



**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 special meeting of said Board of Education and the agenda for such meeting held at 6:30 P.M. on NOVEMBER 1, 2010, at Don Stroh Administrative Center
5606 South 147th Street Omaha, NE 68137

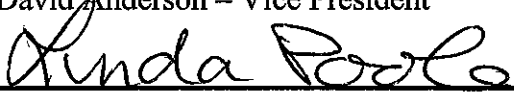
Dated this 1st day of NOVEMBER, 2010.



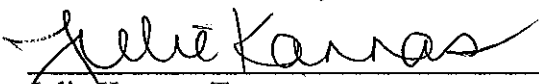
Michael Pate - President



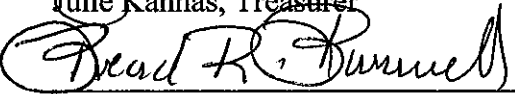
David Anderson - Vice President



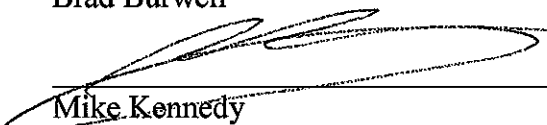
Linda Poole - Secretary




Julie Kannas, Treasurer



Brad Burwell



Mike Kennedy



Jeff Story - Millard North High School



Isis Hernandez - Millard South High School



Alison Brokke - Millard West High School

**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 6:30 p.m. on **Monday, November 1, 2010** 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.
LINDA POOLE,
Secretary

10-29-10

**THE DAILY RECORD
OF OMAHA**

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

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

J. BOYD

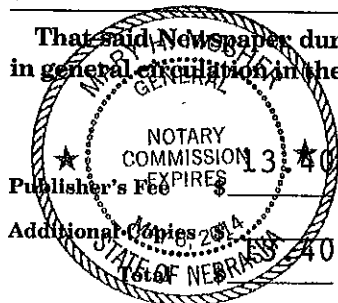
being duly sworn, deposes and says that she is

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 29, 2010

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



Subscribed in my presence and sworn to before
me this 29th day of
October 2010

Notary Public in and for Douglas County,
State of Nebraska

BOARD OF EDUCATION MEETING

NOVEMBER 1, 2010

NAME:

REPRESENTING:

Tom Whisinnard

Leanne Engstrom

Mike Stopak

Nancy Brosanice

Rohwer

Megan Schmidt

Molly Erickson

MEA

McClurg

Amanda Wharton-Hunt

Mary Baume

NMHS/Leadership Ac.

Jessica Dominy

Leadership Ac.

Bruce Halverson

Heidi Penke

Gundoz

Darin Begley

M JHS

Shirley Hal

Whitler

Kinda Olsm

Krista Morrison

Leadership Ac.



BOARD OF EDUCATION
MEETING



NOVEMBER 1, 2010

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
6:30 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147th STREET
NOVEMBER 1, 2010

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 Matters

1. *Approval of Board of Education Minutes – October 18, 2010
2. *Approval of Special Board Meeting Minutes – October 18, 2010
3. *Approval of Bills
4. *Receive the Treasurer's Report and Place on File
5. Summary of Committee of the Whole Meeting Minutes – October 25, 2010

F. Information Items

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

G. Unfinished Business:

1. Approval of Policy 3111 – Support Services – Business – Accounts Receivable – Collection Agencies

H. New Business

1. Reaffirm Policy 6320 – Curriculum, Instruction, and Assessment – Students' Graduation
2. Approval of Rule 6320.1 – Curriculum, Instruction, and Assessment – Students: Requirements for Senior High School Graduation
3. Approval of Rule 6320.2 – Curriculum, Instruction, and Assessment – Students' Requirements for Senior High School Graduation: International Baccalaureate Diploma Program
4. Approval of Rule 7100.1 – Technology – Compliance with Applicable Law
5. Approval of Rule 7500.1 – Technology – Telephone Equipment and Telephone Systems
6. Approval of Personnel Actions: Resignation(s)

I. Reports

1. Enrollment Report
2. Personnel Report
3. Foundation Report
4. No Child Left Behind – AYP Report
5. Building Site Plans
6. Legislation

J. Future Agenda Items/Board Calendar.

1. Committee of the Whole Meeting on Monday, November 8, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
2. Board of Education Meeting on Monday, November 15, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street

Agenda
November 1, 2010
Page 2

3. NASB State Education Conference November 17-19, 2010 at Embassy Suites Conference Center in LaVista, 12520 Westport Parkway
4. Board of Education Meeting on Monday, December 6, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
5. Board Holiday Party on Wednesday, December 15, 2010 at 6 p.m. at Millard Lumber
6. Board of Education Meeting on Monday, December 20, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
7. Board of Education Meeting on Monday, January 10, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
8. Committee of the Whole Meeting on Monday, January 17, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
9. Board of Education Meeting on Monday, January 24, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street

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

L. Adjournment:

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
6:30 P.M.

STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET
NOVEMBER 1, 2010

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 – October 18, 2010. (See enclosure.)

*E.2. Motion by _____, seconded by _____, to approve Special Board Meeting Minutes – October 18, 2010

*E.3. Motion by _____, seconded by _____, to approve the bills. (See enclosures.)

*E.4. Motion by _____, seconded by _____, to receive the Treasurer's Report and Place on File. (See enclosure.)

E.5. Summary of Board Committee of the Whole Meeting Minutes – October 25, 2010

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 3111 – Support Services – Business – Accounts Receivable – Collection Agencies

H.1. Motion by _____, seconded by _____, to reaffirm Policy 6320 – Curriculum, Instruction and Assessment – Students' Graduation (See enclosure.)

H.2. Motion by _____, seconded by _____, to approve Rule 6320.1 – Curriculum, Instruction, and Assessment – Students: Requirements for Senior High School Graduation (See enclosure.)

H.3. Motion by _____, seconded by _____, to reaffirm Policy 6320.2 – Curriculum, Instruction, and Assessment – (See enclosure.)

H.4. Motion by _____, seconded by _____, to approve Rule 7100.1 – Technology – Compliance with Applicable Law (See enclosure.)

H.5. Motion by _____, seconded by _____, to approve Rule 7500.1 – Technology – Telephone Equipment and Telephone Systems (See enclosure.)

H.6. Motion by _____, seconded by _____, to approve Personnel Actions: Resignation (See enclosure.)

I. Reports:

1. Enrollment Report
2. Personnel Report
3. Foundation Report

4. No Child Left Behind – AYP
5. Building Site Plans
6. Legislation

J. Future Agenda Items/Board Calendar

1. Committee of the Whole Meeting on Monday, November 8, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
2. Board of Education Meeting on Monday, November 15, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
3. NASB State Education Conference on November 17-19, 2010 at Embassy Suites Conference Center in LaVista, 12520 Westport Parkway
4. Board of Education Meeting on Monday, December 6, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
5. Board Holiday Party on Wednesday, December 15, 2010 at 6 p.m. at Millard Lumber
6. Board of Education Meeting on Monday, December 20, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
7. Board of Education Meeting on Monday, January 10, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
8. Committee of the Whole Meeting on Monday, January 17, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street
9. Board of Education Meeting on Monday, January 24, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street

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

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

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO 17

A meeting was held of the Board of Education of the School District No. 17, in the County of Douglas in the State of Nebraska. The meeting was convened in open and public session at 6:30 p.m., Monday, October 18, 2010, at the Don Stroh Administration Center, 5606 South 147th Street.

Present: Michael Pate, Dave Anderson, Linda Poole, and Brad Burwell

Absent: Mike Kennedy and Julie Kannas

Notice of this meeting was given in advance thereof by publication in the Daily Record on October 15, 2010; 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.

Mr. Pate called the meeting to order and announced the public meeting Act is posted on the wall and available for public inspection. Mr. Pate asked everyone to say the Pledge of Allegiance.

Roll call was taken and members present were: Mike Pate, Dave Anderson, Linda Poole, and Brad Burwell. Absent were Mike Kennedy and Julie Kannas.

Motion by Dave Anderson, to excuse Mike Kennedy and Julie Kannas from the meeting. The motion failed for lack of a second.

Motion by Linda Poole, seconded by Brad Burwell, to approve the Board of Education Minutes of October 4, 2010, approve the bills, and receive the Treasurer's Report and Place on File, upon roll call vote, all member voted aye. Motion carried.

Showcase: Doug Schmitt presented the District with an award for being named as one of the top 100 music programs in the nation. The Four Chordsmen from Millard West showed their talent by singing several songs.

Superintendent's Comments:

1. Last week Dr. Lutz attended the National Federation of Suburban School Districts Conference in Topeka, KS.
2. The holiday party for administrators, which is hosted by the Board of Education, will be on Wednesday, December 15, 2010 at Millard Lumber at 6:00 p.m.
3. The policy on cell phones is still being revised, and will be brought to the board in the near future.
4. On Tuesday, October 19, 2010, Dr. Lutz will attend a meeting at Hitchcock Elementary to discuss their proposal for a IB mini magnet at the building. The building is fully utilized, and with the financial uncertainty it may not be the best time to start another program.

Board of Education Minutes
October 18, 2010
Page 2

Board Comments:

Linda Poole reported she will be attending the technical advisory meeting in Lincoln. The focus of the meeting will be on state writing assessments, the reading assessment and also the math assessments. She will report back to the board after the meeting.

Brad Burwell said he will be participating in the Millard North High School speech interviews.

Mr. Burwell said the Sub-Council #4 of the Learning Community was held at Elkhorn South High School, and The Poverty and the Limited English Proficiency plans were presented and given approval. There was some preliminary discussion on pilot programs, of which Sub-Council #4 will be receiving \$128,000. The next meeting will be on November 4th at 1:30 at Bryan Elementary and Millard and Elkhorn will present their pilot programs before going on to the full council for final approval

The Sub Council caucuses will be held on November 30, 2010 at 6 p.m. at the UNO Alumni Center.

Mike Pate reported he attended a meeting last week with three other school districts in regards to the governance structure of the Learning Community. They discussed the next steps, and to find a senator to carry the legislation, and to sponsor the bill.

Jeff Story, student representative from Millard North High School, Isis Hernandez, student representative from Millard South High School, and Alison Brokke, student representative from Millard West High School gave their reports on the academic and athletic activities that have happened over the last couple of weeks.

Motion by Brad Burwell, seconded by Linda Poole, to approve all Outside Directorships, upon roll call vote, all members voted aye. Motion carried.

Brad Burwell provided the first reading of Policy 3111 – Support Services – Business – Accounts Receivable – Collection Agencies. This policy will be on the agenda for approval at the next board meeting.

Motion by Dave Anderson, seconded by Brad Burwell, to reaffirm Policy 4511 – Human Resources – Voluntary Separation Program, upon roll call vote, all members voted aye. Motion carried.

Motion by Brad Burwell, seconded by Linda Poole, to reaffirm Rule 4511.1 – Human Resources Voluntary Separation Program, upon roll call vote, all members voted aye. Motion carried.

Motion by Linda Poole, seconded by Dave Anderson, to approve Personnel Actions: Resignation: Lisa Banker, upon roll call vote, all members voted aye. Motion carried.

Reports included: Early College Costs, the Advanced Placement Report 2009-2010, the International Baccalaureate Report 2009-2010, the Dual Enrollment Program (UNO and MCC), a Quarterly Investment Report, the Quarterly Operation and Maintenance Report, the Quarterly Food Service Report, a Quarterly Summer Projects Report, and Building Site Plans

Board of Education Minutes
October 18, 2010
Page 3

Future Agenda Items/Board Calendar: Dedication of the Ron Witt Support Service Center, 13737 Industrial Road, will be held on Sunday, October 24, 2010 at 2 p.m. A Board Committee of the Whole meeting will take place on Monday, October 25, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, November 1, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Committee of the Whole Meeting will be held on Monday, November 8, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, November 15, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The NASB State Education Conference will be on November 17-19, 2010 at Embassy Suites Conference Center in LaVista, 12520 Westport Parkway. A Board of Education Meeting will be held on Monday, December 6, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, December 20, 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, January 10, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Committee of the Whole Meeting will be held on Monday, January 17, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. A Board of Education Meeting will be held on Monday, January 24, 2011 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street.

A gentleman expressed his concern to the board about not receiving payment for work he has completed for the school district.

Mike Pate adjourned the meeting.


SECRETARY

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO 17

A special meeting was held of the Board of Education of the School District No. 17, in the County of Douglas in the State of Nebraska. The meeting was convened in open and public session at 6:30 p.m., Monday, October 25, 2010, at the Don Stroh Administration Center, 5606 South 147th Street.

Present: Michael Pate, Dave Anderson, Brad Burwell, Julie Kannas, Linda Poole and Mike Kennedy

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, October 22, 2010; 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.

Mike Pate called the meeting to order.

All Board members were present.

Mark Feldhausen described briefly the plan for using the grant funds of \$118,000 designated for Sub District #4. This is to target students of poverty, English Language Learners, or those students who are academic challenged. Students who meet the Districts criteria from five buildings in Millard, Cody, Norris, Holling Heights, Rockwell, and Sandoz will be invited to participate during the summer, but will include only students in K-2. At this time, Dr. Feldhausen said it would probably be scheduled for July for a three week period with the students in class for four days a week, three hours a day. On Friday's the parents will be invited to come and learn about how they can help their child with their studies, participate in field trips, and take advantage of community services such as dental and medical assistance that will be brought in at the site.

Millard's curriculum will be used, and pre and post tests will be used as the evaluation process. This information will be shared with the Board.

Dr. Feldhausen said a grant proposal will be submitted to the Learning Community, which will include the objectives, structure of the program and the budget of the program.

There are concerns in the contract that need to be worked out, so the District is assured it is in the best interest of the Millard students.


SECRETARY

Millard Public Schools
November 1, 2010

Millard Public Schools

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Check Register**Prepared for the Board Meeting of November 1, 2010**

Check No	Vend No	Vendor Name	Amount
317727	025197	CITY OF OMAHA	3,500.00
317728	037525	EDUCATIONAL SERVICE UNIT #3	744.00
317729	132001	BETH L FINK	15.20
317730	056820	HARRY A KOCH COMPANY	153,622.00
317731	137753	MILT'S GOLF CENTER	64.00
317732	137227	SWANK MOTION PICTURES INC	400.00
317733	067253	NATIONAL ASSOC OF SECONDARY	735.00
317734	067253	NATIONAL ASSOC OF SECONDARY	717.00
317735	107416	NATIONAL GEOGRAPHIC SOCIETY	90.00
317736	138342	LIBERTY MEMORIAL ASSOCIATION	663.00
317737	132115	PETTY CASH/YAP	262.43
317738	081630	SAM'S CLUB DIRECT	243.49
317739	068878	UNIVERSITY OF NEBRASKA-LINCOLN	50.00
317753	136193	BRENNAN INDUSTRIES INC	1,320.50
317754	133617	CONOCOPHILLIPS	10,252.51
317755	137651	MARY ANNE DAVID	10.00
317756	037525	EDUCATIONAL SERVICE UNIT #3	240.00
317757	036925	FIRST NE EDUCATORS CREDIT UNION	50.00
317758	133397	HY-VEE INC	3,559.50
317760	056911	BONNIE G KOLOWSKI	10.00
317761	067253	NATIONAL ASSOC OF SECONDARY	295.00
317762	100872	NEBRASKA LIBRARY COMMISSION	1,938.00
317763	107732	BRIAN L NELSON	87.50
317764	130091	NORTH MIDDLE SCHOOL	2,322.45
317765	071053	OMAHA WORLD HERALD (EDUC)	732.20
317766	136212	ANTHONY J PANE	10.00
317770	131288	3M COMPANY	475.00
317773	010165	ABLENET INC	355.00
317774	010275	ACADEMIC COMMUNICATION ASSOC INC	21.50
317775	131806	ACADEMIC SUPERSTORE	1,002.90
317776	132534	ACCESSIBILITY DOT NET, INC	292.00
317777	130729	ACCONTEMPS	428.40
317778	010298	TEK INDUSTRIES INC	175.31
317779	134315	ACE WELDING & REPAIRING, INC.	1,498.75
317780	132004	AFFORDABLE COMPUTER PRODUCTS INC	255.95
317781	010003	ACT INC	143.00
317782	130455	ADAMS & SULLIVAN PC	1,580.00
317783	133402	KAREN S ADAMS	85.20
317784	131060	ADOLPH KIEFER AND ASSOCIATES	1,737.45
317786	136621	LAURA L AGUILAR	196.00
317787	108351	AIRGAS NORTH CENTRAL INC	38.56
317788	133620	AKSARBEN PIPE & SEWER CLEANING LLC	1,152.50
317789	133646	AKSARBEN SERVICES INC	232.54
317790	136499	ALEKS CORPORATION	35.00
317791	011051	ALL MAKES OFFICE EQUIPMENT	2,366.75
317792	011180	ALLIED CONSTRUCTION SERVICES	2,330.00

Millard Public Schools

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Check Register**Prepared for the Board Meeting of November 1, 2010**

Check No	Vend No	Vendor Name	Amount
317793	011185	ALLIED OIL & SUPPLY, INC.	1,176.12
317794	107651	AMAZON.COM INC	449.24
317795	011241	AAHPERD	135.00
317796	133527	AMERICAN CHORAL DIRECTORS ASSOC	85.00
317799	069689	AMSAN LLC	57,220.38
317800	010042	AMSCO SCHOOL PUBLICATIONS INC	303.40
317801	131265	JILL M ANDERSON	86.75
317802	012989	APPLE COMPUTER INC	4,202.95
317803	135051	APPLES & MORE A TEACHERS STORE	30.93
317804	106436	AQUA-CHEM INC	821.50
317805	133770	DIANE ARAUJO	73.75
317806	013105	ARBOR SCIENTIFIC	348.22
317807	102729	ARID RESOURCES INC	1,005.00
317808	013209	ART STUDIO CLAY COMPANY	1,846.13
317809	134235	SARAH A ASCHENBRENNER	108.95
317811	013226	LATIMER ASSOCIATES INC	50.00
317812	131183	ASSOCIATION FOR CAREER/TECHNICAL	660.00
317813	013511	ATTAINMENT COMPANY INC	187.95
317814	134427	AUTISM ASPERGERS PUBLISHING CO	708.08
317815	138291	AUTISM CENTER OF NEBRASKA INC	12,590.28
317816	102237	AUTO STATION	9,180.57
317818	108092	ARNOLD MOTOR SUPPLY LP	1,166.41
317819	010090	AUDIOVISUAL INC	4,532.00
317820	109852	BAER SUPPLY	1,039.43
317822	132405	BAG 'N SAVE	66.56
317825	017900	BARCO MUNICIPAL PRODUCTS, INC.	37.90
317826	103104	BARCO PRODUCTS CO	251.80
317827	017908	REX J BARKER	60.75
317830	099646	BARNES & NOBLE BOOKSTORE	36,540.41
317831	132608	BARNES DISTRIBUTION	407.32
317832	017877	CYNTHIA L BARR-MCNAIR	160.40
317833	131142	CHERA A WENZL	13.50
317834	107979	LORI A BARTELS	104.75
317835	137308	ELI BARTS	50.00
317836	133359	TERA BASS	80.00
317837	137903	AARON Z BATT	30.00
317838	099749	BAUDVILLE INC	382.09
317840	107540	BRIAN F BEGLEY	80.00
317841	134884	JULIE K BERGSTROM	717.89
317843	134945	NOLAN J BEYER	278.50
317845	133050	BIODOT	23.00
317846	019111	BISHOP BUSINESS EQUIPMENT	868.72
317847	134478	TIFFANY M BOCK SMITH	52.50
317848	130899	KIMBERLY M BOLAN	120.00
317849	106293	BORDERS INC	102.02
317851	019559	BOUND TO STAY BOUND BOOKS INC	6,926.04

Date: 10/27/10

Millard Public Schools

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Check Register**Prepared for the Board Meeting of November 1, 2010**

Check No	Vend No	Vendor Name	Amount
317852	132888	MICHELLE M BOYD	57.00
317853	019835	BOYS TOWN NATIONAL	3,536.24
317854	015805	CORVUS INDUSTRIES LTD	126.58
317855	136274	BYRON P BRAASCH	2,400.00
317858	130576	PAMELA A BRENNAN	179.00
317859	130303	BRODHEAD GARRETT	153.00
317860	138000	LEANNA R BROWN	31.40
317861	133824	NANCY A BROWN	62.30
317863	099431	BUSINESS MEDIA INC	11,927.00
317864	020800	JANET S BUTLER	76.25
317865	134237	SCOTT G BUTLER	361.41
317866	137274	EILEEN CABRERA	18.40
317868	023831	CALLOWAY HOUSE INC	217.94
317870	106806	ELIZABETH J CAREY	27.30
317871	133246	RALPH CAREY	440.30
317872	054237	PIONEER LOCK CO INC	150.00
317873	024052	JOHN T CARROLL	194.30
317874	131158	CURTIS R CASE	71.50
317875	133970	CCS PRESENTATION SYSTEMS	22,941.05
317876	133589	CDW GOVERNMENT, INC.	2,443.00
317877	132206	NCH CORPORATION	293.28
317878	135648	SUSAN M CHADWICK	49.80
317879	132271	ERIK P CHAUSSEE	70.50
317880	138217	WILDWOOD ACQUISITIONS CORP	175.95
317882	025235	DALE CLAUSEN	135.50
317883	131135	PATRICIA A CLIFTON	85.75
317884	136099	CLOVERDALE MANUFACTURING CO	1,209.60
317885	137739	KAREN J COATES	33.00
317886	137013	NANCY S COLE	108.00
317887	022701	SHARON R COMISAR-LANGDON	124.76
317888	109867	COMMERCIAL AIR MANAGEMENT INC	360.00
317890	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	388.00
317892	102862	CONTINENTAL MATHEMATICS LEAGUE	305.00
317893	136574	CONTROL DEPOT INC	2,040.00
317894	026057	CONTROL MASTERS INC	4,882.18
317895	132720	CONTROLTEMP INC	133.79
317896	132170	CORMACI CONSTRUCTION INC	1,156.00
317898	108436	COX COMMUNICATIONS INC	65.41
317900	099957	CRYSTAL SPRINGS BOOKS	504.90
317901	100577	CURTIS 1000	6,762.41
317902	130900	CHERYL L CUSTARD	123.50
317904	131483	JANET L DAHLGAARD	87.80
317905	132671	JEAN T DAIGLE	216.25
317906	131003	DAILY RECORD	123.80
317907	138306	STACY DARNOLD	93.05
317908	136517	WILLIAM DAUGHTRIDGE	37.50

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Check No	Vend No	Vendor Name	Amount
317909	032246	PAMELA M DAVIS	69.00
317910	032490	DECA IMAGES	160.00
317911	032497	CHERYL R DECKER	60.00
317912	107469	DEFFENBAUGH INDUSTRIES	12,915.68
317913	032800	DEMCO INC	815.01
317915	032872	DENNIS SUPPLY COMPANY	1,084.11
317916	136316	EVA DENTON	16.83
317917	133009	ROBERTA E DEREMER	28.85
317918	137331	BASTIAN DERICHS	31.70
317919	137263	DESTINATION IMAGINATION INC	390.00
317920	137024	DEVELOPMENTAL SERVICES OF NE INC	4,817.28
317921	109850	DEX MEDIA EAST LLC	227.70
317923	099220	DICK BLICK CO	11,132.21
317924	132750	JOHN D DICKEY	20.40
317925	033473	DIETZE MUSIC HOUSE INC	2,236.94
317927	132669	DIGITAL DOT SYSTEMS INC	1,200.00
317929	135373	LINDA K DONOHUE	63.00
317934	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	473,978.56
317936	135689	SUSAN M DULANY	87.10
317938	137117	JEANNE J DYMOND	23.57
317939	131740	EAGLE SOFTWARE INC,	850.00
317941	036520	EASTERN NE HUMAN SERVICES AGENCY	20,276.00
317942	131566	ECHO MOTORS & CONTROLS INC	3,939.20
317943	134991	BRADLEY EDMUNDSON	49.00
317944	037400	EDUCATIONAL RESEARCH SERVICE	99.00
317945	037525	EDUCATIONAL SERVICE UNIT #3	2,040.07
317946	138353	AFTON J EHLERS	47.85
317947	133823	REBECCA S EHRHORN	528.05
317948	038100	ELECTRICAL ENGINEERING & EQPT CO	3.67
317949	108082	ELECTRONIC CONTRACTING COMPANY	250.00
317950	038140	ELECTRONIC SOUND INC.	2,888.84
317951	131007	ELMAN & CO INC	331.00
317952	134883	ERIC L ENGSTROM	38.25
317954	102791	ERIC ARMIN INC	30.90
317955	109066	TED H ESSER	114.30
317956	138345	COLE EVANS	50.00
317957	106735	JOHN T FABRY	354.10
317958	132699	FATHER FLANAGANS BOYS HOME	3,502.33
317959	040450	FEDERAL EXPRESS	78.97
317960	136377	FEINER SUPPLY CO	32.00
317961	131826	ALICIA C FEIST	121.20
317962	040470	MARK W FELDHAUSEN	705.29
317963	133565	STEVE FELICI	29.93
317964	040537	FERGUSON ENTERPRISES INC	98.25
317965	137016	ANGELA L FERGUSON	69.94
317966	138146	FIERCE INC	3,936.92

