

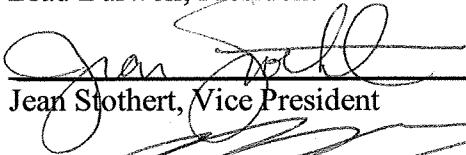
**ACKNOWLEDGMENT OF RECEIPT
OF NOTICE OF MEETING**

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 June 4, 2007, at Don Stroh Administrative Center 5606 South 147th Street Omaha, NE 68137

Dated this 4th day of June, 2007.



Brad Burwell, President



Jean Stothert, Vice President



Mike Kennedy, Secretary



Mike Pate, Treasurer



David M. Anderson



Linda Poole

**NOTICE OF MEETING
SCHOOL DISTRICT NO. 17**

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at 7:00 p.m. on **Monday, June 4, 2007** at 5606 South 147th Street, Omaha, Nebraska. The board will go into Executive Session in regards to the Superintendent's evaluation at 5:30 p.m. At 6:55 p.m. there will be a public hearing on Policy 6800 - Parental Access.

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.

MIKE KENNEDY,
Secretary

6-1-07

**THE DAILY RECORD
OF OMAHA**

**RONALD A. HENNINGSEN, Publisher
PROOF OF PUBLICATION**

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

J. BOYD

being duly sworn, deposes and says that she is

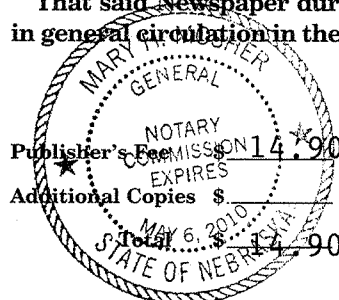
LEGAL EDITOR

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

June 1, 2007

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

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



Subscribed in my presence and sworn to before
me this _____ 1st _____ day of

June 20 07

Notary Public in and for Douglas County,
State of Nebraska

BOARD OF EDUCATION MEETING - JUNE 4, 2007

NAME:

REPRESENTING:

erin grant

Millard West Girls Soccer

Susie Melliger

Aldrich

amie adam

Millard West Girls Soccer

Aimee Kersigo

Millard West Girls Soccer

Manya & Molly Thomas

Gatorade Player of the Year

Prane Moore

MN Soccer

Maureen & Bruce Kuch

MN Soccer

Tim Krueger

MN Soccer

David Millard

MN Soccer

Logan Kuch

MN Soccer

Trevor Longie

MS Home Baseball Coach

Jordan Shefte

MW Soccer

Jenna Doememann

MW Soccer

Kyle Deremu

MN Soccer

Megan Merrill

MW BVS

Katie Dukupavali

MN Soccer

Jeff, Jenae + Dani Nelson

Stock market game

Kayla Gelecia

MWGVS

Kristina Gelecia

MWGVS

Megan Weber

MWGVS

Morgan Anderson

MWGVS

Liz O'Malley

MWGVS

Matthell Kuy

MN Soccer

BOARD OF EDUCATION MEETING - JUNE 4, 2007

NAME:

REPRESENTING:

Todd Adolf	Millard North Soccer
Derek Prinz	MNS
Matt W.	MNS
Andrew M.	MNS
Chris M.	MNS.
Doug + Mary Treener	MWH + MSH
Bill + Evonne Williams	MNHS
Bill Cunningham	MNHS.
Monica Coenig	Montclair
Kim Harrill	MSTHS
Ken Petersen	Abbott Stock Market Club
Denise Karloff	MWGS



BOARD OF EDUCATION
MEETING



JUNE 4, 2007

Now I am opening the hearing for Parental Access.

PARENTAL ACCESS PUBLIC HEARING SCRIPT

By Duncan A. Young, Young & White Law Offices

Monday, June 4, 2007

6:55 p.m.

Don Stroh Administration Center

(NOTE: The Act requires that the public hearing be held at a special or regularly scheduled meeting of the Board of Education and, therefore, you should open the special meeting and state that the purpose of the special meeting is to hold the public hearing on the Parental Access Policy.)

II. Good evening and welcome to the special meeting of the Millard Public Schools' Board of Education. The Nebraska legislature enacted LB 347 in 1994 which has now been codified at §79-530, 79-531, 79-532, 79-2,104, and 20 U.S.C. § 1232h.

Sections 79-531 and 79-532 of the Nebraska Statutes requires that each school board develop and adopt a policy stating how the District will involve parents in schools, and what parents rights shall be relating to access to schools, testing information and curriculum matters; and to hold a public hearing at a regular or special meeting for the purpose of addressing the proposed Parental Access Policy.

Section 79-533 requires that such policy be reviewed annually and either altered and adopted as altered or reaffirmed by the Board following public hearing.

I would like to introduce the Board members who are present and will participate in this public hearing. They are:

As I understand, the Superintendent and the District's administration are recommending this Policy and the accompanying Rule for adoption and are available to answer questions from the Board members. I also understand that the administration is not going to make a presentation as such.

In order to allow everyone a chance to address the Board on the Parental Access Policy and accompanying Rule, I would like to ask each of you to limit your comments to five (5) minutes or so. If there is a group of people who collectively would like to address the Board on this issue, it might be helpful if you would select one, two or three individuals to speak on behalf of the entire group. Of course, we will allow each of you who wish to address the Board on this subject to do so at this time.

The official Board action on the policy and accompanying rule will be acted on during the regular meeting which is scheduled to follow immediately after this public hearing.

I have received (numerous) (_____) requests to address the Board and I will attempt to call you in the order in which the requests were turned in prior to the opening of this public hearing. After everyone has had an opportunity to address the Board on this issue, I will close the public hearing and adjourn the special meeting. The first speaker that has requested an opportunity to address the Board is _____ (continue calling the individuals until you have gone through all of them).

Thank you very much for your participation in this public hearing. You have offered valuable information and insight to all of the Board members as well as to the Superintendent and his administrative staff. If there is no other person wishing to address the Board, I will now close the public hearing.

I will now entertain a motion to adjourn the special meeting for Parental Access of the Millard Board of Education.

MEETING ADJOURNED.

Curriculum, Instruction, and Assessment

Parental Access

6800

It is the policy of the Millard School District to inform parents of the educational practices affecting their children, and to foster and facilitate parental involvement in educational practices affecting their children.

This Policy shall be reviewed annually and either altered and adopted as altered, or reaffirmed by the Board, following a public hearing.

Legal Reference: Neb. Rev. Stat. §§ 79-530 through 79-533, 79-2,104

Related Rule: 6800.1

Policy Approved: June 19, 1995
Revised: April 27, 1998; September 13, 1999
Reaffirmed: July 1, 1996; July 7, 1997; August 7, 2000; July 16, 2001;
June 17, 2002; July 7, 2003; May 17, 2004; June 6, 2005;
June 5, 2006; June 4, 2007

Millard Public Schools
Omaha, Nebraska

Curriculum, Instruction, and Assessment

Parental Access

6800.1

I. **Access to Educational Practices.** Parents will be afforded the following access to the District's educational practices as required by law:

A. **Textbooks, tests, and curriculum materials:** Parents may obtain access to textbooks, tests, and other curriculum materials used by the District by making a request to the Associate Superintendent of Educational Services or said Associate Superintendent's designee. Such request shall be reasonably specific in order that the District may comply with the request.

1. **Courses, assemblies, and other instructional activities:** Parents may request to attend courses, assemblies, and other instructional activities by contacting the school principal or principal's designee reasonably in advance of the course, assembly, or instructional activity the parent desires to attend. The District will comply with such request if the request:

- a. Does not materially interfere with the educational process; and/or
- b. Is not contrary to the best interests of the student.

If the parent's request is denied or qualified, the District will so notify the requesting parent, and will provide an explanation of the grounds for the denial or qualification.

If the parents dispute the denial or qualification, the parents may submit a written request for review to the District's Associate Superintendent for Educational Services. Upon receipt of a written request for review, the Associate Superintendent for Educational Services will review all relevant documents and undertake such investigation as he/she determines to be appropriate. Thereafter, the Associate Superintendent for Educational Services will render a written disposition of the matter within ten (10) school days of his/her receipt of the written request for review.

2. **Counseling sessions:** Parents may request to attend counseling sessions by submitting a written request to the Director of Pupil Services or said Director's designee reasonably in advance of the counseling session the parent desires to attend. The District will comply with such request if the request:

- a. Does not materially interfere with the educational process; and/or
- b. Is not contrary to the best interests of the student.

If the parent's request is denied or qualified, the District will so notify the requesting parent, and will provide an explanation of the grounds for the denial or qualification.

If the parents dispute the denial or qualification, the parents may submit a written request for review to the District's Associate Superintendent for Educational Services. Upon receipt of a written request for review, the Associate Superintendent for Educational Services will review all relevant documents and undertake such investigation as he/she determines to be appropriate. Thereafter, the Associate Superintendent for Educational Services will render a written disposition of the matter within ten (10) school days of his/her receipt of the written request for review.

B. **Access to records:** The District will permit access to student records pursuant to applicable law, District Policy 5710, and Rule 5710.1. Non-custodial parents will be permitted access to student records pursuant to applicable law, District Policy 5730, and Rule 5730.1.

C. **District testing policy:** The District's administration and use of tests will be in accordance with established and recognized testing procedures for tests of scholastic, academic, and intellectual development and status. Testing pursuant to statutory requirements will be in compliance with recognized testing procedures and reasonable objectives. Drug, alcohol, and tobacco testing will be in compliance with District Policy and Rule.

D. **Surveys:**

1. District participation in surveys. The District will conduct all surveys of students required by law. The District will also participate in surveys of students conducted for educational purposes or which are reasonably related to the same.
2. Protections of personal information and student privacy. No surveys shall be conducted which require the disclosure of personally identifiable information unless the survey is required by law, District Policy, or Board authorization. Survey results shall not disclose personally identifiable information unless such disclosure is required by law, District Policy, or Board authorization.
3. Notification and consent. No student shall be required to submit to a survey, analysis, or evaluation that reveals information concerning political affiliations or beliefs of the student or the student's parent; mental or psychological problems of the student or the student's family; sex behavior or attitudes; illegal, anti-social, self-incriminating, or demeaning behavior; critical appraisals of other individuals with whom respondents have close family relationships; legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers; religious practices, affiliations, or beliefs of the student or student's parent; income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program); or which originates outside the District, without the prior written consent of the parent or without the prior consent of the student if the student is an adult or an emancipated minor. The District shall provide for reasonable notice of the adoption or continued use of this Rule directly to the parents of students enrolled in the District at least annually at the beginning of the school year and within a reasonable time after any substantive change in this Rule. The District shall directly notify the parents of students at least annually at the beginning of the school year, of the specific or approximate dates during the school year when such surveys are scheduled or expected to be scheduled.
4. Right to inspect surveys and to opt out. The parents of District students have the right to inspect any survey before the survey is administered or distributed, including all instructional materials, teacher's manuals, films, tapes, and other supplementary materials which will be used in connection with any such survey. A parent shall be provided reasonable access to a survey within a reasonable period of time after a request to inspect is received. Parents, adult students, and emancipated students, may opt out of participation in any such survey by not providing the required prior consent or by revoking any previously provided consent.
5. Personal information for marketing or sale. The District does not collect, disclose, or use personal information collected from students for the purpose of marketing or for selling that information or otherwise providing that information to others for that purpose. The District may engage in the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to:
 - a. Students;
 - b. Educational institutions such as colleges or other post-secondary education recruitment, book clubs, magazines, and programs providing access to low-cost literary products;
 - c. Curriculum and instructional materials used by elementary and secondary schools;

- d. Tests and assessments;
 - e. The sale by students of products or services to raise funds for school-related or education-related activities, or student recognition programs.
- II. **Annual Review.** This Rule shall be reviewed annually and either altered and adopted as altered, or reaffirmed by the Board, following a public hearing.

Legal Reference: Neb. Rev. Stat. §§ 79-530 through 79-533, 79-2, 104, 20 U.S.C. § 1232h

Cross References: Rule 1310.2 Complaints: Instructional Materials
 Rule 5720.1 Records Retention and Disposition
 Policy 5730 Parents' Access to School Records and School Contact
 Rule 5730.1 Non-Custodial Parents' Access to School Records and School Contact
 Policy 5710 Access to Student Records
 Rule 5710.1 Student Records
 Rule 5740.1 Visits to the Schools: Visitations by Parents, Guardians, and Others
 Policy 6700 Extracurricular School Sponsored Clubs and Activities and Interscholastic Athletics and Activities (NSAA)
 Rule 5530.1 Recognition of Religious Beliefs and Customs and Exclusion from Participation
 Rule 6810.2 Curriculum Request for Exclusion
 Policy 6810 Public Access to School Materials and Documents
 Rule 6810.1 Public Access to School Materials and Documents
 Policy 6900 Research: Testing
 Rule 6900.1 Research: Testing

Related Policy: 6800P

Rule Approved: June 19, 1995
 Revised: April 27, 1998; September 13, 1999; July 7, 2003; May 17, 2004;
 June 5, 2006
 Reaffirmed: July 1, 1996; July 7, 1997; August 7, 2000; July 16, 2001;
 June 17, 2002; June 6, 2005; June 4, 2007

Millard Public Schools
 Omaha, NE

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

7

BUSINESS MEETING
7:00 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147th STREET
JUNE 4, 2007

5:30 p.m. – Executive Session – Superintendent’s Evaluation

6:55 p.m. – Public Hearing for Policy 6800 – Parental Access

AGENDA

A. Call to Order

The Public Meeting Act is posted on the Wall and Available for Public Inspection

B. Pledge of Allegiance

C. Roll Call

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

E. Routine Matter

1. *Approval of Board of Education Minutes – May 21, 2007
2. *Approval of Bills
3. *Receive the Treasurer’s Report and Place on File

F. Information Items

1. Showcase: Spring Sports, Journalism, WordMasters, Stock Market Game, National Language Arts League, Olive Garden Pasta Tales, Gatorade Players of the Year
2. Superintendent’s Comments
3. Board Comments/Announcement

G. Unfinished Business:

1. Approval of Policy 4165 – Human Resources – Resignation/Separation
2. Approval of Policy 6320 – Curriculum, Instruction, and Assessment – Students’ Graduation/Separation

H. New Business:

1. Approval of the Collective Bargaining Agreement with the Millard Education Association - Teachers for 2007-2008 and 2008-2009
2. Approval of the Collective Bargaining Agreement with the Educational Paraprofessional Association of Millard (EPAM) for 2007-2008
3. Approval of Collective Bargaining Agreement with the Millard Education Association - Nurses for 2007-2008 and 2008-2009
4. Approval of Administrative Salary Program for 2007-2008
5. Approval of Salaries for Substitute Teachers for 2007-2008
6. Approval of Rule 4165.1 – Human Resources – Non-Certificated Staff – Resignation/Separation
7. Approval of Rule 4165.2 – Human Resources – Certificated Staff – Contract Cancellation, Amendment, Renewal, Non-Renewal
8. Approval of Rule 6320.1 – Curriculum, Instruction, and Assessment – Students, Requirements for Senior High School Graduation

9. Reaffirm Rule 6320.2 – Curriculum, Instruction, and Assessment – Students’ Requirements for Senior High School Graduation: International Baccalaureate
10. Reaffirm Policy 6800 – Curriculum, Instruction, and Assessment – Parental Access
11. Reaffirm Rule 6800.1 – Curriculum, Instruction, and Assessment – Parental Access
12. Reaffirm Policy 6301 – Curriculum, Instruction, and Assessment – Assessed Curriculum – Accountability for Assessments
13. Approval of Rule 6301.1 – Curriculum, Instruction, and Assessment – Assessed Curriculum – Accountability for Assessments
14. Reaffirm Rule 6301.2 – Curriculum, Instruction, and Assessment – Assessed Curriculum – Accountability for Assessments
15. Reaffirm Policy 6315 – Curriculum, Instruction, and Assessment – Use of Assessment Data
16. Approval of Rule 6315.1 - Curriculum, Instruction, and Assessment – Use of Assessment Data
17. Approval of Personnel Actions: Amendment to Continuing Contract(s), Resignation(s), Local Option Substitute for Hire, and New Hires
18. Negotiations (Executive Session)

I. Reports

1. Legislative Update
2. Enrollment Report
3. Updated Enrollment Projections
4. Staff Development Report: May 31 Middle Level Staff Development
5. Staff Development Report: June 5, 2007 MPS Summer Academy
6. Elementary School Additions

J. Future Agenda Items/Board Calendar

1. Committee of the Whole Meeting on Monday, June 11, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
2. Board of Education Meeting on Monday, June 18, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
3. Board of Education Meeting on Monday, July 9, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
4. New Teacher Breakfast on Thursday, August 2, 2007 at Millard North High School **7:30** a.m.
5. Board of Education Meeting on Monday, August 6, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
6. Fall Kick-Off Celebration on Tuesday, August 7, 2007 at Qwest Center at 8:30 a.m.
7. Committee of the Whole Meeting on Monday, August 13, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
8. Board of Education Meeting on Monday, August 20, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
9. Board of Education Meeting on Tuesday, September 4, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
10. Committee of the Whole Meeting on Monday, September 10, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
11. Board of Education Meeting on Monday, September 17, 2007 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

9

BUSINESS MEETING
7:00 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET
JUNE 4, 2007

5:30 p.m. – Executive Session – Superintendent’s Evaluation

6:55 p.m. – Public Hearing for Policy 6800 – Parental Access

ADMINISTRATIVE MEMORANDUM

A. Call to Order

The Public Meeting Act is posted on the Wall and Available for Public Inspection

B. Pledge of Allegiance

C. Roll Call

D. Public Comments on agenda items - This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President prior to the Meeting.

*E.1. Motion by _____, seconded by _____, to approve the Board of Education Minutes – May 21, 2007. (See enclosure.)

*E.2. Motion by _____, seconded by _____, to approve the bills.

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

F.1. Showcase: Spring Sports, Journalism, WordMasters, Stock Market Game, National Language Arts League, Olive Garden Pasta Tales, Gatorade Players of the Year

F.2. Superintendent’s Comments

F.3. Board Comments/Announcements

G.1. Motion by _____, seconded by _____, to approve Policy 4165 – Human Resources, - Resignations/Separation. (See enclosure.)

G.2. Motion by _____, seconded by _____, to approve Policy 6320 – Curriculum, Instruction, and Assessment – Students’ Graduation/Separation (See enclosure.)

H.1. Motion by _____, seconded by _____, to approve the Collective Bargaining Agreement with the Millard Education Association – Teachers for 2007-2008 and 2008-2009. (See enclosure.)

H.2. Motion by _____, seconded by _____, to approve the Collective Bargaining Agreement with the Educational Paraprofessional Association of Millard (EPAM) for 2007-2008 (See enclosure.).

H.3. Motion by _____, seconded by _____, to approve the Collective Bargaining Agreement with the Millard Education Association – Nurses - 2007-2008 and 2008-2009. (See enclosure.).

June 4, 2007

Page 2

- H.4. Motion by _____, seconded by, _____, to approve the Administrative Salary program for 2007-2008. (See enclosure.)
- H.5. Motion by _____, seconded by, _____, to approve the Substitute Teacher Pay Rate for 2007-2008. (See enclosure.)
- H.6. Motion by _____, seconded by, _____, to approve Rule 4165.1 – Human Resources – Non-Certificated Staff Resignation/Separation. (See enclosure.)
- H.7. Motion by _____, seconded by, _____, to approve Rule 4165.2 – Human Resources – Certificated Staff – Resignation/Separation. (See enclosure.)
- H.8. Motion by _____, seconded by, _____, to approve Rule 6320.1 – Curriculum, Instruction, and Assessment – Students’ Requirements for Senior High School Graduation. (See enclosure.)
- H.9. Motion by _____, seconded by, _____, to approve Rule 6320.2 – Curriculum, Instruction, and Assessment – Students’ Requirements for Senior High School Graduation: International Baccalaureate. (See enclosure.)
- H.10. Motion by _____, seconded by, _____, to reaffirm Policy 6800 – Curriculum, Instruction, and Assessment – Parental Access. (See enclosure.)
- H.11. Motion by _____, seconded by, _____, to reaffirm Rule 6800.1 – Curriculum, Instruction, and Assessment – Parental Access. (See enclosure.)
- H.12. Motion by _____, seconded by, _____, to reaffirm Policy 6301 – Curriculum, Instruction, and Assessment – Assessed Curriculum – Accountability for Assessments. (See enclosure.)
- H.13. Motion by _____, seconded by, _____, to approve Rule 6301.1 – Curriculum, Instruction, and Assessment – Assessed Curriculum – Accountability for Assessments. (See enclosure.)
- H.14. Motion by _____, seconded by, _____, to approve Rule 6301.2 – Curriculum, Instruction, and Assessment – Assessed Curriculum – Accountability for Assessments. (See enclosure.)
- H.15. Motion by _____, seconded by, _____, to reaffirm Policy 6315 – Curriculum, Instruction, and Assessment – Use of Assessment Data
- H.16. Motion by _____, seconded by, _____, to approve Rule 6315.1 – Curriculum, Instruction, and Assessment – Use of Assessment Data
- H.17. Motion by _____, seconded by _____, to approve Personnel Actions: Amendment to Continuing Contract(s), Resignation(s), Local Option Substitute for Hire, and New Hires. (See enclosures.)
- H.18. Motion by _____, seconded by _____, to go into Executive Session for Negotiations.

I. Reports:

1. Legislative Update
2. Enrollment Report

June 4, 2007

Page 3

3. Updated Enrollment Projections
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11. Board of Education Meeting on Monday, September 17, 2007 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.

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, May 21, 2007, at the Don Stroh Administration Center, 5606 South 147th Street.

PRESENT: Brad Burwell, Jean Stothert, Mike Pate, Dave Anderson, Linda Poole, and Mike Kennedy

Notice of this meeting was given in advance thereof by publication in the Daily Record on, May 18, 2007; a copy of the publication is being attached to these minutes. Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgment of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

At 7:00 p.m. Mr. Burwell announced the Public meeting Act is posted on the wall and available for public inspection. Mr. Burwell asked everyone to say the Pledge of Allegiance.

Roll call was taken and board members present: Brad Burwell, Jean Stothert, Dave Anderson and Mike Kennedy was present. Mike Pate and Linda Poole were absent.

Motion by Mike Kennedy, seconded by Dave Anderson, to excuse Mike Pate and Linda Poole from the meeting. Upon roll call vote, all members voted aye. Motion carried.

During public comments a community members encouraged members of the community to contact state senators about not approving LB 641, because no one knows what the cost will be for this legislative bill.

Motion by Mike Kennedy, seconded by Jean Stothert, to approve the Board of Education minutes of May 7, 2007, Special Board of Education minutes for May 14, 2007, to approve the bills, and receive the Treasurer's Report and place on file. Upon roll call vote, all members voted aye. Motion carried.

Jean Stothert summarized the budget retreat meeting on May 14, 2007.

Showcase highlighted PAYBAC award winners.

Employees of the Month for May were George Sefzik, industrial technology teacher at Millard North Middle School and Don Shirley, technology facilitator at Millard North High School.

Superintendent's Comments:

1. Reminder that graduation will be on Sunday, May 27, 2007 - Millard South High School will be at 1:00 p.m., Millard West High School will be at 4:00 p.m., and Millard North High School will be at 7:00 p.m. at Civic Auditorium.
2. There was extensive debate on LB 641 with several amendments being introduced. Amendment 1401, which was the compromise amendment, has good things and not so good things included. The governance structure, which includes a 18 member super-board was retained. However their powers were limited. Twelve members of the super-board will be elected, and six board members will be appointed, by districts. The twelve elected members will be paid up to \$12,000. The 18 member board will have an executive director and staff members. The Ombudsman was removed as were the sub committees. ESU's are also out of this amendment, which is a good step for Millard. In this amendment the boundaries of all school districts are permanent, which they were not under LB 1024. The integration portion of the bill is in a two tier configuration. The first allows students to go from schools of non-poverty to school of poverty, which are 35% or higher of free/reduced students with free transportation, and also vice versa. The second tier involves Millard, and the open enrollment part, which is movement within our own district. The first choice will go to children of poverty, and then anyone else. The

common levy is in. It will be a 95 cent levy, which should not affect Millard one way or another. The finance numbers were not presented at the time of the discussion on the amendment. The elementary centers are in, but the cost has not yet been identified. This bill will put the Omaha Public Schools back together. This bill will repeal LB 1024.

Board Comments:

Mike Kennedy said he was down in Lincoln for a couple of days out of the past week including today. He said he is completely disgusted about the entire process. He said there have been hundreds of pages of bills and amendments that have been passed by the legislature, not within the Millard community, and some without reading what is in those documents. Mike Kennedy said it comes down to local control. Do you have the consent of the governed when you are going to add another governance structure or not. He said the people of Millard have not had a chance to look at the bill in its entirety, and there was a reason why the bill came at the end of the session, and it was to have some type of compromise bill where there would be something that no one wanted, but it would have to be accepted. Mr. Kennedy said he didn't accept it. He said furthermore, as an individual taxpayer he will be filing a law suit on the governance structure. In the compromise governance structure you only get to pick, as a citizen, one person of the two elected people. That is totally being done solely to insure minority representation. He has talked with constitutional professors at Creighton University, and he thinks that it is unconstitutional, and if that goes through, he as an individual, will file a law suit, and asked if anyone else wanted to join in. He encouraged the committee to continue to look at the finance structure. He said when he was on the legislative floor, senators were asking for the numbers. Senators are voting on bills and not knowing where the funding will come from, he stated. He said it was going to destroy public education that everyone has worked so hard in the community to build. This is slightly a little better than LB 1024. Did the people in this two county area, out of 93 counties in the state, have the ability to make an informed decision, and communicate to their legislators how they felt. He is completely disheartened, that the legislators wouldn't listen.

Mr. Kennedy did express his appreciation to Senator Pahls for speaking in favor of the district.

Dave Anderson said what he heard today he was surprised by the way the amendments were approved ever so quickly and the votes were not ever close. Mr. Anderson said it was interesting the number of senators who didn't even vote on a lot of the amendments.

Mr. Anderson thanked all of the Millard PAYPAC partners for their community involvement and support of the Millard Schools. They are certainly a part in making the school district great.

Mr. Anderson said he was excited about taking part in the graduation ceremony this Sunday at the Civic Center.

Jean Stothert informed the board that she will be in attendance at the graduation ceremony this Sunday, May 27, 2007.

Mrs. Stothert said she listened to the debate on the legislative bill. She said that so many of the Senators said they were trying to handle too much at one time. The senators asked good questions, but they couldn't grasp the complexity of the bill. She saw a lot of confusion as the amendments were presented. Mrs. Stothert quoted Senator Pahls expressing his disappointment: "How can this small group of people, the Education Committee, who have had no experience in education come and make this monumental change that will affect all of the Nebraska and yet not want to listen to the Superintendents and school board members, who have been dealing with this for years." Mrs. Stothert commented that it was an interesting discussion, and it is probably still going on and things are changing. She indicated she had a hard time following it, and that it was a worry what will come out of this.

Mrs. Stothert said Dr. Lutz did a good job in summarizing where it is at this time, because it is difficult to follow, and very difficult to understand.

Mrs. Stothert said last Thursday she was with Dr. Lutz for the meeting with the Speaker of the Legislature. She attended this meeting in place of Brad Burwell, who could not attend. The Speaker explained where everything was at that time, and asked for cooperation from the school districts.

Brad Burwell said that the board came out in full support of the Superintendent's work they did last summer. He said the board sent letters to all state senators. He said not everyone was going to come out of this liking everything. He said he knew that Millard would not get everything they wanted from this bill, but needed to get the majority of what was wanted. Unfortunately the fight is not over. To Mike's point, Mr. Burwell said there is still time for everyone to let the senators know. Mr. Burwell said the focus should be returned to what is going to happen to educate children. He continued by saying no matter what comes out of this we need to work together for the betterment of that. He said no one likes to think about this, but two years ago the greatest fear was there wasn't going to be any Millard Public Schools.

To the point that Senator Raikes kept this all under wraps until the last minute, there is no doubt, and for this he will have to be held accountable. Mr. Burwell said it was a poor legislative process. He said with the 22 freshman senators, who were introduced to this process, and truthfully, they are like kids in the last week of school, no offense; they just wanted to go home. That is where those 22 senators are, and he knew that Senator Raikes was cunning enough to figure that one out, and that is why it came out the last minute.

Mr. Burwell said this year is the largest amount of retirees there has been in the district. He has had a chance to attend retirement dinners, and last Wednesday attended the Employee Recognition dinner. It is at events like these where you see what makes Millard a great school district.

Derek Collins, student representative from Millard North, Corinne Wardian, student representative from Millard South, and Jordan Carroll, student representative from Millard West, gave their update of the activities at their particular high school. Brad Burwell thanked the students for their work with the board of education. Mr. Burwell presented a plaque to each student to commemorate this honor.

Mike Kennedy provided the final reading of Policy 3235 – Support Services - Gifts, Grants, and Bequests. Motion by Mike Kennedy, seconded by Jean Stothert, to approve Policy 3235 – Support Services – Gifts, Grants, and Bequests. Upon roll call vote, all members voted aye. Motion carried.

Motion by Dave Anderson, seconded by Jean Stothert, to approve 2007 Graduates. Upon roll call vote, all members voted aye. Motion carried.

Motion by Jean Stothert, seconded by Dave Anderson, to approve Rule 3235.1 – Support Services – Gifts, Grants, and Bequests. Upon roll call vote, all members voted aye. Motion carried.

Dave Anderson provided the first reading of Policy 4165 - Human Resources – Resignation/Separation. This policy will be on the next board agenda for approval.

Motion by Jean Stothert, seconded by Dave Anderson, to approve Rule 6200.1 – Curriculum, Instruction, and Assessment – Taught Curriculum – Instructional Delivery. Upon roll call vote, all members voted aye. Motion carried.

Jean Stothert provided the first reading of Policy 6320 – Curriculum, Instruction, and Assessment – Students' Graduation/Separation. This policy will be on the next board agenda for approval.

Motion by Dave Anderson, seconded by Jean Stothert, to adopt the following cut scores for the 7th grade Analytical Writing Assessment: Prompt A the Cut Score will be Below 51; Prompt B the Cut Score will be 49; and Prompt C the Cut Score will be Below 51. Upon roll call vote, all members voted aye. Motion carried.

Motion by Jean Stothert, seconded by Dave Anderson, to approve Personnel Actions: Amendments to Continuing Contracts: Rose Thrumer and Karen Wagner; Leave(s) of Absence: Jennifer Carlson, Kari Jorth, and Stephanie Schade Resignations: Trevor Templar, Richard Sivertson, Stephen Schoening, Tanya Wright, Tracy Babin; and New Hires: Johanna M. Aulner, Emily Winter, Lisa Belk, Stacy A. Kester-Pearson, David Pettit, Kathleen Smith, Megan Weber, Eva Denton, Cari Green, Larry Andrews, Elizabeth Boardman, Daniel Nelson, Mary Hough, and Susan Johannes. Upon roll call vote, all members voted aye. Motion carried.

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

Reports included: A Legislative Update, a Construction Update, the Middle School Alternative Program Evaluation, the Middle Level International Baccalaureate Evaluation, and the Small High School Schematic Design

Future Agenda Items/Board Calendar: The 2007 Graduation will be held on Sunday, May 27, 2007 at Civic Auditorium – MSHS at 1 p.m.; MWHS at 4 p.m.; and MNHS at 7 p.m.. A Board of Education Meeting will be held on Monday, June 4, 2007 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, June 11, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, June 18, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, July 9, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The New Teacher Breakfast will be held on Thursday, August 2, 2007 at Millard North High School 7:30 a.m. A Board of Education Meeting will be held on Monday, August 6, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The Fall Kick-Off Celebration will be held on Tuesday, August 7, 2007 at Qwest Center at 8:30 a.m. A Committee of the Whole Meeting will be held on Monday, August 13, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, August 20, 2007 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street.

At 8:45 p.m. Dave Anderson moved, seconded by Jean Stothert, to go into Executive Session in regards to negotiations. Upon roll call vote, all members voted aye. Motion carried.

Mr. Burwell announced again that the board will be going into Executive Session for negotiations.

Motion by Dave Anderson, seconded by Jean Stothert, to come out of Executive Session. Upon roll call vote, all members voted aye. Motion carried.

Brad Burwell adjourned the meeting.



SECRETARY

Millard Public Schools
June 4, 2007

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Check No	Vend No	Vendor Name	Amount
279487	130469	SUSAN J ANGLEMYER	183.12
279491	019111	BISHOP BUSINESS EQUIPMENT	19,970.31
279492	136160	MOLLY S CHECKSFIELD	120.00
279493	107454	CHRISTOPHER COLLING	135.00
279494	133617	CONOCOPHILLIPS	7,450.41
279499	107469	DEFFENBAUGH INDUSTRIES	8,040.42
279501	033901	DOUGLAS COUNTY TREASURER	15.00
279502	130632	DANIELSON ENTERPRISES INC	47.50
279503	088660	LINDA S FERGUSON	4.48
279504	136079	GE COMMERCIAL EQPT HOLDING LLC	12,082.69
279505	136159	GEOGRAPHIC EDUCATORS OF NEBRASKA	100.00
279506	102451	INTERNATIONAL BACCALAUREATE	525.00
279507	056724	KINKO'S	175.00
279508	084090	KIWANIS CLUB OF SOUTHWEST OMAHA	100.00
279509	057740	CHARON M KUPFER	55.00
279510	134297	PATRICIA K LEAMEN	8.01
279511	130736	LINCOLN MEDICAL EDUCATION FOUNDATIO	245.00
279513	060121	BRYAN A LUBBERS	1,126.63
279515	064820	MICROFILM IMAGING SYSTEM INC	480.00
279516	065438	MILLARD NORTH HIGH SCHOOL	0.00
279517	107732	BRIAN L NELSON	250.00
279518	100013	OFFICE DEPOT BUS. SVCS. DIV.	176.17
279519	072400	PHI DELTA KAPPA	289.00
279521	106416	RIFE CONSTRUCTION INC	54,914.00
279524	131446	TOSHIBA AMERICA INFO SYS INC	539.00
279527	107354	STEPHEN W. VENTEICHER	260.00
279529	095674	XEROX CORPORATION (LEASES)	33,591.79
279530	010040	A & D TECHNICAL SUPPLY CO INC	43.64
279534	133803	NATALIE J BIEBER	100.03
279540	095520	LINDA D HORTON	176.06
279541	131367	AMANDA J JOHNSON	1,026.79
279543	133505	SUSAN N MARLATT	339.20
279544	136163	NATIONAL ASSOCIATION OF SCHOOL	850.00
279545	136004	HEIDI JO NEUMANN	185.00
279547	134858	JENNIFER L REID	206.33
279548	136119	TIMOTHY ROYERS	76.14
279550	107093	CHARLENE S SNYDER	278.65
279552	136162	CHRISTINA L WILCOXEN	34.79
279553	130371	ROBERT J YAKUS	130.09
279555	071368	PETTY CASH/MILLARD NORTH	199.14
279569	135363	JOHN V BRAMER	73.00
279570	133970	CCS PRESENTATION SYSTEMS	48,000.00
279571	107454	CHRISTOPHER COLLING	60.00
279573	108436	COX COMMUNICATIONS INC	364.76
279575	106893	CULLIGAN WATER CONDITIONING	40.13
279576	133261	ANGELA M DIEHM	110.00

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Check No	Vend No	Vendor Name	Amount
279578	041543	AMY J FRIEDMAN	56.90
279579	136159	GEOGRAPHIC EDUCATORS OF NEBRASKA	40.00
279581	107732	BRIAN L NELSON	260.00
279582	136002	CHRISTOPHER H NEVISON	150.00
279585	072899	LINDA POOLE	28.45
279589	102869	SUPER SAVER #20	78.83
279590	084959	JAMES V SUTFIN	199.60
279591	090242	UNITED PARCEL SERVICE	627.84
279594	107354	STEPHEN W. VENTEICHER	130.00
279595	107252	AA WHEEL & TRUCK SUPPLY INC	43.49
279596	010037	ABC SCHOOL SUPPLY COMPANY	275.95
279597	010275	ACADEMIC COMMUNICATION ASSOC INC	133.93
279598	010278	ACADEMIC HALLMARKS INC	56.00
279599	010300	ACCURATE LOCKSMITHS, INC	60.40
279600	010383	ACTION BATTERIES UNLIMITED INC	192.54
279601	010390	ADAMS BOOK COMPANY INC	498.85
279602	131060	ADOLPH KIEFER AND ASSOCIATES	214.59
279603	101766	ADVANTAGE PRESS INC	347.75
279604	010421	DEBORAH A ADY	10.72
279605	010808	AIR-SIDE COMPONENTS, INC.	830.00
279606	010809	AIRCAD INC	192.60
279607	108351	AIRGAS NORTH CENTRAL INC	63.80
279608	133620	AKSARBEN PIPE & SEWER CLEANING LLC	584.78
279609	010884	FRANCE ALBANESI	547.80
279610	011051	ALL MAKES OFFICE EQUIPMENT	564.00
279611	011185	ALLIED OIL & SUPPLY, INC.	97.12
279612	133506	ALPHA G CONSULTING LLC	2,700.00
279613	107651	AMAZON.COM INC	4,520.25
279614	134708	NATIONAL ASSOC ELEM SCH PRINCIPALS	44.50
279615	012450	AMERICAN RED CROSS HEARTLAND	5,494.56
279616	102430	AMI GROUP INC	3,400.00
279617	134757	AFO LLC	578.59
279618	134041	MARTHA A ANDERSON	48.55
279619	134167	ELIZABETH A ANDREASEN	13.58
279620	012989	APPLE COMPUTER, INC.	71.00
279621	135051	APPLES & MORE A TEACHERS STORE	181.79
279622	108092	MERRILL COMPANY	503.50
279623	134235	SARAH A ASCHENBRENNER	16.01
279625	102840	ASSOCIATED FIRE PROTECTION	772.13
279627	101611	ATLAS AUTO BODY	115.00
279628	102237	AUTO STATION	1,132.91
279630	134132	TRACY L BABIN	146.71
279631	132405	BAG 'N SAVE	31.83
279634	134992	STEPHEN R BAKER	200.00
279635	132001	BETH L BALKUS	21.53
279636	017900	BARCO MUNICIPAL PRODUCTS, INC.	420.30

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Check No	Vend No	Vendor Name	Amount
279637	099646	BARNES & NOBLE BOOKSTORE	1,044.11
279638	132608	BARNES DISTRIBUTION	685.92
279639	017877	CYNTHIA L BARR-MCNAIR	95.74
279640	017926	ROSEMARY W BARTA	49.86
279641	107979	LORI A BARTELS	228.92
279642	133353	JULIE A BARTHOLOMEW	15.52
279643	018240	CAROL A BEATY	67.42
279644	136112	BENCHMARK EDUCATION CO LLC	517.00
279645	018650	PAMELA R BERKI	195.94
279646	018705	BERNINA SEWING CENTER	5.10
279648	134945	NOLAN J BEYER	146.47
279649	019111	BISHOP BUSINESS EQUIPMENT	9,871.05
279650	133364	DEWALT INC	139.12
279651	130899	KIMBERLY M BOLAN	113.01
279652	135084	RITA BONILLA	18.23
279653	101364	BOOKWORM	332.33
279654	133647	BORDEN CONSULTING CORPORATION	440.00
279655	019559	BOUND TO STAY BOUND BOOKS INC	5,174.87
279656	019835	BOYS TOWN NATIONAL	902.08
279657	130576	PAMELA A BRENNAN	155.69
279658	132273	WENDY M BRENNAN	25.56
279659	019861	BRIGGS, INC.	28.99
279660	020050	BRODART CO.	8.95
279661	133824	NANCY A BROWN	70.33
279662	131995	M MARTHA BRUCKNER	165.99
279663	020270	NANCY J BRUGGER	24.74
279664	106466	BRUINS MONTESSORI INTERNATIONAL	6,223.33
279665	020439	BUILDERS SUPPLY COMPANY INC	222.77
279666	020550	BUREAU OF EDUCATION & RESEARCH	1,070.00
279667	135789	LINDA S BURKE	65.20
279668	132910	CHARLES J BURNEY	148.90
279669	038444	BUROS CENTER FOR TESTING UNL	4,783.00
279670	133375	BUSINESS INTERIORS GROUP	4,080.00
279671	099431	BUSINESS MEDIA INC	6,613.00
279672	131619	C E SUNDBERG CO	156.00
279673	134949	RESOLUTION INC	59.95
279675	134350	CAMBIUM LEARNING	50.94
279676	106806	ELIZABETH J CAREY	40.74
279677	054237	PIONEER LOCK CO INC	80.78
279678	023925	CARLEX INC	229.88
279679	023967	CARLSON SYSTEMS	173.41
279680	023970	CAROLINA BIOLOGICAL SUPPLY CO	21.10
279681	024061	CARQUEST AUTO PARTS	163.86
279682	024067	CARSON DELLOSA PUBLISHING	258.51
279683	131158	CURTIS R CASE	59.66
279684	134194	CASTLE ROCK INDUSTRIES	1,349.75

