

**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, October 6, 2008** at 5606 South 147th Street, Omaha, Nebraska.

An agenda for such meetings, kept continuously current are available for public inspection at the office of the superintendent at 5606 South 147th Street, Omaha, Nebraska.

MIKE KENNEDY,
Secretary

10-3-08

**THE DAILY RECORD
OF OMAHA**

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

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

J. BOYD

being duly sworn, deposes and says that she is

LEGAL EDITOR

of **THE DAILY RECORD**, of Omaha, a legal newspaper, printed and published daily in the English language, having a bona fide paid circulation in Douglas County in excess of 300 copies, printed in Omaha, in said County of Douglas, for more than fifty-two weeks last past; that the printed notice hereto attached was published in **THE DAILY RECORD**, of Omaha, on _____
October 3, 2008

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 \$4.00

Additional Copies \$2.00

Total \$6.00

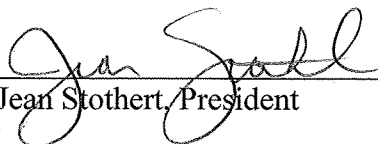
Subscribed in my presence and sworn to before
me this 3rd _____ day of
October 20 08

Notary Public in and for Douglas County,
State of Nebraska

**ACKNOWLEDGMENT OF RECEIPT
OF NOTICE OF MEETING**

The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 7:00 P.M. on OCTOBER 6, 2008, at Don Stroh Administrative Center 5606 South 147th Street Omaha, NE 68137

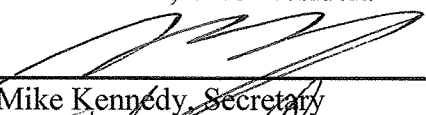
Dated this 6th day of OCTOBER, 2008.



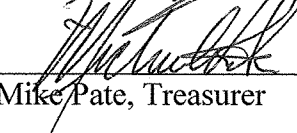
Jean Stothert, President

absent

Brad Burwell, Vice President



Mike Kennedy, Secretary



Mike Pate, Treasurer

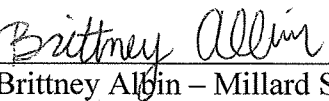
David M. Anderson



Linda Poole



Maurice Green – Millard North High School



Brittney Allin – Millard South High School



Emily Nowell – Millard West High School

BOARD OF EDUCATION MEETING

OCTOBER 6, 2008

NAME:

REPRESENTING:

Nancy Nowell
~~Andrew Nowell~~

Self

JJ Woltz

Self

~~Sam M... ..~~

Brooke Greenwald

—

Jake Smith

—

Sarah Rog Str-

—

Michael Brown

—

Malcolm Tekken

—

Lori Graves

Rohner

Ryan SUTTER

Lauren Gnuse

Dillon Meyers

Millard West

Angela Ralph

Millard Education Association

Tapiwa Mawezwa

Millard West

Jeanne Stover

Rockwell

Kathy Folk

Self

Alex Lollman

MWHS

Kohlman Adema-Eholte

MWHS

Mike King

MWHS

Hilari Rose Pennele

MWHS

BOARD OF EDUCATION MEETING

OCTOBER 6, 2008

NAME:

REPRESENTING:

Katie Rounds	MWHS
Kayla Stavler	MWHS
Brett Thorne	MWHS
Kim Thompson	MRS
Nate Giffin	MWHS
Cody Rawlins	MWHS
Kelsey Newman	MWHS
Brooke Turgeon	MWHS
Eric Evers	MWHS
Jordan Short	MWHS
Amanda Green	Self
Matt Durand	MWHS
Jake Carlson	MWHS
Anthony Meyers	MWHS
Austin Fili	MWHS
Ryan Burns	MWHS
Joe Coil	MWHS
Danette Bauer	MWHS
Callie Bowen	MWHS

BOARD OF EDUCATION MEETING

OCTOBER 6, 2008

NAME:

REPRESENTING:

Chase Grove

Millard West

Asnley Holmstedt

Millard West

Jim Shutek

Millard West

Laure Grant

Millard West

Kim Bannells

Kms

Libby Mason

Millard West

Chris Enke

Millard West

Brett Jacobitz

Millard West

Brian Johnson

Millard West

Naureen Kuest

Harvey Oaks

Shirley Bowick

Holling Hts.

Shirley Pearson

Russell Middle School

Tyler Chesnut

Millard West

Adam Raffety

Millard West

Alan Koerig

Millard West

Star Sapp

MPS

Renee J. McGuinn

Young Adult Program

Amanda J. Wolfe

YAPD

Eric Burkholder

Anderson

Nancy Poma

MLC

BOARD OF EDUCATION MEETING

OCTOBER 6, 2008

NAME:

REPRESENTING:

Spri Josa

Kewit Middle School

Melissa Everts

Willowdale Elem.

Francis Kelly

Tech

Mark Sukrow

Beadle Middle School

Nylon Baumgardner

Jess Fouts

Millard West?

Aline Jones

Young Adult Prog.

Zach Stephens

~~Zach Stephens~~

Ann Mai Boose

YAP

Heather Williams

Self

Geoff Skoog

Self

Quet Oakgard

RMS

Brittino Kasun

Millard West

Justin Wilmet

millard west

Ramona Sudbeck

Millard West

Andrew Schoemaker

Millard west

Jason Weber

self

Elise Weeman

millard west

Angie Hamilton

Ezra millard (Leadership)



BOARD OF EDUCATION
MEETING



OCTOBER 6, 2008

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

2

BOARD MEETING
7:00 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147th STREET
OCTOBER 6, 2008

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 – September 15, 2008
2. *Approval of Bills
3. *Receive the Treasurer's Report and Place on File

F. Information Items

1. Employees of the Month
2. Superintendent's Comments
3. Board Comments/Announcement
4. Report from Student Representatives

G. Unfinished Business:

1. Approval of Policy 6000 – Curriculum, Instruction, and Assessment – General Policy Statement
2. Approval of Policy 6010 – Curriculum, Instruction, and Assessment – Comparability
3. Approval of Policy 6690 – Curriculum, Instruction, and Assessment – Alternative Education Program

H. New Business:

1. Approval of Rule 6010.1 – Curriculum, Instruction, and Assessment – Comparability of Curriculum, Instruction and Assessment
2. Approval of Rule 6690.1 – Curriculum, Instruction, and Assessment – Alternative Education Program
3. Approval of the 2009-2010 Limited English Proficiency Plan
4. Approval of the 2009-2010 Poverty Plan
5. Reaffirm Policy 7305 – Technology – Web Publishing
6. Approval of Rule 7305.1 – Technology – Web Publishing
7. Approval of Outside Directorships
8. Approval of Personnel Action: New Hire
9. Litigation (Executive Session)

I. Reports

1. Enrollment Report
2. Summer School Report
3. Dual Enrollment Program
4. Personnel Report

J. Future Agenda Items/Board Calendar

1. Nebraska Association of School Board's Area Membership Meeting on Wednesday, October 8, 2008 at 5:30 p.m. at Quarry Oaks
2. NFUSSD Conference on October 12-15, 2008 at the Duval County Public Schools in Jacksonville, FL
3. Board of Education Meeting on Monday, October 20, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
4. Board of Education Meeting on Monday, November 3, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
5. Committee of the Whole Meeting on Monday, November 10, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
6. Board of Education Meeting on Monday, November 17, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
7. NASB Education Conference on November 19-21, 2008 at the Embassy Suites in LaVista, NE, 12520 Westport Parkway
8. Board Member Learning Community Caucus on Thursday, November 20, 2008 at 6:00 p.m. at ESU #3

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

4

BUSINESS MEETING
7:00 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET
OCOTOBER 6, 2008

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 – September 15, 2008. (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. Employees of the Month
- F.2. Superintendent’s Comments
- F.3. Board Comments/Announcements
- F.4. Report from Student Representatives
- G.1. Motion by _____, seconded by _____, to approve Policy 6000 – Curriculum, Instruction, and Assessment – General Policy Statement. (See enclosure.)
- G.2. Motion by _____, seconded by _____, to approve Policy 6010 – Curriculum, Instruction, and Assessment – Comparability. (See enclosure.)
- G.3. Motion by _____, seconded by _____, to approve Policy 6690 – Curriculum, Instruction, and Assessment – Alternative Education Program. (See enclosure.)
- H.1. Motion by _____, seconded by _____, to approve Rule 6010.1 – Curriculum, Instruction, and Assessment – Comparability of Curriculum, Instruction, and Assessment. (See enclosure.)
- H.2. Motion by _____, seconded by _____, to approve Rule 6690.1 – Curriculum, Instruction, and Assessment – Alternative Education Program. (See enclosure.)
- H.3. Motion by _____, seconded by _____, to approve the Limited English Proficiency Plan as submitted. (See enclosure.)

October 6, 2008

Page 2

- H.4. Motion by _____, seconded by _____, to approve the Poverty Plan as submitted. (See enclosure.)
- H.5. Motion by _____, seconded by _____, to reaffirm Policy 7305 – Technology – Web Publishing. (See enclosure.)
- H.6. Motion by _____, seconded by _____, to approve Rule 7305.1 – Technology – Web Publishing. (See enclosure.)
- H.7. Motion by _____, seconded by _____, that consent be given for administrators and board members to serve as directors and/or officers of outside entities as submitted. (See enclosure.)
- H.8. Motion by _____, seconded by _____, to approve Personnel Action: New Hire. (See enclosures.)
- H.9. Motion by _____, seconded by _____, to go into Executive Session for litigation.

I. Report

- 1. Enrollment Report
- 2. Summer School Report
- 3. Dual Enrollment Program
- 4. Personnel Report

J. Future Agenda Items/Board Calendar.

- 1. Nebraska Association of School Board's Area Membership Meeting on Wednesday, October 8, 2008 at 5:30 p.m. at Quarry Oaks
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K. Public Comments - This is the proper time for public questions and comments on any topic. Please make sure a request form is given to the Board President before the meeting begins.

L. Adjournment

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

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO 17

6

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, September 15, 2008, at the Don Stroh Administration Center, 5606 South 147th Street.

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

Notice of this meeting was given in advance thereof by publication in the Daily Record on, September 12, 2008; 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. Jean Stothert announced the Public meeting Act is posted on the wall and available for public inspection. Mrs. Stothert asked everyone to say the Pledge of Allegiance.

Roll call was taken and all members were present.

Comments from the Public: One area resident asked questions and expressed concerns in regards to the 2008-2009 budget.

Mrs. Stothert said if there were no objections she was taking off the agenda H.13 – Approval of Board Member to attend the Fly-in Conference sponsored by the Omaha Chamber. She said she will be attending this conference, but she will pay for the conference personally. Mrs. Stothert mentioned she will bring back a report for the members of the Board of Education.

Motion by Mike Kennedy, seconded by Linda Poole, to approve the Board of Education minutes for September 2, 2008, to approve the bills, and receive the treasurer's report and place on file, upon roll call vote, all members voted aye. Motion carried.

Brad Burwell summarized the committee of the whole meeting on September 8, 2008. The topics discussed included a report on the 40 Developmental Assets, an update on the Achievement Gap, a demonstration of the GPS system to help calculate enrollment projections, and boundary planning, and as a transportation manager, and continued discussion on the budget for 2008-2009.

Superintendent's Comments:

1. A reminder to board members about the NASB Area Membership Meeting on Wednesday, October 8, 2008 at Quarry Oaks.
2. There will be 26 visitors in next week for the North Central Accreditation. This will start on Tuesday, September 23, 2008 and ends with an exit report on Thursday, September 25, 2008 at 3:00 p.m.
3. There will be another Strategic Planning session for two and one-half days in January. At this point available dates for this session are still being worked out with the facilitator. When the dates have been confirmed they will be communicated to the board.
4. The Strategic Planning Kick-Off for the action teams will be held on Wednesday, October 1, 2008 at Millard South High School at 7:00 p.m. There are 250 people who volunteered to be on the action teams.
5. A Business Advisory meeting will be held on Friday, September 26, 2008.

6. The next Committee meeting will be on November 10, 2008, and the topic for the committee meeting will be on special education.

Dave Anderson mentioned that two times have been listed for the Exit Report from the North Central Accreditation group, and he wanted to clarify the correct time.

Angelo Passarelli reported the correct time for the exit report is on September 25, 2008 at 3:00 p.m.

Board Comments:

Dave Anderson reported that he will be attending the Millard South High School academic awards night on Tuesday evening. Other upcoming meetings and events he will be attending include the NASB Board of Directors meeting on Saturday, September 20, 2008, and on September 25, 2008 there will be a Holling Heights Ho Down. He also mentioned he will also be participating in the speech interviews at the high schools.

Brad Burwell announced he will be attending the NASB Area Membership meeting.

Mr. Burwell said he has had the opportunity to visit several schools over the last couple of week: Millard South, Reagan, Reeder, Beadle Middle, and Upchurch.

Mr. Burwell said he was invited by the counselors at Millard North High School to attend their college night Tuesday evening. He also said he will be participating in the speech interviews at Millard North on September 25th and at Millard South on October 1st.

Linda Poole announced that she will be attending the Area Membership meeting, and the Holling Heights Ho Down.

Jean Stothert gave an account of the Metropolitan Area Boards of Education meeting, which was held on September 10, 2008. The topic of discussion was the Learning Community Forum. She reported that everyone there had the same concerns as the Millard Board. She stated that those individuals running for the Learning Community Coordinating Council need to understand projected growth and forecasting. The other districts were also concerned about some of the comments made by the candidates for the Learning Community.

Mrs. Stothert reported that during a roundtable discussion Westside announced they have figured out what the cost will be for the busing to the new focus school they have in conjunction with Omaha Public Schools and Elkhorn. The cost is around \$60,000, for 150 students a year. Mrs. Stothert also reported that Westside is doing a lot of fundraising for a fine and performing arts center. She also noted that Papillion School District will be raising their levy by two cents this year.

Mrs. Stothert said she will be attending the NASB Area Membership meeting and will be participating in the speech interviews coming up.

Maurice Green, student representative from Millard North High School, Emily Nowell, student representative from Millard West High School, and Brittney Albin, student representative from Millard South High School, gave highlights in academics and athletics activities, which have occurred in the last couple of weeks.

Mike Kennedy provided the final reading of Policy 6610 – Curriculum, Instruction, and Assessment – Multicultural Education. Motion by Mike Kennedy, seconded by Brad Burwell, to approve Policy 6610 – Curriculum, Instruction, and Assessment – Multicultural Education, upon roll call vote, all members voted aye. Motion carried.

Motion by Brad Burwell, seconded by Dave Anderson, that the FYE09 Budget be adopted as submitted in the Revised Budget Summary and that such document be incorporated herein in its entirety by this reference, upon roll call vote, all members voted aye. Motion carried.

Motion by Dave Anderson, seconded by Brad Burwell, that approval be given to the Resolution Regarding FYE09 Property Tax Requests as submitted and that such resolution be incorporated in its entirety into this motion, upon roll call vote, all members voted aye. Motion carried.

Motion by Mike Kennedy, seconded by Dave Anderson, to approve Rule 6610.1 - Curriculum, Instruction, and Assessment – Multicultural Education, upon roll call vote, all members voted aye. Motion carried.

Motion by Mike Kennedy, seconded by Linda Poole, to delete Job Description 2100.60 – Administrative Intern, upon roll call vote, all members voted aye. Motion carried.

Motion by Mike Kennedy, seconded by Brad Burwell, to approve Administrator Job Description Change: 2100.12. – Executive Director for Planning, Evaluation, and Information Services, 2100.19 – Director of Human Resources, 2100.22 – Administrator for Special Education Programs & Compliance, 2100.26 – Coordinator of Related Services and Young Adult Program, 2100.35 – Coordinator of Special Programs, 2100.37 – Coordinator of Career and Technical Education (CTE) Programs, 2100.50 - Principal, 2100.51 – Assistant Principal - Discipline, 2100.52 Assistant Principal – Curriculum and Instruction, 2100.54 – Assistant Principal – Activities (9-12), 2100.55 – Middle School Assistant Principal, 2100.57 – Elementary Assistant Principal, upon roll call vote, all members voted aye. Motion carried.

Dave Anderson provided the first reading of Policy 6000 – Curriculum, Instruction, and Assessment – General Policy Statement. This policy will be on the next board agenda for approval.

Brad Burwell provided the first reading of Policy 6010 – Curriculum, Instruction, and Assessment – Comparability. This policy will be on the next board agenda for approval.

Motion by Linda Poole, seconded by Dave Anderson, to reaffirm Policy 6031 – Curriculum, Instruction, and Assessment – School Day for Students, upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Brad Burwell, to approve Rule 6031.1 – Curriculum, Instruction, and Assessment – School Day for Students, upon roll call vote, all members voted aye. Motion carried.

Motion by Brad Burwell, seconded by Dave Anderson, to reaffirm Policy 6041 – Curriculum, Instruction, and Assessment - Holiday Observances—Laws and Requirements, upon roll call vote, all members voted aye. Motion carried.

Motion by Dave Anderson, seconded by Linda Poole, to approve Rule 6041.1 – Curriculum, Instruction, and Assessment – Holiday Observances: Laws and Requirements, upon roll call vote, all members voted aye. Motion carried.

Linda Poole provided the first reading of Policy 6690 – Curriculum, Instruction, and Assessment – Alternative Education Program. This policy will be on the next board agenda for approval.

Motion by Mike Kennedy, seconded by Brad Burwell, for approval for Dave Anderson and Linda Poole to attend the National Federation of Urban Suburban School Districts Conference, upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Dave Anderson, to approve Personnel Actions: Amendment to a Continuing Contract: Pamela Huss; and New Hires: Jackelyn J. Thomas and Angelia Hughes, upon roll call vote, all members voted aye. Motion carried.

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

Reports highlighted included an Exiting Senior Survey Report – Class of 2008, and the Post Graduate (2007) Assessment: One-Year Study.

Future Agenda Items/Board Calendar: The North Central Accreditation Exit Report will be held on Thursday, September 25, 2008 at 3:00 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, October 6, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The Nebraska Association of School Boards Area Membership meeting will be held on Wednesday, October 8, 2008 at 5:30 p.m. at Quarry Oaks. The NFUSSD Conference will be held on October 12-15, 2008 at the Duval County Public Schools in Jacksonville, FL. A Board of Education Meeting will be held on Monday, October 20, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, November 3, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Committee of the Whole Meeting will be held on Monday, November 10, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, November 17, 2008 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The NASB Education Conference will be held on November 19-21, 2008 at the Embassy Suites in LaVista, NE, 12520 Westport Parkway. The Board Member Learning Community Caucus will be held on Thursday, November 20, 2008 at 6:00 p.m. at ESU #3

Jean Stothert asked for a motion at 7:50 p.m. to go into Executive Session for the purpose of litigation.

Motion by Brad Burwell, seconded by Dave Anderson, to go into Executive Session for the purpose of litigation, upon roll call vote, all members voted aye. Motion carried.

Mrs. Stothert announced the board will go into Executive Session for the purpose of litigation.

At 8:20 p.m. a motion by Brad Burwell, seconded by Dave Anderson, to come out of Executive Session, upon roll call vote, all members voted aye. Motion carried.

Jean Stothert adjourned the meeting.



SECRETARY

Millard Public Schools
October 6, 2008

Millard Public Schools

Check Register

11

Prepared for the Board Meeting of October 6, 2008

Check No	Vend No	Vendor Name	Amount
294482	135146	MATTHEW P BAUGHMAN	400.00
294483	133617	CONOCOPHILLIPS	8,982.71
294485	133261	ANGELA M DIEHM	918.75
294487	033901	DOUGLAS COUNTY TREASURER	30.00
294488	100586	EDUCATIONAL THEATRE ASSOC	1,185.00
294489	132037	HARVEST OF HARMONY	100.00
294490	058755	LIDLAW TRANSIT INC	38.75
294491	136981	ERIC R MEYER	62.50
294493	099928	NATIONAL FORENSIC LEAGUE	99.00
294494	099928	NATIONAL FORENSIC LEAGUE	400.00
294495	068340	NEBRASKA ASSOCIATION FOR GIFTED	75.00
294496	068463	NEBRASKA MUSIC EDUCATORS ASSOC	710.00
294497	063736	NEBRASKA SHAKESPEARE FESTIVAL	500.00
294498	108325	NEBRASKA STATE BANDMASTERS ASSN	150.00
294500	107732	BRIAN L NELSON	225.00
294501	070810	OMAHA PUBLIC SCHOOLS	125.00
294502	136212	ANTHONY J PANE	191.52
294503	071368	PETTY CASH/MILLARD NORTH	239.31
294504	134819	RESPECT	250.00
294505	106416	RIFE CONSTRUCTION INC	5,954.00
294506	098765	SECURITY BENEFIT LIFE INS CO	28,602.60
294507	136949	CS & M ASSOCIATES	967.44
294508	107286	TRAVELERS	0.00
294511	107354	STEPHEN W. VENTEICHER	468.75
294512	136949	CS & M ASSOCIATES	483.72
294515	012590	AMSTERDAM PRINTING & LITHO	151.34
294516	133578	SHERRI M ANDERSEN	155.00
294517	130469	SUSAN J ANGLEMYER	15.99
294518	106436	AQUA-CHEM INC	119.10
294519	010083	ATS MOBILE TELEPHONE CO INC	29.05
294520	136956	RAYMOND J SAVARD	2,500.00
294521	017877	CYNTHIA L BARR-MCNAIR	26.74
294522	136985	DIANE L BARRON	42.76
294523	134739	MARGO BASSINGER	187.97
294524	136272	BEAR CONSTRUCTION INC	850.00
294525	130337	DEBRA K BEAUDOIN	27.92
294526	134069	COLLEEN K BECKWITH	181.35
294527	133098	CAROL K BENNETT	5.00
294529	133910	ROSE M BERNSTEIN	10.50
294531	134176	LINDA S BRABLEC	126.80
294532	136986	NANCY A BROSAMLE	533.23
294533	136984	DOUGLAS J BROTHERTON	5.00
294534	107595	STEPHANIE A BURDIC	14.19
294536	108215	DEBRA R CARLSON	10.00
294537	135712	TARA L JURENA CARMICHAEL	61.41
294539	132271	ERIK P CHAUSSEE	33.57

Date: 10/1/08

Millard Public Schools

Check Register

12

Prepared for the Board Meeting of October 6, 2008

Check No	Vend No	Vendor Name	Amount
294540	136292	DIANE R CHRISTENSON	129.38
294542	130646	COMMONWEALTH ELECTRIC	899.50
294543	133818	CONNECTIVITY SOLUTIONS MFG INC	1,311.41
294544	133617	CONOCOPHILLIPS	5,009.77
294545	109021	PATRICIA A CRUM	98.56
294546	106893	CULLIGAN WATER CONDITIONING	56.26
294547	133651	WILLIAM P CUNNINGHAM	298.36
294548	136988	CHERYL A CURTIS	205.80
294550	135906	ERIN E DAHL	20.17
294551	136391	JEROME DARTMANN	27.58
294552	032497	CHERYL R DECKER	26.75
294553	133009	ROBERTA E DEREMER	137.39
294554	133261	ANGELA M DIEHM	80.00
294555	033473	DIETZE MUSIC HOUSE INC	25.95
294556	130648	DOSTALS CONSTRUCTION CO INC	4,690.00
294558	132341	DOUGLAS/SARPY EXTENSION SERVICE	265.00
294559	038100	ELECTRIC FIXTURE & SUPPLY	51.94
294561	131176	STEPHEN A. FERGUSON	55.16
294562	106660	GLASSMASTERS INC	3,021.07
294565	135016	CANDRA R GUENTHER	212.00
294566	132938	GUSTAVE A LARSON COMPANY	85.79
294567	136821	TIVOLI HOTEL LLC	258.00
294569	056820	HARRY A KOCH COMPANY	56,338.00
294570	130746	SPENCER R HAWKINS	143.36
294571	135616	BAILEY HEMPHILL	24.50
294572	136420	PAULA HOLZAPFEL	72.58
294574	049600	HOUCHEN BINDERY LTD	216.45
294575	133397	HY-VEE INC	611.45
294576	049850	HY-VEE INC	112.60
294577	136987	LESLIE S IRWIN	37.78
294578	059573	NANCY A JOHNSTON	120.51
294579	135931	JEFFREY S KERNS	100.00
294580	132676	DENNIS F KIMBERLIN	280.00
294582	084090	KIWANIS CLUB OF SOUTHWEST OMAHA	100.00
294583	130249	JEAN E KOERTEN	194.03
294585	133640	JULIA N KROEKER	26.53
294586	057683	JANET F KRUGER	39.14
294587	134391	MAUREEN E KUCH	96.40
294588	058755	LIDLAW TRANSIT INC	5,176.84
294589	F03035	BRIAN LAMB	260.75
294591	136989	TERRI A LEPINE	5.00
294592	135707	JAMIE K LONDON	19.76
294594	131141	JON T LOPEZ	751.05
294595	131397	LOWE'S HOME CENTERS INC	91.23
294598	135492	AMANDA F MARSHALL	50.00
294600	107123	SUSAN P MCADAM	8.85

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Check No	Vend No	Vendor Name	Amount
294602	133403	AMERICAN NATIONAL BANK	903.60
294603	135332	SUZANNE MUELLER	187.97
294604	066510	DANIEL M MURPHY	115.30
294605	136551	NANCY MAUST	12.84
294608	069099	CAROL C NEWTON	38.14
294609	109843	NEXTEL PARTNERS INC	14,087.93
294610	106326	NILA J NIELSEN	512.30
294611	135955	VICKI NOLDER	187.97
294613	133717	ANNE M OGG	5.82
294614	070473	ELIZABETH A OLSON	23.92
294616	072349	PREMIER AGENDAS INC	739.20
294617	136992	DAVID F PRESTON SR	80.00
294619	134073	CARLA M REAL	112.17
294621	079440	ROSENBAUM ELECTRIC INC	1,073.27
294622	081725	KIMBERLEY K SAUM-MILLS	168.00
294623	134575	ANN L SCHMIDT	37.08
294626	136871	DESIRAE SMITH	26.71
294627	134443	JOHN M STEYER	27.58
294628	134755	CHARLES J RANDONE	5.00
294629	084959	JAMES V SUTFIN	76.23
294630	108099	THIELE GEOTECH INC	458.00
294631	134131	STORM THRONE	55.16
294632	136995	ANNE M TIPTON	196.83
294633	090242	UNITED PARCEL SERVICE	103.34
294635	136996	KERI L WATKINS	47.60
294636	093978	BECKY S WEGNER	13.42
294638	135587	JOHN A WILSON	36.15
294639	096200	YOUNG & WHITE	19,885.63
294640	019111	BISHOP BUSINESS EQUIPMENT	1,236.95
294641	107454	CHRISTOPHER COLLING	150.00
294643	108436	COX COMMUNICATIONS INC	36,063.16
294644	130703	CROSS COUNTRY SEMINARS INC.	189.00
294645	106713	ANDREW S DEFREECE	110.68
294647	101058	GREAT PLAINS ORFF CHPT. OF NE.	50.00
294648	056820	HARRY A KOCH COMPANY	7,490.00
294651	059470	LIEN TERMITE & PEST CONTROL INC	190.00
294653	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	18,480.00
294654	107416	NATIONAL GEOGRAPHIC SOCIETY	70.00
294655	068340	NEBRASKA ASSOCIATION FOR GIFTED	225.00
294656	068415	NEBRASKA COUNCIL OF SCHOOL	770.00
294657	131617	NEBRASKA COUNSELING ASSN	95.00
294658	108325	NEBRASKA STATE BANDMASTERS ASSN	40.00
294659	135862	GBWH LLC	800.00
294661	133633	PESI HEALTHCARE	184.00
294662	134022	PLUM CREEK CHILDRENS LITERACY	100.00
294664	098765	SECURITY BENEFIT LIFE INS CO	8,600.00

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Check No	Vend No	Vendor Name	Amount
294665	136983	SUPER BEE ORCHARD LLC	72.00
294666	137021	MARIE TRAYER	423.71
294667	107354	STEPHEN W. VENTEICHER	562.50
294679	020550	BUREAU OF EDUCATION & RESEARCH	199.00
294680	132886	SANDRA R COLE	379.62
294681	107454	CHRISTOPHER COLLING	150.00
294682	133617	CONOCOPHILLIPS	14,343.13
294683	108436	COX COMMUNICATIONS INC	3,395.76
294685	109850	DEX MEDIA EAST LLC	427.13
294687	107025	GALAXY CABLE INC	799.65
294688	101058	GREAT PLAINS ORFF CHPT. OF NE.	50.00
294690	063574	W H TALBOTT INC	515.91
294692	068338	NEBRASKA ART TEACHERS ASSOCIATION	310.00
294693	107732	BRIAN L NELSON	187.50
294695	071891	PAYFLEX SYSTEMS USA INC	250,037.71
294696	132115	PETTY CASH/YAP	285.91
294697	072400	PHI DELTA KAPPA	93.00
294699	098765	SECURITY BENEFIT LIFE INS CO	26,250.00
294700	107354	STEPHEN W. VENTEICHER	375.00
294701	094245	WESTLAKE ACE HARDWARE INC	41.33
294702	102837	4-IMPRINT	369.01
294704	103018	A & E HOME VIDEO	92.30
294705	130990	A.A. HORWATH AND SONS	4,185.00
294706	136961	ABANTE LLC	36.20
294707	010037	ABC SCHOOL SUPPLY COMPANY	34.95
294708	130403	ABILITATIONS	870.20
294709	010298	ACCU CUT SERVICES LLC	50.00
294710	133402	KAREN S ADAMS	85.11
294712	133620	AKSARBEN PIPE & SEWER CLEANING LLC	942.00
294713	136499	ALEKS CORPORATION	140.00
294714	011051	ALL MAKES OFFICE EQUIPMENT	649.00
294716	136400	ALPINE KILNS & EQUIPMENT LLC	14.46
294717	107651	AMAZON.COM INC	422.72
294718	132722	AAFCS	145.00
294719	097090	AMERICAN BOILER COMPANY	2,276.32
294720	012050	AMERICAN LIBRARY ASSOCIATION	132.60
294721	130704	AMERICAN PLASTIC	791.00
294722	012450	AMERICAN RED CROSS HEARTLAND	164.99
294723	133174	ENCOREONE LLC	184.50
294724	012480	AMERICAN TIME & SIGNAL COMPANY	111.89
294725	069689	AMSAN LLC	23,371.19
294726	134757	AFO LLC	2,840.62
294727	134041	MARTHA A ANDERSON	22.46
294729	132880	MARILYN L ANTLEY	67.95
294730	012989	APPLE COMPUTER, INC.	68.40
294731	135051	APPLES & MORE A TEACHERS STORE	196.56

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294732	108092	MERRILL COMPANY	804.76
294733	106436	AQUA-CHEM INC	1,483.27
294734	133770	DIANE ARAUJO	59.41
294735	013209	ART STUDIO CLAY COMPANY	889.31
294736	130277	ART VIDEO WORLD	99.80
294737	013496	ASCD	234.65
294738	134235	SARAH A ASCHENBRENNER	99.45
294739	013226	ASI MODULEX	108.00
294740	131183	ASSOCIATION FOR CAREER/TECHNICAL	90.00
294741	133513	JOSEPH A ATENCIO	5.00
294743	102237	AUTO STATION	293.51
294744	109852	BAER SUPPLY	2,524.10
294745	132405	BAG 'N SAVE	144.61
294746	135245	BAHR VERMEER HAECKER ARCHITECTS	613.34
294747	135991	BAKER DISTRIBUTING CO LLC	62.49
294750	017619	RICHARD D BAKER	93.95
294752	099646	BARNES & NOBLE BOOKSTORE	1,878.10
294753	132608	BARNES DISTRIBUTION	268.33
294754	017877	CYNTHIA L BARR-MCNAIR	236.92
294755	017926	ROSEMARY W BARTA	141.43
294756	131142	CHERA A BARTELS	18.13
294757	137039	GLORIA J BARTELS	400.71
294758	107979	LORI A BARTELS	290.16
294759	131148	VIRGINIA C BAYE	379.62
294760	134884	JULIE K BERGSTROM	31.00
294762	018705	BERNINA SEWING CENTER	1,147.38
294763	133910	ROSE M BERNSTEIN	13.90
294764	134945	NOLAN J BEYER	118.87
294765	131146	CECELIA A BIRCKHEAD	8.31
294766	019111	BISHOP BUSINESS EQUIPMENT	246.34
294767	134478	TIFFANY M BOCK SMITH	46.21
294768	130899	KIMBERLY M BOLAN	104.71
294769	102043	BOOKS ARE FUN LTD	110.00
294770	133057	NANCY R BORGUM	379.62
294771	019559	BOUND TO STAY BOUND BOOKS INC	1,984.23
294772	019835	BOYS TOWN NATIONAL	1,362.38
294773	019852	BRACKERS GOOD EARTH CLAYS INC	3,097.00
294774	136962	BETTY M BRAGG	379.62
294775	019858	PEGGY A BRENDEL	379.62
294776	130576	PAMELA A BRENNAN	238.68
294777	131671	BRIGHT IDEAS	520.00
294778	020050	BRODART CO.	98.81
294779	130303	BRODHEAD GARRETT	2,624.95
294780	136556	MARILYN DODRILL BRUCKNER	400.71
294781	020270	NANCY J BRUGGER	65.16
294784	106110	BRAD BURWELL	64.22