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Check No	Vend No	Vendor Name	Amount
317967	133919	FILTER SHOP INC	2,414.47
317968	136031	ESTELLA FINN	179.00
317969	109855	SHANNON M FISCHER	47.45
317970	040919	FISHER SCIENTIFIC	581.26
317973	041086	FLINN SCIENTIFIC INC	195.67
317974	041100	FOLLETT LIBRARY RESOURCES	398.63
317975	041146	KENNETH J FOSSEN	35.55
317976	041543	AMY J FRIEDMAN	128.67
317977	138299	FROGUTS INC	300.00
317978	134168	ERIC W FULLER	22.00
317980	137663	FUN AND FUNCTION LLC	126.49
317982	109036	GALE GROUP	54,580.93
317983	131565	GARTNER & ASSOCIATES CO, INC.	94.16
317984	106894	TAMMY GEBHART	68.25
317985	133607	GIBBS M SMITH INC	4,813.70
317988	131937	SPORTS SUPPLY GROUP INC	78.09
317989	106660	GLASSMASTERS INC	1,419.51
317995	044891	GOPHER	26,185.94
317996	044896	KAREN A GORDON	36.00
317998	043609	GP DIRECT	189.21
317999	138346	TRAELOON GRAHAM	50.00
318000	044950	GRAINGER INDUSTRIAL SUPPLY	1,685.77
318001	044965	KATHERINE A GRAY	69.35
318002	130083	HARRY S GRIMMINGER	68.50
318003	136046	JODI T GROSSE	60.80
318004	135016	CANDRA R GUENTHER	116.70
318006	020255	DESIGN CONCEPTS INC	480.00
318007	134436	MICHELLE R HALL	40.00
318009	136821	TIVOLI HOTEL LLC	89.00
318010	101931	HANCOCK FABRICS	254.36
318011	047856	HARCOURT OUTLINES INC	85.08
318012	056820	HARRY A KOCH COMPANY	100.00
318013	136458	JEAN M HASTINGS	35.80
318014	048200	HAUFF SPORTING GOODS COMPANY	55.00
318015	138212	HAUSMAN ENTERPRISES INC	700.00
318016	048270	HAWTHORNE EDUCATIONAL SERVICES INC	55.00
318017	132489	CHARLES E HAYES III	36.80
318018	048475	HEARTLAND FOUNDATION	8,760.00
318019	108273	MARGARET HEBENSTREIT PT	251.00
318020	138349	ANDREW J HEFLIN	55.16
318021	048517	GREENWOOD PUBLISHING GROUP INC	1,388.20
318022	108478	DAVID C HEMPHILL	15.00
318023	101881	OMAHA ZOOLOGICAL SOCIETY	355.50
318024	138359	RONALD HERTZBERG	1,000.00
318025	133186	JENNIFER HERZOG	240.00
318026	132423	HEWLETT PACKARD CO	77,952.78

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Check No	Vend No	Vendor Name	Amount
318027	048710	LAB SAFETY SUPPLY INC	195.00
318029	134441	ELAINE HILL	22.30
318031	048845	CAMILLE H HINZ	47.50
318035	137943	STACY M HORSHAM	82.61
318036	095520	LINDA D HORTON	229.60
318037	049600	HOUCHEN BINDERY LTD	27.05
318038	049650	HOUGHTON MIFFLIN HARCOURT PUB CO	2,557.17
318039	132531	TERRY P HOULTON	400.00
318040	101533	DIANE F HOWARD	35.00
318041	137426	HUGHES MULCH PRODUCTS LLC	2,880.00
318042	101032	HUSKER MIDWEST PRINTING	1,696.10
318043	134807	MONICA A HUTFLES	55.60
318044	130283	KARA L HUTTON	86.25
318045	051573	IDEAL PURE WATER	27.00
318046	137804	IDEAS UNLIMITED SEMINARS INC	597.00
318047	051575	THERESA A ILIFF	14.50
318048	100016	INNOVATIVE LEARNING CONCEPTS	529.10
318049	135481	INTERMEDIATE DISTRICT 287	50.00
318050	052150	INTERNATIONAL READING ASSOC	96.25
318051	100928	J W PEPPER & SON INC.	2,755.91
318052	101991	J.A. SEXAUER	910.68
318054	136314	KORRINDA K JAMIESON	97.65
318055	131157	CHRISTINE A JANOVEC-POEHLMAN	61.45
318056	054240	HANNELORE W JASA	23.20
318057	136953	JSDO I LLC	685.19
318058	135735	GEORGE W JELKIN	83.00
318059	133059	DEBBIE A JENKINS	120.65
318060	133037	JENSEN TIRE COMPANY	1,135.57
318063	135999	DESIREE K JOHN	94.55
318064	130994	JOHNSON CONTROLS INC	70,156.17
318065	054500	JOHNSON HARDWARE CO LLC	61.20
318066	054487	ELIZABETH C JOHNSON	40.00
318067	059573	NANCY A JOHNSTON	33.12
318068	054630	JOHNSTONE SUPPLY	759.95
318070	137214	DAVID KAHM	55.16
318071	137514	JULIE KANNAS	127.96
318072	056215	KAPLAN EARLY LEARNING CO	379.21
318073	138350	DENISE M KARLOFF	15.84
318074	132265	CATHERINE A KEISER	78.00
318075	056278	JEANNE M KELLEY	8.00
318076	132272	SUSAN L KELLEY	30.60
318078	131177	ANDREA L KIDD	24.50
318081	132676	DENNIS F KIMBERLIN	280.00
318082	056724	KINKO'S	1,216.80
318083	084090	KIWANIS CLUB OF SOUTHWEST OMAHA	400.00
318084	056770	BETTY H KLESITZ	48.50

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Check No	Vend No	Vendor Name	Amount
318085	133944	SUSAN R KLOPP	19.75
318086	135946	LARISSA K KNUDSON	53.80
318087	134607	KONICA MINOLTA PRINTING SOLUTIONS	62,979.00
318089	138273	KENT KRAUSE	48.43
318090	130480	MARY K KREIS	25.50
318091	057683	JANET F KRUGER	276.12
318092	133923	KUBAT PHARMACY/HEALTHCARE	227.00
318093	137385	JOSEPH R KUEHL	56.55
318094	058740	LAB SAFETY SUPPLY INC	1,025.48
318095	137010	CHRISTINA A LAGRONE	62.15
318096	058755	LAIDLAW TRANSIT INC	354.04
318097	099217	LAKESHORE LEARNING MATERIALS	1,097.48
318098	058775	LAMP RYNEARSON ASSOCIATES INC	1,050.53
318099	135257	LANGUAGE LINE SERVICES	48.95
318100	121124	LORENE M LARSEN	49.95
318101	135688	DENISE A LARSON	270.50
318102	136518	JANET L LARSON	62.95
318105	135156	LAWSON PRODUCTS INC	1,130.46
318106	136240	VOYAGER EXPANDED LEARNING	84.95
318108	108450	JACEN D LEFHOLTZ	193.95
318109	137345	BONNIE K LEVINGER	37.50
318110	059380	LIBRARY VIDEO COMPANY	117.43
318111	059470	LIEN TERMITE & PEST CONTROL INC	974.00
318112	136219	LIFELOC TECHNOLOGIES INC	614.95
318113	059577	LINGUISYSTEMS, INC.	294.55
318114	059560	LINWELD INC	545.02
318115	133758	KRAIG J LOFQUIST	111.00
318116	133027	TRACY LOGAN	79.00
318117	138372	MURRAY K LOHRENZ	12.73
318118	138354	STEFANIE N LORENZEN	86.00
318119	138360	DIANA LOVEJOY	300.00
318121	060111	LOVELESS MACHINE & GRINDING	26.50
318122	131397	LOWE'S HOME CENTERS INC	20,502.04
318123	136319	ZACHARY B LOWE	80.50
318124	057770	LRP PUBLICATIONS INC	463.10
318125	060125	LUCKS MUSIC LIBRARY INC	62.58
318126	134568	NATASHA E LUDWIG	13.85
318128	135376	CASEY I LUNDGREN	38.00
318129	060155	LYMAN-RICHEY CORPORATION	1,207.64
318130	099321	MACKIN BOOK CO	800.49
318131	102601	MALIBU GALLERY	38.15
318133	137007	KAREN M MARBLE	92.50
318134	136704	ROBERT A MARCEAU	73.24
318136	133505	SUSAN N MARLATT	88.00
318138	133201	DAWN M MARTEN	745.95
318139	064142	MASTER TEACHER	25.65

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Check No	Vend No	Vendor Name	Amount
318140	108052	MAX I WALKER	783.12
318141	138341	MAXIM HEALTHCARE SERVICES INC	14,311.92
318142	101129	MJ-1 LLC	89.00
318143	130756	MCCORMICKS ENTERPRISES INC.	598.50
318145	138262	PATRICIA J MCCUNE	27.58
318146	107470	MCGILL ASBESTOS ABATEMENT CO.	1,300.00
318147	133898	MCGILL RESTORATION INC.	15,982.00
318149	063349	MCGRAW-HILL COMPANIES	43.07
318150	137014	RYE L MCINTOSH	124.05
318151	063361	ALBERT G MCKAIN	54.20
318152	109819	RENE J MCQUINN	38.90
318153	101274	MEDICAL TECHNOLOGIES INC	15.29
318154	121126	PATRICIA A MEEKER	114.25
318155	133998	SUZANNE R MELLIGER	93.00
318156	131593	MELODY HOUSE	36.90
318158	064600	METAL DOORS & HARDWARE COMPANY INC	2,115.00
318161	133403	AMERICAN NATIONAL BANK	23,716.01
318162	102870	MIDLAND COMPUTER INC	2,135.02
318163	648477	MIDLANDS MESSENGER SERVICE INC	59.00
318166	064950	MIDWEST METAL WORKS INC	4,361.80
318168	065233	MIDWEST TURF & IRRIGATION INC	1,372.03
318169	135398	JULIE A MILKS	23.00
318170	065400	MILLARD LUMBER INC	4.09
318171	099585	MILLARD MANUFACTURING COMPANY	886.50
318173	132412	SANDRA R MILLER	44.40
318174	099352	MINNESOTA CLAY CO	1,150.85
318175	066078	MONTESSORI SERVICES	98.95
318176	066083	KAREN F MONTGOMERY	45.85
318179	132491	DONITA L MOSEMAN	40.90
318180	092603	HOLTZBRINCK PUBLISHER LLC	3,762.00
318181	063150	MSC INDUSTRIAL SUPPLY CO	710.17
318182	107539	MUELLER ROBAK LLC	12,500.00
318183	130895	MULHALLS NURSERY INC	483.60
318184	137052	DEVONYE J MULLINS	148.80
318185	066490	JANIS R MULLINS	17.50
318187	133712	MURPHY TRACTOR & EQUIPMENT CO	24.40
318188	131395	DARREN D MYERS	147.00
318189	067000	NASCO	789.49
318190	066671	NCTM	78.00
318191	101560	NATIONAL COUNCIL FOR SOCIAL STUDIES	79.00
318192	099638	NATIONAL LANGUAGE ARTS OLYMPIAD	185.00
318193	067801	NATIONAL MIDDLE SCHOOL ASSOC	503.00
318194	132854	NATIONAL SAFETY COUNCIL	104.00
318195	068027	NATIONAL SCIENCE OLYMPIAD	185.00
318196	068020	NATIONAL SCIENCE TEACHERS ASSOC	56.67
318197	134162	NATIONAL STAFF DEVELOPMENT COUNCIL	119.00

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Check No	Vend No	Vendor Name	Amount
318198	130548	SCANTRON CORP	1,412.60
318199	134321	NE DOL/BOILER INSPECTION PROGRAM	3,564.00
318200	068334	NEBRASKA AIR FILTER INC	2,553.71
318201	068338	NEBRASKA ART TEACHERS ASSOCIATION	270.00
318202	068343	NEBRASKA ASSN OF SCHOOL BOARDS	200.00
318204	068445	NEBRASKA FURNITURE MART INC	708.00
318205	100872	NEBRASKA LIBRARY COMMISSION	11,040.00
318206	068463	NEBRASKA MUSIC EDUCATORS ASSN	885.00
318207	108364	NEBRASKA SCHOOLMASTERS CLUB	25.00
318208	068684	NEBRASKA SCIENTIFIC	426.50
318209	068737	NEBRASKA SPEECH LANGUAGE & HEARING	175.00
318210	133989	NEBRASKA WORKFORCE DEVELOPMENT	100.00
318211	068954	NEFF COMPANY	1,517.62
318212	138358	JESSICA L NEILL	552.30
318213	131550	NANCY G NELSON	26.50
318215	069099	CAROL C NEWTON	42.25
318216	069561	LYNNE NEWVILLE	111.75
318218	069675	NOBBIES INC	197.09
318219	102866	NORTHERN TOOL & EQUIPMENT	1,225.32
318220	069930	NOVA HEALTH EQUIPMENT COMPANY	158.00
318221	133368	KELLY R O'TOOLE	45.00
318222	137717	TERESA R OBERDORFER	36.98
318224	050042	ANNE M OETH	177.50
318228	100013	OFFICE DEPOT 84133510	9,177.35
318229	070245	OHARCO DISTRIBUTORS	1,247.13
318231	136898	OLSSON ASSOCIATES INC	5,538.00
318232	071027	VIDEO MEDIA PRODUCTS LLC	22.50
318233	071053	OMAHA WORLD HERALD (EDUC)	3,710.49
318234	137824	OMBUDSMAN EDUCATIONAL SVCS LTD	125,156.25
318235	107815	ON LINE IMAGING SERVICES LLC	190.00
318236	133850	ONE SOURCE	1,422.00
318238	136792	ORIGIN INSTRUMENTS CORPORATION	405.14
318239	107193	OTIS ELEVATOR COMPANY	453.51
318240	071190	OVERHEAD DOOR COMPANY OMAHA	242.00
318241	132443	OZANAM/BIST	212.75
318242	134428	ELIZABETH A PACHTA	188.10
318243	071515	PAINTIN PLACE CERAMICS INC	1,958.14
318244	071545	PAPER CORPORATION	22,881.60
318245	102485	CURRENT USA INC	167.83
318249	138288	PAPIO TRANSPORT SCHOOL SERVICE INC	19,783.00
318250	137015	GEORGE PARKER	116.15
318251	132006	ANDREA L PARSONS	115.25
318252	099244	PASCO SCIENTIFIC	716.00
318253	108098	ANGELO D PASSARELLI	174.50
318254	106559	DAVID L PATTEN	88.50
318255	071760	PATTON EQUIPMENT COMPANY INC	551.72

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Check No	Vend No	Vendor Name	Amount
318256	135569	CYNTHIA L PAVONE	24.10
318257	071850	PAXTON PATTERSON LLC	78.30
318258	071891	PAYFLEX SYSTEMS USA INC	4,988.00
318259	131610	PATRICIA D BUFFUM	860.00
318260	071947	PAULA A PEAL	167.00
318261	102699	PEARSON EDUCATION	15,661.48
318263	082652	PEARSON EDUCATION	17,253.57
318264	109831	JANET PELSTER	45.50
318265	107783	HEIDI T PENKE	25.50
318267	072200	PERFECTION LEARNING CORP.	261.00
318268	137630	KENDRA R PERSON	88.21
318269	136724	PETCO ANIMAL SUPPLIES STORES INC	89.97
318270	137009	ANGELA J PETERSON	45.35
318271	134365	VICKY L PETERSON	159.00
318272	133390	HEATHER C PHIPPS	263.30
318273	130721	MARY J PILLE	94.00
318274	072760	PITSCO INC	1,244.38
318275	136003	MELISSA J POLONCIC	8.85
318276	073010	PORTER TRUSTIN CARLSON	475.00
318277	079051	POSITIVE PROMOTIONS INC	446.70
318279	131835	PRAIRIE MECHANICAL CORP	1,482.17
318281	107910	MAUREEN R PREBLE	17.00
318282	073427	PRO-ED INC	803.00
318283	073840	PSYCHOLOGICAL ASSESSMENT	272.54
318284	137779	JARDINE QUALITY IRRIGATION INC	1,367.77
318285	078420	RAWSON & SONS ROOFING, INC.	34,475.00
318286	109810	BETHANY B RAY	114.50
318287	138357	DANIELLE R RAYMAN	184.55
318288	102568	READ NATURALLY	53.90
318289	100642	REALLY GOOD STUFF INC	1,075.03
318290	078674	RECORDED BOOKS LLC	149.85
318291	135690	DEIDRE REEH	16.95
318292	134858	JENNIFER L REID	44.70
318293	099940	RENAISSANCE LEARNING INC.	1,767.09
318294	101018	RESOURCES FOR EDUCATORS	217.00
318295	109192	KIMBERLI R RICE	94.95
318298	137470	AMBER E RIPA	72.29
318299	136847	RIVERSIDE TECHNOLOGIES INC	1,088.00
318300	131376	ROBERT BROOKE & ASSOCIATES, INC.	592.50
318301	138312	PAIGE E ROBERTS	81.50
318302	079295	DALE H ROBINSON	126.50
318303	136190	LILIANA J MIRANDA-ROBLES	224.60
318304	135301	KATHY ROCCO	80.00
318305	132034	ROCHESTER 100 INC.	90.00
318306	079310	ROCKBROOK CAMERA CENTER	1,489.48
318307	102827	ROCKLER COMPANIES INC	324.93

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Check No	Vend No	Vendor Name	Amount
318308	137125	LAUREN M ROEDER	36.20
318309	134882	LINDA A ROHMILLER	35.50
318310	134081	EILEEN A RONCI	74.50
318311	137511	JANET S ROSE	4,248.00
318313	079440	ROSENBAUM ELECTRIC INC	7,059.62
318314	135959	MARLENE J ROWE	103.50
318315	072286	JEAN M RUCHTI	142.15
318316	136033	MARGARITA RUEB	80.00
318318	133572	RURAL METRO MEDICAL SERVICES	1,564.00
318319	137098	REE ENTERPRISES INC	45.02
318320	130477	KATHRYN I RYAN	29.00
318321	081495	LEONARD E SAGENBRECHT	7.20
318322	081604	JEFFREY A SALBERG	100.50
318323	041500	SAMUEL FRENCH INC	105.00
318324	081695	VWR CORPORATION	432.43
318325	081725	KIMBERLEY K SAUM-MILLS	38.50
318326	131353	HARLAND TECHNOLOGY SERVICES	4,345.60
318327	109806	BRENT J SCHADE	151.15
318328	135433	MONTE G SCHEEF	70.00
318329	106432	KELLI J SCHINSTOCK	63.00
318330	137012	SHELLEY L SCHMITZ	28.30
318331	082100	SCHOLASTIC INC	4,564.27
318332	132488	SCHOLASTIC LIBRARY PUBLISHING	8,655.00
318333	082140	SCHOLASTIC MAGAZINES	3,961.67
318335	082200	SCHOOL HEALTH CORPORATION	783.41
318337	082350	SCHOOL SPECIALTY INC	343.33
318340	135102	SEAT SACK INC	41.76
318341	082905	KIMBERLY A SECORA	22.00
318342	098765	SECURITY BENEFIT LIFE INS CO	371,840.45
318343	098765	SECURITY BENEFIT LIFE INS CO	3,038.88
318344	082910	SECURITY EQUIPMENT INC	5,747.10
318345	108161	STAN J SEGAL	67.40
318346	082941	KELLY M SELTING	96.00
318347	133498	SHARED MOBILITY COACH INC	3,015.25
318348	109800	AMY L SHATTUCK	151.00
318349	137697	LARIA K SHEA	243.45
318350	083175	SHEPPARD'S BUSINESS INTERIORS	1,047.52
318351	083188	SHIFFLER EQUIPMENT SALES, INC.	4,062.56
318353	131887	SIEMENS INDUSTRY INC.	455.35
318354	133575	SIGN SOLUTIONS INC	494.10
318355	138176	SIGNAL 88 SECURITY GROUP LLC	105.00
318357	132590	SILVERSTONE GROUP INC	12,403.00
318358	083400	SIMPLEXGRINNELL	6,602.89
318359	136137	JULIA C SINIARD	43.45
318360	138361	SAMUEL R BOTSIOS	203.58
318361	132108	SKATELAND 132ND INC	420.93

Date: 10/27/10

Millard Public Schools

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Check Register**Prepared for the Board Meeting of November 1, 2010**

Check No	Vend No	Vendor Name	Amount
318363	138275	LORI L SMITH	30.00
318364	133211	ELIZABETH K SMITH	21.74
318365	132808	SNYDER CHARLESON THERAPY SERVICES	15,158.00
318366	107093	CHARLENE S SNYDER	340.56
318367	083950	SOCIAL STUDIES SCHOOL SERVICE	16.79
318368	F03032	SOFTCHOICE CORPORATION	296,182.00
318369	109793	LINCOLN OFFICE EQUIPMENT	57.50
318370	084081	SOUTH OMAHA TERMINAL WAREHOUSE CO	281.60
318371	133954	SOUTHSIDE PLUMBING LLC	792.50
318373	109836	AMY ST AMOUR	132.00
318374	137481	STAPLES CONTRACT & COMMERCIAL INC	485.39
318375	134116	STATE STEEL OF OMAHA	571.95
318377	084491	TRACY L STAUFFER	122.00
318378	136440	JULIE A STEDNITZ	20.40
318379	131833	STERICYCLE INC	63.00
318381	084630	CYNTHIA F STIGGE	29.15
318382	138276	SUSAN STODDARD	38.00
318384	137867	MEGAN K STUMP	178.70
318385	135744	CLAUDIA P SUCHA	83.50
318388	136983	SUPER BEE ORCHARD LLC	42.00
318389	084930	SUPER DUPER INC	397.49
318390	102869	SUPER SAVER #20	514.05
318391	136870	SUPPORTING EDUCATIONAL EXCELLENCE	9,450.00
318392	084959	JAMES V SUTFIN	24.00
318393	130911	SWANDA BUSINESS FORMS	320.27
318394	137011	CARRIE A SWANEY	197.00
318395	132417	JAMES D SWITZER	32.82
318396	099302	SYSCO LINCOLN INC	402.25
318397	088654	TARGET	819.18
318398	088709	AMERICAN EAGLE COMPANY INC	74.10
318400	133969	TENNANT SALES & SERVICE COMPANY	889.20
318401	102835	THERAPY SHOPPE INC	175.95
318402	135066	TERENCE J THIELEN	45.00
318403	136381	ANNETTE J THOMAS	9.50
318406	132140	TILT GOLF	186.00
318407	099272	TIME FOR KIDS	199.00
318408	136578	PEGGI S TOMLINSON	23.60
318409	089574	TOTAL MARKETING INC	2,871.54
318410	132138	TOYOTA FINANCIAL SERVICES	528.26
318411	108055	TRADE WELL PALLET INC	1,000.00
318412	137829	BRYAN TRAN	50.00
318413	106364	AMERICAN STANDARD INC	374.22
318414	135247	MARIELA J TRIBULATO	230.00
318415	107719	KIMBERLY P TRISLER	52.00
318416	106493	TRITZ PLUMBING, INC.	1,481.90
318417	136110	DONNA R TROMBLA	33.00

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Millard Public Schools

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Check Register**Prepared for the Board Meeting of November 1, 2010**

Check No	Vend No	Vendor Name	Amount
318418	132268	LYNNE A TRUMAN	51.00
318419	135505	TY'S OUTDOOR POWER & SERVICE INC	600.36
318420	135716	TYCON ELECTRIC INC	100.00
318421	131819	JEAN R UBBELOHDE	160.00
318422	090678	UNISOURCE WORLDWIDE INC	9,979.82
318423	090214	UNITED ELECTRIC SUPPLY CO INC	19.42
318426	100923	UNL EXTENSION IN DOUGLAS/SARPY CO	25.00
318427	090973	UPSTART	38.50
318428	137707	UTILITY TRENCHING INC	10,918.75
318429	132117	VALA'S PUMPKIN PATCH	201.50
318430	091040	VAL LTD	110.00
318431	092280	VERNIER SOFTWARE & TECHNOLOGY LLC	1,968.00
318432	136318	JENNIFER L VEST	133.75
318433	092323	VIRCO INC	2,656.08
318434	109122	CONNIE L VLCEK	2.86
318435	092600	VOSS ELECTRIC CO	44.90
318437	092834	WALKER TIRE INC	383.84
318438	099379	WALL STREET JOURNAL	99.00
318439	131112	LINDA WALTERS	55.05
318440	093650	WARD'S NATURAL SCIENCE EST LLC	2,549.02
318441	136617	ANTHONY R WARD	1,665.60
318442	093765	WATER ENGINEERING, INC.	1,673.92
318443	134979	MARIA T WEAVER	52.00
318444	132263	JILL E WEDDINGTON	35.50
318445	093976	WEEKLY READER CORPORATION	329.40
318446	093978	BECKY S WEGNER	90.60
318448	107563	CAROL M WEST	119.40
318450	094630	WESTONE LABORATORIES	68.40
318451	134658	CRAIG T WHALEY	26.50
318452	130510	KIM WHEATLEY	29.93
318453	094751	DEBBY A WHITAKER	128.95
318454	137878	WHITE WOLF WEB PRINTERS INC	457.00
318455	136162	CHRISTINA L WILCOXEN	98.50
318456	138364	KIMBERLY J WILEY	246.24
318457	102785	WILLIAM V MACGILL & CO	36.95
318458	133153	JULIE L WILLIAMS	63.00
318459	136323	STACIE A WITHERSPOON	202.95
318460	138365	MATTHEW G WOOD	113.00
318461	095349	WOODWIND & BRASSWIND	348.99
318462	130716	SUSAN J WOOSTER	46.40
318463	095362	NANCY R MCGRATH	767.07
318464	095376	WORLD BOOK INC	508.00
318465	095491	GLEN E WRAGGE	362.65
318466	136723	ADVANCED KEYBOARD TECHNOLOGIES INC	43.00
318467	095674	XEROX CORPORATION (LEASES)	2,007.44
318470	138356	JEFFREY YOST	34.25