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Check No	Vend No	Vendor Name	Amount
279686	133589	CDW GOVERNMENT, INC.	2,443.27
279687	024260	CENTER TROPHY COMPANY	10,501.50
279688	018865	CHANNING BETE COMPANY INC	73.95
279689	132271	ERIK P CHAUSSEE	57.72
279690	135247	MARIELA J CHAVOYA	16.44
279692	106851	CHILDREN'S HOME HEALTHCARE	15,895.00
279693	132581	CLARITUS	1,297.50
279694	132697	CLASSROOM PRODUCTS WAREHOUSE LLC	224.01
279695	099222	CLASSROOMDIRECT.COM	575.55
279696	025222	DEBI CLATTERBUCK	48.37
279697	025235	DALE CLAUSEN	147.44
279698	132643	CLEAN SWEEP COMMERCIAL INC	13,500.00
279699	025455	COLLEGE BOARD	155.41
279700	022701	SHARON R COMISAR-LANGDON	60.63
279702	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	209.00
279703	026057	CONTROL MASTERS INC	2,397.10
279705	024157	COUNCIL FOR EXCEPTIONAL CHILDREN	111.87
279707	109021	PATRICIA A CRUM	8.34
279708	027130	CRYSTAL PRODUCTIONS	174.46
279709	027300	CUMMINS CENTRAL POWER LLC	529.17
279711	135292	CW ENTERPRISES INC	200.00
279712	130731	D & D COMMUNICATIONS	506.74
279713	132671	JEAN T DAIGLE	76.87
279714	131003	DAILY RECORD	50.60
279715	134983	DAKTRONICS INC	450.00
279716	032140	DALTILE CORPORATION	78.54
279717	136149	DATA SOURCE MEDIA INC	10,099.20
279718	135099	HEATHER L DAUBERT	54.84
279720	032246	PAMELA M DAVIS	94.09
279722	107469	DEFFENBAUGH INDUSTRIES	9,933.17
279723	099249	DELTA EDUCATION LLC	323.67
279724	032800	DEMCO INC	3,306.14
279725	032872	DENNIS SUPPLY COMPANY	6,094.05
279726	135454	DOUGLAS W DENSON	12.61
279727	133009	ROBERTA E DEREMER	23.57
279728	109850	DEX MEDIA EAST LLC	1,046.32
279729	099220	DICK BLICK CO	3,866.52
279730	132750	JOHN D DICKEY	28.32
279732	033473	DIETZE MUSIC HOUSE INC	3,862.65
279733	131797	DIRECT ADVANTAGE	365.86
279734	134086	AMBER J DOOLITTLE	37.78
279735	135650	JAY R DOSTAL	16.20
279740	135816	VITALIY I DOVGALYUK	54.32
279742	034100	DRAKE-WILLIAMS STEEL INC	1,253.42
279744	135760	SCOTT DUGDALE	14.94
279745	135689	SUSAN M DULANY	41.08

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Check No	Vend No	Vendor Name	Amount
279746	034120	DULTMEIER SALES LLC	94.79
279747	036520	EASTERN NE HUMAN SERVICES AGENCY	39,690.00
279748	052370	ECHO ELECTRIC SUPPLY CO	825.28
279749	131566	ECHO MOTORS & CONTROLS INC	350.00
279750	101894	EDUCATIONAL INNOVATIONS, INC.	46.70
279751	037023	EDUCATIONAL INSIGHTS	109.98
279752	037525	EDUCATIONAL SERVICE UNIT #3	159,640.39
279753	100330	EDUCATORS OUTLET INC	274.24
279754	037900	DELTA EDUCATION LLC	3,207.05
279755	107980	EHLI'S DECORATING, INC.	677.43
279756	133823	REBECCA S EHRHORN	643.50
279757	038100	ELECTRIC FIXTURE & SUPPLY	1,092.11
279758	038140	ELECTRONIC SOUND INC.	970.77
279759	131007	ELMAN & CO INC	633.15
279760	038217	WARREN K ELTISTE	150.88
279761	135199	LISA G ENGEL	41.23
279762	135297	LIZBETH ENSOR	364.58
279763	102791	ERIC ARMIN INC	416.93
279765	136164	ARACELI ESPINOZA	81.58
279766	109066	TED H ESSER	495.09
279769	040450	FEDERAL EXPRESS	485.80
279770	133565	STEVE FELICI	22.11
279771	040537	FERGUSON ENTERPRISES INC	2,132.72
279772	106956	FERRELLGAS	14.95
279773	109069	ELIZABETH A FIALA	139.20
279774	133919	FILTER SHOP INC	1,178.69
279775	133960	FIREGUARD INC	253.00
279776	134304	FIRST BANK RICHMOND, NA	1,824.10
279777	109855	SHANNON M FISCHER	160.54
279778	135647	LACHELLE FISCUS	28.28
279779	040919	FISHER SCIENTIFIC	238.72
279781	135648	SUSAN M FLEISSNER	11.98
279782	041086	FLINN SCIENTIFIC INC	765.76
279785	041100	FOLLETT LIBRARY RESOURCES	14,987.67
279786	136106	FOLLETT SOFTWARE COMPANY	169.00
279787	107364	FONTENELLE NATURE ASSOC	45.50
279788	132165	FOREST SCIENTIFIC CORPORATION	1,225.00
279789	041146	KENNETH J FOSSEN	109.41
279790	134577	PATRICK R FOSTER	77.00
279791	132321	MICHAEL R FREY	34.92
279792	041530	SCHOOL SPECIALITY INC	831.48
279793	041543	AMY J FRIEDMAN	97.58
279795	135031	FSH COMMUNICATIONS LLC	360.00
279797	131565	GARTNER & ASSOCIATES CO, INC.	366.45
279798	106894	TAMMY GEBHART	192.79
279799	135983	ENCORE ONE LLC	3.05

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Check No	Vend No	Vendor Name	Amount
279800	133886	CHERYL V GERACE	12.51
279802	134513	ZEITGEIST PUBLISHING INC	22.95
279803	044470	GEYER INSTRUCTIONAL AIDS CO.	260.50
279804	044495	KATHY L GIBBS	11.40
279806	106660	GLASSMASTERS INC	4,235.61
279807	135734	LARRY R GOODENOUGH	36.14
279808	044887	GOODHEART-WILCOX PUBLISHER	244.92
279809	044891	GOPHER/PLAY WITH A PURPOSE	2,927.08
279810	044896	KAREN A GORDON	44.23
279811	132152	GOVCONNECTION INC	59.44
279812	043609	GP DIRECT	1,368.65
279813	044950	GRAINGER INDUSTRIAL SUPPLY	4,272.43
279814	130083	HARRY S GRIMMINGER	33.47
279816	135016	CANDRA R GUENTHER	98.65
279817	132938	GUSTAVE A LARSON COMPANY	15.60
279818	132287	CARI J GUTHRIE	25.22
279820	132673	JULIE L HAHN	24.83
279821	047800	HAMMOND & STEPHENS	303.63
279822	047853	HAPPY CAB COMPANY INC	173.30
279823	133487	HARCOURT ASSESSMENT INC	1,491.88
279824	047855	HARCOURT INC	963.48
279825	047855	HARCOURT INC	9,307.97
279826	135821	LESLEY A HARRISON-ROLAND	55.44
279827	102103	HAYES SCHOOL PUBLISHING CO	51.23
279828	048475	HEARTLAND FOUNDATION	16,943.52
279829	108273	MARGARET HEBENSTREIT PT	120.28
279830	048517	GREENWOOD PUBLISHING GROUP INC	760.00
279831	048517	GREENWOOD PUBLISHING GROUP INC	949.19
279832	048515	HELGET SAFETY SUPPLY INC	46.22
279833	048555	DAVID OLSZEWSKI	121.00
279834	108478	DAVID C HEMPHILL	83.52
279835	101881	HENRY DOORLY ZOO	781.50
279836	131713	DEBRA A HERICKS	12.61
279837	132423	HEWLETT PACKARD CO	2,888.60
279838	048710	HIGHSMITH COMPANY INC	341.79
279839	134441	ELAINE HILL	739.46
279840	048840	SUZANNE J HINMAN	17.95
279841	048845	CAMILLE H HINZ	22.80
279842	045329	HMS BROWN BAGGERS	96.64
279843	048940	HOB-LOB LIMITED PARTNERSHIP	237.91
279846	049320	HONEYMAN RENT ALL	99.51
279847	132872	HOPE FOUNDATION INC	71.90
279848	132592	WILLIAM SPRAGUE, JR.	1,690.00
279849	095520	LINDA D HORTON	56.26
279850	049450	HOTSY EQUIPMENT COMPANY	84.95
279851	049600	HOUCHEN BINDERY LTD	856.60

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Check No	Vend No	Vendor Name	Amount
279852	049650	HOUGHTON MIFFLIN COMPANY	833.53
279853	049715	HUMAN KINETICS	177.94
279854	101032	HUSKER MIDWEST PRINTING	1,007.40
279855	133397	HY-VEE FOOD STORE (WELCH PLAZA)	1,200.51
279856	049850	HY-VEE FOOD STORE (OAKVIEW DR)	1,506.08
279857	049844	HYDRONIC ENERGY INC	19.50
279858	051573	IDEAL PURE WATER	50.00
279860	135010	MARCHINTA INCHIN	25.92
279861	051549	INDUSTRIAL ARTS SUPPLY CO	119.51
279862	102451	INTERNATIONAL BACCALAUREATE	8,950.00
279863	107281	INTERNATIONAL CATERING INC	3,456.00
279864	102958	INTERSTATE ALL BATTERY CENTER	64.37
279865	101991	J.A. SEXAUER	1,594.54
279866	100928	J.W. PEPPER & SON INC.	1,039.94
279868	131391	RICHARD J JACOBI	60.53
279869	131157	CHRISTINE A JANOVEC-POEHLMAN	66.15
279870	054240	HANNELORE W JASA	56.26
279871	135735	GEORGE W JELKIN	26.19
279872	133037	JENSEN TIRE COMPANY	1,184.01
279873	135463	JESSICA KINGSLEY PUBLISHERS	147.59
279875	054448	STEVEN K JOEKEL	98.46
279876	107039	SHARON KIM H JOHANSEN	12.13
279877	135999	DESIREE K JOHN	83.42
279878	131367	AMANDA J JOHNSON	32.01
279879	054500	JOHNSON HARDWARE COMPANY	57.22
279880	054481	JERRILL B JOHNSON	56.55
279882	107905	MELINDA C JOHNSON	71.88
279883	054630	JOHNSTONE SUPPLY	521.15
279886	054768	JUDAH CASTER COMPANY	160.58
279887	135815	KYLE A JURGENS	152.29
279889	133496	CYPRESS MEDIA LLC	2,586.16
279890	056215	KAPLAN EARLY LEARNING CO	283.14
279891	132272	SUSAN L KELLEY	12.32
279892	056276	KELVIN ELECTRONICS	750.60
279893	133973	KIDS ON THE MOVE INC	3,068.00
279894	056770	BETTY H KLESITZ	103.31
279895	133944	SUSAN R KLOPP	54.13
279897	056905	DEBORAH S KOLC	124.00
279898	056913	RICHARD L KOLOWSKI	149.87
279899	131821	MARY E KOUBA	59.66
279900	132266	DAWN M KRONAIZL	25.22
279902	132934	VICTORIA KYROS	54.32
279903	102755	LAB VOLT SYSTEMS INC	958.40
279905	058755	LIDLAW TRANSIT INC	217,119.56
279906	058757	LAKELAND ENGINEERING EQUIPMENT CO	72.01
279907	099217	LAKESHORE LEARNING MATERIALS	2,069.33

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279908	135257	LANGUAGE LINE SERVICES	56.00
279909	121124	LORENE M LARSEN	37.83
279910	135728	SANDI R LARSON	157.01
279911	135688	DENISE A LARSON	113.01
279912	109816	JILL C LAVENE	147.15
279915	059100	JEFFREY SCHRANK	291.00
279916	101723	LEARNING TOOLS	75.00
279917	102496	LEARNING ZONE EXPRESS	56.95
279918	108450	JACEN D LEFHOLTZ	132.40
279919	106469	LEGO EDUCATION NORTH AMERICA	488.16
279921	135276	ANNA VIDAR'YEVNA LEVIT	54.55
279922	059380	LIBRARY VIDEO COMPANY	257.45
279923	059470	LIEN TERMITE & PEST CONTROL INC	786.00
279925	059577	LINGUISYSTEMS, INC.	23.90
279926	107917	AMANDA J LINK	42.16
279927	059560	LINWELD INC	488.59
279928	133323	LITERACY FOOTPRINTS	72.00
279929	133027	TRACY LOGAN	75.18
279930	135707	JAMIE K LONDON	135.32
279931	059866	STACY L LONGACRE	107.19
279932	131141	JON T LOPEZ	91.67
279933	060111	LOVELESS MACHINE & GRINDING	50.00
279934	131397	LOWE'S HOME CENTERS INC	563.53
279935	057770	LRP PUBLICATIONS INC	172.00
279936	060121	BRYAN A LUBBERS	19.89
279937	060125	LUCKS MUSIC LIBRARY INC	168.30
279938	136081	JOANN M LUTZ	169.59
279939	063582	MARY A MAGSTADT	16.49
279940	131832	DEANNA S MAHER	50.44
279941	063920	MARCO PRODUCTS INC	188.17
279942	133505	SUSAN N MARLATT	47.05
279943	133201	DAWN M MARTEN	76.00
279944	131303	DEBRA J MARTINEZ	250.69
279946	108052	MAX I WALKER	413.89
279947	100944	MCDONALD & ASSOCIATES INC	294.45
279948	063349	MCGRAW-HILL COMPANIES	567.81
279949	063361	ALBERT G MCKAIN	31.04
279950	099781	MCQUEENY LOCK COMPANY	260.80
279952	121126	PATRICIA A MEEKER	34.34
279953	133998	SUZANNE MELLIGER	40.74
279954	064413	MENARDS INC	329.78
279955	132980	MENTAL FLOSS	39.94
279956	135331	MENTORING MINDS LP	80.60
279958	064600	METAL DOORS & HARDWARE COMPANY INC	5,502.00
279959	133403	AMERICAN NATIONAL BANK	5,049.31
279960	064810	NICHOLAS MEYSENBURG	18.92

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279961	102466	WYMAN L MARTINEK	840.00
279962	102870	MIDLAND COMPUTER INC	734.69
279963	648477	MIDLANDS MESSENGER SERVICE INC	23.00
279964	101068	MIDWEST BOX COMPANY	4,554.40
279967	064950	MIDWEST METAL WORKS INC	807.65
279968	065233	MIDWEST TURF & IRRIGATION INC	1,682.23
279969	065300	MILLARD DRYWALL SERVICES, INC.	1,586.31
279970	065400	MILLARD LUMBER INC	264.70
279972	065410	MILLARD SCHOOLS ADMINISTRATIVE	213.20
279974	065316	GLENN L MILLERD	121.05
279975	100316	MINDWARE	142.25
279976	135729	A CYNTHIA MONGE	134.87
279977	101158	MONTESSORI N SUCH INC	2,410.40
279978	066078	MONTESSORI SERVICES	264.00
279979	066083	KAREN F MONTGOMERY	34.44
279981	066137	JUNE E MORRISSEY	167.81
279982	132491	DONITA L MOSEMAN	50.23
279983	066490	JANIS R MULLINS	49.96
279984	063115	MULTI-HEALTH SYSTEMS	97.00
279985	102728	UNIVERSITY OF NE MED CENTER	100.00
279986	133712	MURPHY TRACTOR & EQUIPMENT CO	491.91
279989	066580	MUSIC IN MOTION INC	510.81
279990	131395	DARREN D MYERS	60.63
279991	067030	CYNTHIA D NABITY	73.33
279992	067000	NASCO	2,363.53
279993	134332	NBI INC/NATIONAL BUSINESS INSTITUTE	587.00
279994	132854	NATIONAL SAFETY COUNCIL	190.00
279995	067996	JOHN C NOWELL	416.34
279998	108416	WILLIAM B NATTERMANN	19.40
279999	130548	NCS PEARSON INC	413.75
280000	130548	NCS PEARSON INC	1,979.73
280002	068334	NEBRASKA AIR FILTER INC	3,120.59
280003	134157	NEBRASKA MEDICAL CENTER	5,100.00
280004	107973	NEBRASKA PNEUMATICS INC	94.52
280005	068684	NEBRASKA SCIENTIFIC	77.94
280006	068737	NEBRASKA SPEECH LANGUAGE & HEARING	60.00
280007	131476	NEBRASKA TURF PRODUCTS	1,370.40
280009	131550	NANCY G NELSON	17.46
280010	069060	ROBIN K NELSON	128.37
280011	100216	NETA	585.00
280012	134798	NEW VISION COMUNICATIONS INC	16,465.68
280013	069615	NEWBRIDGE EDUCATIONAL PUBLISHING	246.40
280014	069099	CAROL C NEWTON	40.40
280015	136001	BILL NGUYEN	42.53
280016	106326	NILA J NIELSEN	184.54
280017	069576	NIENHUIS MONTESSORI USA INC	7,560.63

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280018	069675	NOBBIES INC	63.84
280019	069689	AMSAN LLC	35,744.93
280020	069785	NCA, CASI	15,400.00
280021	069805	NORTHWEST REGIONAL ED LABORATORY	113.50
280022	069930	NOVA HEALTH EQUIPMENT COMPANY	926.70
280023	099567	NOVELL INC	42,240.00
280024	131265	JILL M NUISMER	78.57
280025	069945	NUTS & BOLTS INC	100.84
280026	133368	KELLY R O'TOOLE	36.86
280029	100013	OFFICE DEPOT BUS. SVCS. DIV.	19,187.98
280030	101147	OFFICE MAX #521	21.87
280031	070245	OHARCO DISTRIBUTORS	78.22
280033	099658	OMAHA CHILDRENS MUSEUM	207.00
280034	070662	OMAHA HEARING SCHOOL FOR CHILDREN	2,333.33
280036	071024	OMAHA TRACTOR, INCORPORATED	284.48
280037	071039	OMAHA WINDUSTRIAL CO.	201.15
280038	071040	OMAHA WINNELSON COMPANY	71.40
280039	071050	OMAHA WORLD HERALD CO	1,476.80
280040	133850	ONE SOURCE	1,888.00
280043	130092	MARY M OSTERLOH	536.44
280044	071190	OVERHEAD DOOR COMPANY OMAHA	104.00
280045	071515	PAINTIN PLACE CERAMICS INC	12.75
280047	134636	JANIE L PAPP	57.23
280048	108098	ANGELO D PASSARELLI	785.76
280049	071771	LT NEIL P. PAULISON	704.00
280050	071891	PAYFLEX SYSTEMS USA INC	57.00
280051	131610	PATRICIA D BUFFUM	440.00
280052	071305	PBS VIDEO	297.75
280054	109027	PEARSON EDUCATION	4,534.95
280056	082652	PEARSON EDUCATION	25,225.20
280057	099302	PEGLER-SYSCO FOOD SERVICE CO	708.45
280058	130737	PELLETS	48.00
280062	107783	HEIDI T PENKE	54.32
280063	072200	PERFECTION LEARNING CORP.	498.77
280064	134365	VICKY L PETERSON	129.01
280066	134301	BRDA INC	1,856.10
280068	132792	KEITH PICKETT	58.00
280069	134428	ELIZABETH A PIERCE	87.35
280070	130721	MARY J PILLE	91.91
280071	072760	PITSCO INC	145.53
280072	072850	PLAYTIME EQUIPMENT & SCHOOL SUPPLY	107.73
280074	073011	JUDITH E PORTER	34.10
280075	131835	PRAIRIE MECHANICAL CORP	21,649.17
280076	073220	PRATT AUDIO VISUAL & VIDEO CORP	5,376.00
280077	073231	PRECISION INDUSTRIES, INC.	737.02
280078	103090	PRESIDENT'S EDUCATION AWARDS	31.00

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280080	073495	PROFESSIONAL AUDIOLOGY AND	2,928.50
280081	073650	PRUFROCK PRESS INC	45.00
280082	073040	PSI GROUP-OMAHA	20,000.00
280084	135693	QUANTUM HEALTH PROFESSIONALS INC	6,600.00
280085	077750	QUILL CORP	115.11
280086	099219	RADIOSHACK CORP	70.59
280088	078250	RALSTON PUBLIC SCHOOLS	67.28
280089	109143	SANDRA L RALYA	11.64
280090	078420	RAWSON & SONS ROOFING, INC.	11,830.00
280091	109810	BETHANY B RAY	85.36
280092	100642	REALLY GOOD STUFF INC	120.46
280093	078670	REAMS SPRINKLER SUPPLY COMPANY INC	693.13
280094	132808	REBECCA SNYDER SPEECH SERVICES	5,625.00
280095	135690	DEIDRE REEH	10.19
280096	133191	MATTHEW K REGA	17.70
280097	078760	REGAL AWARDS, INC.	853.45
280098	134858	JENNIFER L REID	84.80
280099	135191	RENZULLI LEARNING SYSTEMS LLC	1,213.60
280100	100813	MATT RESOURCES INC	47.70
280101	136036	LARRY D RIBBLE	189.25
280102	132095	CHARLOTTE A RIEWER	179.94
280103	079295	DALE H ROBINSON	87.30
280104	135301	KATHY ROCCO	80.00
280105	079310	ROCKBROOK CAMERA CENTER	541.00
280107	134882	LINDA A ROHMILLER	18.14
280108	134990	BRITTANY A ROM	87.30
280109	134081	EILEEN A RONCI	199.34
280112	072286	JEAN M RUCHTI	65.81
280113	130477	KATHRYN I RYAN	55.29
280114	081491	SAGE PUBLICATIONS, INC.	26.45
280115	103055	SALTILLO CORPORATION	2,195.00
280116	081640	JOAN M SANDERS	133.86
280117	081695	SARGENT WELCH	29.28
280118	081725	KIMBERLEY K SAUM-MILLS	42.20
280119	133389	RYAN D SAUNDERS	317.68
280120	081800	SAX ARTS & CRAFTS INC	1,594.11
280121	109806	BRENT J SCHADE	23.28
280122	106432	KELLI J SCHINSTOCK	37.35
280123	134174	ELIZABETH M SCHMIDT	153.30
280125	099640	SCHOLASTIC BOOK FAIRS	605.24
280126	082100	SCHOLASTIC INC	26.05
280127	130526	SCHOOL MEDIA ASSOCIATES LLC	612.29
280128	135488	SCHOOL NURSE SUPPLY	132.10
280129	134878	MARGARET T VENTO-WILSON	1,342.95
280130	082350	SCHOOL SPECIALTY INC	1,828.78
280131	136098	SCHOOLDUDE.COM INC	8,305.85

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280132	099808	SCHOOLMASTERS	418.44
280133	107995	SCOCO SUPPLY INC.	21.87
280134	130851	SEARCH INSTITUTE	193.60
280135	099442	SEARS	62.94
280136	098765	SECURITY BENEFIT LIFE INS CO	54,361.05
280137	082910	SECURITY EQUIPMENT INC	75.00
280138	082941	KELLY M SELTING	111.07
280139	135553	SUSAN SEVENER	70.45
280140	131078	SHAR PRODUCTS COMPANY	334.39
280141	133498	SHARED MOBILITY COACH INC	4,578.00
280142	109800	AMY L SHATTUCK	190.56
280143	083175	SHEPPARD'S BUSINESS INTERIORS	308.24
280144	109830	MATTHEW V SHEPPARD	140.17
280145	130645	SHERWIN-WILLIAMS	1,710.99
280146	083400	SIMPLEXGRINNELL	80.00
280149	134921	HAFISSATOU SMITH	95.90
280152	107093	CHARLENE S SNYDER	18.82
280153	083950	SOCIAL STUDIES SCHOOL SERVICE	55.44
280154	101476	SODEXHO MARRIOTT INC	79,815.33
280155	136092	SOFTWARE MACKIEV	38,304.00
280156	102264	SOFTWARE PLUS	5,580.00
280157	067688	SOLUTION TREE LLC	1,445.00
280158	109793	LINCOLN OFFICE EQUIPMENT	287.50
280159	130722	LYON FINANCIAL SERVICES	1,406.25
280160	132828	SOMERSET MEDIA	293.98
280161	084081	SOUTH OMAHA TERMINAL WAREHOUSE CO	497.40
280162	100421	SOUTH/SOUTHWEST YMCA	411.00
280163	131714	JOHN D SOUTHWORTH	43.55
280164	084326	SPORTIME	86.50
280168	084491	TRACY L STAUFFER	73.72
280169	131099	STENHOUSE PUBLISHERS	1,093.08
280170	084630	CYNTHIA F STIGGE	37.54
280171	135211	KENNETH STOBBE	22.11
280172	131211	SUCCESSORIES	672.75
280173	135744	CLAUDIA P SUCHA	22.43
280174	135731	MOHANRAJ SUDHAKAR	84.21
280175	109822	BRAD D SULLIVAN	27.16
280176	084781	SUMMIT LEARNING	1,519.26
280177	133230	GLOBAL VIDEO LLC	135.40
280179	084930	SUPER DUPER INC	39.00
280180	102869	SUPER SAVER #20	638.17
280181	084959	JAMES V SUTFIN	105.00
280182	132417	JAMES D SWITZER	18.92
280183	133452	INNOVATIVE THERAPISTS INTERNATIONAL	62.41
280184	088654	TARGET	445.93
280185	103050	REPRINT/DRAPHIX, LLC	483.36

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280186	109041	AMERICAN EAGLE COMPANY INC	535.06
280187	133167	TEACHERS COLLEGE PRESS	77.94
280188	088709	AMERICAN EAGLE COMPANY INC	223.47
280189	088830	TED'S MOWER SALES & SERVICE INC	493.73
280190	133969	TENNANT SALES & SERVICE COMPANY	331.04
280191	049700	TERRY HUGHES TREE SERVICE	400.00
280192	089130	THACKER ELECTRIC	79.05
280193	130780	THADDEUS COMPUTING	19.95
280194	102822	THERAPRO INC	192.23
280195	131159	JONATHON C THOMPSON	52.38
280196	134962	LAURIE R THROCKMORTON	67.28
280197	135006	STEVE D THRONE	50.93
280198	132493	GREGORY E TIEMANN	32.98
280199	132140	TILT GOLF	123.00
280200	132794	TOLEDO PHYSICAL ED SUPPLY CO	247.68
280201	106807	JEAN M TOOHER	75.66
280202	089572	TOOL SHED INC	5.99
280203	132138	TOYOTA FINANCIAL SERVICES	463.42
280204	108055	TRADE WELL PALLET INC	880.00
280205	106364	AMERICAN STANDARD INC	383.03
280206	107286	TRAVELERS	28,747.00
280207	133826	MIRIAM R TREDWAY	35.89
280208	107719	KIMBERLY P TRISLER	59.66
280209	106493	TRITZ PLUMBING, INC.	5,485.54
280210	134054	DAVIS EQUIPMENT CORPORATION	143.51
280211	135505	TY'S OUTDOOR POWER & SERVICE INC	1,124.12
280213	090678	UNISOURCE	3,564.16
280214	090214	UNITED ELECTRIC SUPPLY CO INC	60.41
280215	068875	UNIV OF NE MED CENTER	3,894.75
280216	068834	UNIVERSITY OF NEBRASKA-LINCOLN	910.00
280217	068834	UNIVERSITY OF NEBRASKA-LINCOLN	60.00
280218	090900	UNIVERSITY PUB, INC.	2,581.00
280219	090973	UPSTART	112.05
280220	090406	US ASPHALT COMPANY	1,611.20
280221	091040	VALENTINOS INC	785.26
280222	135516	MICHELLE VANDENBERG	325.34
280224	092280	VERNIER SOFTWARE & TECHNOLOGY LLC	98.00
280226	092786	WALCRO INC	46.07
280227	092834	WALKER TIRE INC	1,030.40
280228	093008	BARBARA N WALLER	237.62
280229	136166	RONALD J WALSH II	170.72
280230	131112	LINDA WALTERS	119.84
280231	131817	KRISTINE M WARD	45.59
280232	093650	WARD'S NATURAL SCIENCE INC	99.10
280233	093765	WATER ENGINEERING, INC.	3,447.60
280234	093772	WATKINS CONCRETE BLOCK CO. INC.	57.00

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280235	132263	JILL E WEDDINGTON	36.57
280236	093978	BECKY S WEGNER	140.65
280241	134943	JESSICA WELLS	17.61
280242	131998	RICHARD M WERKHEISER	41.23
280243	094174	WEST MUSIC COMPANY	1,613.80
280244	094650	WESTSIDE COMMUNITY SCHOOLS	536.00
280245	134658	CRAIG WHALEY	182.36
280247	094751	DEBBY A WHITAKER	130.85
280248	094820	WHOLESALE HEATING & COOLING	1,941.14
280249	019459	WIESE RESEARCH ASSOCIATES INC.	10,950.00
280251	095157	JOAN C WILSON	22.80
280252	109073	CRAIG J WOLF	37.35
280255	130716	SUSAN J WOOSTER	35.74
280256	095371	WORLD ALMANAC EDUCATION	27.99
280257	109043	WORTHINGTON DIRECT HOLDINGS	821.55
280258	095491	GLEN E WRAGGE	365.25
280259	101370	XEROX CORPORATION (ORDERS)	19,278.00
280260	095674	XEROX CORPORATION (LEASES)	1,066.54
280261	133941	YANT TESTING SUPPLY & EQUIP., INC.	1,158.88
280264	135976	LARA ZEISLER-MCGUCKIN	21.34
Total for GENERAL FUND			1,518,758.97
20513	135437	NEBRASKA SCHOOL NUTRITION ASSOC	150.00
20514	106893	CULLIGAN WATER CONDITIONING	11.37
20515	032872	DENNIS SUPPLY COMPANY	199.08
20516	102958	INTERSTATE ALL BATTERY CENTER	2.14
20517	100944	MCDONALD & ASSOCIATES INC	43.50
20518	064950	MIDWEST METAL WORKS INC	122.50
20519	100013	OFFICE DEPOT BUS. SVCS. DIV.	344.95
Total for FOOD SERVICE			873.54
279486	010040	A & D TECHNICAL SUPPLY CO INC	636.89
279490	133480	BERINGER CIACCIO DENNELL MABREY	22,164.75
279496	136087	D.R. ANDERSON CONSTRUCTORS CO	5,310.00
279522	079440	ROSENBAUM ELECTRIC INC	16,640.90
279530	010040	A & D TECHNICAL SUPPLY CO INC	375.51
279531	135245	BAHR VERMEER HAECKER ARCHITECTS	7,718.25
279532	135991	BAKER DISTRIBUTING CO LLC	642.29
279533	133480	BERINGER CIACCIO DENNELL MABREY	15,954.00
279535	131003	DAILY RECORD	18.40
279536	032255	DAVIS PUBLICATIONS INC	1,068.22
279537	133806	E & A CONSULTING GROUP INC	12,127.50
279538	044891	GOPHER/PLAY WITH A PURPOSE	917.92
279542	058775	LAMP RYNEARSON ASSOCIATES INC	21,110.00
279549	081880	SCHEMMER ASSOCATES INC	55,868.50
279551	135716	AARON M JOHNSON LLC	240.00
279554	099212	ZANER BLOSER INC	359.56

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Check No	Vend No	Vendor Name	Amount
279701	106902	COMMUNICATION SERVICES INC.	117.25
279710	027345	CURRICULUM ASSOCIATES INC	232.75
279719	032255	DAVIS PUBLICATIONS INC	4,272.92
279783	131555	FLOORS INC	679.00
279801	136165	KARI A G GERBER	340.71
279809	044891	GOPHER/PLAY WITH A PURPOSE	1,631.76
279825	047855	HARCOURT INC	15,584.14
279853	049715	HUMAN KINETICS	177.95
279885	026300	JP COOKE COMPANY	22.11
279995	067996	JOHN C NOWELL	49.97
280054	109027	PEARSON EDUCATION	4,787.26
280090	078420	RAWSON & SONS ROOFING, INC.	7,295.00
280155	136092	SOFTWARE MACKIEV	2,205.00
280177	133230	GLOBAL VIDEO LLC	212.24
280212	135716	AARON M JOHNSON LLC	1,700.00
280218	090900	UNIVERSITY PUB, INC.	3,439.00
280243	094174	WEST MUSIC COMPANY	100.32
280263	099212	ZANER BLOSER INC	835.74
Total for SPECIAL BUILDING			204,835.81
279488	012989	APPLE COMPUTER, INC.	270,027.70
279489	017670	BALCON	6,723.00
279495	108436	COX COMMUNICATIONS INC	269.34
279500	107232	DLR GROUP INC	11,756.64
279512	131472	LINES OF COMMUNICATION	1,001.43
279514	102493	MICHAEL TODD & CO. INC.	363.11
279523	132452	TERRACON INC	374.75
279525	135716	AARON M JOHNSON LLC	306.45
279539	044950	GRAINGER INDUSTRIAL SUPPLY	166.10
279546	070245	OHARCO DISTRIBUTORS	56.96
279671	099431	BUSINESS MEDIA INC	72,726.00
279686	133589	CDW GOVERNMENT, INC.	323.18
279837	132423	HEWLETT PACKARD CO	5,746.00
279924	131472	LINES OF COMMUNICATION	97,280.88
Total for CONSTRUCTION			467,121.54
279497	135662	KATHRYN ANN DAVIS	128.00
279520	132649	PEGGY A REINECKE	1,440.00
279526	068840	UNIVERSITY OF NEBRASKA AT OMAHA	16,537.50
279572	106184	CONCORDIA UNIVERSITY	660.00
279574	026950	CREIGHTON UNIVERSITY	220.00
279584	108428	PERU STATE COLLEGE	660.00
279586	073650	PRUFROCK PRESS INC	35.00
279592	068840	UNIVERSITY OF NEBRASKA AT OMAHA	1,980.00
279593	068839	UNIVERSITY OF NEBRASKA KEARNEY	330.00
279624	103023	ASHA PRODUCT SALES	113.40
279629	135330	AVIS RENT A CAR SYSTEM INC	112.17

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Check No	Vend No	Vendor Name	Amount
279653	101364	BOOKWORM	79.94
279675	134350	CAMBIUM LEARNING	70.51
279678	023925	CARLEX INC	770.77
279691	024652	CHILDCRAFT EDUCATION CORP	949.61
279706	136088	JOSEPH R CRUM	500.00
279752	037525	EDUCATIONAL SERVICE UNIT #3	4,975.25
279767	035610	ETA/CUISENAIRE	459.80
279784	041098	FOLLETT EDUCATIONAL SERVICES	757.35
279825	047855	HARCOURT INC	1,664.74
279837	132423	HEWLETT PACKARD CO	30,917.40
279905	058755	LIDLAW TRANSIT INC	1,343.91
279907	099217	LAKESHORE LEARNING MATERIALS	1,673.30
279914	130792	LEARNING RESOURCES	213.65
279965	134462	MIDWEST ED TECHNOLOGY SERVICES INC	5,750.00
279975	100316	MINDWARE	103.20
279996	068027	NATIONAL SCIENCE OLYMPIAD	185.00
279997	068027	NATIONAL SCIENCE OLYMPIAD	185.00
280001	131412	NE DEPT OF HEALTH & HUMAN SERVICES	25.00
280033	099658	OMAHA CHILDRENS MUSEUM	252.00
280035	070810	OMAHA PUBLIC SCHOOLS	11,105.64
280041	135617	OPEN HANDS OMAHA INC	4,464.00
280053	071353	WARFIELD PCI LIMITED	549.89
280065	072242	PETERSONS PUBLISHING	298.53
280067	134620	PHYSICIANS MUTUAL INSURANCE COMPANY	1,500.00
280079	102423	PRIMARY CONCEPTS	53.00
280081	073650	PRUFROCK PRESS INC	311.10
280092	100642	REALLY GOOD STUFF INC	152.07
280099	135191	RENZULLI LEARNING SYSTEMS LLC	820.00
280114	081491	SAGE PUBLICATIONS, INC.	870.64
280124	100581	SCHOLASTIC BOOK CLUBS INC	290.10
280150	135008	SMITHSONIAN INSTITUTION	2,290.21
280157	067688	SOLUTION TREE LLC	1,545.00
280221	091040	VALENTINOS INC	344.24
280223	136171	CHRISTINE S VASILIAUSKAS	100.00
280246	134027	DAN A WHIPKEY	5,740.00
280254	136172	NATE WOODHAMS	100.00
Total for GRANT FUND			103,626.92
279671	099431	BUSINESS MEDIA INC	5,800.00
279686	133589	CDW GOVERNMENT, INC.	42.00
279864	102958	INTERSTATE ALL BATTERY CENTER	131.04
279966	135586	MIDWEST FLOOR COVERING INC	155.00
279968	065233	MIDWEST TURF & IRRIGATION INC	115,046.00
280090	078420	RAWSON & SONS ROOFING, INC.	10,800.00
280143	083175	SHEPPARD'S BUSINESS INTERIORS	5,944.50
280147	135246	SJO LLC	2,127.35
280225	092323	VIRCO MANUFACTURING CORP	13,077.15

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Check No	Vend No	Vendor Name	Amount
Total for DEPRECIATION			153,123.04
279739	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	426,969.80
279752	037525	EDUCATIONAL SERVICE UNIT #3	314.32
Total for INTERLOCAL FUND			427,284.12
279520	132649	PEGGY A REINECKE	720.00
279568	136170	COLLEEN BARNHART	270.00
279577	133361	ALISON DUNNING	270.00
279580	136168	TINA LARSON	180.00
279583	134629	GAYLE NICOLL	468.00
279587	136169	ADAM CHRISTOPHER SNOZA	216.00
279588	136167	ELIZABETH K STRUDTHOFF	270.00
279610	011051	ALL MAKES OFFICE EQUIPMENT	868.00
279626	133437	ASYST COMMUNICATIONS CO. INC.	285.00
279632	132765	KYLE BAINBRIDGE	40.00
279633	135322	ALEXANDER BAKER	100.00
279647	134693	JADE BERTSCH	80.00
279670	133375	BUSINESS INTERIORS GROUP	2,028.00
279674	136176	CAMERON CALL	32.00
279685	134694	MALINDA CAUDLE	64.00
279686	133589	CDW GOVERNMENT, INC.	84.00
279704	135694	JUSTINE COOPER	132.00
279729	099220	DICK BLICK CO	179.80
279732	033473	DIETZE MUSIC HOUSE INC	1,027.50
279741	135695	AMANDA D DOWNING	132.00
279743	135312	LACY DUCKWORTH	132.00
279763	102791	ERIC ARMIN INC	833.85
279764	038431	ROBERT W. ERLANDSON	517.10
279767	035610	ETA/CUISENAIRE	109.95
279768	135766	KAITLYN FEDER	132.00
279780	135701	CHELSEA FISHER	56.00
279794	135393	KRISTEN FRIESEN	72.00
279796	136050	ALLI GABRIEL	56.00
279805	136150	RYAN GILL	68.00
279812	043609	GP DIRECT	100.04
279815	135848	LAUREN GROGAN	90.00
279819	135078	SHANNON GUY	72.00
279825	047855	HARCOURT INC	330.00
279837	132423	HEWLETT PACKARD CO	218.00
279838	048710	HIGHSMITH COMPANY INC	437.72
279844	135313	RACHEL HOGAN	88.00
279845	133623	KELLEY HOLMES	108.00
279848	132592	WILLIAM SPRAGUE, JR.	659.85
279859	134557	ELLEN R ILLG	72.00
279867	135703	TAYLOR JACKSON	64.00
279874	136054	NICK JOBEUN	64.00

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Millard Public Schools

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Check No	Vend No	Vendor Name	Amount
279881	054492	JIM L JOHNSON	600.00
279884	134980	ABIGAIL C JORGENSEN	68.00
279888	132329	SOPHIE KAETER	90.00
279896	136126	JUSTIN A KOFOED	64.00
279901	136127	ELIZABETH KATHRYN KUCIREK	64.00
279913	135696	CHAD LAWTON	165.00
279920	136128	JOHN JAMES LEHN	68.00
279945	136051	SHAYLA MATTSON	28.00
279951	136174	AMANDA MCQUILLAN	32.00
279957	134995	ALYSSA MERKEL	72.00
279971	099585	MILLARD MANUFACTURING COMPANY	4,438.43
279973	135568	KIRSTEN MILLER	64.00
279980	136173	JESSICA MORRIS	32.00
279987	134099	CAITLIN MURPHY	64.00
279988	130934	MEGHAN A. MURPHY	45.00
279992	067000	NASCO	49.42
280008	135768	MIKE NELSON	32.00
280011	100216	NETA	115.00
280032	136129	SARA OLTROGGE	72.00
280042	135003	BETHANY ORN	96.00
280046	135566	MEGAN PALIK	64.00
280059	135080	JULIE PENGILLY	32.00
280060	134555	MOLLY PENGILLY	90.00
280061	133625	TERESA PENGILLY	40.00
280073	134705	CARLY POHLMAN	32.00
280083	135698	CHAEI QUANDT	132.00
280087	135324	ADAM RAFFERTY	64.00
280105	079310	ROCKBROOK CAMERA CENTER	204.35
280106	136175	NIKKI ROE	32.00
280110	071023	OMAHA THEATER CO FOR YOUNG PEOPLE	1,634.50
280111	134997	KATHERINE ROUNDS	60.00
280145	130645	SHERWIN-WILLIAMS	272.07
280148	132994	BRITTANY ANNE SLINGWINE	80.00
280151	134211	JENNIFER SMUTNY	68.00
280165	132328	KAYLA STAUFFER	16.00
280166	132984	MARIAH STAUFFER	64.00
280167	109821	SETH STAUFFER	20.00
280178	135770	BRITTANY SUNDERMAN	64.00
280237	134999	FAWN WEIHL	72.00
280238	135327	KARI WEIHL	90.00
280239	133330	LORIN WELCH	80.00
280240	135391	AMANDA K WELCH	40.00
280250	134783	TREVOR BRYCE WILLIAMSON	80.00
280253	133859	ALLISON WOOD	64.00
280262	135521	CHRISTINE YEE	72.00
Total for ACTIVITY FUND			21,452.58

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Millard Public Schools

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Check No	Vend No	Vendor Name	Amount
		Report Total	2,897,076.52

AGENDA SUMMARY SHEET

Agenda Item: Policy 4165 and Rules 4165.1, 4165.2

Meeting Date: June 4, 2007

Department: Human Resources

Title and Brief Description: We are continuing the examination and updating of the policies and rules in the 4000 series.