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Check No	Vend No	Vendor Name	Amount
294785	099431	BUSINESS MEDIA INC	4,533.50
294786	136819	BUTTERFLIES & BLUEBERRIES INC	85.98
294787	131619	C E SUNDBERG CO	7.71
294788	023831	CALLOWAY HOUSE INC	94.90
294789	134350	CAMBIUM LEARNING	917.85
294790	134015	CAMILLES SIDEWALK CAFE	19.13
294791	130258	CAREER PATHS MARKED RESOURCE CENTER	108.90
294792	106806	ELIZABETH J CAREY	61.19
294793	108215	DEBRA R CARLSON	20.47
294794	023970	CAROLINA BIOLOGICAL SUPPLY CO	2,292.34
294796	131158	CURTIS R CASE	108.81
294797	133589	CDW GOVERNMENT, INC.	3,895.13
294798	024260	CENTER TROPHY COMPANY	71.65
294800	135648	SUSAN M CHADWICK	27.67
294801	134043	MALCOLM K CHAI	234.58
294802	131024	CHARTHOUSE LEARNING	1,021.73
294804	132271	ERIK P CHAUSSEE	41.53
294805	135601	CHENG & TSUI CO INC	500.61
294809	099222	CLASSROOM DIRECT	2,386.85
294810	132697	CLASSROOM PRODUCTS WAREHOUSE LLC	394.41
294811	025235	DALE CLAUSEN	206.50
294812	131135	PATRICIA A CLIFTON	60.13
294813	137013	NANCY S COLE	53.23
294814	022701	SHARON R COMISAR-LANGDON	104.71
294815	106902	COMMUNICATION SERVICES INC.	205.70
294816	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	91.00
294817	026048	CONTINENTAL FIRE SPRINKLER CO.	266.00
294818	026057	CONTROL MASTERS INC	10,931.47
294819	132720	CONTROLTEMP INC	160.23
294821	109859	COPE PLASTICS, INC	73.57
294822	132170	CORMACI CONSTRUCTION INC	1,567.11
294824	109063	CRISIS PREVENTION INSTITUTE INC	2,478.00
294825	026996	CRITICS CHOICE VIDEO	11.44
294827	134039	CROUCH RECREATIONAL DESIGN INC	524.62
294828	132844	CRS INC	1,900.00
294829	109021	PATRICIA A CRUM	22.89
294830	027130	CRYSTAL PRODUCTIONS	140.45
294831	099957	CRYSTAL SPRINGS BOOKS	27.91
294832	027300	CUMMINS CENTRAL POWER LLC	399.80
294833	027345	CURRICULUM ASSOCIATES INC	92.23
294835	130731	D & D COMMUNICATIONS	821.00
294836	132671	JEAN T DAIGLE-ROSE	155.31
294837	131003	DAILY RECORD	209.20
294838	136391	JEROME DARTMANN	27.58
294839	135099	HEATHER L DAUBERT	38.49
294840	032246	PAMELA M DAVIS	21.06

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Check No	Vend No	Vendor Name	Amount
294841	032497	CHERYL R DECKER	164.01
294842	130339	DEEP ROCK WATER	4.40
294844	107469	DEFFENBAUGH INDUSTRIES	14,011.38
294845	107469	DEFFENBAUGH INDUSTRIES	258.00
294846	099249	DELTA EDUCATION LLC	99.73
294847	032800	DEMCO INC	1,858.78
294848	032872	DENNIS SUPPLY COMPANY	713.01
294849	132884	JILL M DENSON	32.09
294850	136316	EVA DENTON	28.02
294851	133009	ROBERTA E DEREMER	15.85
294852	133737	SUSAN L DEROY	80.80
294853	137048	RANDALL DERRIG	11.38
294854	137049	JACINDA A DESPINES	214.50
294855	137024	DEVELOPMENTAL SVCS NEBRASKA INC	1,889.94
294857	099220	DICK BLICK CO	16,942.78
294858	132750	JOHN D DICKEY	75.93
294859	131206	SHARON L DICKEY	379.62
294860	033473	DIETZE MUSIC HOUSE INC	96.00
294862	135933	DKAH SERVICES CORP	150.00
294863	107232	DLR GROUP INC	450.00
294864	136964	NAN A DOESCHOT	379.62
294866	134086	AMBER J DOOLITTLE	35.97
294867	135650	JAY R DOSTAL	41.96
294871	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	340,387.60
294874	099628	DRAMATIC PUBLISHING	200.26
294875	103050	DRAPHIX, LLC	2,170.24
294876	034109	DRUMMOND AMERICAN CORPORATION	347.64
294877	135760	SCOTT DUGDALE	11.81
294878	135689	SUSAN M DULANY	97.11
294879	034120	DULTMEIER SALES LLC	26.45
294880	134870	DURHAM TRANSFER	265.00
294881	137025	JEFFERY YOUNG	134.80
294883	036520	EASTERN NE HUMAN SERVICES AGENCY	7,100.00
294885	052370	ECHO ELECTRIC SUPPLY CO	278.02
294886	132240	EDUCATION LOGISTICS, INC	1,744.06
294887	037201	EDUCATIONAL RECORD CENTER INC	27.95
294888	037400	EDUCATIONAL RESEARCH SERVICE	66.00
294889	037525	EDUCATIONAL SERVICE UNIT #3	2,215.91
294890	037934	JOAN M EDWARDS	42.83
294891	038025	MARY L EHLERS	33.34
294892	107980	EHLI'S DECORATING, INC.	626.00
294893	133823	REBECCA S EHRHORN	336.96
294894	038100	ELECTRIC FIXTURE & SUPPLY	2,179.56
294895	038120	ELECTRIC MACHINERY SALES & SVC	154.78
294896	038140	ELECTRONIC SOUND INC.	3,544.02
294897	038217	WARREN K ELTISTE	188.95

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294898	135497	RICKIE D ENGEL	379.62
294899	132066	ENGINEERED CONTROL INC	1,480.00
294900	102720	EPCO LTD. INC.	479.00
294901	102791	ERIC ARMIN INC	610.62
294902	109066	TED H ESSER	114.77
294903	035610	ETA/CUISENAIRE	2,254.90
294904	134861	TARA R FABIAN	12.63
294905	106735	JOHN T FABRY	282.29
294908	131927	MBB INC	304.00
294910	040450	FEDERAL EXPRESS	23.20
294911	131826	ALICIA C FEIST	134.78
294912	133565	STEVE FELICI	21.67
294913	040537	FERGUSON ENTERPRISES INC	4,854.47
294914	106956	FERRELLGAS	16.83
294915	040830	FACTS ON FILE INC (INFOBASE PUB)	921.59
294916	133919	FILTER SHOP INC	1,951.27
294917	134304	FIRST BANK RICHMOND, NA	1,824.10
294918	040902	FIRST NATIONAL BANK TRUST DEPT	500.00
294919	041086	FLINN SCIENTIFIC INC	935.46
294920	136966	JILL JANINE FLOTH	379.62
294921	041098	FOLLETT EDUCATIONAL SERVICES	236.25
294922	041100	FOLLETT LIBRARY RESOURCES	238.00
294923	041146	KENNETH J FOSSEN	91.43
294924	134577	PATRICK R FOSTER	84.00
294925	137040	JUDITH A FOWLER	400.71
294926	041530	SCHOOL SPECIALITY INC	1,079.68
294927	041543	AMY J FRIEDMAN	74.47
294928	135031	FSH COMMUNICATIONS LLC	360.00
294929	131565	GARTNER & ASSOCIATES CO, INC.	126.74
294930	106894	TAMMY GEBHART	116.70
294931	133886	CHERYL V GERACE	15.67
294932	106660	GLASSMASTERS INC	4,991.52
294933	131399	MARTY G GOING	95.76
294934	044887	GOODHEART-WILCOX PUBLISHER	283.43
294935	044891	GOPHER/PLAY WITH A PURPOSE	1,741.59
294936	044896	KAREN A GORDON	48.26
294937	133570	KAREN GOUGHNOUR	21.67
294938	043609	GP DIRECT	1,577.29
294940	044950	GRAINGER INDUSTRIAL SUPPLY	5,727.30
294941	044965	KATHERINE A GRAY	89.50
294942	130083	HARRY S GRIMMINGER	64.93
294943	135016	CANDRA R GUENTHER	123.20
294945	132938	GUSTAVE A LARSON COMPANY	11,334.87
294947	134436	MICHELLE R HALL	28.08
294948	133627	MARK HAMILTON	27.58
294950	101931	HANCOCK FABRICS	197.32

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294951	136805	JAMES R HANLON	147.42
294952	047853	HAPPY CAB COMPANY INC	13,449.30
294953	047855	HARCOURT INC	137.21
294954	131353	HARLAND TECHNOLOGY SERVICES	1,289.19
294955	137019	ANNE HARLEY	16.73
294956	135821	LESLEY A HARRISON-ROLAND	48.78
294958	136458	JEAN M HASTINGS	53.05
294960	135155	CHARLES G HAWKINS	5.00
294961	135990	MARVCO ENTERPRISES INC	649.89
294962	101030	HEARLIHY COMPANY	52.80
294963	048475	HEARTLAND FOUNDATION	12,330.00
294964	100782	HEARTLAND SCENIC STUDIO INC	470.95
294965	108273	MARGARET HEBENSTREIT PT	156.78
294968	048517	GREENWOOD PUBLISHING GROUP INC	149.44
294969	134288	HEMPEL SHEET METAL	1,100.00
294971	108478	DAVID C HEMPHILL	116.92
294972	099235	HERFF JONES INC	440.96
294973	133186	JENNIFER HERZOG	240.00
294974	132423	HEWLETT PACKARD CO	4,698.00
294977	048710	HIGHSMITH COMPANY INC	33.04
294978	134441	ELAINE HILL	1,478.30
294979	048786	HILLYARD INC	885.80
294980	048840	SUZANNE J HINMAN	77.06
294981	048845	CAMILLE H HINZ	35.68
294982	045329	HMS BROWN BAGGERS	301.77
294985	132592	WILLIAM SPRAGUE, JR.	219.68
294986	095520	LINDA D HORTON	65.81
294987	049440	HOSIER REFRIGERATION SUPPLY INC	185.70
294988	136336	VICTORIA L HOSKOVEC	63.18
294989	049650	HOUGHTON MIFFLIN COMPANY	5,391.50
294990	137050	ANGELIA HUGHES	8.48
294991	101032	HUSKER MIDWEST PRINTING	1,250.40
294992	130283	KARA L HUTTON	33.64
294993	133397	HY-VEE INC	1,096.53
294994	132878	HY-VEE INC	398.03
294995	049851	HY-VEE INC	820.85
294996	049850	HY-VEE INC	896.94
295001	F03011	INTERNATIONAL BACCALAUREATE ORG.	602.12
295002	101991	J.A. SEXAUER	1,479.22
295004	100928	J.W. PEPPER & SON INC.	5,588.02
295005	054223	MICHAEL JANIS	400.71
295006	131157	CHRISTINE A JANOVEC-POEHLMAN	82.30
295007	054240	HANNELORE W JASA	56.16
295008	136953	JSDO I LLC	263.49
295009	131591	JD MUSIC	44.97
295010	133059	DEBBIE A JENKINS	85.93

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295011	133037	JENSEN TIRE COMPANY	1,638.10
295013	054448	STEVEN K JOEKEL	404.10
295014	107039	SHARON KIM H JOHANSEN	17.55
295015	135999	DESIREE K JOHN	98.28
295016	131367	AMANDA J JOHNSON	48.55
295017	130994	JOHNSON CONTROLS INC	703.14
295018	136317	KELLY L JOHNSON	13.45
295019	136967	LINDA M JOHNSON	253.08
295020	107905	MELINDA C JOHNSON	43.11
295021	059573	NANCY A JOHNSTON	44.86
295022	054630	JOHNSTONE SUPPLY	89.70
295023	135384	LINDA C JONES	379.62
295026	136968	TWILA E JUEL	379.62
295027	101224	KAPCO	417.82
295028	056215	KAPLAN EARLY LEARNING CO	510.18
295029	132265	CATHERINE A KEISER	171.59
295030	132272	SUSAN L KELLEY	42.47
295031	056276	KELVIN ELECTRONICS	1,156.22
295032	131177	ANDREA L KIDD	21.06
295033	056724	KINKO'S	39.75
295035	056770	BETTY H KLESITZ	49.72
295038	134607	KONICA MINOLTA PRINTING SOLUTIONS	1,543.12
295039	137036	JULIE D KONRAD	25.74
295041	133923	KUBAT PHARMACY/HEALTHCARE	1,470.00
295043	058740	LAB SAFETY SUPPLY INC	333.37
295045	099217	LAKESHORE LEARNING MATERIALS	659.45
295046	135257	LANGUAGE LINE SERVICES	277.84
295047	134373	DAWN M LANHAM	40.40
295048	121124	LORENE M LARSEN	39.31
295049	135688	DENISE A LARSON	368.20
295050	102491	LARUE DISTRIBUTING INC	190.13
295051	136951	LASEREQUIPMENT INC	106.50
295052	109816	JILL C LAVENE	62.71
295053	136240	VOYAGER EXPANDED LEARNING	1,398.85
295054	102496	LEARNING ZONE EXPRESS	43.90
295055	136708	LECTURES DE FRANCE INC	352.15
295056	137026	LEXIA LEARNING SYSTEMS INC	685.00
295058	059470	LIEN TERMITE & PEST CONTROL INC	210.00
295059	059577	LINGUISYSTEMS, INC.	38.95
295060	059560	LINWELD INC	4,954.05
295061	133758	KRAIG J LOFQUIST	100.83
295062	059866	STACY L LONGACRE	27.49
295063	102636	LORMAN BUSINESS CENTER INC	299.00
295065	060111	LOVELESS MACHINE & GRINDING	187.40
295066	131397	LOWE'S HOME CENTERS INC	1,269.73
295067	136319	ZACHARY B LOWE	52.65

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Check No	Vend No	Vendor Name	Amount
295069	060153	KEITH W LUTZ	135.00
295070	099321	MACKIN BOOK COMPANY	8,284.63
295071	137007	KAREN M MARBLE	148.00
295072	063920	MARCO PRODUCTS INC	976.57
295073	101167	MARKERBOARD PEOPLE	165.00
295074	133201	DAWN M MARTEN	75.69
295075	099328	MATHEMATICAL OLYMPIADS	89.00
295077	108052	MAX I WALKER	3,168.50
295078	101129	MAYER JOHNSON LLC	914.00
295079	107123	SUSAN P MCADAM	26.48
295080	107399	MADONNA J MCARDLE	379.62
295081	131069	CAROL MCCANN	379.62
295082	136618	DANIEL R MCCONNELL	97.11
295083	100944	MCDONALD & ASSOCIATES INC	765.50
295084	131101	LAB SAFETY SUPPLY INC	1,310.44
295087	063349	MCGRAW-HILL COMPANIES	945.80
295088	137014	RYE L MCINTOSH	45.80
295089	063361	ALBERT G MCKAIN	55.86
295090	064260	MECHANICAL SALES INC.	911.76
295091	101274	MEDICAL TECHNOLOGIES INC	790.00
295092	121126	PATRICIA A MEEKER	43.99
295093	137053	TERESA A MEISTER	39.00
295094	133998	SUZANNE MELLIGER	25.00
295095	064413	MENARDS INC	320.18
295096	136314	KORRINDA MENDEZ	145.19
295097	135331	MENTORING MINDS LP	53.70
295098	064600	METAL DOORS & HARDWARE COMPANY INC	537.00
295100	133403	AMERICAN NATIONAL BANK	6,987.37
295101	136384	JEANNETTE M MEYER	74.88
295102	102870	MIDLAND COMPUTER INC	2,641.36
295103	064950	MIDWEST METAL WORKS INC	1,800.00
295104	064980	MIDWEST SOUND & LIGHTING INC	75.00
295105	065200	MIDWEST SHOP SUPPLIES INC	26.82
295106	065233	MIDWEST TURF & IRRIGATION INC	1,835.71
295107	131187	KIM R MIKOS	30.18
295108	065300	MILLARD DRYWALL SERVICES, INC.	130.81
295109	131441	MILLARD ELECTRONICS	167.95
295110	065400	MILLARD LUMBER INC	1,962.48
295111	099585	MILLARD MANUFACTURING COMPANY	294.00
295112	065410	MILLARD SCHOOLS ADMIN ACTIVITY FUND	310.20
295113	065709	SHARRON A MILLSAP	147.63
295114	099352	MINNESOTA CLAY CO	995.53
295115	136960	MLCS LTD	411.45
295116	065844	LEAGUE OF HUMAN DIGNITY INC	179.35
295117	101727	MOLLY HAWKINS HOUSE	348.95
295118	066083	KAREN F MONTGOMERY	32.17

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295119	134532	MORRISSEY ENGINEERING INC	2,852.00
295120	132296	DANNA G MOSSER	298.76
295121	066189	MOTION INDUSTRIES INC	46.52
295122	092603	HOLTZBRINCK PUBLISHER LLC	742.77
295123	063150	MSC INDUSTRIAL SUPPLY CO	3,443.38
295125	133712	MURPHY TRACTOR & EQUIPMENT CO	11.72
295126	066510	DANIEL M MURPHY	87.59
295127	137017	TERESA R MURRAY	29.25
295128	132203	SUSAN K MUSSELMANN	254.14
295129	131395	DARREN D MYERS	86.58
295130	067000	NASCO	123.12
295131	103012	NATIONAL BUSINESS EDUCATION ASSOC	105.00
295132	106499	NATIONAL CENTER FOR YOUTH ISSUES	2,411.79
295133	066671	NCTM	78.00
295134	132535	NATIONAL COUNCIL ON ECONOMIC	1,950.92
295135	099638	NATIONAL LANGUAGE ARTS OLYMPIAD	185.00
295136	067801	NATIONAL MIDDLE SCHOOL ASSOC	320.00
295138	132854	NATIONAL SAFETY COUNCIL	80.00
295139	068027	NATIONAL SCIENCE OLYMPIAD	185.00
295140	068020	NATIONAL SCIENCE TEACHERS ASSOC	64.00
295141	130548	NCS PEARSON INC	576.24
295142	134321	NE DOL/BOILER INSPECTION PROGRAM	3,204.00
295143	068334	NEBRASKA AIR FILTER INC	4,658.80
295144	068340	NEBRASKA ASSOCIATION FOR GIFTED	300.00
295145	068415	NEBRASKA COUNCIL OF SCHOOL	541.00
295146	068445	NEBRASKA FURNITURE MART INC	957.17
295147	068466	NEBRASKA PRINTING CENTER	1,653.78
295148	131476	NEBRASKA TURF PRODUCTS	364.00
295149	133989	NEBRASKA WORKFORCE DEVELOPMENT	1,000.00
295152	069099	CAROL C NEWTON	128.11
295153	069561	LYNNE NEWVILLE	51.48
295154	109843	NEXTEL PARTNERS INC	819.27
295155	069930	NOVA HEALTH EQUIPMENT COMPANY	3,077.00
295157	133368	KELLY R O'TOOLE	47.38
295158	050042	ANNE M OETH	121.68
295163	100013	OFFICE DEPOT 84133510	8,587.77
295164	101147	OFFICE MAX #521	202.35
295165	099625	OFFICE SYSTEMS DIVISION, INC.	110.45
295166	070245	OHARCO DISTRIBUTORS	216.27
295167	135029	BARBARA M OLTMANS	14.80
295168	070850	OMAHA SLINGS INC	165.20
295169	071050	OMAHA WORLD HERALD CO	258.68
295170	133850	ONE SOURCE	2,708.25
295171	071138	ORIENTAL TRADING COMPANY	585.31
295172	130092	MARY M OSTERLOH	77.80
295173	107193	OTIS ELEVATOR COMPANY	303.80

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Check No	Vend No	Vendor Name	Amount
295174	071190	OVERHEAD DOOR COMPANY OMAHA	140.00
295176	071515	PAINTIN PLACE CERAMICS INC	175.50
295178	137027	PANERA BREAD LLC	201.90
295179	102485	CURRENT USA INC	30.94
295181	137015	GEORGE PARKER	102.25
295182	132006	ANDREA L PARSONS	73.53
295183	099244	PASCO SCIENTIFIC	585.00
295184	108098	ANGELO D PASSARELLI	274.90
295185	071850	PAXTON PATTERSON LLC	197.70
295186	071891	PAYFLEX SYSTEMS USA INC	6,554.00
295187	102047	PAYLESS OFFICE PRODUCTS INC	416.00
295188	071305	PBS VIDEO	81.84
295189	071353	WARFIELD PCI LIMITED	111.84
295190	102699	PEARSON EDUCATION	1,545.09
295191	133487	PEARSON/HARCOURT ASSESSMENT INC	4,856.46
295192	082652	PEARSON EDUCATION	2,336.89
295193	099302	PEGLER-SYSCO FOOD SERVICE CO	200.11
295194	107783	HEIDI T PENKE	29.83
295195	137009	ANGELA J PETERSON	37.14
295196	134365	VICKY L PETERSON	267.93
295197	136390	STACI M PETTIT	117.76
295198	133390	HEATHER C PHIPPS	93.00
295199	072463	PHOENIX LEARNING RESOURCES	559.35
295200	132792	KEITH PICKETT	51.00
295202	130721	MARY J PILLE	280.22
295203	072760	PITSCO INC	2,525.85
295204	072785	PLANK ROAD PUBLISHING INC	934.82
295205	072850	PLAYTIME EQUIPMENT & SCHOOL SUPPLY	328.80
295206	131835	PRAIRIE MECHANICAL CORP	99,492.52
295207	107910	MAUREEN R PREBLE	66.27
295208	134531	MIKE GUTHRIE	546.85
295209	072349	PREMIER AGENDAS INC	10,918.00
295210	135569	CYNTHIA L PRESTON	169.65
295211	101663	PRESTWICK HOUSE INC	167.94
295212	101892	PRIDE HOME SERVICES INC.	1,964.18
295214	134744	R & F HOBBIES INC	38.80
295215	073427	PRO-ED INC	695.20
295216	073495	PROFESSIONAL AUDIOLOGY/HEARING CTR	572.00
295217	073610	PROGRESS PUBLICATIONS	1,419.12
295218	073040	PSI GROUP-OMAHA	20,000.00
295220	130127	TASA INC	318.60
295221	090673	QWEST	45.09
295223	078250	RALSTON PUBLIC SCHOOLS	2,100.00
295224	109143	SANDRA L RALYA	13.45
295225	136808	ASHLEE N RAWLINGS	39.27
295226	078420	RAWSON & SONS ROOFING, INC.	33,575.00

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Check No	Vend No	Vendor Name	Amount
295227	132369	RAY MARTIN COMPANY	791.00
295228	109810	BETHANY B RAY	138.64
295229	134073	CARLA M REAL	22.23
295230	100642	REALLY GOOD STUFF INC	759.47
295231	132808	REBECCA SNYDER SPEECH SERVICES	1,620.00
295232	078674	RECORDED BOOKS LLC	437.61
295233	136959	RECREONICS INC	327.84
295234	135690	DEIDRE REEH	17.84
295235	133191	MATTHEW K REGA	114.74
295236	078760	REGAL AWARDS, INC.	37.58
295237	134858	JENNIFER L REID	82.48
295238	078958	REMEDIA PUBLICATIONS	28.98
295239	101018	RESOURCES FOR EDUCATORS	478.00
295240	136036	LARRY D RIBBLE	63.27
295242	109192	KIMBERLI R RICE	117.71
295243	079198	PATRICIA A RITCHIE	56.16
295244	136847	RIVERSIDE TECHNOLOGIES INC	1,313.00
295245	136252	ROBERT HALF MANAGEMENT RESOURCES	10,800.00
295246	079310	ROCKBROOK CAMERA CENTER	3,324.25
295247	102827	ROCKLER COMPANIES INC	563.27
295248	137006	JOAN E ROBERT	29.48
295249	134882	LINDA A ROHMILLER	10.29
295250	133899	JAMES ROLFS	260.00
295251	134990	BRITTANY A ROM	56.16
295252	134081	EILEEN A RONCI	156.19
295253	079440	ROSENBAUM ELECTRIC INC	7,561.57
295255	072286	JEAN M RUCHTI	119.69
295256	133572	RURAL METRO MEDICAL SERVICES	646.00
295257	130477	KATHRYN I RYAN	43.29
295258	136444	RYERSON INC	440.00
295259	079685	S & W FENCE COMPANY	2,580.00
295261	136533	SAFEWAY TRANSPORTATION LLC	7,274.45
295262	081491	SAGE PUBLICATIONS, INC.	3,296.27
295263	081604	JEFFREY A SALBERG	71.95
295265	073300	SAMMONS PRESTON ROLYAN	387.20
295266	041500	SAMUEL FRENCH INC	462.49
295267	081695	SARGENT WELCH	69.45
295268	081725	KIMBERLEY K SAUM-MILLS	124.35
295269	133389	RYAN D SAUNDERS	14.63
295270	081800	SAX ARTS & CRAFTS INC	4,015.56
295271	131353	HARLAND TECHNOLOGY SERVICES	53.57
295272	109806	BRENT J SCHADE	16.38
295273	081880	SCHEMMER ASSOCATES INC	1,508.00
295274	106432	KELLI J SCHINSTOCK	69.03
295275	134174	ELIZABETH M SCHMIDT	45.63
295276	137012	SHELLEY L SCHMITZ	33.87

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Check No	Vend No	Vendor Name	Amount
295277	082100	SCHOLASTIC INC	1,794.69
295278	132488	SCHOLASTIC LIBRARY PUBLISHING	7,850.90
295280	099234	SCHOOL ARTS	24.95
295281	082260	SCHOOL COMPANY	77.50
295282	082200	SCHOOL HEALTH CORPORATION	281.16
295284	082350	SCHOOL SPECIALTY INC	1,020.35
295285	082395	CLAUDIA K SCHULTE	126.36
295286	082475	SCIENCE KIT & BOREAL LABS LLC	487.80
295287	130851	SEARCH INSTITUTE	707.46
295289	082905	KIMBERLY A SECORA	36.67
295290	098765	SECURITY BENEFIT LIFE INS CO	221,759.63
295291	098765	SECURITY BENEFIT LIFE INS CO	3,038.88
295292	082910	SECURITY EQUIPMENT INC	3,566.25
295293	108161	STAN J SEGAL	60.89
295294	082941	KELLY M SELTING	114.07
295295	082960	SERVICE REPRODUCTION COMPANY	1,448.29
295296	133498	SHARED MOBILITY COACH INC	3,060.00
295297	109800	AMY L SHATTUCK	228.23
295298	083175	SHEPPARD'S BUSINESS INTERIORS	1,620.42
295299	130758	BARBARA E SHEPPARD	33.70
295300	083188	SHIFFLER EQUIPMENT SALES, INC.	575.32
295301	137008	JULIA A SHIPP	15.91
295302	131887	SIEMENS BUILDING TECHNOLOGIES INC.	4,583.40
295304	083400	SIMPLEXGRINNELL	521.00
295305	083452	SIMPSON SUPPLY	1,643.52
295306	136137	JULIA C SINIARD	41.71
295308	107093	CHARLENE S SNYDER	54.52
295309	083950	SOCIAL STUDIES SCHOOL SERVICE	92.71
295310	101476	SODEXO INC & AFFILIATES	81,882.58
295311	F03032	SOFTCHOICE CORPORATION	88.83
295312	137035	SOLIAANT HEALTH	10,698.80
295313	067688	SOLUTION TREE LLC	72.90
295314	130722	LYON FINANCIAL SERVICES	1,438.39
295315	136434	ANNE SORENSEN	11.93
295316	084081	SOUTH OMAHA TERMINAL WAREHOUSE CO	1,426.00
295317	131714	JOHN D SOUTHWORTH	70.79
295318	136249	SPECIFIED DESIGN CONSULTANTS INC	245.66
295319	084326	SPORTIME	1,407.61
295320	134733	SPORTS IMPORTS INC	836.00
295321	109836	AMY ST AMOUR	119.92
295322	137010	CHRISTINA A STACKENS	66.28
295323	101378	STAFF DEVELOPMENT FOR EDUCATORS	329.00
295324	084397	STANDARD DIGITAL IMAGING INC	0.90
295325	134116	STATE STEEL OF OMAHA	205.68
295328	131099	STENHOUSE PUBLISHERS	1,223.69
295329	135211	KENNETH STOBBE	21.67

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295330	135744	CLAUDIA P SUCHA	82.43
295331	131522	SUMMER KITCHEN CAFE	536.40
295332	084905	SUNDANCE/NEWBRIDGE ED PUB LLC	61.51
295333	084907	SUNDERLAND BROTHERS COMPANY	146.08
295334	084930	SUPER DUPER INC	1,745.71
295335	102869	SUPER SAVER #20	709.65
295336	084959	JAMES V SUTFIN	162.62
295337	137011	CARRIE A SWANEY	141.57
295338	132417	JAMES D SWITZER	14.04
295339	088654	TARGET	696.16
295340	136849	TAYLOR MUSIC INC	2,039.00
295341	134606	TEACHER CREATED RESOURCES	78.94
295343	088709	AMERICAN EAGLE COMPANY INC	3,386.88
295345	133969	TENNANT SALES & SERVICE COMPANY	794.00
295346	049700	TERRY HUGHES TREE SERVICE	260.00
295347	137054	ANGELA D TESAR	31.36
295350	089175	THINGS FOR LEARNING INC	543.09
295351	136381	ANNETTE J THOMAS	19.59
295352	107959	NANCY C THORNBLAD	88.80
295353	137018	JANE E THORSON	21.93
295354	135006	STEVE D THRONE	60.84
295355	089318	A GERALD TIEGER	37.25
295356	132493	GREGORY E TIEMANN	70.20
295357	132140	TILT GOLF	324.00
295358	136975	TODCO BARRICADE COMPANY	400.00
295359	132794	TOLEDO PHYSICAL ED SUPPLY CO	151.46
295360	136578	PEGGI S TOMLINSON	18.98
295361	106807	JEAN M TOOHER	60.25
295362	131446	TOSHIBA AMERICA INFO SYS INC	16,310.11
295363	089574	TOTAL MARKETING INC	72.00
295364	132138	TOYOTA FINANCIAL SERVICES	528.26
295365	108055	TRADE WELL PALLET INC	2,070.00
295366	106364	AMERICAN STANDARD INC	632.59
295367	137041	MARY L TRENERRY	274.17
295369	106493	TRITZ PLUMBING, INC.	10,244.71
295370	136110	DONNA R TROMBLA	40.54
295371	132268	LYNNE A TRUMAN	33.34
295372	135505	TY'S OUTDOOR POWER & SERVICE INC	751.81
295374	131819	JEAN R UBBELOHDE	219.96
295375	102846	ULTIMATE OFFICE INC	103.63
295376	090678	UNISOURCE	4,552.38
295377	109861	UNITED EQUIPMENT SERVICES CO INC	260.00
295378	134849	UNITED RENTALS INC	1,727.00
295379	090250	UNITED SEEDS INC.	2,145.00
295381	109067	UNIVERSITY OF MISSOURI	1,137.18
295382	090900	UNIVERSITY PUB, INC.	5,084.65