Date: 10/27/10

Millard Public Schools

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Check Register

Prepared for the Board Meeting of November 1, 2010

Check No	Vend No	Vendor Name	Amount
318472	099212	ZANER BLOSER INC	311.72
318473	136043	YUAN S ZHEN	92.00
318475	137020	CHAD R ZIMMERMAN	33.00
318476	136468	MAUREEN ZOHLEN	20.00
318477	136855	PAUL R ZOHLEN	52.05
318478	135647	LACHELLE ZUHLKE	53.35
Total for GENERAL FUND			2,548,775.15
22685	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	21.40
22686	134607	KONICA MINOLTA PRINTING SOLUTIONS	188.00
22687	100013	OFFICE DEPOT 84133510	513.75
22688	101476	SODEXO INC & AFFILIATES	722,128.84
Total for FOOD SERVICE			722,851.99
317769	137546	3 COM CORPORATION	8,986.97
317797	134210	AMERICAN FENCE COMPANY	3,830.00
317799	069689	AMSAN LLC	783.87
317857	138343	BRASE ELECTRICAL CONTRACTING CORP	988.00
317863	099431	BUSINESS MEDIA INC	-3,534.00
317875	133970	CCS PRESENTATION SYSTEMS	500.00
317889	025689	COMPUTER CABLE CONNECTION INC	1,965.00
317891	133818	CONNECTIVITY SOLUTIONS MFG INC	400.00
317989	106660	GLASSMASTERS INC	106.00
318079	138181	KIDWELL ELECTRIC COMPANY INC	5,896.00
318127	107602	LUMBERMEN'S BRICK & SUPPLY INC	745.60
318159	102139	METAL LOGOS AND MORE	119.62
318162	102870	MIDLAND COMPUTER INC	326.37
318178	134532	MORRISSEY ENGINEERING INC	3,000.00
318231	136898	OLSSON ASSOCIATES INC	57.85
318266	133150	PENSKE TRUCK LEASING	449.95
318296	079179	RIEKES EQUIPMENT COMPANY	1,067.69
318350	083175	SHEPPARD'S BUSINESS INTERIORS	672.00
318368	F03032	SOFTCHOICE CORPORATION	62.40
318420	135716	TYCON ELECTRIC INC	360.00
318424	090250	UNITED SEEDS INC.	4,100.00
318449	105619	WESTERN TRAILER LEASING INC	75.00
Total for SPECIAL BUILDING			30,958.32
317759	049850	HY-VEE INC	1,416.00
317767	081630	SAM'S CLUB DIRECT	19.21
317822	132405	BAG 'N SAVE	74.04
317830	099646	BARNES & NOBLE BOOKSTORE	1,547.50
317839	138096	JUDY JERABEK	518.00
317850	136633	WILLIAMS PROPERTIES LLC	657.00
317867	137791	JAMES R MINOR	200.00
317869	138344	HITZCO INC	248.28
317899	137656	KELLI CRUMP	32.10
317926	135509	DIGIORGIO'S SPORTSWEAR INC	265.00

Millard Public Schools

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Check Register

Prepared for the Board Meeting of November 1, 2010

Check No	Vend No	Vendor Name	Amount
317928	099552	DISCOUNT SCHOOL SUPPLY	84.47
317935	132580	DUANE SVEC ADVERTISING	1,454.65
317937	094249	DURHAM MUSEUM	76.00
317940	036510	EARLY CHILDHOOD TRAINING	100.00
317945	037525	EDUCATIONAL SERVICE UNIT #3	1,752.00
317953	130348	ENVIRONMENTS, INC.	56.25
317979	132586	DIANNE L FULTON	60.23
317981	137649	KARTS INC	376.65
317997	134868	JASON C GOSNELL	119.31
317998	043609	GP DIRECT	282.63
318021	048517	GREENWOOD PUBLISHING GROUP INC	307.00
318038	049650	HOUGHTON MIFFLIN HARCOURT PUB CO	471.24
318048	100016	INNOVATIVE LEARNING CONCEPTS	535.70
318053	100705	JAMES STANFIELD CO INC	1,995.00
318082	056724	KINKO'S	145.00
318096	058755	LIDLAW TRANSIT INC	130.28
318124	057770	LRP PUBLICATIONS INC	244.00
318167	130949	MIDWEST REGIONAL MIDDLE LEVEL	210.00
318172	065410	MILLARD SCHOOLS ADMIN ACTIVITY FUND	50.00
318186	138263	MARIA V MUNOZ	127.83
318203	136431	NEBRASKA COMMUNITY FOUNDATION	12,096.00
318204	068445	NEBRASKA FURNITURE MART INC	2,911.00
318208	068684	NEBRASKA SCIENTIFIC	6.25
318228	100013	OFFICE DEPOT 84133510	109.99
318237	071138	ORIENTAL TRADING COMPANY	48.98
318241	132443	OZANAM/BIST	175.00
318292	134858	JENNIFER L REID	20.22
318333	082140	SCHOLASTIC MAGAZINES	73.00
318338	082336	SCHOOLMART	155.00
318380	138363	JACLYN E STEWART	16.19
318383	138362	ERICA L STORMS	26.36
318386	138373	SUN PUBLISHING COMPANY INC	39.00
318390	102869	SUPER SAVER #20	99.37
318399	132974	TEACHING STRATEGIES INC	167.94
318426	100923	UNL EXTENSION IN DOUGLAS/SARPY CO	140.00
318429	132117	VALA'S PUMPKIN PATCH	475.75
318430	091040	VAL LTD	285.00
318463	095362	NANCY R MCGRATH	597.94
318471	135890	YOUTH FRONTIERS INC	7,485.00
Total for GRANT FUND			38,483.36
317897	136587	COVENTRY HEALTH & LIFE INS CO	145,736.28
Total for			145,736.28
317785	102832	ADVANCED OFFICE INTERIORS CORP	1,465.38
317791	011051	ALL MAKES OFFICE EQUIPMENT	640.79
317823	135245	BAHR VERMEER HAECKER ARCHITECTS	2,193.00

Millard Public Schools

Check Register

Prepared for the Board Meeting of November 1, 2010

Check No	Vend No	Vendor Name	Amount
317826	103104	BARCO PRODUCTS CO	251.80
317842	133480	BERINGER CIACCIO DENNELL MABREY	269.20
317881	024654	JONNA L CHILDERS-HANSEN	114.14
318026	132423	HEWLETT PACKARD CO	179.00
318028	048710	LAB SAFETY SUPPLY INC	621.00
318087	134607	KONICA MINOLTA PRINTING SOLUTIONS	708.00
318098	058775	LAMP RYNEARSON ASSOCIATES INC	7,620.00
318164	134605	MIDWEST BEDDING CO.	144.00
318165	135586	MIDWEST FLOOR COVERING INC	88,138.00
318178	134532	MORRISSEY ENGINEERING INC	15,500.00
318231	136898	OLSSON ASSOCIATES INC	2,184.01
318356	135412	ROY EUGENE KIRK	5,010.00
318372	136932	SPECIALIZED PRODUCTS SERVICE LLC	2,086.00
318425	133322	UNIVERSAL RESTORATION INC	13,582.50
318468	137601	YARD MARKET	3,342.90
Total for DEPRECIATION			144,049.72
317768	134633	THERESE STRASESKI	390.00
317771	102837	4-IMPRINT	7,539.32
317772	136961	ABANTE LLC	1,464.00
317794	107651	AMAZON.COM INC	25.10
317798	012050	AMERICAN LIBRARY ASSOCIATION	35.10
317810	138007	GARRETT ASHBY	75.00
317821	138009	AMBER LIN BAESLER	150.00
317824	136339	AIMEE BAKER	114.75
317830	099646	BARNES & NOBLE BOOKSTORE	626.71
317844	137705	DENA BIELSKI	120.00
317856	134129	FWD MEDIA INC	785.00
317862	138366	JAMES PHILLIP BURROUGHS III	20.00
317863	099431	BUSINESS MEDIA INC	2,386.00
317876	133589	CDW GOVERNMENT, INC.	119.00
317903	130731	D & D COMMUNICATIONS	980.00
317913	032800	DEMCO INC	209.57
317914	138160	HEIDI DEMUTH	224.00
317923	099220	DICK BLICK CO	75.40
317930	130648	DOSTALS CONSTRUCTION CO INC	400.00
317971	138314	OLIVIA FISHER	70.00
317972	101075	FITNESS FINDERS INC	689.96
317986	138064	TAYLOR GILROY	80.00
317987	137831	NEIL GIRMUS	42.50
317990	137760	JIM GLOVER	115.00
317991	137704	ROBERT S GLOVER	142.50
318005	138307	MORGAN GUY	60.00
318008	138016	JENNA HAMMOND	80.79
318026	132423	HEWLETT PACKARD CO	50.00
318027	048710	LAB SAFETY SUPPLY INC	284.50
318030	138065	MEGAN C HINGER	60.00

Millard Public Schools

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Check Register**Prepared for the Board Meeting of November 1, 2010**

Check No	Vend No	Vendor Name	Amount
318032	048940	HOBBY LOBBY STORES INC	136.09
318033	135313	RACHEL HOGAN	127.50
318034	136879	RYAN HOGAN	85.00
318051	100928	J W PEPPER & SON INC.	659.95
318061	138369	YUAN YUAN JIANG	25.00
318062	138370	KAYLEE JOBEUN	20.00
318069	137448	REILLY JORGENSEN	140.00
318077	138351	JOHN E KENNEDY	72.00
318080	138159	BRAMSTRONG KIM	140.00
318088	138152	TAYLOR KORTE	25.00
318103	133206	MARK LARSON	90.00
318104	137154	MEREDITH LARSON	110.00
318107	138368	KATELYNN ROSE LEFFLER	35.00
318120	060100	JOE MCDERMOTT ASSOCIATES INC	477.45
318132	138309	NICK MANHART	100.00
318135	138177	KIRA MARKUS	25.00
318137	138367	MICHAEL MARSH	175.00
318144	138066	EMILY MCCOY	100.00
318148	138156	KATHERINE MCGINN	35.00
318157	134995	ALYSSA MERKEL	140.00
318177	137111	SATURNRINA LEE MORRIS	112.50
318214	138310	GISELLE NEVAREZ	85.00
318217	138162	BRITTANY NIELSEN	37.50
318223	137588	ERIN OELTJEN	105.00
318228	100013	OFFICE DEPOT 84133510	200.89
318230	138012	CAHNER JALINE OLSON	140.00
318277	079051	POSITIVE PROMOTIONS INC	280.45
318278	073210	PRAIRIE CONSTRUCTION COMPANY	2,244.56
318280	135643	AUSTIN PRATT	75.00
318297	106416	RIFE CONSTRUCTION INC	3,798.35
318306	079310	ROCKBROOK CAMERA CENTER	218.35
318312	071023	OMAHA THEATER CO FOR YOUNG PEOPLE	982.00
318334	136895	BAILEY SCHOLLMAYER	120.00
318336	136833	SCHOOL OUTFITTERS LLC	45.22
318339	137787	KAITLYN SEAMAN	142.50
318352	137119	DAVID SHRIVER	120.00
318356	135412	ROY EUGENE KIRK	1,500.00
318362	138135	HANNA MARIE SLOSSON	120.00
318376	136465	JAKE STAUFFER	140.00
318387	134845	SUNTEX INTERNATIONAL INC	1,899.10
318404	137122	MORIAH THOMPSON	120.00
318405	138067	KACY THURMAN	75.00
318429	132117	VALA'S PUMPKIN PATCH	669.50
318436	138371	ANNA WAGEMANN	20.00
318447	135522	AMANDA WEIHL	120.00
318463	095362	NANCY R MCGRATH	255.69

Millard Public Schools

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Check Register

Prepared for the Board Meeting of November 1, 2010

Check No	Vend No	Vendor Name	Amount
318469	137413	JAMES YONG	112.50
318474	137589	ERICA ZIEMER	90.00
Total for ACTIVITY FUND			33,961.30
318356	135412	ROY EUGENE KIRK	-260.40
Total for			-260.40
Report Total			3,664,555.72

Committee Meeting
Minutes
October 25 2010

The members of the Board of Education met as a committee of the whole on Monday, October 25 2010 at 6:30 p.m. at the Don Stroh Administration Center, 5606 South 147th Street. The topics discussed included the Ombudsman Program, Enrollment/Tuancy – LB 800, and Open Enrollment.

Present: Dave Anderson, Mike Pate, Brad Burwell, Mike Kennedy, Linda Poole,
Julie Kannas

Also in attendance were Keith Lutz, Mark Feldhausen, Jim Sutfin, Nancy Johnston, and Kraig Lofquist

Mark Feldhausen provided an overview of the Ombudsman program. This program targets students, who are on long term suspensions, expelled students, and for students who have withdrawn from school without completing graduation requirements. This program provides educational continuity and opportunity for those students by receiving instruction in essential skills in reading, writing, math, and core areas of science and social studies. The students in the program take all of the tests required of Millard students. Continued funding for the program will need to go through Millard's budget process unless other sources can be procured.

Kraig Lofquist reviewed the intent of LB 800, which amends the existing law relating to violation of the compulsory attendance law. Now, a child that is absent more than 20 days per year or the hourly equivalent, an attendance officer must file a report with the county attorney of the county in which the student resides. This includes excused and unexcused absences.

Dr. Lofquist also reported on the online enrollment system that has been initiated this year to make it easier for new students in Millard to register for school. Stimulus funds were used for this system.

Jim Sutfin shared a plethora of information in regards to open enrollment data. This related to open and option enrollments, and within district transfers. Dr. Sutfin reported that several recommendations related to policies will be forthcoming to the board for consideration.



CHAIRMAN



Don Stroh Administration Center • 5606 So. 147th Street • Omaha, NE 68137-2604 • (402) 715-8200 • Fax (402) 715-8409

October 27, 2010

TO: Board Members

FROM: Amy Friedman

RE: Employees of the Month

The Employees of the Month for November are Pam Ehly, READ teacher at Hitchcock Elementary and Sue Halvorson, special education resource paraprofessional.

AF:sp

AGENDA SUMMARY SHEET

AGENDA ITEM: Adoption of Policy 3111

MEETING DATE: October 18, 2010 (First Reading)
November 1, 2010 (Second Reading)

DEPARTMENT: General Administration

TITLE & BRIEF DESCRIPTION: Adoption of Policy 3111 – The adoption of a policy authorizing the administration to use collection agencies to collect over due and unpaid bills.

ACTION DESIRED: Approval Discussion Information Only

BACKGROUND: The District has some over due and unpaid bills that need to be collected. At present, there is about \$9,000 in uncollected obligations in the food service program.

OPTIONS AND ALTERNATIVES: n/a


RECOMMENDATION: It is recommended that Policy 3111 be approved (after the second reading) as submitted.

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION/REJECTION: n/a

TIMELINE: Immediate

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

SUPERINTENDENT'S APPROVAL: 

Support Services – BusinessAccounts Receivable – Collection Agencies**3111**

The District may engage the service of collection agencies to assist with the collection of overdue accounts, insufficient fund checks, and other unpaid obligations due and owing to the District.

Legal References:

Related Policies:

Adopted: November 1, 2010

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

AGENDA ITEM: Curriculum, Instruction, and Assessment: Policy 6320
Students' Graduation

MEETING DATE: November 1, 2010

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: Rule 6320

ACTION DESIRED: Approval

BACKGROUND: Reaffirm Policy 6320 – Curriculum, Instruction, and Assessment: Students' Graduation

OPTIONS AND ALTERNATIVES: N/A

RECOMMENDATIONS: Reaffirm

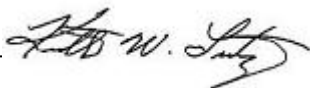
STRATEGIC PLAN REFERENCE: N/A

IMPLICATIONS OF ADOPTION OR REJECTION: N/A

TIMELINE: N/A

RESPONSIBLE PERSON(S): Dr. Mark Feldhausen and Nancy Johnston

SUPERINTENDENT'S APPROVAL:

_____  _____

BOARD ACTION:

Curriculum, Instruction, and Assessment

Students' Graduation

6320

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

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

The principal of each school will arrange each spring for appropriate awards and recognition programs. Formal graduation exercises will be held for high school students meeting district requirements and will be coordinated between the high school administrators and the Superintendent.

In accordance with the requirements of state law, a student who receives special education services under the Special Education Act and does not qualify for graduation may receive a certificate of attendance.

Legal Reference: Neb. Rev. Stat § 79-729; Neb. L.B. 1153 (2008)

Related Policies and Rules: 6315, 6315.1, 6320.1, 6320.2, 6320.3

Policy Adopted: July 20, 1992

Revised: May 17, 1999; July 31, 2000; June 4, 2007; July 7, 2008

Reaffirmed: July 6, 2009; [November 1, 2010](#)

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Curriculum, Instruction, and Assessment
 Rule 6320.1 - Students: Requirements for Senior High Graduation
 Rule 6320.2 - Students: Requirements for Senior High Graduation: International Baccalaureate Diploma Program

MEETING DATE: November 1, 2010

DEPARTMENT: Educational Services

TITLE AND BRIEF DESCRIPTION: Rule 6320.1
 Rule 6310.2

ACTION DESIRED: Approval

BACKGROUND: Revisions to Rule 6320.1 and 6320.2 are being recommended. While the actual graduation requirements remain the same as approved by the Board in November, 2009, minor adjustments are recommended to update the graduating class reference (dropping references to Class of 2010); to adjust two mathematics course names based on the realignment of course content due to the Board approved PreK-12 Mathematics Framework and NeSA Mathematics Table of Specifications; and to adjust the course options to meet the Technology Education graduation requirement based on the Board approved 6-12 Industrial Technology Framework.

OPTIONS AND ALTERNATIVES: N/A

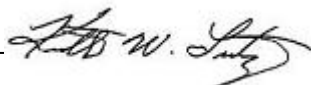
RECOMMENDATIONS: Approve Rules 6320.1 and 6320.2

STRATEGIC PLAN REFERENCE: N/A

IMPLICATIONS OF ADOPTION OR REJECTION: Rejection would mean that the MPS Graduation Requirements will remain as currently stated in Rules 6320.1 and 6320.2.

TIMELINE: Immediate to update the Millard Public Schools High School Curriculum Handbook & Registration Guide and to implement beginning the 2011-2012 school year.

RESPONSIBLE PERSON(S): Dr. Mark Feldhausen and Nancy Johnston

SUPERINTENDENT'S APPROVAL: _____  _____

BOARD ACTION:

Curriculum, Instruction, and Assessment

Students: Requirements for Senior High School Graduation

6320.1

Students differ widely in interests, abilities and expectations. For this reason, the following are stated as minimums to allow flexibility in the planning of individual student programs. However, on the assumption that some elements should be shared in common by educated persons, these basic uniform requirements are established for graduation from the Millard Public Schools. In addition to specified credit requirements students must meet district level assessments in reading, writing, mathematics, science and social studies. **Graduation requirements of 230 credits, including 5 credits in Financial Literacy will become are in effective beginning with the graduation class of 2013. Prior to that time, graduation requirements reaffirmed by the Board of Education on July 6, 2009, will remain in effect for the graduating classes of 2010, 2011, and 2012.**

Minimum Requirements for Graduation - Grades 9-12

- I. Credits -- A minimum of **225 credits** is required for graduation for the graduating classes through 2012. Each student's program shall include but not be limited to the programs and courses listed below and may be amended, revised, or deleted by the Board of Education as approved and published in the Millard Public Schools High School Curriculum Handbooks and Registration Guide.

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
English	40	English 9	10
		English 10	10
		English 11	10
		Oral Communications	5
		(Choice of Speech, Forensics, Debate I or the combination of IB Language A1, IB Language B and 12 th Grade Theory of Knowledge I & II)	
		Choice of an English Selected Course	5

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

English Selected Courses

AP English Language & Composition	IB English HL II
AP English Literature	IB Film
Contemporary Literature	Literacy for Life
Creative Writing	Literature and Film
Global Perspectives through Literature	Research Methods
	21 st Century Media Literacy

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Social Studies	30	American History (Since 1914) - 9 th	10
		World Geography - 10 th	10
		US Government & Economics - 12 th	5
		World Perspectives or American Studies Course	5

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

<u>World Perspectives</u>	or	<u>American Studies</u>
World History		Ethnic Studies
World Affairs		Law Studies
World Religion		AP United States History
AP European History		AP Macro Economics
IB 20 th Century World History Topics		IB History of America

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Mathematics	25	Algebra I or Algebra I: Foundations + 1 or appropriate course from the math sequence- A course numbered 220 or higher- One additional math course- Computer Science courses may not be applied toward math credit.	10 10 5

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

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

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

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

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

Technology Selected Courses

Computer Technology Applications
[Introduction to Engineering Design I](#)
 Introduction to Computer Science
 Foundations of Technology ([Prior to 2011](#))
 Introduction to Graphics Communications
 Introduction to IB Computer Science I ([Prior to 2011](#))

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

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

Fine & Performing Arts Selected Courses

Any art course
 Any music course
 Drama I
 Theatre Appreciation

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

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

Human Resources Selected Courses

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

- A. A grade of four (4) or better must be maintained in any course used to fulfill graduation requirements.
- B. Electives courses are offered in the subject areas previously listed and in business education, ~~foreign~~ world language, family & consumer sciences, industrial technology, art, drama, debate, journalism and music.
- C. In order to provide flexibility in such situations as transfers and special needs, waivers may be submitted by staff and approved by the principal.
- D. A student must complete 225 credits as described herein in order to graduate and receive a diploma from the Millard Public Schools.
- E. A student must complete a Personal Learning Plan, meeting district requirements.
- II. Credits -- A minimum of **230 credits** is required for graduation for the **graduating classes of 2013 and beyond**. Each student's program shall include but not be limited to the programs and courses listed below and may be amended, revised, or deleted by the Board of Education as approved and published in the Millard Public Schools High School Curriculum Handbook and Registration Guide.

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
English	40	English 9	10
		English 10	10
		English 11	10
		Oral Communications (Choice of Speech, Forensics, Debate I or the combination of IB Language A1, IB Language B and 12 th Grade Theory of Knowledge)	5
		Choice of an English Selected Course	5

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

English Selected Courses

AP English Language & Composition	IB English HL II IB Film
AP English Literature	Literacy for Life
Contemporary Literature	Literature and Film
Creative Writing	Research Methods
Global Perspectives through Literature	21 st Century Media Literacy

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Social Studies	30	American History (Since 1914) - 9 th	10
		World Geography - 10 th	10
		US Government & Economics - 12 th	5
		World Perspectives or American Studies Course	5

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

<u>World Perspectives</u>	or	<u>American Studies</u>
World History		Ethnic Studies
World Affairs		Law Studies
World Religion		AP United States History
AP European History		AP Macro Economics
IB 20 th Century World History Topics		IB History of America

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Mathematics	30	Algebra <u>I</u> or Algebra <u>I</u> ; Foundations <u>I</u> or appropriate course from the math sequence- A course numbered 220 or higher- One additional math course- Computer Science courses may not be applied toward math credit.	10 10 10

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Science	30	Students should follow one of the following science sequences. Physical Science in Action- 9 th Biology - 10 th Choice of Science Electives numbered 333 or higher or Biology - 9 th Chemistry or Physics - 10 th Choice of Science Electives numbered 333 or higher	10 10 10 10 10 10

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

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

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

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

Technology Selected Courses

Computer Technology Applications
[Introduction to Engineering Design I](#)
 Introduction to Computer Science
 Foundations of Technology ([Prior to 2011](#))
 Introduction to Graphics Communications
 Introduction to IB Computer Science I ([Prior to 2011](#))

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

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

Fine & Performing Arts Selected Courses

Any art course
 Any music course
 Drama I
 Theatre Appreciation

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

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

Financial Literacy Selected Courses

Personal Finance
 Wealth Building & Personal Finance (Entrepreneurship or Finance Academy)

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Human Resources	5	Choice of Human Resources Course	5

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

Human Resources Selected Courses

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

<u>PROGRAM</u>	<u>TOTAL COURSE/SUBJECT CREDITS</u>	<u>COURSE OR SUBJECT AREAS</u>	<u>CREDITS</u>
Electives	60	A total of 60 additional credits	60

- A. A grade of four (4) or better must be maintained in any course used to fulfill graduation requirements.
 - B. Electives courses are offered in the subject areas previously listed and in business education, foreign world language, family & consumer sciences, industrial technology, art, drama, debate, journalism and music.
 - C. In order to provide flexibility in such situations as transfers and special needs, waivers may be submitted by staff and approved by the principal.
 - D. A student must complete ~~225~~ 230 credits as described herein in order to graduate and receive a diploma from the Millard Public Schools.
 - E. A student must complete a Personal Learning Plan, meeting district requirements.
- III. Assessments: In addition to 225 (**230 for graduating class of 2013 and beyond**) credits required for graduation, students must also successfully meet the Essential Learner Outcome assessment score requirements.
- IV. Effect of Student Performance
- A. When a student has successfully met the Essential Learner Outcomes Assessment cut score for each outcome:
 1. A notation shall be made in the student's cumulative record. Such information will be communicated to parent(s)/guardian(s) in writing.