Action Desired: Second Reading and approval of Policy 4165
Approval of Rule 4165.1 and 4165.2

Background: The policy and rule were last revised in November 1999. There are minor changes to the policy and rule. Change "Personnel" to "Human Resource"; delete the word "contract" from 4165.1.

Options/Alternatives Considered: N/A


Recommendations: Second Reading and approval of Policy 4165 and Rules 4165.1 and 4165.2

Strategic Plan Reference: N/A

Implications of Adoption/Rejection: N/A

Timeline: N/A

Responsible Persons: Steve Moore

Superintendent's Signature:  _____

Human Resources Resignation/Separation

4165

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The District shall establish procedures for the resignation, separation, termination, cancellation, and dismissal of employees. Termination and/or cancellation of employment will be in accordance with District procedures, state statutes and regulations, and federal statutes and regulations.

Legal Reference: Neb. Rev. Stat. § 79-819, 79-821, 79-827, 79-829, and 79-831

Policy Adopted: October 7, 1974

Millard Public Schools

Revised: March 20, 1989; August 3, 1992; August 16, 1993; November 15, 1999;
Omaha, Nebraska

AGENDA SUMMARY SHEET

AGENDA ITEM: Second Reading and Approval of Policy 6320
Curriculum, Instruction, Assessment: Students' Graduation/Separation
Revision of Rule 6320.1,
Students' Requirements for Senior High School Graduation
Reaffirmation of Rule 6320.2

MEETING DATE: June 4, 2007

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: This rule outlines high school graduation requirements. It must be reviewed annually.

ACTION DESIRED: APPROVAL DISCUSSION INFORMATION ONLY

BACKGROUND: There is only a minor revision to Policy 6320.
Annual review of Rule 6320.1 is required. There is one substantive change to the rule at this time, requiring students to complete a Personal Learning Plan effective with the Class of 2008. The concept of having Personal Learning Plans as a graduation requirement has been shared with administrators, teachers and students throughout this year. It is mentioned in the Curriculum Handbooks for 2007-2008. The consensus of opinions is that establishing the Personal Learning Plans as a graduation requirement will make students and teachers take them more seriously. Rubrics for graduation review have been set.
Rule 6320.2 is being reaffirmed since it is related to 6320.1.

OPTIONS AND ALTERNATIVES CONSIDERED: Leave rule unchanged or make additional revisions.

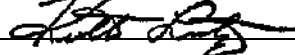
RECOMMENDATIONS: Approve the changes as recommended.

STRATEGIC PLAN REFERENCE:

IMPLICATIONS OF ADOPTION OR REJECTION: Revision of this rule will meet requirement to review and update annually. The suggested change will support students' work on Personal Learning Plans

TIMELINE: N/A

RESPONSIBLE PERSON(S): Martha Bruckner, Judy Porter, Carol Newton

SUPERINTENDENT'S APPROVAL:  _____

BOARD ACTION:

Category: Curriculum, Instruction, and Assessment
Policy: Students' Graduation/Separation

6320

Graduation from our schools indicates that students have satisfactorily completed the prescribed courses of study ~~for the several grade levels~~ in accordance with their respective abilities to achieve, and that they have satisfactorily passed any district level assessments, and examinations or other requirements set by the faculty. In addition, students shall have maintained a satisfactory record of citizenship during the students' progression through the instructional program of the schools.

The faculty will establish detailed requirements to agree with the school goals as adopted by the Board. It is expected that, insofar as possible, the faculty will apply measures of achievement to provide evidence that each student has progressed far enough toward school goals to warrant the student's graduation according to the terms of this policy.

The principal of each school will arrange each spring for appropriate awards and recognition programs and graduation exercises. Formal graduation exercises for elementary and middle schools will be at the discretion of each school.

Related Policy and Rules: 6315, 6315.1, 6320.1

Legal Reference: Neb. Rev. Stat § 79-729

Date of Adoption: July 20, 1992

Date of Revision: May 17, 1999; July 31, 2000; June 4, 2007

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Collective Bargaining Agreement with the MEA

Meeting Date: June 4, 2007

Department: Human Resources

Title & Brief Description: The District and the Millard Education Association have reached tentative agreement for the 2007-08 and 2008-09 school years. The negotiation teams met between March 23 and May 15. The agreement provides for the following changes:

1. Article III, paragraph 1: The District will set the calendar as follows:
 - a. 193 days in 2007-08 (currently 192).
 - b. 194 days in 2008-09.
2. Article III, paragraph 1: replace sentence #2 with “During each school year covered by this agreement, the district may require any teacher covered by this agreement to work up to two additional days as needed; each teacher who works the additional day(s) shall be compensated at his or her daily rate. Each teacher required to work additional day(s) shall be given a minimum of 180 days written advance notice. A teacher may be excused without pay from working the additional day(s) by providing good cause; good cause shall include any of the leave of absence reasons set forth in Board Policy 4510 and related rules. Failure to show good cause may result in disciplinary action.”
3. Article III, paragraph 2, Payment for additional graduate hours.
 - a. Increase number of allowable hours after BA and MA from 36 to 39; provided the extra 3 hours are earned after the second semester of the 2006-07 school year and are from a list of courses pre-approved by the Superintendent or his/her designee.
 - b. Increase the number of allowable hours after an Ed Specialist or Doctorate from 0 to 3; provided the extra 3 hours are earned after the second semester of the 2006-07 school year and are from a list of courses pre-approved by the Superintendent or his/her designee.
 - c. Increase the rate paid for each new hours from \$152 to \$165.
4. Initial salary placement:
 - a. For 2007-08: up to 12 years previous experience (currently 11)
 - b. For 2008-09: up to 13 years previous experience
5. Benefits:
 - a. If two Millard employees are married to each other and each qualifies for district paid family health insurance, then the district shall provide and pay the premium for one family health plan and one family dental plan; provided neither of the employees is eligible for nor elects to participate in “cash-option.”
 - b. Medical coverage:
 - i. 2007-08: No change to coverage or premium equivalent.
 - ii. 2008-09: Increase in-network single deductible (from 250 to 300) and single maximum in-network out-of-pocket from 1250 to 1500 (double for family and double those for out-of-network). Increase premium equivalent by 5%.
 - c. Life Insurance:
 - i. The district will pay the premium for the \$50,000 term life insurance for part-time teachers. Currently the district pays ½ the premium.
6. Extra duty:
 - a. Student Information System Trainer 3%; (a merger of infinite campus and gradebook)
 - b. Building Web Page Initiator 5%
 - c. New Staff Induction (Peer Coaching/Productive Approaches) \$250
 - d. TeamMates (1-5 mentors: \$250, 6-10 mentors: \$500, 11+ mentors: \$750)
 - e. Required staff development a teacher elects to take off contract, change from \$12.69 per hour to the individual teacher’s hourly rate. This is the same rate pay to those who are required to take the staff development off contract.
 - f. Optional staff development a teacher elects to take off contract: The District may offer Optional staff development during off-contract time. Optional staff development may be offered with or without a monetary incentive (or other incentive), as offered by the District, for the employee to participate.
 - g. In lieu of Dept Head release time (supervised off-contract time) change from \$12.69 per hour to the individual teacher’s hourly rate.

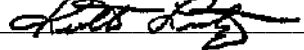
- h. Eliminate the index system for the extra-duty salary schedule. Increase each pay rate by a percentage (see below).
 - i. The Drug Club is being renamed "Asset Builders." The sponsor will communicate information to all teachers.
7. Increase sick leave buy back:
- a. 2007-08: Increase from \$75 to \$90 per day.
 - b. 2008-09: Increase from \$90 to \$100 per day.
8. Salary:
- a. 2007-08:
 - i. For the 2007-08 school year, the District shall pay each full-time teacher employed by the district during the 2006-07 school year an increase in his or her daily rate of pay, over and above the daily rate paid to the employee during the 2006-07 school year, of 4.25% (provided, however, the minimum daily rate increase shall be \$10.50). A teacher's daily rate of pay is his or her annual salary divided by the number of contract days. Counselors, school psychologists, MEP facilitator's and other teachers working extended contract days in 2006-07 shall also have 1 day added to his or her contract in 2007-08. The resulting minimum annual increase is 4.75%.
 - ii. Increase CCM1 and CCM2 allocations by 4.5%
 - iii. Increase the minimum salary ranges by 4.5%.
 - iv. Increase extra duty pay rates by 4.5%.
 - v. Total package increases 4.3%.
 - b. 2008-09:
 - i. For the 2008-09 school year, the District shall pay each full-time teacher employed by the district during the 2007-08 school year an increase in his or her daily rate of pay, over and above the daily rate paid to the employee during the 2007-08 school year, of 4.25% (provided, however, the minimum daily rate increase shall be \$10.50). A teacher's daily rate of pay is his or her annual salary divided by the number of contract days. Counselors, school psychologists, MEP facilitator's and other teachers working extended contract days in 2007-08 shall also have 1 day added to his or her contract in 2008-09. The resulting minimum annual increase is 4.75%.
 - ii. Increase CCM1 and CCM2 allocations by 4%
 - iii. Increase the minimum salary ranges by 4%.
 - iv. Increase extra duty pay rates by 4%.

Action Desired: Approval

Background:

Options And Alternatives: Return to the bargaining table.

Responsible Person: Steve Moore, Ken Fossen, Duncan Young

Superintendent's Approval:  _____

COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT made and entered into this 4th day of June, 2007 by and between the School District Number 17, Douglas County, Nebraska, also known as the Millard School district (hereinafter called "District"), and the **Millard Education Association** (hereinafter called "Association").

WHEREAS, the parties have from time to time met and negotiated the terms and conditions of employment for teachers for the school years 2007-08 and 2008-09; and

WHEREAS, the parties have reached an agreement with respect to the terms and conditions of the employment for teachers for the school years 2007-08 and 2008-09;

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

ARTICLE I RECOGNITION

The District hereby agrees to recognize the Millard Education Association as the exclusive bargaining agent for the certificated staff employed by the District defined as "teachers" under Nebraska Rev. Stat. §79-101 for the purpose of negotiating collectively on those terms and conditions of employment required by law.

ARTICLE II PROCEDURE AND PROTOCOL

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

ARTICLE III TERMS AND CONDITIONS

1. **Term of Contract:** The term of the contract shall begin on August 1, 2007 and terminate on July 31, 2009 and shall consist of 193 teacher days for 2007-08 and 194 teacher days for 2008-09. During each school year covered by this agreement, the district may require any teacher covered by this agreement to work up to two additional days as needed; each teacher who works the additional day(s) shall be compensated at his or her daily rate. Each teacher required to work additional day(s) shall be given a minimum of 180 days written advance notice. A teacher may be excused without pay from working the additional day(s) by providing good cause; good cause shall include any of the leave of absence reasons set forth in Board Policy 4510 and related rules. Failure to show good cause may result in disciplinary action. Each new teacher hire that attends new teacher workshops outside the regular teacher calendar shall be compensated for each day of attendance at his or her daily rate of pay.

If upon the expiration of this agreement on the 31st day of July, 2009 the parties hereto have not agreed to a collective bargaining agreement for the school year 2009-10, the terms of this agreement shall continue in full force and effect so long as the parties are continuing to engage in good faith collective bargaining.

2. **Salary:** The salary ranges for 2007-08 are attached hereto as Appendix "B" and by reference incorporated and made a part of the contract.

Placement on the salary range: For the 2007-08 school year, the District shall pay each full-time teacher employed by the district during the 2006-07 school year an increase in his or her daily rate of pay, over and

above the daily rate paid to the employee during the 2006-07 school year, of 4.25% (provided, however, the minimum daily rate increase shall be \$10.50). A teacher's daily rate of pay is his or her annual salary divided by the number of contract days. To be eligible for the increase the teacher must have been employed at least 90 days during 2006-07. The salary will be adjusted proportionately according to changes in the individual teacher's F.T.E and/or contract days. A teacher returning from a leave of absence shall receive an increase over and above the daily rate paid during the year he or she was last employed.

Salary: The salary ranges for 2008-09 are attached hereto as Appendix "B" and by reference incorporated and made a part of the contract.

Placement on the salary range: For the 2008-09 school year, the District shall pay each full-time teacher employed by the district during the 2007-08 school year an increase in his or her daily rate of pay, over and above the daily rate paid to the employee during the 2007-08 school year, of 4.25% (provided, however, the minimum daily rate increase shall be \$10.50). A teacher's daily rate of pay is his or her annual salary divided by the number of contract days. To be eligible for the increase the teacher must have been employed at least 90 days during 2007-08. The salary will be adjusted proportionately according to changes in the individual teacher's F.T.E and/or contract days. A teacher returning from a leave of absence shall receive an increase over and above the daily rate paid during the year he or she was last employed.

Additional Days: Each teacher who is required to work extra days beyond the contracted days specified in this agreement will be compensated at his or her regular daily rate of pay.

Longevity Increase: Each teacher who, at the end of the 2006-07 school year, has completed the equivalent of fourteen years of full-time service (see Appendix F) with the Millard Public Schools and has not yet had a longevity stipend added to his or her basic salary, shall receive an additional increase in salary equal to 2% of the 2007-08 Bachelors Minimum salary (\$630). The longevity stipend will be added to the teacher's salary and become a part of his or her salary for future salary computations.

Each teacher who, at the end of the 2007-08 school year, has completed the equivalent of fourteen years of full-time service (see Appendix F) with the Millard Public Schools and has not yet had a longevity stipend added to his or her basic salary, shall receive an additional increase in salary equal to 2% of the 2008-09 Bachelors Minimum salary (\$655). The longevity stipend will be added to the teacher's salary and become a part of his or her salary for future salary computations.

Payment for additional graduate hours: Each teacher who completes graduate semester credit hours from an accredited institution of higher learning shall receive a salary increase of \$165 for each credit hour. This increase will be added to the teacher's salary and become a part of his or her salary for future salary computations. The teacher must receive prior approval from the District for each specific course and institution (see Appendix D for additional rules).

The maximum number of credit hours recognized for additional salary payment above a Bachelor's degree shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or his or her designee). The maximum number of credit hours recognized for additional salary payment above a Master's degree, shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or his or her designee). The maximum number of credit hours recognized for additional salary payment above an Educational Specialist degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or his or her designee). The maximum number of credit hours recognized for additional salary payment above a Doctorate degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or his or her designee).

Credit hours used for salary determination must not have previously been used to calculate salary. Credit hours used for salary determination in the Bachelor's Range must have been obtained after the date the Bachelor's degree was earned as evidenced by the official college transcript. Credit hours used for salary determination in the Master's Range must have been obtained after the date the Master's degree was earned as evidenced by the official college transcript. Credit hours used for salary determination in the Ed Specialist's Range must have been obtained after the date the Ed Specialist's degree was earned as evidenced by the official college transcript. Credit hours used for salary determination in the Doctorate Range must have been obtained after the date the Doctorate degree was earned as evidenced by the official college transcript.

Payment for PhD/EdD Degree: Each teacher who completes an EdD or PhD degree from an accredited institution of higher learning shall receive a salary increase of \$1000; provided, however, the teacher has received prior approval for the degree from the District and provided the degree has not previously been used for salary determination. This increase will be added to the teacher's salary and become a part of his or her salary for future salary computations.

Initial Salary Placement: Teachers new to the District shall be given credit for graduate hours and years of previous teaching experience with limitations. Teachers new to the District will be paid a salary for the new contract year that does not exceed the salary he or she would receive had he or she been employed by the District his or her entire career; provided, however, the District will allow credit for up to twelve years of previous experience for those hired for the 2007-08 school year and up to thirteen years of previous experience for those hired for the 2008-09 school year. The District will allow credit for up to 36 graduate hours beyond the Bachelor's and Master's degrees.

Credit hours used for salary placement after the initial year of hire must be earned after September 1 of the school year for which the teacher was initially hired.

The salary will be adjusted proportionately according to the individual teacher's F.T.E and/or contract days.

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

3. **Extra Duty Compensation:** The schedule for extra duty compensation for the school years 2007-08 and 2008-09, are attached hereto as Appendix "C" and by reference incorporated and made a part of the contract. A longevity stipend of 10% will be paid to those teachers who serve in the same extra-duty position (or similar positions within the same program at the same level) in which they have previously completed ten (10) years of service with the District. Positions eligible for longevity stipends are so indicated in Appendix "C". The District shall establish the procedures and rules for administration and payment of longevity stipends.
4. **Incentive Pay Program:** The district will maintain and administer Career Compensation Pay for selected teachers and for 2007-08 shall appropriate \$418 per teacher F.T.E. for Level 1 of the program; teacher F.T.E. shall be calculated on the last Friday in September. In addition, the District shall allocate \$3.14 per student for Level 2 of the program; student enrollment shall be calculated on the last Friday in September. For 2008-09 the District shall appropriate \$434.72 per teacher F.T.E. for Level 1 and \$3.26 per student for Level 2. The policies, procedures, implementation and all decisions related thereto shall be the responsibility of the District; provided however, the District may receive input from the Association.

National Board Certification for Professional Teaching Standards (NBCPTS): Each teacher holding an unexpired NBCPTS issued prior to April 15, 2008 shall be paid a stipend of \$2,000 by the District for the 2007-08 school year. Each teacher holding an un-expired NBCPTS issued prior to April 15, 2009 shall be paid a stipend of \$2,000 by the District for the 2008-09 school year. Each qualified recipient's \$2,000 stipend shall be reduced in a school year by the amount of money available from the State of Nebraska for the NBCPTS certificate holder.

5. **Insurance:** During the 2007-08 fiscal years (Sept. 1, 2007 through Aug. 31, 2009), the District shall provide each full-time teacher with health, dental, \$50,000 term life, and long-term disability coverage and benefits comparable to that which was provided during the previous fiscal year. Health Plan benefits are outlined in Appendix "G" which is attached hereto and by reference incorporated in and made a part of this Contract. Dental plan benefits are outlined in Appendix "H".

For each eligible full-time teacher: the District shall pay the full cost for single or family health coverage. The District shall pay the full cost of single dental coverage; the teacher may purchase family dental coverage by paying the additional premium through payroll deduction. The District shall pay the full cost of \$50,000 term life coverage. Each full-time teacher shall participate in the long-term disability plan and the teacher shall pay the full premium through payroll deduction; the premium shall not be paid through the District's Section 125 plan.

Married Employees both Employed by the District: If two District employees are married to each other and each qualifies for District paid family health insurance, then the District shall provide and pay the premium for one family health plan and one family dental plan; provided neither of the employees is eligible for nor elects to participate in "cash option."

Part-time teachers: The District shall provide the same health, and dental insurance coverage and benefits for part-time teachers (who are employed 17.5 hours per week or more) as for full-time teachers. The District shall contribute an amount equal to one-half of the amount it contributes on behalf of a full-time teacher; provided, however that the part-time teacher elects coverage and pays the balance of the premiums for such coverage. The District shall provide each part-time teacher with a \$50,000 term life insurance policy and will pay the full premium. Additionally, each part-time teacher who is employed at least 17.5 hours per week or more shall participate in the District's long-term disability plan and the teacher shall pay the premium.

Cash Option: Each full-time teacher who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any such teacher electing cash option may, at his or her option, purchase single or family dental coverage. Any such teacher electing cash option may, at his or her option, receive a reduced cash option of \$157.40 per month and the district will pay the premium for single health and dental. Continuous service shall include school-years during which a teacher was on an approved leave of absence.

Direct Bill: In order to be eligible for the Direct Bill Plan as an early retiree, the employee, the spouse and dependents each must have had a minimum number of months of continuous coverage under the District's Health and/or Dental Plan at the time COBRA coverage begins. The minimum number of months of continuous coverage required is the lessor of 60 months or, the number of months elapsed from September 1, 1999 to the beginning of COBRA coverage. The District Health and Dental Plans shall provide for a re-enrollment period each year.

6. **Leave of Absence with Pay:** During each school year covered by this contract, each full-time teacher shall receive twelve (12) days leave, and further be allowed any unused and accumulated leave from the previous year to a maximum total of ninety-two (92) days of leave at full pay. Such leaves shall be taken only for reasons of: personal illness, family illness, family death, and business and emergency. The rules

for use of leave are established in Board Policy and Rule. Up to three days of a teacher's accumulated paid leave per year may be used for business and emergency leave; and a maximum of one business and emergency leave day per year may be taken for any or no reason whatsoever; subject to limitations on permissible dates of leave, limitations on number of teachers eligible for leave on any given day, and application procedures developed by the District.

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

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

a) **Borrowed Personal Illness Leave:** Each eligible teacher who has used his or her current and accumulated paid leave may borrow up to ten (10) days from the next school year's paid leave allotment. If the teacher resigns before receiving sufficient additional paid leave days during the succeeding year(s) to repay the borrowed leave, the teacher shall be required to repay the District for the salary received for the borrowed leave. The salary repayment will be at the teacher's daily rate at the time of repayment for each borrowed day of paid leave and shall, if possible, be deducted from the employee's last paycheck. Should personal illness be the reason leading to resignation or termination of the teacher, the teacher shall not be required to pay back the salary for the borrowed days.

b) **Substitute Deduct Pay:** A teacher who will qualify for long-term disability and who has fully used all of his or her paid leave and any applicable borrowed personal illness leave, as identified in Paragraph (a) above, prior to being eligible to receive long-term disability benefits, will be eligible for substitute-deduct leave. During substitute-deduct leave, the teacher shall continue to receive his/her salary reduced by the cost to the District of the substitute employed to replace the teacher.

The District and the teacher will make every effort to communicate with the teacher's doctor and the long-term insurance carrier to determine the teacher's potential eligibility for long-term disability or the teacher may have his or her salary reduced by his or her daily rate and upon approval for long-term disability be reimbursed for the substitute-deduct leave.

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

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

Family Medical Leave Act of 1993, Pub. L. No. 103-3.107 Stat. 6 (1993):

a) The District has the responsibility of determining whether a requested leave of an employee qualifies as an FMLA leave. The employee has the duty to explain the reasons for the needed leave so as to allow the District to determine whether the leave qualifies under the Act.

b) Any request for leave under this provision is subject to the notice requirement of 30 days as provided under the Act.

c) Any teacher taking a leave as provided in FMLA shall be required to substitute any of his or her accrued paid leave for up to the entire 12 week period of such leave as provided under the Act. Spouses who are both employed by the District are entitled to a total of twelve weeks leave (rather than twelve weeks each) during any twelve-month period for the birth of a child.

d) No extensions beyond the 12 weeks for any given 12 month period will be allowed without prior Board approval. If an employee, however, uses paid leave under circumstances that are determined by the Board to not qualify as FMLA leave, the leave will not count against the 12 weeks of FMLA leave to which the employee is entitled.

e) Any teacher requesting a leave as provided in the FMLA shall be informed as to the District's rights to extend the leave until the end of the academic term when the leave otherwise terminates as provided under the Act and will be informed of the determination made by the District in regards to the teacher's request.

f) When a teacher requests a leave due to the serious illness of a spouse, son, daughter or parent or for the teacher's own serious illness that is reasonable foreseeable and that would encompass more than 20 percent of the total number of working days in the academic year, the District shall require that the teacher elect either:

1) to take the leave for a particular time period (not to exceed the duration of the planned medical treatment); or

2) to transfer temporarily to an alternate position offered by the District without loss of pay or benefits and that better accommodates recurring periods of leave than the position currently held by the teacher.

g) Upon the return of a teacher from an authorized FMLA leave, the teacher shall be restored to his or her previous position or a position equivalent to it, as provided for in the FMLA.

h) During the time of the teacher's FMLA leave, the District shall continue to provide health coverage to the teacher on the same level it provided prior to the leave, as set forth in the FMLA.

However, the District may recover the premium paid for maintaining coverage under the Act, if the employee:

1) fails to return to work upon the expiration of the leave; or

2) fails to return to work for other reasons not excepted to the Act.

i) Eligibility of teachers for FMLA leave shall be as provided for in the Act, including rules applicable to periods near the conclusion of an academic term.

j) The District shall post and keep posted in conspicuous places on the premises of the District where notices to employees are regularly posted, an approved notice setting forth excerpts from, or summaries of, the pertinent provisions of the FMLA and information pertaining to the filing of a charge.

k) Any and all rights the District has under FMLA not specifically addressed in this contract are retained by the District.

Reimbursement for unused Paid Leave: At the conclusion of each school-year covered by this agreement, each full-time teacher shall receive reimbursement for each unused day of accumulated paid leave in excess of eighty (80) days and further shall have his or her accumulated paid leave allotment reduced to eighty (80) days. Each part-time teacher shall receive reimbursement for each unused day of accumulated paid leave in excess of that portion of eighty (80) days which is equal to the proportion of his

or her hours of part-time employment to the total regular employment hours per school year and further shall have his or her accumulated paid leave allotment reduced by the number of reimbursed leave days. The rate of reimbursement shall be \$90 per day in 2007-08, and \$100 per day in 2008-09. The District shall establish procedures for payment of the leave reimbursement program.

7. **Voluntary Separation Program:** Each teacher who has completed the equivalent of ten (10) or more full-time years of service in the District as a full-time or part-time certificated employee may participate in the Voluntary Separation Program (VSP) if the teacher is at least fifty-five (55) years of age; provided, however, that any teacher so electing to participate shall be required to complete the school year before retirement commences. VSP payments represent the purchase of a teacher's "permanent certificated/tenure rights". The procedures to administer this Program shall be established by the District. The schedule of payments to be made under this Program is as shown in "Appendix "E: which is attached hereto and by reference incorporated in and made a part of this Contract.

For 2007-08, each teacher retiring after 20 years of service in the District or who is at least 55 years of age with 10 years of service in the District shall receive \$90 per day for each day of unused accumulated paid leave at retirement. To the degree permitted by the Tax Code of 1986 as amended, payment for unused paid leave at retirement will be paid as "employer contributions" to either a 403(b)/TSA account or a Health Reimbursement Arrangement (HRA) established for the employee by the District. Each employee participating in the District's Health Plan for retirees shall have these employer contributions made to the HRA; each employee not participating in the District's Health Plan for retirees shall have these employer contributions made to the District-designated 403(b). The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District; provided however, the District will review the program with the Association prior to implementation. For 2008-09, the rate shall be \$100 per day.

8. **Association President Leave:** The President of the Association representing the majority of the teachers, at the request of the Association, will be given leave with pay during such President's term of office; provided however, the Association shall reimburse the District the full cost of salary and fringe benefits of the Association President. The leave shall be for no less than one semester. The Association must provide the District a ninety (90) day notice in advance of such leave request. The president will be returned to the same position held when the leave commenced and be advanced on the salary schedule as other teachers and without any limitation because of the leave granted.
9. **Elementary Planning Time:** Elementary teachers shall have a minimum of 300 minutes, during student contact time, of preparation/conference/planning time during a two-week instructional period. Elementary teachers include all teachers who work in an elementary building.
10. **Compensation for Lost Planning Time:** A teacher covered by this agreement shall not be required to cover a class for another teacher during his or her personal planning time when a substitute is authorized and available. In an emergency situation a teacher having personal planning time may be required by his or her principal or designee to cover a class. The teacher losing the personal planning time shall be paid for each clock hour (or porting thereof, rounded to the nearest one-fourth hour) at the rate of 0.09% of the Minimum Salary for a Bachelor's degree. If no teacher with planning time is available students may be reassigned to other teacher's classes, such reassignment shall be divided equally among all teachers in the building over the course of the year.
11. **Facility Use:** The Association shall be permitted to place in mailboxes provided for individual staff members MEA/NSEA newsletters, circulars, notices and other materials relating to the Association and its operations. The Association shall be permitted to post or place any material relating directly to Association business on the bulletin boards located in faculty lounges. No local, state or national political campaign material for public office or any other material which violates the Policies or Rules of the District will be permitted to be either distributed through the staff mailboxes or placed on faculty lounge bulletin boards.

MEA-MPS Agreement 2007-09

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

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

Millard Education Association

by Bread R. Duruel

by Anthony King

Appendix A

Procedure and Protocol of Contract Negotiations for 2007-09

1. Upon notice by either party to the other, the parties agree to enter into negotiations for the purpose of entering into a contract and agreement for teacher salaries and terms and conditions of employment which are either required by law or made the subject of negotiations by agreement of the parties.
2. Either party, upon giving notice to the other party, may include with such notice its proposals to be included in the contract to be negotiated by the parties.
3. The parties shall conduct negotiations in such a manner as to permit each of the parties to provide the other party with an explanation of its proposals, presentation of relevant data, dialogue and exchange of points of view.
4. Each of the parties may make proposals and counter proposals during the negotiations.
5. Either party may utilize the services of outside consultants to assist in negotiations.
6. Both parties shall designate and appoint representatives of that party for the conduct of negotiations.
7. Unless otherwise agreed upon, the negotiations shall be conducted, in closed sessions and no releases shall be made to any of the news media as to the progress of negotiations until the contract has been accepted by both parties whereupon the media will be given a joint statement.
8. If the parties fail to reach an agreement after good faith negotiations, the parties shall proceed in accordance with law.
9. If the representatives of the parties reach an agreement, the agreement shall be reduced to writing and submitted to the Board of Education of the District and to the membership of the Association for approval and acceptance and as approved and accepted by both parties, the Agreement shall be signed by the duly authorized officers of both parties.
10. The agreement shall constitute the full and complete agreement between the parties; provided however, that the agreement shall not supersede any rules, regulations, practices or policies of the Board of Education of the District. If any provision of these proposed terms and conditions are contrary to or inconsistent with any of the rules, regulations, practices or policies of the District, such inconsistencies shall be jointly submitted in writing to the Board of Education for its consideration at the time the Contract is submitted to the Board for its acceptance or rejection.
11. If any provision of the contract or any application of the contract to any employee or groups of employees shall be found to be contrary to law, then such provisions shall not be in effect but all other terms and conditions shall continue in full force and effect.
12. Copies of the agreement entered into by the parties shall be printed at the expense of the District and shall be made available to all employees covered by the agreement.

Appendix B

MILLARD PUBLIC SCHOOLS – TEACHER SALARY RANGES 2007-08

Salary ranges for 193 days full-time:

Degree	Minimum	Maximum
Bachelors	\$31,475	\$59,925
Masters	\$33,644	\$67,047
Educational Specialist	\$39,375	\$67,047
EdD/PhD	\$40,652	\$68,095

District Contribution towards Health & Dental Premiums for 193 days full-time:

Coverage	Single Health Single Dental	Family Health Single Dental
Annual Premium	\$4,164	\$10,944
Monthly Premium	\$347	\$912

Appendix B

MILLARD PUBLIC SCHOOLS – TEACHER SALARY RANGES 2008-09

Salary ranges for 194 days full-time:

Degree	Minimum	Maximum
Bachelors	\$32,734	\$62,796
Masters	\$34,990	\$70,259
Educational Specialist	\$40,950	\$70,259
EdD/PhD	\$42,278	\$71,357

District Contribution towards Health & Dental Premiums for 194 days full-time:

Coverage	Single Health Single Dental	Family Health Single Dental
Annual Premium	\$4,368	\$11,484
Monthly Premium	\$364	\$957

Appendix C

High School Extra Duty Activities - 2007-08

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>		<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>		<u>Amount</u>	<u>Amount</u>
Football (boys)			Volleyball (girls)		
Head Coach (1)	\$6,101	\$6,711	Head Coach (1)	\$4,509	\$4,960
Assistant Varsity (3)	\$4,111	\$4,522	Asst. Coach (4)		
Asst. Coach (7)			Level C	\$2,918	\$3,210
Level C	\$3,316	\$3,648	Level B	\$2,652	
Level B	\$3,050		Level A	\$2,387	
Level A	\$2,785		Softball (girls)		
Basketball (boys & girls)			Head Coach (1)	\$4,509	\$4,960
Head varsity (1)	\$6,101	\$6,711	Asst. Coach (2)		
J.V. Coach (1)	\$4,111	\$4,522	Level C	\$2,918	\$3,210
Asst. Coach (3)			Level B	\$2,652	
Level C	\$3,316	\$3,648	Level A	\$2,387	
Level B	\$3,050		Soccer (boys & girls)		
Level A	\$2,785		Head Coach (1)	\$4,509	\$4,960
Track (boys & girls)			Asst. Coach (1)		
Head Coach (1)	\$4,509	\$4,960	Level C	\$2,918	\$3,210
Asst. Coach (4)			Level B	\$2,652	
Level C	\$2,918	\$3,210	Level A	\$2,387	
Level B	\$2,652		Golf (boys & girls)		
Level A	\$2,387		Head Coach (1)	\$2,652	\$2,917
Wrestling (boys)			Tennis (boys & girls)		
Head Coach (1)	\$4,509	\$4,960	Head Coach (1)	\$2,652	\$2,917
Asst. Coach (3)			Asst. Coach (1)		
Level C	\$2,918	\$3,210	Level C	\$2,122	\$2,334
Level B	\$2,652		Level B	\$1,857	
Level A	\$2,387		Level A	\$1,592	
Baseball (boys)			Cross Country (boys & girls combined)		
Head Coach (1)	\$4,775	\$5,253	Head Coach (1)	\$2,652	\$2,917
Asst. Coach (2)			Asst. Coach (1)		
Level C	\$2,918	\$3,210	Level C	\$2,122	\$2,334
Level B	\$2,652		Level B	\$1,857	
Level A	\$2,387		Level A	\$1,592	
Swimming (boys & girls combined) ¹			Weight Trainer (1)	\$4,775	\$5,253
Head Coach (1)	\$5,304	\$5,834	Asst. Activity Director	\$4,775	\$5,253
Asst. Coach (1)			Intramural Supervisor		
Level C	\$2,918	\$3,210	Fall (1)	\$1,061	\$1,167
Level B	\$2,652		Winter (1)	\$1,193	\$1,312
Level A	\$2,387		Spring(1)	\$1,061	\$1,167
District Diving Coach (1)			Aquatics Director	\$9,284	\$10,212
Level C	\$4,509	\$4,960			
Level B	\$3,978				
Level A	\$3,449				

Level C=3rd year coaching the sport in MPS or 5yrs exp outside MPS

Level B=2nd year coaching the sport in MPS or 4yrs exp outside MPS

Level A=1st year coaching the sport in MPS or 3yrs exp outside MPS

Appendix C (continued)

High School Extra Duty Activities - 2007-08

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>		<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>		<u>Amount</u>	<u>Amount</u>
Other Activities:			Academic Decathlon	\$1,592	\$1,751
Club sponsors	\$531	\$584	Debate	\$3,183	\$3,501
FBLA	\$1,061	\$1,167	Forensics	\$3,183	\$3,501
DECA	\$1,326	\$1,459	Student Council	\$1,326	\$1,459
VICA	\$1,061	\$1,167	Band Director	\$6,101	\$6,711
FCCLA	\$1,061	\$1,167	Assistant Band Director	\$3,449	\$3,794
National Honor Society	\$1,326	\$1,459	Vocal Music Director	\$4,642	\$5,106
Literary magazine	\$795	\$875	Orchestra (Strings) Director	\$2,918	\$3,210
Annual (Yearbook)	\$3,449	\$3,794	Musical Director(1)	\$2,122	\$2,334
School newspaper	\$2,918	\$3,210	Asst. Musical Director(3)	\$1,061	\$1,167
Dance Team	\$2,122	\$2,334	Drama Director(1)	\$2,122	\$2,334
Fall Color Guard	\$1,326	\$1,459	Asst. Drama Director(1)	\$1,061	\$1,167
			NSAA One Act Plays(1)	\$928	\$1,021
Cheerleading:			Senior Class Board Sponsor	\$795	\$875
Varsity	\$3,316	\$3,648	Junior Class Board Sponsor	\$1,193	\$1,312
Junior Varsity	\$2,122	\$2,334	Sophomore class sponsor	\$265	\$292
Freshman	\$2,122	\$2,334	Freshman class sponsor	\$265	\$292
Wrestling	\$1,326	\$1,459	MIT Leader (4 max/school)	\$729	\$802
			MIT Consultant (6 max/sch)	\$729	\$802
			PAYBAC Liaison	\$531	\$584

Middle School Extra Duty Activities - 2007-08

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>		<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>		<u>Amount</u>	<u>Amount</u>
Basketball (boys & girls)			Club sponsors	\$531	\$584
Head 8th	\$1,592	\$1,751	Annual (Yearbook)	\$1,326	\$1,459
Assistant 8th	\$1,326	\$1,459	School Paper	\$664	\$730
C Team 8th	\$1,061	\$1,167	Student Council	\$928	\$1,021
Wrestling Boys			Volunteer Coordinator	\$265	\$292
Head 8th	\$1,592	\$1,751	Instrumental (Band) Director	\$1,592	\$1,751
Assistant 8th	\$1,326	\$1,459	Vocal Music Director	\$1,592	\$1,751
Track (boys & girls)			Orchestra (Strings) Director	\$1,061	\$1,167
Head 8th	\$1,592	\$1,751	Drama/Musical (per production)	\$928	\$1,021
Assistant 8th	\$1,326	\$1,459	Asst. Musical (per production)	\$795	\$875
Volleyball (girls)			MIT Leader (3 max/school)	\$729	\$802
Head 8th	\$1,326	\$1,459	MIT Consultant (6 max/sch)	\$729	\$802
Assistant 8th	\$1,061	\$1,167	PAYBAC Liaison	\$531	\$584
Activities Director	\$5,437	\$5,981			
Intramural Football Boys	\$1,326	\$1,459			
Intramural Basketball Boys	\$664	\$730			
Intramural Basketball Girls	\$664	\$730			
Intramural Volleyball Girls	\$664	\$730			

Appendix C (continued)

Elementary Extra Duty Activities - 2007-08

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>
Safety Patrol	\$1,061	\$1,167
Student Council	\$664	\$730
PAYBAC Liaison	\$531	\$584
Clubs: 4 per school	\$531	\$584
MIT Leader (1 per school)	\$1,193	\$1,312
MIT Consultants (6 per school maximum)	\$531	\$584

District Extra Duty Activities - 2007-08

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>
Department Head	\$2,122	\$2,334
Buildings with Instructional Team Leaders and Facilitators in lieu of Dept Heads, split building's allocated DH salaries		
Instrumental Music Department Head (4-12)	\$2,519	\$2,771
Computer Initiator (Elem, MS, HS)	\$2,122	\$2,334
Mentor	\$366	\$403
Staff Development Facilitator	\$784	\$862
TEAMMATES Sponsor (1 - 5 volunteer mentors)	\$261	\$287
TEAMMATES Sponsor (6 - 10 volunteer mentors)	\$523	\$575
TEAMMATES Sponsor (11 or more volunteer mentors)	\$784	\$862
IB Extended Essay Supervisor/Mentor	\$314	\$345
Building Web Page Initiator	\$1,326	\$1,459
Student Information System Trainer	\$795	\$875
New Staff Induction (Peer coaching and Productive Approches)	\$261	\$287
Supervisor	\$26.52	per assignment

District Hourly Rates - 2007-08

The following shall be paid at each teacher's individual hourly rate [annual salary determined by teacher's placement on the salary schedule divided by the teacher's contract days divided by 8 (eight)].