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Check No	Vend No	Vendor Name	Amount
295383	090632	US TOY CO/CONSTRUCTIVE PLAYTHINGS	23.90
295384	092280	VERNIER SOFTWARE & TECHNOLOGY LLC	1,593.64
295386	092323	VIRCO MANUFACTURING CORP	1,353.76
295387	092791	WALCH EDUCATION	52.88
295388	092834	WALKER TIRE INC	386.04
295390	093008	BARBARA N WALLER	68.44
295391	093650	WARD'S NATURAL SCIENCE EST LLC	3,445.26
295392	136313	DARCY N WARNER	67.86
295393	093765	WATER ENGINEERING, INC.	1,942.50
295394	093976	WEEKLY READER CORPORATION	1,152.10
295395	093978	BECKY S WEGNER	155.02
295396	137042	DIANE M WEIER	347.99
295399	094174	WEST MUSIC COMPANY	106.15
295401	094245	WESTLAKE ACE HARDWARE INC	21.98
295402	136802	WEYNAND TRAINING INTERNATIONAL INC	850.00
295403	134658	CRAIG WHALEY	107.64
295404	136909	WHEELER CONTRACTING INC	1,012.50
295405	094751	DEBBY A WHITAKER	169.88
295406	133663	HD SUPPLY CONSTRUCTION SUPPLY LTD	57.58
295407	134075	REBECCA L WILLIAMS	56.79
295408	136322	TAMARA J WILLIAMS	79.00
295409	095155	MARY C WILSON	379.62
295410	136323	STACIE A WITHERSPOON	211.33
295411	137016	ANGELA L WITTE	109.64
295412	109073	CRAIG J WOLF	131.62
295414	095349	WOODWIND & BRASSWIND OF SO BEND LLC	1,486.00
295415	130716	SUSAN J WOOSTER	97.69
295416	095376	WORLD BOOK INC	9,704.00
295417	095416	WORLD RESEARCH COMPANY	275.00
295418	095491	GLEN E WRAGGE	241.83
295420	100578	WT COX SUBSCRIPTIONS INC	17,237.18
295421	101370	XEROX CORPORATION (ORDERS)	45,948.00
295424	106195	YWCA OF OMAHA	20.00
295425	099212	ZANER BLOSER INC	332.94
295426	137020	CHAD R ZIMMERMAN	28.08
295427	135647	LACHELLE ZUHLKE	43.29
295428	109843	NEXTEL PARTNERS INC	399.96
Total for GENERAL FUND			2,009,432.15
21326	136835	DONNA F ARMSTRONG	21.88
21327	106893	CULLIGAN WATER CONDITIONING	16.74
21328	010178	LINDA M DOYLE	24.57
21329	135983	ENCORE ONE LLC	396.00
21330	010670	GOODWIN TUCKER GROUP	152.16
21331	102229	ROWAN W LANG	217.62
21332	064950	MIDWEST METAL WORKS INC	72.35
21333	109843	NEXTEL PARTNERS INC	165.06

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21334	136216	MARY L PARISH	11.12
21335	102445	EDRIE K PEARCE	490.73
21336	130903	DEB RINGER	50.08
21337	099907	ELAINE A RUST	9.74
21338	131350	JUDITH H SCHULTZ	11.41
21339	135057	KATHERINE L SIX	45.93
21340	099824	CORNELIA A SULLIVAN	53.72
21341	134466	MARY ANN THOMPSON	50.00
21342	094245	WESTLAKE ACE HARDWARE INC	16.08
21343	135972	RYAN G BISHOP	20.25
21344	136303	AMANDA J BODEKER	20.25
21345	136998	AMANDA L CASTONGUAY	20.25
21346	136997	SHAWN M CASTONGUAY	20.25
21347	136999	RAFAEL DIAZ	30.38
21348	137000	MARLEY J FLEMING	30.38
21349	137001	RYAN J GUENETTE	10.13
21350	135668	NICHOLAS T KING	20.25
21351	132029	ANNA KLOSTERMAN	74.25
21352	135813	TROY P KOSTAL	50.63
21353	132032	WILLIAM E LANG	74.25
21354	136570	TAYLOR J MARSHALL	33.75
21355	133180	CHRISTOPHER MCEVOY	10.13
21356	134025	RONALD A NEWTON JR	74.25
21357	136307	LUCAS PELSTER	20.25
21358	136306	COURTNEY K RIETZ	40.50
21359	137002	TREY A SCHULTZ	30.38
21360	136367	KAITLYN C SNODDY	33.75
21361	132028	ELIZABETH VACANTI	74.25
21362	135674	BRIAN A VICARS	60.75
21363	137003	AUSTIN K WILSON	20.25
21364	137023	KAREN TUCKER	73.15
21365	133502	ARAMARK	144,388.31
21366	133617	CONOCOPHILLIPS	150.63
21367	132423	HEWLETT PACKARD CO	3,596.94
294668	137023	KAREN TUCKER	0.00
Total for FOOD SERVICE			150,783.75
294517	130469	SUSAN J ANGLEMYER	473.70
294530	108047	ARR-BOONE BROTHERS ROOFING	27,482.50
294538	135947	CARRIER CORPORATION	2,446.00
294541	132061	CITY OF OMAHA	35.00
294543	133818	CONNECTIVITY SOLUTIONS MFG INC	13,463.49
294549	134721	CYC CONSTRUCTION INC	48,645.05
294557	136258	DOUGLAS COUNTY ENGINEER	4,400.00
294560	131927	MBB INC	20.88
294564	136982	NRR INC	6,055.83
294573	136799	HOOPER HEATING & COOLING LLC	4,100.00

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Check No	Vend No	Vendor Name	Amount
294581	106314	KIRKHAM MICHAEL & ASSOCIATES INC	1,649.50
294590	058775	LAMP RYNEARSON ASSOCIATES INC	12,843.21
294593	131695	PATTI L LONG	18.83
294599	136991	BRENDA MC PHAULL	58.12
294615	136993	KIMBERLY J PIRRONE	73.80
294618	132369	RAY MARTIN COMPANY	44,891.40
294684	134768	DARDEN-GLOEB-REEDER, INC.	14,310.00
294686	136245	DONOVAN PROPERTIES LLC	25.46
294689	136678	K C PETERSEN CONSTRUCTION CO	7,056.00
294691	136147	MCKINNIS ROOFING & SHEET METAL INC	37,825.00
294698	136676	RONCO CONSTRUCTION CO INC	221,324.40
294715	011180	ALLIED CONSTRUCTION SERVICES	2,640.00
294723	133174	ENCOREONE LLC	80.00
294731	135051	APPLES & MORE A TEACHERS STORE	207.94
294746	135245	BAHR VERMEER HAECKER ARCHITECTS	2,238.00
294752	099646	BARNES & NOBLE BOOKSTORE	378.64
294761	133480	BERINGER CIACCIO DENNELL MABREY	550.00
294785	099431	BUSINESS MEDIA INC	3,894.00
294788	023831	CALLOWAY HOUSE INC	3,190.13
294795	024067	CARSON DELLOSA PUBLISHING	351.92
294799	024270	CENTERING CORPORATION	85.50
294807	106251	CHILDRENS HEALTH MARKET INC	200.75
294809	099222	CLASSROOM DIRECT	491.72
294815	106902	COMMUNICATION SERVICES INC.	471.00
294822	132170	CORMACI CONSTRUCTION INC	36,919.89
294823	100300	CREATIVE TEACHING PRESS INC	28.64
294847	032800	DEMCO INC	3,683.29
294861	131797	DIRECT ADVANTAGE	2,055.66
294865	136245	DONOVAN PROPERTIES LLC	1,549.34
294875	103050	DRAPHIX, LLC	535.64
294901	102791	ERIC ARMIN INC	1,057.30
294907	130632	DANIELSON ENTERPRISES INC	201.25
294935	044891	GOPHER/PLAY WITH A PURPOSE	925.60
294944	097900	GUIDANCE GROUP INC	51.93
294949	101931	HANCOCK FABRICS	81.61
294953	047855	HARCOURT INC	0.00
294977	048710	HIGHSMITH COMPANY INC	73.99
294996	049850	HY-VEE INC	59.94
295025	109138	JOSEPHSON INSTITUTE OF ETHICS	1,859.10
295045	099217	LAKESHORE LEARNING MATERIALS	11,732.77
295066	131397	LOWE'S HOME CENTERS INC	75.53
295072	063920	MARCO PRODUCTS INC	46.95
295085	133898	MCGILL RESTORATION INC.	61,742.00
295119	134532	MORRISSEY ENGINEERING INC	37,750.00
295146	068445	NEBRASKA FURNITURE MART INC	227.00
295163	100013	OFFICE DEPOT 84133510	2,410.88

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Check No	Vend No	Vendor Name	Amount
295213	102423	PRIMARY CONCEPTS	235.40
295230	100642	REALLY GOOD STUFF INC	40.93
295246	079310	ROCKBROOK CAMERA CENTER	184.50
295253	079440	ROSENBAUM ELECTRIC INC	3,066.93
295273	081880	SCHEMMER ASSOCIATES INC	1,375.00
295286	082475	SCIENCE KIT & BOREAL LABS LLC	147.19
295288	135102	SEAT SACK INC	865.00
295292	082910	SECURITY EQUIPMENT INC	590.00
295302	131887	SIEMENS BUILDING TECHNOLOGIES INC.	6,937.50
295303	102875	SIGNEX INC	10.00
295320	134733	SPORTS IMPORTS INC	1,793.00
295339	088654	TARGET	146.04
295349	108099	THIELE GEOTECH INC	46.00
295375	102846	ULTIMATE OFFICE INC	370.00
295380	133322	UNIVERSAL RESTORATION INC	864.00
295399	094174	WEST MUSIC COMPANY	534.84
295400	105619	WESTERN TRAILER LEASING INC	150.00
295420	100578	WT COX SUBSCRIPTIONS INC	216.23
295423	101717	YOUTHLIGHT INC.	52.85
Total for SPECIAL BUILDING			642,671.49
294484	135287	CONSTRUCT INC	557,254.80
294510	106653	UPLAND CONSTRUCTION CO	19,350.00
294513	132882	PPE INC	1,927.00
294528	133480	BERINGER CIACCIO DENNELL MABREY	5,729.07
294596	134668	MAGNUM RESOURCES INC	3,382.00
294601	107470	MCGILL ASBESTOS ABATEMENT CO.	2,850.00
294624	082350	SCHOOL SPECIALTY INC	143.39
294650	134607	KONICA MINOLTA PRINTING SOLUTIONS	107,848.00
294669	134798	NEW VISION COMMUNICATIONS INC	66,119.30
294703	010040	A & D TECHNICAL SUPPLY CO INC	117.24
294730	012989	APPLE COMPUTER, INC.	598.50
294815	106902	COMMUNICATION SERVICES INC.	479.70
294863	107232	DLR GROUP INC	1,543.09
294940	044950	GRAINGER INDUSTRIAL SUPPLY	421.65
294974	132423	HEWLETT PACKARD CO	3,589.95
295000	108348	INDEPENDENT SYSTEMS INC	960.00
295038	134607	KONICA MINOLTA PRINTING SOLUTIONS	1,765.00
295045	099217	LAKESHORE LEARNING MATERIALS	897.00
295102	102870	MIDLAND COMPUTER INC	291.85
295146	068445	NEBRASKA FURNITURE MART INC	6,854.94
295349	108099	THIELE GEOTECH INC	6,909.00
295368	136278	TRI STATE SEEDING INC	2,360.00
295372	135505	TY'S OUTDOOR POWER & SERVICE INC	1,546.22
Total for CONSTRUCTION			792,937.70
294486	135201	DOANE COLLEGE	277.50

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Check No	Vend No	Vendor Name	Amount
294509	068840	UNIVERSITY OF NEBRASKA AT OMAHA	824.56
294514	134185	KRISTEN R ALLAN	100.70
294535	135789	LINDA S BURKE	29.99
294558	132341	DOUGLAS/SARPY EXTENSION SERVICE	50.00
294563	133449	CAROL S GROSETH	9.12
294568	133487	PEARSON/HARCOURT ASSESSMENT INC	1,196.00
294571	135616	BAILEY HEMPHILL	288.00
294575	133397	HY-VEE INC	313.37
294584	055039	KRISTI J KOZAK	104.99
294588	058755	LIDLAW TRANSIT INC	16,493.70
294597	136990	JOHN MALONEY	386.18
294606	107416	NATIONAL GEOGRAPHIC SOCIETY	140.00
294607	135913	SUSAN E NELSON	211.19
294612	100013	OFFICE DEPOT 84133510	588.40
294620	135878	KRISTEN REEVES	800.00
294625	136994	MICHELLE S SIMPSON	211.00
294634	131112	LINDA WALTERS	78.75
294637	093989	DIANA L WEIS	141.18
294646	135201	DOANE COLLEGE	277.50
294649	136331	LINDA HARTIN	360.00
294655	068340	NEBRASKA ASSOCIATION FOR GIFTED	150.00
294663	130851	SEARCH INSTITUTE	2,460.00
294725	069689	AMSAN LLC	120.47
294742	013511	ATTAINMENT COMPANY INC	2,982.50
294769	102043	BOOKS ARE FUN LTD	80.00
294790	134015	CAMILLES SIDEWALK CAFE	20.63
294826	137029	KARI CRONICAN	80.00
294834	137030	LAURA CUSHING	160.00
294835	130731	D & D COMMUNICATIONS	750.00
294837	131003	DAILY RECORD	7.40
294846	099249	DELTA EDUCATION LLC	120.74
294872	133130	DOUGLAS SARPY 4H OFFICE	887.00
294884	135622	ELIZABETH CLAIRE INC	600.00
294889	037525	EDUCATIONAL SERVICE UNIT #3	480.00
294953	047855	HARCOURT INC	1,578.89
294957	137032	SHIRLEY HASCHE	160.00
294959	136859	HAWK WOODWORKING INDUSTRIES LLC	3,557.30
294968	048517	GREENWOOD PUBLISHING GROUP INC	345.10
294970	135616	BAILEY HEMPHILL	225.00
294975	137033	CANDY HIGGINS	200.00
294982	045329	HMS BROWN BAGGERS	167.65
294993	133397	HY-VEE INC	93.16
294994	132878	HY-VEE INC	40.42
294996	049850	HY-VEE INC	45.12
294999	136223	IMAGESTUFF.COM INC	1,267.20
295032	131177	ANDREA L KIDD	259.43

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Check No	Vend No	Vendor Name	Amount
295034	137034	KEVIN KLEINSASSER	400.00
295045	099217	LAKESHORE LEARNING MATERIALS	1,102.25
295053	136240	VOYAGER EXPANDED LEARNING	655.55
295064	099965	LOVE AND LOGIC INSTITUTE INC	790.00
295068	057770	LRP PUBLICATIONS INC	59.40
295124	137052	DEVONYE J MULLINS	48.61
295137	130948	NATIONAL PEN CORPORATION	388.51
295156	069936	NOVEL UNITS INC	43.72
295180	071567	PAPILLION/LAVISTA HIGH SCHOOL	67.50
295190	102699	PEARSON EDUCATION	85.07
295201	072500	PIECES OF LEARNING	156.65
295222	078170	RAINBOW PRESS INC	20.00
295262	081491	SAGE PUBLICATIONS, INC.	691.28
295264	081630	SAM'S CLUB DIRECT	225.71
295279	082140	SCHOLASTIC MAGAZINES	632.75
295339	088654	TARGET	142.89
295344	132974	TEACHING STRATEGIES INC	178.75
295348	133742	TEST MEDICAL SYMPTOMS AT HOME INC	1,486.67
295389	137031	ERICA WALKER-ARNOLD	180.00
295408	136322	TAMARA J WILLIAMS	25.95
Total for GRANT FUND			47,101.40
294492	099045	MUTUAL OF OMAHA COMPANIES	100,511.27
294642	136587	COVENTRY HEALTH CARE OF NEBRASKA	112,847.82
Total for			213,359.09
294505	106416	RIFE CONSTRUCTION INC	3,730.00
294711	102832	ADVANCED OFFICE INTERIORS CORP	5,043.06
294785	099431	BUSINESS MEDIA INC	1,310.00
294806	024652	CHILDCRAFT EDUCATION CORP	298.98
294818	026057	CONTROL MASTERS INC	4,465.00
294875	103050	DRAPHIX, LLC	246.88
294974	132423	HEWLETT PACKARD CO	40.00
295102	102870	MIDLAND COMPUTER INC	140.83
295155	069930	NOVA HEALTH EQUIPMENT COMPANY	6,000.00
295226	078420	RAWSON & SONS ROOFING, INC.	15,000.00
295253	079440	ROSENBAUM ELECTRIC INC	21,901.00
295283	135488	SCHOOL NURSE SUPPLY	522.74
295373	135716	TYCON ELECTRIC INC	280.00
295382	090900	UNIVERSITY PUB, INC.	3,562.00
Total for DEPRECIATION			62,540.49
294499	134171	NEBRASKA STORY ARTS	325.00
294556	130648	DOSTALS CONSTRUCTION CO INC	4,100.00
294643	108436	COX COMMUNICATIONS INC	223.96
294652	065438	MILLARD NORTH HIGH SCHOOL	270.87
294660	108152	DAVID M. NIEVES	300.00
294694	132166	PATRICIA M KUSEK	70.00

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Millard Public Schools

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Check No	Vend No	Vendor Name	Amount
294705	130990	A.A. HORWATH AND SONS	3,740.00
294728	137047	MARK ANDREWS	35.00
294748	136339	AIMEE BAKER	70.00
294749	135322	ALEXANDER BAKER	80.00
294782	136341	RAYNEE BUCKLEY	80.00
294783	136700	ZACH BURKLUND	40.00
294803	136132	ABBY CHARVAT	70.00
294820	135694	JUSTINE COOPER	80.00
294857	099220	DICK BLICK CO	43.95
294873	135695	AMANDA D DOWNING	80.00
294882	136361	NICHOLAS EARDENSOHN	90.00
294901	102791	ERIC ARMIN INC	12.50
294906	136342	KEVIN FALCK	97.50
294909	135766	KAITLYN FEDER	80.00
294946	135078	SHANNON GUY	144.00
294966	137044	KASSIE HEEB	22.50
294967	137051	TYLER R HEGER	41.37
294974	132423	HEWLETT PACKARD CO	1,617.22
294976	135702	KYLEE HIGGINSON	97.50
294983	135313	RACHEL HOGAN	85.00
294984	136879	RYAN HOGAN	42.50
294997	135517	KAREN ILLG	110.00
294998	134557	ELLEN R ILLG	144.00
295004	100928	J.W. PEPPER & SON INC.	529.74
295012	136054	NICK JOBEUN	105.00
295024	134980	ABIGAIL C JORGENSEN	156.00
295036	136126	JUSTIN A KOFOED	80.00
295037	135858	TYLER PAUL KOHLES	32.50
295040	137045	ALYSON KRIZ	80.00
295042	137046	LAURA KUHN	75.00
295057	136811	JEFFREY LIBOV	17.50
295086	136364	ELIZABETH MCGINN	110.00
295102	102870	MIDLAND COMPUTER INC	290.00
295150	137043	ERIN NELSON	22.50
295151	136702	TREVOR NELSON	80.00
295163	100013	OFFICE DEPOT 84133510	22.52
295166	070245	OHARCO DISTRIBUTORS	291.07
295171	071138	ORIENTAL TRADING COMPANY	18.54
295175	135697	JACOB PAASCH	80.00
295177	135566	MEGAN PALIK	105.00
295219	135698	CHAELI QUANDT	40.00
295241	134996	BECCA RICE	24.00
295254	134997	KATHERINE ROUNDS	168.00
295307	136131	BRENDON SMITH	90.00
295326	136465	JAKE STAUFFER	135.00
295327	132984	MARIAH STAUFFER	35.00

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Millard Public Schools

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Check No	Vend No	Vendor Name	Amount
295385	135653	BILLY VINOVIK JR	35.00
295397	135522	AMANDA WEIHL	110.00
295398	134999	FAWN WEIHL	110.00
295413	135714	ALEXIS WONG	97.50
295422	135390	CANDACE YONG	97.50
Total for ACTIVITY FUND			15,230.24
Report Total			3,934,056.31

October 1, 2008

TO: Board Members

FROM: Amy Friedman

RE: Employees of the Month

The Employees of the Month for October are Kim Rannells, 6th grade teacher at Kiewit Middle School, and Sue Wolfe, paraprofessional at the Young Adult Program.

AF:sp

AGENDA SUMMARY SHEET

AGENDA ITEM: Approval of Policy 6000

MEETING DATE: October 6, 2008

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: Approval of Policy 6000
Curriculum, Instruction, and Assessment: General Policy Statement

ACTION DESIRED: Approval

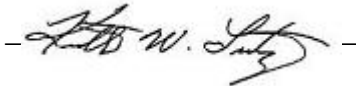
BACKGROUND: The proposed policy changes are consistent with the recommendations of the Curriculum Management Audit.

RECOMMENDATIONS: Approve revise Policy 6000

STRATEGIC PLAN REFERENCE: None

TIMELINE: N/A

RESPONSIBLE PERSON(S): Mark Feldhausen, Carol Newton, Nancy Johnston, Charlene Snyder, and Kim Saum-Mills

SUPERINTENDENT'S APPROVAL:  -

BOARD ACTION:

Curriculum, Instruction, and Assessment

General Policy Statement

6000

The professional staff of the Millard Public Schools is responsible for the development, improvement, and maintenance of a comprehensive educational program that consists of curriculum, instruction, assessment, and staff development~~of instruction~~ which is in accordance with federal regulations, the provisions of the constitution of the state, the acts of the legislature, the rule and regulations of the state board of education, and the policies, and rules~~regulations, and strategic plan~~ of the Millard Board of Education, District strategic plan, and administrative regulations.

Legal Reference: Neb. Rev. Stat. 79-526 district boards; schools; supervision and control, Title 92, Nebraska Administrative Code, Chapter 10

Policy adopted: (revised) June 15, 1992

Revised: June 15, 1992; November 10, 1997; April 19, 1999; xxxxx, 2008

Reaffirmed: October 3, 2005

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

AGENDA ITEM: Approval of Policy 6010

MEETING DATE: September 15, 2008

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: Approval of Policy 6010
Curriculum, Instruction, and Assessment: Comparability

ACTION DESIRED: Approve

BACKGROUND: The proposed policy changes are consistent with the recommendations of the Curriculum Management Audit.

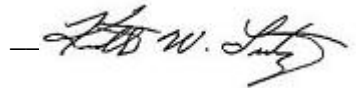
RECOMMENDATIONS: Approve revised Policy 6010

STRATEGIC PLAN REFERENCE: None

TIMELINE: N/A

RESPONSIBLE PERSON(S): Mark Feldhausen, Carol Newton, Nancy Johnston, Charlene Snyder, and Kim Saum-Mills

SUPERINTENDENT'S APPROVAL: _____



BOARD ACTION:

Curriculum, Instruction, and Assessment

Comparability

6010

It shall be the policy of the Millard Public Schools to provide comparable curriculum, instruction ~~and~~ assessment, [and staff development](#) to each school in the District.

Legal Reference: Title IX U.S.C.

Policy Adopted: January 10, 1983

Revised: May 3, 1999; [xxxxx,2008](#)

Reaffirmed: November 21, 2005

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET**AGENDA ITEM:** Approval of Policy 6690**MEETING DATE:** October 6, 2008**DEPARTMENT:** Educational Services**TITLE AND BRIEF DESCRIPTION:** Approval of Policy 6690
Curriculum, Instruction, and Assessment: Alternative Education Program**ACTION DESIRED:** Approval**BACKGROUND:** The proposed policy and rule is based upon the findings and recommendations of the Alternative Education task force and Educational Services Division as set forth in the report to the Board of Education on June 9, 2008. This report was assembled in response to the Board of Education's Goal #4 to the Superintendent,

"The Superintendent will review the current Alternative Middle School, High School and New Frontier programs and redesign and/or develop a comprehensive Alternative Program for Grades 6 - 12 and also determine the future needs of this type of program and develop a Framework for its implementation including curriculum and facility requirements."

RECOMMENDATIONS: Approve Policy 6690**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** N/A**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Charlene Snyder**SUPERINTENDENT'S APPROVAL:** **BOARD ACTION:**

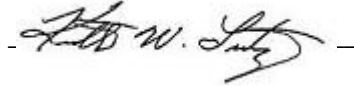
Alternative Education Program

6690

An Alternative Education Program shall be offered by the Millard School District to students whose needs cannot be met effectively in the regular school setting.

Policy Approved: , 2008

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET**AGENDA ITEM:** Approval of Rule 6010.1**MEETING DATE:** September 15, 2008**DEPARTMENT:** Educational Services**TITLE AND BRIEF DESCRIPTION:** Approval of Rule 6010.1
Curriculum, Instruction, and Assessment: Comparability**ACTION DESIRED:** Approve**BACKGROUND:** The proposed rule changes are consistent with the recommendations of the Curriculum Management Audit.**RECOMMENDATIONS:** Approve revised Rule 6010.1**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** N/A**RESPONSIBLE PERSON(S):** Mark Feldhausen, Carol Newton, Nancy Johnston, Charlene Snyder, and Kim Saum-Mills**SUPERINTENDENT'S APPROVAL:****BOARD ACTION:**

Curriculum, Instruction, and Assessment

Comparability of Curriculum, Instruction and Assessment

6010.1

The superintendent or his/her designee, prior to the commencement of each school year, shall collect such information necessary to enable him/her to determine the comparability of resources provided to schools of the district. The following district identified areas must be considered and provided:

1. Curriculum resources
2. Instructional resources
3. Assessment resources
4. [Staff development resources](#)

All information collected shall be retained as evidence of implementation of the district's policy of comparability. Any adjustments deemed necessary based upon the data collected shall be made accordingly; provided, however, the district is not required to provide services outside the regular classroom or school program.

Rule Approved: January 10, 1983

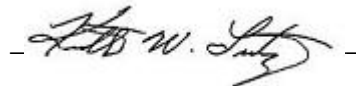
Revised: May 3, 1999; [xxxxx, 2008](#)

Reaffirmed: December 5, 2005

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET**AGENDA ITEM:** Approval of Rule 6690.1**MEETING DATE:** October 6, 2008**DEPARTMENT:** Educational Services**TITLE AND BRIEF DESCRIPTION:** Approval of Rule 6690.1
Curriculum, Instruction, and Assessment: Alternative Education Program**ACTION DESIRED:** Approval**BACKGROUND:** The proposed policy and rule is based upon the findings and recommendations of the Alternative Education task force and Educational Services Division as set forth in the report to the Board of Education on June 9, 2008. This report was assembled in response to the Board of Education's Goal #4 to the Superintendent,

“The Superintendent will review the current Alternative Middle School, High School and New Frontier programs and redesign and/or develop a comprehensive Alternative Program for Grades 6 - 12 and also determine the future needs of this type of program and develop a Framework for its implementation including curriculum and facility requirements.”

RECOMMENDATIONS: Approve Rule 6690.1**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** N/A**RESPONSIBLE PERSON(S):** Mark Feldhausen, Nancy Johnston, Charlene Snyder**SUPERINTENDENT'S APPROVAL:**

BOARD ACTION:

Alternative Education Program

6690.1

The Millard School District's Alternative Education Programs will include, but not be limited to, full school day, multi-year, educational programs. These programs will provide more individualized instruction, an innovative and rigorous curriculum, and a caring, structured environment. Alternative Education Programs will also address the needs of those students who have dropped out, who are at risk of dropping out and who wish to earn their diplomas, who have not met the District's Essential Learner Outcome assessment requirements for graduation, and who have been expelled or subjected to a long-term suspension.

The District's Alternative Education Program will consist of, but not be limited to:

- A. The Middle School Alternative Program (MSAP).
- B. School-within-a-school programs that provide transition services between levels for students who may be at risk and that may be provided at each high school as warranted.
- C. Millard Learning Center/Millard Horizon High School.
- D. A Night School program and Credit Recovery program.
- E. A specific off-campus program that will provide long-term suspended and/or expelled students with opportunities that might allow them to acquire sufficient credits so as to stay on track for graduation.
- F. Programs for students seeking innovative or challenging curriculum outside the scope of traditional instructional methodology and courses correlated with career and world of work concepts/issues.

Legal References: *Neb. Rev. Stat. 79-266*

Rule Approved: , 2008

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET**AGENDA ITEM:** LEP Plan for 2009-2010 School Year for State Aid**MEETING DATE:** October 6, 2008**DEPARTMENT:** Educational Services and General Administration**TITLE AND BRIEF DESCRIPTION:** LEP Plan for 2009-2010 School Year for State Aid**ACTION DESIRED:** Approve Plan

BACKGROUND: For the certification of 2009/10 State aid, every school district is required to designate a maximum limited English Proficiency Allowance. The designation may be zero dollars or it may be an estimated dollar amount greater than zero dollars. This designation must be filed with the Department of Education on or before October 10, 2007. If a school district elects to designate a maximum Limited English Proficiency Allowance greater than zero dollars, the school district must also file a Limited English Proficiency Plan, Sections II and III, on or before October 10, 2008.

RECOMMENDATIONS: Approve LEP Plan as submitted.**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** Immediate implementation**RESPONSIBLE PERSON(S):** Mark Feldhausen and Ken Fossen**SUPERINTENDENT'S APPROVAL:** **BOARD ACTION:**

**2009/10
ESTIMATED EXPENDITURES FOR
LIMITED ENGLISH PROFICIENCY PROGRAM**

County/District Number: 28-0017
District Name: Millard Public Schools

Section I.

The school district declines to designate a maximum Limited English Proficiency allowance for State Aid purposes by reporting 0.00 dollars.

Authorized Signature

Date

- Sign and date Section I.
- Make a copy of Section I for the school district's records.
- Submit the original completed form, **on or before October 10, 2008** to:
Nebraska Department of Education
School Finance & Organization Services
PO Box 94987
Lincoln, NE 68509
- No further action is required of the school district.

A school district that elects to designate a maximum Limited English Proficiency Allowance greater than zero dollars shall complete only Section II and Section III.

**2009/10
ESTIMATED EXPENDITURES FOR
LIMITED ENGLISH PROFICIENCY PROGRAM**

County/District Number: 28-0017
District Name: Millard Public Schools

Section II.

The school district elects to designate a maximum Limited English Proficiency allowance greater than zero dollars for State Aid purposes.

A Worksheet for Estimating 2009/10 Limited English Proficiency Program Expenditures (Worksheet) may be found on the Education Support Services Home Page (<http://ess.nde.state.us>). If using the Worksheet, the dollar amount estimated on 1150-800 Total Estimated Limited English Proficiency Expenditures should be entered below. **Do not include Federal Funds when estimating these expenditures.**

If this Section contains a dollar amount greater than 0.00, the school district must also complete and file the 2009/10 Limited English Proficiency Plan found in Section III.

1150-800	Total Estimated Limited English Proficiency Expenditures	626556.92
	X	.85
1150-900	Estimated Limited English Proficiency Allowance	532573.38

The 2009/10 Limited English Proficiency Allowance will be the lesser of the amount on 1150-900 Estimated Limited English Proficiency Allowance or a calculated amount based on the provisions of Section 79-1007.08(2).

Go to Section III and complete the 2009/10 Limited English Proficiency Plan.

2009/10 LIMITED ENGLISH PROFICIENCY PLAN

County/District Number: 28-0017
District Name: Millard Public Schools

Section III.

In order to be approved for the Limited English Proficiency Allowance in State Aid, the school district's Limited English Proficiency Plan shall include an explanation of how the school district will address Items 1 through 4 listed below for school year 2009/10. Item 5 is available if a school district has other items their Limited English Proficiency Plan addresses that the school district wishes to include.

1. Identification of students with limited English proficiency.

The Millard Public School District identifies students who are limited English proficient through the following process:

- A. During the general registration process, if a family indicates a language other than English is spoken in the home, the family is asked to complete the Home Language Survey.
- B. A standardized English language proficiency assessment will be administered to students identified through the Home Language Survey.
- C. The tester will complete the following tasks:
 1. Administer the MAC II Test of English Proficiency for the appropriate age/grade level.
 2. Collect an additional writing sample, which is scored.
 3. Interview the parent or guardian who accompanied the student to the testing location using the Parent/Guardian Interview form.
 4. Criteria have been established to determine qualification for English Language Learner services.
 5. Cut scores for the MAC II Test of English Language Proficiency have been set by the district in accordance with information provided in the testing materials.
 6. Documentation of assessment results will be maintained by the English Language Learner Department Head and/or English Language Learner teachers.
 - a. A separate LEP/ELL file will be maintained for each LEP/ELL student
 - b. Student information pertinent to the LEP/ELL Program will be stored in the district student database system.
- D. Identification and enrollment of LEP/ELL students occurs year-round. The LEP/ELL Department Head is provided an extended contract with an additional twenty days to assist with the identification and enrollment during summer months.

2. Instructional approaches.

There are many program models for students who are acquiring English as an additional language. Because we serve a population that is very diverse in language and culture, the

2009/10 LIMITED ENGLISH PROFICIENCY PLAN

County/District Number: 28-0017
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LEP/ELL Program in Millard is a content-based language development program in which students are grouped by language ability level, which includes five levels of language proficiency.

Group assignments are flexible and temporary, hanging according to the learners' needs. Students spend the majority of the school day mainstreamed in the regular education program, receiving relevant, meaningful support services from highly trained LEP/ELL teachers in LEP/ELL classes. Typically, a student will spend two to four years in the LEP/ELL Program. After the student has met the basic requirements and is exited to regular education, he or she will be monitored for a period of two years to assure success in the regular education program.

Within the content area classrooms, the teachers of LEP/ELL students are being trained in methods of sheltered instruction. The model we have chosen is the Sheltered Instruction Observation Protocol, which serves as an instructional framework under which other effective instructional approaches reside such as cooperative learning, sheltered instructional strategies, and differentiated instruction. The SIOP Model has been implemented for the purpose of promoting student achievement of English Language Learners in their content courses. Expansion of the SIOP Model will be continued over the next few years.

The Sheltered Instruction Observation Protocol, SIOP, Model was developed during a seven-year research project (1996-2003) for the Center of Research on Education, Diversity & Excellence, funded by the Institute for Education Sciences, U.S. Department of Education.