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

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

V. Student's Right to Appeal

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

VI. Procedures for Appeal

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

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

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

VII. Graduation

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

VIII. Annual Review

This rule shall be reviewed annually.

Related Policies and Rules: 6301, 6301.1, 6315, 6315.1, 6320, 6320.2, 6320.3

Rule Approved:

Millard Public Schools

Revised: Dec. 5, 1983; Dec. 17, 1990, May 17, 1999; Oct. 18, 1999, July 31, 2000; March 4, 2002; July 21, 2003; June 21, 2004; June 6, 2005; June 5, 2006; June 4, 2007; July 7, 2008; November 2, 2009; [November 1, 2010](#)

Omaha, NE

Reaffirmed: July 6, 2009

Curriculum, Instruction, and Assessment

Students: Requirements for Senior High School Graduation - International Baccalaureate Diploma Program

6320.2

- I. **Credits** -- A minimum of 225 credits is required for graduation for graduating classes of ~~2010~~, 2011, and 2012. A minimum of 230 credits is required for graduation for the graduating class of 2013 and beyond.
- II. **Assessments**: In addition to 225 or 230 credits required for graduation, students must also successfully meet the Essential Learner Outcome assessment score requirements in reading, writing, mathematics, science, and social studies.
- III. **Personal Learning Plan**: A student must complete a personal learning Plan (PLP), meeting district requirements.
- IV. Each student's International Baccalaureate Diploma Program (IB DP) shall include the courses of study as outlined in Rule 6320.1 with such adjustments (additions or substitutions) to the programs and courses as listed below. Such adjustments are made to avoid duplication in the program of study required for IB DP students.

Millard Public Schools' Graduation Requirement

International Baccalaureate Program Additions/Substitutions

English: Selected Electives (5 credits)
English: Oral Communications (5 Credits)

Substitute IB English HL II (10 credits)
Substitute Imbedded Oral Assessments found in Language A1, Language B and Theory of Knowledge I & II requirements

Social Studies: World Geography (10 Credits)

Substitute IB 20th Century World History Topics (10 credits)
Add IB History of Americas (10 credits) to course options
Add IB Theory of Knowledge I (max. 5 Credits)

Electives: Human Resources Course Options
Science: Physical Science Course Options

- Add Introduction to Chemistry and Physics (10 credits)
- IB Chemistry (10 credits) and
- IB Physics (10 credits) to course options

Add IB Biology (10 credits) to course options

Science: Life Science Course Options

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

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

Approved: April 16, 2001

Revised: August 4, 2003; June 5, 2006; June 4, 2007; July 7, 2008; November 2, 2009;
November 1, 2010

Reaffirmed: July 6, 2009

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

AGENDA ITEM: Technology Rule 7100.1

MEETING DATE: November 1, 2010

DEPARTMENT: Technology Division

TITLE AND BRIEF DESCRIPTION: Rule 7100.1—Use of District Computers, Software and Data Files: Compliance with Applicable Law

ACTION DESIRED: Approval of Rule 7100.1


BACKGROUND: Rule 7100.1 has been revised to comply with Nebraska state law and the guidelines for acceptable use of computers. District guidelines will be revised and communicated to all staff as a result of the approval of this rule.

RECOMMENDATIONS: Approve Rule 7100.1— Use of District Computers, Software and Data Files: Compliance with Applicable Law

STRATEGIC PLAN REFERENCE: None

TIMELINE: Immediate implementation

RESPONSIBLE PERSON(S): Victoria L. Hoskovec

SUPERINTENDENT'S APPROVAL: 

BOARD ACTION:

Technology**Use of District Computers, Software, and Data Files****7100**

District personnel will adhere to the laws, policies, and rules governing computers including, but not limited to, copyright laws, rights of software publishers, license agreements, acts of terrorism, assault, threats and personnel and student rights of privacy created by federal and state law.

Legal Reference: The Copyright Act; Family Educational Rights and Privacy Act; Neb. Rev. Stat. §§ 79-2, 104 and 79-8, 109 (Reissue 1996).

Policy Adopted: May 17, 1993
Revised: Dec. 20, 1999; April 2, 2007

Millard Public Schools
Omaha, Nebraska

April 2, 2007: Renumbered from 4157

Technology

Compliance with Applicable Law

7100.1

Use of District-owned computers shall comply with all applicable policies and rules of the District, and with all applicable state and federal statutes. The District will provide all users with appropriate training for the use of such equipment. The District will comply with license agreements and/or policy statements contained in software packages used by the District. Questions about compliance with license agreements or use of a software package will be resolved through direct negotiation and mutual agreement with the software publisher, copyright holder, and/or licensor.

In an effort to prevent violation of copyright laws and illegal **software** use, the following rules will apply:

- I. The legal and ethical implications of **software** use will be taught to personnel and students at all levels where there is technology software use.
- II. The building principal, principal's designee, or appropriate supervisor will be responsible for informing district personnel of the District Computer and Software Policy and Rules.
- III. When permission is obtained from a copyright holder to use software on a disk-sharing system, reasonable efforts will be made to prevent unauthorized copying.
- IV. Under no circumstances will illegal copies of copyrighted software be made or used on district equipment.
- V. The Executive Director of Technology or designee is authorized to sign software license agreements for district schools. The District and each school using licensed software shall keep a file containing a signed copy of software agreements for that school.
- VI. The school principal or principal's designee will be responsible for establishing practices which will enforce the District Computer and Software Policy and Rule.
- VII. The following uses of district computers and telecommunications devices will be strictly prohibited:
 - A. **Offensive Messages.** The use, display or transmission of (i) sexually explicit images, messages, cartoons; (ii) ethnic slurs or racial epithets; or (iii) acts of terrorism, assault, or threats.
 - B. **Personal Use.** Personal use of District-owned computers and telecommunication devices are permitted to contact a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such

person of an unexpected schedule change or for other essential personal business. Such personal use shall be kept to a minimum and shall not interfere with the performance of District business. Any other personal use of District-owned cellular phones, telephone equipment or telephone systems is strictly prohibited.

- C. **Commercial, and/or Religious Messages.** Use for the purpose of solicitation or proselytization for commercial, religious, political, ~~personal~~ or any other non-job-related activity.
- D. **Inappropriate Use of E-mail and/or Internet.** The use of the District's network, internet, e-mail system and telecommunications systems, shall remain under the control of the District and may only be used for district business subject to applicable law, policy and rule. This includes, but is not limited to, the downloading of any inappropriate materials, games, or other files not required for staff to fulfill their job duties. Sexual harassment delivered by e-mail is covered by the same policy and rule which covers verbal or physical harassment.

Violation of this rule may result in disciplinary action.

The District reserves all rights it has under the fair use doctrine of the Copyright Act.

Legal Reference: The Copyright Act; [Neb. Rev. Stat. § 49-14,101.01 \(3\)](#).

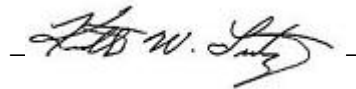
Rule Approved: May 17, 1993

Revised: Dec. 20, 1999; April 2, 2007; April 13, 2009; **November 1, 2010**

Millard Public Schools

Omaha, Nebraska

April 2, 2007: Renumbered from 4157.1

AGENDA SUMMARY SHEET**AGENDA ITEM:** Technology Rule 7500.1**MEETING DATE:** November 1, 2010**DEPARTMENT:** Technology Division**TITLE AND BRIEF DESCRIPTION:** Rule 7500.1—Telephone Equipment and Telephone Systems**ACTION DESIRED:** Approval of Rule 7500.1**BACKGROUND:** Rule 7500.1 has been revised to comply with Nebraska state law and the guidelines for acceptable use of telephone equipment, including cellular phones. District guidelines will be revised and communicated to all staff as a result of the approval of this rule.**RECOMMENDATIONS:** Approve Rule 7500.1—Telephone Equipment and Systems**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** Immediate implementation**RESPONSIBLE PERSON(S):** Victoria L. Hoskovec**SUPERINTENDENT'S APPROVAL:****BOARD ACTION:**

Category: Technology

Policy: Telephone Equipment and Telephone Systems: Acceptable Use 7500

Telephone communication, in its various forms, is an essential part of the day-to-day operations of the Millard Public Schools. Telephone communications are utilized by District employees to effectively and efficiently conduct District business. The Superintendent or designee shall establish guidelines for the utilization of telephone communications and associated systems within the District.

Date of Adoption: March 21, 2005

Millard Public Schools
Omaha, NE

Category: Technology
Policy: Telephone Equipment and Telephone Systems: Acceptable Use
Rule: Telephone Equipment and Telephone Systems 7500.1

Telephone communications includes, but is not limited to, analog, digital, and Voice over Internet Protocol (VoIP) telephones, cellular telephones, faxes, pagers, voicemail, text messaging, and associated services. Telephone communications shall be cost effective, compliant with all applicable state and federal laws, and used for the business of the ~~Millard Public Schools~~ District. All District employees must comply with the following guidelines.

I. District-Owned Telecommunications Equipment and Systems.

A. The District shall provide District-owned cellular telephones to employees designated by the Superintendent. Such cellular phones shall be used only for District business. The personal use of such District-owned cellular phones is prohibited, except for very limited personal use permitted by this Rule and by Nebraska statutes. A violation of the District's policy against personal use may be grounds for employee discipline and/or criminal sanctions as provided by Nebraska statutes.

B. All telephones, cellular telephones, associated telephone and cellular equipment, faxes, pagers, voicemail, text messaging, and associated systems, and any messages contained ~~therein hereinafter~~ within or generated by District-owned cellular telephones, telephone equipment and systems are the property of the ~~Millard Public Schools~~ District.

~~C. H.~~ All communications and records associated with the use of District-owned cellular telephones, telephone equipment or telephone systems may be public records and subject to public disclosure. Such communications and records are also subject to review and audit by the District. There is no individual right to privacy in the use of ~~said~~ any District-owned cellular telephones, telephone equipment or telephone systems and such use may be monitored as provided in this Rule.

~~V. D.~~ All District-owned cellular telephones, telephone equipment and telephone systems are provided to assist employees in the performance of the duties and responsibilities during their employment with the District. Telephone communications should be limited in number and duration to those necessary to effectively conduct the business of the District.

~~Eligible Users.~~ E. Employees may request the use of a District-owned cellular telephone or similar telecommunication device. ~~telephone equipment or telephone systems must be approved by the Superintendent or designee.~~ Requests must be initially approved by the employee's supervisor and the budget manager responsible for said expenditure. Completed requests are submitted to the Superintendent or designee for final review, approval and processing.

II. Cellular Telephones, Superintendent and Executive Cabinet.

A. The Superintendent, the members of the Executive Cabinet, which include the Associate Superintendent of Educational Services, the Associate Superintendent for General Administration, the Executive Director of Human Resources, the Director of Administrative

Affairs, the Director of Communications, the Director of Activities and Athletics, and the Executive Director of Technology, and any other employees as may be designated by the Superintendent which, in the Superintendent's judgment, are required to be readily available to conduct District business, may, in lieu of using a District-owned cellular phone, elect to purchase a cellular phone device, provided that such cellular-phone device is capable of receiving both voice and data service, and further, has a service plan that includes both voice and data service. Those employees who elect to purchase a personal cellular phone device in lieu of receiving a District-owned cellular phone, shall purchase a cellular phone that is capable of receiving both voice and data service. The District shall provide those employees a monthly stipend of \$ 80.00 for monthly service plan charges. Such cellular phones shall be the property of the employee and any stipend shall be included as part of the employee's compensation. No other reimbursements above the stipend amount shall be allowed.

III. The Technology Division ~~is~~ shall be responsible for acquisition, installation, maintenance and repair of all District-owned cellular telephones, telephone equipment and telephone systems. The Technology Division shall also be responsible for the administration of all of the District's cellular telephone, telephone and voicemail accounts.

IV. Department supervisors are responsible for overseeing the use of ~~the Districts~~ District-owned cellular telephones, telephone equipment and telephone systems and ensuring policy compliance. The Technology Division shall be notified by the Department Supervisors of any needed additions, moves, or changes required to telephone communication services.

~~VI.~~ V. District-owned landline telephones shall have voicemail service. All voicemail boxes will be protected with a PIN (personal identification number). PINs shall not be shared with others. Voicemail is to be used as a backup in the event one is not available to answer a call. Each user is expected to respond to voicemail messages in a timely manner. If away from the office for more than one business day, the user is expected to change voicemail greeting to reflect this fact and direct callers to alternate contacts if possible.

~~VII.~~

~~VIII.~~ VI. Use of 411 directory assistance should be avoided since a fee is incurred with each use. Print or online directories should be consulted first.

~~IX.~~ VII. Use of other pay-for-use telephone services (e.g., busy signal redial, last call return activation – *69, etc.) should only be used to facilitate the safety and security of District students and staff.

VIII. Unacceptable Use. Personal use of District-owned cellular telephones, telephone equipment and telephone systems is prohibited, except for very limited personal use permitted by this Rule and by Nebraska state statutes. District-owned cellular phones, telephone equipment and telephone systems shall also not be used for the following purposes:

~~I.~~ A. Transmitting communications and messages that are obscene, profane, or offensive, ~~messages~~ or transmitting any communications and messages while engaging in any illegal

activity;

~~II. B.~~ Transmitting communications and messages that violate the District's anti-harassment policy or transmitting communications and messages that create an intimidating or hostile work environment;

~~III. C.~~ Any ~~conduct including the~~ unauthorized use of a PIN or other password;

~~IV. D.~~ Solicitation or proselytization for commercial, religious, political, personal, or any other reason not related to the conduct of the employee's job duties ~~non-job-related activity~~;

~~V. E.~~ Soliciting to buy or sell goods or services unrelated to the business of the District;

~~VI. F.~~ Calling 1-900 and similar pay-for-service phone numbers.

IX. Limited Personal Use. Personal use of District-owned cellular phones, telephone equipment or telephone systems is ~~allowable~~ permitted to contact a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Such personal use shall be kept to a minimum and shall not interfere with the performance of District business ~~but must be limited in number and duration and must not interfere with the performance of District business.~~ ~~Charges for long distance calls for personal reasons shall not be charged to the District. If a personal long distance call must be made and billed to the District the employee should receive authorization from his/her supervisor to make the call first.~~ Employees shall reimburse the District for ~~the~~ any additional cost ~~of any long distance calls~~ charged to the District as a result of any acceptable personal use. Any other personal use of District-owned cellular phones, telephone equipment or telephone systems is strictly prohibited.

X. Monitoring. The ~~Millard Public Schools-District~~ reserves the right to monitor, review and audit the use of all District-owned cellular telephones, telephone equipment and telephone systems. The monitoring of such equipment or systems may be done for any reasons. The District further reserves the right to search District-owned cellular phones, telephone equipment and telephone systems as part of any investigation into unauthorized use or as part of an investigation into any unauthorized or illegal conduct.

XI. Supported Services and Repair. District-owned cellular telephones and telephone equipment that is damaged, lost, or stolen must be reported immediately to the Technology Division HelpDesk. If said equipment is damaged, lost, or stolen through ~~the acts of or~~ negligence, ~~of the authorized user, that individual~~ the employee who was assigned such damaged, lost, or stolen cellular phone or telephone equipment will be responsible for reimbursing the District for all repair and/or replacement costs.

XII. Compliance. Use of District-owned cellular telephones, telephone equipment and telephone systems ~~are expected to~~ shall comply with ~~Districts~~ all applicable policies and rules of the District, and with all applicable state and federal statutes, ~~and communications guidelines.~~ The District will provide all users with appropriate training for the use of such equipment.

Related Policy: 7500

Legal Reference: ~~Neb. Rev. Stat. § 81,1120.47; 41-14,101 (4)~~ Neb. Rev. Stat. § 49-14,101.01

[\(3\).](#)

Date of Adoption: March 21, 2005

Millard Public Schools
Omaha, NE

Date of Revision: November 1, 2010

AGENDA SUMMARY SHEET

Meeting Date: November 1, 2010

Department Human Resources

Action Desired: Approval

Background: Personnel item: (1) Resignation

Options/Alternatives Considered: N/A

Recommendations: Approval

Strategic Plan Reference: N/A

Implications of Adoption/Rejection: N/A

Timeline: N/A

Responsible Persons: Dr. Jim Sutfin

Superintendent's Signature: _____  _____

November 1, 2010

RESIGNATIONS

Recommend: The following resignation be accepted:

1. Ann McConaughey – Kindergarten Teacher at Hitchcock Elementary School. Resigning October 18, 2010 for personal reasons. She is currently on a Leave of Absence.

**October 20, 2010
Millard Public Schools
Total Enrollment**

Elementary		K	1	2	3	4	5	SpEd	Total	Current Change	YTD Change	Sep-10 Enrollment
								Cluster Prgm				
Abbott	(3 unit)	65	76	82	68	70	72		433	1	1	432
Ackerman	(4 unit)	70	77	90	93	89	83		502	0	0	502
Aldrich	(3 unit)	60	93	59	66	96	71		445	0	0	445
Black Elk	(4 unit)	71	86	85	92	102	90		526	0	0	526
Bryan	(3 unit)	62	63	67	58	61	68		379	-4	-4	383
Cather	(3 unit)	77	77	74	84	75	72		459	1	1	458
Cody	(2 unit)	30	35	29	33	39	25	23	214	3	3	211
Cottonwood	(3 unit)	62	61	54	54	56	59		346	2	2	344
Disney	(3 unit)	42	42	41	42	39	34	19	259	-1	-1	260
Ezra Millard	(3 unit)	63	61	58	67	58	70	14	391	3	3	388
Harvey Oaks	(2 unit)	39	51	45	42	49	56		282	-1	-1	283
Hitchcock	(2 unit)	29	33	26	29	30	27	18	192	-1	-1	193
Holling Heights	(3 unit)	66	60	61	60	58	66	10	381	3	3	378
Montclair	(4 unit)	85	94	85	85	88	85		522	-1	-1	523
Morton	(3 unit)	58	48	52	53	65	74	15	365	3	3	362
Neihardt	(4 unit)	79	104	83	94	103	97		560	-2	-2	562
Norris	(3 unit)	58	73	59	53	60	66		369	3	3	366
Reagan	(4 unit)	126	106	124	107	97	79		639	1	1	638
Reeder	(3 unit)	99	82	67	98	82	80	19	527	-4	-4	531
Rockwell	(3 unit)	54	54	56	50	55	50	17	336	-1	-1	337
Rohwer	(3 unit)	63	76	66	81	78	81	17	462	0	0	462
Sandoz	(3 unit)	52	53	52	60	39	49		305	-1	-1	306
Upchurch	(3 unit)	105	110	85	71	61	42		474	0	0	474
Wheeler	(4 unit)	75	90	106	100	111	111	21	614	-2	-2	616
Willowdale	(3 unit)	61	56	63	70	67	89		406	0	0	406
Totals		1651	1761	1669	1710	1728	1696	173	10388	2	2	10386

Middle	6	7	8	SpEd Prgm*	Total	Change	Change	Sep-10 Enrollment
Andersen MS	231	253	264	0	748	0	0	748
Beadle MS	343	270	307	27	920	1	1	919
Central MS	248	250	255	2	753	3	3	750
Kiewit MS	287	282	310	0	879	1	1	878
North MS	243	316	251	18	810	-3	-3	813
Russell MS	280	288	279	0	847	-2	-2	849
MS Alternative	0	6	15		21	0	0	21
Totals	1632	1665	1681	47	4978	0	0	4978

High	9	10	11	12	SpEd Prgm*	Total	Change	Change	Sep-10 Enrollment	
North HS		612	617	596	569	19	2394	-1	-1	2395
South HS		505	494	474	493	28	1966	-4	-4	1970
West HS		595	560	512	512	35	2179	3	3	2176
Horizon HS		0	0	38	82		120	-2	-2	122
Totals		1712	1671	1620	1656	82	6659	-4	-4	6663

***Sped Program Included in MS/HS Grade Level totals**
HS Totals reflect early grades: MWHS 5

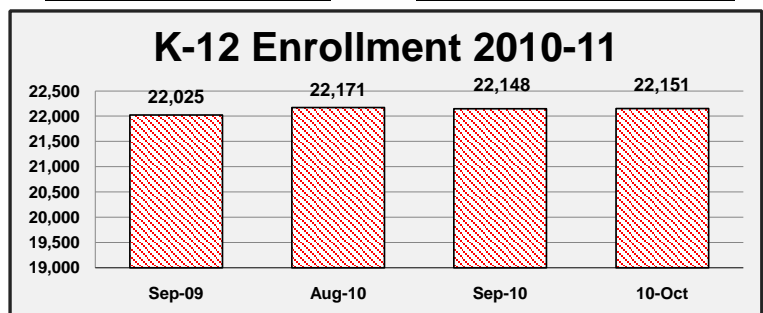
Preschool	SPED	Not SPED	Total
Bryan	6	30	36
Cody	50	33	83
Cody Early Start	6	8	14
Disney	17	16	33
Hitchcock	23	7	30
Holling Heights	0	31	31
Montclair	22	10	32
Montclair Montessori	0	85	85
Neihardt	1	33	34
Norris ELL	0	18	18
Norris Montessori	1	16	17
Rockwell	0	34	34
Sandoz	10	5	15
Sandoz ELL	1	35	36
Wheeler	28	8	36
Homebased Infants			85
TOTAL	619		

Career Academies	NHS	SHS	WHS	HHS	TOTAL
Culinary	7	3	5		15
Education	8	4	20		32
Entrepreneurship	3	6	7		16
Finance	4	4	1		9
Health Services	19	13	11		43
TDL	3	1		3	7
Ombudsman	(Primary and Secondary Enrollment)				43

Contracted SPED	42	2	2	40
Young Adult Program	52	0	0	52
Ombudsman (Primary)	32	3	3	29
Total District K-12	22151	3	3	22148
Total District PreK-12	22770	15	15	22755

10/20/2010	
Elementary	10388
Middle School	4978
High School	6659
Contracted	42
Young Adult	52
Ombudsman (Primary)	32
TOTAL	22151

9/23/2010	
Elementary	10386
Middle Sch	4978
High Sch	6663
Contracted	40
Young Adult	52
Ombudsman (Primary)	29
TOTAL	22148