- Contracted Curriculum Writing
- Extended Contract Teaching (Summer school / Off-contract)
- Required Staff Development (off-contract)
- Adult Education (off-contract)
- In Lieu of Dept Head release time (supervised off-contract time)

The District may offer Optional staff development during off-contract time. Optional staff development may be offered with or without a monetary incentive (or other incentive), as offered by the District, for the employee to participate.

Appendix C
High School Extra Duty Activities - 2008-09

	<u>Yrs 1-10</u> <u>Amount</u>	<u>Yrs 11+</u> <u>Amount</u>		<u>Yrs 1-10</u> <u>Amount</u>	<u>Yrs 11+</u> <u>Amount</u>
Football (boys)			Volleyball (girls)		
Head Coach (1)	\$6,345	\$6,980	Head Coach (1)	\$4,689	\$5,158
Assistant Varsity (3)	\$4,275	\$4,703	Asst. Coach (4)		
Asst. Coach (7)			Level C	\$3,035	\$3,339
Level C	\$3,449	\$3,794	Level B	\$2,758	
Level B	\$3,172		Level A	\$2,482	
Level A	\$2,896		Softball (girls)		
Basketball (boys & girls)			Head Coach (1)	\$4,689	\$5,158
Head varsity (1)	\$6,345	\$6,980	Asst. Coach (2)		
J.V. Coach (1)	\$4,275	\$4,703	Level C	\$3,035	\$3,339
Asst. Coach (3)			Level B	\$2,758	
Level C	\$3,449	\$3,794	Level A	\$2,482	
Level B	\$3,172		Soccer (boys & girls)		
Level A	\$2,896		Head Coach (1)	\$4,689	\$5,158
Track (boys & girls)			Asst. Coach (1)		
Head Coach (1)	\$4,689	\$5,158	Level C	\$3,035	\$3,339
Asst. Coach (4)			Level B	\$2,758	
Level C	\$3,035	\$3,339	Level A	\$2,482	
Level B	\$2,758		Golf (boys & girls)		
Level A	\$2,482		Head Coach (1)	\$2,758	\$3,034
Wrestling (boys)			Tennis (boys & girls)		
Head Coach (1)	\$4,689	\$5,158	Head Coach (1)	\$2,758	\$3,034
Asst. Coach (3)			Asst. Coach (1)		
Level C	\$3,035	\$3,339	Level C	\$2,207	\$2,428
Level B	\$2,758		Level B	\$1,931	
Level A	\$2,482		Level A	\$1,656	
Baseball (boys)			Cross Country (boys & girls combined)		
Head Coach (1)	\$4,966	\$5,463	Head Coach (1)	\$2,758	\$3,034
Asst. Coach (2)			Asst. Coach (1)		
Level C	\$3,035	\$3,339	Level C	\$2,207	\$2,428
Level B	\$2,758		Level B	\$1,931	
Level A	\$2,482		Level A	\$1,656	
Swimming (boys & girls combined) ¹			Weight Trainer (1)	\$4,966	\$5,463
Head Coach (1)	\$5,516	\$6,068	Asst. Activity Director	\$4,966	\$5,463
Asst. Coach (1)			Intramural Supervisor		
Level C	\$3,035	\$3,339	Fall (1)	\$1,103	\$1,213
Level B	\$2,758		Winter (1)	\$1,241	\$1,365
Level A	\$2,482		Spring(1)	\$1,103	\$1,213
District Diving Coach (1)			Aquatics Director	\$9,655	\$10,621
Level C	\$4,689	\$5,158			
Level B	\$4,137				
Level A	\$3,587				

Level C=3rd year coaching the sport in MPS or 5yrs exp outside MPS

Level B=2nd year coaching the sport in MPS or 4yrs exp outside MPS

Level A=1st year coaching the sport in MPS or 3yrs exp outside MPS

Appendix C (continued)

High School Extra Duty Activities - 2008-09

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>		<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>		<u>Amount</u>	<u>Amount</u>
Other Activities:			Academic Decathlon	\$1,656	\$1,822
Club sponsors	\$552	\$607	Debate	\$3,310	\$3,641
FBLA	\$1,103	\$1,213	Forensics	\$3,310	\$3,641
DECA	\$1,379	\$1,517	Student Council	\$1,379	\$1,517
VICA	\$1,103	\$1,213	Band Director	\$6,345	\$6,980
FCCLA	\$1,103	\$1,213	Assistant Band Director	\$3,587	\$3,946
National Honor Society	\$1,379	\$1,517	Vocal Music Director	\$4,828	\$5,311
Literary magazine	\$827	\$910	Orchestra (Strings) Director	\$3,035	\$3,339
Annual (Yearbook)	\$3,587	\$3,946	Musical Director(1)	\$2,207	\$2,428
School newspaper	\$3,035	\$3,339	Asst. Musical Director(3)	\$1,103	\$1,213
Dance Team	\$2,207	\$2,428	Drama Director(1)	\$2,207	\$2,428
Fall Color Guard	\$1,379	\$1,517	Asst. Drama Director(1)	\$1,103	\$1,213
			NSAA One Act Plays(1)	\$965	\$1,062
Cheerleading:			Senior Class Board Sponsor	\$827	\$910
Varsity	\$3,449	\$3,794	Junior Class Board Sponsor	\$1,241	\$1,365
Junior Varsity	\$2,207	\$2,428	Sophomore class sponsor	\$276	\$304
Freshman	\$2,207	\$2,428	Freshman class sponsor	\$276	\$304
Wrestling	\$1,379	\$1,517	MIT Leader (4 max/school)	\$758	\$834
			MIT Consultant (6 max/sch)	\$758	\$834
			PAYBAC Liaison	\$552	\$607

Middle School Extra Duty Activities - 2008-09

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>		<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>		<u>Amount</u>	<u>Amount</u>
Basketball (boys & girls)			Club sponsors	\$552	\$607
Head 8th	\$1,656	\$1,822	Annual (Yearbook)	\$1,379	\$1,517
Assistant 8th	\$1,379	\$1,517	School Paper	\$691	\$760
C Team 8th	\$1,103	\$1,213	Student Council	\$965	\$1,062
Wrestling Boys			Volunteer Coordinator	\$276	\$304
Head 8th	\$1,656	\$1,822	Instrumental (Band) Director	\$1,656	\$1,822
Assistant 8th	\$1,379	\$1,517	Vocal Music Director	\$1,656	\$1,822
Track (boys & girls)			Orchestra (Strings) Director	\$1,103	\$1,213
Head 8th	\$1,656	\$1,822	Drama/Musical (per production)	\$965	\$1,062
Assistant 8th	\$1,379	\$1,517	Asst. Musical (per production)	\$827	\$910
Volleyball (girls)			MIT Leader (3 max/school)	\$758	\$834
Head 8th	\$1,379	\$1,517	MIT Consultant (6 max/sch)	\$758	\$834
Assistant 8th	\$1,103	\$1,213	PAYBAC Liaison	\$552	\$607
Activities Director	\$5,654	\$6,219			
Intramural Football Boys	\$1,379	\$1,517			
Intramural Basketball Boys	\$691	\$760			
Intramural Basketball Girls	\$691	\$760			
Intramural Volleyball Girls	\$691	\$760			

Appendix C (continued)

Elementary Extra Duty Activities - 2008-09

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>
Safety Patrol	\$1,103	\$1,213
Student Council	\$691	\$760
PAYBAC Liaison	\$552	\$607
Clubs: 4 per school	\$552	\$607
MIT Leader (1 per school)	\$1,241	\$1,365
MIT Consultants (6 per school maximum)	\$552	\$607

District Extra Duty Activities - 2008-09

	<u>Yrs 1-10</u>	<u>Yrs 11+</u>
	<u>Amount</u>	<u>Amount</u>
Department Head	\$2,207	\$2,428
Buildings with Instructional Team Leaders and Facilitators in lieu of Dept Heads, split building's allocated DH salaries		
Instrumental Music Department Head (4-12)	\$2,620	\$2,882
Computer Initiator (Elem, MS, HS)	\$2,207	\$2,428
Mentor	\$381	\$419
Staff Development Facilitator	\$815	\$897
TEAMMATES Sponsor (1 - 5 volunteer mentors)	\$271	\$298
TEAMMATES Sponsor (6 - 10 volunteer mentors)	\$544	\$598
TEAMMATES Sponsor (11 or more volunteer mentors)	\$815	\$897
IB Extended Essay Supervisor/Mentor	\$327	\$360
Building Web Page Initiator	\$1,379	\$1,517
Student Information System Trainer	\$827	\$910
New Staff Induction (Peer coaching and Productive Approches)	\$271	\$298
Supervisor	\$27.58	per assignment

District Hourly Rates - 2008-09

The following shall be paid at each teacher's individual hourly rate [annual salary determined by teacher's placement on the salary schedule divided by the teacher's contract days divided by 8 (eight):

- Contracted Curriculum Writing
- Extended Contract Teaching (Summer school / Off-contract)
- Required Staff Development (off-contract)
- Adult Education (off-contract)
- In Lieu of Dept Head release time (supervised off-contract time)

The District may offer Optional staff development during off-contract time. Optional staff development may be offered with or without a monetary incentive (or other incentive), as offered by the District, for the employee to participate.

Appendix D

Salary Schedule – College Credit Courses for Salary Placement

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

1. For purposes of determining placement on the salary range, a teacher must have each college graduate course approved by the Building Principal and the Human Resource Office prior to taking the course. In making the approval/non-approval determination the District will consider: the individual teacher's assignment, the type and level of college accreditation, and the individual course.
2. Each teacher who has been accepted into, and is working on, a degree program may submit his or her program to the Building Principal and Human Resource Office for approval. If approved it will be placed on file in the Human Resource Office and each individual course listed in the program will automatically be approved for future salary range placement.
3. Application forms for approval of college graduate hours are available in the Principal's office or from Human Resources.
4. Procedure for placement on the salary range:
 - a. Placement on the salary range will be determined annually based upon the teacher's status at the commencement of the school year.
 - b. Placement determinations will be based upon the teacher's official college transcript filed with the Human Resource Office. A transcript must be on file prior to January 10 of the school year in order for courses to be considered in placement on the salary range for the current school year.
 - c. Only those courses completed prior to September 1 of the current school year, as evidenced in the official college transcript, will be considered for placement on the salary range for the current school year.
 - d. Any payment due as a result of a change in placement on the salary range will be retroactive to the beginning of the school year.

Appendix E

Schedule of Payments - Voluntary Separation Program

An eligible employee who has been approved by the Board for participation in the Voluntary Separation Program shall receive a total benefit equal to his or her final salary times years of credited service times the salary factor indicated in the table below. The total benefit shall be divided into equal monthly payments as indicated in the table below:

Year of Plan Eligibility	Total Benefit Formula	Number of Equal Monthly Payments
1	Salary x Years x .070	60
2	Salary x Years x .065	60
3	Salary x Years x .060	60
4	Salary x Years x .055	60
5	Salary x Years x .050	60
6	Salary x Years x .045	60
7	Salary x Years x .040	48
8	Salary x Years x .035	36
9	Salary x Years x .025	24
10	Salary x Years x .015	12
11	Eligibility Ends	

Definitions:

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

A **year of credited service** shall mean:

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

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

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

Year of Plan Eligibility is determined by the school year when the employee is first eligible to participate. When an employee first meets the qualifications described in the eligibility section of this agreement, the employee is in his or her 1st year of eligibility. The following school-year is the employee's 2nd year of eligibility; this pattern continues until the employee elects to participate or until the 11th year when the employee is no longer eligible to participate.

Appendix F

Longevity Stipend

Each teacher who meets the following prerequisites will receive a longevity stipend:

1. The teacher has completed the equivalent of 14 years of service as a certificated employee (including administrative positions), as defined below, with the Millard Public Schools. The years of service must be completed prior to the school year during which the longevity stipend is to be received.
2. The teacher is placed on the salary range Bachelors + 36 graduate hours, or Master, Educational Specialist or EdD/Phd ranges during the school year in which the payment is made.
3. The teacher has not previously been awarded a longevity stipend which is being used for salary range placement.

Year of Service

For the purposes of determining a year of service, the following shall apply:

1. For school years prior to 2002-03, a year of service shall be: (a) any school year in which the employee is paid by the District for at least 135 days of full-time work; or (b) any two school years in which the employee is paid for the equivalent of 135 days of part-time work each year; or (c) any two school years in which the employee is paid for the equivalent of 67.5 days of full-time work each year.
2. Beginning with 2002-03, a year of service shall be: any school year in which the employee is under contract and paid by the District for at least 90 days of full-time work or at least 135 days of part-time work.
3. A break in service shall not affect accrual of time towards longevity.

MPS Health Plan

Benefit Overview	MPS PPO Plan 2007-08
Annual Deductible In-network Individual Family Out-of-network Individual Family	 \$250 \$500 \$500 \$1,000
Co-insurance % In-network Out-of-network	 80% 70%
Out-of Pocket Max, NOT including deductible In-network Individual Family Out-of-network Individual Family	 \$1,250 \$2,500 \$2,500 \$5,000
Office Visit Exam Copay In-network Out-of-network	 Deductible & Co-insurance Deductible & Co-insurance
Prescription Drug Copay	Generic \$10 Preferred Brand \$25 Non-Preferred Brand \$40 Mail Order: 2.5 copays for 90 day supply
Lifetime Maximum	\$5,000,000
Cardiac Rehab	36 visits per year maximum

MPS Health Plan

Benefit Overview	MPS PPO Plan Effective January 1, 2009
Annual Deductible In-network Individual Family Out-of-network Individual Family	 \$300 \$600 \$600 \$1,200
Co-insurance % In-network Out-of-network	 80% 70%
Out-of Pocket Max, NOT including deductible In-network Individual Family Out-of-network Individual Family	 \$1,500 \$3,000 \$3,000 \$6,000
Office Visit Exam Copay In-network Out-of-network	 Deductible & Co-insurance Deductible & Co-insurance
Prescription Drug Copay	Generic \$10 Preferred Brand \$25 Non-Preferred Brand \$40 Mail Order: 2.5 copays for 90 day supply
Lifetime Maximum	\$5,000,000
Cardiac Rehab	36 visits per year maximum

MPS Dental Plan for 2007-09

Benefit Overview		
	In-Network	Out-of-Network
Annual Deductible		
Individual	\$25	\$25
Family	\$75	\$75
Individual Annual Maximum	\$1500 combined	
Diagnostic & Preventive (no deductible)		
Exams	100%	90%
Cleanings	100%	90%
X-rays	100%	90%
Fluoride Treatment	100%	90%
Sealants	100%	90%
Space Maintainers	100%	90%
Regular Restorative Services (deductible applies)		
Emergency treatment to relieve pain	80%	70%
Fillings, stainless crowns	80%	70%
Simple extractions, surgical services	80%	70%
Major Services (deductible applies)		
Endodontics – root canal therapy	80%	70%
Periodontics – treatment of gum disease	80%	70%
Crowns, inlays, onlays	50%	40%
Bridges and dentures	50%	40%
Repairs and adjustments	50%	40%
Orthodontics	N/A	N/A

AGENDA SUMMARY SHEET

Agenda Item: Collective Bargaining Agreement with EPAM

Meeting Date: June 4, 2007

Department: Human Resources

Title & Brief Description: The District and the Educational Paraprofessional Association of Millard have reached tentative agreement for the 2007-09 school year. The agreement provides for the following changes:

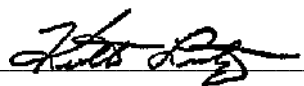
- (a) Increase all rates by 20¢ per hour in 2007-08 and again in 2008-09.
- (b) The starting wage increases from \$9.30 to \$9.50 in 2007-08 and to \$9.70 in 2008-09.
- (c) Each paraprofessional advances one step on the schedule (10¢).
- (d) Each paraprofessional on steps 7 through 19 during the 2006-07 school year whose step placement is less than his or her years in the district as a paraprofessional shall be advanced an additional step in 2007-08. Each paraprofessional on steps 8 through 20 during the 2007-08 school year whose step placement is less than his or her years in the district as a paraprofessional shall be advanced an additional step in 2008-09.
- (e) Add a 25 step to the schedule in 2007-08 and a 26 step to the schedule in 2008-09.
- (f) Early Childhood Special Education Paras will receive the 50¢ stipend (along with BD, MH, and VI paras).
- (g) Add a 7th training incentive of 25¢ after the completion of an additional 72 clock hours of training in 2007-08.
- (h) Increase CCM1 payments from \$200 to \$250.

Action Desired: Approval

Background:

Options And Alternatives: Return to the bargaining table.

Responsible Person: Steve Moore, Kirby Eltiste

Superintendent's Approval: 

COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT, made and entered into by and between the **Educational Paraprofessional Association of Millard**, hereinafter referred to as EPAM, and **School District Number 17, Douglas County**, also known as the Millard School District, hereinafter referred to as the District.

ARTICLE I Recognition

The District recognizes EPAM as the sole and exclusive bargaining agent for all full-time and part-time hourly employees employed by the District in the following job classifications: (1) general educational paraprofessionals; (2) orthopedic educational paraprofessionals; (3) preschool educational paraprofessionals; and (4) special education paraprofessionals.

ARTICLE II Management Rights

Section 1. The management and direction of the District and direction of the employees covered by this agreement, including the right to hire, fire, suspend, discharge, make assignments of work, transfer employees, to change job assignments, to determine hours of work and all other acts and actions related to the administration and direction of the employees covered by this agreement are vested exclusively in the District; and the District specifically reserves all rights and prerogatives not abridged, delegated, or amended by the terms of this Contract.

Section 2. The District shall not discriminate against any employee covered by the agreement because of sex, disability, race, color, national or ethnic origin, religion, age, marital status, political affiliation or participation or nonparticipation in any organizations, as set forth in District Policies and Rules, the laws of the State of Nebraska, and the laws of the United States.

ARTICLE III Wages

(a) For the 2007-08 and 2008-09 school years, the District shall pay to each employee covered by this Contract according to the wage scale attached hereto as Appendix A. Each employee employed by the district during the 2006-07 school year shall advance one step on the salary schedule for the 2007-08 school year. Each paraprofessional placed on steps 7 through 19 during the 2006-07 school year whose step placement is less than his or her years in the district as a paraprofessional shall be advanced an additional step in 2007-08. Each paraprofessional placed on steps 8 through 20 during the 2007-08 school year whose step placement is less than his or her years in the district as a paraprofessional shall be advanced an additional step in 2008-09. Pay raises for 2007-08 will be effective with the August 29, 2007 payroll. Pay raises for 2008-09 will be effective with the August 27, 2008 payroll.

(b) Each employee assigned by the District to work in BD, MH, VI, and ECSE special education classrooms and other "critical needs areas" determined by the District will receive a stipend of 50¢ per hour above his or her regular base wage for each hour worked in a BD, MH, VI, and/or ECSE classroom and/or "critical needs area". In order to receive the 50¢ stipend for working in a VI classroom, the eligible paraprofessional must be fluent in Braille. Identification of such assignments will be solely at the discretion of the District and stipends will be paid only to those employees who are regularly assigned to such positions. The stipend will be removed if and

when the employee is reassigned to a non-qualified position or if the District determines that the assignment no longer qualifies for such a stipend.

(c) Beginning in 2000-2001, each paraprofessional who completes 36 clock hours of District approved training shall receive a training stipend wage increase; the first two stipends at the rate of 25¢ per hour, a third at the rate of 30¢ per hour, a fourth and a fifth stipend at 25¢ (see Appendix A). A sixth and seventh stipend of 25¢ each shall be paid after the completion of an additional 72 clock hours of training for each stipend. A paraprofessional may request the training stipend by completing the District's *Application for Training Stipend for Paraprofessionals*. The building principal and a personnel administrator must approve the application. Training hours must have been completed within 36 months of the date of application. Each paraprofessional is limited to one training stipend wage increase per school year during the term of this contract; previously awarded training stipends shall continue to be paid. Each employee who is required by his or her supervisor to attend training shall be paid while at training. If the required training is scheduled outside the employee's normal work hours, the employee may receive additional hours of pay or the employee's schedule may be flexed during the week training takes place. Each employee who elects to attend training which is not required by the supervisor shall do so on his or her own time and shall not be paid for these hours by the district. A paraprofessional and a supervisor may agree in advance that the employee will participate in training "off-the-clock" (without pay) with the cost of the tuition paid by the supervisor. In these cases, the paraprofessional must agree to reimburse the supervisor should he or she fail to complete the training.

(d) The District may maintain and administer a Career Compensation Model (CCM) for selected employees of the District. The policies, procedures, implementation and all decisions related thereto shall be the responsibility of the District; provided however, from time to time, the District may receive input from EPAM.

ARTICLE IV Insurance

Each paraprofessional who is employed at least 17.5 hours per week or more shall be eligible to participate in the Health, Dental, and Life insurance Plans provided by the District subject to the following conditions: the District shall pay sixty percent (60%) of the premium for single health coverage or, sixty percent (60%) of the family health premium for married employees or those who have minor dependents; provided, however, the eligible employee elects participation and agrees to pay, and does pay, the remainder of the elected single or family health premium. The District shall contribute sixty percent (60%) of the single premium towards either single or family dental coverage, provided the eligible employee elects participation and agrees to pay, and does pay, the remaining premium. The District will pay the full premium for basic \$50,000 term life coverage.

ARTICLE V Hours of Work

Each employee shall be paid for each hour or fraction thereof the employee works. The normal workday shall not be more than eight (8) hours. The normal workweek shall not exceed forty (40) hours. Each employee required to work beyond forty (40) hours in one week shall be compensated for each hour in excess of forty (40) hours at the rate of one and one-half the employee's normal hourly rate.

Each employee is to work those hours as requested by the Principal and approved by the Personnel Office. Actual hours worked shall be recorded accurately on time cards issued by the Payroll Office. Except for emergency situations, reasonable advanced notice shall be given to the employee if the employee is required to work beyond 5:00 p.m. on any given day.

In the event an employee is required to work more hours than his or her normal work day, employer may schedule an equal number of hours off during the same work week and the timecard for such employee shall reflect the actual hours worked for each day by each employee.

Each employee who is employed five (5) hours or more per day shall be given a lunch period of at least one-half (0.5) hour. Such lunch period shall be without pay and the employee shall be free to leave the premises during such period.

Each employee will receive one (1) fifteen (15) minute paid-break per four (4) hours worked. All breaks, including the lunch period, must be scheduled and approved by the principal or designee. Breaks shall not be taken within one (1) hour of the beginning or end of the shift but such breaks may be used to extend the lunch period.

ARTICLE VI Holidays

Each Employee covered by this Contract shall be granted time off with pay for the following seven (7) holidays subject to the conditions hereinafter set forth:

- Labor Day
- Thanksgiving
- Friday following Thanksgiving
- December 25
- New Years Day
- One day during Spring Break (actual date determined annually by the Superintendent)
- Memorial Day

(a) The employee will be given the same amount of time off with pay equal to the work-hours scheduled had the day not been a holiday.

(b) An employee must be employed by the District twenty (20) working days immediately prior to the holiday to be eligible for holiday pay; provided, however, the twenty (20) working days may include days of paid leave; and, provided further, the twenty (20) working days immediately prior to Labor Day may include working days immediately prior to the end of the previous school year.

ARTICLE VII Sick Leave

(a) At the conclusion of each bi-weekly pay period covered by this agreement, each employee shall earn paid leave equal to one-half (1/2) the average daily hours scheduled per day in a five day work week, and further be allowed any unused and accumulated leave from the previous year to a maximum total of 336 hours of leave with pay. Paid leave shall be credited at the end of each employee's first 18 bi-weekly pay periods covered by this agreement. Paid leave may be used for personal illness, illness of a member of the employee's immediate family (ten days per school-year maximum), death of a member of the employee's immediate family (four days per occurrence maximum), and business and emergency leave (three days per school-year maximum). The rules for use of leave are established in Board Policy and Rule.

(b) Upon termination of employment, the District shall pay to any employee covered by this agreement \$7.50 for half of the employee's unused paid leave hours in excess of 40 hours; provided such termination does not occur between July 1 and October 1. No payment shall be made for the first 40 hours of unused paid leave.

(c) After payroll has been processed for the 1st bi-weekly pay period in October, each employee who is actively employed by the district on that date and who, as of that date, has unused paid leave in excess of two hundred fifty (250) hours shall be reimbursed for those hours in excess of two hundred fifty (250) hours at the rate of \$7.50/hr. The employee's leave accumulation shall then be reduced to 250 hours. The payment for unused leave shall be included in the 2nd November payroll. The District shall establish procedures for reimbursement.

**ARTICLE VIII
Miscellaneous**

Each employee covered by this Contract shall be entitled to all the applicable rights and privileges of the employees of the District as set forth in Board Policies and Board Rules.

**ARTICLE IX
Inclement Weather**

Each employee covered by this Contract will comply with the following procedures whenever there is an official closing of the Millard Public Schools by the Superintendent because of inclement weather:

(a) When staff are instructed to report to work, each covered employee will be expected to report to work and will be paid for each hour or fraction thereof the employee works.

(b) When staff is instructed not to report to work, each covered employee will not report to work and will not be paid. Each covered employee will be allowed the option to make up any time missed from work; provided, however, the covered employee follows administrative directions concerning the employee's responsibility to report to work; and provided the time and date of make-up shall be with the approval of the administration.

**ARTICLE X
Term of Contract**

This agreement shall be in full force and effect from August 1, 2007 through July 31, 2009.

IN WITNESS WHEREOF, the parties hereto have caused this Contract to be executed on June 4, 2007.

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

**Educational Paraprofessional
Association of Millard**

BY _____

BY _____

2007-08 Schedule

General and Special Education Paraprofessionals								
Training Stipends								
Step/Range	None 01	1 03	2 05	3 07	4 09	5 11	6 13	7 15
1	\$9.50	\$9.75						
2	\$9.60	\$9.85	\$10.10					
3	\$9.70	\$9.95	\$10.20	\$10.50				
4	\$9.80	\$10.05	\$10.30	\$10.60	\$10.85			
5	\$9.90	\$10.15	\$10.40	\$10.70	\$10.95	\$11.20		
6	\$10.00	\$10.25	\$10.50	\$10.80	\$11.05	\$11.30	\$11.55	
7	\$10.10	\$10.35	\$10.60	\$10.90	\$11.15	\$11.40	\$11.65	\$11.90
8	\$10.20	\$10.45	\$10.70	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00
9	\$10.30	\$10.55	\$10.80	\$11.10	\$11.35	\$11.60	\$11.85	\$12.10
10	\$10.40	\$10.65	\$10.90	\$11.20	\$11.45	\$11.70	\$11.95	\$12.20
11	\$10.50	\$10.75	\$11.00	\$11.30	\$11.55	\$11.80	\$12.05	\$12.30
12	\$10.60	\$10.85	\$11.10	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40
13	\$10.70	\$10.95	\$11.20	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50
14	\$10.80	\$11.05	\$11.30	\$11.60	\$11.85	\$12.10	\$12.35	\$12.60
15	\$10.90	\$11.15	\$11.40	\$11.70	\$11.95	\$12.20	\$12.45	\$12.70
16	\$11.00	\$11.25	\$11.50	\$11.80	\$12.05	\$12.30	\$12.55	\$12.80
17	\$11.10	\$11.35	\$11.60	\$11.90	\$12.15	\$12.40	\$12.65	\$12.90
18	\$11.20	\$11.45	\$11.70	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
19	\$11.30	\$11.55	\$11.80	\$12.10	\$12.35	\$12.60	\$12.85	\$13.10
20	\$11.40	\$11.65	\$11.90	\$12.20	\$12.45	\$12.70	\$12.95	\$13.20
21	\$11.50	\$11.75	\$12.00	\$12.30	\$12.55	\$12.80	\$13.05	\$13.30
22	\$11.60	\$11.85	\$12.10	\$12.40	\$12.65	\$12.90	\$13.15	\$13.40
23	\$11.70	\$11.95	\$12.20	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50
24	\$11.80	\$12.05	\$12.30	\$12.60	\$12.85	\$13.10	\$13.35	\$13.60
25	\$11.90	\$12.15	\$12.40	\$12.70	\$12.95	\$13.20	\$13.45	\$13.70

MH, BD, VI, and ECSE Education Paraprofessionals								
Training Stipends								
Step/Range	None 02	1 04	2 06	3 08	4 10	5 12	6 14	7 16
1	\$10.00	\$10.25						
2	\$10.10	\$10.35	\$10.60					
3	\$10.20	\$10.45	\$10.70	\$11.00				
4	\$10.30	\$10.55	\$10.80	\$11.10	\$11.35			
5	\$10.40	\$10.65	\$10.90	\$11.20	\$11.45	\$11.70		
6	\$10.50	\$10.75	\$11.00	\$11.30	\$11.55	\$11.80	\$12.05	
7	\$10.60	\$10.85	\$11.10	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40
8	\$10.70	\$10.95	\$11.20	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50
9	\$10.80	\$11.05	\$11.30	\$11.60	\$11.85	\$12.10	\$12.35	\$12.60
10	\$10.90	\$11.15	\$11.40	\$11.70	\$11.95	\$12.20	\$12.45	\$12.70
11	\$11.00	\$11.25	\$11.50	\$11.80	\$12.05	\$12.30	\$12.55	\$12.80
12	\$11.10	\$11.35	\$11.60	\$11.90	\$12.15	\$12.40	\$12.65	\$12.90
13	\$11.20	\$11.45	\$11.70	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
14	\$11.30	\$11.55	\$11.80	\$12.10	\$12.35	\$12.60	\$12.85	\$13.10
15	\$11.40	\$11.65	\$11.90	\$12.20	\$12.45	\$12.70	\$12.95	\$13.20
16	\$11.50	\$11.75	\$12.00	\$12.30	\$12.55	\$12.80	\$13.05	\$13.30
17	\$11.60	\$11.85	\$12.10	\$12.40	\$12.65	\$12.90	\$13.15	\$13.40
18	\$11.70	\$11.95	\$12.20	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50
19	\$11.80	\$12.05	\$12.30	\$12.60	\$12.85	\$13.10	\$13.35	\$13.60
20	\$11.90	\$12.15	\$12.40	\$12.70	\$12.95	\$13.20	\$13.45	\$13.70
21	\$12.00	\$12.25	\$12.50	\$12.80	\$13.05	\$13.30	\$13.55	\$13.80
22	\$12.10	\$12.35	\$12.60	\$12.90	\$13.15	\$13.40	\$13.65	\$13.90
23	\$12.20	\$12.45	\$12.70	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00
24	\$12.30	\$12.55	\$12.80	\$13.10	\$13.35	\$13.60	\$13.85	\$14.10
25	\$12.40	\$12.65	\$12.90	\$13.20	\$13.45	\$13.70	\$13.95	\$14.20

2008-09 Schedule								
General and Special Education Paraprofessionals								
Training Stipends								
Step/Range	None 01	1 03	2 05	3 07	4 09	5 11	6 13	7 15
1	\$9.70	\$9.95						
2	\$9.80	\$10.05	\$10.30					
3	\$9.90	\$10.15	\$10.40	\$10.70				
4	\$10.00	\$10.25	\$10.50	\$10.80	\$11.05			
5	\$10.10	\$10.35	\$10.60	\$10.90	\$11.15	\$11.40		
6	\$10.20	\$10.45	\$10.70	\$11.00	\$11.25	\$11.50	\$11.75	
7	\$10.30	\$10.55	\$10.80	\$11.10	\$11.35	\$11.60	\$11.85	\$12.10
8	\$10.40	\$10.65	\$10.90	\$11.20	\$11.45	\$11.70	\$11.95	\$12.20
9	\$10.50	\$10.75	\$11.00	\$11.30	\$11.55	\$11.80	\$12.05	\$12.30
10	\$10.60	\$10.85	\$11.10	\$11.40	\$11.65	\$11.90	\$12.15	\$12.40
11	\$10.70	\$10.95	\$11.20	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50
12	\$10.80	\$11.05	\$11.30	\$11.60	\$11.85	\$12.10	\$12.35	\$12.60
13	\$10.90	\$11.15	\$11.40	\$11.70	\$11.95	\$12.20	\$12.45	\$12.70
14	\$11.00	\$11.25	\$11.50	\$11.80	\$12.05	\$12.30	\$12.55	\$12.80
15	\$11.10	\$11.35	\$11.60	\$11.90	\$12.15	\$12.40	\$12.65	\$12.90
16	\$11.20	\$11.45	\$11.70	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
17	\$11.30	\$11.55	\$11.80	\$12.10	\$12.35	\$12.60	\$12.85	\$13.10
18	\$11.40	\$11.65	\$11.90	\$12.20	\$12.45	\$12.70	\$12.95	\$13.20
19	\$11.50	\$11.75	\$12.00	\$12.30	\$12.55	\$12.80	\$13.05	\$13.30
20	\$11.60	\$11.85	\$12.10	\$12.40	\$12.65	\$12.90	\$13.15	\$13.40
21	\$11.70	\$11.95	\$12.20	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50
22	\$11.80	\$12.05	\$12.30	\$12.60	\$12.85	\$13.10	\$13.35	\$13.60
23	\$11.90	\$12.15	\$12.40	\$12.70	\$12.95	\$13.20	\$13.45	\$13.70
24	\$12.00	\$12.25	\$12.50	\$12.80	\$13.05	\$13.30	\$13.55	\$13.80
25	\$12.10	\$12.35	\$12.60	\$12.90	\$13.15	\$13.40	\$13.65	\$13.90
26	\$12.20	\$12.45	\$12.70	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00

MH, BD, VI, and ECSE Education Paraprofessionals								
Training Stipends								
Step/Range	None 02	1 04	2 06	3 08	4 10	5 12	6 14	7 16
1	\$10.20	\$10.45						
2	\$10.30	\$10.55	\$10.80					
3	\$10.40	\$10.65	\$10.90	\$11.20				
4	\$10.50	\$10.75	\$11.00	\$11.30	\$11.55			
5	\$10.60	\$10.85	\$11.10	\$11.40	\$11.65	\$11.90		
6	\$10.70	\$10.95	\$11.20	\$11.50	\$11.75	\$12.00	\$12.25	
7	\$10.80	\$11.05	\$11.30	\$11.60	\$11.85	\$12.10	\$12.35	\$12.60
8	\$10.90	\$11.15	\$11.40	\$11.70	\$11.95	\$12.20	\$12.45	\$12.70
9	\$11.00	\$11.25	\$11.50	\$11.80	\$12.05	\$12.30	\$12.55	\$12.80
10	\$11.10	\$11.35	\$11.60	\$11.90	\$12.15	\$12.40	\$12.65	\$12.90
11	\$11.20	\$11.45	\$11.70	\$12.00	\$12.25	\$12.50	\$12.75	\$13.00
12	\$11.30	\$11.55	\$11.80	\$12.10	\$12.35	\$12.60	\$12.85	\$13.10
13	\$11.40	\$11.65	\$11.90	\$12.20	\$12.45	\$12.70	\$12.95	\$13.20
14	\$11.50	\$11.75	\$12.00	\$12.30	\$12.55	\$12.80	\$13.05	\$13.30
15	\$11.60	\$11.85	\$12.10	\$12.40	\$12.65	\$12.90	\$13.15	\$13.40
16	\$11.70	\$11.95	\$12.20	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50
17	\$11.80	\$12.05	\$12.30	\$12.60	\$12.85	\$13.10	\$13.35	\$13.60
18	\$11.90	\$12.15	\$12.40	\$12.70	\$12.95	\$13.20	\$13.45	\$13.70
19	\$12.00	\$12.25	\$12.50	\$12.80	\$13.05	\$13.30	\$13.55	\$13.80
20	\$12.10	\$12.35	\$12.60	\$12.90	\$13.15	\$13.40	\$13.65	\$13.90
21	\$12.20	\$12.45	\$12.70	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00
22	\$12.30	\$12.55	\$12.80	\$13.10	\$13.35	\$13.60	\$13.85	\$14.10
23	\$12.40	\$12.65	\$12.90	\$13.20	\$13.45	\$13.70	\$13.95	\$14.20
24	\$12.50	\$12.75	\$13.00	\$13.30	\$13.55	\$13.80	\$14.05	\$14.30
25	\$12.60	\$12.85	\$13.10	\$13.40	\$13.65	\$13.90	\$14.15	\$14.40
26	\$12.70	\$12.95	\$13.20	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50

AGENDA SUMMARY SHEET

Agenda Item: Collective Bargaining Agreement with the Millard Education Association of School Nurses

Meeting Date: June 4, 2007

Department: Human Resources

Title & Brief Description: The District and the Millard Education Association of School Nurses have reached tentative agreement for the 2007-09. The agreement provides for the following changes:

- (a) The term of the contract is August 1, 2007 through July 31, 2009. Nurses shall work 193 days in 2007-08 and 194 days in 2008-09.
- (b) A full-time school nurses's daily rate will increase 4.25% or \$8.64 (whichever is greater) in each year of the contract. BSN minimum rate shall be \$31,475 in 2007-08 and \$32,734 in 2008-09.
- (c) No changes to the Health, Dental, Life or LTD plans for 2007-08. Increase in-network single deductible from 250 to 300 and single maximum in-network out-of-pocket from 1250 to 1500 (double this for family and double those for out-of-network).
- (d) Health and Dental rates remain unchanged for 2007-08 school year and increase 5% for 2008-09.
- (e) Change CCM1 funding allocation for nurses to \$418 in 2007-08 and 434.72 in 2008-09.
- (f) Sick leave buy-back rate is increased from \$75 per day to \$90 per day in 2007-08 and \$100 in 2008-09.

Action Desired: Approval

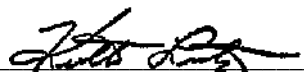
Background: The nurses have voted to approve this agreement.

Options And Alternatives: Return to the bargaining table.

Implications Of Adoption/Rejection:

Timeline:

Responsible Person: Steve Moore

Superintendent's Approval: 

COLLECTIVE BARGAINING AGREEMENT

THIS AGREEMENT made and entered into this 4th day of June, 2007 by and between the Millard School District No. 17, Douglas County, Nebraska (hereinafter referred to as "District"), and the **Millard Education Association of School Nurses** (hereinafter called "Nurses").