In addition, ELL teachers are familiar with the state standards in English and Language Arts and ELL guidelines set forth by the state of Nebraska for K-12 learners. LEP/ELL teachers have been trained in the theoretical principles of second language acquisition and receive on-going staff development in best practices for teaching limited English proficient (LEP) students. General education teachers were provided training through the Association of Supervision and Curriculum Development (ASCD) Conference, Teaching English to Speakers of Other Languages (TESOL) and district provided staff development sessions. Paraprofessionals were provided training select-a-session workshops during designated staff development days.

Like their peers, LEP/ELL students are monitored throughout the school year using AimsWeb progress monitoring to determine if interventions are assisting them in attaining literacy skills. If additional interventions are needed, staff members identify those needs through team and student intervention meetings. Staff members will work closely with the district ELL interventionist to provide appropriate research-based interventions and resources.

Selected Millard Public Schools staff members were trained in the ELL/MIT/MDT identification process, which assists them in better identifying the needs of their students. We will continue to provide opportunities for staff development for teachers and paraprofessionals of LEP/ELL students.

2009/10 LIMITED ENGLISH PROFICIENCY PLAN

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3. Assessment of such students' progress toward mastering the English language.

The English Language Learner Program Goals and Outcomes document has been written by Millard teachers and is the curriculum that guides instruction. Lessons in the LEP/ELL classroom are centered on the four domains of language: Reading, writing, speaking and listening.

Teachers often plan instruction around content themes to maximize opportunities for students to acquire language and concepts. Multiple teaching strategies and grouping patterns are used to maximize student involvement in classroom activities. A variety of interactive and independent formats are used to develop students' critical thinking skills a concept knowledge.

The Student Progress Rubric/Checklist of Essential Learning was developed and implemented to measure student progress. Teachers are currently developing common formative assessments as they work within the LEP/ELL Professional Learning Community.

Students progress through the five levels of language proficiency based on the evidence from the rubric/checklist and formative assessments. After students reach Level 5: Advanced and have met at least two of three program requirements, they are redesignated as English fluent and exit the program. During the two year transition period following completion of program requirements, students are monitored for academic success in the regular education program.

4. An evaluation to determine the effectiveness of the elements of the Limited English Proficiency Plan.

The program is continually evaluated through the Millard Education Program Curriculum Cycle. In addition, student and program evaluation occur in the following ways:

- A. English language development and English language proficiency is continually assessed and monitored for all students. Information sources may include:
 - 1. Performance on standardized achievement tests
 - 2. Standardized language proficiency tests
 - 3. English oral, reading and written skills as measured by the Student Progress Rubric/Checklist of Essential Learning
 - 4. Year-to-year test scores
 - 5. Teacher observation
 - 6. Parental observations and feedback
 - 7. Records on length of time from entry to transition and/or exit from program
 - 8. Grades in core classes
 - 9. Graduation rates
- B. Program implementation practices are continually evaluated for effectiveness by a review of policies and procedures, and collection and analysis of data, including:

2009/10 LIMITED ENGLISH PROFICIENCY PLAN

County/District Number: 28-0017

District Name: Millard Public Schools

1. Process of identifying potential LEP/ELL students
2. Process and materials used for assessment of English language proficiency
3. Program of services for eligible students
4. Provision of appropriate resources consistent with program design and student needs
5. Criteria considered for students transitioning into the regular education program
6. Documentation of services and student performance

5. Other.

Target elementary school, middle school and high school LEP/ELL site schools with additional staffing points to provide smaller class sizes and support staff to assist with students who are not meeting expected district learner outcomes. Additional staffing at the middle level was provided, along with the addition of a bilingual liaison and Interventionist focused on the needs of LEP/ELL students during 2008-09 school year.

As the District continues to grow in student population, and with increase in the number and varied needs of limited English proficient students, along with the potential parameters of the Learning Community, we predict that the LEP/ELL student population will continue to grow. We anticipate the need to increase the number of current staff from 1.5 to 2.0 teachers per elementary site and an additional .5 at the middle level. There may also be a need to provide an additional elementary site beginning with the 2009-10 school year dependent upon available resources.

Late buses will be provided to each of the four elementary sites and the middle level site for LEP/ELL students who need to stay after school for assistance in work completion and additional instruction dependent upon available resources and individual student needs. Adult LEP/ELL classes are provided by Metro Community College and are hosted by Millard South High School.

Programs for family literacy and parent outreach, such as literacy and math nights, LEP/ELL Family Night, informational parent meetings and field trips for the purpose of making connections with the community are offered frequently throughout the school year.

Two bilingual liaisons are employed to increase communication between family and school. Fifty-seven percent of our LEP/ELL families speak Spanish; therefore, the translation of selected district documents is being completed with the first being the Millard Public Schools Student Code of Conduct. An annual review will determine future documents to be translated.

A list of preferred bilingual translators and interpreters is maintained by the district. Such interpreters and translators are hired on an as-needed basis to facilitate communication between families and school. The district maintains a subscription to Language Line, a language interpretation service, to facilitate communication to families.

2009/10 LIMITED ENGLISH PROFICIENCY PLAN

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Summer school programs at all levels are implemented. The bilingual liaisons are paid additional contract hours to facilitate communication during summer school. Transportation is provided for LEP/ELL students attending summer school. An after-school program was implemented at the middle level ELL program site.

The district will continue to provide a preschool program for students whose home language is other than or in addition to English as reported by parents on the Home Language Survey. Free tuition is provided along with a half or full day options. Family activities continue to be provided once per month to encourage parental involvement and participation in the school community. The Millard Public Schools Family Resource Center provides free resources in multiple languages.

A possible replacement for the Maculaitis Assessment of Competencies (MAC) II Test of English Language Proficiency is under review and may be in use for the 2009-10 school year.

Authorized Signature

Date

- Sign and date Section III.
- Make a copy of Section II and Section III for the school district's records.
- Staple the original 2009/10 Limited English Proficiency Plan to the original 2009/10 Estimated Expenditures for Limited English Proficiency Program.
- Submit the original completed forms, **on or before October 10, 2008** to:
Nebraska Department of Education
School Finance & Organization Services
PO Box 94987
Lincoln, NE 68509

AGENDA SUMMARY SHEET**AGENDA ITEM:** Poverty Plan for 2009-2010 School Year for State Aid**MEETING DATE:** October 6, 2008**DEPARTMENT:** Educational Services and General Administration**TITLE AND BRIEF DESCRIPTION:** Poverty Plan for 2009-2010 School Year for State Aid**ACTION DESIRED:** Approve Plan**BACKGROUND:** For the certification of 2009/10 State aid, every school district is required to designate a maximum Poverty Allowance (Nebraska State Statute 79-1013). The designation may be zero dollars or it may be an estimated dollar amount greater than zero dollars. This designation must be filed with the Department of Education on or before October 10, 2007. If a school district elects to designate a maximum Poverty Allowance greater than zero dollars, the school district must also file a Poverty Plan, Sections II and III, on or before October 10, 2008.**RECOMMENDATIONS:** Approve Poverty Plan as submitted.**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** Immediate implementation**RESPONSIBLE PERSON(S):** Mark Feldhausen and Ken Fossen**SUPERINTENDENT'S APPROVAL:** **BOARD ACTION:**

**2009/10
ESTIMATED EXPENDITURES FOR
POVERTY PROGRAM**

County/District Number: 28-0017
District Name: Millard Public Schools

Section I.

The school district declines to designate a maximum Poverty Allowance for State Aid purposes by reporting 0.00 dollars.

Authorized Signature

Date

- Sign and date Section I.
- Make a copy of Section I for the school district's records.
- Submit the original completed form, **on or before October 10, 2008** to:
Nebraska Department of Education
School Finance & Organization Services
PO Box 94987
Lincoln, NE 68509
- No further action is required of the school district.

A school district that elects to designate a maximum Poverty Allowance greater than zero dollars shall complete only Section II and Section III.

**2009/10
ESTIMATED EXPENDITURES FOR
POVERTY PROGRAM**

County/District Number: 28-0017
District Name: Millard Public Schools

Section II.

The school district elects to designate a maximum Poverty Allowance greater than zero dollars for State Aid purposes.

A Worksheet for Estimating 2009/10 Poverty Program Expenditures (Worksheet) may be found on the Education Support Services Home Page (<http://ess.nde.state.ne.us>). If the school district uses the Worksheet, the dollar amount estimated on 1160-800 Total Estimated Poverty Program Expenditures of the Worksheet should be entered below. **Do not include Federal Funds when estimating these expenditures.**

If this Section contains a dollar amount greater than 0.00, the school district must also complete and file the 2009/10 Poverty Plan found in Section III.

1160-800	Total Estimated Poverty Program Expenditures	571200.00
	X	.85
1160-900	Estimated Poverty Allowance	485520.00

The 2009/10 Poverty Allowance will be the lesser of the amount on 1160-900 Estimated Poverty Allowance or a calculated amount based on the provisions of Section 79-1007.06(2).

Go to Section III and complete the 2009/10 Poverty Plan.

2009/10 POVERTY PLAN

County/District Number: 28-0017
District Name: Millard Public Schools

Section III.

In order to be approved for the Poverty Allowance in State Aid, the school district's Poverty Plan shall include an explanation of how the school district will address Items 1 through 13 listed below for school year 2009/10. Item 14 is available if a school district has other items their Poverty Plan addresses that the school district wishes to include.

1. Attendance, including absence follow-up and transportation for students qualifying for free or reduced-price lunches who reside more than one mile from the attendance center.

Children who are of the mandatory attendance age (currently ages 6-18), or who are younger than mandatory attendance age and are enrolled in a Millard school, are required to attend school each day the school is open and in session, except when excused by the school principal, the student has graduated from high school, or attendance is otherwise excused by law. By District Rule, the principal determines when a student is excessively absent. This is evaluated on a daily basis.

Each day that a student is not in attendance, a phone call is made to the home to ensure the student is safe, and a reasonable excuse is given regarding their absence. This practice is done for all students Pre-K through 12.

Elementary attendance is taken two times per day while each middle and high school take attendance each period throughout the day.

If it is determined that a student is not attending school due to poverty related issues such as lack of transportation and the student qualifies for FRPLs, the district will provide transportation.

When a student does not attend school on a regular basis (even when transportation is being provided) and such student has accumulated five (5) unexcused absences in any one (1) quarter or the hourly equivalent, or if the student has accumulated twenty (20) unexcused absences per school year, or the hourly equivalent, a comprehensive plan of action is put into place which includes:

- a. Meeting with the parent/guardian(s)-One or more meetings are arranged with the school principal and/or the school social worker.
- b. Educational counseling- This strategy is used to determine whether curriculum changes including, but not limited to, enrolling the student in an alternative education program that meets the specific educational and behavioral needs of the student, would help solve the truancy problem.
- c. Educational evaluation- This may include a behavioral and/or psychological evaluation to assist in determining the specific condition, if any, contributing to the truancy problem, and is supplemented by specific interventions by the school to help remedy any condition that may be diagnosed.
- d. Further Investigation- If warranted further information is obtained regarding the truancy

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problem by the school social worker. This helps to identify conditions which may be contributing to the truancy problem. If services for the student and the student's family are determined to be needed, the school social worker becomes a liaison to appropriate community agencies for economic services, family or individual counseling, or other services.

2. Student mobility, including transportation to allow a student to continue attendance at the same school if the student moves to another attendance area within the same school district or within the same learning community.

The district operates 35 schools including 25 elementary, 6 middle and 4 high schools. Policy and rule regarding "enrollment" of students allows students the opportunity to attend their neighborhood school or to stay in a school where they started if that school is not "closed" due to capacity standards. Again, if a student is indigent, transportation is provided by contacting the business office.

The district plan in 2009-10 will be to meet the transportation requirements of Nebraska State Statute 79-611 by providing transportation to MPS students of poverty who move from one attendance area within the district or within the learning community and to non-poverty MPS students who contribute to the socio-economic diversity of enrollment at the school building he or she attends.

3. Parental involvement at the school-building level with a focus on the involvement of parents in poverty and from other diverse backgrounds.

The school district will seek parental involvement through district policy 10,000. The policy calls teams of teachers, parents, administrators and staff to lead each school improvement team and deal with many issues including those that impact students in poverty. In addition the focus will be on increasing attendance at parent/teacher conferences and regular school programs. This will likely involve offering transportation to parents of student in poverty to facilitate participation.

Administrators of Title I Schoolwide and Target Assisted buildings conduct annual parent involvement meetings to update the building Title I Parent Involvement Policy and Parent-Teacher-Student Compacts.

4. Parental involvement at the school-district level with a focus on the involvement of parents in poverty and from other diverse backgrounds.

The Millard Board of Education recognizes that strategic planning, site-based planning, and school improvement decision-making provide the opportunity for school personnel, parents, community members, and students to collaborate in the development and success of the school district. This involvement will promote increased school achievement for all students and specifically for students in poverty and will also improve the educational process.

2009/10 POVERTY PLAN

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The District will use a Strategic Planning Team consisting of administrators, parents, teachers, staff members and students to write and update the District Strategic Plan on an ongoing basis.

The strategic planning team will:

- Review the existing plan and initiate changes.
- Rewrite the plan to address critical issues.
- Recommend an implementation schedule for action plans.
- Determine which plans are operational.

This team will address issues for students in poverty.

5. Class size reduction or maintenance of small class sizes for in elementary grades.

The plan is to focus on lowering class sizes in response to our increasing populations of students in poverty.

6. Scheduled teaching time on a weekly basis that will be free from interruptions.

The MPS ensures that teaching time is free of interruption. We have increased the total minutes of uninterrupted teaching time to 1,935 minutes in each elementary school, 2,325 minutes in each middle school and 2,190 minutes in each high school. We will also increase the number of days of instruction for all levels to 180 school days.

In response to high school needs principals are given 30 hours of discretionary time so that they may work with District and State assessments and create an environment conducive to measuring student growth. Beyond this there is no disruption to instructional time.

7. Access to early childhood education programs for children in poverty.

An MEP Facilitator for Preschool/Title I – is assigned to work with Title I schools, providing staff development and support to teachers. This includes Title I preschool, and Title I Primary Classrooms.

Early Start Cody Preschool – provides 16 four-year-old low income students in a School-wide Title I building with a 5-hour day, 5 days per week preschool program. Students receive breakfast and lunch each day. The early childhood endorsed teacher and two paraprofessionals utilize the Creative Curriculum Program. The program was partially funded by an NDE Early Childhood grant for 10 years. The 2008-09 school year is the second year the district has received state aid funds for this program instead of grant funds. One paraprofessional is funded by Early Childhood Special Education, as 6 children have IEPs. The teacher and a second paraprofessional, materials for the classroom, field trips, and parent involvement activities are funded by Title I.

2009/10 POVERTY PLAN

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ELL Preschool – The ELL Preschool program was funded for two years by an NDE Early Childhood grant. The program began at one site serving 18 students with one teacher and two paraprofessionals. The program is offered at two sites, serving 36 students and utilizes the Creative Curriculum Program. The programs are located in Title I Target Assisted Schools. The 6.5 hour/day, 5 day per week preschool program includes two early childhood certified teachers and four paraprofessionals of which two are bilingual.

Title I Preschools – The district offers half-day preschool programs at four sites. Three sites are located in Title I Target Assisted Schools, and the other two sites are the next highest free/reduced percentage schools. Each session provides a 2.75 hour per day, five days a week program utilizing the Creative Curriculum Program. The programs integrate Title I eligible students, student with special needs, and students whose family pay tuition. These programs have met Rule 11 criteria and received NDE approval for three years which makes these classrooms eligible for state aid funding next year.

Family Resource Center is available for families of young children, birth to age 8, the center offers a toy lending library with a variety of materials. The center is open four half days each week and is staffed by an early childhood specialist who provides information about child development, appropriate learning activities for young children, and connects families to school and community resources. The membership fee of \$30 per month is waived for families living on a limited budget. The materials in the center and the salary of the staff are provided by Below Age Five Special Education Flex Funds.

Partners with Providers is the daycare home visitation program associated with the Parents as Teachers Program. 2.0 FTE early childhood certified teachers who are trained as Parents as Teachers Specialists visit the unlicensed daycare homes in our district Title I attendance areas. The specialists visit each home daycare every three weeks providing an in-home preschool session focusing on early literacy skills and activities. With each visit they leave a variety of materials based on a theme for the provider to use with the children in their care. Then three weeks later they return to collect the materials, conduct a preschool session, leave new materials, and instruct the provider with tips on appropriate use of materials and strategies to promote literacy.

Primary Literacy Summer Reading Programs – each school receives a proportional amount of funds to provide a summer literacy program for students who are reading below grade level in grades K-2. The formula is based on the number of free/reduced lunch students in their building. The programs operate from late June through July. Each year approximately 600 students participate for a total of 10,000 hours of instruction.

Summer Library – The elementary libraries are open one half day each week during the months of June and July. Students may checkout books from any school library.

Early Childhood Special Education -The Early Childhood Special Education program provides special education and related services to students below age 5 with disabilities. Staff members utilize the Creative Curriculum Program. The ECSE program is funded by the District and all

2009/10 POVERTY PLAN

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allowable expenses are submitted for reimbursement. The 2008-09 school year is the second year the District has received state aid for 4-year old children attending ECSE classes.

The ECSE center-based program is located in 6 elementary schools. The program operates 3 hours each AM and PM session, 4 days per week. Programs are located at: Cody-4 classes, Hitchcock-2 classes, Montclair 2 classes, Reeder-2 classes, Sandoz-1 class, Disney-1 class. Each class is staffed with 1.0 FTE ECSE endorsed teacher, .5 FTE speech-language therapist, 2 paraprofessionals, and related service providers as needed per student IEPs.

Office space for home-based program staff serving infants and toddlers with disabilities is located at Harvey Oaks and Sandoz.

8. Student access to social workers.

The Millard Public School District employs eight (8) social workers. Due to the large student population in our high schools, each has a social worker allocated to their buildings. There are three (3) traditional high schools and an alternative school. A full-time social worker is allocated to the alternative school. Even though this particular high school has fewer students, they have greater needs and those needs are met by the social worker in that building. Two social workers address the needs of students and families at our six (6) middle schools and two social workers are assigned at the elementary level. When an issue arises where any social worker may provide expertise, they do so in an expeditious manner.

Teachers, administrators and parents request assistance from these valued staff members. They are critical liaisons for a variety of services which include medical, mental health, counseling, community charities, legal assistance and other relevant government agencies.

9. Access to summer school, extended-school-day programs, or extended-school-year programs.

The plan is to provide summer school opportunities for students to take remedial classes in reading, writing and mathematics as well as enrichment and for-credit electives. Qualified students will have fees and tuition waved. Transportation for qualified students will be provided.

10. Mentoring for new and newly reassigned teachers.

New Teachers to the Millard Public School System

The Millard Public Schools has created and maintains a mandatory District Mentor and New Staff Induction Program for all first-year and newly employed certificated or licensed staff members. This plan will incorporate the use of best instructional strategies, curriculum training, mentoring, peer-coaching, and small group focused instruction. This comprehensive

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professional development plan includes culturally responsive teaching threaded throughout the three year induction experience. A detailed overview of the program is detailed below:

New Staff Induction Program Description

Year 1: Mentor, District and Building Orientations, Practical Tips for Beginning Teachers, and Curriculum Support

Year 2: Peer Coaching

Year 3: Productive Approaches for Teaching and Learning

Definitions:

A first-year staff member shall be defined as any certificated or licensed staff member who is regularly employed for the instruction of pupils and who is entering the PreK-12 teaching profession in his/her first year of contracted service in any school, public or private, in this or any other state. Individuals who have only taught as substitute teachers shall not be considered to have had a previous year of contracted service. Individuals whose previous contracted teaching experience is less than one (1) full academic year shall also not be considered to have had a previous year of contracted service.

A newly employed staff member will be defined as a certificated or licensed staff member who is entering or re-entering employment with the District, and who has one (1) or more previous full academic years of contracted teaching service in any school, public or private, in this or any other state.

A mentor will be defined as a certificated or licensed staff member who has been employed by the District for a minimum of three (3) years, who is not the first-year staff member's supervisor, or an administrator in the District, who is regularly employed by the District for the instruction of pupils, who has received mentor training, who has demonstrated the competencies necessary for successful teaching, and who initially assists a first-year or newly employed staff member toward mastery of teaching competencies. A mentor is assigned a mentee by his/her building principal or supervisor and is paid a stipend for providing mentoring services to a first-year staff member. Participation is voluntary for the mentor.

A buddy will be defined as a certificated or licensed staff member who has been identified by his/her building principal or supervisor as demonstrating the competencies necessary for successful teaching and is deemed appropriate to assist a newly employed staff member toward mastery of teaching competencies and successful assimilation into the District culture. A buddy is assigned a newly employed staff member by his/her building principal or supervisor.

A mentee will be defined as a first-year or newly employed certificated staff member who has been assigned a mentor or buddy.

A Curriculum Contact is a veteran PreK-8 specialist, effective with students and adults, who has been identified to provide support and assistance to new first-year or newly employed certificated PreK-8 specialists. Curriculum Contacts are assigned when a new specialist is the only one of his/her kind in the building. Curriculum Contacts provide specific curriculum and job

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responsibility support to new PreK-8 specialists in addition to the support provided by building mentors and/or buddies assigned by principals. A Curriculum Contact is assigned to a newly employed staff member by the Administrator of the Millard Public Schools New Staff Induction Program or by the Director of Staff Development.

A peer-coaching partner will be defined as a certificated or licensed staff member who has been selected by a 2nd year staff member and identified by his/her building principal or supervisor as demonstrating the competencies necessary for successful teaching and is deemed appropriate to act as peer coaching partner to a certificated or licensed staff member who is in his/her second year of employment with the district.

Culturally Responsive Teaching will be defined as the use of best instructional practices within a learning environment that responds to diverse populations. This includes but is not limited to differences in socio-economic status, race, ethnicity, religion, and gender.

The Mentor and New Staff Induction Program Parameters

Compliance with the requirements of Title 92, Nebraska Administrative Code, Chapter 26 for mentor teacher programs including but not limited to the following:

- a. Assignment of a mentor for each first-year or newly employed staff member. This assignment, along with supervision from the building principal, is intended to ensure support for each first-year or newly employed staff member, assistance toward the mastery of teaching competencies, and successful assimilation into the District and building culture.
- b. A first-year or newly employed staff member and a mentor will be matched whenever possible on both endorsement field and grade level preparation within the same building or within the District.

Mentoring will include but not be limited to the following:

- a. Structured or planned and informal contacts between the mentor and first-year or newly employed staff member.
- b. A written goal plan for mentoring developed by the mentor and first-year or newly employed staff member that includes activities, a time line, and provisions for mentor preparation and support.
- c. Time for the mentor and first-year or newly employed staff member to meet, observe one another's classroom teaching as well as the classroom teaching of other teachers, and to analyze and discuss the teaching of students.
- d. A needs assessment component for determining the needs of the first-year or newly employed staff member.
- e. An evaluation component to measure the effectiveness of the mentoring.
- f. Assignment of a buddy for each first-year or newly employed certificated staff member. This assignment, along with supervision from the building principal, is intended to ensure that the first-year or newly employed staff member experiences successful assimilation into the District and building culture.
- g. Provision for a mentor-in-training and mentee to access two (2) days of release time and for

2009/10 POVERTY PLAN

County/District Number: 28-0017
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- an experienced mentor or buddy and mentee to access one (1) day of release time, utilizing substitute teachers if necessary, to support mentoring and induction activity.
- h. Identification of a peer-coaching partner for each certificated or licensed staff member in his/her second year of employment with the District. This assignment, along with supervision from the building principal, is intended to ensure that this certificated or licensed staff member gains increased understanding of the Practices that Promote Successful Student Learning.

Provision for induction opportunities will include but are not limited to the following:

- a. Practical Tips for New Staffs Workshop during fall pre-opening activities.
- b. New Staff Breakfast including specified orientation time with building principal or supervisor and mentor or buddy.
- c. New Staff Orientation: Overview of Millard Education Program, Strategic Planning Process, District Initiatives, Human Resources Division, Special Education, Pupil Services, Technology, and other departments of the District.
- d. Staff Development pertinent to classroom assignments.
- e. Peer Coaching for certificated or licensed staff in their second year of employment with the District and a peer-coaching partner.
- f. Productive Approaches for Teaching and Learning graduate course for certificated or licensed staff in their third year of employment with the District.

Assignment of Responsibility for New Staff Induction

District Responsibility - The District will provide an appropriate and effective Mentor and New Staff Induction Program which will include but not be limited to the following:

- a. Orientation to District culture.
- b. Preparation and support for the mastery of the competencies necessary for successful teaching and employment.
- c. Mentor and peer coaching partner preparation and support.
- d. Support materials.
- e. Payment for two (2) days of orientation.
- f. Assessment of the needs of mentors, buddies, peer coaching partners, first-year teachers, and newly employed certificated or licensed staff members.
- g. Preparation, coordination, and support of peer coaching experiences and materials in partnership with ESU #3.
- h. Preparation, coordination, training, and support of Productive Approaches for Teaching and Learning course materials and instructors.
- i. Evaluation of mentor and induction activity effectiveness.

Building Principal or Supervisor Responsibility - Principal/supervisor support of the District's Mentor and New Staff Induction Program will include but not be limited to the following:

- a. Make appropriate mentor, buddy matches for first-year and newly employed certificated or licensed staff.
- b. Identify appropriate peer coaching partner matches for second-year certificated or licensed

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staff.

- c. Communicate expectations.
- d. Monitor and support mentor/buddy, and peer coaching activity.

Mentor Responsibility - Mentor support of the District's Mentor and New Staff Induction Program will include but not be limited to the following:

- a. Attend training.
- b. Meet and welcome first year staff member to the District and the building.
- c. Acquaint first year or newly employed staff member with District and building culture.
- d. Provide assistance with District/building expectations, routines, and policy throughout the school year.
- e. Assist first year or newly employed staff member with curriculum and instruction.
- f. Encourage, support, and challenge staff member without evaluation.
- g. Maintain and continually improve mentoring skills.

Buddy Responsibility - Buddy support of the District's Mentor and New Staff Induction Program will include but not be limited to the following:

- a. Meet/welcome first-year or newly employed staff member to the District and building.
- b. Acquaint first-year or newly employed staff member with District and building culture.
- c. Provide assistance with District/building expectations, routines, and policy.
- d. Encourage and support first-year or newly employed staff member without evaluation.

Peer Coaching Partner Responsibility – Peer coaching partner support of the District's Mentor and New Staff Induction Program will include, but not be limited to, the following:

- a. Attend peer coaching sessions and related activity.
- b. Participate in the peer coaching process as outlined and delineated in training.

First-Year and Newly Employed Staff Member Responsibility - First-year and newly employed staff members' support of the District's Mentor and New Staff Induction Program will include but not be limited to the following:

- a. Attend mentor and/or induction activity and accept mentor/induction support.
- b. Participate in peer coaching with a peer-coaching partner.
- c. Attend Productive Approaches for Teaching and Learning course.
- d. Communicate needs.

Induction Plan for Reassigned Staff

All staff new to Millard are required to participate in the New Staff Induction Program. Therefore, any transfers or reassignments have already been integrated into the District Plan. Additional support for reassigned staff members is the responsibility of the building level administrator. The school working in conjunction with New Staff Induction and Staff Development makes a building 'buddy' assignment. This way reassigned staff are inducted into the new position.

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11. Professional development for teachers and administrators, focused on addressing the educational needs of students in poverty and students from other diverse backgrounds.

Millard Public Schools is exceeding the requirements of the 2008-2009 state poverty plan requirements with a comprehensive plan to implement Culturally Responsive Teaching staff development to all 1800 certificated staff members.

Culturally Responsive Teaching can be defined as the use of best instructional practices for all students regardless of diverse backgrounds. Millard Public Schools has a three year implementation plan for Culturally Responsive Teaching during 2008-2011. In collaboration with three University of Omaha-Nebraska professors, Millard Public Schools have created this three year plan. The three UNO professors who serve as our outside consultants and staff development presenters include Dr. Nancy Edick, Dr. Sarah Edwards, and Dr. Laura Schulte. For logistic purposes of the district-wide implementation, Millard certificated staff is divided by three levels. Elementary staff, PK-12 psychologists and PK-12 special education itinerant staff will participate in 2008-2009. Middle school staff and new hires from year one's select staff will participate in 2009-2010. High school staff and new hires from year one and year two's select staff will participate in 2010-2011.

During the year staff is introduced to Culturally Responsive Teaching, they participate in a 4-hour required class sometime between August through January. The objective of this 4-hour class is as follows: "Participants will demonstrate comprehension of culturally responsive teaching by participating in interactive discussions and responding to researched based principles." Established topics for the 4-hour class include but are not limited to:

1. Consider cultural lenses of teachers and students (e.g. age, gender, race, poverty);
2. Identify what Culturally Responsive Teaching is and what it is not;
3. Identify current Culturally Responsive Teaching practices in alignment with the Millard Instructional Model;
4. Consider possible culturally responsive teaching practices and
5. Set goals for next steps to be refined during focus group sessions.

A 60-minute follow up session will be conducted by UNO in buildings between February through April of the "awareness" implementation year.

Follow up to this "awareness" implementation year is still being planned during the 2008-2009 school year and will be communicated in the 2010 NDE Poverty Plan.

In addition to the Culturally Responsive Teaching comprehensive plan, administrators continue to analyze achievement data with poverty students being one of the focus points of the analysis. Administrators brainstorm and collaborate on strategies to assist students of poverty succeed in school. Select schools entering their rewrite process of their School Improvement Plan participate in all day Data Retreats. During these Data Retreats, student data is analyzed and students of poverty are an area of focus. Strategies to improve student achievement are created and implemented through our School Improvement Process.

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12. Coordination with elementary learning centers if the school district is a member of a learning community.

Elementary Learning Centers do not currently exist. We will coordinate with the Elementary Centers when they are available.

13. An evaluation to determine the effectiveness of the elements of the Poverty Plan.

Purpose:

In accordance with Millard School Board policy and pursuant to state statute, the Poverty Plan submitted by the Millard Public Schools for the 2008 – 2009 school year and in subsequent years, shall undergo a multi-variant program evaluation. The purpose of the evaluation will be to provide a detailed description of the systems and attributes of the plan and to provide critical data that is intended to be used to determine program effectiveness and to modify, improve or discontinue ineffective practices.

Methodology:

A Meta study approach will be utilized by combining the results of the study of multi-variants (items 1 through 12 in Section III of the 2008/09 Poverty Plan) included in the plan. By combining the studies, the data will allow for a more accurate estimation of effects of these independent variables on the academic achievement of students of poverty.

Specifically, the researcher will gather both qualitative and quantitative data that will describe and determine the range and frequency of the following variables: Attendance, Mobility, Parental Involvement, Class size, Scheduled teaching time free from interruptions, Access to early childhood programs for children of poverty, Student access to social workers, Access to summer school, extended-school day, or school year programs, Mentoring for new and newly assigned teachers, Professional development for teachers and administrators focused on addressing the educational needs of students in poverty and students from other diverse backgrounds, and the coordination with elementary learning centers in the learning community. Additionally, the researcher will collect data that indicates the level academic achievement of students of poverty who are impacted by the implementation of the interventions encapsulated within the independent variables.

Data Analysis and Reporting:

The analysis will utilize descriptive statistics that indicate frequencies and means. Over time a trend line will be developed for each of the variables, both dependent and independent using these descriptive statistics. A brief narrative description will accompany each of the twelve independent variables using a phenomenological approach to qualitative design. Within the timelines required, a written report of progress will be made to the Superintendent, the Board of Education and those parties designated by statute.

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14. Other.

Authorized Signature

Date

- Sign and date Section III.
- Make a copy of Section II and Section III for the school district's records.
- Staple the original 2009/10 Poverty Plan to the original 2009/10 Estimated Expenditures for Poverty Program.
- Submit the original completed forms, **on or before October 10, 2008** to:
Nebraska Department of Education
School Finance & Organization Services
PO Box 94987
Lincoln, NE 68509

AGENDA SUMMARY SHEET

AGENDA ITEM: Affirm Policy 7305 and Revise Rule 7305.1
Technology – Web Publishing

MEETING DATE: Monday, October 6, 2008

DEPARTMENT: Superintendent's Office

TITLE AND BRIEF
DESCRIPTION: Updating the Policy and Rule – Web Publishing

ACTION DESIRED: Affirm policy and approve revision to rule.

BACKGROUND: Directory Information Rule 5710.1 allows for media coverage through District press or media releases. Web Publishing Rule 7305.1 does not cover District press or media releases. As a result, articles which appear in the World-Herald are not authorized in Rule 7305.1 to appear on the World-Herald's website. Print and broadcast media outlets all have online editions. This revision will remedy the omission, ensure alignment between Rules 5710.1 and 7305.1, and accommodate what is already happening.

OPTIONS AND
ALTERNATIVES: Leave unchanged, delete, or make additional revisions.