Elementary		Classroom Enrollment										Class Size W/out SPED
	K	1	2	3	4	5	Total	Current Change	YTD Change	Sep-10 Enrollment		
Abbott	23	19	21	23	24	24						
	21	19	21	22	23	24						
	21	19	20	23	23	24						
		19	20									
Total Students	65	76	82	68	70	72	433	1	1	432	433	
Total Teachers	3	4	4	3	3	3	20				20	
Classroom Avg	21.67	19.0	20.5	22.7	23.3	24.0	22				22	
Ackerman	19	19	19	25	24	20						
	17	20	17	23	23	22						
	16	20	18	24	19	19						
	18	18	17	21	23	22						
			19									
Total Students	70	77	90	93	89	83	502	0	0	502	502	
Total Teachers	4	4	5	4	4	4	25				25	
Classroom Avg	17.5	19.3	18.0	23.3	22.3	20.8	20				20	
Aldrich	20	23	20	22	24	23						
	20	23	20	23	24	24						
	20	23	19	21	24	24						
		24										
Total Students	60	93	59	66	96	71	445	0	0	445	445	
Total Teachers	3	4	3	3	4	3	20				20	
Classroom Avg	20.0	23.0	19.7	22.0	24.0	23.7	22				22	
Black Elk	18	21	22	24	26	23						
	17	22	20	24	25	22						
	19	23	22	22	25	22						
	17	20	21	22	26	23						
Total Students	71	86	85	92	102	90	526	0	0	526	526	
Total Teachers	4	4	4	4	4	4	24				24	
Classroom Avg	17.8	21.5	21.3	23.0	25.5	22.5	22				22	
Bryan	21	16	22	20	20	23						
	20	15	23	19	21	23						
	21	16	22	19	20	22						
		16										
Total Students	62	63	67	58	61	68	379	-4	-4	383	379	
Total Teachers	3	4	3	3	3	3	19				19	
Classroom Avg	20.7	15.8	22.3	19.3	20.3	22.7	20				20	
Cather	16	15	14	17	15	25	23	24	24	25	22	24
	14	16	12	18	15		24	22	24	24	23	23
Total Students	30	31	26	35	30	25	47	46	48	49	45	47
Total Teachers	2	2	2	2	2	1	2	2	2	2	2	2
Classroom Avg	15.0	15.5	13.0	17.0	15.0	25.0	23.5	23.0	24.0	24.5	22.5	23.5
Cody	15	17	14	17	19	25						
	15	18	15	16	20							
Total Students	30	35	29	33	39	25	23	214	3	3	211	191
Total Teachers	2	2	2	2	2	1	3	14				11
Classroom Avg	15.0	17.5	14.5	16.5	19.5	25.0	7.7	15				17
Cottonwood	21	21	18	17	19	19						
	20	20	18	19	18	19						
	21	20	18	18	19	21						
Total Students	62	61	54	54	56	59	346	2	2	344	346	
Total Teachers	3	3	3	3	3	3	18				18	
Classroom Avg	20.7	20.3	18.0	18.0	18.7	19.7	19				19	
Disney	20	13	22	20	18	18						
	22	15	19	22	21	16						
		14										
Total Students	42	42	41	42	39	34	19	259	-1	-1	260	240
Total Teachers	2	3	2	2	2	2	2	15				13
Classroom Avg	21.00	14.00	20.50	21.00	19.50	17.00	10	17				18

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Ezra Millard	21	21	20	22	20	23	8					
	21	20	19	23	18	23	6					
	21	20	19	22	20	24						
Total Students	63	61	58	67	58	70	14	391	3	3	388	377
Total Teachers	3	3	3	3	3	3	2	20				18
Classroom Avg	21.0	20.3	19.3	22.3	19.3	23.3	7	20				21

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Harvey Oaks	20	18	23	21	25	17						
	19	16	22	21	24	20						
		17				19						
Total Students	39	51	45	42	49	56		282	-1	-1	283	282
Total Teachers	2	3	2	2	2	3		14				14
Classroom Avg	19.5	17.0	22.5	21.0	24.5	18.7		20				20

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Hitchcock	15	16	12	15	15	27	9					
	14	17	14	14	15		9					
Total Students	29	33	26	29	30	27	18	192	-1	-1	193	174
Total Teachers	2	2	2	2	2	1	2	13				11
Classroom Avg	14.5	16.5	13.0	14.5	15.0	27.0	9.0	15				16

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Holling Heights	21	22	20	18	18	22	6					
	22	18	20	22	20	22	4					
	23	20	21	20	20	22						
Total Students	66	60	61	60	58	66	10	381	3	3	378	371
Total Teachers	3	3	3	3	3	3	2	20				18
Classroom Avg	22.0	20.0	20.3	20.0	19.3	22.0	5.0	19				21

	K	1	2	3	4	5	M-K	M1-3	M4-5	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Montclair	19	22	20	19	22	25	14	24	17					
	20	23	21	18	22	25	16	23	20					
							16	24	22					
								24	20					
								23						
								23						
Total Students	39	45	41	37	44	50	46	141	79	522	-1	-1	523	522
Total Teachers	2	2	2	2	2	2	3	6	4	25				25
Classroom Avg	19.5	22.5	20.5	18.5	22.0	25.0	15.3	23.5	19.8	21				21

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Morton	21	21	19	17	23	24	7					
	17	15	19	18	21	24	8					
	20	12	14	18	21	26						
Total Students	58	48	52	53	65	74	15	365	3	3	362	350
Total Teachers	3	3	3	3	3	3	2.0	20				18
Classroom Avg	19.3	16.0	17.3	17.7	21.7	24.7	7.5	18				19

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Neihardt	20	21	21	25	19	24						
	19	21	21	23	22	24						
	20	20	21	24	21	25						
	20	21	20	22	20	24						
		21			21							
Total Students	79	104	83	94	103	97		560	-2	-2	562	560
Total Teachers	4	5	4	4	5	4		26				26
Classroom Avg	19.8	20.8	20.8	23.5	20.6	24.3		22				22

	K	1	2	3	4	5	M-K	M1-3	M4-5	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Norris	20	25	21	17	19	24	12	19	21					
	18	24	20	20	20	24	8	19	18					
								20						
Total Students	38	49	41	37	39	48	20	58	39	369	3	3	366	369
Total Teachers	2	2	2	2	2	2	2	3	2	19				19
Classroom Avg	19.0	24.5	20.5	18.5	19.5	24.0	10.0	19.3	19.5	19				19

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	Class Size W/out SPED
Reagan	22	22	22	22	19	20						
	21	22	16	21	20	20						
	20	20	23	22	20	20						
	21	20	21	21	21	19						
	21	22	22	21	17							
			20									
Total Students	126	106	124	107	97	79		639	1	1	638	639
Total Teachers	6	5	6	5	5	4		31				31
Classroom Avg	21.0	21.2	20.7	21.4	20.0	19.8		21				21

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Reeder	19	23	23	24	21	15	9				02	
	21	21	22	25	21	19	10					
	20	19	22	25	25	24						
	20	19		24	15	22						
	19											
Total Students	99	82	67	98	82	80	19	527	-4	-4	531	508
Total Teachers	5	4	3	4	4	4	2	26				24
Classroom Avg	20.0	21.0	22.3	24.7	22.3	19.3	9.5	20				21

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Rockwell	18	19	19	25	20	25	8					
	18	18	19	25	17	25	9					
	18	17	18		18							
Total Students	54	54	56	50	55	50	17	336	-1	-1	337	319
Total Teachers	3	3	3	2	3	2	2	18				16
Classroom Avg	18.0	18.0	18.7	25.0	18.3	25.0	8.5	19				20

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Rohwer	21	21	25	21	19	20	9					
	20	20	18	19	21	21	8					
	22	19	23	20	19	20						
		16		21	19	20						
Total Students	63	76	66	81	78	81	17	462	0	0	462	445
Total Teachers	3	4	3	4	4	4	2	24				22
Classroom Avg	21.0	19.0	22.0	20.3	19.5	20.3	8.0	19				20

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Sandoz	17	18	17	20	20	25						
	18	18	18	20	19	24						
	17	17	17	20								
Total Students	52	53	52	60	39	49		305	-1	-1	306	305
Total Teachers	3	3	3	3	2	2		16				16
Classroom Avg	17.3	17.7	17.3	20.0	19.5	24.5		19				19

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Upchurch	22	22	21	24	21	20						
	21	22	20	24	21	22						
	22	22	22	23	19							
	20	22	22									
	20	22										
Total Students	105	110	85	71	61	42		474	0	0	474	474
Total Teachers	5	5	4	3	3	2		22				22
Classroom Avg	21.0	22.0	21.3	23.7	20.3	21.0		22				22

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Wheeler	20	20	21	20	21	24	8					
	20	17	19	20	19	15	6					
	16	16	22	18	23	26	7					
	19	20	22	21	24	23						
		17	22	21	24	23						
Total Students	75	90	106	100	111	111	21	614	-2	-2	616	593
Total Teachers	4	5	5	5	5	5	3	32				29
Classroom Avg	18.8	18.0	21.2	20.0	22.2	22.2	7.0	19				20

	K	1	2	3	4	5	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Willowdale	20	19	21	24	23	21						
	21	19	21	23	23	22						
	20	18	21	23	21	23						
						23						
Total Students	61	56	63	70	67	89		406	0	0	406	406
Total Teachers	3	3	3	3	3	4		19				19
Classroom Avg	20.3	18.7	21.0	23.3	22.3	22.3		21				21

Elementary Totals												SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Grade	K	1	2	3	4	5	M-1	M-2	M-3	M-4	M-5						
Students	1651	1761	1669	1710	1728	1696	73	62	64	65	53	173	10388	2	2	10386	10215
Teachers	86	87	81	78	80	74	9			6		22	523				501
Classroom Avg	19.2	20.2	20.6	21.9	21.6	22.9						7.9	19.86				20.389

	6	7	8	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
Andersen MS	231	253	264	0	748	0	0	748	
Beadle MS	343	270	307	28	920	1	1	919	
Central MS	248	250	255	22	753	3	3	750	
Kiewit MS	287	282	310	0	879	1	1	878	
North MS	243	316	251	18	810	-3	-3	813	
Russell MS	280	288	279	0	847	-2	-2	849	
MS Alternative	0	6	15		21	0	0	21	
Totals	1632	1665	1681	68	4978	0	0	4978	

	9	10	11	12	SpEd Cluster	Total	Current Change	YTD Change	Sep-10 Enrollment	
North HS	612	617	596	569	20	2394	-1	-1	2395	
South HS	505	494	474	493	28	1966	-4	-4	1970	
West HS	595	560	512	512	35	2179	3	3	2176	
Millard Learning Center	0	0	38	82		120	-2	-2	122	
Totals	1712	1671	1620	1656	83	6659	-4	-4	6663	

Contracted SPED	42	2	2	40
Young Adult Program	52	0	0	52
Ombudsman (Primary Enrollment)	32	3	3	29
Total District Enrollment	22151	3	3	22148

AGENDA SUMMARY SHEET

Agenda Item: Personnel Report 2010-2011

Meeting Date: November 1, 2010

Department: Human Resources

Title and Brief Description: Human Resource Personnel Report 2010-2011

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:

- 62 Percent of our certificated staff holds an advanced degree.
- Certificated staff members have worked for Millard for an average of 10.8 years and an average of 14.4 total years in education.
- The staff to administrator ratio decreased slightly from 29.4 to 1, to 29.2 to 1. In addition, the ratio of teachers to administrators remained steady (19.2 to 1).
- We hosted 121 student teachers in Millard during the 2009-2010 school year.
- A historical look at personnel distribution and ratios between staff positions is provided along with graphs to illustrate trends since 1977.
- Information regarding retention percentages of teachers hired over the last five years is included. Our first year staff member retention rate for the 2009-2010 school year was 94.3% (New to profession teachers was 90.0%)
- Included in this report is six additional certificated FTE that were filled after the start of the 2009-2010 school year with ARRA funds. There is also an increase in certified FTE's listed because of additional academy hires, graduation requirements, as well as enrollment.
- 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 '09 to September '10

Recommendations: Report Only

Responsible Persons: Mr. Kevin Chick, Dr. Jim Sutfin, Mr. Chad Meisgeier, Ms. Jeanine Beaudin

Superintendent's Signature: _____  _____



Personnel Report

2010-2011

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Full-time Equivalency

Employee Class	Staff F.T.E. 10-11	Staff F.T.E. 09-10	F.T.E. Change
Administrators	90.00	88.00	2.00
Teachers	1731.17	1693.15	38.02
School Nurses	15.00	15.00	0.00
Professional Technical Salaried	56.45	51.60	4.85
Professional Technical Hourly	174.40	171.24	3.16
Educational Paraprofessionals	308.91	317.38	-8.47
Custodial/Maintenance	200.69	201.09	-0.40
Food Service	142.71	139.81	2.90
Totals	2719.33	2677.27	42.06

Employee Count

Employee Class	Staff Count 10-11	Staff Count 09-10	# Change
Administrators	90	88	2.00
Teachers	1764	1733	31.00
School Nurses	15	15	0.00
Professional Technical Salaried	60	56	4.00
Professional Technical Hourly	187	185	2.00
Educational Paraprofessionals	425	442	-17.00
Custodial/Maintenance	209	208	1.00
Food Service	178	180	-2.00
Totals	2928	2907	21.00

Date: 10/19/2010

Administrator Positions

Class	Title	Filled FTE
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A120	EXEC DIR TECHNOLOGY	1.00
A130	EXEC DIR HUMAN RESOURCES	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A205	DIR ASSMENT,RESEARCH,EVAL	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	4.00
A422	MDL SCH ASST PRINCIPAL	12.00
A423	HS ASST PRINCIPAL	12.00
A443	HS ACTIVITY DIRECTOR	3.00
A463	HORIZON HS PRINCIPAL	1.00
A473	HORIZON ASST PRINCIPAL	1.00
TOTAL		90.00

Date: 10/19/2010

Teacher Positions

Class	Title	Filled FTE
C001	NSI ADMINISTRATOR INTERN	1.00
C011	MONTESSORI PRESCHOOL TCHR	4.00
C051	PRESCHOOL TEACHER	1.00
C081	MONTESSORI PRE/KDG TCHR	4.00
C091	KINDERGARTEN TEACHER	79.00
C101	MONTESSORI 1-3 TEACHER	8.00
C111	GRADE 1 TEACHER	85.00
C121	GRADE 2 TEACHER	79.00
C131	GRADE 3 TEACHER	76.00
C141	GRADE 4 TEACHER	78.00
C151	GRADE 5 TEACHER	72.00
C162	GRADE 6 TEACHER	67.25
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	9.50
C323	ART TEACHER	14.00
C333	BUSINESS TEACHER	26.01
C352	LANGUAGE ARTS TEACHER	33.70
C353	LANGUAGE ARTS TEACHER	69.50
C362	READING TEACHER	11.00
C363	READING TEACHER	2.00
C381	WORLD LANGUAGE TEACHER	1.00
C382	WORLD LANGUAGE TEACHER	29.15
C383	WORLD LANGUAGE TEACHER	37.90
C412	FAMILY CONSUMER SCI TCHR	9.75
C413	FAMILY CONSUMER SCI TCHR	16.80
C432	INDUSTRIAL TECH TEACHER	9.00
C433	INDUSTRIAL TECH TEACHER	17.66
C452	COMPUTER TEACHER	10.50
C453	COMPUTER TEACHER	0.85
C462	MATH TEACHER	29.80
C463	MATH TEACHER	57.15
C472	SCIENCE TEACHER	29.10
C473	SCIENCE TEACHER	53.00
C492	SOCIAL STUDIES TEACHER	26.90

Date: 10/19/2010

Teacher Positions

Class	Title	Filled FTE
C493	SOCIAL STUDIES TEACHER	55.08
C503	ACADEMY LEAD TEACHER	1.75
C513	NEW FRONTIER TEACHER	4.00
C531	VOCAL MUSIC TEACHER	26.85
C532	VOCAL MUSIC TEACHER	8.50
C533	VOCAL MUSIC TEACHER	4.00
C54I	INSTR MUSIC TEACHER	16.00
C55I	ORCHESTRA TEACHER	10.75
C572	HEALTH TEACHER	5.75
C591	PHYSICAL ED TEACHER	27.05
C592	PHYSICAL ED TEACHER	14.50
C593	PHYSICAL ED TEACHER	21.13
C611	ELEM COUNSELOR	11.80
C612	MDL SCH COUNSELOR	18.00
C613	HIGH SCH COUNSELOR	20.50
C620	MEDIA SPECIALIST	1.00
C621	MEDIA SPECIALIST	24.10
C622	MEDIA SPECIALIST	6.00
C623	MEDIA SPECIALIST	7.00
C631	READ TEACHER	24.55
C641	EARLY LIT INT (ELI) TCHR	8.00
C651	GAP	0.30
C652	LEARNING CTR TEACHER	5.00
C66I	ELL TEACHER	12.50
C670	CHAPTER 1 PRESCHOOL TCHR	8.00
C671	CHAPTER 1 TEACHER	13.00
C682	HIGH ABILITY LRNER TCH	3.50
C710	MEP TECH FACILITATOR	4.00
C711	TECHNOLOGY LEADER	1.00
C721	INSTR FACILITATOR	11.95
C733	INSTRUCTIONAL DEPT HEAD	1.00
C741	MEP FACILITATOR	4.00
C743	MEP FACILITATOR	8.00
C751	CADRE ASSOCIATE	4.00
C770	MEA PRESIDENT	1.00
C79I	INTERVENTIONIST	4.00
C811	SPED PROGRAM FACILITATOR	3.00

Date: 10/19/2010

Teacher Positions

Class	Title	Filled FTE
C823	SPED ADAPTIVE PE TEACHER	1.00
C831	SPED RESOURCE TEACHER	44.00
C832	SPED RESOURCE TEACHER	30.50
C833	SPED RESOURCE TEACHER	28.00
C841	MULTI CAT SPED TCHR ELM	11.00
C842	MULTI CAT SPED TCHR MS	3.00
C843	MULTI CAT SPED TCHR HS	1.00
C851	SPED MH TEACHER	7.00
C852	SPED MH TEACHER	4.00
C853	SPED MH TEACHER	12.00
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	0.50
C90I	SPEECH PATHOLOGIST	58.30
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	2.00
C97I	SCHOOL PSYCHOLOGIST	17.80
TOTAL		1,731.17

Date: 10/19/2010

School Nurse Positions

Class	Title	Filled FTE
E100	NURSE DEPT. HEAD	0.40
E20I	SCHOOL NURSE	14.60
TOTAL		15.00

Date: 10/19/2010

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	6.05
G341	SCHOOL SOCIAL WORKER	1.00
G342	SCHOOL SOCIAL WORKER	2.00
G343	SCHOOL SOCIAL WORKER	1.80
G351	OCCUPATIONAL/PHYSICAL TPY	5.80
G353	OCCUPATIONAL/PHYSICAL TPY	4.80
G401	SYSTEMS ANALYST	1.00
G421	NETWORK SUPPORT SPEC	4.00
G431	TECHNOLOGY FACILITATOR 1A	9.00
G441	TECHNOLOGY FACILITATOR 2A	2.00
G450	TELECOMMUNICATIONS SPEC	1.00
G460	CADD/GIS ANALYST	1.00
G473	TECHNOLOGY SPECIALIST	2.00
G500	ACCOUNTING MANAGER	1.00
G520	DISTRICT ACCOUNTANT	2.00
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		56.45

Date: 10/19/2010

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	2.00
J130	EMPLOYEE RELATIONS SPEC	1.00
J140	HR SPEC RECORD/CLASS STAF	1.00
J150	RECEPTIONIST	1.00
J160	HR SPEC SUB TEACHERS	1.00
J180	ASSESS/RESEARCH/EVAL SEC	1.00
J210	RESEARCH SECRETARY	1.00
J240	SECRETARY DIR PUPIL SERV	1.00
J250	SCHOOL PSYC SECRETARY	1.00
J260	PUPIL SERVICES SECRETARY	3.00
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	1.00
J600	SUPPORT SERV SECRETARY II	1.00
J610	MAINTENANCE SECRETARY	3.00
J620	WAREHOUSE/MEDIA SECRETARY	3.00
J630	CATALOGER 12MO	1.00

Date: 10/19/2010

Professional Technical Hourly Positions

Class	Title	Filled FTE
J713	HS SECURITY GUARD	12.13
J723	HS OUTSIDE SECURITY GUARD	3.00
J800	FOOD SERV BOOKKEEPER/SEC	1.50
J830	SPED VAN DRIVER	5.06
J840	SPED PRESCHOOL VAN DRIVER	17.06
J850	TRANSPORTATION SECRETARY	1.00
J860	SPED VAN DRIVER/JOB COACH	4.00
J902	SECRETARY 12MO MDL SCH	7.00
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	13.00
J923	HS SECRETARY 10 MO	23.00
J933	HS SWIM SUPERVISOR	0.15
J943	HS ACCOMPANIST	2.00
J982	TAP INTERN	2.00
TOTAL		174.40

Date: 10/19/2010

Educational Para-Professional Positions

Class	Title	Filled FTE
K101	PRESCHOOL ED PARA	4.96
K111	PRESCH MONTESSORI ED PARA	8.52
K201	GENERAL ED PARA	83.66
K202	GENERAL ED PARA	19.87
K203	GENERAL ED PARA	11.81
K211	ELI ED PARA	6.99
K221	MONTESSORI ED PARA	0.50
K241	RETEACHING PARA	6.49
K242	RETEACHING PARA	1.00
K243	RETEACHING PARA HS	2.63
K301	PRESCHOOL SPED PARA	15.46
K311	RESOURCE SPED PARA-E	28.15
K312	RESOURCE SPED PARA-M	24.29
K313	RESOURCE SPED PARA-H	12.19
K31S	RESOURCE WITH STIPEND	1.36
K321	MULTI-CAT SPED PARA	10.41
K341	BD SPED PARA	6.50
K342	BD SPED PARA	8.50
K343	BD SPED PARA	1.63
K351	MH SPED PARA	11.09
K352	MH SPED PARA	12.19
K353	MH SPED PARA	14.06
K361	VI SPED ED PARA	0.91
K373	YOUNG ADULT PARA	8.13
K400	CHAPTER 1 PRESCHOOL PARA	5.31
K401	CHAPTER I ED PARA	1.56
K411	ELL PARA	0.76
TOTAL		308.91

Date: 10/19/2010

Custodial / Maintenance Positions

Class	Title	Filled FTE
M010	CUSTODIAN SPEC PROJECTS	1.00
M023	CUSTODIAN I DEPT HEAD HS	2.00
M031	DAY CUSTODIAN II	25.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	6.00
M043	DAY CUSTODIAN I HS	7.00
M050	NIGHT CUSTODIAN I	2.00
M051	NIGHT CUSTODIAN I ELEM	25.00
M052	NIGHT CUSTODIAN I MS	17.00
M053	NIGHT CUSTODIAN I HS	22.00
M071	CUSTODIAN 10-MONTH ELEM	13.94
M072	CUSTODIAN 10-MONTH MS	7.00
M073	CUSTODIAN 10-MONTH HS	12.00
M080	PT CUSTODIAN 12-MO	1.13
M090	PT DELIVERY DRIVER	0.63
M110	DELIVERY DRIVER	3.00
M120	WAREHOUSE ASSISTANT	1.00
M130	GENERAL LABORER	4.00
M310	DISTRICT GROUNDS LEADER	7.00
M320	DIST GROUNDS ASSISTANT	5.00
M330	GROUNDS ASST 10-MONTH SSC	3.00
M400	AUTO MECHANIC	1.00
M510	CHIEF ENGINEER	1.00
M520	MECHANICAL TECHNICIAN	5.00
M530	ELECTRICIAN	1.00
M543	SR HI DAY ENGINEER	3.00
M553	SR HI NIGHT ENGINEER	3.00
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		200.69

Date: 10/19/2010

Food Service Positions

Class	Title	Filled FTE
P090	FOOD SERVICE MGR 12MO	1.00
P101	FOOD SERVICE MANAGER	24.94
P102	FOOD SERVICE MANAGER	6.00
P103	FOOD SERVICE MANAGER	4.00
P201	FOOD SERVICE	26.19
P202	FOOD SERVICE	31.10
P203	FOOD SERVICE	38.20
P302	FOOD SERVICE ASST MANAGER	5.28
P303	FOOD SERVICE ASST MANAGER	6.00
TOTAL		142.71

Date: 10/19/2010

Staffing Substitutes

Dept	Department Title	Empl No
SUB CUST	SUB CUSTODIAN	23
SUB TCH	SUBSTITUTE TEACHER	348
SUB HRLY	SUBSTITUTES HOURLY	155
TOTAL		526

Elementary Regular Classroom Average

School	Sections	Students	10-11	09-10	08-09	07-08	06-07	05-06	04-05	03-04
Abbott	20	432	21.6	21.4	21.8	21.4	22.3	22.0	22.0	21.9
Ackerman	25	502	20.1	20.6	22.1	23.0	22.8	23.7	22.7	23.4
Aldrich	20	445	22.3	21.8	21.3	21.1	19.8	22.2	21.9	21.6
Black Elk	24	526	21.9	22.5	22.6	23.1	22.6	21.4	22.2	21.5
Bryan	19	383	20.2	19.9	19.9	20.4	20.0	19.8	20.7	19.3
Cather	23	458	19.9	20.7	23.1	21.8	21.7	21.7	21.4	21.4
Cody	14	211	15.1	15.5	17.3	16.3	16.4	15.8	16.8	15.8
Cottonwood	18	344	19.1	19.6	20.1	20.6	20.2	22.1	21.0	20.5
Disney	15	260	17.3	16.6	19.2	18.8	18.0	20.9	19.6	18.3
Ezra Millard	20	388	19.4	19.2	20.4	21.1	21.7	22.7	21.4	20.5
Harvey Oaks	14	283	20.2	19.6	21.5	21.2	21.8	21.4	21.1	20.7
Hitchcock	13	193	14.8	15.1	15.9	17.5	17.8	19.2	17.5	18.2
Holling Heights	20	378	18.9	20.4	21.2	21.5	20.9	20.8	20.0	18.3
Montclair	25	523	20.9	20.8	21.2	21.0	23.1	21.8	21.7	21.5
Morton	20	362	18.1	17.9	19.5	20.7	21.4	21.0	20.1	20.9
Neihardt	26	562	21.6	20.6	21.0	21.0	21.8	22.3	21.0	22.5
Norris	19	366	19.3	18.7	19.0	19.1	20.6	19.7	20.4	18.5
Reagan	31	638	20.6	20.9	20.5	-	-	-	-	-
Reeder	26	531	20.4	21.0	17.9	21.8	20.4	-	-	-
Rockwell	18	337	18.7	18.6	18.4	19.8	20.1	20.3	19.4	18.6
Rohwer	24	462	19.3	19.5	21.4	22.0	21.1	21.8	22.6	21.2
Sandoz	16	306	19.1	19.3	18.2	19.1	18.9	20.4	21.8	19.3
Upchurch	22	474	21.5	20.5	-	-	-	-	-	-
Wheeler	32	616	19.3	19.8	20.8	21.7	20.9	21.1	23.5	21.6
Willowdale	19	406	21.4	21.9	22.1	23.4	23.6	22.1	22.1	20.7
Average	523	10386	19.9	19.9	20.5	21.1	21.0	21.3	21.2	20.6