WITNESSETH

WHEREAS, the District has recognized the Nurses as the collective bargaining agent for the full-time nurses permanently employed by the District; and,

WHEREAS, the parties have met from time to time and negotiated the salaries and other terms related to compensation for the school years 2007-08 and 2008-09; and,

WHEREAS, the parties hereto have reached an agreement with respect to the salaries and other terms related to compensation for the school years 2007-08 and 2008-09;

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

1. **Term of the contract:** The term of the contract shall begin on August 1, 2007 and terminate on July 31, 2009 and shall consist of 193 working days in 2007-08 and 194 working days in 2008-09.

If upon the expiration of this agreement on the 31st day of July, 2009 the parties hereto have not agreed to a collective bargaining agreement for the school year 2009-10, the terms of this agreement shall continue in full force and effect so long as the parties are continuing to engage in good faith collective bargaining.

2. **Salary:** The salary ranges for **2007-08** shall be:

	Minimum	Maximum
RN	\$30,475	\$44,287
BSN	\$31,475	\$45,287

Placement on the Salary Range: For the 2007-08 school year, the District shall pay each full-time nurse employed by the District during the 2006-07 school year an increase in daily rate of pay, over and above the daily rate paid to the nurse during the 2006-07 school year, of 4.25% (provided, however, the minimum daily rate increase shall be \$8.64). Such increase shall not result in a salary which exceeds the maximum salary allowed by the schedule above. A nurse's daily rate of pay is his or her annual salary divided by the number of contract days.

Salary: The salary ranges for **2008-09** shall be:

	Minimum	Maximum
RN	\$31,734	\$46,324
BSN	\$32,734	\$47,324

Placement on the Salary Range: For the 2008-09 school year, the District shall pay each full-time nurse employed by the District during the 2007-08 school year an increase in daily rate of pay, over and above the daily rate paid to the nurse during the 2007-08 school year, of 4.25% (provided, however, the minimum daily rate increase shall be \$8.64). Such increase shall not result in a salary which exceeds the maximum salary allowed by the schedule above. A nurse's daily rate of pay is his or her annual salary divided by the number of contract days.

Additional Days: Any nurse who is required to work extra days beyond the contracted days specified in this agreement will be compensated at his or her regular daily rate of pay (or portion thereof). Each nurse required to work additional days shall be given a minimum of 180 days written advance notice.

Longevity Stipend: Each nurse covered by the agreement who at the beginning school year has completed the equivalent of fourteen or more years of full-time service with the Millard Public Schools as a school nurse and did not receive a longevity stipend during the previous school year, shall receive an additional increase in salary equal to 2% of his or her salary. The longevity stipend will be added to the nurse's salary prior to any training incentive for the school year and become a part of his or her salary for future salary computations.

Fourteen years of service in Millard must be completed prior to the school year during which the longevity stipend is to be initially received. A year of service shall be any school year in which the employee is under contract and paid by the district for at least 90 days of full-time work or at least 135 days of part-time work. The procedures and rules for administration and payment of the longevity stipend shall be the sole responsibility of the District.

3. **Extra Duty Compensation:** The employee designated as Head Nurse shall receive additional compensation at the rate of 8% of the RN minimum salary. A longevity stipend of 10% of the extra duty compensation described above will be paid to the Head Nurse if he or she has previously completed ten (10) years of service as the Head Nurse. The District shall establish the procedures and rules for administration and payment of the longevity stipend.
4. **Incentive Pay Program:** The District shall provide for the Nurses to participate in any Incentive program negotiated by the District and the organization representing the majority of the District's teachers, but if such program is not provided for the District's teachers, the District shall not be required to establish or maintain an Incentive program for the Nurses.
5. **Training Incentive:** Beginning September 1, 2000, each nurse who completes 36 clock hours of District approved training shall receive a monthly salary increase equal to one-twelfth (1/12) of three percent (3%) of the RN Minimum; provided, however, such increase shall not result in a salary which exceeds the maximum salary allowed by the salary schedule. The monthly salary increase will begin with the next

regularly scheduled monthly pay check; provided, however the application is received in the Personnel Office by the first of the month in which the salary increase is to commence.

A nurse may request the training stipend by completing the District's *Application for Training Stipend for Nurses*. The building principal, the director of student services, and a personnel administrator must approve the application. Training hours must have been completed within 36 months of the date of application. Each nurse is limited to one training incentive salary increase during each school year covered by this contract. Each nurse who is required by his or her supervisor to attend training shall be paid while at training. If the supervisor-required training is scheduled outside the employee's normal work hours, the employee may receive additional pay or the supervisor may flex the employee's schedule. Each nurse who elects to attend training which is not required by the supervisor shall do so on his or her own time and shall not be paid for this time by the district. A nurse and a supervisor may agree in advance that the nurse will participate in training off-the-clock (without pay) with the cost of the tuition paid by the supervisor. In these cases, the nurse must agree to reimburse the supervisor should he or she fail to complete the training. The procedures and rules for administration and payment of the training incentive shall be the sole responsibility of the District.

6. **Insurance:** During the 2007-09 fiscal year (Sept. 1, 2007 through Aug. 31, 2009), the District shall provide each full-time nurse with health, dental, basic term life, and long-term disability coverage and benefits comparable to that which was provided during the previous fiscal year. Health, dental, life, and long-term disability plan benefits for nurses shall be the same as those provided for teachers.

For each eligible full-time nurse the District shall pay the full cost for single or family health coverage. The District shall pay the full cost of single dental coverage; and, the nurse may purchase family coverage by paying the additional premium through payroll deduction. The District shall pay the full cost of basic term life coverage. Each full-time nurse shall participate in the long-term disability plan and shall pay the full premium through payroll deduction; the premium shall not be paid through the District's Section 125 plan.

Cash Option: Each full-time nurse who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any such nurse electing cash option may, at his or her option, purchase single or family dental coverage. Any such nurse electing cash option may, at his or her option, receive a reduced cash option of \$157.40 per month and the district will pay the premium for single health and dental coverage. Continuous service shall include school-years during which the nurse was on an approved leave of absence.

Direct Bill: In order to be eligible for the Direct Bill Plan as an early retiree, the employee, the spouse and dependents each must have had a minimum number of months of continuous coverage under the District's Health and/or Dental Plan at the time COBRA coverage begins. The minimum number of months of continuous coverage required is the lessor of 60 months or, the number of months elapsed from September 1, 1999 to the beginning of COBRA coverage. The District Health and Dental Plans shall provide for a Re-enrollment Period each September.

7. **Leaves:** The District's policies for leaves of absence and reimbursement for unused paid leave for teaching staff shall be applicable to the Nurses.
8. **Voluntary Early Separation Program:** The District's policies for Voluntary Early Separation for teaching staff shall be applicable to the Nurses.
9. **Duties and Responsibilities:** The Nurses shall perform the duties as assigned by the District and pursuant to schedules established by the District.

- 10. **Management:** It is understood and agreed that the District reserves the right to employ Nurses under part-time contracts or to contract for nursing services with organizations providing nursing services; provided further, that any Nurse employed by the District at the time any such contract is made shall continue to be employed by the District in accordance with the terms and conditions in this Contract.
- 11. **Grievance procedure:** Any grievance arising under this Contract shall be processed in accordance with the District's grievance policy.
- 12. **Agreement:** This contract constitutes the entire agreement between the District and the Nurses.

IN WITNESS WHEREOF, the parties have executed this Contract the day and year first above written.

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

by _____

Millard Education Association of Nurses

by _____

AGENDA SUMMARY SHEET

Agenda Item: Salary Program for Administrators 2007-08

Meeting Date: June 4, 2007

Department: Human Resources

Title & Brief Description: The Superintendent held meetings with representatives of the various administrative pay groups for the purpose of discussing salary and benefits for the 2007-08 school year. These discussions have resulted in the recommending the following changes:


- a) The beginning salary of each position shall increase by 4%. Each administrator's salary shall increase by either 5% or 6% based upon performance. The maximum of the salary range for each position is increased by 5%.
- b) One day is added to the work-year for each administrator not currently working 12 months. All 231 day administrators will become 12-month.
- c) Increase tuition and fees reimbursement from 6 credit hours to 9 credit hours per school year.
- d) Increase annual sick leave buy back from \$100 to \$125 per day.
- e) Increase Dues, and Fees from \$700 to \$800; and include 501(c)(3) fundraisers as eligible expenses.
- f) Total compensation for salaries and benefits will increase by 4.3%.

Action Desired: Approval

Background:

Options And Alternatives: Further discussions with administrators.

Responsible Person: Steve Moore, Keith Lutz

Superintendent's Approval: 

SALARY PROGRAM FOR ADMINISTRATORS 2007-08

A. POSITIONS

1. Elementary Assistant Principal (211 days)
2. Certificated Coordinator (221 days, 211 days)
3. Non-Certificated Coordinator & Administrative Assistant (12 month)
4. Millard Learning Center Principal (221 days)
5. Middle School Assistant Principal (221 days)
6. High School Assistant Principal (12 month) and Activities Director (12 month & 211 days)
7. Elementary Principal (211 & 221 days)
8. Middle School Principal (12 month)
9. Director (12 month)
10. High School Principal (12 month)
11. Executive Director (12 month)

B. SALARY RANGES

	Position	Minimum	Maximum
1	Elementary Assistant Principal	\$59,273	\$81,726
2	Certificated Coordinator	\$64,608	\$89,081
3	Non-Certificated Coordinator/Adm. Asst.	\$65,828	\$90,763
4	Millard Learning Center Principal	\$76,412	\$105,357
5	Middle School Assistant Principal	\$65,849	\$90,762
6	High School Assistant Principal	\$70,197	\$96,788
7	Elementary Principal	\$71,723	\$98,891
8	Middle School Principal	\$79,917	\$110,189
9	Director	\$79,917	\$110,189
10	High School Principal	\$84,465	\$116,460
11	Executive Director	\$84,989	\$117,183

C. SALARY PLACEMENT AND ADVANCEMENT

Initial salary placement, and salary placement as a result of a change in class shall be determined by the Superintendent based upon qualifications, experience, and earned degrees. The annual salary placement shall be based upon the administrator's performance appraisal and current salary utilizing the following table. Each administrator earning a Doctorate Degree shall receive an additional one-time one percent annual salary increase (an official transcript must be provided to human resources). No certificated administrator shall earn less than if he or she were placed on the teacher's salary range for 193 days.

Performance Appraisal	Salary Increase
Far Exceeds Expectations	6%
Meets Expectations	5%
Approaches Expectations	0%
Unsatisfactory	0%

D. EDUCATIONAL SPECIALIST DEGREE & PROFESSIONAL GROWTH

Each certificated administrator must meet the requirements of Board rule 4300.1 and Nebr. Rev. Stat. §79-824, and 79-830 by earning 6 professional growth points every 6 years. The District shall reimburse each administrator the cost of tuition for graduate level courses taken during the school year covered by this salary package; provided, however, such courses are part of a Ed Specialist or Doctorate program approved by the Superintendent or his/her designee. The maximum reimbursement during any school year shall be for 9 graduate hours and fees at a rate no greater than the tuition rate for UNO's college of Educational Administration.

E. ADMINISTRATOR BENEFITS:

1. 403(b): The district shall provide each administrator additional compensation which shall be paid as salary. The administrator is encouraged to use this compensation towards the purchase of a qualified 403(b) retirement plan. Such purchase shall be through a voluntary payroll reduction agreement in accordance with Board Policy and Rule. Payments to the administrator are based upon the following schedule:

<u>Year</u>	<u>% of Salary</u>
1-4	1
5-9	2
10-14	3
15-19	4
20+	5

The administrator is responsible for selecting a provider and investment accounts and completing the necessary agreement forms required by Board Policy and Rule. "Year" is defined to be years of service as a Millard administrator and includes the year in which the benefit is paid. Service as a teacher and/or service in another district or agency does not count toward service for this purpose.

2. Dues, Fees, 501(c)(3), or Physical: Each administrator shall be allowed \$800 toward the payment of: dues and fees in professional organizations, expenses related to participation in fundraising events sponsored by 501(c)(3) organizations, or a physical examination (or other eligible health care expense, see IRS Publication 502), or treatment by a healthcare provider. If any amount remains after payment of eligible expenses, the remainder may be applied toward a health club membership. All bills must be submitted to the business office for payment. Any unused portion of the \$800 is forfeited if not requested by July 15 of the contract year.

3. Term Life insurance: \$100,000 with the option to purchase additional coverage.

4. Leave of Absence with Pay: Each full-time administrator shall receive an annual allocation of leave with full pay, and further be allowed any unused and accumulated leave from the previous years not to exceed the designated maximum:

		<u>Annual Allocation</u>	<u>Maximum Accumulation</u>
211 day employees	-	13 days	93 days
221 day employees	-	14 days	94 days
12 month employees	-	15 days	95 days

Leaves shall only be taken for reasons of: personal illness, family illness, family death and business and emergency and FMLA. Part-time administrators shall be allowed leave on a prorated basis.

Reimbursement for unused Paid Leave: At the conclusion of each school-year, each full-time administrator shall receive reimbursement for each unused day of accumulated paid leave in excess of eighty (80) days and further shall have his or her accumulated paid leave allotment reduced by this amount. The rate of reimbursement shall be \$125 per day.

5. Long term disability insurance: Each administrator must participate in the district's long-term disability insurance policy. The administrator will pay the entire premium through monthly payroll reduction. Premiums shall not be paid through the district's Section 125 plan.

6. Health, and Dental insurance: Full-time administrators shall be eligible to participate in the District's health and dental insurance plans and the District shall pay the premiums for single or family health coverage and single dental coverage.

Cash Option: Each full-time administrator who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any such administrator electing cash option may, at his or her option, purchase single or family dental coverage. Any such administrator electing cash option may, at his or her

option, receive a reduced cash option of \$157.40 per month and the district will pay the premium for single health coverage and single dental coverage. Continuous service shall include school-years during which the administrator was on an approved leave of absence.

Direct Bill: In order to be eligible for the Direct Bill Plan as an early retiree, the employee, the spouse and dependents each must have had a minimum number of months of continuous coverage under the District's Health and/or Dental Plan at the time COBRA coverage begins. The minimum number of months of continuous coverage required is the lessor of 60 months or, the number of months elapsed from September 1, 1999 to the beginning of COBRA coverage. The District Health and Dental Plans shall provide for a Re-enrollment Period each year.

7. Vacation & Holidays: Twelve month administrators will work year-round except as follows:

a. Vacation schedule:

20 days per school year. Vacation does not accrue from year to year; the maximum number of vacation days allowed is 20. The use of vacation at the beginning and end of the school year, during workshops, parent-teacher conferences and student days is restricted. The Superintendent shall determine specific restrictions for each administrative position. Vacation must be approved in advance by the administrator's supervisor.

b. Ten (10) paid holidays:

July 4,
Labor Day,
Thanksgiving,
Friday following Thanksgiving,
December 24,
December 25,
December 31,
New Years Day,
1 day at Spring Break, and
Memorial Day

8. Voluntary Separation Program: Administrators shall be allowed to participate in the District's Voluntary Separation Program as provided by Board Policy. Each retiring administrator shall be reimbursed for all unused paid leave (not to exceed 95 days) at half his or her daily rate. For purposes of reimbursement of all unused paid leave, retirement shall be defined as separation from service with the Millard Public Schools at age 55 or above or after a minimum of 20 years service to Millard Public Schools. To the degree permitted by the Tax Code of 1986 as amended, the reimbursement for paid leave at retirement will be paid as "employer contributions" to either a 403(b)/TSA account or a Health Reimbursement Arrangement (HRA) established by the District for the retiring administrator. Each administrator participating in the District's Health Plan for retirees shall have these employer contributions made to the HRA; each administrator not participating in the District's Health Plan for retirees shall have these employer contributions made to the District-designated 403(b).

AGENDA SUMMARY SHEET

Agenda Item: Substitute Teacher Pay
Meeting Date: June 4, 2007
Department: Human Resources
Title & Brief Description: Substitute Teacher Pay Rates for 2007-08

Action Desired: Approval

Background: 2001-2007 substitute teacher rates:
Daily rate: \$130.00

Long-term substituting in one position:

Days 16+: \$140.00 per day

Replacement teacher:

- a) 90 or more days remaining in the teacher work calendar, Step and Lane on the teachers' salary schedule plus benefits, not retroactive.
- b) Fewer than 90 days remaining in the teacher work calendar, Step and Lane on the teachers' salary schedule (no benefits).

We have not increased substitute teacher pay since 2001. We have experienced more sub shortages this year than any of the past six years. We believe raising the daily rate will help us attract additional staff.

Recommendation: Increase rates by \$10 per day.

2007-08 substitute teacher rates:

Daily rate: \$140.00

Long-term substituting in one position;

Days 16+: \$150.00 per day

Replacement teacher:

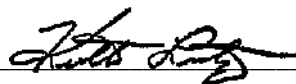
- a) 90 or more teacher work days remaining in the school year, Step and Lane on the teachers' salary schedule plus benefits, not retroactive.
- b) Fewer than 90 teacher work days remaining in the school year, Step and Lane on the teachers' salary schedule (no benefits).

NOTE: In 2007-08, a beginning teacher with a bachelor's degree and no experience will earn \$163 per day plus between \$35 and \$63 per day in insurance and retirement benefits.

Implications Of Adoption/Rejection:

Responsible Person: Steve Moore

Superintendent's Approval:



Year	Daily Rate	% Increase	Long-term	% Increase	% of Teacher Base Salary		Teacher Base	# Days	Daily Rate
					Daily Rate	Long-term			
1980-81	\$36.00		\$38.00		62%	65%	\$11,050	190	\$58.16
1981-82	\$38.00	5.60%	\$40.00	5.30%	61%	64%	\$11,900	190	\$62.63
1982-83	\$40.00	5.30%	\$42.00	5.00%	61%	64%	\$12,500	190	\$65.79
1983-84	\$42.00	5.00%	\$44.00	4.80%	61%	64%	\$12,900	188	\$68.62
1984-85	\$44.00	4.80%	\$46.00	4.50%	58%	60%	\$14,600	191	\$76.44
1985-86	\$46.00	4.50%	\$50.00	8.70%	58%	63%	\$15,200	191	\$79.58
1986-87	\$48.00	4.30%	\$55.00	10.00%	57%	65%	\$16,162	191	\$84.62
1987-88	\$51.00	6.30%	\$59.00	7.30%	58%	67%	\$16,825	191	\$88.09
1988-89	\$54.00	5.90%	\$63.00	6.80%	59%	69%	\$17,500	191	\$91.62
1989-90	\$56.00	3.70%	\$65.00	3.20%	60%	70%	\$17,850	191	\$93.46
1990-91	\$58.00	3.60%	\$67.00	3.10%	61%	71%	\$18,100	191	\$94.76
1991-92	\$60.00	3.40%	\$69.00	3.00%	61%	70%	\$18,675	189	\$98.81
1992-93	\$62.00	3.30%	\$71.00	2.90%	59%	68%	\$19,725	188	\$104.92
1993-94	\$65.00	4.80%	\$75.00	5.60%	61%	71%	\$20,000	188	\$106.38
1994-95	\$68.00	4.60%	\$78.00	4.00%	63%	72%	\$20,375	188	\$108.38
1995-96	\$70.00	2.90%	\$80.00	2.60%	63%	72%	\$20,895	188	\$111.14
1996-97	\$72.00	2.90%	\$82.00	2.50%	64%	73%	\$21,025	188	\$111.84
1997-98	\$76.00	5.60%	\$84.00	2.40%	67%	74%	\$21,200	188	\$112.77
1998-99	\$80.00	5.30%	\$88.00	4.80%	67%	73%	\$22,549	188	\$119.94
1999-00	\$100.00	25.00%	\$108.00	22.70%	81%	87%	\$23,300	188	\$123.94
2000-01	\$115.00	15.00%	\$125.00	15.70%	87%	95%	\$24,851	189	\$131.49
2001-02	\$130.00	13.00%	\$140.00	12.00%	95%	102%	\$25,900	189	\$137.04
2002-03	\$130.00	0.00%	\$140.00	0.00%	88%	95%	\$28,000	190	\$147.37
2003-04	\$130.00	0.00%	\$140.00	0.00%	88%	95%	\$28,075	190	\$147.76
2004-05	\$130.00	0.00%	\$140.00	0.00%	87%	93%	\$28,550	190	\$150.26
2005-06	\$130.00	0.00%	\$140.00	0.00%	85%	91%	\$29,325	191	\$153.53
2006-07	\$130.00	0.00%	\$140.00	0.00%	83%	89%	\$30,120	192	\$156.88
2007-08	\$140.00	0.00%	\$150.00	0.00%	86%	92%	\$31,475	193	\$163.08

Omaha Area Schools Substitute Teacher Pay

District	2006-07 Days in a Position	2006-07 Rate	2007-08 Days in a Position	2007-08 Rate
OPS	1-10 Long-term 11+ (retroactive) Replacement teacher	\$140.00 \$145.00	1-10 Long-term 11+ (retroactive) Replacement teacher	Possible Increase August 2007
LINCOLN	1-10 Long-term 11+	\$128.00 \$140.00	1-10 Long-term 11+	\$133.00 \$146.00
MILLARD	1-15 Long-term 16+ Replacement teacher 90+	\$130.00 \$140.00 Step & Lane & fringe benefits	1-15 Long-term 16+ Replacement teacher 90+	\$140.00 \$150.00 Step & Lane & fringe benefits
PAPILLION / LAVISTA	1-15 Long-term 16-30	\$130.00 \$140.00	1-15 Long-term 16-30	\$130.00 \$140.00
BELLEVUE	1-19 20-39 40+	\$120.00 \$125.00 \$135.00	1-19 20-39 40+	slight increase
WESTSIDE	1-10 Long-term 11+ (retroactive)	\$128.00 \$140.00	1-10	\$128.00 \$140.00
RALSTON	1-10 Long-term 11-30 Long-term 31+ Replacement teacher	\$125.00 \$130.00 \$135.00	1-10 Long-term 11-30 Long-term 31+ Replacement teacher	\$130.00 \$135.00 \$140.00
GRETNA	1-10 Long-term 11+	\$105.00 \$115.00	1-10 Long-term 11+	no information
ELKHORN	1-10 Long-term 11+	\$122.00 \$132.00	1-10 Long-term 11+	may increase
COUNCIL BLUFFS	Daily	\$140.00	Daily	no information

Rates in italics are estimates

A replacement occurs when a teacher: takes an extended leave of absence without pay for the remainder of the school year; or, resigns during the school year; or, qualifies for long-term disability.

AGENDA SUMMARY SHEET

Agenda Item: Policy 4165 and Rules 4165.1, 4165.2

Meeting Date: June 4, 2007

Department: Human Resources

Title and Brief Description: We are continuing the examination and updating of the policies and rules in the 4000 series.

Action Desired: Second Reading and approval of Policy 4165
Approval of Rule 4165.1 and 4165.2

Background: The policy and rule were last revised in November 1999. There are minor changes to the policy and rule. Change "Personnel" to "Human Resource"; delete the word "contract" from 4165.1.

Options/Alternatives Considered: N/A


Recommendations: Second Reading and approval of Policy 4165 and Rules 4165.1 and 4165.2

Strategic Plan Reference: N/A

Implications of Adoption/Rejection: N/A

Timeline: N/A

Responsible Persons: Steve Moore

Superintendent's Signature:  _____

Human Resources

Non-Certificated Staff

Resignation/Separation

4165.1

Non-Certificated employees who wish to resign should notify the Human Resource Office in writing. A minimum notice of two-weeks is requested. Release from employment is not effective until approved by the Board of Education. Employees are discouraged from resigning during the school year due to the potential adverse effect upon students.

Dismissal - Non-Certificated Staff

Procedures for the dismissal of non-certificated employees are governed by Board Policy. The District reserves the right to dismiss a non-certificated employee with or without cause subject to applicable collective bargaining agreement provisions.

Related Rule: 4163.2

Rule Approved:

Revised: March 20, 1989; August 3, 1992; November 15, 1999; _____

Millard Public Schools

Omaha, Nebraska

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Human ResourcesCertificated Staff

Contract Cancellation, Amendment, Renewal, Non-renewal

4165.2

Employment contracts between the School District and administrators or teachers shall be deemed renewed from year to year and shall be amended, canceled, not renewed or terminated as specified below.

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Renewal of Employment Contracts

Each certificated staff member shall be notified of such renewal on or before April 15th of each year as provided by law. Upon receipt of such notice, each certificated staff member shall notify the District Human Resource Office, in writing, of the acceptance of the offer to continue the contract of employment for the ensuing school year. Failure to provide written acceptance of the offer of continued employment on or before May 1 shall be considered as a rejection of the offer of continued employment for the ensuing school year and shall operate as a request for resignation.

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Release from an employment contract after May 1 may depend upon the availability of a suitable replacement. Employees are discouraged from resigning during the school year due to the potential adverse effect upon students.

Cancellation or Amendment of Contracts

Contracts of any certificated employee, including probationary teacher, permanent (tenured) teachers, superintendents, associate or assistant superintendents may be canceled or amended by a majority of the members of the School Board during the school year for any of the reasons provided by law which include:

1. Cancellation, termination, revocation or suspension of certification as provided by law.
2. Breach of a material provision of the contract.
3. For reasons set forth in the contract.
4. Incompetency, neglect of duty, unprofessional conduct, insubordination, immorality or physical or mental incapacity.

The procedure to be followed when it is determined that it is appropriate to consider cancellation or amendment of the contract is as follows:

1. Notification, in writing, to the employee that the contract may be canceled and the grounds for the cancellation.
2. Within seven days of receipt of the notice, the certificated employee may request in writing to the secretary of the School Board, superintendent or superintendent's designee that a hearing be held.
3. Prior to the hearing, if requested, a notice of cancellation and reasons therefor are deemed a confidential employment matter subject to sections 84-1410 and 79-4156 to 79-4158 and shall not be disclosed to the public or news media.
4. During the pendency of a decision, a certificated employee may be suspended from duty with pay.
5. A formal due process hearing as set forth hereafter shall be provided.

Probationary Certificated Employees

Probationary Period, Contract Amendment or Non-renewal

During the first three years of employment with the District or the part-time equivalency, a certificated employee shall be considered a probationary employee. His/her contract shall be deemed renewed and remain in full force and effect unless amended or not renewed as provided by law. The School Board may determine to amend or not renew the contract for any reason it

deems sufficient as provided by law, but such non-renewal shall not be for constitutionally impermissible reasons. If the School Board, superintendent or superintendent's designee determines it is appropriate to consider the amendment or non-renewal of a probationary certificated employee's contract, the following procedure shall be followed:

1. Written notice shall be given to the employee on or before April 15 that the School Board will consider amendment or non-renewal of the employee's contract.
2. Upon request, the reasons for the proposed amendment or the non-renewal shall be provided in writing with such clarity that the employee is able to prepare a response. The reasons set forth in the notice shall be employment-related.
3. Within seven days after receipt of the written notice, written request may be made to the secretary of the School Board, superintendent or superintendent's designee that a hearing before the School Board be held.
4. Prior to the hearing, if requested, the notice of possible amendment or non-renewal and any reasons therefor shall be considered a confidential employment matter as provided in Sections 84-1410 and 79-539, 79-8.109 and shall not be disclosed to the public or news media.
5. An informal hearing shall be held before the School Board within thirty (30) days of the date of the request thereof unless otherwise agreed to by the parties in writing.
6. If a hearing is not requested, the Board shall make a final determination.
7. Unless otherwise agreed upon by the parties, final action by the Board must be taken on or before May 15.

The procedure for an informal hearing is as follows:

1. Notice, in writing, of the date, time and place of hearing shall be given five days prior to the date of the hearing.
2. Certificated employee or his or her representative shall have an opportunity to discuss and explain his or her position regarding continued employment.
3. There should be an opportunity to present information and to ask questions of persons appearing on behalf of the School District.
4. The hearing shall be held in closed session, if requested, and upon affirmative vote by a majority of the Board members present and voting.
5. The formal action of the School Board shall be in open session.
6. The Board may issue subpoenas and compel the attendance of witnesses for purposes of testifying at the hearing, for purposes of depositions and for production of documents.

Permanent Certificated Employees Contract Amendment or Termination

A certificated employee who has served the probationary period is a permanent certificated employee. His/her contract shall be deemed continuing and shall be renewed and remain in full force and effect unless amended or terminated as provided by law. The contract of a permanent certificated employee shall be amended or terminated for any of the following reasons by majority vote of the School Board:

1. Just cause as defined by law.
2. Reduction in force as provided by law or change of leave of absence policies.
3. Failure upon written request of the School Board or administrators to accept employment for the ensuing year within the time designated in the request, but not prior to March 15 of each year.
4. Revocation, cancellation, suspension or termination of certification.

The procedure to be followed when it is determined that it is appropriate to consider the amendment for termination of the contract, is as follows:

1. Notification that the contract may be amended or terminated shall be provided on or before April 15, in writing.
2. A hearing may be requested in writing to the secretary of the School Board, superintendent or superintendent's designee within seven calendar days of receipt of written notice.
3. A formal hearing shall be held before the School Board within thirty (30) days of the date of the request thereof unless otherwise agreed to by the parties in writing.
4. If no request is made, a final determination may be made by the Board.
5. The employee shall be advised at least five days prior to the date of the hearing of the date, time and place, all of which shall be in writing.
6. The parties may extend the time for hearings or final determination by mutual agreement in writing.
7. Final action by the Board must be taken on or before May 15, unless such time is extended by mutual agreement in writing.
8. If a hearing is requested, it shall be a formal due process hearing.

The procedure for a formal due process hearing is as follows:

1. At least five days prior to the hearing the employee shall be notified in writing of the basis for the proposed termination or amendment of the employee's contract.
2. Upon request, the employee shall be notified at least five days prior to the hearing of witnesses to be called to testify against the employee.
3. Upon request, the employee shall have the opportunity at least five days prior to the hearing to examine any documents that will be presented at the hearing.
4. The employee has the right to be represented.
5. The employee shall have an opportunity to cross-examine all witnesses and to examine all documents.
6. The employee shall have an opportunity to present evidence material to the issues.

Upon request of the employee or his or her representative an affirmative vote of a majority of the School Board members, the hearing shall be conducted in a closed session. Formal action of the Board shall be taken in open session.

The decision of the School Board shall be by vote of a majority based solely upon the evidence produced at the hearing. The Board shall reduce its findings and determinations to writing and provide a written copy to the employee.

After the opportunity for a hearing has been provided, except in the case of a reduction in force, and just cause has been shown, sanctions other than termination or amendment may be imposed by the Board as agreed upon by the parties.

Past action may be considered in determining the appropriate action in future hearings, if such action was taken within the past five years.

The Board shall have all the powers to subpoena and compel the attendance of witnesses for purposes of testimony at the hearing and depositions and to issue subpoenas for the production of documents.

Legal reference: Neb. Rev. Stat. § 84-1410, 79-817 through 79-845

Rule Approved:

Revised: August 23, 1982; August 3, 1992; November 15, 1999; _____ Omaha, Nebraska

Millard Public Schools

AGENDA SUMMARY SHEET

AGENDA ITEM: Second Reading and Approval of Policy 6320
Curriculum, Instruction, Assessment: Students' Graduation/Separation
Revision of Rule 6320.1,
Students' Requirements for Senior High School Graduation
Reaffirmation of Rule 6320.2

MEETING DATE: June 4, 2007

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: This rule outlines high school graduation requirements. It must be reviewed annually.

ACTION DESIRED: APPROVAL DISCUSSION INFORMATION ONLY

BACKGROUND: There is only a minor revision to Policy 6320.
Annual review of Rule 6320.1 is required. There is one substantive change to the rule at this time, requiring students to complete a Personal Learning Plan effective with the Class of 2008. The concept of having Personal Learning Plans as a graduation requirement has been shared with administrators, teachers and students throughout this year. It is mentioned in the Curriculum Handbooks for 2007-2008. The consensus of opinions is that establishing the Personal Learning Plans as a graduation requirement will make students and teachers take them more seriously. Rubrics for graduation review have been set.
Rule 6320.2 is being reaffirmed since it is related to 6320.1.

OPTIONS AND ALTERNATIVES CONSIDERED: Leave rule unchanged or make additional revisions.

RECOMMENDATIONS: Approve the changes as recommended.

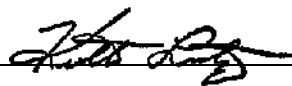
STRATEGIC PLAN REFERENCE:

IMPLICATIONS OF ADOPTION OR REJECTION: Revision of this rule will meet requirement to review and update annually. The suggested change will support students' work on Personal Learning Plans

TIMELINE: N/A

RESPONSIBLE PERSON(S): Martha Bruckner, Judy Porter, Carol Newton

SUPERINTENDENT'S APPROVAL: _____



BOARD ACTION:

Curriculum, Instruction, and Assessment
Students, Requirements for Senior High School Graduation

6320.1

Students differ widely in interests, abilities and expectations. For this reason, the following are stated as minimums to allow flexibility in the planning of individual student programs. However, on the assumption that some elements should be shared in common by educated persons, these basic uniform requirements are established for graduation from the Millard Public Schools. In addition to specified credit requirements students must meet district level assessments in reading, writing, mathematics, science and social studies. ~~Students are subject to those graduation requirements in effect upon beginning the ninth grade.~~

Minimum Requirements for Graduation - Grades 9-12

- I. Credits -- A minimum of **225 credits** is required for graduation. Each student's program shall include but not be limited to the programs and courses listed below and may be amended, revised, or deleted by the Board of Education as approved and published in the curriculum handbooks of each high school.

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
English	40	English 9	10
		English 10	10
		English 11	10
		Oral Communications	5
		(Choice of Speech, Forensics, Debate I, or the combination of IB Language A1, IB Language B, and 12 th Grade Theory of Knowledge)	5
		Choice of an English Selected Course	
		<i>The student will take five (5) credits from the following:</i>	
		<u>English Selected Courses</u>	
		British Literature	Research Methods
		World Literature	Creative Writing
		Career English	Composition & Literature
		Shakespeare	Analysis of Mass Media
		AP English Literature	IB English 12
		AP English Language & Composition	

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Social Studies	30	American History (Since 1914) - 9th	10
		World Geography - 10th	10
		U.S. Government & Economics - 12th	5
		World Perspectives or American Studies Course	5
		<i>The student will take five (5) credits from the following:</i>	
		World Perspectives or American Studies	
		World History	Ethnic Studies
		World Affairs	Law Studies
		World Religion	AP United States History
		AP European History	AP Macro Economics
		IB 20 th Century World History Topics	IB History of America

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Mathematics	25	Algebra or Algebra Foundations I or appropriate course from the math sequence. A course numbered 220 or higher. One additional math course. <i>Computer Science courses may not be applied toward math credit.</i>	10 10 5

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Science	25	Students should follow one of the following science sequences. Physical Science in Action- 9 th Biology - 10 th Choice of Science Electives numbered 333 or higher or Biology - 9 th Chemistry or Physics - 10 th Choice of Science Electives numbered 333 or higher	10 10 5 10 10 5

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Physical Education	15	Choice of grade appropriate course. <i>Curriculum Handbook describes PE courses and recommends grade appropriate levels.</i>	15

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Health Education	5	Everyday Living taken in 10th or 11th grades	5

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Technology Education	5	Choice of Technology Selected Courses	5

The student will take five (5) credits from the following:

Technology Selected Courses

Computer Technology Applications
 Introduction to Computer Science
 Foundations of Technology
 Introduction to Graphics Communications
 Introduction to IB Computer Science I

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Fine & Performing Arts	5	Choice of Fine & Performing Arts Selected Courses	5

The student will take five (5) credits from the following:

Fine & Performing Arts Selected Courses

Any art course
 Any music course
 Drama I
 Theatre Appreciation

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Electives	75	Choice of Human Resources Course A total of 70 additional credits	5 70

The student will take five (5) credits from the following:

Human Resources Selected Courses

Sociology
 Psychology
 AP Psychology
 Adult Living
 Child Development
 Introduction to Behavioral Sciences
 IB Psychology
 IB Theory of Knowledge I

- A. A grade of four (4) or better must be maintained in any course used to fulfill graduation requirements.
- B. Electives ~~C~~ courses are offered in the subject areas previously listed and in business education, foreign language, family & consumer sciences, industrial technology, art, drama, debate, journalism and music.
- C. In order to provide flexibility in such situations as transfers and special needs, waivers may be submitted by staff and approved by the principal.
- D. A student must complete 225 credits as described herein in order to graduate and receive a diploma from the Millard Public Schools.

E. A student must complete a Personal Learning Plan, meeting district requirements.

II. Assessments—In addition to 225 credits required for graduation, students must also successfully meet the Essential Learner Outcome assessment score requirements.

III. Effect of Student Performance

- A. When a student has successfully met the Essential Learner Outcomes Assessment cut score for each outcome:
1. A notation shall be made in the student's cumulative record. Such information will be communicated to parent(s)/guardian(s) in writing.
 2. Having met the cutscores for the high school Essential Learner Outcomes assessments, the student shall have met an essential criteria for graduating from the Millard Public Schools.
 3. Upon successful completion of the required number of credits, the student shall be eligible for a graduation diploma from the Millard Public Schools.
- B. If a student has not met the cutscore for a given Essential Learner Outcomes Assessment, the following shall occur:
1. An Individual Learning Plan (ILP) shall be designed by a team of qualified staff. Classroom teachers may refer students to the Millard Intervention Team (MIT) for assistance in evaluating and implementing problem-solving and intervention strategies.
 2. Utilizing the Essential Learner Outcomes, school representatives will offer the student supplemental learning activities, which address recognized deficiencies. Supplemental learning activities may include but are not limited to the following:
 - a. differentiated/complementary instruction during regular classes (i.e., peer tutoring, needs groups, individualized instruction);
 - b. before or after school tutorials;
 - c. study hall tutorials;
 - d. change of interdisciplinary teams or level of instruction;
 - e. repeat of specific course(s) of study;
 - f. attendance at specific class(es) designed to address deficiencies; and
 - g. attendance at summer school.
 3. If the student is verified with a disability, the IEP Team may reconvene to review the ILP and to ensure that the IEP is written to assist the student in areas of weakness and that appropriate accommodations are in place.
 4. If the student has a 504 Accommodation Plan, the 504 Team may reconvene to review the ILP and to ensure that needed accommodations are in place in areas of weakness.
- C. If, after a retake of an assessment, a student has not met the cutscore for a given Essential Learner Outcomes assessment, the following shall occur:
1. The Individual Learning Plan will be reviewed by a qualified team and, if necessary, redesigned. Students shall be referred to MIT for identification of needs if not previously referred.
 2. The student shall be retested using the appropriate Essential Learner Outcomes assessment. Students shall be given the opportunity to be retested multiple times

until the requisite cutscore is achieved. Students shall be given notice of the opportunities for retesting.

3. The student will be considered ineligible for a diploma from the Millard Public Schools until such time that the requisite cutscores are achieved for high school Essential learner Outcomes assessments.
4. If the student is verified with a disability or has a 504 Accommodation Plan, then the IEP or 504 Team will reconvene to review the education plan and may consider lowering the cutscore requirement as part of the IEP or 504 Accommodation Plan. The student's parent(s) and/or guardian(s) shall be notified and shall also be advised of the effect of lowering the cutscore.
 - a. Applications for approval of lowered cutscore requirements and/or alternate assessments may be submitted by the student's IEP or 504 Team to the Associate Superintendent of Educational Services for consideration and, where appropriate, approval. The Associate Superintendent of Educational Services or designee shall decide and respond to all such requests.
 - b. If the lowered cutscore is approved, the student shall then be eligible to receive a graduation diploma with appropriate notation from the Millard Public Schools.
5. An additional opportunity is available to demonstrate student proficiency. After two retest attempts to meet the established cutscore(s) for the Essential Learner Outcome assessment(s) without achieving the cutscore, students may register with the Associate Superintendent for Educational Services to participate in a process, as provided in the District's Assessment Procedures, to demonstrate an appropriate level of proficiency in reading, writing, math, science or social studies.