RECOMMENDATION: Approval

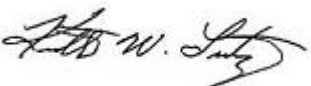
STRATEGIC PLAN
REFERENCE: Parameter: We will always communicate effectively, both internally and externally, in order to implement our Strategic Plan, operate our schools, and maintain high levels of community support.

IMPLICATIONS OF
ADOPTION/REJECTION: N/A

TIMELINE: N/A

PERSON RESPONSIBLE: Vicki Hoskovec and Amy Friedman

SUPERINTENDENT APPROVAL:

_____  _____

Category: Technology
Policy: Web Publishing

7305

The Millard School District and its schools will communicate using the World Wide Web to inform the public in order to advance the mission of the District. All District Web sites shall be used only for purposes related to District communications, to the educational curriculum of the District and/or administration of the District. Commercial, political, and/or private use of any of the District's Web sites is strictly prohibited except as approved by the Superintendent or designee. All computers either owned or leased by the School District are public property and no right of individual privacy shall extend to the information or communications stored or contained in the computer or any of its components or software. The administration reserves the right to monitor any computer activity and on-line communications for improper use.

Related Rule: 1102.1, 5710.1

Date of Adoption: July 17, 2000

Date of Revision: May 2, 2005,

[Date of Affirmation: October 6, 2008](#)

Category: Technology

Policy: Web Publishing

Rule: Web Publishing 7305.1

I. Accountability

- A. Each staff member who creates a web page or any part of a web page or supervises the creation of a web page is responsible for the content and must inform the Superintendent/designee or Principal/designee of the existence and the intent/purpose of the page prior to such web site being accessible on the World Wide Web. This includes student-produced web content.
- B. Each web page author or contributing web page author shall assume personal responsibility for the information being current, accurate (including having correct spelling and grammar), and adhering to District policies and rules. This includes students who author or contribute to the creation of a web page.
- C. All District or building web sites shall have a staff member who shall monitor and be responsible for approving the content of the information, which is accessible on each web site.
- D. The content of the information shall be in compliance with the Millard Public Schools policy/rules including, but not limited to, the rules for Journalism: Prohibited Expressions (6605.1) and Internet Safety Filtering (7310.1).
- E. Guidelines for web pages shall be established by the Superintendent or designee and shall be published in the District's Technology User's Manual.

II. Privacy

- A. All reasonable steps shall be taken to insure that the use of the Internet or World Wide Web shall not abridge the right of privacy of students or staff as provided by law, including but not limited to the Family Educational Rights and Privacy Act (FERPA).
- B. Parent permission shall be obtained prior to publishing photographs of students when the students are identified by first and/or last names except where such photograph is contained in other official [District press or media releases and](#) District or school publications such as a school newsletter, school annual, or school newspaper.

- C. Group and individual photographs may be published without permission if names are not used.
- D. Student Directory Information (as described below) may be made available on Millard School District web pages in compliance with the District's Policy and Rules. Directory information appropriate for the web includes the following:
 - 1. First and last name (without photographs unless parent permission is obtained as stated above)
 - 2. Current grade level
 - 3. Participation in officially recognized activities and sports
 - 4. Weight and height of members of athletic teams
 - 5. Degrees and awards received
 - 6. Photographs (without first and last names unless parent permission is obtained as stated above)

III. Project PAYBAC Partners, PTO/PTA Organizations, and Booster Clubs

- A. Project PAYBAC partners, PTO/PTA organizations, and Booster Clubs may be identified as supporters of the Millard Public School District.
- B. There shall be no web links to commercial web sites that are of a promotional nature except as approved by the Superintendent or designee.
- C. District or building web sites may contain links to governmental agencies, district affiliated organizations, which were organized and exist for the sole purpose of supporting the District's educational and extracurricular programs, other educational institutions, public libraries, and public museums.

IV. Fundraising Activities

- A. Information about school-related fundraising activities can be published including information about the product, the name of the sponsor and/or telephone number.
- B. There shall be no on-line purchasing and such use of the District's computers is strictly prohibited unless authorized by the Superintendent or designee.
- C. District and building websites shall not facilitate online purchasing unless authorized by the Superintendent or designee.
- D.

V. Interactive Use

- A. District E-mail addresses of Millard staff and Board members are allowed to be published.
- B. When District e-mail addresses are published, the following disclaimer should appear on that page: “These e-mail addresses are for use by staff, students, and parents relating to school business only. Solicitation is prohibited.”
- C. Individual student’s grades may be disseminated but must be protected by a unique password for each student on servers as identified in Section VI.

VI. Where Information Resides

- A. All web sites shall be accessible to the World Wide Web on District-controlled servers under the District domain name or on servers approved by the Superintendent or designee.
- B. All District policy/rules apply regardless of where the web sites reside.

Related Policies and Rules: 1115 , 4157 , 5710 , 5710.1 7305 , 7310 , 1306.1 , 4157.1 , 4157.2 , 4157.3 , 5510.1 , 5800.1 , 5800.3 , 6605.1 , 7310.1

Date of Adoption: July 17, 2000

Date of Revision: September 10, 2001; May 2, 2005, [October 6, 2008](#)

AGENDA SUMMARY SHEET

AGENDA ITEM: Consent for Outside Directorships

MEETING DATE: October 6, 2008

DEPARTMENT: General Administration

TITLE & BRIEF DESCRIPTION: Consent for Outside Directorships – School consent for school officers and employees of the district to serve as directors or officers of outside entities.

ACTION DESIRED: Approval Discussion Information Only

BACKGROUND: The school district’s School Leaders Errors and Omissions Policy (a/k/a D&O Policy) extends liability coverage to employees and officers who are serving as “outside directors” in “outside entities.”

The policy defines “Outside Directorship” as follows:

Outside Directorship means the position of director or officer in an Outside Entity held by an officer or employee of the School Entity, if serving in such position with the knowledge and written consent of or at the request of the School Entity.

Outside Entity means a non-profit corporation, community chest, fund or foundation that is not included in the definition of School Entity.

In light of the above, we are submitting for consent a list of known school administrators and board members who are serving as directors and/or officers of entities outside the school system.

OPTIONS AND ALTERNATIVES: n/a

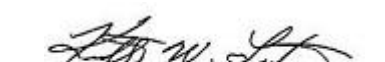
RECOMMENDATION: It is recommended consent be given for administrators and board members to serve as directors and/or officers of outside entities as submitted.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: With such consent, the administrators and board members on the list might not be covered by the District’s School Leaders Errors & Omissions Policy.

TIMELINE: Immediate.

RESPONSIBLE PERSON: Ken Fossen, Associate Superintendent (General Administration)

SUPERINTENDENT’S APPROVAL: 

OUTSIDE DIRECTORSHIPS

<u>Name</u>	<u>Entity</u>	<u>Position</u>
Fossen, Kenneth	Nebraska Liquid Asset Fund	Chairperson/Board of Trustees
Saum-Mills, Kim	Millard Rotary Club	Board of Directors
Beyer, Nolan	Nebraska State Interscholastic Athletic Administrators Association	Membership Coordinator
Friedman, Amy	Millard Public Schools Foundation Community Health Charities of Nebraska Nebraska Schools Public Relations Association	Board of Directors Board of Directors Board of Directors
Hemphill, David	PDK/UNO Chapter	Past-President/Committee Chairperson
Kelley, Susan	YMCA/Armbrust	Board of Directors
Lofquist, Kraig	SW Kiwanis Greater Omaha Healthy Community/Healthy Youth Coalition	Board of Directors Officer
William, Tamara	PDK	Officer/Recognition and Awards Chairperson
Dostal, Jay	NASSP/Region II	President-Elect
Hinman, Suzanne	NAESP/Region II	Past-President/Advisory Board
Joekel, Steven	Metropolitan High School Activities Association Nebraska State Interscholastic Athletic Administrators Association Nebraska High School Sports Hall of Fame National Interscholastic Athletic Administrators Association PDK/UNO Chapter	President Board of Directors/Awards Chairperson Board of Directors National Faculty Member/Advisory Board for Curriculum Treasurer
Hendrix-Wegner, Becky	Nebraska Federation Council for Exceptional Children	Treasurer
Lutz, Keith	National Federation of Urban and Suburban School Districts Millard Public Schools Foundation Suburban School Superintendents NCCJ Boy Scouts of America Omaha Community Playhouse	President Board of Directors Membership Chairperson Advisory Committee Advisory Committee Board of Directors
Sutfin, James	Nebraska Association of School Personnel	President-Elect
Snyder, Charlene	SW Kiwanis	President-Elect
Stothert, Jean	Metro Area Boards of Education	Chairperson
Anderson, David	Nebraska Association of School Boards Goodwill Industries, Inc.	Board of Directors Chairperson/Board of Trustees
Pate, Mike	Millard Public Schools Foundation	Board of Directors

AGENDA SUMMARY SHEET

MEETING DATE: October 6, 2008

DEPARTMENT: Human Resources

ACTION DESIRED: Approval

BACKGROUND: Personnel items: (1) New Hires

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: _____  _____

October 6, 2008

TEACHERS RECOMMENDED FOR HIRE

Recommend: the following teachers be hired for the 2008/2009 school year:

1. Tricia Gillett – MA – University of Nebraska at Omaha. Speech Pathologist at Central Middle School (.6 FTE) and at Reagan Elementary (.4 FTE) beginning January 5, 2009.

AGENDA SUMMARY SHEET

AGENDA ITEM: Enrollment Report

Meeting Date: 10/6/08

Department: Planning and Evaluation

Title and Brief Description: Once each quarter, we will put 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 11, 2008 to September 19, 2008.

Action Desired: Approval ___ Discussion ___ Information Only x

Background:

Reason	North	South	West	MLC
Transfer out of district	10	11	7	3
Early Graduate				
Not attending, eligible to return		3		2
Withdraw for personal or academic reasons	2	2	2	3
Exiter, neither completer or drop out				
TOTAL	12	16	9	8

The totals above indicate 45 students have left the high schools since the start of the year. The enrollment sheet shows a loss of 26 which means 19 students have enrolled in the high schools since August 2008

Options/Alternatives Considered: N.A.

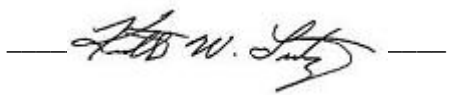
Recommendations: N.A.

Strategic Plan Reference: N.A.

Implications of Adoption/Rejection: N.A.

Timeline: N.A.

Responsible Persons: Jon Lopez

Superintendent's Signature: 

**September 19, 2008
Millard Public Schools
Total Enrollment**

Elementary	K	1	2	3	4	5	SpEd Cluster Prgm	Total	Current Change	YTD Change	Official 9/07 Enrollment
Ackerman (4 unit)	100	96	81	84	96	93		550	-1	-24	574
Aldrich (3 unit)	58	51	97	70	85	68		429	5	4	425
Black Elk (3 unit)	82	88	96	83	97	91		537	-1	-28	565
Bryan (3 unit)	67	73	60	61	57	63		381	0	2	379
Cather (3 unit)	74	78	73	73	66	66		430	-1	14	416
Cody (2 unit)	32	33	40	30	30	26	19	210	-1	-22	232
Cottonwood (3 unit)	57	57	56	58	68	50		346	0	5	341
Disney (3 unit)	48	44	43	32	53	31	13	264	-1	-7	271
Ezra Millard (3 unit)	57	57	61	62	60	83	11	391	1	-5	396
Harvey Oaks (2 unit)	48	45	52	50	47	46		288	2	9	279
Hitchcock (2 unit)	21	25	28	24	24	35	18	175	0	-16	191
Holling Heights (3 unit)	60	64	62	69	65	57	11	388	-1	-58	446
Montclair (4 unit)	87	88	93	94	67	101		530	2	-20	550
Morton (3 unit)	43	54	58	66	52	72	12	357	3	-8	365
Neihardt (4 unit)	80	100	104	105	74	86		549	-2	-19	568
Norris (3 unit)	63	51	57	59	55	55		340	-1	-2	342
Reagan (3 unit)	116	100	103	82	84	58		543	-1	72	471
Reeder (3 unit)	61	89	71	76	64	59	15	435	-1	59	376
Rockwell (3 unit)	51	49	52	44	46	33	20	295	-1	-76	371
Rohwer (3 unit)	72	80	79	79	82	63	16	471	-3	-30	501
Sandoz (3 unit)	51	54	52	55	47	53		312	-2	2	310
Upchurch (3 unit)	79	58	46	43	35	26		287	0	287	N/A
Wheeler (3 unit)	99	95	100	99	80	88	20	581	-1	-2	583
Willowdale (3 unit)	52	70	69	85	65	76		417	1	-3	420
Totals	1639	1666	1699	1650	1560	1548	155	9917	-4	131	9786

	6	7	8	SpEd Prgm	Total	Change	Change	Enrollment
Andersen MS	247	271	238	10	756	-2	-22	778
Beadle MS	298	300	241	30	839	6	51	788
Central MS	252	223	260	27	735	-4	-15	750
Kiewit MS	302	293	334	4	929	3	18	911
North MS	246	245	241	13	732	2	15	717
Russell MS	280	290	281	8	851	-1	-1	852
MS Alternative	0	5	13		18	-1	-4	22
Totals	1625	1627	1608	92	4860	3	42	4818

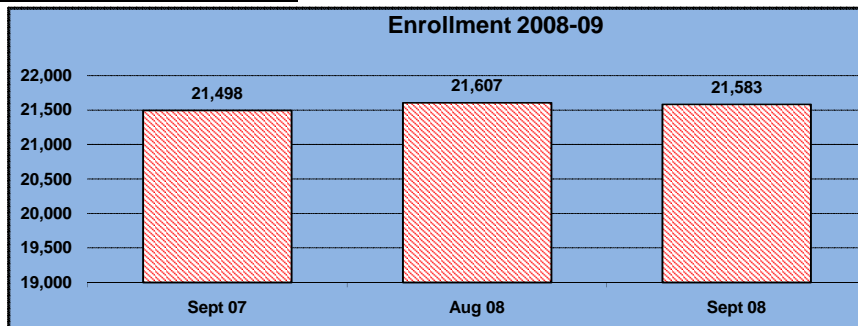
	9	10	11	12	SpEd Prgm	Total	Change	Change	Enrollment	
North HS		590	582	636	628	33	2436	1	-62	2498
South HS		520	526	490	539	21	2075	-14	-32	2107
West HS		515	531	559	505	24	2110	-4	-7	2117
Millard Learning Center		0	0	13	70		83	-9	-2	85
Totals		1625	1639	1698	1742	78	6704	-26	-103	6807

Preschool	
Cody Early Start	14
Norris	18
Sandoz ELL	19
Montessori - Montclair	83
Montessori - Norris	17
Bryan	29
Disney	9
Holling Heights	30
Neidhardt	33
Rockwell	34
Total	286

Preschool SPED	
Cody	57
Disney	23
Hitchcock	24
Montclair	30
Reeder	32
Sandoz	18
Contracted	6
Infants	70
Total	260

Contracted SPED	45	4	8	37
Young Adult Program	57	-1	7	50
Total District K-12	21583	-24	85	21498
Total District PreK-12	22129	49	88	22041

9/20/2007	
Elementary	9786
Middle Sch	4818
High Sch	6807
Contracted	39
Young Adult	48
Total	21498
9/19/2008	
Elementary	9917
Middle Sch	4860
High Sch	6704
Contracted	45
Young Adult	57
Total	21583
Current Chg	-24
YTD Change	85



Elementary	Classroom Enrollment						Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5					Size W/out SPED
Abbott	20	22	22	22	20	24					
	19	22	22	22	20	22					
	21	23	22	23	21	23					
	21										
Total Students	81	67	66	67	61	69	411	0	-3	414	411
Total Teachers	4.0	3	3	3	3	3	19.0				19.0
Classroom Avg	20	22.3	22.0	22.3	20.3	23.0	22				22

Elementary	Classroom Enrollment						Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5					Size W/out SPED
Ackerman	20	18	20	20	24	24					
	19	19	20	21	24	23					
	20	18	20	22	24	23					
	20	21	21	21	24	23					
	21	20									
Total Students	100	96	81	84	96	93	550	-1	-24	574	550
Total Teachers	5	5	4	4	4	4	26.0				26.0
Classroom Avg	20.0	19.2	20.3	21.0	24.0	23.3	21				21

Elementary	Classroom Enrollment						Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5					Size W/out SPED
Aldrich	20	17	23	23	21	23					
	18	17	25	24	21	22					
	20	17	25	23	21	23					
			24			22					
Total Students	58	51	97	70	85	68	429	5	4	425	429
Total Teachers	3	3	4	3	4	3	20.00				20
Classroom Avg	19.3	17.0	24.3	23.3	21.3	22.7	21				21

Elementary	Classroom Enrollment						Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5					Size W/out SPED
Black Elk	21	21	23	21	20	23					
	20	23	25	21	20	22					
	19	22	23	21	20	23					
	22	22	25	20	18	23					
					19						
Total Students	82	88	96	83	97	91	537	-1	-28	565	537
Total Teachers	4	4	4	4	5	4	25				25
Classroom Avg	20.5	22.0	24.0	20.8	19.4	22.8	21				21

Elementary	Classroom Enrollment						Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5					Size W/out SPED
Bryan	17	24	19	20	19	22					
	16	24	21	21	18	20					
	17	25	20	20	20	21					
	17										
Total Students	67	73	60	61	57	63	381	0	2	379	381
Total Teachers	4	3	3	3	3	3	19				19
Classroom Avg	16.8	24.3	20.0	20.3	19.0	21.0	20				20

Elementary	Classroom Enrollment						Special Education					Total	Current Change	YTD Change	Official 9/07 Enrollment	Class	
	K	1	2	3	4	5	C-K	C-1	C-2	C-3	C-4					C-5	Size W/out SPED
Cather	14	14	15	23	20	23	24	24	23	25	23	23					
	12	16	13				24	24	22	25	23	20					
Total Students	26	30	28	23	20	23	48	48	45	50	46	43	430	-1	14	416	430
Total Teachers	2	2	2	1	1	1	2	2	2	2	2	2	21				21
Classroom Avg	13.0	15.0	14.0	23.0	20.0	23.0	24.0	24.0	22.5	25.0	23.0	21.5	20				20

Elementary	Classroom Enrollment						Special Education	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5	Cluster Prgm					Size W/out SPED
Cody	15	19	20	15	15	13	6					
	17	14	20	15	15	13	6					
							7					
Total Students	32	33	40	30	30	26	19	210	-1	-22	232	191
Total Teachers	2	2	2	2	2	2	3	15				12
Classroom Avg	16.0	16.5	20.0	15.0	15.0	13.0	6.3	14				16

Elementary	Classroom Enrollment						Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5					Size W/out SPED
Cottonwood	20	18	18	20	23	25					
	18	20	18	18	22	25					
	19	19	20	20	23						
Total Students	57	57	56	58	68	50	346	0	5	341	346
Total Teachers	3	3	3	3	3	2	17				17
Classroom Avg	19.0	19.0	18.7	19.3	22.7	25.0	20				20

Elementary	Classroom Enrollment						Special Education	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class
	K	1	2	3	4	5	Cluster Prgm					Size W/out SPED
Disney	23	21	15	16	17	17	7					
	25	23	12	16	17	14	6					
			16		19							
Total Students	48	44	43	32	53	31	13	264	-1	-7	271	251
Total Teachers	2	2	3	2	3	2	2	16				14
Classroom Avg	24	22	14	16	18	16	7	17				18

	K	1	2	3	4	5	SpEd	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
							Cluster Prgm					
Ezra Millard	19	17	21	21	20	22	5					
	19	20	20	19	20	20	6				81	
	19	20	20	22	20	20						
						21						
Total Students	57	57	61	62	60	83	11	391	1	-5	396	380
Total Teachers	3	3	3	3	3	4	2	21				19
Classroom Avg	19.0	19.0	20.3	20.7	20.0	20.8	6	19				20

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
	16	23	25	25	23	23					
	16										
Total Students	48	45	52	50	47	46	288	2	9	279	288
Total Teachers	3	2	2	2	2	2	13.0				13
Classroom Avg	16.0	22.5	26.0	25.0	23.5	23.0	22				22

	K	1	2	3	4	5	SpEd	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
							Cluster Program					
Hitchcock	21	12	13	24	24	20	9					
		13	15			15	9					
Total Students	21	25	28	24	24	35	18	175	0	-16	191	157
Total Teachers	1	2	2	1	1	2	2	11.0				9
Classroom Avg	21.0	12.5	14.0	24.0	24.0	17.5	9.0	16				17

	K	1	2	3	4	5	SpEd	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
							Cluster Program					
Holling Heights	17	22	22	23	22	20	9					
	21	22	20	23	22	19	2					
	22	20	20	23	21	18						
Total Students	60	64	62	69	65	57	11	388	-1	-58	446	377
Total Teachers	3	3	3	3	3	3	2	20.0				18
Classroom Avg	20.0	21.3	20.7	23.0	21.7	19.0	5.5	19				21

	K	1	2	3	4	5	M-K	M1-3	M4-5	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
	19	22	18	16	16	20	25	23	21					
				19		13		23	20					
								24	20					
								24						
Total Students	38	44	37	52	34	53	49	142	81	530	2	-20	550	530
Total Teachers	2	2	2	3	2	3	2	6	4	26				26
Classroom Avg	19.0	22.0	18.5	17.3	17.0	17.7	24.5	23.7	20.3	20				20

	K	1	2	3	4	5	SpEd	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
							Cluster Program					
Morton	22	21	16	20	17	23	6					
	21	19	20	22	18	24	6					
		14	22	24	17	25						
Total Students	43	54	58	66	52	72	12	357	3	-8	365	345
Total Teachers	2	3	3	3	3	3	2.0	19				17.0
Classroom Avg	21.5	18.0	19.3	22.0	17.3	24.0	6.0	19				20

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
	16	20	19	21	26	21					
	17	20	22	20	25	22					
	17	19	20	21		22					
	16	21	21	22							
Total Students	80	100	104	105	74	86	549	-2	-19	568	549
Total Teachers	5	5	5	5	3	4	27.0				27.0
Classroom Avg	16.0	20.0	20.8	21.0	24.7	21.5	20				20

	K	1	2	3	4	5	M-K	M1-3	M-4	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
	21	15	19	21	17	21	13	18	18					
								21						
Total Students	42	29	38	40	34	41	21	60	35	340	-1	-2	342	340
Total Teachers	2	2	2	2	2	2	2	3	2	19.0				19.0
Classroom Avg	21.0	14.5	19.0	20.0	17.0	20.5	10.5	20.0	17.5	18				18

	K	1	2	3	4	5	M-K	M1-3	M-4	Total	Current Change	YTD Change	Official 9/07 Enrollment	Class Size W/out SPED
	19	21	24	21	21	21								
	19	13	16	21	22	21								
	20	22	23	20	19									
	20	21	24											
	19													
Total Students	116	100	103	82	84	58	543	-1	72	471			543	
Total Teachers	6	5	5	4	4	3	27.0						27.0	
Classroom Avg	19.0	19.8	19.8	20.5	21.0	19.3	20						20	

	K	1	2	3	4	5	SpEd Program	Total	Current Change	YTD Change	Official 9/07 Enrollment
Reeder	21	22	24	26	22	22	8				
	20	22	24	25	21	22	7				
	20	23	23	25	21	15					82
		22									
Total Students	61	89	71	76	64	59	15	435	-1	59	376
Total Teachers	3	4	3	3	3	3	2.0	21.0			19.0
Classroom Avg	21.0	22.3	23.7	25.3	21.3	19.7	7.5	21			22

	K	1	2	3	4	5	SpEd Cluster Program	Total	Current Change	YTD Change	Official 9/07 Enrollment
Rockwell	17	16	17	14	15	16	4				
	17	17	17	15	15	17	6				
	17	16	18	15	16		10				
Total Students	51	49	52	44	46	33	20	295	-1	-76	371
Total Teachers	3.0	3	3	3	3	2	3	20.0			17.0
Classroom Avg	17.0	16.3	17.3	14.7	15.3	16.5	6.7	15			16

	K	1	2	3	4	5	SpEd Cluster Program	Total	Current Change	YTD Change	Official 9/07 Enrollment
Rohwer	24	21	20	22	20	21	8				
	24	20	21	22	20	21	8				
	24	20	17	19	21	21					
		19	21	16	21						
Total Students	72	80	79	79	82	63	16	471	-3	-30	501
Total Teachers	3	4	4	4	4	3	2	24.0			22
Classroom Avg	24.0	20.0	19.8	19.8	20.5	21.0	8.0	20			21

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/07 Enrollment	
Sandoz	17	19	16	18	23	18					
	17	18	17	18	24	17					
	17	17	19	19	18	18					
Total Students	51	54	52	55	47	53		312	-2	2	310
Total Teachers	3	3	3	3	2	3		17			17
Classroom Avg	17.0	18.0	17.3	18.3	23.5	17.7		18			18

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/07 Enrollment	
Upchurch	21	19	23	21	18	26					
	21	19	23	22	17						
	21	20									
	16										
Total Students	79	58	46	43	35	26		287	0	287	N/A
Total Teachers	4	3	2	2	2	1		14			14
Classroom Avg	19.8	19.3	23.0	21.5	17.5	26.0		21			21

	K	1	2	3	4	5	SpEd Cluster Prgrm	Total	Current Change	YTD Change	Official 9/07 Enrollment
Wheeler	21	20	20	19	20	22	7				
	18	19	20	21	20	20	9				
	21	15	21	21	22	23	4				
	22	21	19	18	18	23					
	17	20	20	20							
Total Students	99	95	100	99	80	88	20	581	-1	-2	583
Total Teachers	5	5	5	5	4	4	3	31			28
Classroom Avg	19.8	19.0	20.0	19.8	20.0	22.0	6.7	19			20

	K	1	2	3	4	5	Total	Current Change	YTD Change	Official 9/07 Enrollment	
Willowdale	16	24	23	21	21	25					
	18	23	23	22	22	26					
	18	23	23	21	22	25					
				21							
Total Students	52	70	69	85	65	76		417	1	-3	420
Total Teachers	3	3	3	4	3	3		19.0			19
Classroom Avg	17.3	23.3	23.0	21.3	21.7	25.3		22			22

Elementary Totals	Grade	K	1	2	3	4	5	M-1	M-2	M-3	M-4	M-5	SpEd Cluster Prgrm	Total	Current Change	YTD Change	Official 9/07 Enrollment
Students		1639	1666	1699	1650	1560	1548	66	75	61	54	62	155	9917	-4	131	9786
Teachers		86.0	81.0	80.0	77.0	74.0	71.0	9			6.0		23.0	507			484.0
Classroom Avg		19.1	20.6	21.2	21.4	21.1	21.8						6.7	19.56			20.169

	6	7	8	SpEd Cluster	Total	Current Change	YTD Change	Official 9/07 Enrollment
Andersen MS	247	271	238	11	756	-2	-22	778
Beadle MS	298	300	241	29	839	6	51	788
Central MS	252	223	260	28	735	-4	-15	750
Kiewit MS	302	293	334	5	929	3	18	911
North MS	246	245	241	13	732	2	15	717
Russell MS	280	290	281	8	851	-1	-1	852
MS Alternative	0	5	13		18	-1	-4	22
Totals	1625	1627	1608	94	4860	3	42	4818

	9	10	11	12	SpEd Cluster	Total	Current Change	YTD Change	Official 9/07 Enrollment
North HS	590	582	636	628	33	2436	1	-62	2498
South HS	520	526	490	539	21	2075	-14	-32	2107
West HS	515	531	559	505	24	2110	-4	-7	2117
Millard Learning Center	0	0	13	70		83	-9	-2	85
Totals	1625	1639	1698	1742	78	6704	-26	-103	6807

Contracted SPED	45	4	8	37
Young Adult Program	57	-1	7	50
Total District Enrollment	21583	-24	85	21498

AGENDA SUMMARY SHEET

Agenda Item: Summer School Report

Meeting Date: October 6, 2008

Department: Educational Services

Title and Brief Description: Summer School Report

Action Desired: Information Only

Background: The opportunity to participate in parent-pay extended school offerings during the summer was provided to Pre-K through Grade 12 students. Special attention was given in planning for the transition from one level to the next. Opportunities to continue to develop competency in reading, math, and writing skills were offered to all students.

Overall, 836 students attended the general education programs, enrolling in over 1,100 course sections. The number of free/reduced tuition waivers decreased slightly, less than three percent.

Recommendations: Receive the report

Strategic Plan Reference: Strategies 4, 5 and 6

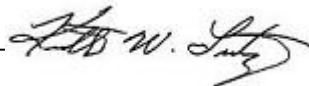
Timeline: An annual report for the Board of Education

Responsible Persons: Kara Hutton, Vicki Griffin, Michelle Klug, Eric Grandgenett, Cindy Menendez, Dr. Carol Newton, Charlene Snyder and Nancy Johnston

Associate Superintendent's Approval: _____

(Signature)

Superintendent's Approval: _____



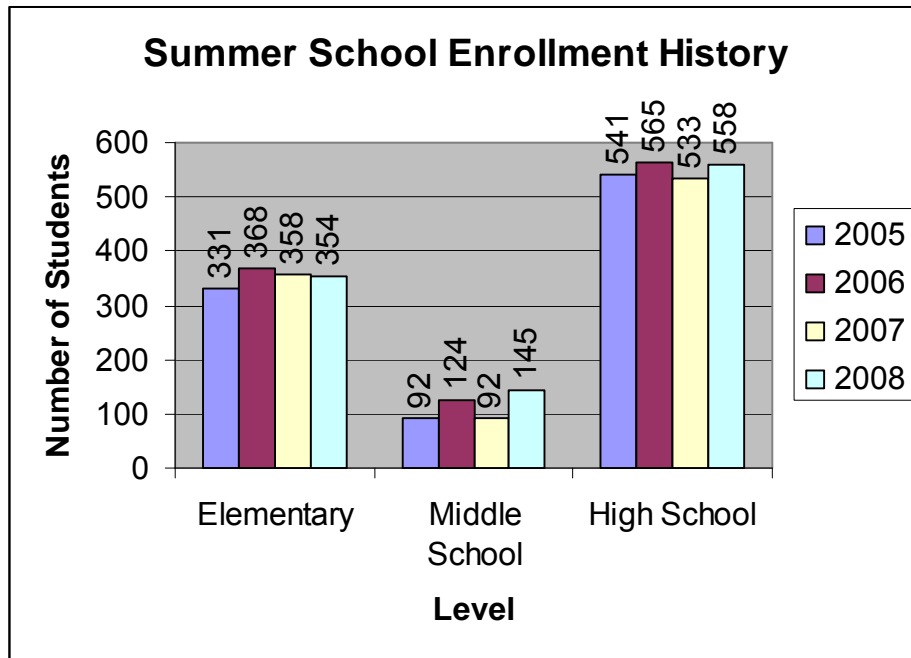
2008 Summer School Data
(Compared to 2006 and 2007 Summer School Data)

	EC Sp. Ed.	Elementary			Elementary Sp. Ed.			Middle Level			Middle Level Sp. Ed.			High School			High School Sp. Ed.		
	08	06	07	08	06	07	08	06	07	08	06	07	08	06	07	08	06	07	08
Classes Held	2	33	28	22	4	2	2	13	8	15	1	1	1	56	52	53	1	1	1
Students Enrolled	17	368	358	354	19	12	13	124	92	145	6	4	5	565	533	558	9	9	8
Class Enrollments	17	595	530	354	25	12	13	194	122	174	6	4	5	858	820	795	9	9	8
In-District Tuition \$	0	\$50	50	100	\$105	105	100	\$80	80	100*	\$140	140	100	\$170	170	100	\$140	140	100
In-District Non-Public Enrollments	0	20	15	11	0	0	0	12	3	5	0	0	0	10	7	11	0	0	0
Out-of-Dist. Tuition \$	NA	\$75	75	150	NA	NA	NA	\$120	120	150**	NA	NA	NA	\$255	255	150	NA	NA	NA
Out-of-Dist. Students	NA	3	11	5	NA	NA	NA	2	0	3	NA	NA	NA	10	15	19	NA	NA	NA
Free/Red. Nos.	NA	65	42	63	0	1	11	26	8	9	0	0	4	74	97	71	0	0	10
Graduates	NA	NA			NA			NA			NA			23	18	18	0		

*In district tuition rate of \$100 for 3 week classes. In-district tuition rate of \$35 for 1 week class.

**Out-of-district tuition rate for 3 week class was \$150. Out-of-district tuition rate for 1 week class was \$50.

As a result of legislative action that will provide state funds for summer school programs, the length of summer school courses and the minimum number of days for summer school were increased. While it appears there was a tuition increase between 2007 and 2008, in actuality the hourly rate decreased due to an increase in hours at all levels.



Elementary Summer School Report

The elementary program included courses in kindergarten readiness, reading and math, science, music and drama, Spanish, computers, and creative writing. A total of 22 three-week classes were held for three-hours per day at Neihardt Elementary School. Enrollment dipped slightly from 358 students in 2007 to 354 students in 2008. Free and reduced numbers increased by 20 students as compared to 2007. Early childhood and elementary special education classes were offered concurrently in June at Neihardt for students with moderate to severe disabilities.