*Based upon MPS Enrollment Counts 9/20/2010

Secondary Classroom Averages by Subject Area

2009-10

	<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	-	-	-	22.7	21.7	22.8	22.7	22.9	24.1
Art	18.4	20.7	24.0	22.0	14.1	17.7	18.1	18.1	16.1
Family Consumer Science	23.9	23.9	23.2	22.3	13.8	17.7	18.1	20.8	19.3
Industrial Technology	13.8	18.1	16.6	22.8	23.9	17.7	20.3	20.9	14.5
P.E.	26.7	22.3	26.3	32.4	24.1	33.8	27.6	22.3	32.2
Health/KnowYrslf	-	-	-	21.6	23.7	17.7	22.7	21.9	24.2
Business	20.0	20.0	22.5	-	-	14.3	-	-	-
Vocal Music	32.7	47.0	49.6	20.1	26.0	60.7	26.1	23.6	32.3
Instr. Music	32.3	44.8	33.8	22.7	25.5	32.3	97.5	36.3	23.3
Reading	8.0	7.1	10.8	22.8	23.1	25.3	19.9	24.0	26.3
Computers	10.6	16.9	17.2	21.3	18.4	17.7	18.0	20.2	24.2
Math	22.6	19.3	23.9	21.4	21.7	23.9	21.0	23.4	23.2
English	22.7	21.5	21.5	20.7	21.7	23.9	23.3	23.5	23.2
Science	21.1	19.1	23.8	24.3	22.0	23.9	23.3	24.0	24.2
Social Studies	25.2	22.6	24.4	23.2	23.0	23.9	22.7	24.0	24.2
World Language	22.0	19.8	20.6	20.5	15.6	21.4	20.4	23.4	24.0
Montessori Mini Magnet	-	-	-	-	-	23.0	-	-	-

Middle Level Average Class Size: 24.0

High School Average Class Size: 22.9

Total Secondary Average Class Size: 23.4

2010-2011

	<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	-	-	-	22.3	22.9	25.1	23.9	23.0	24.3
Art	15.9	19.2	22.3	21.8	15.8	19.7	20.5	14.2	20.5
Family Consumer Science	23.0	22.5	23.5	20.9	16.3	19.7	21.2	14.6	20.5
Industrial Technology	14.1	15.5	16.4	22.2	24.2	19.7	24.7	15.4	28.7
P.E.	25.7	21.9	28.2	31.8	25.8	34.6	25.8	23.9	23.9
Health/KnowYrslf	-	-	-	21.2	25.2	21.1	24.4	22.4	23.9
Business	20.1	19.5	20.6	0.0	21.7	23.5	-	-	-
Vocal Music	31.5	29.7	54.2	22.2	28.6	65.7	25.2	21.8	28.7
Instr. Music	35.4	56.0	33.0	19.2	29.2	28.5	14.3	36.2	40.3
Reading	-	-	-	19.7	21.3	26.7	22.7	21.3	24.0
Computers	10.2	18.6	15.1	21.7	12.9	19.7	23.8	19.7	23.9
Math	21.0	19.8	23.6	20.7	20.7	25.8	25.1	22.4	22.1
English	22.9	20.3	20.9	20.5	21.0	25.8	23.1	22.0	22.1
Science	21.0	19.0	22.2	24.0	21.5	25.8	23.7	23.1	22.1
Social Studies	24.8	22.6	23.6	22.9	22.3	25.8	23.7	23.1	22.1
World Language	21.4	20.0	20.6	18.8	24.3	22.1	20.0	23.0	29.7
Montessori Mini Magnet						17.0			

Middle Level Average Class Size: 23.4

High School Average Class Size: 23.5

Total Secondary Average Class Size: 23.4

Certificated Staff Educ Work Experience by School

Employee Loc. Building Name	Average Total Years	Average Millard Years
ABBOTT ELEM	17.0	13.4
ACKERMAN ELEM	14.3	11.4
ALDRICH ELEM	14.4	10.3
ANDERSEN MIDDLE SCH	15.5	11.6
BEADLE MIDDLE SCH	13.9	9.3
BLACK ELK ELEM	12.7	10.3
BRYAN ELEM	14.7	11.0
CATHER ELEM	14.6	11.4
CENTRAL MIDDLE SCH	15.9	12.2
CODY ELEM	12.9	10.5
COTTONWOOD ELEM	16.3	12.4
DISNEY ELEM	14.0	10.9
DON STROH ADMIN CTR	25.3	16.2
ECHO HILLS	16.6	15.9
EZRA MILLARD ELEM	14.8	10.2
HARVEY OAKS ELEM	14.9	9.9
HITCHCOCK ELEM	14.1	9.6
HOLLING HEIGHTS ELEM	15.1	12.5
KIEWIT MIDDLE SCH	15.8	12.4
MIDSCH ALT PRG CMS-A	18.0	9.8
MLC / HORIZON	10.9	4.7
MONTCLAIR ELEM	16.7	12.6
MORTON ELEM	16.3	11.9
NEIHARDT ELEM	8.9	7.0
NORRIS ELEM	12.2	6.8
NORTH HIGH	15.7	12.0
NORTH MIDDLE SCH	12.9	10.5
OTHER/NONE	10.0	10.0
REAGAN ELEM	8.3	6.5
REEDER ELEM	10.0	8.0
ROCKWELL ELEM	14.6	10.3
ROHWER ELEM	12.5	10.3
RON WITT SSC	15.7	12.4
RUSSELL MIDDLE SCH	16.1	11.5
SANDOZ ELEM	13.9	11.5
SOUTH HIGH	13.0	9.8
SUPPORT SERVICE CTR	25.6	20.6
UPCHURCH ELEM	10.4	7.5
WEST HIGH	14.9	11.3
WHEELER ELEM	14.3	11.1
WILLOWDALE ELEM	15.9	12.9
YNG ADULT PRG CMS-A	14.1	9.3
	14.4	10.8

Certificated Staff Highest Degree by School

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
ABBOTT ELEM			15	14	1		30
ACKERMAN ELEM	1		18	21			40
ALDRICH ELEM			10	17		1	28
ANDERSEN MIDDLE SCH		1	17	45	2		65
BEADLE MIDDLE SCH	1		26	61			88
BLACK ELK ELEM			12	22	1		35
BRYAN ELEM			8	25			33
CATHER ELEM			20	13			33
CENTRAL MIDDLE SCH		1	27	40			68
CODY ELEM			19	17			36
COTTONWOOD ELEM			13	18			31
DISNEY ELEM			11	21			32
DON STROH ADMIN CTR				10	4	9	23
ECHO HILLS			1	1			2
EZRA MILLARD ELEM			11	19			30
HARVEY OAKS ELEM			8	19			27
HITCHCOCK ELEM	1		9	17			27
HOLLING HEIGHTS ELEM			21	15			36
KIEWIT MIDDLE SCH	1		23	44	1		69
MIDSCH ALT PRG CMS-A				5			5
MLC / HORIZON			9	9			18
MONTCLAIR ELEM	1		14	29			44
MORTON ELEM			20	9	1		30
NEIHARDT ELEM			20	19			39
NORRIS ELEM			12	21			33
NORTH HIGH	1		61	107	1	1	171
NORTH MIDDLE SCH		1	25	42		1	69
OTHER/NONE			1				1
REAGAN ELEM			22	18		1	41
REEDER ELEM			17	22			39
ROCKWELL ELEM			10	21	1		32
ROHWER ELEM	1		10	24			35
RON WITT SSC			2	19	16	1	38
RUSSELL MIDDLE SCH	1	1	29	37	1		69
SANDOZ ELEM			13	24			37
SOUTH HIGH	1		63	93		2	159
SUPPORT SERVICE CTR				1			1
UPCHURCH ELEM			12	19			31
WEST HIGH			45	107		2	154
WHEELER ELEM			23	27			50
WILLOWDALE ELEM			9	23		1	33
YNG ADULT PRG CMS-A	1		1	5			7
	10	4	687	1120	29	19	1869

Date: 10/20/2010

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
0	OTHER COLL/UNIV		1	22	27			50
AL02	ALABAMA OTHER			1				1
AR02	ARKANSAS OTHER			1	1			2
AR05	UNIV OF ARKANSAS			1	1			2
AZ01	ARIZONA STATE			1	1			2
AZ02	NORTHERN ARIZONA				5			5
AZ03	UNIV OF ARIZONA				2			2
AZ04	UNIV OF PHOENIX				7			7
CA00	CALIF OTHER			2	1			3
CA01	CALIF SCHOOL ARTS			1				1
CA04	CALIF STATE COLL			1	1			2
CA09	SAN FRANCISCO ST				1			1
CA16	UNIV CAL SANT BAR				1			1
CO02	COLORADO OTHER			1	1			2
CO04	COLORADO ST UNIV				1			1
CO05	LORETTA HGTS COLL			2				2
CO07	UNIV OF COLORADO				3			3
CO08	UNIV OF DENVER				1			1
CO09	UNIV NO COLORADO				6	1	1	8
CT01	CONNECTICUT OTHER				1			1
FL02	FLORIDA ST UNIV				2			2
FL04	UNIV OF MIAMA				1			1
FL05	UNIV OF S FLORIDA			1				1
GA05	GEORGIA OTHER				1			1
IA01	BRIAR CLIFF COLL			5				5
IA02	BUENA VISTA COLL			4				4
IA03	CENTRAL COLL			1				1
IA05	COE COLLEGE			2				2
IA06	CORNELL COLL			1				1
IA07	DRAKE COLLEGE				4			4
IA08	GRACELAND COLL			1				1
IA10	IOWA OTHER			2				2
IA11	IOWA STATE UNIV			13	4			17
IA12	IOWA WESLEYAN UNI			1				1
IA14	LUTHER COLLEGE			1				1
IA15	MARYCREST COLLEGE			1				1
IA18	NORTHWESTERN COLL			3				3

Date: 10/20/2010

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
IA20	SIMPSON COLL			1				1
IA21	UNIV OF NO IOWA			9	5			14
IA23	UNIV OF IOWA			3	2	1		6
IA25	WARTBURG COLL			1				1
IA26	WESTMAR COLL			1				1
IA27	WILLIAM PEN COLL			1				1
IL03	DEPAUL UNIV				1			1
IL05	ILLINOIS OTHER				2			2
IL06	ILLINOIS STATE UN				1			1
IL09	NORTHERN ILLINOIS			2	2			4
IL11	SO ILLINOIS UNIV			2				2
IL14	UNIV OF ILLINOIS				2			2
IL15	WESTERN ILLINOIS			1	2			3
IL16	ST XAVIER COLLEGE			1				1
IL19	BELLEVILLE COLL	1						1
IN03	INDIANA STATE UNI			1				1
IN04	INDIANA UNIV			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			3	2			5
KS14	UNIV OF KANSAS			1	4			5
KS15	WASHBURN UNIV				1			1
KS16	WICHITA STATE			2	1			3
KY00	KENTUCKY OTHER			1	1			2
KY02	UNIV OF KENTUCKY					1		1
LA04	LOUISIANA STATE			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

Date: 10/20/2010

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
MI04	MICHIGAN STATE			1				1
MI05	UNIV OF MICHIGAN				1			1
MI06	WESTERN MICHIGAN				1			1
MN04	MANKATO ST COLL				1			1
MN05	MINNESOTA OTHER			4	1			5
MN08	UNIV OF MINN				1			1
MN09	BEMIDJI STATE			1				1
MN11	NORMANDALE COMMUN	1						1
MN12	COLL ST.CATHERINE				1			1
MO01	CENTL MISSOURI ST			1	1			2
MO06	MARYVILLE COLL			2				2
MO07	MISSOURI OTHER			5	4	1		10
MO08	N E MISSOURI TCHS				1			1
MO09	N W MISSOURI TCHS			11	10			21
MO11	S W MISSOURI TCHR				1			1
MO13	STEPHENS COLL			1				1
MO15	UNIV MO COLUMBIA				6	1		7
MO16	UNIV MO KANS CTY				1			1
MO17	ST LOUIS UNIV			3	3			6
MO20	WILLIAM WOOD COLL				1			1
MS04	MISS ST COLL				1			1
MS08	UNIV OF MISS				1			1
MT01	UNIV OF MONTANA			1				1
ND00	ND OTHER			2	1			3
ND01	UNIV OF ND			3	2			5
ND03	MARY COLLEGE		1					1
NE01	BELLEVUE COLLEGE			3	3			6
NE02	CHADRON ST			4	1			5
NE03	COLL OF ST MARY			13	11			24
NE04	CONCORDIA			2	3			5
NE05	CREIGHTON UNIV		1	9	21			31
NE06	DANA			10				10
NE07	DOANE			7	121			128
NE09	HASTINGS			5	4			9
NE11	UNIV NE KEARNEY			45	38	1		84
NE12	MIDLAND LUTH			11	1			12
NE13	NEBRASKA OTHER			3	1			4

Date: 10/20/2010

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
NE14	NE WESLEYAN			12	2			14
NE15	PERU STATE			19	99			118
NE16	UNIV NE LINCOLN			165	126	2	9	302
NE17	UNIV NE OMAHA			183	464	17	7	671
NE18	WAYNE STATE			26	29	2		57
NE19	UNIV NE MED CTR	2	1					3
NE20	METHODIST HOSP	2						2
NE21	LINCOLN GEN HOSP	1						1
NE22	CLARKSON COLLEGE	3		1				4
NM01	EASTERN NM UNIV				1			1
NV01	UNIV OF NEVADA				2			2
NY00	NEW YORK OTHER				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
OH08	KENT STATE COLL				2			2
OH09	MIAMI UNIVERSITY				1			1
OH14	OHIO STATE				1			1
OH15	OHIO UNIV				1			1
OK01	CENTRAL ST COLL				1			1
OK06	OKLAHOMA OTHER				1			1
OK07	OK STATE UNIV			1				1
OK10	UNIV OKLAHOMA			1	1			2
OK11	UNIV OF TULSA			1				1
OR01	E OREGON COLLEGE				1			1
OR06	UNIV OF OREGON						1	1
PA09	PENN STATE				1			1
SD01	AUGUSTANA COLLEGE			4				4
SD04	DAKOTA WESLEYAN			1				1
SD07	NO ST TECH COL			1				1
SD09	SO DAKOTA OTHER			1				1
SD10	SO DAKOTA ST UNIV			1	1			2
SD12	UNIV SD SPRNGFLD			1				1
SD13	UNIV SD VERMILLON			6	7	1		14
TN03	MEMPHIS ST UNIV				1			1
TN04	MIDDLE TN ST UNIV				1			1

Date: 10/20/2010

Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
TN10	UNIV OF TENNESSEE				1			1
TX08	AUSTIN STATE COL				1			1
TX10	TEXAS CHRISTIAN U			1				1
TX11	TEXAS OTHER			1	4			5
TX14	UNIV OF HOUSTON				2			2
TX15	UNIV OF TEXAS				1			1
TX17	TEXAS A&M-COMMERC						1	1
TX18	TEXAS TECH				1			1
UT01	BRIGHAM YOUNG UN			1				1
UT03	UNIV OF UTAH				1			1
UT05	UTAH STATE			2	1			3
VA01	GEORGE MASON UNIV				1			1
WI08	MARQUETTE UNIV			1				1
WV01	WEST VIRGINA UN			1				1
WY01	UNIV OF WYOMING			2	1			3
Z002	UNIV OF MANITOBA			1				1
		10	4	687	1120	29	19	1869

Certificated Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	30	27	3
ACKERMAN ELEM	40	34	6
ALDRICH ELEM	28	26	2
ANDERSEN MIDDLE SCH	65	45	20
BEADLE MIDDLE SCH	88	71	17
BLACK ELK ELEM	35	32	3
BRYAN ELEM	33	29	4
CATHER ELEM	33	30	3
CENTRAL MIDDLE SCH	68	50	18
CODY ELEM	36	33	3
COTTONWOOD ELEM	31	29	2
DISNEY ELEM	32	30	2
DON STROH ADMIN CTR	23	12	11
ECHO HILLS	2	2	
EZRA MILLARD ELEM	30	28	2
HARVEY OAKS ELEM	27	26	1
HITCHCOCK ELEM	27	24	3
HOLLING HEIGHTS ELEM	36	31	5
KIEWIT MIDDLE SCH	69	45	24
MIDSCH ALT PRG CMS-A	5	4	1
MLC / HORIZON	18	8	10
MONTCLAIR ELEM	44	42	2
MORTON ELEM	30	29	1
NEIHARDT ELEM	39	33	6
NORRIS ELEM	33	31	2
NORTH HIGH	171	94	77
NORTH MIDDLE SCH	69	44	25
OTHER/NONE	1	1	
REAGAN ELEM	41	33	8
REEDER ELEM	39	36	3
ROCKWELL ELEM	32	30	2
ROHWER ELEM	35	33	2
RON WITT SSC	38	35	3
RUSSELL MIDDLE SCH	69	54	15
SANDOZ ELEM	37	35	2
SOUTH HIGH	159	103	56
SUPPORT SERVICE CTR	1	1	
UPCHURCH ELEM	31	25	6
WEST HIGH	154	92	62
WHEELER ELEM	50	47	3
WILLOWDALE ELEM	33	32	1
YNG ADULT PRG CMS-A	7	6	1
	1869	1452	417

All Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	43	37	6
ACKERMAN ELEM	57	47	10
ALDRICH ELEM	39	35	4
ANDERSEN MIDDLE SCH	97	72	25
BEADLE MIDDLE SCH	124	100	24
BLACK ELK ELEM	50	45	5
BRYAN ELEM	47	41	6
CATHER ELEM	47	41	6
CENTRAL MIDDLE SCH	105	81	24
CODY ELEM	60	55	5
COTTONWOOD ELEM	45	41	4
DISNEY ELEM	50	45	5
DON STROH ADMIN CTR	68	53	15
ECHO HILLS	3	3	
EZRA MILLARD ELEM	46	42	4
HARVEY OAKS ELEM	38	36	2
HITCHCOCK ELEM	46	41	5
HOLLING HEIGHTS ELEM	56	47	9
KIEWIT MIDDLE SCH	102	73	29
MIDSCH ALT PRG CMS-A	8	7	1
MLC / HORIZON	26	11	15
MONTCLAIR ELEM	75	71	4
MORTON ELEM	43	41	2
NEIHARDT ELEM	56	47	9
NORRIS ELEM	48	44	4
NORTH HIGH	240	143	97
NORTH MIDDLE SCH	98	68	30
OTHER/NONE	4	2	2
REAGAN ELEM	59	50	9
REEDER ELEM	61	56	5
ROCKWELL ELEM	65	60	5
ROHWER ELEM	56	52	4
RON WITT SSC	62	46	16
RUSSELL MIDDLE SCH	99	79	20
SANDOZ ELEM	59	55	4
SOUTH HIGH	234	155	79
SUPPORT SERVICE CTR	66	17	49
TRANSPORTATION CMS-A	35	13	22
UPCHURCH ELEM	45	39	6
WEST HIGH	228	144	84
WHEELER ELEM	74	67	7
WILLOWDALE ELEM	45	42	3
YNG ADULT PRG CMS-A	17	16	1
	2	1	1
2928	2261	667	

Date: 10/20/2010

Certificated Staff Ethnicity by School

Employee Loc. Building Name	Total	A	B	H	W	I
ABBOTT ELEM	30				30	
ACKERMAN ELEM	40				40	
ALDRICH ELEM	28	1			27	
ANDERSEN MIDDLE SCH	65		1		63	1
BEADLE MIDDLE SCH	88		1	1	86	
BLACK ELK ELEM	35				35	
BRYAN ELEM	33				33	
CATHER ELEM	33				33	
CENTRAL MIDDLE SCH	68	1	1	2	64	
CODY ELEM	36				36	
COTTONWOOD ELEM	31			1	30	
DISNEY ELEM	32				32	
DON STROH ADMIN CTR	23		1		22	
ECHO HILLS	2				2	
EZRA MILLARD ELEM	30				30	
HARVEY OAKS ELEM	27				27	
HITCHCOCK ELEM	27				27	
HOLLING HEIGHTS ELEM	36				36	
KIEWIT MIDDLE SCH	69			2	66	1
MIDSCH ALT PRG CMS-A	5				5	
MLC / HORIZON	18				18	
MONTCLAIR ELEM	44				44	
MORTON ELEM	30				30	
NEIHARDT ELEM	39	1			38	
NORRIS ELEM	33		1		32	
NORTH HIGH	171			1	170	
NORTH MIDDLE SCH	69			1	68	
OTHER/NONE	1				1	
REAGAN ELEM	41				41	
REEDER ELEM	39			1	38	
ROCKWELL ELEM	32			1	31	
ROHWER ELEM	35		1	2	32	
RON WITT SSC	38			1	37	
RUSSELL MIDDLE SCH	69	1			68	
SANDOZ ELEM	37			1	36	
SOUTH HIGH	159	1		2	156	
SUPPORT SERVICE CTR	1				1	
UPCHURCH ELEM	31				31	
WEST HIGH	154			3	151	
WHEELER ELEM	50				50	
WILLOWDALE ELEM	33				33	
YNG ADULT PRG CMS-A	7				7	
	1869	5	6	19	1837	2

Certificated Staff Age by School

Employee Loc. Building Name	Average Age
ABBOTT ELEM	45.8
ACKERMAN ELEM	39.2
ALDRICH ELEM	39.8
ANDERSEN MIDDLE SCH	41.8
BEADLE MIDDLE SCH	40.1
BLACK ELK ELEM	37.6
BRYAN ELEM	40.1
CATHER ELEM	44.0
CENTRAL MIDDLE SCH	42.8
CODY ELEM	41.4
COTTONWOOD ELEM	43.4
DISNEY ELEM	38.3
DON STROH ADMIN CTR	51.0
ECHO HILLS	46.0
EZRA MILLARD ELEM	38.9
HARVEY OAKS ELEM	43.9
HITCHCOCK ELEM	39.3
HOLLING HEIGHTS ELEM	41.3
KIEWIT MIDDLE SCH	42.3
MIDSCH ALT PRG CMS-A	41.8
MLC / HORIZON	38.8
MONTCLAIR ELEM	44.0
MORTON ELEM	40.8
NEIHARDT ELEM	35.4
NORRIS ELEM	38.5
NORTH HIGH	43.2
NORTH MIDDLE SCH	40.2
OTHER/NONE	31.0
REAGAN ELEM	33.4
REEDER ELEM	36.3
ROCKWELL ELEM	41.7
ROHWER ELEM	40.2
RON WITT SSC	43.3
RUSSELL MIDDLE SCH	42.7
SANDOZ ELEM	41.7
SOUTH HIGH	39.3
SUPPORT SERVICE CTR	57.0
UPCHURCH ELEM	37.0
WEST HIGH	42.2
WHEELER ELEM	40.7
WILLOWDALE ELEM	43.5
YNG ADULT PRG CMS-A	43.1
	41.1

All Staff Age >= 50 by School

Employee Loc. Building Name	Average Age	Employee Count
ABBOTT ELEM	55.9	17
ACKERMAN ELEM	55.2	16
ALDRICH ELEM	56.5	15
ANDERSEN MIDDLE SCH	55.6	34
BEADLE MIDDLE SCH	55.3	32
BLACK ELK ELEM	55.0	8
BRYAN ELEM	56.0	15
CATHER ELEM	57.5	19
CENTRAL MIDDLE SCH	55.3	43
CODY ELEM	54.8	22
COTTONWOOD ELEM	54.6	19
DISNEY ELEM	55.6	15
DON STROH ADMIN CTR	57.7	38
EZRA MILLARD ELEM	55.3	15
HARVEY OAKS ELEM	55.7	18
HITCHCOCK ELEM	55.7	15
HOLLING HEIGHTS ELEM	55.4	17
KIEWIT MIDDLE SCH	57.5	43
MIDSCH ALT PRG CMS-A	53.3	3
MLC / HORIZON	55.5	8
MONTCLAIR ELEM	57.8	37
MORTON ELEM	56.2	18
NEIHARDT ELEM	54.9	14
NORRIS ELEM	54.1	11
NORTH HIGH	57.1	93
NORTH MIDDLE SCH	56.9	35
REAGAN ELEM	55.7	11
REEDER ELEM	55.0	12
ROCKWELL ELEM	56.2	19
ROHWER ELEM	57.5	15
RON WITT SSC	56.8	23
RUSSELL MIDDLE SCH	56.8	45
SANDOZ ELEM	53.6	20
SOUTH HIGH	57.5	77
SUPPORT SERVICE CTR	56.1	40
TRANSPORTATION CMS-A	64.0	34
UPCHURCH ELEM	55.6	8
WEST HIGH	56.9	84
WHEELER ELEM	54.7	19
WILLOWDALE ELEM	56.0	18
YNG ADULT PRG CMS-A	58.3	9
	56.6	1054