IV. Student's Right to Appeal

- A. Students who have not achieved the necessary high school cutscores as approved by the Millard Board of Education, may appeal the denial of a diploma.
- B. A student may appeal the denial of a diploma only on the grounds that the student's failure to achieve the required cut score is due to:
 1. The failure of the District to provide a reasonable accommodation which was previously requested by the student and denied by the District.
 2. The failure of the District to provide an alternate assessment or approve a demonstration of proficiency, which had been previously requested by the student and denied by the District.

V. Procedures for Appeal

- A. Within seven (7) days after the receipt of the notice that the student failed to achieve the cut score or credits required for graduation from the Millard Public Schools, a written notice of appeal shall be served upon the Superintendent of the Millard Public Schools or his/her designee. Such appeal shall set forth all of the reasons for the appeal as provided herein and shall set forth the relief sought by the student, parent(s) or guardian(s). Such notice of appeal may also include any additional information which is relevant to the appeal.
- B. Within seven (7) days after the receipt of the written notice of appeal and any supporting information relevant to the appeal, the Superintendent or designee shall consider and render a decision on the appeal based on whether the decision of the District was

unreasonable. Such decision shall then be forwarded to the student's parent(s) and/or guardian(s) advising the student's parent(s) and/or guardian(s) of the basis for the Superintendent's or designee's decision and the reasons therefore.

- C. Within seven (7) days after the receipt of the written notification from the Superintendent or the Superintendent's designee, a written request may be made by the student, parent(s), or guardian(s) to the secretary of the Millard Board of Education or the Superintendent or designee for a hearing before the Millard Board of Education or a committee of the Board consisting of not less than two (2) members or more than three (3) members, to be held on the issue whether the decision of the Superintendent or his designee was unreasonable.
- D. Such hearing shall be held before the Millard Board of Education or committee within thirty (30) days of the date the request for hearing was received. If a hearing request before the Millard Board of Education is not received in a timely manner, the decision of the Superintendent or the Superintendent's designee shall be final.
- E. The student, parent(s) and/or guardian(s) shall be advised at least seven (7) days prior to the date of the hearing before the Board and such notification shall set forth the date, time, and place for the hearing before the Millard Board of Education or committee.
- F. The parties may, by mutual written agreement, extend the time for hearing or final determination.
- G. The student, parent(s), and/or guardian(s) shall have the right to be represented by legal counsel and shall have the opportunity to present such evidence that is material to the issue or issues stated in the appeal.
- H. The hearing shall be conducted in closed session and in accordance with the student privacy laws unless the student, parent(s), and/or guardian(s) shall request, in writing, that the hearing be held in open session. Any formal action of the Millard Board of Education or committee shall be taken in closed session unless such proceeding was requested by the student, parent(s), or guardian(s) to be held in open session.
- I. The decision of the Millard Board of Education or committee shall be by vote of a majority of the members of the Millard Board of Education or committee and the Millard Board of Education or committee shall reduce its findings and decision to writing and provide the written findings and decision to the student, parent(s), and/or guardian(s) within ten (10) days of the hearing. When conducting such proceedings, the Millard Board of Education or committee, shall be exercising a judicial function and deciding a dispute of adjudicative facts.

VI. Graduation

Upon successful completion of the required credits and assessments, a student shall be eligible for a graduation diploma from the Millard Public Schools.

VII. Annual Review

This Rule shall be reviewed annually.

Related Policies and Rules: 6301P, 6301R1, 6315P, 6315R1, 6320P

Rules Approved:

Revised: Dec. 5, 1983; Dec. 17, 1990, May 17, 1999; Oct. 18, 1999; July 31, 2000; March 4, 2002; July 21, 2003; June 21, 2004; June 6, 2005; June 5, 2006; June 4, 2007

**Curriculum, Instruction, and Assessment
Students' Requirements for Senior High School Graduation:
International Baccalaureate Diploma Program**

6320.2

- I. Credits -- A minimum of **225 credits** is required for graduation.
- II. In addition to 225 credits required for graduation, students must also successfully meet the Essential Learner Outcome assessment score requirements in Reading, Writing, Mathematics, Science, and Social Studies.
- III. Each student's International Baccalaureate (IB) Diploma program shall include the courses of study as outlined in Rule 6320.1 with such adjustments (additions or substitutions) to the programs and courses as listed below. Such adjustments are made to avoid duplication in the program of study required for IB students.

Millard Public Schools' Graduation Requirement

**International Baccalaureate Program
Additions/Substitutions**

English: Selected Electives (5 credits)	Substitute IB English 12 (10 credits)
English: Oral Communications (5 Credits)	Substitute Imbedded Oral Assessments found in Language A1, Language B and Theory of Knowledge I & II requirements
Social Studies: World Geography (10 Credits)	Substitute IB 20 th Century World History Topics (10 credits)
Social Studies: World Perspective Course Options	Add IB History of Americas (10 credits) to course options
Electives: Human Resources Course Options	Add IB Theory of Knowledge (max. 5 Credits)
Science: Physical Science Course Options	Add IB Chemistry (10 credits) and IB Physics (10 credits) Introduction to Chemistry and Physics (10 credits)
Science: Life Science Course Options	Add IB Biology (10 credits)

Health Education: Everyday Living will be available for enrollment during grades 9-12 for IB students. Students waived out of Everyday Living must pick an additional Human Resources course. The Theory of Knowledge course can only meet the Human Resource Course 5 credit requirement.

- IV. These adjustments are only applicable to students enrolled in the full International Baccalaureate Diploma program with intentions to test for and secure the IB Diploma.

Related Policies & Rules: 6320P

Approved: April 16, 2001

Revised: August 4, 2003

Revised: June 5, 2006; June 4, 2007

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Reaffirmation of Policy 6800
Curriculum, Instruction, and Assessment Parental Access
Reaffirmation of Rule 6800.1
Curriculum, Instruction, and Assessment Parental Access

MEETING DATE: June 4, 2007

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION:

Curriculum, Instruction, and Assessment Parental Access. This is the annual review of the rule.

ACTION DESIRED: Adopt the rule.

BACKGROUND: This rule on parental access must be reviewed and reaffirmed or altered on an annual basis. A public hearing must be held prior to Board review.

OPTIONS AND ALTERNATIVES CONSIDERED: None.

RECOMMENDATIONS: Adopt the policy as recommended.

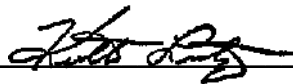
STRATEGIC PLAN REFERENCE:

IMPLICATIONS OF ADOPTION OR REJECTION: This Board rule outlines parental access to programs and services from the District.

TIMELINE: N/A

RESPONSIBLE PERSON(S): Martha Bruckner, Charlene Snyder, Judy Porter, Carol Newton

SUPERINTENDENT'S APPROVAL: _____



BOARD ACTION:

Curriculum, Instruction, and Assessment

Parental Access

6800

It is the policy of the Millard School District to inform parents of the educational practices affecting their children, and to foster and facilitate parental involvement in educational practices affecting their children.

This Policy shall be reviewed annually and either altered and adopted as altered, or reaffirmed by the Board, following a public hearing.

Legal Reference: Neb. Rev. Stat. §§ 79-530 through 79-533, 79-2,104

Related Rule: 6800.1

Policy Approved: June 19, 1995

Revised: April 27, 1998; September 13, 1999

Reaffirmed: July 1, 1996; July 7, 1997; August 7, 2000; July 16, 2001;
June 17, 2002; July 7, 2003; May 17, 2004; June 6, 2005;
June 5, 2006; June 4, 2007

Millard Public Schools
Omaha, Nebraska

Curriculum, Instruction, and Assessment

Parental Access

6800.1

- I. **Access to Educational Practices.** Parents will be afforded the following access to the District's educational practices as required by law:
- A. **Textbooks, tests, and curriculum materials:** Parents may obtain access to textbooks, tests, and other curriculum materials used by the District by making a request to the Associate Superintendent of Educational Services or said Associate Superintendent's designee. Such request shall be reasonably specific in order that the District may comply with the request.
1. **Courses, assemblies, and other instructional activities:** Parents may request to attend courses, assemblies, and other instructional activities by contacting the school principal or principal's designee reasonably in advance of the course, assembly, or instructional activity the parent desires to attend. The District will comply with such request if the request:
- Does not materially interfere with the educational process; and/or
 - Is not contrary to the best interests of the student.
- If the parent's request is denied or qualified, the District will so notify the requesting parent, and will provide an explanation of the grounds for the denial or qualification.
If the parents dispute the denial or qualification, the parents may submit a written request for review to the District's Associate Superintendent for Educational Services. Upon receipt of a written request for review, the Associate Superintendent for Educational Services will review all relevant documents and undertake such investigation as he/she determines to be appropriate. Thereafter, the Associate Superintendent for Educational Services will render a written disposition of the matter within ten (10) school days of his/her receipt of the written request for review.
2. **Counseling sessions:** Parents may request to attend counseling sessions by submitting a written request to the Director of Pupil Services or said Director's designee reasonably in advance of the counseling session the parent desires to attend. The District will comply with such request if the request:
- Does not materially interfere with the educational process; and/or
 - Is not contrary to the best interests of the student.
- If the parent's request is denied or qualified, the District will so notify the requesting parent, and will provide an explanation of the grounds for the denial or qualification.
If the parents dispute the denial or qualification, the parents may submit a written request for review to the District's Associate Superintendent for Educational Services. Upon receipt of a written request for review, the Associate Superintendent for Educational Services will review all relevant documents and undertake such investigation as he/she determines to be appropriate. Thereafter, the Associate Superintendent for Educational Services will render a written disposition of the matter within ten (10) school days of his/her receipt of the written request for review.
- B. **Access to records:** The District will permit access to student records pursuant to applicable law, District Policy 5710, and Rule 5710.1. Non-custodial parents will be permitted access to student records pursuant to applicable law, District Policy 5730, and Rule 5730.1.

C. **District testing policy:** The District's administration and use of tests will be in accordance with established and recognized testing procedures for tests of scholastic, academic, and intellectual development and status. Testing pursuant to statutory requirements will be in compliance with recognized testing procedures and reasonable objectives. Drug, alcohol, and tobacco testing will be in compliance with District Policy and Rule.

D. **Surveys:**

1. District participation in surveys. The District will conduct all surveys of students required by law. The District will also participate in surveys of students conducted for educational purposes or which are reasonably related to the same.
2. Protections of personal information and student privacy. No surveys shall be conducted which require the disclosure of personally identifiable information unless the survey is required by law, District Policy, or Board authorization. Survey results shall not disclose personally identifiable information unless such disclosure is required by law, District Policy, or Board authorization.
3. Notification and consent. No student shall be required to submit to a survey, analysis, or evaluation that reveals information concerning political affiliations or beliefs of the student or the student's parent; mental or psychological problems of the student or the student's family; sex behavior or attitudes; illegal, anti-social, self-incriminating, or demeaning behavior; critical appraisals of other individuals with whom respondents have close family relationships; legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers; religious practices, affiliations, or beliefs of the student or student's parent; income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program); or which originates outside the District, without the prior written consent of the parent or without the prior consent of the student if the student is an adult or an emancipated minor. The District shall provide for reasonable notice of the adoption or continued use of this Rule directly to the parents of students enrolled in the District at least annually at the beginning of the school year and within a reasonable time after any substantive change in this Rule. The District shall directly notify the parents of students at least annually at the beginning of the school year, of the specific or approximate dates during the school year when such surveys are scheduled or expected to be scheduled.
4. Right to inspect surveys and to opt out. The parents of District students have the right to inspect any survey before the survey is administered or distributed, including all instructional materials, teacher's manuals, films, tapes, and other supplementary materials which will be used in connection with any such survey. A parent shall be provided reasonable access to a survey within a reasonable period of time after a request to inspect is received. Parents, adult students, and emancipated students, may opt out of participation in any such survey by not providing the required prior consent or by revoking any previously provided consent.
5. Personal information for marketing or sale. The District does not collect, disclose, or use personal information collected from students for the purpose of marketing or for selling that information or otherwise providing that information to others for that purpose. The District may engage in the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to:
 - a. Students;
 - b. Educational institutions such as colleges or other post-secondary education recruitment, book clubs, magazines, and programs providing access to low-cost literary products;
 - c. Curriculum and instructional materials used by elementary and secondary schools;

- d. Tests and assessments;
- e. The sale by students of products or services to raise funds for school-related or education-related activities, or student recognition programs.

II. **Annual Review.** This Rule shall be reviewed annually and either altered and adopted as altered, or reaffirmed by the Board, following a public hearing.

Legal Reference: Neb. Rev. Stat. §§ 79-530 through 79-533, 79-2, 104, 20 U.S.C. § 1232h

Cross References: Rule 1310.2 Complaints: Instructional Materials
 Rule 5720.1 Records Retention and Disposition
 Policy 5730 Parents' Access to School Records and School Contact
 Rule 5730.1 Non-Custodial Parents' Access to School Records and School Contact
 Policy 5710 Access to Student Records
 Rule 5710.1 Student Records
 Rule 5740.1 Visits to the Schools: Visitations by Parents, Guardians, and Others
 Policy 6700 Extracurricular School Sponsored Clubs and Activities and Interscholastic Athletics and Activities (NSAA)
 Rule 5530.1 Recognition of Religious Beliefs and Customs and Exclusion from Participation
 Rule 6810.2 Curriculum Request for Exclusion
 Policy 6810 Public Access to School Materials and Documents
 Rule 6810.1 Public Access to School Materials and Documents
 Policy 6900 Research: Testing
 Rule 6900.1 Research: Testing

Related Policy: 6800P

Rule Approved: June 19, 1995

Revised: April 27, 1998; September 13, 1999; July 7, 2003; May 17, 2004;
 June 5, 2006

Reaffirmed: July 1, 1996; July 7, 1997; August 7, 2000; July 16, 2001;
 June 17, 2002; June 6, 2005; June 4, 2007

Millard Public Schools
 Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Reaffirmation of Policy 6301: Assessed Curriculum – Accountability for Assessments
 Revision of Rule 6301.1 - Assessed Curriculum – Accountability for Assessments
 Reaffirmation of Rule 6301.2 – Assessed Curriculum – Accountability for Assessments

MEETING DATE: June 4, 2007

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: This policy and rule outline the responsibilities related to developing, distributing, collecting, and analyzing District assessments.

ACTION DESIRED: APPROVAL DISCUSSION INFORMATION ONLY

BACKGROUND: We are reaffirming or revising the policy and rule to reflect the shared responsibilities related to District assessments.

OPTIONS AND ALTERNATIVES CONSIDERED: Leave rule unchanged or make additional revisions.

RECOMMENDATIONS: Approve the changes as recommended.

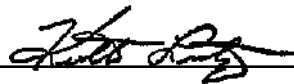
STRATEGIC PLAN REFERENCE:

IMPLICATIONS OF ADOPTION OR REJECTION: Revision and reaffirmation of this policy and rule will clarify the various responsibilities related to District assessments.

TIMELINE: N/A

RESPONSIBLE PERSON(S): Martha Bruckner, Jon Lopez, Judy Porter, Carol Newton, Charlene Snyder

SUPERINTENDENT'S APPROVAL: _____



BOARD ACTION:

Category: Curriculum, Instruction, and Assessment
Policy: Assessed Curriculum: Accountability for Assessment **6301**

Accountability for the Comprehensive Student Assessment System is the shared responsibility of district and building personnel. This assessment system includes district and classroom assessments. District assessments shall be secure and administered according to protocols outlined in the District Assessment Procedures Manual and/or in the curriculum guide.

Related Rules: 6301.1, 6301.2

Date of Adoption: July 12, 1999

Date of Reaffirmation: November 6, 2006; June 4, 2007

Millard Public Schools
Omaha, NE

Category: Curriculum, Instruction, and Assessment
Policy: Assessed Curriculum: Accountability for Assessment
Rule: Assessed Curriculum: Accountability for Assessment 6301.1

Accountability for District assessments is the shared responsibility of District and building personnel.

Educational Services and the ~~Executive Director for~~ Planning, Evaluation and Information Services shall collaboratively be accountable to:

- I. develop the District assessments of student performance
- II. develop guidelines for the administration of criterion-referenced assessments
- III. distribute and collect assessment material
- IV. provide staff development related to assessment administration
- V. develop guidelines for the establishment of accommodations, alternative assessments, and lowered cutscores

Educational Services shall be accountable to:

- I. monitor the development and use of accommodations, alternative assessments, and lowered cutscores
- II. analyze data for program level improvements, modifications, or elimination
- III. develop, distribute, and revise as needed the District Assessment Procedures
- IV. develop the Tables of Specifications for District assessments

For District assessments, the Executive Director for Planning, Evaluation and Information Services shall be accountable to:

- I. chair the District Assessment Committee;
- II. develop a District timeline
- III. ensure that all assessments are reliable and valid; provide trustworthy and dependable results
- IV. facilitate the methodologies used to set the cutscores,
- V. provide the cutscores to the Board of Education for final approval;
- VI. ensure test security by keeping originals and electronic copies locked;
- VII. manage administration of test protocols;
- VIII. develop guidelines for the administration of norm-referenced assessments;
- IX. generate all student answer sheets;
- X. compile all test scores;
- XI. generate building and District reports;
- XII. generate building and District statistical profiles
- XIII. disaggregate the data according to race, gender, socio-economic level, and disability
- XIV. report student performance data in accordance with federal, state and District guidelines;
- XV. finalize the official Tables of Specifications for District assessments.

Building administration and staff shall be accountable to:

- I. administer the District assessments according to security protocol, including the following responsibilities:
 - A. Ensure that no copies of secure assessments are in a school, other than for the time required for administering to students.
 - B. Ensure that neither the ELO assessments nor the District standardized test are copied.
 - C. Ensure that assessment copies are secure while they are in the building.
 - D. Oversee the testing process and ensure that proper protocol is followed.
 - E. Ensure that re-testing of students follows the same procedures as the main, first-time testing, including same security, same administration protocol, and same procedures.
 - F. Hold at least one discussion session per year with staff about test security.
- II. identify and implement accommodations, alternate assessments, and lowered cutscores according to District Assessment Procedures;
- III. administer the District assessments according to prescribed assessment procedures;
- IV. administer the District assessments based on the District time-table;
- V. use the derived data to make instructional improvements;
- VI. provide reteaching opportunities in response to student learning information.

Date of Adoption: July 12, 1999

Date of Revision: May 20, 2002; July 21, 2003; December 4, 2006; June 4, 2007

Millard Public Schools
Omaha, NE

Category: Curriculum, Instruction, and Assessment
Policy: Assessed Curriculum: Accountability for Assessment
Rule: Assessed Curriculum: Accountability for Assessment 6301.2

Accountability for classroom assessments is the shared responsibility of district and building personnel.

Educational Services shall be accountable to:

- I. develop curriculum frameworks which include level/course system-wide assessment outcomes
- II. develop curriculum guides which include assessments (formative and summative)

Building administration and staff shall be accountable to:

- I. follow appropriate security procedures
- II. use the assessments identified within curriculum guides
- III. use assessment data to monitor student learning
- IV. use assessment data to differentiate instruction
- V. provide students and parents with feedback about student learning
- VI. use assessment data for school improvement planning
- VII. provide reteaching opportunities in response to student learning information
- VIII. use to adjust, improve, or terminate ineffective teaching practices.

Related Policy: 6301

Date of Adoption: July 12, 1999

Date of Reaffirmation: November 6, 2006; June 4, 2007

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Reaffirmation of Policy 6315, Millard Education Program, Use of Assessment Data
Revision of Rule 6315.1, Millard Education Program, Use of Assessment Data

MEETING DATE: June 4, 2007

DEPARTMENT: Educational Services and Planning and Evaluation

TITLE AND BRIEF DESCRIPTION: This rule outlines the assessment practices of the District. It must be reviewed annually. The changes suggested will clarify aspects of the assessment program for stakeholders.

ACTION DESIRED: APPROVAL DISCUSSION INFORMATION ONLY

BACKGROUND: The changes in this policy will classify all Millard developed assessments as ELO assessments rather than distinguishing between ELO assessments and benchmark assessments. The action will outline the administration of assessments at every grade level while removing the suggestion that some of the yearly assessments are more important than others. The changes also more clearly identify state assessments.

OPTIONS AND ALTERNATIVES CONSIDERED: Leave rule unchanged or make additional revisions.

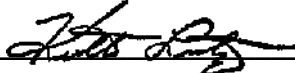
RECOMMENDATIONS: Approve the changes as recommended.

STRATEGIC PLAN REFERENCE:

IMPLICATIONS OF ADOPTION OR REJECTION: Revision of this rule meets the need of annual review.

TIMELINE: N/A

RESPONSIBLE PERSON(S): Martha Bruckner, Jon Lopez, Judy Porter, Carol Newton

SUPERINTENDENT'S APPROVAL:  _____

BOARD ACTION:

Category: Curriculum, Instruction, and Assessment

Policy: Millard Education Program: Use of Assessment Data

6315

The Millard School District shall assess the progress of students through a district-wide assessment system. Such an assessment system shall provide for a fair and adequate measurement of each student's progress and achievement. The information provided by the assessment system shall be used by the Millard Board of Education and District staff to evaluate the progress of students; differentiate instructional strategies; adjust the District curriculum; and plan and provide reteaching experiences for students.

Essential learner outcome assessments will be valid, reliable, and aligned with the curriculum and outcomes in reading, writing, mathematics, science, and social studies. The District will allocate resources to support continued student progress.

Related Policies and Rules: 6301 , 6320 , 6301.1 , [6301.2](#) , 6315.1 , 6320.1

Date of Adoption: December 21, 1998

Date of Revision: February 4, 2002; March 3, 2003; [June 4, 2007](#)

Millard Public Schools
Omaha, NE

Curriculum, Instruction, and Assessment

6315.1

Millard Education Program – Use of Assessment Data

The assessment system shall take its overall direction from the District strategic plan and from state and federal requirements. The assessment system shall be aligned with the written curriculum and shall measure student progress within the primary, intermediate, middle and high school grade levels. The system shall provide opportunities for reteaching to occur if the student does not demonstrate mastery.

The assessment system will include essential learner outcome assessments (designed to measure the Millard Education Plan outcomes) as well as assessments designed to comply with “No Child Left Behind” legislation.

As curriculum revisions occur, the assessment system shall reflect those changes and modifications to assessments and shall be approved by the Millard Board of Education. The curriculum content areas, grade levels when administered, and the types of assessments shall be as follows:

Level: Primary grades (K-2)

Outcome	When Administered	Type of Assessment
Language Arts	1 st Grade	ELO Assessment
Writing	1 st Grade, 2 nd Grade	ELO Assessment
Math	2 nd Grade	ELO Assessment

Level: Intermediate Grades (3-5)

Outcome	When Administered	Type of Assessment
Reading Comprehension	3 rd , 4 th , and 5 th Grade	ELO Assessments
Writing	3 rd , 4 th , and 5 th Grade	ELO Assessments
Writing	4 th Grade	STARS (NE Dept. of Education)
Math	3 rd , 4 th , and 5 th Grade	ELO Assessments
Social Studies	5 th Grade	ELO Assessment
Science	5 th Grade	ELO Assessment

Level: Middle School Grades (6-8)

Outcome	When Administered	Type of Assessment
Reading Comprehension	6 th , 7 th , and 8 th Grade	ELO Assessments
Writing	7 th Grade	ELO Assessment
Mathematics	6 th , 7 th , and 8 th Grade	ELO Assessments
Social Studies	8 th Grade	ELO Assessment
Science	8 th Grade	ELO Assessment
Speaking	8 th Grade	STARS (NE Dept. of Education)
Writing	8 th Grade	STARS (NE Dept. of Education)

Level: High School Grades (9-12)

Outcome	When Administered	Type of Assessment
Reading Comprehension	9 th Grade	ELO Assessment
Writing	10 th Grade	ELO Assessment
Mathematics	10 th Grade	ELO Assessment
Social Studies	11 th Grade	ELO Assessment
Science	11 th Grade	ELO Assessment
Speaking	Cumulative, 12 th Grade	STARS (NE Dept. of Education)
Writing	11 th Grade	STARS (NE Dept. of Education)

The preceding assessments may not be appropriate for some students with disabilities whose individualized education programs prescribe a different course of instruction and/or different requirements for graduation. The participation of students with disabilities, the provision of accommodations, and the provision of alternate assessments will be in accordance with the District’s Assessment Procedures, which include the process for identifying appropriate assessment accommodations and alternate assessments.

I. Implementation of Assessment System

- A. In accordance with Policy 6301 and Rule 6301.1, the District shall use all reasonable efforts to provide adequate measurement by:
1. Establishing the reliability and validity of each recommended assessment;
 2. Ensuring that the alignment of the assessment contents is consistent with the District's curriculum;
 3. Ensuring that the students of the District are provided with the opportunity to learn the material which is the subject of each assessment;
 4. Ensuring the establishment of adequate and necessary reteaching; and
 5. Ensuring a proper cutscore for each assessment is established through acceptable and reliable methods.
- B. Upon approval and adoption of the cutscore established for each assessment by the Board of Education, the assessment will be incorporated in the District curriculum.

II. Description of the Standard Setting Process

Psychometrically accepted, standard methods shall be used for setting the cutscores on the assessments. All assessments shall be re-examined and re-calibrated as needed to ensure curriculum alignment as well as appropriateness of the cutscore.

III. Effect of Student Performance

- A. When a student has successfully met the Essential Learner Outcomes assessment cutscore for each outcome:
1. A notation shall be made in the student's cumulative record. Such information will be communicated to parent(s)/guardian(s) in writing.
 2. Students who meet the cutscores for the high school Essential Learner Outcomes assessments, have met an essential criteria for graduating from the Millard Public Schools. Upon successful completion of the required number of credits as defined by Policy 6320 and Rule 6320.1, the student shall be eligible for a graduation diploma from the Millard Public Schools.
- B. If a student has not met the cutscore for a given Essential Learner Outcomes assessment, the following shall occur:
1. An Individual Learning Plan (ILP) shall be designed by a team of qualified staff. Classroom teachers may refer students to the Millard Intervention Team (MIT) for assistance in evaluating and implementing problem solving and intervention strategies.
 2. Utilizing the Essential Learner Outcomes, school representatives will offer the student supplemental learning activities that address recognized deficiencies. Supplemental learning activities may include, but are not limited to, the following:

- a. Differentiated/complementary instruction during regular classes (i.e., peer tutoring, needs groups, individualized instruction);
 - b. Before or after school tutorials;
 - c. Study hall tutorials;
 - d. Change of interdisciplinary teams or level of instruction;
 - e. Repeat of specific course(s) of study;
 - f. Attendance at specific class(es) designed to address deficiencies; and/or
 - g. Attendance at summer school.
3. If the student is verified with a disability, the IEP Team may reconvene to review the ILP and to ensure that the IEP is written to assist the student in areas of weakness and that appropriate accommodations are in place.
 4. If the student has a 504 Accommodation Plan, the 504 Team may reconvene to review the ILP to ensure that needed accommodations are in place in areas of weakness.
- C. Procedures for high school students.

If after a re-take of an assessment, a student has not met the cutscore for a given Essential Learner Outcomes assessment, the following shall occur:

1. The Individual Learning Plan will be reviewed by a qualified team and, if necessary, redesigned. Students shall be referred to MIT for identification of needs if not previously referred.
2. The student shall be re-tested using the appropriate Essential Learner Outcomes assessment. Students shall be given the opportunity to be re-tested multiple times until the requisite cutscore is achieved. Students shall be given notice of the opportunities for re-testing.
3. The student will be considered ineligible for a diploma from the Millard Public Schools until such time that the requisite cutscores are achieved for high school Essential Learner Outcomes assessments.
4. If the student is verified with a disability or has a 504 Accommodation Plan, then the IEP or 504 Team will reconvene to review the education plan and to consider lowering the cutscore requirement as part of the IEP or 504 Accommodation Plan. The student's parent(s) and/or guardian(s) shall be notified and shall also be advised of the effect of lowering the cutscore.
 - a. Applications for approval of lowered cutscore requirements and/or alternate assessments may be submitted by the student's IEP or 504 Team to the Associate Superintendent of Educational Services for consideration and, where appropriate, approval. The Associate Superintendent of Educational Services or designee shall decide and respond to all such requests.
 - b. If the lowered cutscore is approved, the student shall then be eligible to receive a graduation diploma with appropriate notation from the Millard Public Schools as provided in Rule 6320.1.
5. An additional opportunity is available to demonstrate student proficiency. After two retest attempts to meet the established cutscore(s) for the Essential Learner Outcome assessments without achieving the cutscore, students may register with the Associate Superintendent for Educational Services to participate in a process, as provided in the District's Assessment Procedures, to demonstrate an appropriate level of proficiency in reading, writing, math, science or social studies.

IV. District Procedures for Opting Out of Recommended Reteaching

- A. Should a student participating in the Assessment Program not meet the requisite cutscore and be recommended for one of the reteaching strategies listed above, the student's parent(s)/guardian(s) shall have the right to refuse placement of their student within the recommended strategy and either:
 - 1. Request an alternative teaching strategy; or
 - 2. Refuse such placement at all.
- B. Such requests for an alternative teaching strategy shall be submitted in writing to the appropriate building principal. The building principal or designee shall respond within thirty (30) calendar days.

V. District Procedures for New Students

- A. At the elementary and middle school level, new students will take assessments given after their arrival.
- B. At the high school level, incoming students shall take all high school assessments designated for that grade level or lower grades, regardless of their grade level when they enter the District. They may participate in all remedial and supplemental learning activities provided by the District. Students are required to meet the established cutscore on each of the high school Essential Learner Outcome assessments.

VI. District Procedures for ELL Students

Students must meet all graduation requirements in the English language to earn a Millard Public Schools diploma. ELL students who have not demonstrated adequate English language proficiencies may postpone testing according to District procedures.

VII. Student's Right to Appeal

- A. Students who have not achieved the necessary high school cutscores as approved by the Millard Board of Education, may appeal the denial of a diploma.
- B. A student may appeal the denial of a diploma only on the grounds that the student's failure to achieve the required cutscore is due to:
 - 1. The failure of the District to provide a reasonable accommodation that was previously requested by the student and denied by the District.
 - 2. The failure of the District to provide an alternate assessment or approve a demonstration of proficiency, which had been previously requested by the student and denied by the District.

VIII. Procedures for Appeal

- A. Within seven (7) days after the receipt of the notice that the student failed to achieve the cutscore required for graduation from the Millard Public Schools, a written notice of appeal shall be served upon the Superintendent of the Millard Public Schools or his/her designee. Such appeal shall set forth all of the reasons for the appeal as provided herein and shall set forth the relief sought by the student, parent(s) or guardian(s). Such notice of appeal may also include any additional information which is relevant to the appeal.

- B. Within seven (7) days after the receipt of the written notice of appeal and any supporting information relevant to the appeal, the Superintendent or designee shall consider and render a decision on the appeal based on whether the decision of the District was unreasonable. Such decision shall then be forwarded to the student's parent(s) and/or guardian(s) advising the student's parent(s) and/or guardian(s) of the basis for the Superintendent's decision and the reasons therefore.
- C. Within seven (7) days after the receipt of the written notification from the Superintendent or the Superintendent's designee, a written request may be made by the student, parent(s), or guardian(s) to the secretary of the Millard Board of Education or the Superintendent, or designee for a hearing before the Millard Board of Education or a committee of the Board consisting of not less than two (2) members or more than three (3) members, to be held on the issue whether the decision of the Superintendent or designee was unreasonable.
- D. Such hearing shall be held before the Millard Board of Education or committee within thirty (30) days of the date the request for hearing was received. If a hearing request before the Millard Board of Education is not received in a timely manner, the decision of the Superintendent or the Superintendent's designee shall be final.
- E. The student, parent(s) and/or guardian(s) shall be advised at least seven (7) days prior to the date of the hearing before the Board and such notification shall set forth the date, time, and place for the hearing before the Millard Board of Education or committee.
- F. The parties may, by mutual written agreement, extend the time for hearing or final determination.
- G. The student, parent(s), and/or guardian(s) shall have the right to be represented by legal counsel and shall have the opportunity to present such evidence that is material to the issue or issues stated in the appeal.
- H. The hearing shall be conducted in closed session and in accordance with the student privacy laws unless the student, parent(s), and/or guardian(s) shall request, in writing, that the hearing be held in open session. Any formal action of the Millard Board of Education or committee shall be taken in closed session unless such proceeding was requested by the student, parent(s), or guardian(s) to be held in open session.
- I. The decision of the Millard Board of Education or committee shall be by vote of a majority of the members of the Millard Board of Education and the Millard Board of Education or committee shall reduce its findings and decision to writing and provide the written findings and decision to the student, parent(s), and/or guardian(s) within ten (10) days of the hearing. When conducting such proceedings, the Millard Board of Education or committee, shall be exercising a judicial function and deciding a dispute of adjudicative facts.

IX. Annual Review.

This Rule shall be reviewed annually.

Related Policies & Rules: 6301, 6301.1, 6315, 6320, 6320.1

Rule Adopted: December 21, 1998

Rule Revised: February 7, 2000; February 4, 2002; March 3, 2003

June 21, 2004; June 6, 2005; January 16, 2006; June 4, 2007

AGENDA SUMMARY SHEET

MEETING DATE: June 4, 2007

DEPARTMENT: Human Resources

ACTION DESIRED: Approval

BACKGROUND: Personnel items: (1) Hires; (2) Contract Amendment; and
(3) Resignations, and Local Option Substitute for 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: _____ 

June 4, 2007

AMENDMENT TO CONTINUING CONTRACTS

Recommend: amendment to the following contracts:

1. Maya Caldwell – Kindergarten Teacher at Ezra Elementary School. Amend contract from 50% job share to 100%.
2. Sallye Vanderplas-Lee – Special Ed Resource Teacher at Willowdale Elementary School (50%) and Ackerman Elementary School (50%). Amend contract from 50% to 100%.
3. Kimberly Skretta – Speech Pathologist at North High School. Amend contract from 80% to 60%.
4. Debra Ashmore – Special Ed Resource Teacher at Reagan Elementary School. Amend contract from 100% to 50%.
5. Tricia Freeman – Speech Pathologist at Andersen Middle School. Amend contract from 70% to 60%.

June 4, 2007

RESIGNATIONS

Recommend: the following resignation be accepted:

1. Deborah Polles – Special Ed Resource teacher (70%) at Hitchcock Elementary School. Resigning at the end of the 2006/2007 school year due to another job in education.
2. Nicole Friedrichsen – Fourth grade teacher at Aldrich Elementary School. Resigning at the end of the 2006/2007 school year due to another job in education.
3. Beth Ingram – Special Ed MH teacher at West High School. Resigning at the end of the 2006/2007 school year for personal reasons.

Agenda Item: Local Option Substitute Teacher for Hire

Meeting Date: June 4, 2007

Department: Human Resources

Title & Brief Description: Recommendation to Hire Local Substitute Teacher

Action Desired: Approval to hire the following person as Local Substitute.

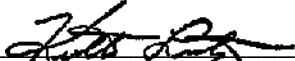
Patricia A Selzle- Patricia has worked for Millard since 1992. She is currently the media para at Montclair Elementary. Patricia's local option certificate expires on August 31, 2007.

Background: The Nebraska State Board of Education has approved the use of "Local" substitute teachers. A Local substitute must have completed at least 60 hours of college including one course in teacher education. The Local substitute must be approved for hire as a substitute teacher by the local board of education. Once approved by the local board, the candidate must apply to the Nebraska Department of Education, Office of Teacher Certification, for a Local Substitute Teaching Certificate. The certificate is valid for up to 40 substitute teaching days per school year in the District requesting the certificate.

Options & Alternatives: Continue to use substitute teachers who have at least a bachelor's degree in teacher education, and are certified to teach or substitute teach in Nebraska. When a shortage exists, combine classes or have teachers give up planning time or supervision to cover classes.

Recommendation: We recommend the use of Local Substitutes.

Responsible Person: Jim Sutfin

Associate Supt. Approval: _____ 

June 4, 2007

TEACHERS RECOMMENDED FOR HIRE**Recommend: the following teachers be hired:**

1. Beau Heiss – BA – Doane College. PE teacher at Reeder Elementary School for the 2007/2008 school year.
2. Edwin Thamer – BA – University of Nebraska at Lincoln. Sixth grade teacher at North Middle School for the 2007/2008 school year. Previous Exp: Lincoln, NE (2005/2007).
3. Angela Halloran – BA – University of Nebraska at Omaha. Science teacher at South High School for the 2007/2008 school year.
4. Robert Boscardin – MA – University of Nebraska at Omaha. Math teacher at South High School for the 2007/2008 school year. Previous Exp: Omaha Public Schools (1978/2007).
5. Arthur Beckman – MA – University of Northern Iowa. Foreign language teacher at Kiewit Middle School for the 2007/2008 school year. Previous Exp: Omaha Public Schools (1971/2007).
6. Susan Goldsberry – BA – University of Nebraska at Lincoln. Special Ed Preschool teacher at Cody Elementary School for the 2007/2008 school year. Previous Exp: North Ridgeville, OH (1974/1978).
7. Ann McConaughey – BA – University of Wisconsin. Kindergarten teacher at Hitchcock Elementary School for the 2007/2008 school year. Previous Exp: Hudson, WI (2004/2006).
8. Sara Wiese – MA – University of Nebraska at Lincoln. Special Ed Resource teacher at Central Middle School for the 2007/2008 school year.
9. Victoria Palmisano – BA+15 – Wayne State College. Vocal music teacher (Short-Term) at Beadle Middle School for the 2007/2008 school year. Previous Exp: Skutt High School, Omaha, NE (2003/2007); Omaha Public Schools (1978/1980).
10. Justin Curtis – MA – University of Nebraska at Omaha. PE teacher at South High School for the 2007/2008 school year.
11. Jennifer Vest – MA – University of Missouri. Special Ed Preschool Teacher/Autism Consultant with building to be determined for the 2007/2008 school year. Previous Exp: Topeka, KS (2002/2007); Sedalia, MO (2000/2002).
12. Phillip Zadina – BA – University of Nebraska at Omaha. Fourth grade teacher at Cather Elementary School for the 2007/2008 school year.

13. Kathleen Kuzminski – BA – Concordia University Chicago. Second grade teacher at Neihardt Elementary School for the 2007/2008 school year. Previous Exp: Glenview, IL (2004/2007).

AGENDA SUMMARY SHEET

AGENDA ITEM: Legislative Update

MEETING DATE: June 4, 2007

DEPARTMENT: Office of the Superintendent

TITLE AND BRIEF DESCRIPTION: Legislative Update for the 100th Legislature.

ACTION DESIRED: APPROVAL ____ DISCUSSION ____ INFORMATION ONLY XX

LB 603 – was given final round approval on May 24. This bill establishes an equalization formula for ESU units and changes the board and governance structure. This bill also increased funding by approximately 5 million.

LB 653 passed but has not yet been signed by the Governor at the time of this report. This bill would require the development of a state test for reading and math in three grade levels. This test would be given to allow comparison among Nebraska public schools and public schools nationwide. This is to be implemented for the 2009-10 school year.

LB 658 was passed and is also awaiting the Governor’s signature. This bill allows for the recreation of Class I and Class VI school districts.

STRATEGIC PLAN: Implemented Strategies and Superintendent’s Goals

RESPONSIBLE PERSON: Angelo Passarelli

SUPERINTENDENT’S APPROVE: 

HUNDREDTH LEGISLATURE
FIRST SESSION
Revised May 30, 2007

The following represent bills and constitutional amendments introduced during the 2007 First Session of the 100th Legislature that may affect **Millard Public Schools** or education in general. (“New” information will be in **boldface**.) “Hot bills” are shown with a border. Bills that have been passed, indefinitely postponed or withdrawn are listed last.

“Hot” bills will be in a “hot box.”