The Kindergarten Readiness classes were open to all incoming kindergarten students. The 68 pre-kindergarten students had a great experience getting ready for kindergarten!

Points of Special Note:

- 68 preschoolers experienced the four *Kindergarten Readiness* classes
- 131 first through fifth grade students were enrolled in reading and math classes
- 36 first through fifth grade students learned basic conversational Spanish
- 63 first through fifth grade students learned more about science in our Fizzing Liquids, Lego Technics, and Physics classes

Considerations and Recommendations:

- Neihardt Elementary was an excellent facility for our needs during summer school.
- During Kindergarten Roundup, continue to publicize the opportunity for preschoolers to attend the kindergarten readiness class.

- District HAL Facilitators will be asked to encourage families to take advantage of the advanced offerings such as Lego Technics, Primarily Physics and Creative Writing. None of these classes reached their maximum enrollments.
- Despite offering a variety of classes, it was difficult to generate enough enrollment dollars to offset the cost of individual teachers, supplies, substitutes, and miscellaneous expenses. State aid and a possible increase in tuition may help offset this difference.

Middle Level Summer School Report

The following classes were held during the 3 week summer session:

6 Grade Reading and Writing	6 Grade Math Skills Review
6 Grade Study Skills/Organizing for Success	6 Grade Pre Algebra Prep
7 Grade Reading/Writing/Study Skills	7 Grade Math
8 Grade Reading/Writing/Study Skills	8 Grade Math
Beginning Acoustic Guitar	Art
Computers/Multi Media/Graphics	Fundamentals of Daily Living
* <i>Babysitting</i>	* <i>Drama</i>
* <i>Fishing</i>	

*denotes one week courses

The following classes were offered in the spring, but cancelled due to low enrollment during the second week of May:

8th grade Study Skills, Decision Making and Community Service
 English Language Learners
 Spanish Review (an a.m. and p.m. session offered)
 Career Exploration Camp
 Swing Choir Singing and Dancing Technique
 World Language and Cultural Exploration
 Exploring Omaha Architecture & History

Points of Special Note:

- Five students were enrolled in the Special Education course, and they put on a play for the entire student body, teachers, and parents on the last day of classes.
- The largest enrollment classes were: *Babysitting* (16 in one section and 13 in the other), *6 Grade Study Skills & Organizing for Success in Middle School* (15), *Computers* (14), *Drama* (13), and *Fishing* (13).
- 4 Elementary students (5th grade in 08-09) took 6th Grade Reading/Writing, 6th Grade Study Skills and Babysitting.
- Summer School teachers compiled progress reports for each student. These reports were sent to each student's school for review by their 2008-2009 teachers.

- Efforts to increase participation at the middle level were successful in that an increase of fifty-three students was noted between the summer of 2007 and the summer of 2008. This was the highest participation at the middle level in the four years noted in the Enrollment History graph.
- The average daily attendance was 97% present.

The following reflects the number of students from each Millard middle school:

Beadle	Andersen	Kiewit	Russell	North	Central
23 students	10 students	38 students	36 students	21 students	9 Students

* Seven students enrolled who were external district students

Considerations and Recommendations:

- Although the format was designed based on information from the state for reimbursement purposes, three hour classes can be challenging in the summer. Because we intend to continue seeking state reimbursement, it will be important to develop and implement ways to support summer school teachers and administrators as we design the program.
- We had low numbers of students participate in the lunch program. We averaged approximately 12-15 students a day who purchased food. We had approximately ten additional students who brought a sack lunch.
- Strong consideration should be given to teachers who taught summer classes this year and are wishing to teach again next summer.
- Enrollment data suggests that high interest classes along side of academic core classes draws more students.
- Perhaps offering transportation would increase the enrollment.

High School Summer Session Report

The high school program offers students the opportunity to repeat courses they have not yet passed or to take courses that may be difficult to schedule during the regular school year. The program was held at Millard South High School from June 10 – July 11, 2008 with a total class enrollment of 558 students taking 805 classes. Two courses were taken by 247 students and 300 students only took one course. Eighteen students were able to graduate upon completion of summer school.

The following classes were held during the 3 week summer session:

English 9, 10, 11	American History
Speech (2)	World Geography
Drama	US Government (4)
Reading 9	Computer Tech Applications (2)
Creative Writing (2)	Foods of the World
College Grammar and Reading	Everyday Living (2)
Algebra (2)	Color and Design
Geometry (2)	Art Foundations
Adv. Algebra	Sports Skills and Fitness (2)
Physical Science	Lifetime Fitness (4)
Biology	ACT/SAT Preparation

The classes below were offered in the spring, but cancelled due to low enrollment:

High School Study Skills	Spanish I
Consumer Math	ELO Reading
Environmental Science	Pre-Algebra warm-up
Chemistry	AP Calculus Preparation
Accounting	Writing the College Application Essay

Points of Special Note:

- 65 incoming freshmen took 100 courses
- 11 students completed the ACT/SAT prep class
- ELO courses were held free of charge for nine eligible students.
- 12 students completed the College Grammar and Reading class
- 18 of 20 possible students graduated at the end of summer school; two from private schools and five juniors
- 49 students completed the full year courses: Algebra (20), and Geometry (20), Biology (9) in the full-day 3-week semester classes
- A *Fundamentals of Living* course was offered and six Special Education students and two Young Adults participated
- Nine students enrolled in a course for English Language Learners

Enrollment from each of the Millard High Schools

MSHS	MNHS	MWHS	MLC	TOTAL Millard Students
130 students 25%	254 students 50%	124 students 24%	4 students <1%	512 Students

Considerations and Recommendations:

- The format of hiring potential administrators from Leadership Academy was well received.
- This summer it was helpful to have two administrators, one of whom had counseling experience who was familiar with enrollment and Infinite Campus procedures.
- The three hour class period was difficult, especially for PE and certain core subject classes. The length of classes also created scheduling difficulties with the host building in terms of use of the gym or fields.
- The failure rate increased this summer. Discussions on grading for learning and the impact of behavior and attendance are important for summer school teaching staff, especially for those teachers hired for summer school who are not Millard Public Schools teachers.

2008 Summer School Programs Financial Report

<p>Elementary</p> <p style="padding-left: 40px;">Receipts</p> <p style="padding-left: 80px;">Tuition Rcvd. \$31,150.00</p> <p style="padding-left: 80px;">Refunds \$1,500.00</p> <p style="padding-left: 40px;">Revenue \$29,650.00</p>	<p style="padding-left: 40px;">Expenditures</p> <p style="padding-left: 80px;">Salary/Benefits \$44,258.00</p> <p style="padding-left: 80px;">Supplies \$1,184.00</p> <p style="padding-left: 40px;">Expenditures \$45,442.00</p> <p style="padding-left: 80px;"><i>FRPL Tuition Waiver*</i> \$6,300.00</p>
<p>Middle School</p> <p style="padding-left: 40px;">Receipts</p> <p style="padding-left: 80px;">Tuition Rcvd. \$13,590.00</p> <p style="padding-left: 80px;">Refunds \$825.00</p> <p style="padding-left: 40px;">Revenue \$12,765.00</p>	<p style="padding-left: 40px;">Expenditures</p> <p style="padding-left: 80px;">Salary/Benefits \$29,440.00</p> <p style="padding-left: 80px;">Supplies \$919.00</p> <p style="padding-left: 40px;">Expenditures \$30,359.00</p> <p style="padding-left: 80px;"><i>FRPL Tuition Waiver*</i> \$925.00</p>
<p>High School</p> <p style="padding-left: 40px;">Receipts</p> <p style="padding-left: 80px;">Tuition Rcvd. \$76,423.00</p> <p style="padding-left: 80px;">Refunds \$7,500.00</p> <p style="padding-left: 40px;">Revenue \$68,923.00</p>	<p style="padding-left: 40px;">Expenditures</p> <p style="padding-left: 80px;">Salary/Benefits \$169,459.00</p> <p style="padding-left: 80px;">Supplies \$2,534.00</p> <p style="padding-left: 40px;">Expenditures \$171,993.00</p> <p style="padding-left: 80px;"><i>FRPL Tuition Waiver*</i> \$11,860.00</p>
<p>K-12 Summer School Program</p> <p style="padding-left: 40px;">Total Receipts \$111,338.00</p> <p style="padding-left: 40px;">Strategic Planning Budget \$147,000.00</p> <p style="padding-left: 40px;">Total Operating Budget \$258,338.00</p>	<p style="padding-left: 40px;">Total Expenditures \$247,794.00</p>
	<p>Summer School Balance \$10,544.00</p> <p style="padding-left: 40px;"><i>Total FRPL Tuition Waiver*</i> \$19,085.00</p> <p style="padding-left: 40px;"><i>* Cost of Services to FRPL students embedded in expenditure statements.</i></p>

AGENDA SUMMARY SHEET

Agenda Item: Dual Enrollment Programs

Meeting Date: October 6, 2008

Department: Educational Services

Title and Brief Description: Dual Enrollment Program

Action Desired: Information Only

Background: On August 11, 2003, Millard Public Schools approved a University of Nebraska at Omaha, UNO, Dual Enrollment option. Through this opportunity, students enrolled in selected Advanced Placement[®] courses were able to take the course for high school credit at the same time as they paid tuition and received transferable credit through UNO. Course opportunities and participation through UNO continue to increase annually.

Recommendations: N/A

Strategic Plan Reference: N/A

Timeline: N/A

Responsible Person(s): Dr. Mark Feldhausen and Nancy Johnston

Superintendent's Approval: _____

Mark W. Lutz

University of Nebraska Omaha

2007-2008 Courses	MNHS	MSHS	MWHS	Total Students	Credit Hours	Total Credits
AP English Literature - 1	32	28	19	79	3	237
AP English Literature- 2	28	21	16	65	3	195
AP Calculus - 1	17	17	0	34	5	170
AP Calculus - 2	3	0	0	3	5	15
AP US History - 1	13	11	57	81	3	243
AP US History - 2	12	8	46	66	3	198
AP European History - 1	13	45	38	96	3	288
AP European History - 2	15	37	26	78	3	234
AP Physics - 1	14	0	6	20	4	80
AP Physics - 2	10	0	4	14	4	56
AP Psychology	57	50	21	128	3	384
AP German	1	4	3	8	3	24
AP French	0	2	3	5	3	15
AP Spanish	0	9	0	9	3	27
AP Biology - 1	41	33	39	113	5	565
AP Biology - 2	38	26	33	97	5	485
AP Statistics	29	19	19	67	3	201
Total	323	310	330	963		3417
2006-2007 Courses				# Students	Credit Hours	Total Credits
AP English Literature - 1				100	3	300
AP English Literature- 2				84	3	252
AP Calculus - 1				28	5	140
AP Calculus - 2				9	5	45
AP US History - 1				66	3	198
AP US History - 2				56	3	168
AP European History - 1				97	3	291
AP European History - 2				89	3	267
AP Physics - 1				24	4	96
AP Physics - 2				19	4	76
AP Psychology				115	3	345
AP German				6	3	18
AP French				11	3	33
AP Spanish				16	3	48
AP Biology - 1				53	5	265
AP Biology - 2				51	5	255
Total				481		2797
2005-2006 Courses				# Students	Credit Hours	Total Credits
AP English Literature - 1				102	3	306
AP Calculus - 1				47	5	235
AP Calculus - 2				14	5	70
AP US History - 1				68	3	204
AP US History - 2				51	3	153
AP European History - 1				65	3	195
AP European History - 2				71	3	213
AP Physics -1				10	4	40
AP Physics - 2				5	4	20
AP Psychology				100	3	300
Total				533		1736

Dual Enrollment Program/Credit Hours Calculation

2004-2005 Courses					
			# Students	Credit Hours	Total Credits
AP English Literature - 1			81	3	243
AP Calculus - 1			39	5	195
AP Calculus - 2			24	5	120
AP US History - 1			63	3	189
AP US History - 2			49	3	147
AP European History - 1			137	3	411
AP European History - 2			121	3	363
AP Psychology			120	3	360
Total			634		2028
2003-2004 Courses					
			# Students	Credit Hours	Total Credits
AP English Literature - 1			0		
AP English Literature- 2			67	3	201
AP Calculus - 1			40	5	200
AP Calculus - 2			20	5	100
AP European History - 1			75	3	225
AP European History - 2			62	3	186
AP Psychology			92	3	276
Total			356		1188
Bold = new courses added					

AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2008-09

Meeting Date: October 6, 2008

Department: Human Resources

Title and Brief

Description: Human Resource Personnel Report 2008-09

Action Desired: Report Only

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

- 60 Percent of our certificated staff hold an advanced degree.
- Certificated staff members have worked for Millard for an average of 11.1 years and an average of 14.9 total years in education.
- The staff to administrator ratio increased from 28.5 to 1, to 29 to 1. This is an all time high indicating that we continue to keep administrative costs down when compared to student and staff growth. In addition, the ratio of teachers to administrators grew (19.0 to 1).
- We hosted 124 student teachers in Millard during the 2007-08 school year.
- An historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 1976.
- Information regarding retention percentages of teachers hired over the last five years is included. Our first year staff member retention rate for the 2007-08 school year was 90.9% (New to profession teachers was 93.8%).
- Retention rates for all employee groups improved except for Professional-Technical Hourly where we saw a 2.8% increase in turnover due to personal/family reasons and retirement.
- The information provided is a "snapshot" of information that can change from day-to-day and year-to-year. As a result, staff changes reflect the difference in the "snapshot" from September '07 to September '08

Recommendations: Report Only

Responsible

Persons: Dr. Jim Sutfin, Dr. Kirby Eltiste, Mr. Chad Meisgeier, Ms. Jeanine Beaudin

Superintendent's Signature: _____

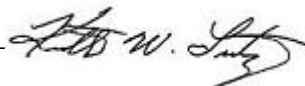


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Personnel Report

2008-09

Personnel Distribution

Full-time Equivalency

Employee Class	Staff F.T.E. '08-09	Staff F.T.E. '07-'08	F.T.E. Change
Administrators	88.00	87.00	1.00
Teachers	1671.12	1632.95	38.17
School Nurses	15.00	14.80	0.20
Professional Technical Salaried	50.60	46.50	4.10
Professional Technical Hourly	169.74	167.25	2.49
Educational Paraprofessionals	309.08	296.75	12.33
Custodial/Maintenance	197.56	187.56	10.00
Food Service	137.22	132.34	4.88
Totals	2638.32	2565.15	73.17

Employee Count

Employee Class	Staff Count '08-09	Staff Count '07-'08	# Change
Administrators	88	87	1.00
Teachers	1709	1670	39.00
School Nurses	15	15	0.00
Professional Technical Salaried	53	49	4.00
Professional Technical Hourly	182	182	0.00
Educational Paraprofessionals	417	405	12.00
Custodial/Maintenance	204	193	11.00
Food Service	169	166	3.00
Totals	2837	2767	70.00

Date: 9/10/08

Administrator Positions

Class	Title	Filled FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A060	ASSOC SUPT HR	1.00
A110	EXEC DIR PLANNING & EVAL	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A210	DIR PERSONNEL	1.00
A220	DIR ADMIN AFFAIRS	1.00
A230	DIR COMMUNICATIONS	1.00
A240	DIR PUPIL SERVICES	1.00
A250	DIR STAFF DEVELOPMENT	1.00
A260	DIR ELEM & EARLY CHILD ED	1.00
A270	DIR SECONDARY ED	1.00
A280	DIR SPED	1.00
A300	DIRECTOR OF ACTIVITIES	1.00
A310	COORD OF CAREER & TECH ED	1.00
A320	ADM SPEC PROG& COMPLIANCE	1.00
A330	COORD SPECIAL PROJECTS	1.00
A340	COORD K-5 SPED PROG	1.00
A350	COORD 6-12 SPED PROG	1.00
A354	COORD SPED RELSRV&YNGADLT	1.00
A360	COORD PRE-SCHOOL SPED	1.00
A401	ELEM PRINCIPAL	25.00
A402	MDL SCH PRINCIPAL	6.00
A403	HS PRINCIPAL	3.00
A421	ELEM ASST PRINCIPAL	3.00
A422	MDL SCH ASST PRINCIPAL	12.00
A423	HS ASST PRINCIPAL	12.00
A443	HS ACTIVITY DIRECTOR	3.00
A463	MLC PRINCIPAL	1.00
TOTAL		88.00

Date: 9/17/08

Teacher Positions

Class	Title	Filled FTE
C001	NEW STAFF INDUCTION FACIL	1.00
C011	MONTESSORI PRESCHOOL TCHR	3.00
C051	PRESCHOOL TEACHER	3.67
C081	MONTESSORI PRE/KDG TCHR	3.00
C091	KINDERGARTEN TEACHER	80.00
C101	MONTESSORI 1-3 TEACHER	9.00
C111	GRADE 1 TEACHER	79.00
C121	GRADE 2 TEACHER	78.00
C131	GRADE 3 TEACHER	75.00
C141	GRADE 4 TEACHER	72.00
C151	GRADE 5 TEACHER	69.00
C162	GRADE 6 TEACHER	70.00
C301	CORE TEACHER	12.00
C311	MONTESSORI 4/5 TEACHER	6.00
C312	MONTESSORI TEACHER	3.00
C321	ART TEACHER	2.00
C322	ART TEACHER	9.00
C323	ART TEACHER	12.50
C333	BUSINESS TEACHER	19.66
C352	LANGUAGE ARTS TEACHER	31.65
C353	LANGUAGE ARTS TEACHER	65.00
C362	READING TEACHER	7.25
C363	READING TEACHER	2.00
C381	WORLD LANGUAGE TEACHER	1.00
C382	WORLD LANGUAGE TEACHER	29.00
C383	WORLD LANGUAGE TEACHER	38.50
C412	FAMILY CONSUMER SCI TCHR	9.75
C413	FAMILY CONSUMER SCI TCHR	15.50
C432	INDUSTRIAL TECH TEACHER	9.00
C433	INDUSTRIAL TECH TEACHER	17.66
C452	COMPUTER TEACHER	11.00
C453	COMPUTER TEACHER	1.00
C462	MATH TEACHER	27.50
C463	MATH TEACHER	56.50
C472	SCIENCE TEACHER	27.30
C473	SCIENCE TEACHER	51.16
C492	SOCIAL STUDIES TEACHER	27.80

Date: 9/17/08

Teacher Positions

Class	Title	Filled FTE
C493	SOCIAL STUDIES TEACHER	53.75
C503	ACADEMY LEAD TEACHER	1.50
C513	NEW FRONTIER TEACHER	4.00
C531	VOCAL MUSIC TEACHER	26.10
C532	VOCAL MUSIC TEACHER	8.75
C533	VOCAL MUSIC TEACHER	4.00
C54I	INSTR MUSIC TEACHER	15.75
C55I	ORCHESTRA TEACHER	10.50
C572	HEALTH TEACHER	4.50
C591	PHYSICAL ED TEACHER	26.60
C592	PHYSICAL ED TEACHER	14.75
C593	PHYSICAL ED TEACHER	20.25
C611	ELEM COUNSELOR	12.00
C612	MDL SCH COUNSELOR	17.00
C613	HIGH SCH COUNSELOR	19.50
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST	24.10
C622	MEDIA SPECIALIST	6.50
C623	MEDIA SPECIALIST	6.00
C631	READ TEACHER	21.65
C641	EARLY LIT INT (ELI) TCHR	8.50
C651	GAP	0.30
C652	LEARNING CTR TEACHER	5.50
C653	LEARNING CTR TEACHER	3.00
C66I	ELL TEACHER	11.00
C670	CHAPTER 1 PRESCHOOL TCHR	3.33
C671	CHAPTER 1 TEACHER	7.00
C682	HIGH ABILITY LRNER TCH	4.00
C693	RETEACHING TEACHER	0.50
C710	MEP TECH FACILITATOR	4.00
C711	TECHNOLOGY LEADER	1.00
C712	TECHNOLOGY LEADER	0.50
C720	TCHR INDUCTION PROG SPRT	0.54
C721	INSTR FACILITATOR	11.65
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	4.00
C743	MEP FACILITATOR	6.00

Date: 9/17/08

Teacher Positions

Class	Title	Filled FTE
C751	CADRE ASSOCIATE	5.00
C770	MEA PRESIDENT	1.00
C791	INTERVENTIONIST	3.00
C811	SPED PROGRAM FACILITATOR	3.00
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	41.70
C832	SPED RESOURCE TEACHER	29.50
C833	SPED RESOURCE TEACHER	28.50
C841	MULTI CAT SPED TCHR ELM	11.50
C842	MULTI CAT SPED TCHR MS	4.00
C843	MULTI CAT SPED TCHR HS	6.00
C851	SPED MH TEACHER	7.00
C852	SPED MH TEACHER	3.00
C853	SPED MH TEACHER	6.00
C861	SPED BD TEACHER	4.00
C862	SPED BD TEACHER	4.00
C873	SPED VOC SPEC NEEDS TCHR	2.00
C883	SPED MLC TEACHER	4.00
C891	AUDIOLOGIST	1.00
C901	SPEECH PATHOLOGIST	56.00
C913	SPED VISION IMPAIRED TCHR	3.00
C922	SPED BEHAVIOR SPECIALIST	3.00
C931	SPED INFANT TEACHER	3.00
C941	SPED PRESCHOOL TEACHER	14.00
C952	SPED HOMEBOUND TCHR MS	1.00
C961	EARLY CHLDHD LITERACY TCH	2.50
C971	SCHOOL PSYCHOLOGIST	18.00
TOTAL		1,671.12

Date: 9/10/08

School Nurse Positions

Class	Title	Filled FTE
E100	NURSE DEPT. HEAD	0.30
E20I	SCHOOL NURSE	14.70
TOTAL		15.00

Date: 9/10/08

Professional Technical Salaried Positions

Class	Title	Filled FTE
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	2.00
G310	GRANT/VOLUNTEER COORD	1.00
G333	COMMUNITY COUNSELOR	4.50
G342	SCHOOL SOCIAL WORKER	1.50
G343	SCHOOL SOCIAL WORKER	1.00
G351	OCCUPATIONAL/PHYSICAL TPY	5.60
G353	OCCUPATIONAL/PHYSICAL TPY	4.00
G401	SYSTEMS ANALYST	1.00
G421	NETWORK SUPPORT SPEC	4.00
G431	TECHNOLOGY FACILITATOR 1A	6.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G443	TECHNOLOGY FACILITATOR 2A	1.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G473	TECHNOLOGY SPECIALIST	3.00
G500	ACCOUNTING MANAGER	1.00
G510	INTERNAL AUDITOR/SP PROJ	1.00
G520	DISTRICT ACCOUNTANT	1.00
G550	DATABASE WAREHOUSE SPEC	1.00
G600	GENERAL MANAGER SSC	1.00
G610	WAREHOUSE MANAGER	1.00
G620	PURCHASING AGENT	1.00
G630	TRANSPORTATION MANAGER	1.00
G640	PROJECT MANAGER	1.00
G810	FOOD SERVICE SUPERVISOR	2.00
TOTAL		50.60

Date: 9/18/08

Professional Technical Hourly Positions

Class	Title	Filled FTE
J010	EX SEC TO SUPERINTENDENT	1.00
J020	ADMIN AFFAIRS SECRETARY	1.00
J030	COMMUNICATIONS SECRETARY	1.00
J040	ACTIVITIES/AD-HR SECRETRY	1.00
J110	HR SPECIALIST CERT STAFF	1.00
J120	HR SPEC CLASSIFIED STAFF	1.00
J130	EMPLOYEE RELATIONS SPEC	1.00
J140	HR SPEC RECORD/CLASS STAF	1.00
J150	RECEPTIONIST	1.50
J160	HR SPEC SUB TEACHERS	1.00
J200	RESEARCH ASSISTANT	1.00
J210	RESEARCH SECRETARY	1.00
J220	STUDENT RECORDS SECRETARY	1.00
J240	SECRETARY DIR PUPIL SERV	1.00
J250	SCHOOL PSYC SECRETARY	1.00
J260	PUPIL SERVICES SECRETARY	2.00
J270	STAFF DEV PROG SECRETARY	0.50
J300	EXEC SEC ASSOC SUPT EDSRV	1.00
J310	SECRETARY TO DIR STAFFDEV	1.00
J320	SECRETARY TO DIR ELED	1.00
J330	TITLE I/ECE SECRETARY	1.00
J340	ED SERV PROG SECRETARY	1.00
J34B	BILINGUAL FAM-SCH LIAISON	2.00
J350	SECRETARY TO DIR SECED	1.00
J360	SECRETARY TO DIR SPED	1.00
J370	SPED SECRETARY I	1.50
J380	SPED PRE-SCH SECRETARY I	1.00
J400	SCTRY-ASST SUPT TECHNOLGY	1.00
J410	TECH HELP DESK SPECIALIST	1.00
J500	EXEC SEC ASSOC SUPT GENAD	1.00
J510	ACCOUNTING SPECIALIST	1.00
J520	PAYROLL SPECIALIST	2.00
J540	ACCTS PAYABLE ASSISTANT	2.00
J560	DUPLICATION CLERK	1.50
J600	SUPPORT SERV SECRETARY II	1.00
J610	MAINTENANCE SECRETARY	2.00
J620	WAREHOUSE/MEDIA SECRETARY	2.00

Date: 9/18/08

Professional Technical Hourly Positions

Class	Title	Filled FTE
J630	CATALOGER 12MO	1.00
J640	MEDIA-SSC 10MO SECRETARY	1.00
J713	HS SECURITY GUARD	11.13
J723	HS OUTSIDE SECURITY GUARD	3.00
J800	FOOD SERV BOOKKEEPER/SEC	1.50
J830	SPED VAN DRIVER	3.38
J840	SPED PRESCHOOL VAN DRIVER	17.50
J850	TRANSPORTATION SECRETARY	0.63
J860	SPED VAN DRIVER/JOB COACH	2.75
J902	SECRETARY 12MO MDL SCH	5.00
J903	SECRETARY 12 MO HIGH SCH	8.00
J913	HS ACCOUNTING CLERK	3.50
J921	ELEM SECRETARY 10 MO	25.00
J922	MDL SCH SECRETARY 10 MO	14.00
J923	HS SECRETARY 10 MO	24.00
J933	HS SWIM SUPERVISOR	0.37
J943	HS ACCOMPANIST	2.00
J982	TAP INTERN	2.00
TOTAL		169.74

Date: 9/18/08

Educational Para-Professional Positions

Class	Title	Filled FTE
K101	PRESCHOOL ED PARA	6.97
K111	PRESCH MONTESSORI ED PARA	7.69
K201	GENERAL ED PARA	84.83
K202	GENERAL ED PARA	17.55
K203	GENERAL ED PARA	12.81
K211	ELI ED PARA	8.40
K221	MONTESSORI ED PARA	0.50
K222	MONTESSORI PARA	0.81
K241	RETEACHING PARA	7.11
K242	RETEACHING PARA	1.00
K243	RETEACHING PARA HS	1.32
K301	PRESCHOOL SPED PARA	15.51
K311	RESOURCE SPED PARA	30.30
K312	RESOURCE SPED PARA	24.94
K313	RESOURCE SPED PARA	12.13
K31S	RESOURCE WITH STIPEND	1.76
K321	MULTI-CAT SPED PARA	11.27
K322	MULTI-CAT SPED PARA	0.81
K341	BD SPED PARA	6.50
K342	BD SPED PARA	8.13
K343	BD SPED PARA	1.63
K351	MH SPED PARA	10.56
K352	MH SPED PARA	11.00
K353	MH SPED PARA	14.69
K363	VI SPED ED PARA	0.81
K373	YOUNG ADULT PARA	7.31
K400	CHAPTER 1 PRESCHOOL PARA	1.63
K401	CHAPTER I ED PARA	0.75
K411	ELL PARA	0.38
TOTAL		309.08

Date: 9/18/08

Custodial / Maintenance Positions

Class	Title	Filled FTE
M010	CUSTODIAN SPEC PROJECTS	1.00
M023	CUSTODIAN I DEPT HEAD HS	4.00
M030	DAY CUSTODIAN II	1.00
M031	DAY CUSTODIAN II	24.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	6.00
M043	DAY CUSTODIAN I HS	8.00
M050	NIGHT CUSTODIAN I	1.00
M051	NIGHT CUSTODIAN I ELEM	24.00
M052	NIGHT CUSTODIAN I MS	17.00
M053	NIGHT CUSTODIAN I HS	22.00
M071	CUSTODIAN 10-MONTH ELEM	13.19
M072	CUSTODIAN 10-MONTH MS	7.00
M073	CUSTODIAN 10-MONTH HS	11.25
M080	PT CUSTODIAN 12-MO	0.50
M090	PT DELIVERY DRIVER	0.63
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	1.00
M130	GENERAL LABORER	1.00
M310	DISTRICT GROUNDS LEADER	6.00
M320	DIST GROUNDS ASSISTANT	6.00
M330	GROUNDS ASST 10-MONTH SSC	4.00
M400	AUTO MECHANIC	1.00
M510	CHIEF ENGINEER	1.00
M520	MECHANICAL TECHNICIAN	5.00
M530	ELECTRICIAN	1.00
M543	SR HI DAY ENGINEER	4.00
M553	SR HI NIGHT ENGINEER	2.00
M560	PREV MAINTENANCE ENGINEER	4.00
M570	PM TECH 1	1.00
M572	MS DAY ENGINEER/CUST III	5.00
M582	CMS DAY ENGINEER/CUST IV	1.00
M592	CUSTODIAN ENGINEER	1.00
M600	CARPENTER	7.00
M700	PAINTER 1	1.00
M701	PAINTER 2	1.00
TOTAL		197.56

Date: 9/18/08

Food Service Positions

Class	Title	Filled FTE
P101	FOOD SERVICE MANAGER	23.25
P102	FOOD SERVICE MANAGER	6.81
P103	FOOD SERVICE MANAGER	4.00
P201	FOOD SERVICE	25.57
P202	FOOD SERVICE	37.09
P203	FOOD SERVICE	40.49
TOTAL		137.22

Date: 9/10/08

Staffing Substitutes

Dept	Department Title	Empl No
SUB CUST	SUB CUSTODIAN	38
SUB TCH	SUBSTITUTE TEACHER	354
SUB HRLY	SUBSTITUTES HOURLY	124
TOTAL		516

Elementary Regular Classroom Average

School	Sections	Students	08-09	07-08	06-07	05-06	04-05	03-04	02-03	01-02
Abbott	19	411	21.6	21.8	21.4	22.3	22.0	22.0	21.9	23.0
Ackerman	26	550	21.2	22.1	23.0	22.8	23.7	22.7	23.4	22.7
Aldrich	20	429	21.5	21.3	21.1	19.8	22.2	21.9	21.6	19.7
Black Elk	25	537	21.5	22.6	23.1	22.6	21.4	22.2	21.5	22.3
Bryan	19	381	20.1	19.9	20.4	20.0	19.8	20.7	19.3	18.7
Cather	21	430	20.5	23.1	21.8	21.7	21.7	21.4	21.4	19.6
Cody	12	191	15.9	17.3	16.3	16.4	15.8	16.8	15.8	20.0
Cottonwood	17	346	20.4	20.1	20.6	20.2	22.1	21.0	20.5	20.4
Disney	14	251	17.9	19.2	18.8	18.0	20.9	19.6	18.3	19.3
Ezra Millard	19	380	20.0	20.4	21.1	21.7	22.7	21.4	20.5	21.2
Harvey Oaks	13	288	22.2	21.5	21.2	21.8	21.4	21.1	20.7	19.0
Hitchcock	9	157	17.4	15.9	17.5	17.8	19.2	17.5	18.2	19.3
Holling Heights	18	377	20.9	21.2	21.5	20.9	20.8	20.0	18.3	20.3
Montclair	26	530	20.4	21.2	21.0	23.1	21.8	21.7	21.5	20.5
Morton	17	345	20.3	19.5	20.7	21.4	21.0	20.1	20.9	21.1
Neihardt	27	549	20.3	21.0	21.0	21.8	22.3	21.0	22.5	21.6
Norris	19	340	17.9	19.0	19.1	20.6	19.7	20.4	18.5	20.8
Reagan	27	543	20.1	20.5	-	-	-	-	-	-
Reeder	19	420	22.1	17.9	21.8	20.4	-	-	-	-
Rockwell	17	275	16.2	18.4	19.8	20.1	20.3	19.4	18.6	18.2
Rohwer	22	455	20.7	21.4	22.0	21.1	21.8	22.6	21.2	22.1
Sandoz	17	312	18.4	18.2	19.1	18.9	20.4	21.8	19.3	20.1
Upchurch	14	287	20.5	-	-	-	-	-	-	-
Wheeler	28	561	20.0	20.8	21.7	20.9	21.1	23.5	21.6	19.9
Willowdale	19	417	21.9	22.1	23.4	23.6	22.1	22.1	20.7	21.7
Average	484	9762	20.2	20.5	21.1	21.0	21.3	21.2	20.6	20.6