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
A	63.0	22.0	1
	58.0	31.6	1
		30.0	1
		24.0	1
		23.0	1
		20.0	1
	57.0	29.0	1
		27.0	1
		23.0	1
C	69.0	20.0	1
	68.0	33.0	1
	67.0	34.0	1
		23.0	1
	66.0	43.5	1
		33.0	2
	65.0	43.0	1
		25.5	1
		20.0	1
	64.0	39.0	1
		37.0	1
		29.0	1
		21.8	1
		21.0	1
		20.0	1
	63.0	28.0	1
		25.0	1
	62.0	26.0	1
		25.5	1
		20.0	1
	61.0	36.0	1
		34.0	1
		31.0	1
		26.0	2
		25.0	1
		23.0	3
		20.4	1
		20.0	1
	60.0	39.0	1
		35.0	1
		28.0	1
		26.0	1
		25.0	1
24.5		1	
24.0		2	
23.7		1	

Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	60.0	22.6	1
		22.0	2
		21.0	1
	59.0	36.0	1
		30.0	1
		28.0	1
		27.0	1
		26.0	1
		25.0	1
		24.6	1
		24.5	1
		23.5	1
		22.5	1
		22.1	1
		22.0	1
		58.0	33.0
	30.0		1
	27.0		2
	25.0		3
	24.0		1
	23.5		1
	23.0		1
	22.7		1
	21.0		2
	20.6		1
	20.0	1	
	57.0	34.5	1
		31.5	1
		30.0	1
		29.6	1
		26.0	3
		25.0	1
		24.0	1
		23.0	1
20.6		1	
20.4		1	
20.0		3	
E	68.0	38.0	1
	60.0	20.0	1
	59.0	25.0	1

Staff Terminations September 1, 2009 through August 31, 2010

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education						8		1
Contract Expired					5			
Deceased		3						
Employment Outside Education		2			1	2		4
Personal / Family Reasons		5	1			1		
Personal Health		1			1			
Job Dissatisfaction					1			2
Long-term Disability								
Miscellaneous Resignation		6		1	2	13	2	2
Other Education Job	2	18				13		
Performance		1					3	
Relocation		13				5		
Resigned		4				3	1	1
Retired		8		1	4	3	5	3
Sabbatical Leave								
Unpaid Leave of Absence								
Reduction in Force								
Voluntary Early Separation	1	52						
Total	3	113	1	2	14	48	11	13

Total as a % of 09-10 Staff 3.4% 6.7% 6.7% 4.1% 7.7% 11.9% 5.7% 7.8%

History

2008-09	6.9%	7.3%	6.7%	10.2%	3.8%	10.9%	9.3%	5.4%
2007-08	4.6%	8.4%	6.7%	8.2%	14.8%	19.0%	9.8%	12.0%
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%

Teacher Retention for the Last 5 Years

Year	05-06		06-07		07-08		08-09		09-10	
Description	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires	Rookies	All Hires
# of New Hires	78	177	61	175	80	198	59	173	70	141
# leaving end of 05-06	8	13								
# leaving end of 06-07	2	7	2	16						
# leaving end of 07-08	3	7	5	13	4	16				
# leaving end of 08-09	3	7	4	6	8	17	6	14		
# leaving end of 09-10	2	8	3	6	1	6	3	8	7	8
First Year Retention Percent	89.7%	92.7%	96.7%	90.9%	95.0%	91.9%	89.8%	91.9%	90.0%	94.3%
# Still on Contract Current	60	135	47	134	67	159	50	151	63	133
Total Resignations Current	18	42	14	41	13	39	9	22	7	8
Percent Retained Current	77%	76%	77%	77%	84%	80%	85%	87%	90%	94%

One Year Retention Glance (Hired and Resigned in 2009-2010)

<u>Description</u>	<u>Number</u>	<u>Percent</u>
Family	1	0.71%
Personal Reasons	1	0.71%
Other Education Job	3	2.13%
Miscellaneous	2	1.42%
Emp. Outside Ed.	1	0.71%
Total Leaving	8	5.7%

Date: 9/24/2010

Applicant Count 8/1/2009 --8/1/2010

Hire Status	Status definition	Applicant Total
ACT		2
ACTN	Hired	19
ANR	Not Recommended	51
APNA	Not Available	43
APPL	Not Hired	1
APPX	Expired	1
APST	Sub/Applicant	5
FSD	Hired	125
WEA	Not Hired	1175
Total Applicant Count		1422

Date: 10/19/2010

Positions applied for 2009-10

Class Cd	Title	ACT	ACTN	ANR	APNA	APPL	APST	FSD	WEA
C452	COMPUTER TEACHER							1	16
C453	COMPUTER TEACHER							1	4
C462	MATH TEACHER		1	3	11		1	9	46
C463	MATH TEACHER		4	1	10			1	40
C472	SCIENCE TEACHER				3			5	53
C473	SCIENCE TEACHER				3		1	6	44
C492	SOCIAL STUDIES TEACHER		2	1	4		1	12	71
C493	SOCIAL STUDIES TEACHER		3		2			6	99
C513	NEW FRONTIER TEACHER								4
C531	VOCAL MUSIC TEACHER			3	2			6	47
C532	VOCAL MUSIC TEACHER				1			4	17
C533	VOCAL MUSIC TEACHER							4	17
C541	INSTR MUSIC TEACHER				1			2	14
C551	ORCHESTRA TEACHER						1	1	6
C572	HEALTH TEACHER		1				1	2	21
C591	PHYSICAL ED TEACHER		1					1	28
C592	PHYSICAL ED TEACHER		1					2	18
C593	PHYSICAL ED TEACHER		1					3	40
C611	ELEM COUNSELOR			2				1	10
C612	MDL SCH COUNSELOR			1					11
C613	HIGH SCH COUNSELOR			1	2				14
C621	MEDIA SPECIALIST							2	12
C622	MEDIA SPECIALIST								6
C623	MEDIA SPECIALIST								6
C631	READ TEACHER							3	14
C641	EARLY LIT INT (ELI) TCHR							8	26
C662	ESL TEACHER								1
C663	ESL TEACHER								1
C661	ELL TEACHER			1	1			2	20
C671	CHAPTER 1 TEACHER		2	2	1		1	5	28
C682	HIGH ABILITY LRNER TCH								2
C710	MEP TECH FACILITATOR								1
C721	INSTR FACILITATOR								1
C733	INSTRUCTIONAL DEPT HEAD								1
C791	INTERVENTIONIST							4	17
C823	SPED ADAPTIVE PE TEACHER								1
C831	SPED RESOURCE TEACHER			2	2			6	36

Millard Public Schools Recruiting Report

2009-10

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 2009	UNO Student Teacher Panel
October 2009	Millard Public School's Student Teacher Interview Day
October 2009	UNL Fall Interview Day for Educators
October 2009	Nebraska Wesleyan Education Interview Day
November 2009	University of Kansas Teacher Interview Fair
January 2010	UNO Student Teacher Symposium
February 2010	Millard Public School's Student Teacher Interview Day
February 2010	Doane College Interview Day
March 2010	Creighton Interview Day
March 2010	Wayne State College Education Interview Day
March 2010	University of Iowa Interview Fair
March 2010	UNO Education Fair
March 2010	Nebraska Wesleyan Education Interview Day
March 2010	University of Northern Iowa Educator's Fair
March 2010	UNK Educator's Employment Fair
March 2010	UNL Interview Day for Educators

New Hire Tidbits**2010-11****143 New Hires****Colleges:**

UNL

UNO

UNK

Doane

Dana

Peru State

Creighton

College of St. Mary

Hastings

Wayne State

Texas Tech

University of Iowa

Morningside College

Iowa State

University of Northern Iowa

Northwest Missouri State

Kansas State

Louisiana State

Augustana

Minnesota State

DePaul University

Moorhead State

Fun Facts about you.....

10 of you are former MPS teachers that are coming back!

48 of you have your Master's Degree or Higher

29 have hours toward their Master's

We hired someone with 36 years of experience in education.

We hired two teachers with the last name of Plugge, who will work at the same school and they are not related! (Ted and Hank Plugge)

Also hired two guys with the last name Greco and I do not think that they are related either! (Joe and Jeff Greco)

One of you spends your weekends as a volunteer arborist and has planted many trees in the Metro area. (Amy Carnes)

One of you started a soccer program for students in your elementary school in Houston, TX who couldn't afford the costs of outside clubs. The program grew over the last few years to hundreds of students participating. (Elizabeth Peterson)

Kevin Chick recruited a teacher who was a second grade student in his classroom at Grace Abbott elementary during his first year of teaching in 1992. (Megan Glover)

One of you was 100% recruited from our HR Facebook site. (Marla Keeley)

One of you was offered a position last year, turned us down, went back to school to get your Master's and then we hired you this year! (Megan Victor)

We hired A LOT of teachers from OPS...say hello to the majority of the Academy Staff at Horizon High School!!!! (Mike Rogers, Ben Brachle, Maybelle Galusha)

One of you takes an annual mission trip to the Navajo Indian Reservation stationed at St. Christopher's Mission outside of Bluff, Utah. Faithful volunteers come together each year to provide a summer program of education, enrichment, and faith to children of all ages on the reservation.

When asked the question what qualities do you have that make you a great teacher one of you said:

Compassion, love, support for all of my students, Enthusiasm for the work, Passion for learning and bettering myself my ideas, Flexibility and adaptability, Desire to embrace celebrate individuality creativity,

Another one answered:

My enthusiasm and energy are infectious, and my relationships with students are built on mutual respect. I relate well to students of varied abilities and backgrounds, and I am compassionate. I try to demonstrate high integrity and a strong work ethic.

Student Teacher Placements 2009-10

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				1		1	2
Art				1			1
Business							0
Counseling							0
English	2	2		2	3	1	10
World Language		1		2		2	5
Health				1			1
Family Con Science	1		1	1			3
Industrial Arts							0
Math	1	1		3	2		7
Media							0
Music			1	1			2
Nurse							0
Physical Education	1		1	1			3
Science			1		2		3
Social Studies		3		2	2	1	8
SPED			2	1			3
TOTAL	5	7	6	16	9	5	48

HIGH SCHOOL

<u>Teaching Area</u>	<u>SOUTH</u>	<u>NORTH</u>	<u>WEST</u>	<u>TOTAL</u>
Art				0
Business	1			1
Counseling				0
English	1	3	3	7
ESL				0
World Language	1	1	1	3
Health				0
Family Con Science		1	1	2
Industrial Arts				0
Math	2		2	4
Media				0
Music	2		2	4
Nurse				0
Physical Education	1			1
Science		3		3
Social Studies	1	1	3	5
SPED	2			1
TOTAL	11	9	12	32

Student Teacher Placements 2009-10 (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		1	3	2	1	7
Aldrich		1	1		1	3
Ackerman			1	1		2
Black Elk			1	1		2
Bryan			1		1	2
Cather					1	1
Cody	1			1	2	4
Cottonwood			1			1
Disney	1		1	1	1	4
Harvey Oaks			1		1	2
Hitchcock						0
Holling Heights				1	1	2
Ezra Millard		1		2	2	5
Montclair			2			2
Morton						0
Neihardt		1	1			2
Norris						0
Reagan			1			1
Reeder		2	1		2	5
Rockwell				2		2
Rohwer		1	2		1	4
Sandoz					1	1
Upchurch			1		2	3
Wheeler					1	1
Willowdale					1	1
TOTAL	2	7	18	11	19	57
<u>TEACHING AREA</u>	<u>UNO</u>	<u>UNL</u>	<u>UNK</u>	<u>WAYNE</u>	<u>OTHER</u>	<u>TOTAL</u>
Elementary	24	7	4	1	9	45
Secondary	20	14	7	4	17	62
SPED/Counseling	10	0	1	0	3	14
TOTAL	54	21	12	5	29	121

Days Absent by Reason by Employee Group 2009-10

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	154.5	5,064.8	28.5	149.0	835.2	1,338.9	1,398.6	622.6
Family Illness	90.5	3,040.1	18.0	107.5	221.8	725.1	210.5	233.0
Business/Emergency	37.0	1,340.0	15.0	35.5	194.7	308.1	242.8	97.8
Personal	-	577.0	4.0	-	-	-	-	-
Bereavement	23.5	402.0	3.0	10.0	47.9	87.8	105.7	50.3
Family Medical Lv	137.5	4,102.0	47.0	68.0	-	-	-	-
Total Days	443	14,526	116	370	1,300	2,460	1,958	1,004
Mean Avg Days/Employee	5.03	8.58	7.70	7.17	7.59	7.75	9.73	7.18
% of Scheduled Work	2.3%	4.4%	4.0%	3.2%	3.4%	4.2%	4.3%	3.9%
2008-09	1.9%	4.2%	3.5%	4.3%	3.3%	3.6%	3.5%	4.3%
2007-08	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%

Scheduled Absences

Vacation	731.0	-	-	346.5	957.9	-	2,240.4	12.7
Military	-	78.5	-	-	-	-	-	-
Union	-	13.0	-	-	-	-	-	-
Jury/Election	-	53.5	-	1.0	1.0	7.5	6.0	3.5
Professional	238.0	6,680.5	9.5	97.0	8.9	4.4	-	-
Retirement Seminar	-	29.5	1.0	1.0	2.8	-	2.0	0.9
Misc/Administrative	3.0	255.5	8.5	4.5	6.4	-	50.3	-
Total Scheduled Days	972.0	7,110.5	19.0	450.0	976.9	11.9	2,298.7	17.1

Teacher Professional Leave Days

		Avg
2009-10	6,681	3.9
2008-09	5,967	3.6
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

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
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
09-10	88	1693	15	539	139	201	2,675	22,593	8.4	13.3	29.4	19.2
10-11	90	1731	15	540	143	201	2,719	22,755	8.4	13.1	29.2	19.2

Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1977-10	48	1,219	10	414	99	132	1,922	12,555

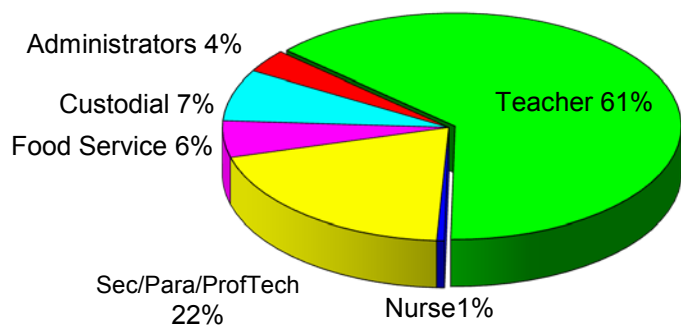
% Change

	Adm	Tch	Nur	PT/EP	FS	CM	Staff	Students
1977-10	114%	238%	198%	330%	230%	191%	241%	123%

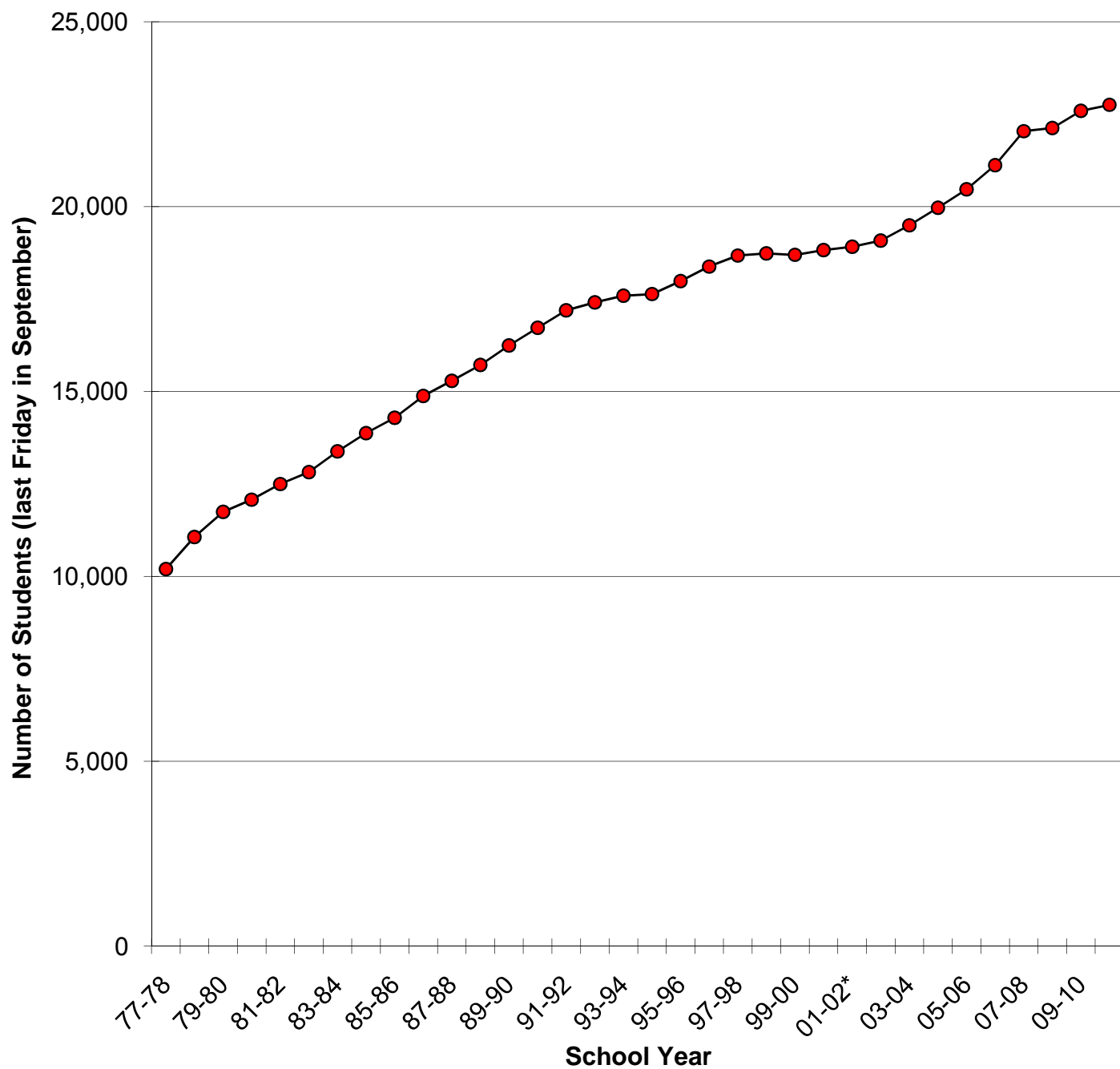
* FTE for paras changed from 5.5 to 8 hours per day = 1 FTE