Abbreviations Used for Status of Bills

HC	Held in Committee	LIV	Line Item Veto
GF	General File	VO	Veto Overridden
SF	Select File	W	Withdrawn
FR	Final Reading	P	Passed by Legislature
IPP	Indefinitely Postponed (killed)	A	Approved by Governor
V	Vetoed	*	Senator Priority Bill
HD	Hearing Date	**	Committee Priority Bill
--LB	Amended into another bill	***	Speaker Priority Bill
CA	Constitutional Amendment	LR	Legislative Resolution
FA	Floor Amendment	E	Emergency Clause

- **LB 13** (*Mines*) Provide for the creation and certification of joint entities under the Interlocal Cooperation Act (Government Committee) (HD: 1/19) **OPPOSE**
- **LB 39** (*Schimek, Mines, Pahls, et. al*) Provide restrictions relating to petition circulation and change campaign reporting provisions (Government Committee) (HD: 1/17) (GF: 1/29) (SF: 2/2)
- ***LB 57** (*Nantkes Priority Bill*) (*Preister, Cornett, Howard, et al.*) Provide for fair share representation contributions for certain labor representation by labor organizations (Business & Labor Committee) (HD: 1/29) (GF: 2/27) [Bracketed until 4/13] (Attorney General’s opinion to Mines: 4/4)
- **LB 66** (*Stuthman, Janssen, Loudon*) Require school districts to develop driver safety courses (Education Committee) (HD: 1/30) **OPPOSE**
- **LB 72** (*Fischer*) Prohibit beginning a school year before Labor Day (Education Committee) (HD: 1/30) **OPPOSE**
- ***LB 73** (*McGill Priority Bill*) (*McGill, Howard*) Change school breakfast reimbursement provisions (Health Committee) (HD: 1/30) (GF: 3/6) (SF: 4/16) (FR: 4/25) **SUPPORT**

- **LB 139** (*Flood*) Change reimbursement provisions under the Special Education Act¹²² (Education Committee) (HD: 2/13)
- **LB 153** (*Aguilar, Kopplin*) Change provisions relating to legal actions over school districts in annexed territory (Education Committee) (HD: 2/12)
- **LB 175** (*Cornett*) Require employer to provide employee a reason for termination (Business & Labor Committee) (HD: 3/5)
- **LB 187** (*Mines*) Prohibit certain interlocal agreements (Government Committee) (HD: 1/24) **OPPOSE**
- **LB 193** (*Howard*) Provide for a special authorization for teachers not addressed by an existing endorsement (Education Committee) (HD: 3/5)
- **LB 205** (*Howard, Ashford, Avery, et al.*) Require schools to adopt a bullying policy (Education Committee) (HD: 1/30) (GF: 2/7) **OPPOSE**
- *****LB 208** (*Speaker Priority Bill*) (*Aguilar*) Change bond requirements for certain public building projects (Government Committee) (HD: 1/26) (GF: 2/28) (SF: 4/23) (FR: 4/26)
- *****LB 219** (*Speaker Priority Bill*) (*Dierks, Dubas*) Change requirements for freeholder petitions (Education Committee) (HD: 2/12) (GF: 2/15) (SF: 4/10) (FR: 4/26)
- *****LB 289** (*Speaker Priority Bill*) (*Louden, Burling, Christensen, et al.*) Change procedure relating to elections to exceed the tax levy limit (Government Committee) (HD: 2/7) (GF: 2/12) (SFL 4/23) (FR: 4/26)
- **LB 301** (*Janssen*) Extend the current distribution of state lottery proceeds until 2013 (General Affairs Committee) (HD: 2/5) (GF: 2/12)
- ***LB 316** (*Friend Priority Bill*) (*Friend, Raikes*) Create the Special Education Services Task Force (Education Committee) (HD: 2/13) (GF:3/27) (SF: 4/23)
- **LB 353** (*Legislative Performance Audit Committee, Preister*) Change the Quality Education Accountability Act (Education Committee) (HD: 3/5)
- **LB 361** (*Raikes*) Prohibit use of public funds for dues or membership fees as prescribed (Government Committee) (HD: 1/31)
- **LB 362** (*Raikes*) Change budget limitations and require audits of joint entities (Revenue Committee) (HD: 2/22) **OPPOSE**
- **LB 391** (*Mines*) Change provisions relating to public records and meetings (Government Committee) (HD: 2/1) (GF: 3/13)

- **LB 416** (*Karpisek*) Exempt government retirement benefits from income tax (Revenue Committee) (HD: 3/9)
- **LB 431** (*Friend*) Provide an income tax credit for certain educational expenses (Revenue Committee) (HD: 3/9)
- **LB 440** (*Preister, White*) Change and eliminate provisions relating to learning communities (Education Committee) (HD: 2/5)
- **LB 448** (*Ashford*) Change limitation of action provisions under the Political Subdivisions Tort Claims Act (Judiciary Committee) (HD: 2/7)
- **LB 450** (*Ashford*) Provide immunity for employer disclosure of certain employee information (Judiciary Committee) (HD: 2/22)
- **LB 452** (*Burling, Wallman*) Appropriate funds for drug abuse prevention and education programs (Appropriations Committee) (HD: 2/28)
- **LB 455** (*White*) Allow school districts to exceed applicable allowable growth rate for increased energy or insurance costs (Education Committee) (HD: 2/27) **SUPPORT**
- **LB 473** (*Chambers*) Change provisions relating to learning communities and Class V school district elections (Education Committee) (HD: 2/6) **OPPOSE**
- **LB 474** (*Chambers*) Provide for certain misconduct by school teachers, school nurses, and police officers to be a public record (Judiciary Committee) (HD: 2/8) (GF: 3/13)
- ****LB 475** (*Judiciary Committee Priority Bill*) (*Chambers*) Prohibit discrimination based upon sexual orientation or marital status (Judiciary Committee) (HD: 2/15) (GF: 2/26)
- **LB 479** (*Johnson*) Change provisions relating to audiologists and speech-language pathologists (Health/Human Services Committee) (HD: 2/8) (GF: 4/4)
- **LB 490** (*Harms*) Repeal the Seamless Delivery System Pilot Project (Education Committee) (HD: 1/30)
- **LB 491** (*Harms*) Change provisions relating to concealed handguns (Judiciary Committee) (HD: 2/2) (GF: 2/28)
- **LB 492** (*Harms*) Adopt the Education Facilities State Aid Act and create the Education Facilities Review Board (Education Committee) (HD: 2/27)
- **LB 495** (*White*) Prohibit employers from requiring use of compensated leave as prescribed (Business & Labor Committee) (HD: 3/12) (GF: 3/27)
- ***LB 498** (*White Priority Bill*) (*White*) Adopt the Business Partnership in Rural Education Program Act (Education Committee) (HD: 2/27)

- **LB 499** (*White*) Change contributions for school retirement (Retirement Committee)¹²⁴ (HD: 2/20) (GF: 3/27)
- **LB 506** (*Friend, Pedersen*) Provide an alternative method of reimbursement for special education and related services (Education Committee) (HD: 2/13)
- **LB 508** (*Pahls*) Change provisions of the Judges Retirement Act and the School Employees Retirement Act (Retirement Committee) (HD: 2/20) (GF: 4/11) (SF: 4/25)
- **LB 519** (*Howard*) Require a review of property valuations (Revenue Committee) (HD: 2/14) (GF: 2/15)
- **LB 520** (*Howard*) Create the Early Childhood Education Legislative Study Group (Education Committee) (HD: 3/6)
- **LB 521** (*Howard*) Add classifications of students to be reported in the fall school district membership reports (Education Committee) (HD: 2/26)
- **LB 524** (*Aguilar*) Change provisions relating to school districts in annexed territory (Education Committee) (HD: 2/12)
- **LB 529** (*Nantkes*) Create a mentor teacher supplemental compensation pilot project (Education Committee) (HD: 3/5)
- **LB 534** (*Schimek*) Change provisions relating to urban storm water drainage (Natural Resources Committee) (HD: 2/8)
- **LB 547** (*Kopplin, Kruse, Pedersen*) Adopt the Nebraska Student Advantage Act (Education Committee) (HD: 2/5)
- **LB 558** (*Ashford*) Add housing pattern information to the integration plan for a learning community (Education Committee) (HD: 2/6)
- **LB 563** (*Adams, Carlson*) Change provisions relating to learners with high ability (Education Committee) (HD: 1/30)
- ***LB 564** (*Aguilar Priority Bill*) (*Friend, Adams, Fulton, et al.*) Change the Recreational Liability Act (Judiciary Committee) (HD: 2/14) (GF: 3/30) (SF: 4/4)
- **LB 566** (*Louden, Adams, Burling et. al*) Adopt the Public Recreational Liability Act (Judiciary Committee) (HD: 2/14)
- **LB 582** (*Preister*) Create the Nebraska Educational Trust and change the distribution of certain sales tax proceeds (Revenue Committee) (HD: 2/23)
- **LB 590** (*Cornett*) Change provisions relating to educational service unit reorganization (Education Committee) (HD: 1/29) **OPPOSE**
- **LB 595** (*Kopplin*) Create the Task Force on School Funding for Economic Growth (Education Committee) (HD: 2/27) **SUPPORT**

- ***LB 596** (*Kopplin Priority Bill*) (*Kopplin, Howard*) Change retirement benefits and annuity payments for school employees (Retirement Committee) (HD: 2/20) (GF: 3/9) (SF: 4/3) (FR: 4/25)
- **LB 600** (*Raikes*) Provide for educational service unit boundary changes (Education Committee) (HD: 1/29)
- **LB 601** (*Raikes*) Create the Educational Service Unit Coordinating Council (Education Committee) (HD: 1/29)
- **LB 602** (*Raikes*) Establish election districts for educational service unit boards (Education Committee) (HD: 1/29)
- ***LB 603** (*Raikes Priority Bill*) (*Raikes*) Change core services and technology funding provisions relating to educational service units (Education Committee) (HD: 1/29) (GF: 3/27 – includes sections of 600, 601, 602, 656, 657) (SF: 5/1)
- ***LB 603A** (*Raikes Priority Bill*) (*Education Committee*) Appropriations bill (GF: 4/4) (SF: 5/1)
- **LB 605** (*Raikes*) Change tax levy and distribution provisions relating to educational service units (Revenue Committee) (HD: 3/7)
- **LB 612** (*NE Retirement System*) Redefine compensation for school employees retirement systems (Retirement Committee) (HD: 2/12)
- **LB 613** (*NE Retirement System*) Change deposit provisions of school employees retirement systems (Retirement Committee) (HD: 2/12)
- **LB 614** (*Raikes*) Change adjusted valuation provisions under the Tax Equity and Educational Opportunities (Education Committee) (HD: 2/27)
- **LB 615** (*Raikes*) Provide for a system of tracking student achievement (Education Committee) (HD: 3/5)
- *****LB 622** (*Speaker Priority Bill*) (*Pirsch*) Require training courses in public records and the Open Meetings Act for all members of a public body, public officers, and public employees (Government Committee) (HD: 2/1) (GF: 2/27) (Failed to advance: 4/3)
- **LB 639** (*Raikes*) Change powers and duties of county attorneys (Judiciary Committee) (HD: 2/15) (GF: 2/27)
- **LB 640** (*Raikes*) Authorize a learning community levy for certain approved capital projects (Revenue Committee) (HD: 3/7)
- ****LB 641** (*Education Committee Priority Bill*) (*Raikes*) Provide for the division of a learning community into separate education centers and establish (Education Committee) (HD: 2/5)

- **LB 642** (*Raikes*) Change educational service units' role and mission provisions (Education Committee) (HD: 2/6)
- **LB 643** (*Raikes*) Change the Tax Equity and Educational Opportunities Support Act to eliminate certain income tax (Education Committee) (HD: 2/26)
- **LB 644** (*Raikes*) Provide for summer school student units in the state aid formula (Education Committee) (HD: 2/26)
- **LB 649** (*Raikes*) Modify the state aid formula under the Tax Equity and Educational Opportunities Support Act (Education Committee) (HD: 2/26)
- **LB 650** (*Raikes*) Change provisions relating to early childhood education and the Special Education Act (Education Committee) (HD: 3/6)
- ****LB 651** (*Education Committee Priority Bill*) (*Raikes*) Change and eliminate education provisions (Education Committee) (HD: 3/6)
- **LB 652** (*White, Preister*) Require the state and political subdivisions to do energy audits (Natural Resources Committee) (HD: 2/7)
- **LB 653** (*Raikes*) Require implementation of a statewide system for assessment of student learning and for reporting (Education Committee) (HD: 3/5)
- **LB 655** (*Raikes*) Change state aid to school provisions relating to adjustments on budget statements (Education Committee) (HD: 2/27)
- **LB 656** (*Raikes*) Provide for temporary funding related to distance education (Education Committee) (HD: 3/12)
- **LB 657** (*Raikes*) Change provisions relating to distance education (Education Committee) (HD: 3/12)
- ***LB 658** (*Flood Priority Bill*) (*Raikes*) Change provisions relating to Class I and Class VI school districts (Education Committee) (HD: 2/20) (GF: 2/27) (SF: 4/4) (FR: 5/1)
- ***LB 674** (*Lathrop Priority Bill*) (*Lathrop, Rogert, White*) Prohibit use of social security numbers by employers as prescribed and provide a penalty (Judiciary Committee) (HD: 1/31) (GF: 4/10) (SF: 4/17) (FR: 4/23)
- **LB 678** (*Dubas, Burling, McDonald*) Change school district boundary provisions relating to annexed territory (Education Committee) (HD: 2/12)
- **LB 684** (*Dubas, Carlson, Christensen, et al.*) Provide for an income tax credit based upon certain property taxes (Revenue Committee) (HD: 2/1)
- **LB 691** (*Synowiecki*) Change Tax Equity and Educational Opportunities Support Act provisions with respect to full-day kindergarten (Education Committee) (HD: 2/26)

- **LB 702** (*White*) Change reimbursement provisions under the Special Education Act ¹²⁷ (Education Committee) (HD: 2/13)
- *****LR 2CA** (*Speaker Priority Resolution*) (*Rogert*) Constitutional amendment changing provisions related to substandard and blighted property (Urban Affairs Committee) (HD: 2/6) (GF: 2/20)
- ***LR 6CA** (*Avery Priority Resolution*) (*Avery, Aguilar, Fischer, et al.*) Constitutional amendment to provide for investment by political subdivisions (Urban Affairs Committee) (HD: 1/30) (GF: 2/20) (SF: 3/22) (FR: 4/23)
- **LR 8CA** (*Avery*) Constitutional amendment to change signature requirements for initiative petitions (Government Committee) (HD: 1/25) (GF: 2/1)
- **LR 12CA** (*Fischer*) Constitutional amendment relating to educational lands and investment of the school trust permanent portfolio (Education Committee) (HD: 3/6)
- **LR74** (*Hudkins*) Interim study to analyze the fiscal impact of making K-12 public school teachers employees of the State of Nebraska

Approved by Governor

- **LB 21E** (*Raikes*) Change school finance provisions relating to the cost growth factor (Education Committee) (HD: 1/16) (GF: 1/17) (SF: 1/23) (FR: 1/30) (P: 1/30) (A: 1/30) **SUPPORT**
- **LB 150** (*Adams*) Change provisions relating to certificate fees paid to the State Department of Education (Education Committee) (HD: 1/22) (GF: 1/23) (SF: 1/29) (FR: 2/9) (P: 2/12) (A: 2/15)
- **LB 166E** (*Revenue Committee*) Change provisions relating to property taxation and assessment (Revenue Committee) (HD: 1/17) (GF: 1/23) (SF: 2/1) (FR: 2/27) (S: 3/1) (A: 3/8)
- **LB 167E** (*Revenue Committee*) Change property tax provisions relating to appeals, equalization, and assessor certification (Revenue Committee) (HD: 1/17) (GF: 1/26) (SF: 1/30) (FR: 2/5) (P: 2/5) (A: 2/12)
- **LB 231** (*Raikes*) Change provisions relating to the Early Childhood Training Center (Education Committee) (HD: 1/22) (GF: 2/5) (SF: 2/13) (FR: 2/27) (S: 3/13) (A: 3/20) **SUPPORT**
- ***LB 255E** (*Rogert Priority Bill*) (*Roger, Pirsch*) Change the Nebraska Wage Payment and Collection Act (Business & Labor Committee) (HD: 2/5) (GF: 2/23) (SF: 2/28) (FR: 3/15) (S: 3/30) (A: 4/2)
- **LB 298** (*Burling*) Change the number of signatures required on nominating petitions (Government Committee) (HD: 1/25) (GF: 1/30) (SF: 2/2) (FR: 2/20) (S: 3/1) (A: 3/8)

- **LB 311** (*Aguilar*) Change provisions relating to petition signature verification (Government Committee) (HD: 1/25) (GF: 1/30) (SF: 2/1) (FR: 2/20) (S: 3/1) (A: 3/8)
- *****LB 389E** (*Speaker Priority Bill*) (*Aguilar*) Change provisions relating to public records (Government Committee) (HD: 2/1) (GF: 2/23) (SF: 3/14) (FR: 3/22) (S: 3/30) (A: 4/2)

Indefinitely Postponed (Killed)/Withdrawn

- ~~**LB 3** (*Pahls*) Provide a sales tax holiday for school-related purchases (Revenue Committee) (HD: 1/18) (IPP: 3/1)~~
- ~~**LB 7** (*Preister*) Change the rights of the public regarding agenda items under the Open Meetings Act (Government Committee) (HD: 1/18) (IPP: 3/12)~~
- ~~**LB 30** (*Hudkins, Fischer, Heidemann*) Provide for reorganization of certain Class I and Class VI school districts (Education Committee) (HD: 2/20) (IPP: 2/27)~~
- ~~**LB 40** (*Schimek, Friend, Mines, et al.*) Require an initiative and referendum petition circulators to wear an identification badge (Government Committee) (HD: 1/17) (IPP: 1/29)~~
- ~~**LB 50** (*Hudkins*) Prohibit the state from seeking reimbursement from employees for use of vacation leave (Government Committee) (HD: 1/18) (IPP: 2/2)~~
- ~~**LB 60** (*Avery*) Provide a sales tax holiday for school-related purchases (Revenue Committee) (HD: 1/18) (IPP: 3/1)~~
- ~~**LB 81** (*Schimek, Howard, McGill, et al.*) Create the offense of school trespass and prohibit certain activities of registered sex offenders (Judiciary Committee) (HD: 2/2) (IPP: 3/14)~~
- ~~**LB 91** (*Cornett*) Change boundary provisions relating to learning communities (Education Committee) (HD: 2/6) (IPP: 3/27)~~
- ~~**LB 101** (*Erdman, Harms, Pedersen*) Clarify that only one parent need sign the statement regarding private schools that elect not to meet accreditation of approval (Education Committee) (HD: 1/22) (IPP: 2/2)~~
- ~~**LB 170** (*Kopplin*) Change the tax levy authority of educational service units (Revenue Committee) (HD: 3/7) (IPP: 3/19)~~
- ~~**LB 230** (*Raikes*) Change provisions relating to resident students for purposes of certain reorganizations (Education Committee) (HD: 2/12) (IPP: 2/13)~~
- ~~**LB 234** (*Dierks, Karpisek, Dubas*) Provide for reorganization of certain school districts as prescribed (Education Committee) (HD: 2/20) (IPP: 2/27)~~
- ~~**LB 241** (*Hudkins*) Require the state to pay teachers' salaries as prescribed (Education Committee) (HD: 1/22) (IPP: 1/30)~~

- ~~LB 271 (Friend) Change fringe benefit provisions under the Nebraska Wage Payment and Collection Act (Business & labor Committee) (HD: 2/5) (IPP: 2/23)~~¹²⁹
- ~~LB 340 (Wightman, Avery, Carlson, et al.) Authorize a local option income tax for school capital construction purposes (Revenue Committee) (HD: 2/2) (IPP: 3/1)~~
- ~~LB 356 (Cornett, Christensen, Gay, et al.) Change provisions relating to greenbelted agricultural land (Revenue Committee) (HD: 2/14) (IPP: 2/22)~~
- ~~LB 357 (Flood) Provide for community schools, operating councils, elementary grants, and attendance centers (Education Committee) (HD: 2/20) (IPP: 2/27)~~
- ~~LB 430 (Langemeier) Change property tax levies (Revenue Committee) (HD: 2/1) (IPP: 4/24)~~
- ~~LB 477 (Wightman) Change contribution levels for state and political subdivision employee health plans (Government Committee) (HD: 2/28) (IPP: 3/5) **OPPOSE**~~
- ~~LB 487 (Wallman) Authorize an income tax for support of schools (Revenue Committee) (HD: 2/2) (IPP: 3/1)~~
- ~~LB 489 (Harms) Change provisions relating to and require buses to have occupant protection systems (Transportation Committee) (HD: 2/6) (IPP: 2/21)~~
- ~~LB 511 (Avery) Change valuation of agricultural land and create a homestead exemption (Revenue Committee) (HD: 2/1) (IPP: 4/24)~~
- ~~LB 557 (Ashford) Create the Tutoring and Summer School Fund and provide an income tax credit (Revenue Committee) (Withdrawn: 2/6)~~
- ~~LB 604 (Raikes) Change educational service units' taxing authority (Revenue Committee) (HD: 3/7) (IPP: 3/19)~~
- ~~LB 608 (Raikes) Change the sales tax rate (Revenue Committee) (HS: 2/2) (IPP: 4/24)~~
- ~~LB 630 (Dierks, Dubas) Change provisions relating to freeholder petitions (Education Committee) (HD: 2/12) (IPP: 2/28)~~
- ~~LB 688 (Karpisek, Christensen, Dubas, et al.) Provide for development of an income-based method of valuing agricultural land (Revenue Committee) (HD: 3/8) (IPP: 3/19)~~

Prepared by:
Angelo D. Passarelli
 Director of Administrative Affairs

Approved by:
Keith W. Lutz
 Superintendent of Schools

AGENDA SUMMARY SHEET

AGENDA ITEM: Enrollment Report

Meeting Date: 6/4/07

Department: Planning and Evaluation

Title and Brief Description: Once each quarter, we put together a summary sheet on the monthly enrollment report, indicating why the high school numbers are down. The information in the table below presents changes from August 14, 2006 to May 18, 2007.

Action Desired: Approval ___ Discussion ___ Information Only x

Background:

Reason	North	South	West	MLC
Transfer out of district	53	67	32	7
Early graduates	29	27	65	13
Not attending, eligible to return	14	5	3	2
Withdraw for personal or academic reasons	13	26	1	14
Exiter, neither completer nor drop out	0	2	0	0
TOTAL	109	127	101	36

The totals above indicate that 373 students have left the high schools since the start of the year. Since the enrollment sheet shows a loss of -209, this means that 164 students have enrolled in the high schools since August, 2006. There were 134 students graduating early in 2006-07.

Options/Alternatives Considered: N.A.

Recommendations: N.A.

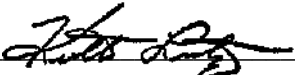
Strategic Plan Reference: N.A.

Implications of Adoption/Rejection: N.A.

Timeline: N.A.

Responsible Persons: Jon Lopez

Superintendent's Signature:



May 18, 2007
Millard Public Schools
Total Enrollment

Elementary		K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Abbott	(3 unit)	75	68	56	76	88	61		424	0	-3	427
Ackerman	(4 unit)	89	99	98	96	111	102		595	-1	-4	599
Aldrich	(3 unit)	86	89	78	64	57	64		418	-2	-4	422
Black Elk	(3 unit)	97	81	106	91	101	103		579	0	2	577
Bryan	(3 unit)	68	62	56	61	53	69		369	-4	2	367
Cather	(3 unit)	65	67	68	72	63	73		408	0	-6	414
Cody	(2 unit)	42	32	38	33	35	37	20	217	0	3	214
Cottonwood	(3 unit)	58	57	63	44	55	57		334	0	4	330
Disney	(3 unit)	50	37	52	41	51	36	21	267	-1	1	266
Ezra Millard	(3 unit)	58	62	63	86	76	71	11	416	0	6	410
Harvey Oaks	(2 unit)	52	40	48	54	44	45		283	2	8	275
Hitchcock	(2 unit)	33	23	29	38	39	44	19	206	0	-6	212
Holling Heights	(3 unit)	83	79	67	68	67	57		421	3	-9	430
Montclair	(4 unit)	95	92	83	106	81	88		545	-1	-2	547
Morton	(3 unit)	64	63	50	74	64	78	15	393	-2	6	387
Neihardt	(4 unit)	107	117	72	89	88	102		575	2	8	567
Norris	(3 unit)	65	59	58	53	51	45		331	-1	-5	336
Reeder	(3 unit)	149	134	133	103	90	104		713	1	14	699
Rockwell	(3 unit)	72	59	62	57	56	51	26	357	0	-2	359
Rohwer	(3 unit)	86	81	83	67	83	71	29	471	0	6	465
Sandoz	(3 unit)	58	51	51	56	46	50		312	0	6	306
Wheeler	(3 unit)	108	98	89	95	90	96	23	576	3	-11	587
Willowdale	(3 unit)	68	77	67	69	68	77		426	1	5	421
Totals		1728	1607	1570	1593	1557	1581	164	9636	0	19	9617

Secondary	6	7	8	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Andersen MS	229	274	258	12	761	0	-10	771
Beadle MS	234	235	227	18	696	0	-1	697
Central MS	257	252	261	20	770	-1	5	765
Kiewit MS	306	320	299	8	925	-1	2	923
North MS	235	205	205	24	645	0	3	642
Russell MS	276	273	298	4	847	4	9	838
MS Alternative	4	11	9		24	-2	9	15
Totals	1541	1570	1557	86	4668	0	17	4651

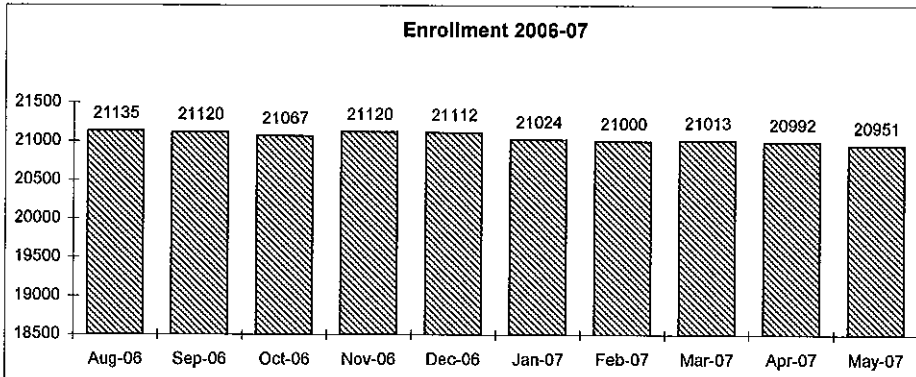
	9	10	11	12	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
North HS	643	627	633	539	27	2442	-4	-44	2486
South HS	486	553	532	458	14	2029	-12	-75	2104
West HS	555	510	533	407	19	2005	-23	-69	2074
Millard Learning Center	0	0	26	54		80	-1	-21	101
Totals	1684	1690	1724	1458	60	6556	-40	-209	6765

Preschool	
Disney	17
Cody Early Start	14
Neihardt	36
Rockwell	35
Bryan	34
Holling Heights	33
Norris	18
Sandoz ELL	17
Montessori - Montclair	76
Montessori - Norris	31
Total	311

Preschool SPED	
Cody	87
Disney	21
Sandoz	83
Montclair	37
Contracted	3
Infants	118
Total	349

Contracted SPED	42	-1	5	37
Young Adult Program	49	0	-1	50
Total District K-12	20951	-41	-169	21120
Total District PreK-12	21611	-26	-52	21663

High School enrollments reflect early graduates: North - 29, South - 27, West - 65, MLC - 13



	9/20/2006
Elementary	9617
Middle Sch	4651
High Sch	6765
Contracted	37
Young Adult	50
Total	21120
	5/18/2007
Elementary	9636
Middle Sch	4668
High Sch	6556
Contracted	42
Young Adult	49
Total	20951
Current Chg	-41
YTD Change	-169

Elementary

Classroom Enrollment

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Abbot	19	22	19	24	22	22						
	19	23	18	26	23	19						
	17	23	19	26	22	20						
	20					21						
Total Students	75	68	56	76	88	61		424	0	-3	427	424
Total Teachers	4.0	3	3	3	4	3		20.0				20.0
Classroom Avg	18.8	22.7	18.7	25.3	22.3	20.3		21				21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Ackerman	22	20	24	24	23	26						
	22	19	25	24	21	25						
	22	20	24	24	22	25						
	23	21	25	24	22	26						
		19				23						
Total Students	89	99	98	96	111	102		595	-1	-4	599	595
Total Teachers	4.0	5	4	4	5	4		26.0				26.0
Classroom Avg	22.3	19.8	24.5	24.0	22.2	25.5		23				23

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Aldrich	21	17	26	20	19	22						
	22	17	26	22	20	21						
	21	17	26	22	18	21						
	22	18										
Total Students	86	69	78	64	57	64		418	-2	-4	422	418
Total Teachers	4	4	3	3.00	3	3		20.00				20
Classroom Avg	21.5	17.3	26.0	21.3	19.0	21.3		21				21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Black Elk	25	21	21	23	25	25						
	23	20	20	23	25	26						
	25	20	21	23	25	26						
	24	20	23	22	26	26						
			21									
Total Students	97	81	106	91	101	103		579	0	2	577	579
Total Teachers	4.0	4	5	4	4	4		25				25
Classroom Avg	24.3	20.3	21.2	22.8	25.3	25.8		23				23

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Bryan	22	16	20	21	26	23						
	22	15	18	20	27	23						
	24	16	18	20		23						
		15										
Total Students	68	62	56	61	53	69		369	-4	2	367	369
Total Teachers	3	4	3	3	2	3		18				18
Classroom Avg	22.7	15.5	18.7	20.3	26.5	23.0		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 9/06 Enrollment	Class Size W/out
																	SPED
Cather	22	19	21	24	14	16											
						17											
							21	24	23	23	24	22					
							22	24	24	25	25	18					
Total Students	22	19	21	24	14	33	43	48	47	48	49	40	408	0	-6	414	408
Total Teachers	1	1	1	1	1	2	2	2	2	2	2	2	19				19.0
Classroom Avg	22.0	19.0	21.0	24.0	14.0	16.5	21.5	24.0	23.5	24.0	24.5	20.0	21				21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Cody	19	15	15	17	17	20	8					
	18	15	14	16	16	15	7					
							5					
Total Students	37	30	29	33	33	35	20	217	0	3	214	197
Total Teachers	2	2	2	2	2	2	3	15				12
Classroom Avg	18.5	15.0	14.5	16.5	16.5	17.5	6.7	14				16

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Cottonwood	21	19	21	22	28	18						
	18	19	21	22	27	19						
	19	19	21			20						
Total Students	58	57	63	44	55	57		334	0	4	330	334
Total Teachers	3.00	3	3	2	2	3		16				16
Classroom Avg	19.3	19.0	21.0	22.0	27.5	19.0		21				21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out
												SPED
Disney	21	16	25	13	24	17	7					
	23	16	24	12	25	18	8					
				12			6					
Total Students	44	32	49	37	49	35	21	267	-1	1	266	246
Total Teachers	2.0	2	2	3	2	2	3	16.0				13
Classroom Avg	22	16	25	12	25	18	7	17				19

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Ezra Millard	18	20	21	23	25	24	5					33
	19	20	20	23	24	23	6					
	18	21	21	22	24	23						
				16								
Total Students	55	61	62	84	73	70	11	416	0	6	410	405
Total Teachers	3.00	3	3	4	3	3	2	21				19
Classroom Avg	18.3	20.3	20.7	21.0	24.3	23.3	6	20				21

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Harvey Oaks	18	21	24	27	22	22					
	18	19	24	27	22	23					
	16										
Total Students	52	40	48	54	44	45	283	2	8	275	283
Total Teachers	3.0	2	2	2	2	2	13.0				13
Classroom Avg	17.3	20.0	24.0	27.0	22.0	22.5	22				22

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED	
Hitchcock	14	23	14	18	17	20	9					
	15		14	16	16	20	10					
Total Students	29	23	28	34	33	40	19	206	0	-6	212	187
Total Teachers	2.0	1	2	2	2	2	2	13.0				11
Classroom Avg	14.5	23.0	14.0	17.0	16.5	20.0	10	16				17

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Holling Heights	19	20	21	23	23	18					
	21	19	23	23	21	18					
	21	20	23	22	23	21					
	22	20									
Total Students	83	79	67	68	67	57	421	3	-9	430	421
Total Teachers	4.0	4	3	3	3	3	20.0				20
Classroom Avg	20.8	19.8	22.3	22.7	22.3	19.0	21				21

	K	1	2	3	4	5	M-K	M1-3	M4-5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Montclair	22	16	20	22	20	27	26	22	16						
	22	16	22	22	20	28	26	22	19						
		17		15				20	18						
								20	21						
								24	23						
Total Students	44	49	42	59	40	55	51	131	74		545	-1	-2	547	545
Total Teachers	2	3	2	3	2	2	2	6	4		26				26
Classroom Avg	22.0	16.3	21.0	19.7	20.0	27.5	25.5	21.8	18.5		21				21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Morton	21	23	12	24	20	26	8					
	20	18	16	24	21	26	7					
	19	20	19	24	20	25						
Total Students	60	61	47	72	61	77	15	393	-2	6	387	378
Total Teachers	3.00	3	3	3	3	3	2	20				18.0
Classroom Avg	20.0	20.3	15.7	24.0	20.3	25.7	7.5	20				21

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Neihardt	22	20	16	24	23	26					
	22	20	19	22	20	24					
	21	20	17	22	22	26					
	21	20	20	21	23	26					
	21	18									
		19									
Total Students	107	117	72	89	88	102	575	2	8	567	575
Total Teachers	5.0	6	4	4	4	4	27.0				27.0
Classroom Avg	21.4	19.5	18.0	22.3	22.0	25.5	21				21

	K	1	2	3	4	5	M-K	M1-3	M-4	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Norris	21	19	17	20	15	23	23	22	20						
	21	18	17	19	16	22		18	20						
Total Students	42	37	34	39	31	45	23	60	20		331	-1	-5	336	331
Total Teachers	2.0	2	2	2	2	2	1	3	1		17.0				12
Classroom Avg	21.0	18.5	17.0	19.5	15.5	22.5	23.0	20.0	20.0		19				28

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	Class Size W/out SPED
Reeder	24	25	23	26	25	27						
	13	26	22	26	25	25						
	23	26	15	26	15	25						
	22	18	19	25	25	27						
	23	13	19									
	21	26	35									
	23											
Total Students	149	134	133	103	90	104	713	1	14	699	713	
Total Teachers	7.0	8	7	4	4	4	32.0				32	
Classroom Avg	21.3	22.3	22.2	25.8	22.5	26.0	22				22	

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Rockwell	22	19	21	18	17	24	10				
	23	20	20	16	18	22	8				
	23	18	19	15	18		8				
Total Students	68	57	60	47	53	46	26	357	0	-2	359
Total Teachers	3.0	3	3	3	3	2	3	20.0			17.0
Classroom Avg	22.7	19.0	20.0	15.7	17.7	23.0	8.7	18			19

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Rohwer	21	18	25	22	25	21	8				
	17	19	24	21	26	22	7				
	22	19	27	21	26	23	9				
	23	20					5				
Total Students	83	76	76	64	77	66	29	471	0	6	465
Total Teachers	6.0	4	3	3	3	3	4	26.0			22
Classroom Avg	20.8	19.0	25.3	21.3	25.7	22.0	7.3	18			20

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Sandoz	18	17	17	21	23	24					
	20	17	17	20	23	26					
	20	17	17	15							
Total Students	58	51	51	56	46	50		312	0	6	306
Total Teachers	3	3	3	3	2	2		16			16
Classroom Avg	19.3	17.0	17.0	18.7	23.0	25.0		20			20

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Wheeler	21	16	23	23	22	25	8				
	19	19	19	23	20	25	5				
	21	21	24	24	20	25	10				
	22	19	21	22	24	17					
	17	21									
Total Students	100	96	87	92	86	92	23	576	3	-11	587
Total Teachers	5	5	4	4	4	4	3	29			26
Classroom Avg	20.0	19.2	21.8	23.0	21.5	23.0	7.7	20			21

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Willowdale	24	20	22	23	22	26					
	24	20	23	23	23	25					
	20	18	22	23	23	26					
		19									
Total Students	68	77	67	69	68	77		426	1	5	421
Total Teachers	3.0	4	3	3	3	3		19.0			19
Classroom Avg	22.7	19.3	22.3	23.0	22.7	25.7		22			22

Elementary Totals	Grade	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Students		1728	1607	1570	1593	1557	1581	164	9636	0	19	9617
Teachers		83.0	82.0	75.0	73.0	70.0	69.0	22	474			452.0
Classroom Avg		20.8	19.6	20.9	21.8	22.2	22.9	7.5	20			21

	6	7	8	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment
Andersen MS	229	274	258	12	761	0	-10	771
Beadle MS	234	235	227	18	896	0	-1	897
Central MS	257	252	261	20	770	-1	5	765
Kiewit MS	306	320	299	8	925	-1	2	923
North MS	235	205	205	24	645	0	3	642
Russell MS	276	273	298	4	847	4	9	838
MS Alternative	4	11	9		24	-2	9	15
Totals	1541	1570	1557	86	4888	0	17	4651

	9	10	11	12	Self Cont	Total	Current Change	YTD Change	Official 9/06 Enrollment	
North HS		643	627	633	539	27	2442	-4	-44	2486
South HS		486	553	532	458	14	2029	-12	-75	2104
West HS		555	510	533	407	19	2005	-23	-69	2074
Millard Learning Center		0	0	26	54		80	-1	-21	101
Totals		1684	1690	1724	1458	60	6556	-40	-209	6765

Contracted SPED					42		-1	5	37
Young Adult Program					49		0	-1	50
Total District Enrollment						20951	-41	-169	21120

AGENDA SUMMARY SHEET

AGENDA ITEM: **Final Projections for 2007-08**

Meeting Date: June 4, 2007

Department: Planning & Evaluation

Title and Brief Description: Preliminary projections were produced in December. After considering option/transfer data and kindergarten roundup numbers, final projections were completed in May.

Action Desired: Approval ___ Discussion x Information Only ___

Background: Projections take into account historical trends (4 years of data) and anticipated options and transfers for the 2007-08 school year.

Options/Alternatives Considered: N.A.

Recommendations: Use the results for budget and other planning. Districtwide, we expect a growth of about 519, mostly at the elementary level.

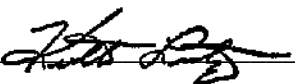
Strategic Plan Reference: To meet the mission of the district.

Implications of Adoption/Rejection: N.A.

Timeline: Begin using numbers immediately for planning purposes.

Responsible Persons: Jon Lopez

Superintendent's Signature:



Final Projections for 2007-08											
	Proj K 2007	Proj 1st 2007	Proj 2nd 2007	Proj 3rd 2007	Proj 4th 2007	Proj 5th 2007	self cont	Projected Total	Official End-of-Sept. 2006	Difference	
Abbott	68	77	67	56	79	85		432	427	5	
Ackerman	98	100	101	105	91	114		609	599	10	
Aldrich	69	87	70	79	67	59		431	422	9	
Black Elk	89	99	84	107	94	102		575	577	-2	
Bryan	67	65	62	56	60	51		361	367	-6	
Cather	69	62	70	71	72	61		405	414	-9	
Cody	43	38	36	36	30	32	18	215	214	1	
Cottonwood	57	58	54	66	50	50		335	330	5	
Disney	44	58	34	49	41	46	21	272	266	6	
Ezra Millard	61	57	58	68	90	75	10	409	410	-1	
Harvey Oaks	45	52	42	48	52	44		283	275	8	
Hitchcock	28	28	24	30	44	42	19	196	212	-16	
Holling Heights	82	79	82	68	79	79		469	430	39	
Montclair	92	89	90	80	107	78		536	547	-11	
Morton	53	67	66	53	75	63	15	377	387	-10	
Neihardt	102	96	119	69	86	86		558	567	-9	
Norris	58	63	58	57	53	53		342	336	6	
Reagan	96	91	85	84	52	64		472			
Reeder	75	98	69	73	60	44		419	699	-280	
Rockwell	64	73	66	61	55	59	25	378	359	19	
Rohwer	81	85	84	80	71	79	26	480	465	15	
Sandoz	54	57	51	52	52	48		314	306	8	
Wheeler	109	101	106	88	96	98	22	598	587	11	
Willowdale	69	72	79	69	72	71		432	421	11	
	1673	1752	1657	1605	1628	1583	156	9898	9617	281	
		Proj 6th 2007	Proj 7th 2007	Proj 8th 2007	Proj Total						
AMS		278	237	292	807				771	36	
BMS		293	248	234	775				697	78	
CMS		248	253	255	756				765	-9	
KMS		273	316	316	905				923	-18	
NMS		249	243	203	695				642	53	
RMS		270	291	277	838				838	0	
MS Alter		0	8	7	15				15	0	
		1611	1596	1584	4791				4651	140	
		Proj 9th 2007	Proj 10th 2007	Proj 11th 2007	Proj 12th 2007	Proj Total					
North HS		575	649	639	650	2513			2486	27	
South HS		525	518	543	532	2118			2104	14	
West HS		531	565	513	531	2140			2074	66	
MLC				22	70	92			101	-9	
		1631	1732	1717	1783	6863			6765	98	
Contracted SPED	37								37	0	
Young Adult Program	50								50	0	4-May-07
District Projected Total	21639								21120	519	

AGENDA SUMMARY SHEET

AGENDA ITEM: Staff Development Report: May 31 Middle Level Staff Development

MEETING DATE: 4 June 2007

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: – **May 31 Middle Level Staff Development** - On May 31, all returning middle level staff participated in a full day of professional development. The day focused on 40 Developmental Assets/Life Skills and technology mini sessions.