*Based upon MPS Enrollment Counts 9/20/08

Secondary Classroom Averages by Subject Area

2008-09

	<u>North</u>	<u>South</u>	<u>West</u>	<u>AMS</u>	<u>BMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>
Grade 6	-	-	-	22.5	24.9	21.1	23.1	21.3	22.2
Art	14.5	21.5	22.5	22.3	13.9	18.3	18.5	17.7	24.0
Family Consumer Science	20.7	24.2	23.5	20.8	15.5	17.6	19.3	19.0	20.0
Industrial Technology	12.9	18.6	16.0	22.0	23.5	20.0	17.0	18.7	15.0
P.E.	22.5	24.0	27.0	31.5	32.2	31.3	28.9	22.7	24.0
Health	-	-	-	20.7	22.9	20.8	23.8	20.1	28.0
Business	20.0	19.3	25.4	NA	NA	NA	NA	NA	NA
Vocal Music	40.1	40.3	53.8	21.5	25.6	22.6	25.6	25.0	23.0
Instr. Music	36.1	40.7	30.3	19.2	28.0	28.8	23.3	36.8	35.0
Reading	8.0	12.4	12.6	18.1	23.7	20.6	18.4	23.6	26.8
Computers	9.4	17.4	15.1	20.1	14.1	18.4	21.5	19.4	24.1
Math	20.6	20.8	23.5	20.7	23.2	21.7	21.6	23.3	23.1
English	20.2	21.7	21.1	21.0	23.5	21.7	23.2	23.2	24.1
Science	14.1	20.6	23.8	22.1	23.6	21.7	24.1	23.8	23.1
Social Studies	23.7	23.5	25.3	23.0	23.7	21.7	25.1	23.8	23.1
World Language	19.8	21.0	21.0	20.1	22.5	19.4	21.8	17.5	20.0
Montessori Mini Magnet	-	-	-	-	-	23.3	-	-	-

Middle Level Average Class Size: 22.4

High School Average Class Size: 22.6

Total Secondary Average Class Size: 22.5

2007-08

	<u>North</u>	<u>South</u>	<u>West</u>	<u>AMS</u>	<u>BMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>
Grade 6	-	-	-	24.6	24.6	21.5	21.5	24.8	25.0
Art	18.8	21.2	23.0	21.9	21.4	19.4	16.4	21.2	23.5
Family Consumer Science	22.2	22.7	25.4	15.2	17.8	19.8	16.9	20.2	23.8
Industrial Technology	20.7	16.7	16.8	21.4	22.4	18.7	13.6	20.5	11.8
P.E.	26.7	24.2	26.6	21.6	30.3	31.4	25.3	27.0	42.6
Health/KnowYrsIf	-	-	-	17.7	21.7	20.1	22.8	18.9	26.6
Business	22.1	20.6	25.8	-	-	-	-	-	-
Vocal Music	34.8	67.4	57.0	22.8	25.3	24.0	27.8	19.6	42.5
Instr. Music	34.8	60.1	33.6	19.5	24.8	28.3	24.2	31.4	37.0
Reading	9.0	17.0	15.5	21.9	23.7	22.8	21.1	22.6	23.7
Computers	14.5	19.6	16.9	19.9	16.9	19.4	19.9	21.2	23.5
Math	22.0	21.3	22.6	19.8	22.8	23.2	23.4	22.3	21.8
English	25.0	22.5	22.3	21.1	23.7	23.2	26.4	21.3	21.8
Science	22.4	20.9	24.0	21.8	23.8	23.2	25.3	22.1	23.7
Social Studies	25.2	22.4	25.4	22.9	23.8	23.2	25.3	22.2	23.7
World Language	21.7	21.6	21.8	21.1	22.5	18.2	22.1	19.9	24.1
Montessori Mini Magnet	-	-	-	-	-	18.7	-	-	-

Middle Level Average Class Size: 22.8

High School Average Class Size: 25.1

Total Secondary Average Class Size: 24.0

Certificated Staff Educ Work Experience by School

Employee Loc. Building Name	Average Total Years	Average Millard Years
ABBOTT ELEM	18.4	14.4
ACKERMAN ELEM	14.4	11.3
ALDRICH ELEM	14.0	9.1
ANDERSEN MIDDLE SCH	16.0	12.1
BEADLE MIDDLE SCH	12.8	8.0
BLACK ELK ELEM	11.8	9.3
BRYAN ELEM	14.5	11.0
CATHER ELEM	17.3	12.5
CENTRAL MIDDLE SCH	16.5	13.2
CODY ELEM	12.8	10.4
COTTONWOOD ELEM	15.9	12.2
CSMI-TECH/PSYC/MEP	16.0	13.3
DISNEY ELEM	15.3	11.8
DON STROH ADMIN CTR	25.6	15.4
ECHO HILLS	15.0	6.0
EZRA MILLARD ELEM	14.1	10.0
HARVEY OAKS ELEM	15.2	11.0
HITCHCOCK ELEM	13.2	9.4
HOLLING HEIGHTS ELEM	15.9	12.9
KIEWIT MIDDLE SCH	16.5	12.7
MIDSCH ALT PRG CMS-A	18.3	8.3
MILLARD LRN CNTR	14.0	10.2
MONTCLAIR ELEM	16.5	11.9
MORTON ELEM	18.9	14.1
NEIHARDT ELEM	11.0	8.6
NORRIS ELEM	13.1	8.9
NORTH HIGH	16.2	12.0
NORTH MIDDLE SCH	13.9	11.3
OTHER/NONE	8.0	8.0
REAGAN ELEM	7.7	5.4
REEDER ELEM	10.9	9.0
ROCKWELL ELEM	13.3	8.7
ROHWER ELEM	13.2	10.8
RUSSELL MIDDLE SCH	17.5	12.4
SANDOZ ELEM	13.2	10.5
SOUTH HIGH	14.0	10.6
SUPPORT SERVICES CTR	23.6	18.6
UPCHURCH ELEM	11.7	8.3
WEST HIGH	15.4	11.1
WHEELER ELEM	13.2	10.5
WILLOWDALE ELEM	17.2	14.2
YNG ADULT PRG CMS-A	21.7	13.4
	14.9	11.1

Certificated Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	28	25	3
ACKERMAN ELEM	42	37	5
ALDRICH ELEM	30	27	3
ANDERSEN MIDDLE SCH	66	43	23
BEADLE MIDDLE SCH	77	60	17
BLACK ELK ELEM	35	31	4
BRYAN ELEM	33	29	4
CATHER ELEM	30	29	1
CENTRAL MIDDLE SCH	69	50	19
CODY ELEM	35	31	4
COTTONWOOD ELEM	30	29	1
CSMI-TECH/PSYC/MEP	33	29	4
DISNEY ELEM	34	30	4
DON STROH ADMIN CTR	20	9	11
ECHO HILLS	2	2	
EZRA MILLARD ELEM	29	27	2
HARVEY OAKS ELEM	24	21	3
HITCHCOCK ELEM	23	20	3
HOLLING HEIGHTS ELEM	37	31	6
KIEWIT MIDDLE SCH	75	52	23
MIDSCH ALT PRG CMS-A	4	4	
MILLARD LRN CNTR	8	4	4
MONTCLAIR ELEM	44	42	2
MORTON ELEM	29	29	
NEIHARDT ELEM	40	36	4
NORRIS ELEM	32	27	5
NORTH HIGH	170	96	74
NORTH MIDDLE SCH	68	48	20
OTHER/NONE	1	1	
REAGAN ELEM	36	29	7
REEDER ELEM	34	31	3
ROCKWELL ELEM	35	32	3
ROHWER ELEM	34	33	1
RUSSELL MIDDLE SCH	72	54	18
SANDOZ ELEM	38	36	2
SOUTH HIGH	157	103	54
SUPPORT SERVICES CTR	1	1	
UPCHURCH ELEM	22	17	5
WEST HIGH	148	90	58
WHEELER ELEM	45	42	3
WILLOWDALE ELEM	35	35	
YNG ADULT PRG CMS-A	7	7	
	1812	1409	403

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	41	35	6
ACKERMAN ELEM	59	50	9
ALDRICH ELEM	41	37	4
ANDERSEN MIDDLE SCH	98	69	29
BEADLE MIDDLE SCH	110	88	22
BLACK ELK ELEM	51	45	6
BRYAN ELEM	48	42	6
CATHER ELEM	43	40	3
CENTRAL MIDDLE SCH	107	81	26
CODY ELEM	59	54	5
COTTONWOOD ELEM	42	39	3
CSMI-TECH/PSYC/MEP	52	37	15
DISNEY ELEM	52	44	8
DON STROH ADMIN CTR	66	49	17
ECHO HILLS	3	3	
EZRA MILLARD ELEM	44	39	5
HARVEY OAKS ELEM	36	31	5
HITCHCOCK ELEM	42	37	5
HOLLING HEIGHTS ELEM	56	48	8
KIEWIT MIDDLE SCH	106	79	27
MIDSCH ALT PRG CMS-A	7	7	
MILLARD LRN CNTR	13	8	5
MONTCLAIR ELEM	76	71	5
MORTON ELEM	41	40	1
NEIHARDT ELEM	61	54	7
NORRIS ELEM	47	40	7
NORTH HIGH	240	148	92
NORTH MIDDLE SCH	96	70	26
OTHER/NONE	2	2	
REAGAN ELEM	53	45	8
REEDER ELEM	56	51	5
ROCKWELL ELEM	65	58	7
ROHWER ELEM	54	51	3
RUSSELL MIDDLE SCH	103	80	23
SANDOZ ELEM	58	54	4
SOUTH HIGH	232	156	76
SUPPORT SERVICES CTR	62	15	47
TRANSPORTATION CMS-A	32	14	18
UPCHURCH ELEM	32	27	5
WEST HIGH	219	142	77
WHEELER ELEM	67	61	6
WILLOWDALE ELEM	49	47	2
YNG ADULT PRG CMS-A	16	16	
	2837	2204	633

Date: 9/17/08

Certificated Staff Ethnicity by School

Employee Loc. Building Name	Total	A	B	H	W	O
ABBOTT ELEM	28				28	
ACKERMAN ELEM	42				42	
ALDRICH ELEM	30	1			29	
ANDERSEN MIDDLE SCH	66		1		65	
BEADLE MIDDLE SCH	77		1	1	75	
BLACK ELK ELEM	35				34	1
BRYAN ELEM	33				33	
CATHER ELEM	30				30	
CENTRAL MIDDLE SCH	69	1			68	
CODY ELEM	35				35	
COTTONWOOD ELEM	30				30	
CSMI-TECH/PSYC/MEP	33			1	32	
DISNEY ELEM	34				34	
DON STROH ADMIN CTR	20		1	1	18	
ECHO HILLS	2				2	
EZRA MILLARD ELEM	29				29	
HARVEY OAKS ELEM	24				24	
HITCHCOCK ELEM	23				23	
HOLLING HEIGHTS ELEM	37				37	
KIEWIT MIDDLE SCH	75			2	73	
MIDSCH ALT PRG CMS-A	4				4	
MILLARD LRN CNTR	8		1		7	
MONTCLAIR ELEM	44				44	
MORTON ELEM	29				29	
NEIHARDT ELEM	40	1			39	
NORRIS ELEM	32				32	
NORTH HIGH	170			1	168	1
NORTH MIDDLE SCH	68		1	1	66	
OTHER/NONE	1				1	
REAGAN ELEM	36				36	
REEDER ELEM	34				34	
ROCKWELL ELEM	35			1	34	
ROHWER ELEM	34		1	1	31	1
RUSSELL MIDDLE SCH	72				72	
SANDOZ ELEM	38			1	37	
SOUTH HIGH	157	1		1	155	
SUPPORT SERVICES CTR	1				1	
UPCHURCH ELEM	22				22	
WEST HIGH	148			3	145	
WHEELER ELEM	45				45	
WILLOWDALE ELEM	35				35	
YNG ADULT PRG CMS-A	7				7	
	1812	4	6	14	1785	3

Date: 9/17/08

Certificated Staff Age by School

Employee Loc. Building Name	Average Age
ABBOTT ELEM	47.4
ACKERMAN ELEM	40.2
ALDRICH ELEM	39.4
ANDERSEN MIDDLE SCH	42.8
BEADLE MIDDLE SCH	39.3
BLACK ELK ELEM	36.3
BRYAN ELEM	41.4
CATHER ELEM	48.3
CENTRAL MIDDLE SCH	42.4
CODY ELEM	41.7
COTTONWOOD ELEM	43.1
CSMI-TECH/PSYC/MEP	43.6
DISNEY ELEM	38.9
DON STROH ADMIN CTR	50.9
ECHO HILLS	50.0
EZRA MILLARD ELEM	38.5
HARVEY OAKS ELEM	42.8
HITCHCOCK ELEM	38.6
HOLLING HEIGHTS ELEM	41.4
KIEWIT MIDDLE SCH	42.8
MIDSCH ALT PRG CMS-A	41.5
MILLARD LRN CNTR	41.6
MONTCLAIR ELEM	42.3
MORTON ELEM	43.6
NEIHARDT ELEM	38.1
NORRIS ELEM	38.4
NORTH HIGH	43.4
NORTH MIDDLE SCH	40.6
OTHER/NONE	29.0
REAGAN ELEM	31.9
REEDER ELEM	36.5
ROCKWELL ELEM	40.1
ROHWER ELEM	40.5
RUSSELL MIDDLE SCH	44.9
SANDOZ ELEM	40.2
SOUTH HIGH	39.6
SUPPORT SERVICES CTR	55.0
UPCHURCH ELEM	36.4
WEST HIGH	42.5
WHEELER ELEM	38.9
WILLOWDALE ELEM	45.0
YNG ADULT PRG CMS-A	51.4
	41.4

Date: 9/10/08

All Staff Age >= 50 by School

Employee Loc. Building Name	Average Age	Employee Count
ABBOTT ELEM	55.8	18
ACKERMAN ELEM	55.3	14
ALDRICH ELEM	55.9	16
ANDERSEN MIDDLE SCH	55.4	33
BEADLE MIDDLE SCH	56.8	25
BLACK ELK ELEM	54.4	9
BRYAN ELEM	55.1	18
CATHER ELEM	57.0	22
CENTRAL MIDDLE SCH	54.7	40
CODY ELEM	55.0	20
COTTONWOOD ELEM	54.1	17
CSMI-TECH/PSYC/MEP	56.2	21
DISNEY ELEM	55.9	15
DON STROH ADMIN CTR	56.3	40
ECHO HILLS	53.0	2
EZRA MILLARD ELEM	54.4	14
HARVEY OAKS ELEM	56.2	11
HITCHCOCK ELEM	56.3	11
HOLLING HEIGHTS ELEM	54.8	18
KIEWIT MIDDLE SCH	57.4	45
MIDSCH ALT PRG CMS-A	51.3	3
MILLARD LRN CNTR	56.4	5
MONTCLAIR ELEM	57.3	34
MORTON ELEM	56.0	16
NEIHARDT ELEM	56.2	17
NORRIS ELEM	53.9	10
NORTH HIGH	56.1	98
NORTH MIDDLE SCH	56.4	34
REAGAN ELEM	55.5	8
REEDER ELEM	54.6	11
ROCKWELL ELEM	56.6	21
ROHWER ELEM	56.6	17
RUSSELL MIDDLE SCH	55.9	49
SANDOZ ELEM	54.0	12
SOUTH HIGH	56.6	81
SUPPORT SERVICES CTR	54.7	35
TRANSPORTATION CMS-A	61.9	29
UPCHURCH ELEM	56.0	4
WEST HIGH	56.0	84
WHEELER ELEM	52.8	17
WILLOWDALE ELEM	54.7	23
YNG ADULT PRG CMS-A	55.8	10
	56.0	1027

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
A	61.0	20.0	1
	59.0	35.0	1
	56.0	28.0	1
		22.0	1
		21.0	1
	55.0	29.6	1
		27.0	1
		25.0	1
		21.0	1
C	70.0	32.0	1
	66.0	34.5	1
		31.0	1
	65.0	32.0	1
		21.0	1
	64.0	41.5	1
		31.0	2
		25.0	1
		22.0	1
	63.0	41.0	1
		24.0	1
		23.5	1
		22.5	1
	62.0	33.0	1
		27.0	1
		23.0	1
		22.0	2
		21.5	1
		20.0	1
	61.0	38.0	1
		37.0	1
		35.0	1
		26.0	1
		23.0	1
		20.0	1
	60.0	29.0	1
		24.5	1
24.0		3	
23.5		1	
22.5		1	
59.0	36.0	1	
	34.0	2	
	32.0	1	

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count	Employees
C	59.0	29.0	2	
		28.0	1	
		27.0	1	
		26.0	1	
		25.5	1	
		24.0	2	
		23.4	1	
		21.0	3	
	58.0	37.0	1	
		35.0	1	
		33.0	1	
		28.5	1	
		27.0	1	
		26.0	1	
		25.2	1	
		25.0	2	
		24.0	1	
		23.0	3	
		22.5	1	
		22.0	4	
		21.7	1	
		21.0	1	
		20.6	1	
	20.0	3		
	57.0	34.0	1	
		31.0	1	
		28.0	2	
		27.2	1	
		26.0	3	
		25.0	1	
		24.0	3	
		23.0	1	
		22.6	1	
		22.5	1	
		21.5	1	
		20.5	1	
		20.1	1	
	20.0	1		
	56.0	35.0	2	
		31.0	1	
		30.0	1	
		27.0	2	

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count	Employees
C	56.0	25.0	2	
		24.0	1	
		23.0	3	
		22.0	1	
		21.5	1	
		21.0	1	
	55.0	35.0	1	
		34.0	3	
		32.5	1	
		31.0	2	
		30.5	1	
		30.0	2	
		29.5	1	
		28.0	2	
		27.6	1	
		26.0	3	
		25.0	2	
		24.0	3	
		23.5	1	
		23.0	1	
22.0	2			
21.5	1			
21.0	1			
E	65.0	36.0	1	
	57.0	23.0	1	

Staff Turnover

Staff Terminations September 1, 2007 through August 31, 2008

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education		2			1	7	1	
Contract Expired		2			1	4		
Deceased		1			1			1
Employment Outside Education		6		2	4	16	5	2
Personal / Family Reasons		13	1		6	17	1	3
Personal Health		1			1	4	1	2
Job Dissatisfaction		1				2	2	1
Long-term Disability		1					2	
Miscellaneous Resignation		1			1	4	1	3
Other Education Job		23			1	6		
Performance		3		1	2	2		1
Relocation		19			1	4	1	
Resigned		8			1	3	2	
Retired				1	7	8	3	7
Sabbatical Leave								
Unpaid Leave of Absence		17						
Reduction in Force								
Voluntary Early Separation	4	43						
Total	4	141	1	4	27	77	19	20

<i>Total as a % of 07-08 Staff</i>	4.6%	8.4%	6.7%	8.2%	14.8%	19.0%	9.8%	12.0%
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History

2006-07	10.6%	9.7%	6.8%	17.8%	12.0%	27.7%	10.6%	18.1%
2005-06	4.7%	9.9%	0.0%	4.7%	12.0%	34.2%	11.1%	15.7%
2004-05	11.4%	10.2%	7.1%	20.0%	11.3%	22.1%	11.0%	14.4%
2003-04	8.9%	7.8%	7.1%	0.0%	14.3%	16.1%	10.4%	16.3%
2002-03	4.9%	8.0%	0.0%	5.0%	10.2%	17.9%	7.1%	12.0%
2001-02	8.6%	7.6%	21.4%	7.3%	17.6%	17.7%	9.2%	6.4%
2000-01	5.0%	6.8%	7.7%	2.6%	6.3%	9.1%	3.6%	8.8%

Teacher Retention for the Last 5 Years

Year	03-04		04-05		05-06		06-07		07-08		
Description	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	
# of New Hires	32	88	67	134	78	177	61	175	80	198	
# leaving end of 03-04	4	14									
# leaving end of 04-05	3	7									
# leaving end of 05-06	1	5									
# leaving end of 06-07	0	1									
# leaving end of 07-08	0	3									
First Year Retention Percent	87.5%	84.1%	88.1%	91.0%	89.6%	91.0%	94.9%	89.7%	93.8%	90.9%	
# Still on Contract Current	24	58	48	98	60	140	46	142	75	180	
Total Resignations Current	8	30	19	36	18	37	15	33	5	18	
Percent Retained Current	75%	66%	72%	73%	77%	79%	75%	81%	94%	91%	

One Year Retention Glance (Hired and Resigned in 2007-08)

<u>Description</u>	<u>Number</u>	<u>Percent</u>
Contract Expired	1	0.51%
Relocation	5	2.53%
Family	2	1.01%
Continuing Education	1	0.51%
Personal Reasons	2	1.01%
Job Outside of Education	1	0.51%
Other Education Job	5	2.53%
Peformance	1	0.51%
Total Leaving	<u>18</u>	<u>9.1%</u>

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
ABBOTT ELEM			13	14	1		28
ACKERMAN ELEM	1		22	19			42
ALDRICH ELEM	1		13	15	1		30
ANDERSEN MIDDLE SCH		1	24	40	1		66
BEADLE MIDDLE SCH	1		30	46			77
BLACK ELK ELEM			13	21	1		35
BRYAN ELEM	1		13	19			33
CATHER ELEM			18	12			30
CENTRAL MIDDLE SCH		1	24	44			69
CODY ELEM			18	17			35
COTTONWOOD ELEM			14	16			30
CSMI-TECH/PSYC/MEP			1	16	15	1	33
DISNEY ELEM			15	19			34
DON STROH ADMIN CTR				7	4	9	20
ECHO HILLS				2			2
EZRA MILLARD ELEM			11	18			29
HARVEY OAKS ELEM			9	14	1		24
HITCHCOCK ELEM			10	13			23
HOLLING HEIGHTS ELEM			20	17			37
KIEWIT MIDDLE SCH	1		29	43	2		75
MIDSCH ALT PRG CMS-A				4			4
MILLARD LRN CNTR			3	5			8
MONTCLAIR ELEM			18	26			44
MORTON ELEM			15	13	1		29
NEIHARDT ELEM			17	23			40
NORRIS ELEM			15	16	1		32
NORTH HIGH	1		64	103	1	1	170
NORTH MIDDLE SCH	1	1	27	38		1	68
OTHER/NONE			1				1
REAGAN ELEM			20	15		1	36
REEDER ELEM			15	18	1		34
ROCKWELL ELEM			13	21	1		35
ROHWER ELEM	1		14	19			34
RUSSELL MIDDLE SCH	1		27	43	1		72
SANDOZ ELEM			14	24			38
SOUTH HIGH	1		60	93		3	157
SUPPORT SERVICES CTR				1			1
UPCHURCH ELEM			11	11			22
WEST HIGH			45	101		2	148
WHEELER ELEM			23	22			45
WILLOWDALE ELEM			12	22		1	35
YNG ADULT PRG CMS-A	1			6			7
	11	3	711	1036	32	19	1812

Date: 9/18/08

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
0	OTHER COLL/UNIV		1	26	24			51
AR02	ARKANSAS OTHER			2	1			3
AR05	UNIV OF ARKANSAS			1	1			2
AZ01	ARIZONA STATE			1				1
AZ02	NORTHERN ARIZONA				5			5
AZ03	UNIV OF ARIZONA				4			4
AZ04	UNIV OF PHOENIX			1	5			6
CA00	CALIF OTHER			2	2			4
CA01	CALIF SCHOOL ARTS			1				1
CA04	CALIF STATE COLL			1				1
CA09	SAN FRANCISCO ST				1			1
CA16	UNIV CAL SANT BAR				1			1
CO02	COLORADO OTHER				1			1
CO05	LORETTA HGTS COLL			2				2
CO07	UNIV OF COLORADO				1			1
CO08	UNIV OF DENVER				1			1
CO09	UNIV NO COLORADO				6	1	1	8
CT01	CONNECTICUT OTHER				1			1
FL02	FLORIDA ST UNIV				1			1
FL04	UNIV OF MIAMA				1			1
FL05	UNIV OF S FLORIDA			1	1			2
GA05	GEORGIA OTHER				1			1
IA01	BRIAR CLIFF COLL			4				4
IA02	BUENA VISTA COLL			4				4
IA05	COE COLLEGE			1				1
IA07	DRAKE COLLEGE				3			3
IA08	GRACELAND COLL			1				1
IA10	IOWA OTHER			3				3
IA11	IOWA STATE UNIV			12	4			16
IA12	IOWA WESLEYAN UNI			1				1
IA14	LUTHER COLLEGE			1				1
IA15	MARYCREST COLLEGE			1				1
IA16	MORNINGSIDE COLL			1				1
IA18	NORTHWESTERN COLL			2				2
IA21	UNIV OF NO IOWA			7	3			10
IA23	UNIV OF IOWA			4	3			7
IA26	WESTMAR COLL			1				1

Date: 9/18/08

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
IL05	ILLINOIS OTHER				2			2
IL09	NORTHERN ILLINOIS			2	1			3
IL11	SO ILLINOIS UNIV			1				1
IL14	UNIV OF ILLINOIS			1	2			3
IL15	WESTERN ILLINOIS			1	1			2
IL16	ST XAVIER COLLEGE			1				1
IL18	NORTHWESTERN UNIV				1			1
IL19	BELLEVILLE COLL	1						1
IN03	INDIANA STATE UNI			1				1
IN04	INDIANA UNIV			1	1			2
IN05	NOTRE DAME				1			1
IN06	PURDUE UNIVERSITY			1	1			2
IN07	ST MARY'S			1	1			2
KS01	BETHENY COLL			1				1
KS03	FT HAYS STATE			1	3			4
KS04	KANSAS OTHER				2			2
KS05	KANSAS ST EMPORIA				1			1
KS06	KANSAS ST MANHATT			2	2			4
KS11	MT ST SCHOLASTICA			1				1
KS14	UNIV OF KANSAS			2	4			6
KS15	WASHBURN UNIV			1				1
KS16	WICHITA STATE			2	1			3
KY00	KENTUCKY OTHER			1	1			2
KY02	UNIV OF KENTUCKY					1		1
MA02	BOSTON UNIV				1			1
MA03	EMERSON COLL				1			1
MA06	LESLEY COLLEGE				4			4
MA16	UNIV OF MASS			1				1
MA17	FRAMINGHAM STATE				1			1
MI00	MICHIGAN OTHER				1			1
MI02	EASTERN MICHIGAN				1			1
MI04	MICHIGAN STATE			1				1
MI05	UNIV OF MICHIGAN				1			1
MI06	WESTERN MICHIGAN				1			1
MN01	CONCORDIA COLL MN			1				1
MN04	MANKATO ST COLL				1			1
MN05	MINNESOTA OTHER			2				2

Date: 9/18/08

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
MN07	ST CLOUD STATE			2				2
MN08	UNIV OF MINN				2			2
MN11	NORMANDALE COMMUN	1						1
MN12	COLL ST.CATHERINE				1			1
MO01	CENTL MISSOURI ST			1	2			3
MO06	MARYVILLE COLL			1				1
MO07	MISSOURI OTHER			4	4	1		9
MO08	N E MISSOURI TCHS			1	1			2
MO09	N W MISSOURI TCHS			15	9			24
MO11	S W MISSOURI TCHR				1			1
MO13	STEPHENS COLL			1				1
MO15	UNIV MO COLUMBIA				3	1		4
MO16	UNIV MO KANS CTY				1			1
MO17	ST LOUIS UNIV			2	3			5
MO19	WILLIAM JEWELL			1				1
MS08	UNIV OF MISS				1			1
MT01	UNIV OF MONTANA			1				1
ND00	ND OTHER			4	1			5
ND01	UNIV OF ND			2	1			3
ND03	MARY COLLEGE		1					1
ND04	ST JOSEPH SCH NUR	1						1
NE01	BELLEVUE COLLEGE			2	2			4
NE02	CHADRON ST			3				3
NE03	COLL OF ST MARY	1		16	3			20
NE04	CONCORDIA			4	1			5
NE05	CREIGHTON UNIV		1	14	17			32
NE06	DANA			12				12
NE07	DOANE			12	93			105
NE09	HASTINGS			7	3			10
NE11	UNIV NE KEARNEY			48	39	1		88
NE12	MIDLAND LUTH			10	1			11
NE13	NEBRASKA OTHER			2	2			4
NE14	NE WESLEYAN			13	2			15
NE15	PERU STATE			20	80			100
NE16	UNIV NE LINCOLN			172	136	3	11	322
NE17	UNIV NE OMAHA			174	460	20	5	659
NE18	WAYNE STATE			26	25	2		53

Date: 9/18/08

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
NE19	UNIV NE MED CTR	2						2
NE20	METHODIST HOSP	2						2
NE21	LINCOLN GEN HOSP	1						1
NE22	CLARKSON COLLEGE	2		1				3
NV01	UNIV OF NEVADA				1			1
NY00	NEW YORK OTHER			1				1
NY03	BERNARD BARUCH CO			1				1
NY11	NEW YORK UNIV				1			1
NY12	OSWEGO UNIVERSITY					1		1
NY15	STATE UNIV OF NY				1			1
NY18	STA UNIV-ONEONTA				1			1
OH01	ASHLAND COLLEGE				1			1
OH02	BOWLING GREEN				1			1
OH08	KENT STATE COLL				2			2
OH14	OHIO STATE			1	1			2
OH15	OHIO UNIV				1			1
OH18	UNIV CINCINNATI				1			1
OK01	CENTRAL ST COLL				1			1
OK06	OKLAHOMA OTHER				1			1
OK07	OK STATE UNIV			1				1
OK10	UNIV OKLAHOMA			1	2			3
OK11	UNIV OF TULSA			1				1
OR01	E OREGON COLLEGE				1			1
OR06	UNIV OF OREGON						1	1
PA09	PENN STATE				1			1
SC02	CLEMSON UNIV				1			1
SD01	AUGUSTANA COLLEGE			3				3
SD07	NO ST TECH COL			1				1
SD09	SO DAKOTA OTHER			1				1
SD10	SO DAKOTA ST UNIV			1				1
SD12	UNIV SD SPRNGFLD			1				1
SD13	UNIV SD VERMILLON			8	6	1		15
TN10	UNIV OF TENNESSEE				1			1
TX08	AUSTIN STATE COL				1			1
TX10	TEXAS CHRISTIAN U			1				1
TX11	TEXAS OTHER			1	2			3
TX14	UNIV OF HOUSTON				2			2

Date: 9/10/08

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
TX15	UNIV OF TEXAS				1			1
TX17	TEXAS A&M-COMMERC						1	1
UT01	BRIGHAM YOUNG UN			1				1
UT03	UNIV OF UTAH			1	1			2
UT05	UTAH STATE			1	1			2
WI13	UNIV OF WISCONSIN			1				1
WI15	WISCONSIN ST UNIV			1				1
WV01	WEST VIRGINA UN			1				1
WY01	UNIV OF WYOMING			3	1			4
Z002	UNIV OF MANITOBA			1				1
		11	3	710	1037	32	19	1812

Date: 8/19/08

Applicant Count 8/1/07 --8/1/08

Hire Status	Status definition	Applicant Total
ACT		1
ACTN	Hired	29
ANR	Not Recommended	19
APNA	Not Available	78
APPL	Not Hired	1
APST	Sub/Applicant	29
FSD	Hired	136
WEA	Not Hired	918
Total Applicant Count		1211

Date: 8/19/08

Positions applied for 2007-08

Class Cd	Title	ACT	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C011	MONTESSORI PRESCHOOL TCHR		1		1				7
C051	PRESCHOOL TEACHER		1		2		2	1	37
C091	KINDERGARTEN TEACHER	1	5		5		4	17	146
C111	GRADE 1 TEACHER	1	5	1	5		2	33	225
C121	GRADE 2 TEACHER	1	6	1	7		7	33	274
C131	GRADE 3 TEACHER	1	4		6		10	32	264
C141	GRADE 4 TEACHER	1	3	5	7		11	35	250
C151	GRADE 5 TEACHER	1	1	6	7		8	25	204
C162	GRADE 6 TEACHER	1		4	7		5	11	94
C301	CORE TEACHER	1	1				1	1	16
C302	CORE TEACHER	1			2		1		6
C311	MONTESSORI 4/5 TEACHER		2		1			1	12
C312	MONTESSORI TEACHER								1
C321	ART TEACHER		1		2		1		10
C322	ART TEACHER			1	1		1	2	11
C323	ART TEACHER			1	1		1	1	12
C333	BUSINESS TEACHER			1	5		1	3	21
C352	LANGUAGE ARTS TEACHER	1	3	7	14		1	11	39
C353	LANGUAGE ARTS TEACHER		3	3	11		1	9	54
C35D	DRAMA/SPEECH TEACHER HS				1				5
C35J	JOURNALISM TEACHER HS				1			1	3
C362	READING TEACHER	1		1	2			3	12
C363	READING TEACHER								3
C382	WORLD LANGUAGE TEACHER								1
C383	WORLD LANGUAGE TEACHER								1
C38F	FRENCH TEACHER MS							1	2
C38G	GERMAN TEACHER MS				1		1	1	5
C38L	LATIN TEACHER HS								2
C38S	SPANISH TEACHER MS	1	1	1	5			3	6
C3FH	FRENCH TEACHER HS			1				1	2
C3GH	GERMAN TEACHER HS								1
C3SH	SPANISH TEACHER HS		1	2	10			3	6
C412	FAMILY CONSUMER SCI TCHR				6		1	4	10
C413	FAMILY CONSUMER SCI TCHR				5		1	1	6
C433	INDUSTRIAL TECH TEACHER				1				2
C452	COMPUTER TEACHER		1	2	3		1	2	2
C453	COMPUTER TEACHER				2		1		1

Date: 8/19/08

Positions applied for 2007-08

Class Cd	Title	ACT	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C462	MATH TEACHER		3		7		3	7	33
C463	MATH TEACHER		1		7		1	6	15
C472	SCIENCE TEACHER		1	2	9		1	7	23
C473	SCIENCE TEACHER		1	1	2			5	16
C492	SOCIAL STUDIES TEACHER	1	2	5	9		6	12	75
C493	SOCIAL STUDIES TEACHER		1	2	2		5	1	70
C513	NEW FRONTIER TEACHER								2
C531	VOCAL MUSIC TEACHER		1		7		2	4	22
C532	VOCAL MUSIC TEACHER				5		1		6
C533	VOCAL MUSIC TEACHER		1	1	8		1		6
C541	INSTR MUSIC TEACHER						1		
C543	INSTR MUSIC TEACHER						1		
C54I	INSTR MUSIC TEACHER				1			2	15
C55I	ORCHESTRA TEACHER								2
C572	HEALTH TEACHER				2		2	1	7
C591	PHYSICAL ED TEACHER		1			1		2	36
C592	PHYSICAL ED TEACHER		1			1	1	2	21
C593	PHYSICAL ED TEACHER		1			1	1	6	40
C611	ELEM COUNSELOR		1					3	16
C612	MDL SCH COUNSELOR				2			3	10
C613	HIGH SCH COUNSELOR			1	1			1	14
C621	MEDIA SPECIALIST			1					18
C622	MEDIA SPECIALIST			1					11
C623	MEDIA SPECIALIST			1	1				10
C631	READ TEACHER	1	2					3	17
C641	EARLY LIT INT (ELI) TCHR		1		1		1	2	16
C661	ESL TEACHER		1						
C662	ESL TEACHER								1
C663	ESL TEACHER								1
C66I	ELL TEACHER		1						2
C671	CHAPTER 1 TEACHER		2		1		1	1	19
C682	HIGH ABILITY LRNER TCH				1			1	1
C710	MEP TECH FACILITATOR			1				1	7
C733	INSTRUCTIONAL DEPT HEAD								1
C79I	INTERVENTIONIST								4
C823	SPED ADAPTIVE PE TEACHER								1
C831	SPED RESOURCE TEACHER		1		2		2	9	54

Date: 8/19/08

Positions applied for 2007-08

Class Cd	Title	ACT	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C832	SPED RESOURCE TEACHER			1			1	3	18
C833	SPED RESOURCE TEACHER			1				2	9
C841	MULTI CAT SPED TCHR ELM							5	8
C842	MULTI CAT SPED TCHR MS							3	3
C843	MULTI CAT SPED TCHR HS							1	2
C851	SPED MH TEACHER		1					3	8
C852	SPED MH TEACHER							1	3
C853	SPED MH TEACHER							1	3
C861	SPED BD TEACHER							2	7
C862	SPED BD TEACHER							2	6
C863	SPED BD TEACHER		1						4
C873	SPED VOC SPEC NEEDS TCHR								1
C883	SPED MLC TEACHER	1	1					2	5
C900	SPEECH PATHOLOGIST PRESCH		1					2	1
C901	SPEECH PATHOLOGIST							5	7
C913	SPED VISION IMPAIRED TCHR				1			1	
C931	SPED INFANT TEACHER		1		1				5
C941	SPED PRESCHOOL TEACHER		1					1	10
C953	SPED HOMEBOUND TEACHER		1						4
C971	SCHOOL PSYCHOLOGIST								9
E201	SCHOOL NURSE		2						5

Millard Public Schools Recruiting Report

2007-08

Our Human Resources staff attended numerous recruiting events throughout the year. Many of our teaching positions were filled by candidates we met at these events.