ACTION DESIRED: APPROVAL DISCUSSION INFORMATION ONLY

BACKGROUND: In the Teachers’ Collective Bargaining Agreement the *Term of Contract* states: “During each school year covered by this agreement, the district may require up to 1/3 of the teaching staff to work one or two additional days each in staff development activities; each teacher required to work additional days in staff development activities shall be paid at his or her daily rate.” This year the middle level staff was selected to attend professional development after the last day of school. The Middle Level Planning Committee met since January 2007 to plan for the May 31 Staff Development Day. Members of this committee included Michelle Baldwin, Melissa Byington, Micky Gehringer, Dave Hemphill, Nancy Johnston, Dawn Marten, Pat Meeker, Heather Phipps, Len Sagenbrecht, Kim Saum-Mills, John Southworth, and Joannie Wilson.

Middle level administration, Educational Services, and Building Staff Development Facilitators were asked to give suggestions on the focus areas for May 31. 40 Development Assets was chosen because of the Strategy 7/Plan 5 Specific Results: “Utilize the 40 Developmental Assets Framework to effectively promote positive student behavior through student recognition.” Technology was chosen because of the continual need for technology staff development. The “select a sessions” afforded staff members a differentiated model so each staff member’s choices and needs could be met. Middle level staff participated in a Zoomerang survey to help the May 31 Planning Committee determine the technology sessions offered. Based on the teachers’ input, a variety of technology sessions were offered. (See the attached list of offerings as recorded in the *Better & Better* On-Line Registration System.)

At the end of May 31, a Zoomerang survey was used to evaluate the success of the Middle Level Staff Development Day. Results will be analyzed during the week of June 4 and shared with presenters, all middle level administrators, and Educational Services Executive Cabinet.

RECOMMENDATIONS: Continue to support District Staff Development.

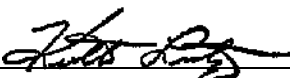
STRATEGIC PLAN REFERENCE: 1990 Strategy: We will develop and implement plans to ensure the highest quality of staff. 1996 Strategy: We will develop plans which assure all teachers use effective instructional practices to help all students learn identified outcomes.

IMPLICATIONS OF ADOPTION OR REJECTION: NA

TIMELINE: NA

PERSON(S) RESPONSIBLE: Michelle Baldwin, Dawn Marten & Dr. Kim Saum-Mills

ASSOCIATE SUPERINTENDENT’S APPROVAL: _____

SUPERINTENDENT’S APPROVAL: _____


May 31 Morning Technology Sessions

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Course Title	Course Description	Class Prerequisites
A Second Helping of Excel	In this session, additional Excel topics will be introduced to those with a novice understanding of Microsoft Excel basics. Exploration of Excel's built-in functions and importing data into Excel are the featured topics. Participants will need to bring their own laptops.	Experience using MS Excel.
A Taste Of Excel Spreadsheets	This session will provide the beginner to Microsoft Excel a basic understanding of the columns and rows, navigation, standard tools on the toolbars, easy formatting options, selection techniques and shortcuts, as well as introductory formulas. Participants will need to bring their own laptops.	Novice Excel users
An Overview of iShare Features	This offering will introduce iShare to those who have never used the product. iShareInfo is an easy to populate, template-based webpage that will allow you to simply communicate with your students and their parents.	Staff members who are new to iShare
FINDING MORE TIME! Using your GroupWise Calendar	This session will explain how to use the GroupWise calendar for posting appointments, recurring appointments, doing a busy search, using notify, and group scheduling. If time permits, participants will also be introduced to using task list and memos with the Group Wise calendar. Participants will need to bring their own laptops.	
Hands-On Time with Blogs and MySpace™ / Facebook™	This session will allow teachers guided time to peruse blog sites and social networking sites, such as MySpace (tm) and Facebook (tm). Discussion will focus on productive use of these tools. Please bring your laptop to this session!	
IC Ad Hoc -Summer Staff Development	Enter the world of Ad Hoc reporting. If you haven't noticed this option under the index file in Infinite Campus you can discover what it is all about with this session. You will learn some of the basics about how to use an ad hoc report to pull information about students in your school. This could be a list of kids that are on your team or get a print out of the comments that you entered on a report card. As you begin to learn about Ad Hoc, you will see more possibilities. You can use these reports to save data as a spreadsheet and as a filter to be used over and over again.	Novice Ad Hoc users

May 31 Morning Technology Sessions

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Course_Title	Course_Description	Class_Prerequisites
IC GradeBook/Lesson Planner/Composite Grading	In this course, each user will learn updated aspects of the IC Grade Book. Topics will include a) new fill aspects to lessons, b) the effective use of Lesson Planner and c) how to create composite grading at the building level rather than having individual teachers creating these on their own. Participants will need to bring their own laptops.	IC users
IC Special Education FAQ	Do you have questions about the special education module in Infinite Campus? Do you wonder why your student's IEP has a red "!" by it? Need to know how to update a locked IEP? Confused about when to use the different forms? Need to know how to end a team member? Come to this session and get answers to these questions and many more. This session will give answers to the most frequently asked special education IC questions. Users will also be introduced to special education reports and Ad Hoc reporting. Participants will need to bring their own laptops.	Special Education Teachers and Speech Language Pathologists
Introducing Gaggle: An Overview	This session provides an introductory overview for those educators unfamiliar with Gaggle. Topics that will be covered are email, chat, message boards, digital lockers, blogs, personal profiles, as well as the safety and MPS policies that are a part of Gaggle's features.	
PowerPoint Tips for the Classroom	In addition to sharing a few quick shortcuts and tips for creating PowerPoint presentations, this session will focus on ideas for using PowerPoint in new ways in your classroom. It's not just a substitute for an overhead projector anymore! Participants will need to bring their own laptops.	some experience with PowerPoint
Quick Tips in MS Word	This session will introduce a few Microsoft Word keyboard shortcuts and toolbars, easy selection techniques, working with AutoCorrect options, and Header and Footer options for those users who are "acquainted" with MS Word. Participants will need to bring their own laptops.	previous experience using MS Word
Round Table Technology Integration Discussion	A round-table discussion of best practices in technology integration is the target for this session.	focus will be for advanced technology users

May 31 Morning Technology Sessions

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Course_Title	Course_Description	Class_Prerequisites
Science Probeware	The middle school science department has wonderful probe-ware that was purchased 3 years ago. With the arrival of rolling laptop labs, science teachers should be able to incorporate these tools into more labs. This session is designed to have middle level science teachers demo what they are currently doing with the probe-ware and have a brainstorming session to design more lab activities for next year.	Science Teachers
Surfing the MPS Intranet	In this course, you will learn how to log into the district intranet, navigate various departments and download pertinent information to your desktop or other location. Relevant information could include documents and resources regarding assessments, benefits and pay, table of specifications, staff development opportunities and much more. Participants will need to bring their own laptops.	Novice intranet users
Using Podcasts in the Classroom	Did you know that hundreds of educational podcasts are freely available to download to your laptop? Learn about the different kinds of podcasts and how to find great podcasts for use in the classroom as well as your own professional development!	
What is Digital Literacy, and Why Should I Care?	Technology shouldn't be one more thing you have to teach in your classroom. Instead, technology should open up new and exciting approaches to teaching the curriculum! Engage your students in lessons that prepare them for their future in a digital world. Unsure where to begin? This session will offer some beginning ideas you can take with you to start integrating technology into your instruction. Please bring your laptop to this session!	
PLC Internet Sites	The Internet has a wealth of information on it. How many of us spend as much time as we would like researching best practice on the Internet? This is your chance! Participants will be given time to navigate through a variety of PLC Internet Sites with a few essential questions to guide your way. Participants should bring their laptops.	

AGENDA SUMMARY SHEET**AGENDA ITEM:** Staff Development Report: June 5, 2007 MPS Summer Academy**MEETING DATE:** 4 June 2007**DEPARTMENT:** Educational Services

TITLE AND BRIEF DESCRIPTION: 2nd MPS Annual Summer Academy – A “train the trainer” format of staff development will be implemented on June 5, 2007 at the Holiday Inn Central. The objectives of the 2007 Summer Academy are: 1) Participants will review and discuss important aspects of effective teaching. 2) Participants will collaboratively plan building staff development implementation to answer the following four questions:

- A) What will teachers know and be able to do?
- B) How will teachers learn it?
- C) How will we know teachers have learned it?
- D) What happens if teachers do not learn it or already know it?

ACTION DESIRED: APPROVAL DISCUSSION INFORMATION ONLY

BACKGROUND: The Millard Instructional Model Committee met since January, 2007 to plan for the 2007 MPS Summer Academy. Committee members & MPS 2007 Summer Academy Presenters are: Deb Ady, Rex Barker, Dr. Carol Beaty, Karen Benson, Dr. Martha Bruckner, Molly Erickson, Micky Gehringer, Dave Hemphill, Nancy Johnston, Dawn Marten, Dr. Carol Newton, Jerry Olson, Heidi Penke, Angela Peterson, Heather Phipps, Jackie Polacek, Dr. Judy Porter, Dr. Kathy Ryan, Dr. Kim Saum-Mills, Lisa Scheppers, Nancy Thornblad, Barb Waller, and Jerri Wesley. The attached Summer Academy program shows an outline of the three sessions. All building administrators, building MIM teams, and numerous district personnel will participate in the Summer Academy. The purpose of the Summer Academy is to assist schools with the implementation of one of the 2007-08 district initiatives. Our evaluation procedures will be the same that were used in 2006-07. We will send every Summer Academy participant an electronic survey to help us plan for the 3rd Annual MPS Summer Academy, which is already scheduled for June 9 & 10, 2008. We will also send a MIM implementation electronic survey to all building administrators and teachers to determine the success rate of the MIM implementation in the 2007-08 school year.

RECOMMENDATIONS: Continue to support District Staff Development.

STRATEGIC PLAN REFERENCE: 1990 Strategy: We will develop and implement plans to ensure the highest quality of staff. 1996 Strategy: We will develop plans which assure all teachers use effective instructional practices to help all students learn identified outcomes.

IMPLICATIONS OF ADOPTION OR REJECTION: NA**TIMELINE:** NA**PERSON(S) RESPONSIBLE:** Dawn Marten & Dr. Kim Saum-Mills**ASSOCIATE SUPERINTENDENT'S APPROVAL:** _____**SUPERINTENDENT'S APPROVAL:** _____


Summer Academy Schedule June 5

7:30-8:00	Registration Check-In & Continental Breakfast
8:00-8:30	Welcome - Palace F Introductions & Schedule - Dr. Kim Saum-Mills Welcome - Dr. Keith Lutz Connecting the Dots - Dr. Martha Bruckner
8:45-10:00	Rotating Groups <i>North Group - Palace E : Connecting the Dots</i> <i>South Group - Holiday B: Monitor & Adjust</i> <i>West Group - Holiday C: Retention & Transfer Theories</i>
10:15-11:30	Rotating Groups <i>North Group - Holiday B: Monitor & Adjust</i> <i>South Group - Holiday C: Retention & Transfer Theories</i> <i>West Group - Palace E : Connecting the Dots</i>
11:30-12:15	Lunch - Palace F
12:30-1:45	Rotating Groups <i>North Group - Holiday C: Retention & Transfer Theories</i> <i>South Group - Palace E : Connecting the Dots</i> <i>West Group - Holiday B: Monitor & Adjust</i>
2:00-2:30	Review & Reminders - Palace F Dr. Kim Saum-Mills
2:30-4:00	Building Collaboration Developing 2007-2008 MIM Building Implementation Plan

Rotating Groups

North Group

Abbott
Aldrich
Cather
Cody
Cottonwood
Eza
Harvey Oaks
Montclair
KMS
NMS
NHS
District Reps

South Group

Bryan
Disney
Hitchcock
Holling Heights
Neihardt
Norris
Rockwell
Sandoz
AMS
CMS
SHS
District Reps

West Group

Ackerman
Black Elk
Morton
Reagan
Reeder
Rohwer
Wheeler
Willowdale
BMS
RMS
WHS
MLC
YAP
District Reps

Session Facilitation Teams

Connecting the Dots

Dr. Martha Bruckner
Dawn Marten*
Dave Hemphill
Molly Erickson
Lisa Scheppers
Jerri Wesley

Monitor & Adjust

Karen Benson
Rex Barker
Nancy Johnston*
Jerry Olson
Heidi Penke

Retention & Transfer Theories

Micky Gehringer
Angie Peterson
Heather Phipps*
Jackie Polacek
Dr. Kathy Ryan

*Team Leader

AGENDA SUMMARY SHEET

AGENDA ITEM: Elementary School Additions

MEETING DATE: June 4, 2007

DEPARTMENT: General Administration

TITLE & BRIEF DESCRIPTION: Elementary School Additions – The schematic designs for additions to Wheeler, Reeder, and Reagan Elementary Schools

ACTION DESIRED: Approval Discussion Information Only

BACKGROUND: With the growing enrollment in the elementary schools in the western part of the District, the decision was made to have The Schemmer Associates (TSA) design additions for three of the schools (i.e., Wheeler, Reeder, and Reagan Elementary Schools) so that the plans would be ready if, and when, the District decided to proceed with such.

Attached are the schematic designs and estimated costs for such additions. Also included is a timeline for the construction of the addition for Wheeler Elementary if such project were to proceed immediately.

OPTIONS AND ALTERNATIVES: n/a


RECOMMENDATION:

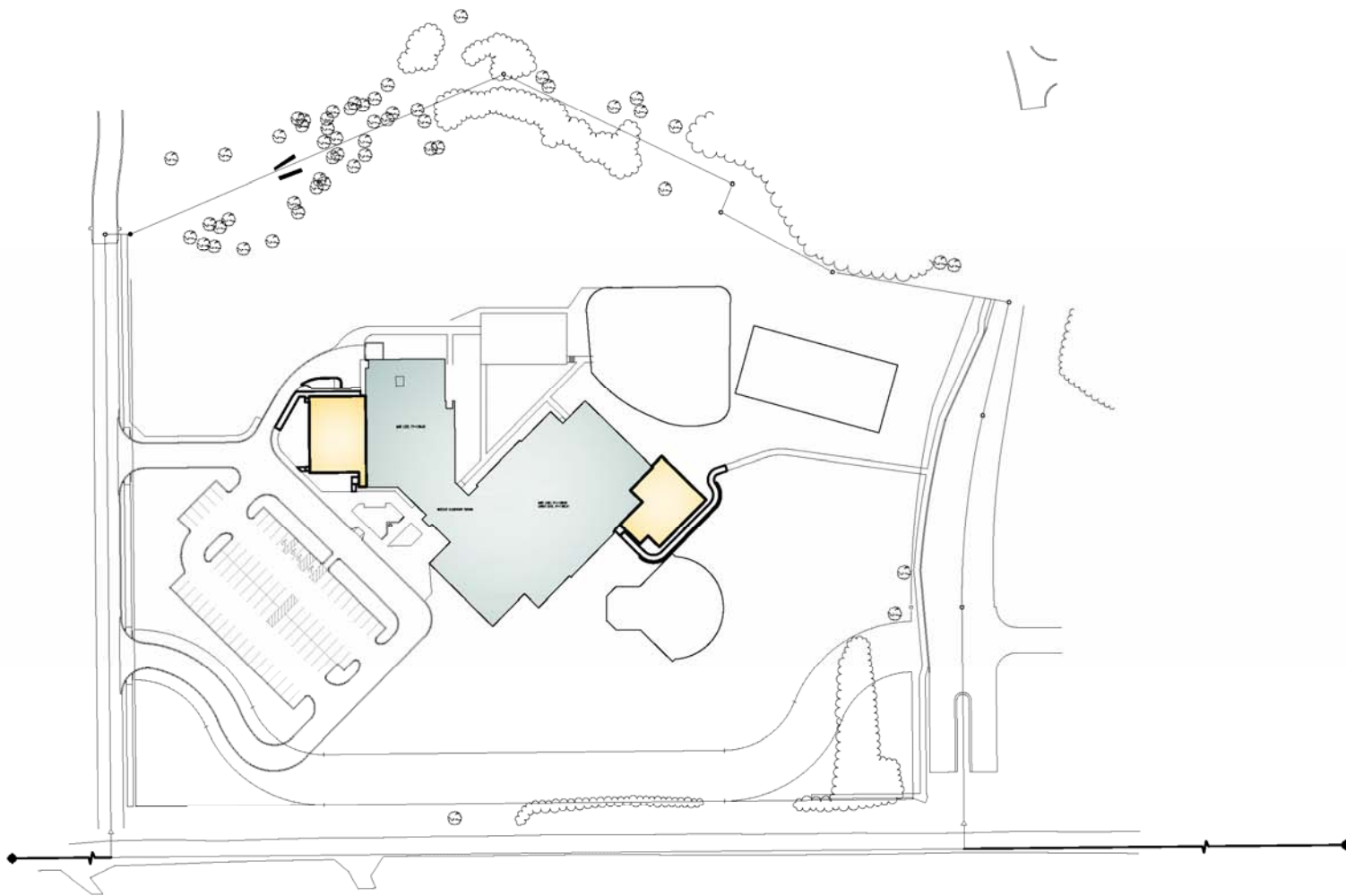
STRATEGIC PLAN REFERENCE: n/a

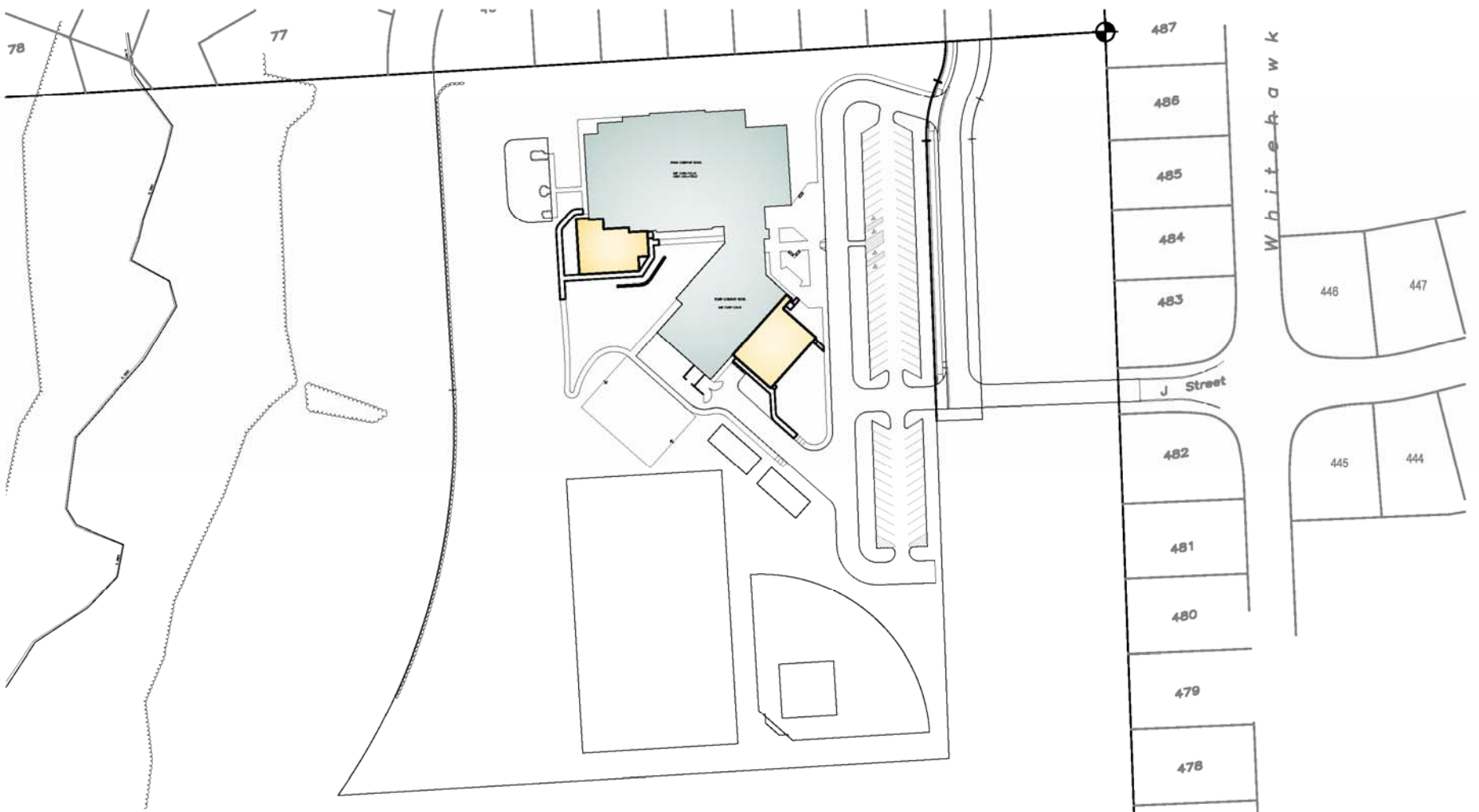
IMPLICATIONS OF ADOPTION/REJECTION: n/a

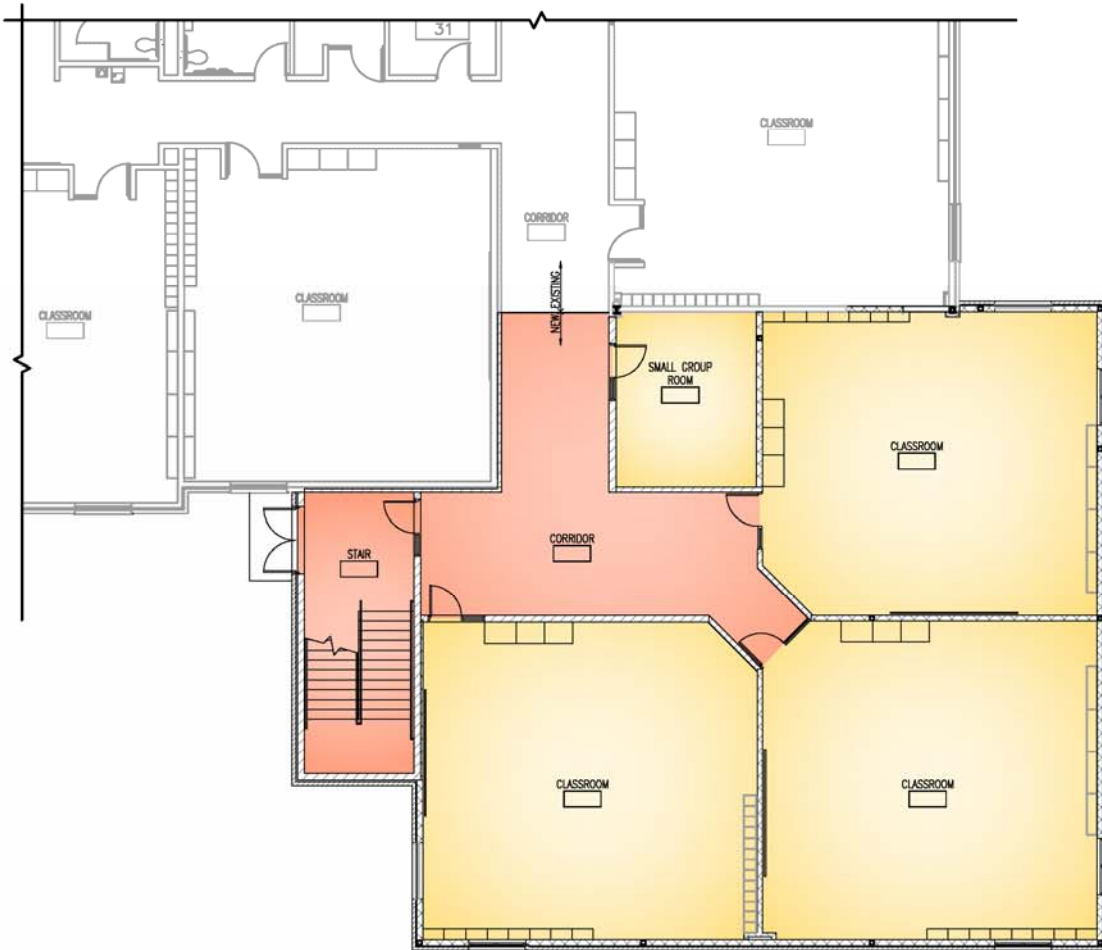
TIMELINE:

RESPONSIBLE PERSON: Ken Fossen, Associate Superintendent (General Administration) and Bill Cramer (TSA Architect)

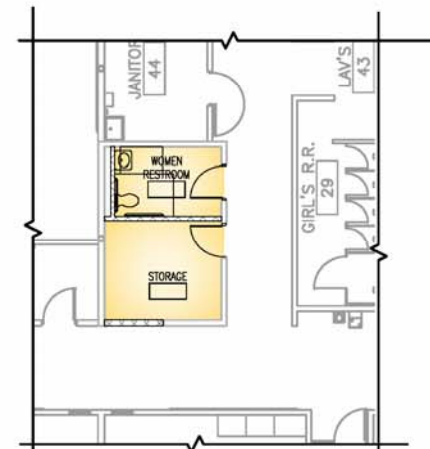
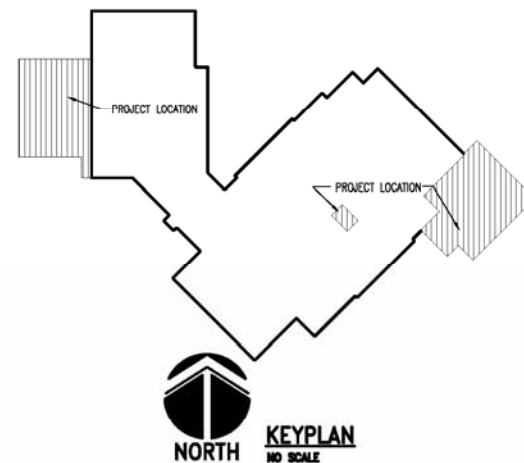
SUPERINTENDENT'S APPROVAL: 



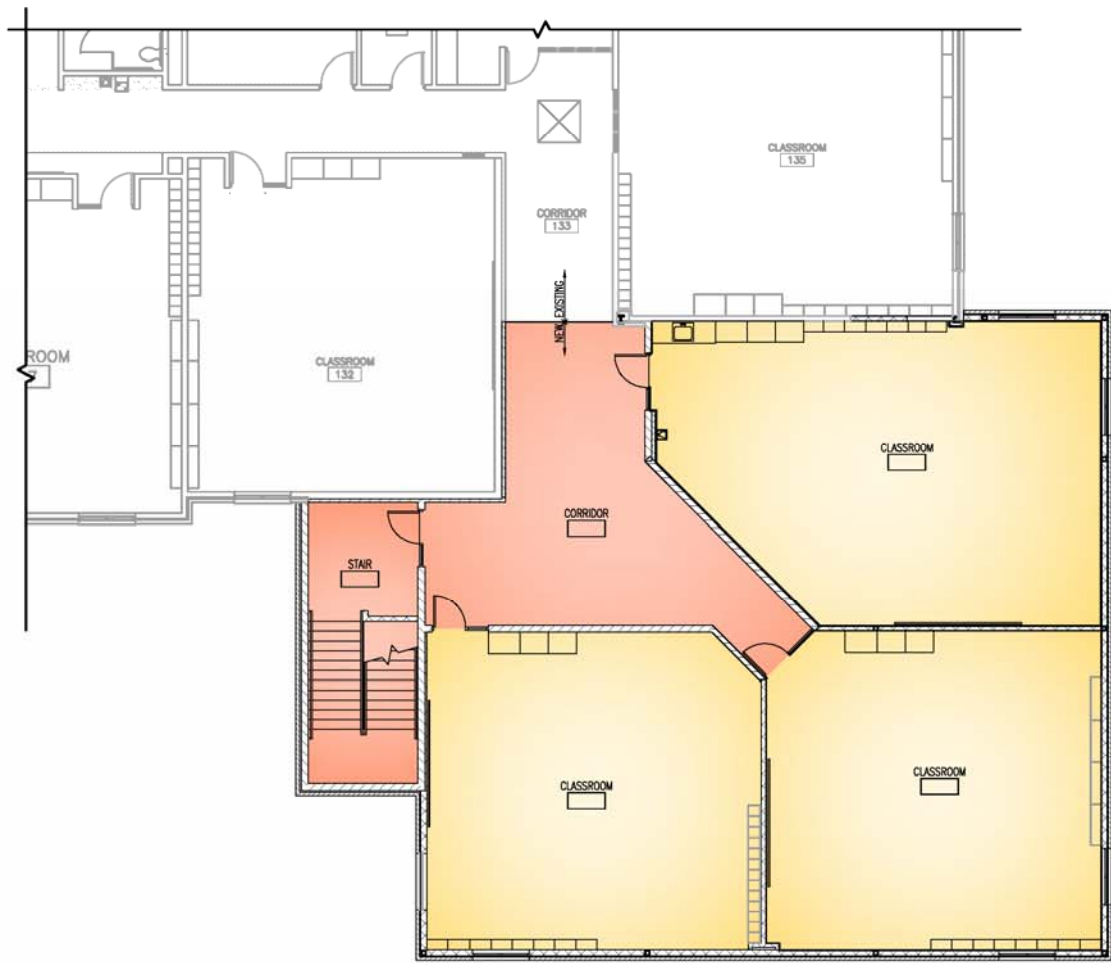




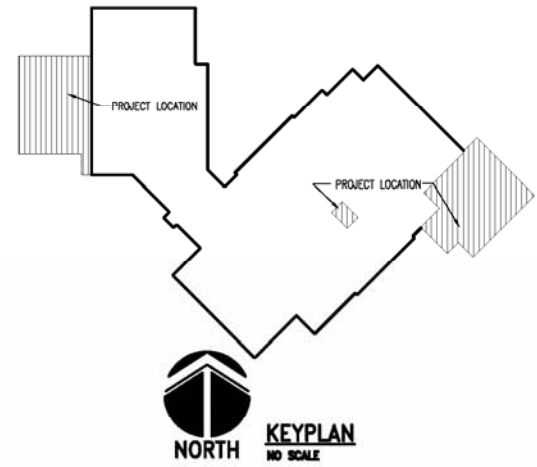
LOWER LEVEL CLASSROOMS / SMALL GROUP ROOM

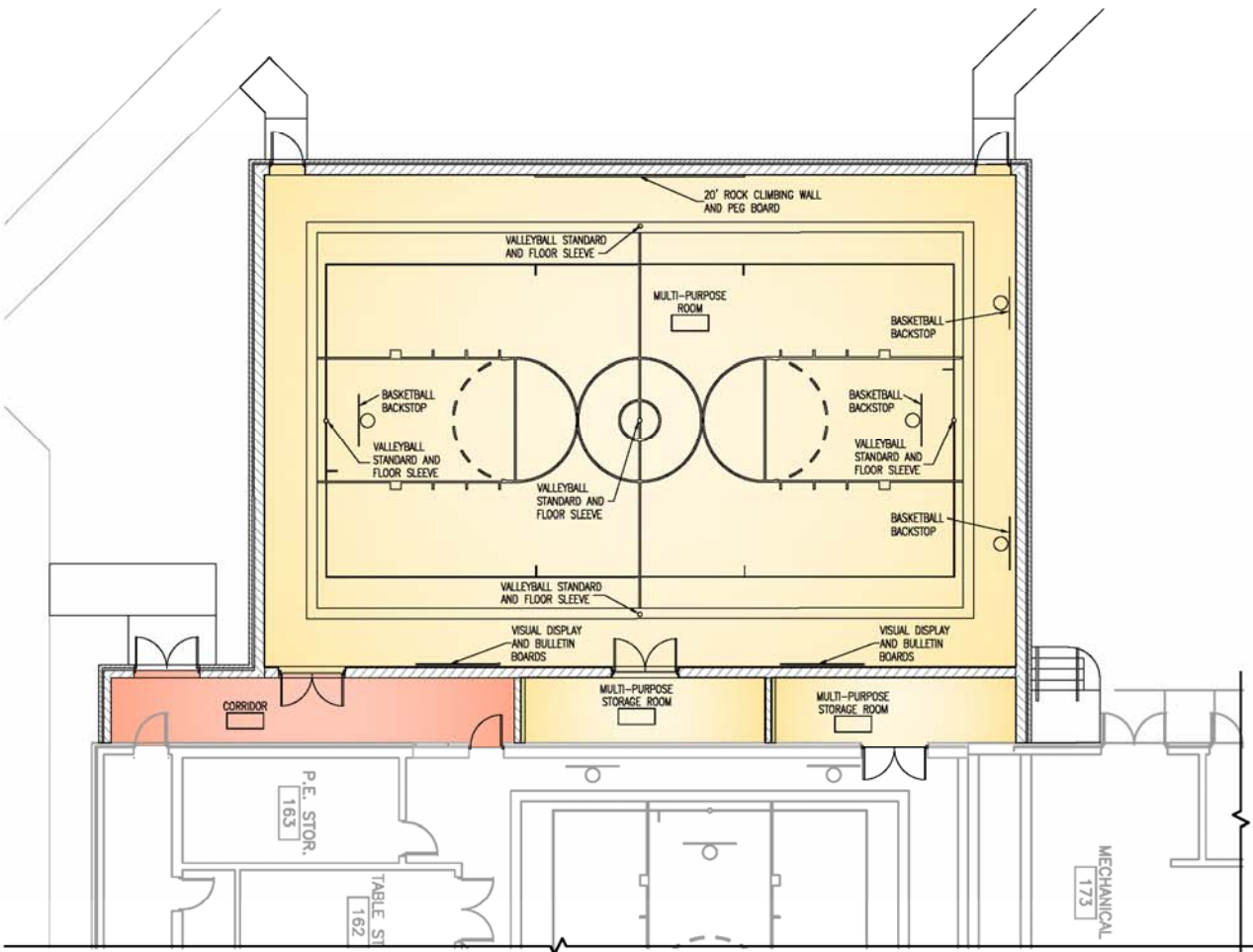


LOWER LEVEL RESTROOM / STORAGE

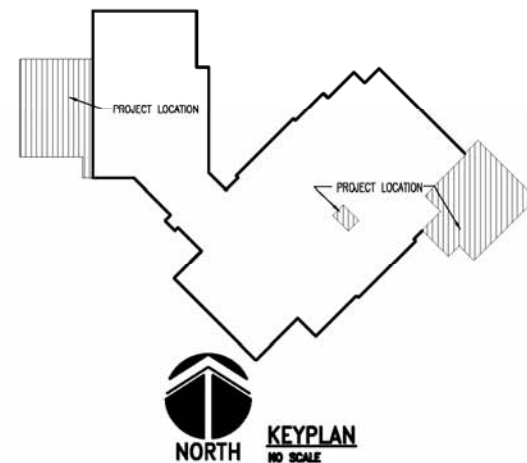


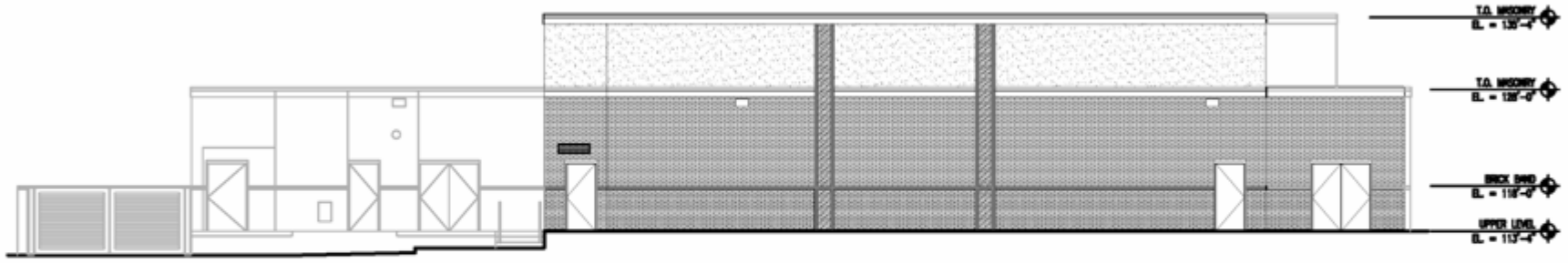
UPPER LEVEL CLASSROOM



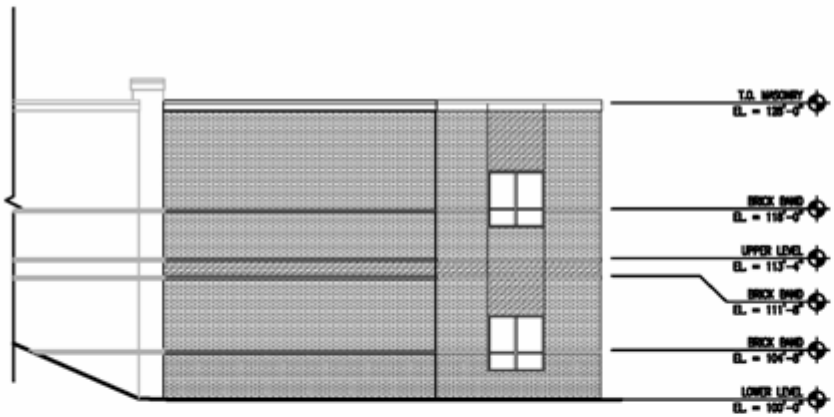


MULTI-PURPOSE ROOM

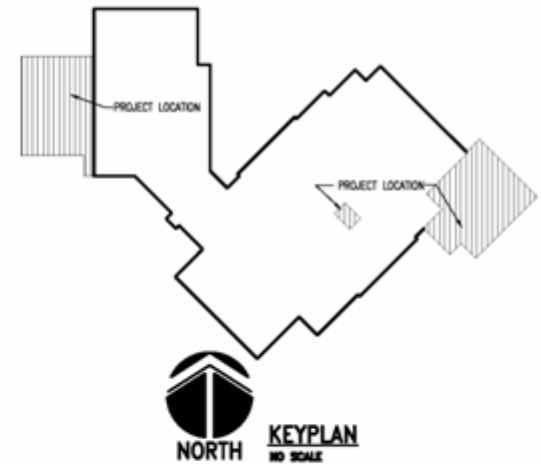




ELEVATION ● MULTI-PURPOSE ROOM ADDITION



ELEVATION ● MULTI-PURPOSE ROOM ADDITION



MILLARD PUBLIC SCHOOLS

Wheeler Elementary Proposed Timeline

Month / Year	2007												2008											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Schematic Design																								
Board of Education Design Approval																								
Design Development																								
Construction Documents																								
Bid																								
Board of Education Award																								
Contractor Mobilization																								
Phase I Construction - Classrooms																								
Remove Portable Classrooms																								
Phase II Construction - Multi-Purpose																								

MILLARD PUBLIC SCHOOLS

Estimate of probable construction cost – Schematic Design Additions to Wheeler, Reeder & Reagan Elementary.

Wheeler Elementary	\$1,202,358.00
Reeder Elementary	\$1,175,957.00
Reagan Elementary	\$1,234,355.00

Estimates are in 2008 construction dollars &
include a 10% contingency.