August 20, 2007	UNO Student Teacher Panel
September 28, 2007	Millard Public School's Student Teacher Interview Day
October 17, 2007	UNL Fall Interview Day for Educators
October 25, 2007	Nebraska Wesleyan Education Interview Day
December 13, 2007	Wayne State College Education Interview Day
January 3, 2008	UNO Student Teacher Symposium
February 8, 2008	Millard Public School's Student Teacher Interview Day
February 7, 2008	Doane College Interview Day
February 13, 2008	Dana College Interview Day
February 29, 2008	Wayne State College Education Interview Day
March 20, 2008	Nebraska Wesleyan Education Interview Day
March 25, 2008	UNK Educator's Employment Fair
March 26, 2008	UNL Interview Day for Educators

Millard Public Schools New Staff Facts

Interesting Facts

- *Millard Has the Most Educated Staff in Nebraska
- *Hired two husband and wife teams
- *We have a North Dakotan in the house.
- *We hired the sister of the head swim coach at Millard South to be the head swim coach at Millard North.
- *10 UNO CADRE teachers

New Staff Members to Millard

- Administrators -- 3
- Elementary Teachers -- 60
- Counselors (Guidance) -- 6 Counselors
- Special Education Teachers -- 16
- Middle School and High School Teachers -- 71
- Speech Pathologists -- 6
- Psychologists -- 0

***GPA** – 3.61

***Statistics**

- *Range of Experience: 0 years to 34 years *5 of you have 30 or more years experience
- *Total Years of experience: 709
- *Average Years of Experience per employee: 4.6 years
- *Brand New to Teaching: 60 Staff Members
- *Millard Retreds: 18 (Including Short term contracts that were rehired)
6 Millard Retreds have 3 or more years of experience
- *Master's Degree: 53
MOST EDUCATED STAFF in State of Nebraska
- *10 Cadres

***States Hired From** – North Dakota, Alabama, Arizona, California, Colorado, Florida, Iowa, Illinois, Kansas, Minnesota, Missouri, Mississippi, North Dakota, Nebraska, New York, South Dakota, Texas, Virginia, Washington, Wisconsin.

***Some of the Colleges you attended:** Augustana, BYU, Buena Vista, California, Cal State, Clemson, Chadron State, Coe College, College of Saint Mary, Colorado, Colorado State, Creighton, UNO, UNL, Doane, Dana, Hastings, Iowa, Iowa State, Northern Iowa, Midland, Wesleyan, Oklahoma State, Northern Illinois, Northwestern, Peru State, Kansas, Mississippi, North Dakota, Wayne State, Wisconsin, William Jewell, Western Washington,

***You have served in the following roles before coming to Millard:**

- Cheerleading
- Dance Instructor

Tutor
IB Coordinator
Swim teacher
Volunteer for the Special Olympics.
Mentor
Confirmation leader
Sunday school teacher
CCD Teacher
Big Sisters
Camp Counselor
Vacation Bible School Teacher
Volleyball Coach
Track Coach
Baseball Coach
Football Coach
Corn Detassling
Boys Town
Choir Director
Swim Pool Manager
Respite Child Care
Boys and Girls Club Volunteer,
Girl and Boy Scouts
Nanny
Head Start
Para Educator
Tutor
Big Brothers/Big Sisters
Sun Dawgs
Young life Volunteer
YMCA
Boy Scouts

Languages you are fluent In: Spanish, German,

What do you think will (does) provide you the greatest pleasure in teaching?

The students! Seeing that moment of understanding on a student's face is one of the best feelings in the classroom, and having a student come up to you and say hi or tell you how much you impacted their life is the best "outside the classroom" feeling! In general, seeing your students do well.

Seeing the improvement of the students in my class because of something I have done, whether it is instruction or being a positive role-model
I want to impact the lives of students, both academically and as citizens. I want kids to learn from their mistakes and realize that it is OK to be confused... as long as they do something about that confusion.

I would like to see each student in my class succeed academically and socially. I want each student to feel as though they are in a positive learning environment that offers them every opportunity to learn successfully.

What will provide you the greatest satisfaction in teaching?

Student successes are the greatest pleasures of teaching.

My reasons for teaching are purely intrinsic. I want to see students experience legitimate success and I want to see students respond positively to constructive criticism and channel that criticism into success. This applies to all students, the motivated and unmotivated, the naturally intelligent and those who have to work for it. Ultimately, I want to make a difference in student lives. This will bring me the most pleasure.

As a teacher I want to provide students with the best education possible. I want my students to feel comfortable in the classroom to express their thoughts and ideas. I want my students to know that I am there for any help they may need as they work towards their own journey in Education. I am a life-long learner and I am excited to make new discoveries and learn more with my students everyday.

I want kids to learn to LOVE LEARNING!

The greatest pleasure in teaching is seeing students set goals and accomplish those goals. Collaborating and working with other teachers both for the students' needs and to better my teaching abilities also gives me great pleasure.

If there were absolutely no restrictions placed upon you, what would you most want to do in life?

If there were zero limitations, I would still want the opportunity to show young people the beauty of language in the world. I think literature, communication, poetry, song, dance and all forms of art are beautiful forms of expression that can be shared by all people, and I would want to ensure the generations of the future have that chance to continue on with such traditions of humanity.

I am pursuing that dream right now. I have multiple interest and abilities. Teaching and learning allows me to express myself and develop myself in those areas.

I made the decision to teach because it's something I care about and something I want to spend my life doing

I would want to be able to make a difference in as many kids' lives as possible while maintaining a healthy family and personal life.

Student Teacher Placements 2007-08

MIDDLE SCHOOL

<u>Teaching Area</u>	<u>AMS</u>	<u>CMS</u>	<u>KMS</u>	<u>NMS</u>	<u>RMS</u>	<u>BMS</u>	<u>TOTAL</u>
Grade 6				2			2
Art					1		1
Business							0
Counseling							0
English	1		1		1		3
Foreign Language		1		1		1	3
Health							0
Family Con Science				1			1
Industrial Arts							0
Math				2		1	3
Media							0
Music	2						2
Nurse							0
Physical Education	1		2	1	1		5
Science							0
Social Studies			1	1			2
SPED				1			1
TOTAL	4	1	4	9	3	2	23

HIGH SCHOOL

<u>Teaching Area</u>	<u>SOUTH</u>	<u>NORTH</u>	<u>WEST</u>	<u>TOTAL</u>
Art	1			1
Business			2	2
Counseling				0
English	4	1	5	10
ESL				0
Foreign Language	1			1
Health				0
Family Con Science				0
Industrial Arts		1		1
Math	1	1		2
Media				0
Music		3	1	4
Nurse				0
Physical Education	2	2	1	5
Science	2	1		3
Social Studies	3	1	1	5
SPED				0
TOTAL	14	10	10	34

Student Teacher Placements 2007-08 (continued)

<u>ELEMENTARY</u>	<u>Pre-K</u>	<u>K</u>	<u>1-3</u>	<u>4.5</u>	<u>Spec.</u>	<u>Total</u>
Abbott		2	1	2	2	7
Aldrich					2	2
Ackerman		1	2	1		4
Black Elk		1	2		1	4
Bryan			3	1	3	7
Cather			1			1
Cody			2		3	5
Cottonwood		1				1
Disney					1	1
Harvey Oaks		1	2		1	4
Hitchcock				1		1
Holling Heights			1	1		2
Ezra Millard		1	1		1	3
Montclair		1	1		2	4
Morton				2	1	3
Neihardt					1	1
Norris						0
Reagan				1		1
Reeder		1	2			3
Rockwell				3		3
Rohwer		1	1	1	2	5
Sandoz						0
Wheeler		1	1			2
Willowdale				1	1	2
TOTAL	0	11	20	15	21	67
<u>TEACHING AREA</u>	<u>UNO</u>	<u>UNL</u>	<u>UNK</u>	<u>WAYNE</u>	<u>OTHER</u>	<u>TOTAL</u>
Elementary	38	5	2	1	15	61
Secondary	26	7	3	3	14	53
SPED/Counseling	6	1	0	0	3	10
TOTAL	70	13	5	4	32	124

Personnel Distribution History

School Year	F.T.E.						Total Staff	Total Students	Ratios			
	Adm	Tch	Nur	PT/EP	FS	CM			Stu/ Staff	Stu/ Tea	Staff/ Adm	Tch/ Adm
76-77	39	479	5	111	43	69	746	9,267	12.4	19.3	18.1	12.3
77-78	42	513	5	126	43	69	797	10,200	12.8	19.9	18.0	12.2
78-79	45	585	5	154	56	80	924	11,067	12.0	18.9	19.5	13.0
79-80	49	641	6	167	56	96	1,014	11,748	11.6	18.3	19.9	13.2
80-81	49	666	6	178	63	95	1,057	12,077	11.4	18.1	20.6	13.6
81-82	54	696	6	191	69	107	1,122	12,500	11.1	18.0	20.0	13.0
82-83	54	707	6	178	74	107	1,125	12,821	11.4	18.1	20.0	13.2
83-84	55	746	6	175	71	108	1,161	13,385	11.5	17.9	20.1	13.6
84-85	56	789	6	218	70	108	1,248	13,877	11.1	17.6	21.3	14.1
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
88-89	64	947	8	248	78	110	1,455	15,722	10.8	16.6	21.7	14.8
89-90	70	980	8	261	81	118	1,518	16,248	10.7	16.6	20.7	14.0
90-91	71	1012	8	276	81	119	1,567	16,728	10.7	16.5	21.1	14.3
91-92	74	1068	9	319	83	123	1,676	17,198	10.3	16.1	21.6	14.4
92-93	77	1115	9	333	83	126	1,742	17,411	10.0	15.6	21.8	14.6
93-94	82	1133	9	351	84	131	1,789	17,594	9.8	15.5	20.9	13.9
94-95	82	1191	10	377	94	139	1,894	17,637	9.3	14.8	22.2	14.6
95-96	82	1229	11	423	110	139	1,994	17,988	9.0	14.6	23.5	15.1
96-97	82	1254	12	441	115	135	2,038	18,380	9.0	14.7	23.9	15.3
97-98	77	1283	12	448	115	128	2,062	18,678	9.1	14.6	25.8	16.7
98-99	79	1317	12	502	117	149	2,176	18,736	8.6	14.2	26.5	16.7
99-00	80	1362	13	511	125	162	2,252	18,698	8.3	13.7	27.2	17.0
00-01	80	1394	13	541	137	162	2,327	18,828	8.1	13.5	28.1	17.4
01-02*	81	1446	13	473	115	166	2,293	18,917	8.2	13.1	27.3	17.9
02-03	81	1455	13	482	115	169	2,315	19,084	8.2	13.1	27.6	18.0
03-04	79	1460	13	485	119	167	2,323	19,497	8.4	13.4	28.4	18.5
04-05	82	1476	13	475	125	173	2,344	19,972	8.5	13.5	27.6	18.0
05-06	85	1529	14	494	127	182	2,432	20,469	8.4	13.4	27.6	18.0
06-07	85	1582	15	507	127	180	2,495	21,120	8.5	13.4	28.4	18.6
07-08	87	1633	15	510	132	188	2,581	22,041	8.6	13.5	28.5	18.8
08-09	88	1671	15	529	137	198	2,638	22,129	8.4	13.2	29.0	19.0

Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1976-08	49	1,192	10	419	94	129	1,893	12,862

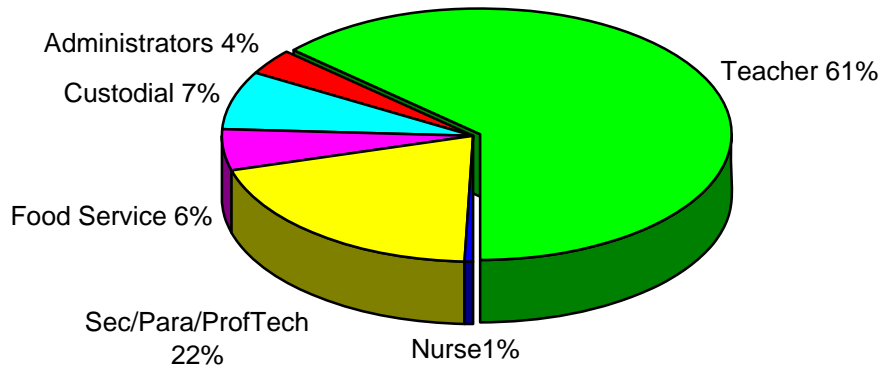
% Change

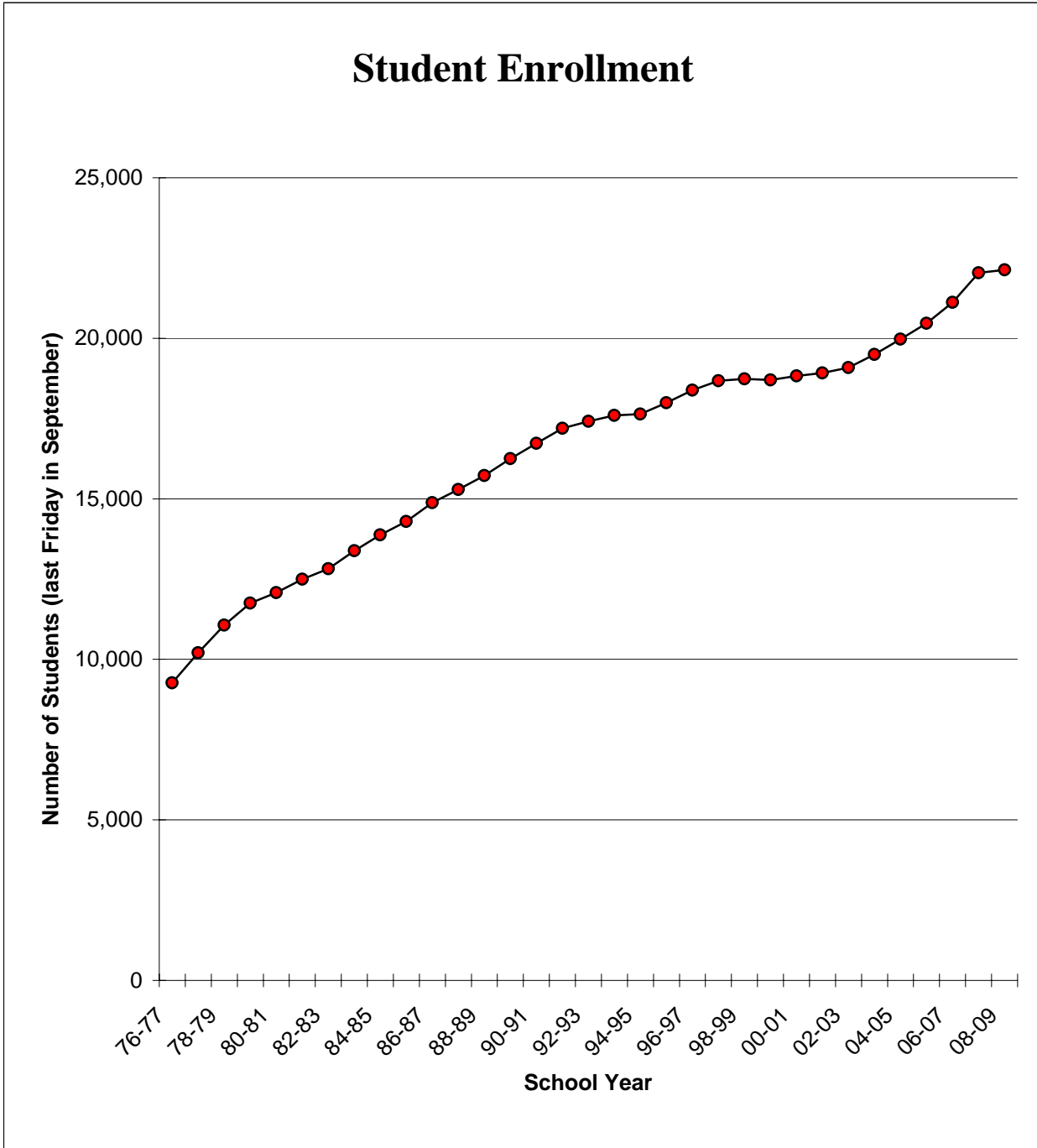
	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1976-08	126%	249%	200%	379%	219%	187%	254%	139%

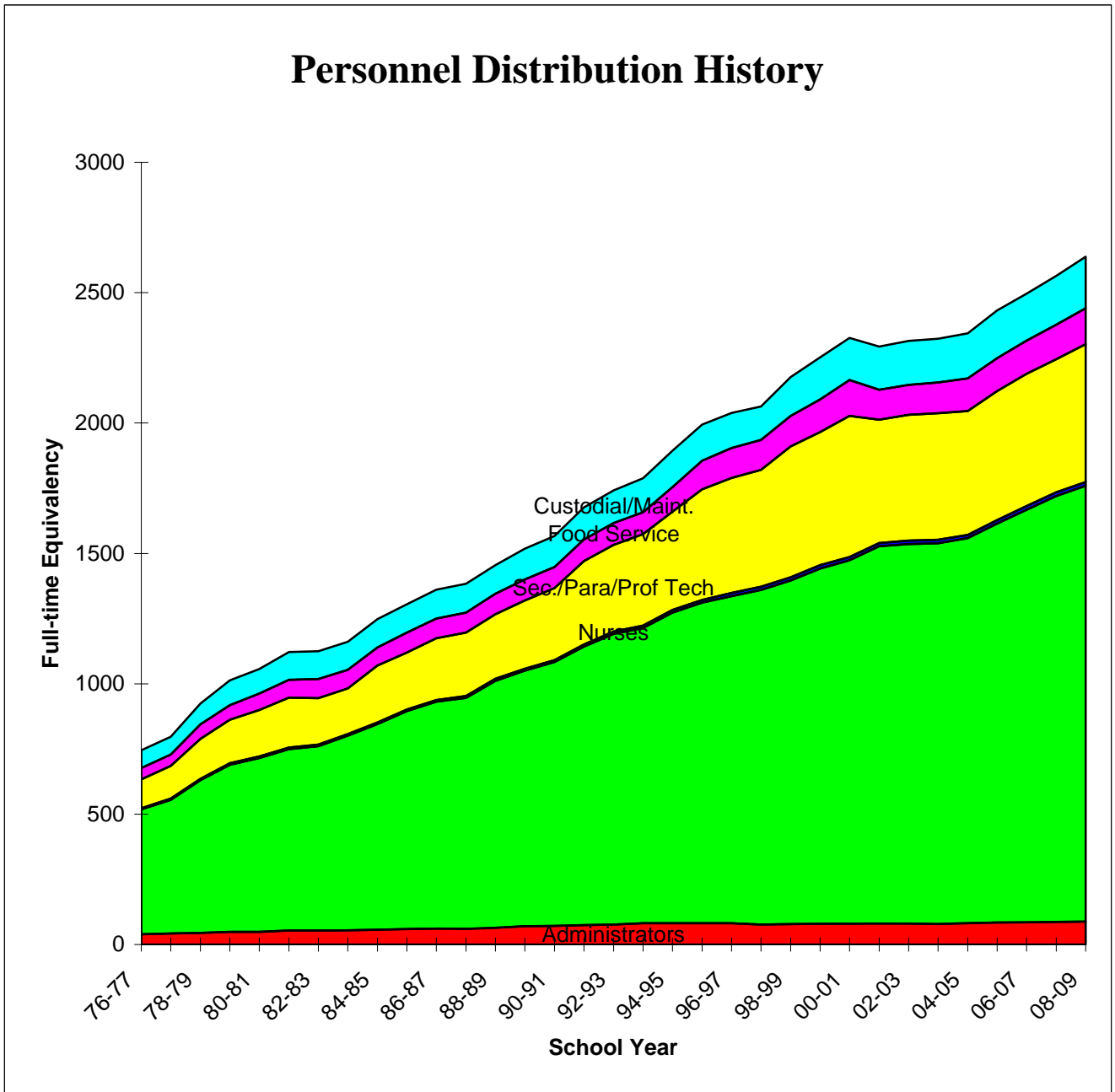
* FTE for paras changed from 5.5 to 8 hours per day = 1 FTE

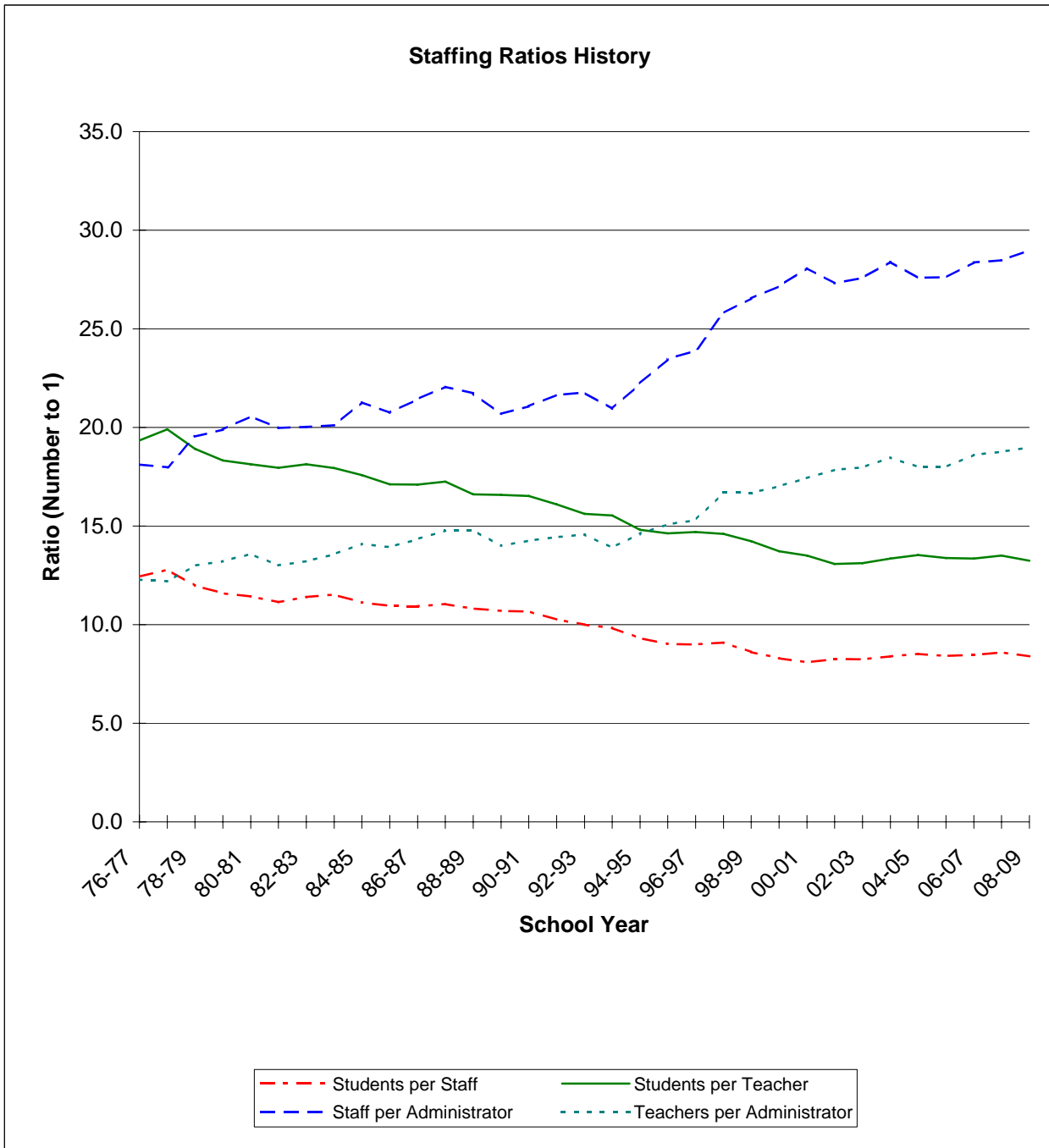
* FTE for food service changed from 6.5 to 8 hours per day = 1 FTE

Personnel Distribution 2008-09









Days Absent by Reason by Employee Group 2007-08

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	151.0	4,580.4	40.0	141.5	774.2	1,147.4	1,210.7	654.3
Family Illness	81.0	2,784.8	13.5	112.0	299.4	654.9	133.6	271.6
Business/Emergency	29.5	1,243.0	15.5	36.5	147.7	254.6	178.2	80.4
Personal	-	556.5	5.0	-	-	-	-	-
Bereavement	12.5	390.0	6.0	9.0	51.8	109.3	64.8	53.3
Family Medical Lv	51.5	3,815.0	6.0	70.0	-	-	-	-
Total Days	326	13,370	86	369	1,273	2,166	1,587	1,060
Mean Avg Days/Employee	3.74	8.19	5.81	7.94	7.61	6.92	8.46	8.01
% of Scheduled Work	1.7%	4.2%	3.0%	3.6%	3.4%	3.7%	3.8%	4.4%
2006-07	1.3%	4.2%	3.0%	4.7%	3.7%	3.9%	3.7%	3.6%
2005-06	1.9%	4.0%	2.1%	3.8%	3.1%	3.7%	3.7%	3.6%
2004-05	2.0%	4.3%	3.4%	4.6%	3.4%	4.5%	4.0%	4.4%
2003-04	1.8%	4.3%	2.7%	3.7%	3.5%	3.8%	3.9%	4.0%
2002-03	1.3%	4.1%	3.8%	3.6%	5.1%	3.6%	4.1%	4.6%
2001-02	1.4%	3.7%	2.2%	3.5%	3.2%	3.7%	4.0%	4.4%
2000-01	1.7%	3.9%	3.9%	2.8%	3.3%	3.2%	4.1%	3.7%
1999-00	1.6%	3.9%	na	2.5%	2.4%	3.7%	3.5%	3.6%
1998-99	1.8%	3.7%	na	2.5%	2.3%	3.7%	3.0%	3.8%

Scheduled Absences

Vacation	721.0	-	-	324.5	900.1	-	2,150.5	-
Military	-	16.0	-	-	-	-	-	-
Union	-	18.0	-	-	-	-	-	-
Jury/Election	2.0	67.0	1.0	1.0	3.4	6.6	4.8	1.6
Professional	269.0	6,009.3	6.5	131.0	-	-	-	-
Retirement Seminar	1.0	33.0	-	-	-	1.0	-	-
Misc/Administrative	-	247.5	1.0	2.0	-	-	-	-
Total Scheduled Days	993.0	6,390.8	8.5	458.5	903.5	7.6	2,155.2	1.6

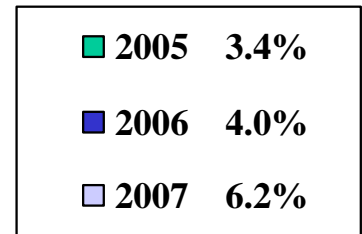
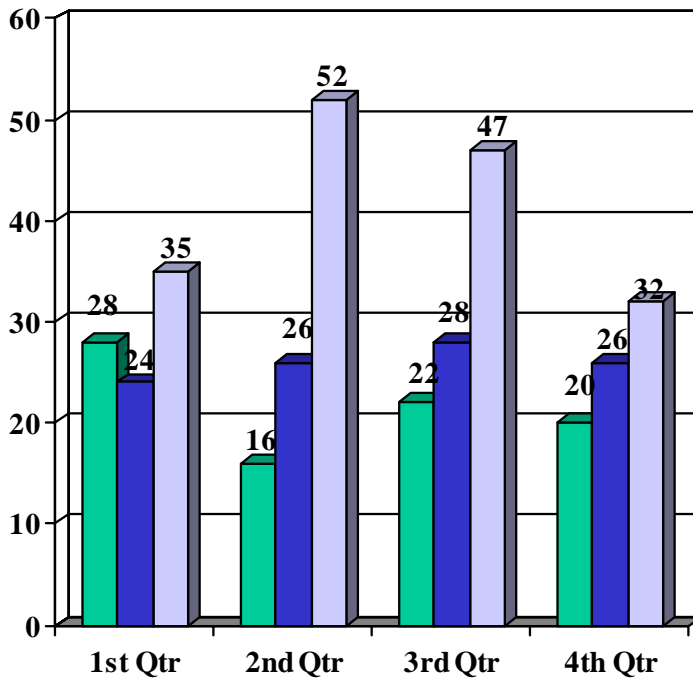
Teacher Professional Leave Days

		Avg
2007-08	6,009	3.7
2006-07	5,701	3.6
2005-06	5,034	3.3
2004-05	5,012	3.4
2003-04	5,036	3.4
2002-03	5,137	3.5
2001-02	5,223	3.6
2000-01	4,378	3.1

Millard Public Schools

August 1, 2007 – July 31, 2008

EAP Utilization



Type of Issue