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

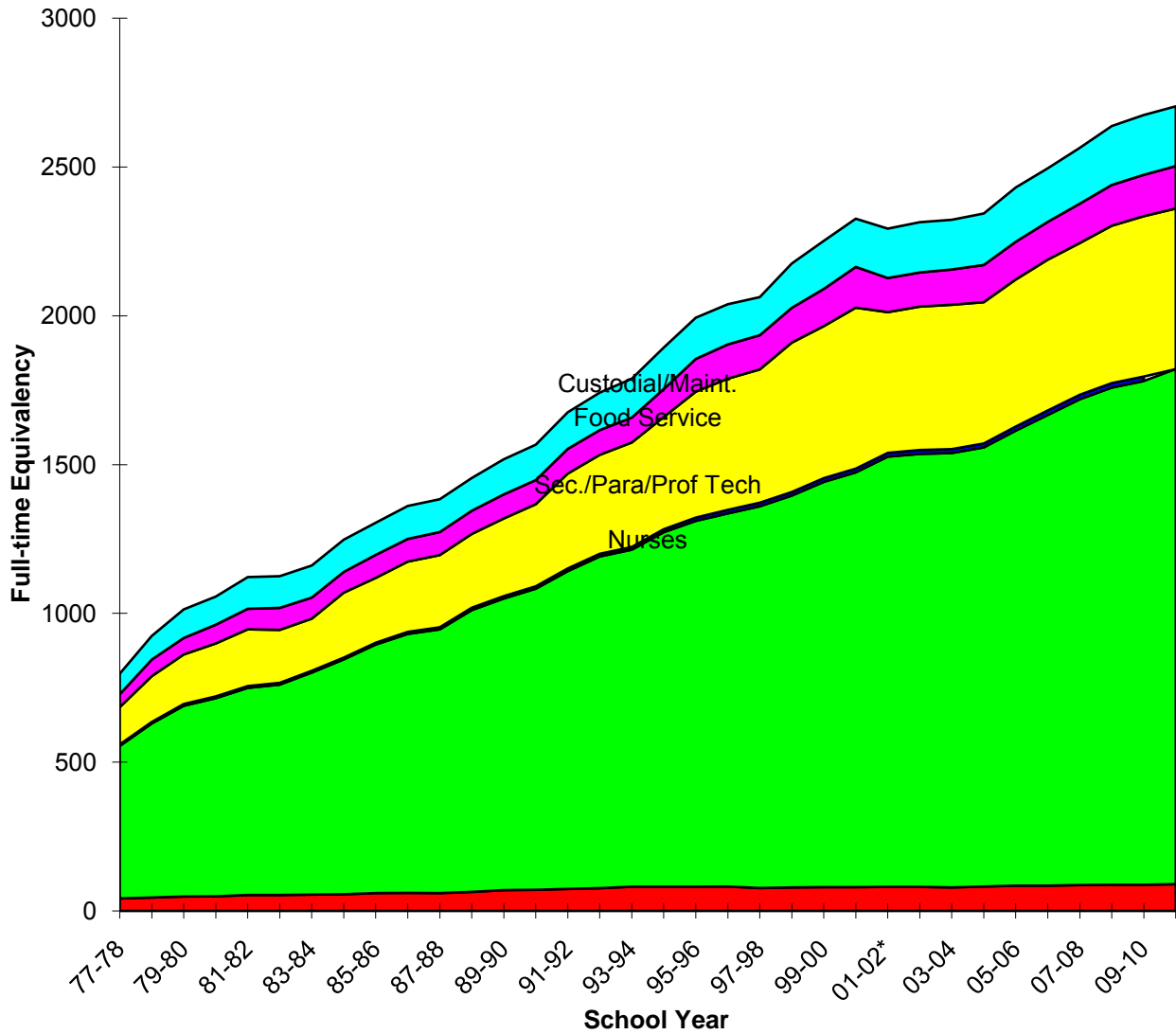
Personnel Distribution 2009-10

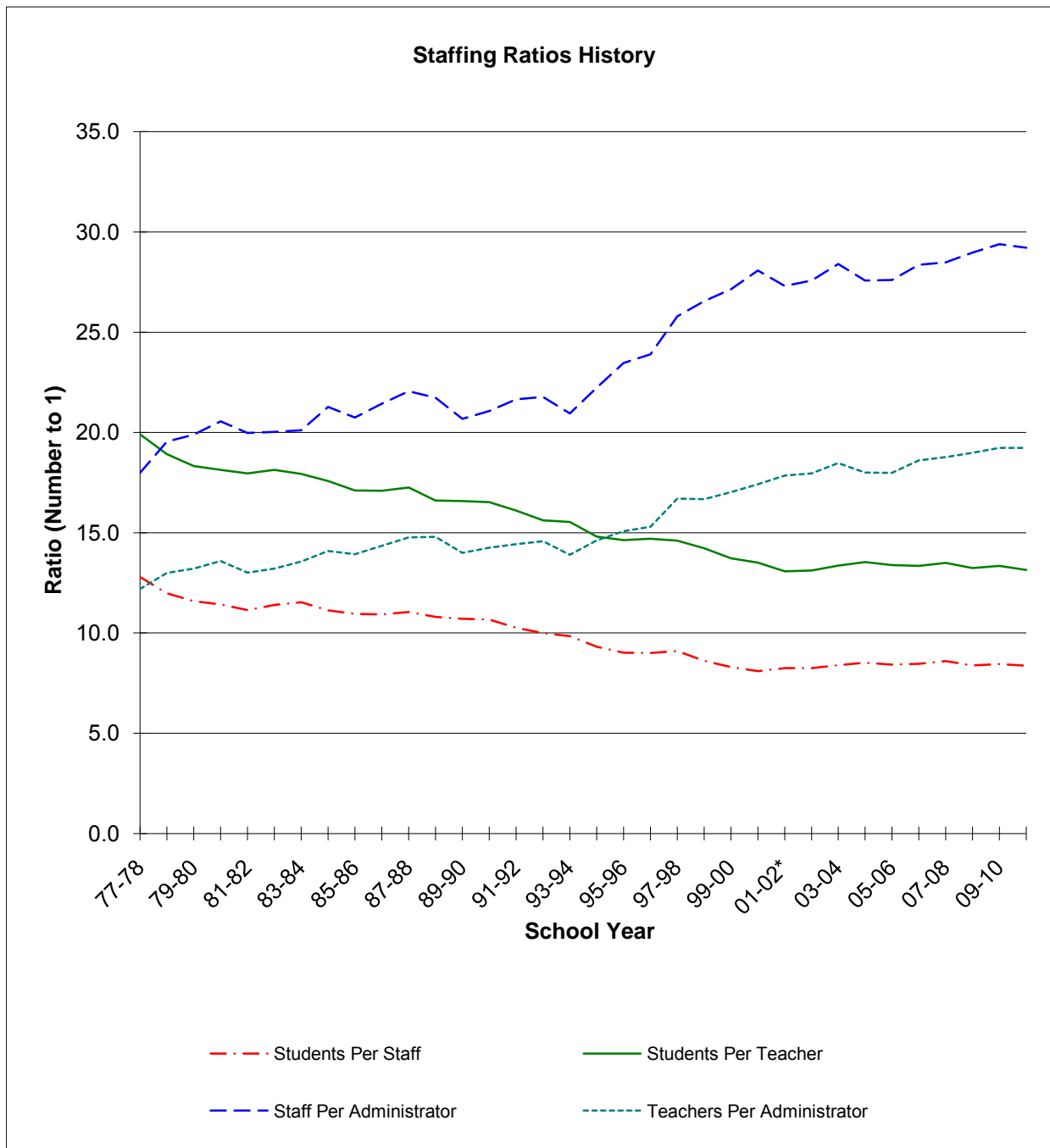


Student Enrollment



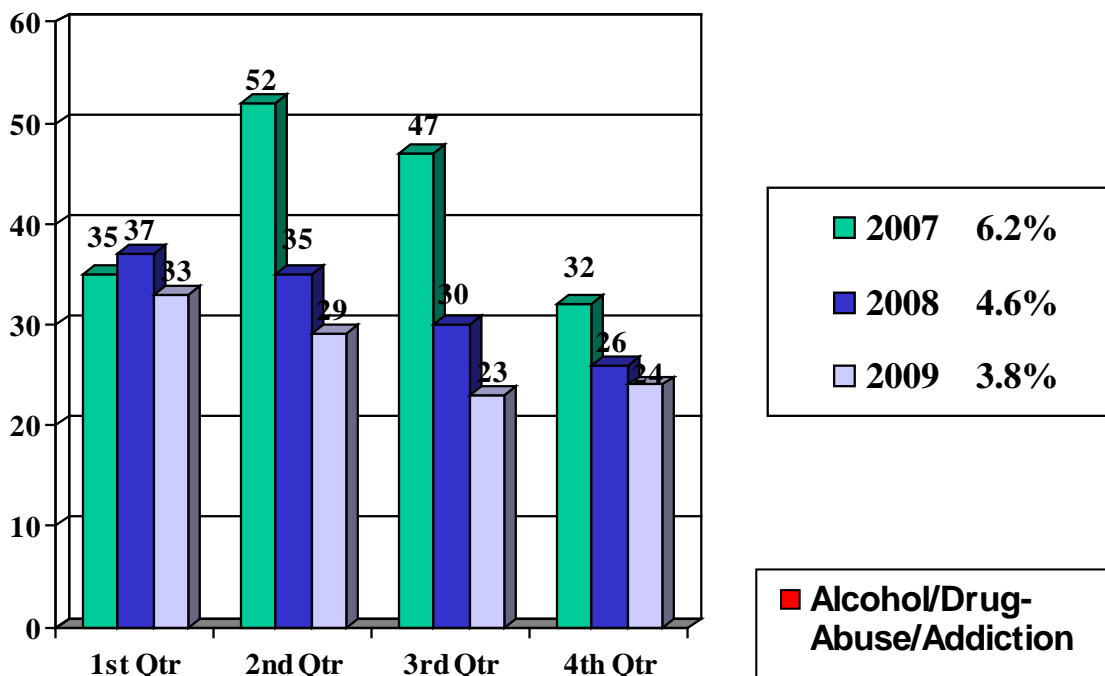
Personnel Distribution History



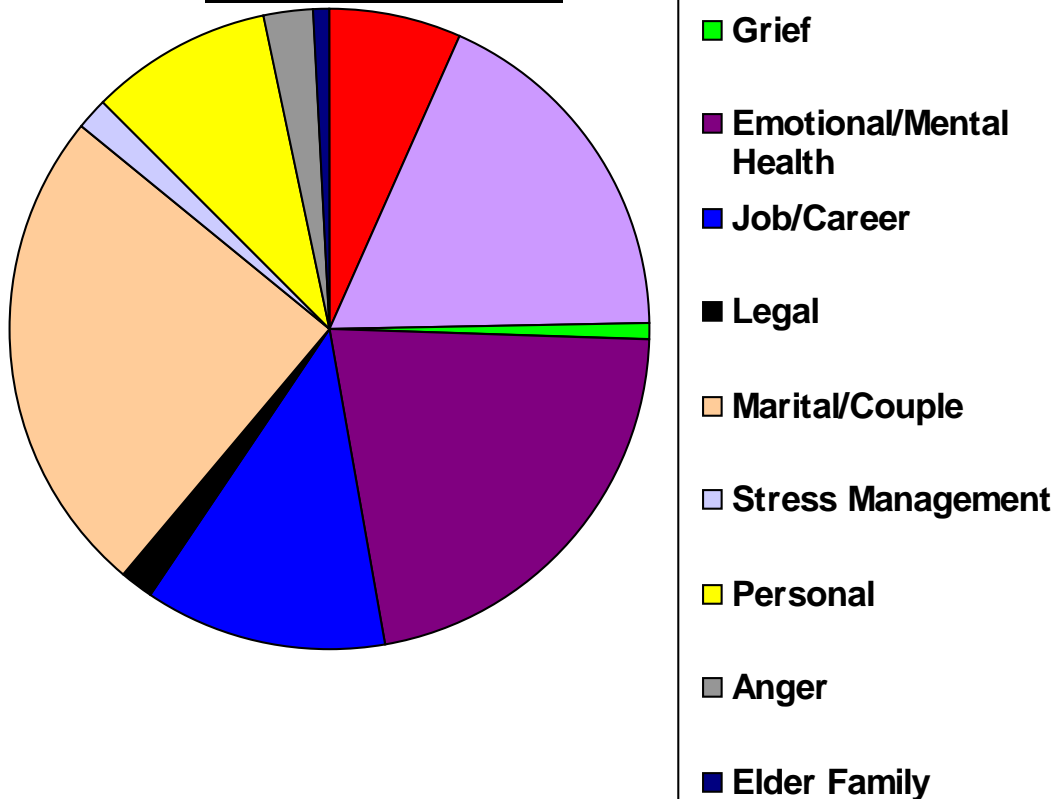


Employee Assistance Program August 1, 2009 – July 31, 2010

Utilization



Type of Issue



AGENDA SUMMARY SHEET

AGENDA ITEM: Foundation Report

MEETING DATE: November 1, 2010

DEPARTMENT: Office of the Superintendent

TITLE AND BRIEF DESCRIPTION:

ACTION DESIRED: Information Only

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

A Board of Directors made up of 17 members governs the Foundation. One of the members shall be a current Board of Education member appointed by the President of the Board of Education. One member shall be the Superintendent of the Millard Public Schools, two of the remaining fifteen shall be appointed by the Superintendent and the remaining thirteen are selected by the Board of Directors.

Programs and projects sponsored by the Foundation included classroom grants, Hall of Fame Scholarships for graduates, leadership funds including Alumni Services, Kid's Network, and the preschool.

The Foundation funded \$334,000 for Site Plan Grants, provided \$115,000 in college scholarships (this amount varies each year), and \$476,000 for study centers in 33 buildings.

OPTIONS/ALTERNATIVE CONSIDERATIONS: n/a

RECOMMENDATIONS: n/a

STRATEGIC PLAN REFERENCE: n/a

IMPLICATIONS OF ADOPTION OR REJECTION: n/a

TIME LINE: n/a

PERSONS RESPONSIBLE: Keith Lutz

SUPERINTENDENT'S APPROVAL: _____  _____

**MILLARD SCHOOLS EDUCATION FOUNDATION, INC.
AND SUBSIDIARIES
(A Non-Profit Organization)**

**FOR THE YEARS ENDED
MAY 31, 2010 AND 2009**

ORIZON CPAs LLC
CERTIFIED PUBLIC ACCOUNTANTS
16924 FRANCES STREET, SUITE 210
OMAHA, NEBRASKA 68130



402	330/7008/PHONE
	330/6851/FAX
	www.orizongroup.com

September 30, 2010

To the Board of Directors
Millard Schools Education Foundation, Inc. and Subsidiaries
 Omaha, Nebraska

We have compiled the accompanying consolidated statement of financial position of Millard Schools Education Foundation, Inc. and Subsidiaries (a non-profit organization) (the "Foundation") as of May 31, 2010, and the related consolidated statements of activities and cash flows and supplemental schedules on pages 16-19, which are presented for supplementary analysis purposes only for the year then ended, in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants.

A compilation is limited to presenting in the form of financial statements information that is the representation of management. We have not audited or reviewed the accompanying consolidated financial statements and, accordingly, do not express an opinion or any other form of assurance on them.

The accompanying 2009 financial statements were audited by us and we expressed an unqualified opinion on them in our report dated October 13, 2009. We have not performed any auditing procedures since that date.

Orizon CPAs LLC
 ORIZON CPAs LLC

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
MAY 31, 2010 AND 2009

ASSETS

	2010	2009
CURRENT ASSETS:		
Cash and cash equivalents	\$ 1,438,739	\$ 1,256,771
Investments	6,347,992	5,662,790
Accounts receivable		1,512
Prepaid expenses	39,530	16,965
Total current assets	7,826,261	6,938,038
 PROPERTY, PLANT, AND EQUIPMENT - less accumulated depreciation of \$402,515 for 2010 and \$239,815 for 2009	 3,771,478	 3,927,644
OTHER ASSETS - deposits	1,356	1,356
TOTAL ASSETS	\$ 11,599,095	\$ 10,867,038

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:		
Accounts payable	\$ 61,746	\$ 69,634
Accrued salaries payable	175,991	197,782
Accrued payroll taxes	32,611	30,383
Deferred revenue	138,589	134,035
Sales and use tax payable		40,000
Current portion of long term debt	86,460	86,732
Total current liabilities	495,397	558,566
 LONG-TERM DEBT	 2,554,985	 2,641,173
TOTAL LIABILITIES	3,050,382	3,199,739
NET ASSETS:		
Unrestricted:		
Undesignated	7,799,965	6,948,144
Designated by Board of Directors, net (See Note 12)	27,066	27,829
Total unrestricted	7,827,031	6,975,973
Temporarily restricted	444,245	416,839
Permanently restricted	277,437	274,487
Total net assets	8,548,713	7,667,299
TOTAL LIABILITIES AND NET ASSETS	\$ 11,599,095	\$ 10,867,038

See Accountant's Report and Notes to Consolidated Financial Statements.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

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CONSOLIDATED STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED MAY 31, 2010 AND 2009

	2010				2009			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
SUPPORT AND REVENUE:								
Public support:								
Contributions and grants	\$ 69,312	\$ 30		\$ 69,342	\$ 64,979	\$ 33,613		\$ 98,592
Scholarships and memorials	(1,321)	54,933	\$ 2,950	56,562	6,900	82,872	\$ 6,324	96,096
Special events	98,422			98,422	81,798			81,798
Total public support	<u>166,413</u>	<u>54,963</u>	<u>2,950</u>	<u>224,326</u>	<u>153,677</u>	<u>116,485</u>	<u>6,324</u>	<u>276,486</u>
Revenue:								
Child care tuition and fees	6,943,808			6,943,808	6,203,499			6,203,499
Registration	119,975			119,975	88,226			88,226
Alumni memberships	352			352	654			654
Loss on disposal of assets					(19,175)			(19,175)
Interest income	15,657			15,657	22,943			22,943
Investment income (loss)	392,820	76,026		468,846	(879,732)	(84,055)		(963,787)
Other income	7,567			7,567	1,053			1,053
Total revenue	<u>7,480,179</u>	<u>76,026</u>		<u>7,556,205</u>	<u>5,417,468</u>	<u>(84,055)</u>		<u>5,333,413</u>
Total support and revenue	<u>7,646,592</u>	<u>130,989</u>	<u>2,950</u>	<u>7,780,531</u>	<u>5,571,145</u>	<u>32,430</u>	<u>6,324</u>	<u>5,609,899</u>
RECLASSIFICATIONS:								
Net assets released from restrictions:								
Restrictions satisfied by payments	<u>103,583</u>	<u>(103,583)</u>			<u>136,590</u>	<u>(136,590)</u>		
EXPENSES:								
Program services:								
Child care:								
Salaries and benefits	3,033,730			3,033,730	2,624,797			2,624,797
Payroll taxes	227,508			227,508	200,470			200,470
Supplies and food	526,098			526,098	466,369			466,369
Fees and licenses	1,370			1,370	3,030			3,030
Program management	113,732			113,732	112,568			112,568
Telephone	8,572			8,572	10,365			10,365
Transportation	28,943			28,943	22,116			22,116
Repairs and maintenance	309			309				
Events	3,730			3,730				
Donation	2,810			2,810				
Miscellaneous	1,966			1,966				
Security	192			192				
Admissions	35,289			35,289	38,431			38,431
Scholarships	143,018			143,018	141,397			141,397
Career compensation program					190,000			190,000
Alumni events	19,502			19,502	20,443			20,443
District reimbursement	503,950			503,950	314,683			314,683
Educational support	838,848			838,848	727,841			727,841
Total program services	<u>5,489,567</u>			<u>5,489,567</u>	<u>4,872,510</u>			<u>4,872,510</u>

See Accountant's Report and Notes to Consolidated Financial Statements.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

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CONSOLIDATED STATEMENTS OF ACTIVITIES, CONTINUED
FOR THE YEARS ENDED MAY 31, 2010 AND 2009

	2010				2009			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
EXPENSES (CONTINUED):								
Supporting services:								
Management and general:								
Salaries and benefits	\$ 651,379			\$ 651,379	\$ 526,511			\$ 526,511
Professional fees	77,370			77,370	46,813			46,813
Office supplies and expenses	43,556			43,556	49,079			49,079
Rent					6,900			6,900
Equipment rental and maintenance	53,433			53,433	43,611			43,611
Promotional and advertising	12,468			12,468	13,388			13,388
Telephone and utilities	39,834			39,834	33,974			33,974
Employee relations	20,427			20,427	25,993			25,993
Employee expenses	4,637			4,637	4,076			4,076
Trust fees	29,925			29,925	28,072			28,072
Depreciation	162,700			162,700	140,388			140,388
Meeting expense	5,050			5,050	4,454			4,454
Dues and publications	6,226			6,226	1,655			1,655
Insurance	27,107			27,107	40,090			40,090
Community relations	6,665			6,665	10,743			10,743
Bank fees	15,603			15,603	16,627			16,627
Interest expense	162,927			162,927	126,691			126,691
Uniforms	7,280			7,280				
Sales and use tax	(22,213)			(22,213)	40,000			40,000
Miscellaneous	33,830			33,830	5,344			5,344
Total management and general	1,338,204			1,338,204	1,164,409			1,164,409
Fundraising	14,031			14,031	7,781			7,781
Special events	57,315			57,315	58,141			58,141
Total supporting services	1,409,550			1,409,550	1,230,331			1,230,331
Total expenses	6,899,117			6,899,117	6,102,841			6,102,841
INCREASE (DECREASE) IN NET ASSETS	851,058	\$ 27,406	\$ 2,950	881,414	(395,106)	\$ (104,160)	\$ 6,324	(492,942)
NET ASSETS - beginning of year	6,975,973	416,839	274,487	7,667,299	7,371,079	520,999	268,163	8,160,241
NET ASSETS - end of year	\$ 7,827,031	\$ 444,245	\$ 277,437	\$ 8,548,713	\$ 6,975,973	\$ 416,839	\$ 274,487	\$ 7,667,299

See Accountant's Report and Notes to Consolidated Financial Statements.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

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CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED MAY 31, 2010 AND 2009

	2010	2009
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash received from child care tuition and fees	\$ 7,374,543	\$ 6,584,611
Cash received from contributors	226,713	284,770
Cash paid to suppliers and employees	(5,980,800)	(4,940,381)
Cash paid for scholarships, grants and educational support	(981,866)	(1,059,238)
Interest and dividends received	193,358	219,883
Interest paid	(162,927)	(126,691)
Net cash provided by operating activities	669,021	962,954
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of investments	806,294	1,036,893
Purchase of investments	(1,200,351)	(1,083,640)
Purchase of property, plant, and equipment	(6,536)	(440,446)
Net cash used in investing activities	(400,593)	(487,193)
CASH FLOWS FROM FINANCING ACTIVITIES		
Repayment of long-term debt	(86,460)	(35,757)
Net cash used in financing activities	(86,460)	(35,757)
INCREASE IN CASH	181,968	440,004
CASH AND CASH EQUIVALENTS - beginning of year	1,256,771	816,767
CASH AND CASH EQUIVALENTS - end of year	\$ 1,438,739	\$ 1,256,771
RECONCILIATION OF CHANGE IN NET ASSETS		
TO CASH PROVIDED BY OPERATING ACTIVITIES		
Increase (decrease) in net assets	\$ 881,416	\$ (492,942)
Adjustments to reconcile increase (decrease) in net assets		
to net cash provided by operating activities		
Depreciation	162,700	140,388
Loss on sale of investments		173,887
Loss on disposal of property, plant, and equipment		19,175
Unrealized (gain) loss on investments	(291,145)	986,840
(Increase) decrease in accounts receivable	1,512	(1,512)
(Increase) in prepaids and other assets	(9,125)	(30,405)
Increase (decrease) in accounts payable	(7,888)	42,294
Increase (decrease) in accrued salaries payable	(21,791)	28,559
Increase in payroll taxes payable	2,228	5,595
Increase (decrease) in deferred revenue	(8,886)	51,075
Increase (decrease) in sales and use tax payable	(40,000)	40,000
Total cash provided by operating activities	\$ 669,021	\$ 962,954
SUPPLEMENTAL SCHEDULE OF NONCASH TRANSACTIONS		
Acquisition of property, plant, and equipment	\$ (6,536)	\$ (658,707)
Financing obtained for acquisition of property, plant, and equipment		218,261
Net cash used related to acquisition of property, plant, and equipment	\$ (6,536)	\$ (440,446)

See Accountant's Report and Notes to Consolidated Financial Statements.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

1. NATURE OF ACTIVITIES

The purpose of Millard Schools Education Foundation, Inc. (the "Foundation") is to promote the welfare of children and youth in school and the community, to raise the standards of school life, and to bring into closer relation the home and the school, so that parents and teachers may cooperate in the training of children.

The Foundation has been providing services, grants and funds to the Millard Public School District (the "District") since 1984. It issues scholarships and operates the Kids' Network Child Care Program in 25 elementary schools in the District. These programs are currently being operated absent of any rental fees.

The Millard Schools Education Foundation, Inc. has been classified by the Internal Revenue Service as an organization other than a private foundation and is exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code.

The Foundation formed two wholly-owned subsidiaries during the fiscal year ending May 31, 2008; MPSF Properties, L.L.C. ("Properties") and Early Childhood Education Center, L.L.C. (the "Center"). Properties was formed to own land and the building constructed for the Foundation's administrative offices and the operations of the Center. The Center was formed to provide high-quality care with developmentally appropriate activities for children 6 weeks to 5 years of age.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principles of Consolidation and Basis of Accounting

The consolidated financial statements reflect the financial position and operating results of the Foundation and its wholly-owned subsidiaries. All significant inter-company transactions have been eliminated.

The consolidated financial statements of the Foundation have been prepared on the accrual basis of accounting as required by generally accepted accounting principles in the United States of America.

Financial Statement Presentation

Resources are reported in three separate categories of net assets based on the existence or absence of donor-imposed restrictions. Unconditional promises to give are recorded as receivables and revenues in the period the promise is made. All contributions are recorded at fair value at the time the promise is made. Conditional promises to give are not recorded until the condition is substantially met.

In the accompanying financial statements, net assets that have similar characteristics have been combined into categories as follows:

Unrestricted - Net assets that are not subject to donor-imposed stipulations. Unrestricted net assets may be designated for specific purposes by action of the Board of Directors or may otherwise be limited by contractual agreements with outside parties. As of May 31, 2010 and 2009, the Board had designated \$27,066 and \$27,829, respectively, for scholarships.

Temporarily Restricted - Net assets whose use by the Foundation is subject to donor-imposed stipulations that can be fulfilled by actions of the Foundation pursuant to those stipulations or that expire by the passage of time.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

Permanently Restricted - Net assets subject to donor-imposed stipulations that they be maintained permanently by the Foundation. Generally, the donors of these assets permit the Foundation to use all or part of the income earned on these assets.

Expenses are generally reported as decreases in unrestricted net assets. Expirations of donor-imposed stipulations that simultaneously increase one category of net assets and decrease another are reported as reclassifications between the applicable categories.

Temporarily restricted net assets for which donor-imposed restrictions are met in subsequent reporting periods are reclassified to unrestricted net assets and reported as net assets released from restrictions. Net assets released from restrictions also include unrestricted, temporarily restricted or permanently restricted net assets where donors have added, changed or removed restrictions on contributions. Net assets, which have no donor stipulated restrictions, as well as contributions for which donors have stipulated restrictions but which are met within the same reporting period, are reported as unrestricted support.

Cash Equivalents

For purposes of the statement of cash flows, the Foundation considers all unrestricted highly liquid investments with an initial maturity of three months or less to be cash equivalents.

Child Care Tuition, Fees, and Registration

The Foundation and the Center receive child care tuition, fees, and registration revenue for billable services provided through Kids Network and various programs offered by the Center. The revenue related to these services is recognized when earned.

Contributions

Contributions are recognized when the donor makes a promise to give to the Foundation that is, in substance, unconditional. Donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets.

Receivables

The Foundation records receivable balances at net realizable value using the allowance method to record anticipated uncollectible balances. The Foundation believes the amount of accounts receivable is fully-collectible, therefore, no allowance for doubtful accounts has been established.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

Property, Plant, and Equipment

Property, plant, and equipment is recorded at acquisition cost if purchased. Donations of property, plant, and equipment are recorded as support at their estimated fair value at the date of gift. Such donations are reported as unrestricted support unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted support. Absent donor stipulations regarding how long those donated assets must be maintained, the Foundation reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Foundation reclassifies temporarily restricted net assets to unrestricted net assets at that time. Property, plant, and equipment is depreciated using the straight-line method over the assets estimated useful lives of three to forty years.

Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Advertising Costs

Advertising costs are expensed as incurred. Advertising expense totaled \$11,873 and \$15,588 for the years ending May 31, 2010 and 2009, respectively.

Fair Value of Financial Instruments

The Foundation's financial instruments, including cash and cash equivalents, accounts receivable, accounts payable, are carried at cost, which approximates fair value due to the short-term maturity of these instruments. Debt is carried at cost, which approximates fair value due to the proximity of the implicit rates of these financial instruments and the prevailing market rates for similar instruments.

The Foundation's fair value measurements policy established a framework for measuring fair value and expanded disclosures about fair value measurements.

The policy applies to all assets and liabilities that are measured and reported on a fair value basis. This enables the reader of the financial statements to assess the inputs used to develop those measurements by establishing a hierarchy for ranking the quality and reliability of the information used to determine fair values.

The policy requires that each asset and liability carried at fair value be classified into one of the following categories:

- Level 1: Quoted market prices in active markets for identical assets or liabilities.
- Level 2: Observable market based inputs or unobservable inputs that are corroborated by market data.
- Level 3: Unobservable inputs that are not corroborated by market data.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

Fair Value of Financial Instruments, Continued

During the years ended May 31, 2010 and 2009, the Foundation's investments were measured at fair value using various levels indicated in footnote 4. The Foundation did not have any other assets or liabilities that were measured on a fair value basis in accordance with this policy.

Compensated Absences

The Foundation has a formal vacation policy allowing for paid time off based on years of service. The policy allows for a maximum of five days of carryover or unused vacation to future periods. Management believes this is an immaterial amount and accordingly, recognizes costs of compensated absences when actually paid to employees, and does not accrue a liability for unused vacation time.

Uncertainty in Income Taxes

The Foundation adopted FASB Accounting Standards Codification ("FASB ASC"), ASC 740, Accounting for Uncertainty in Income Taxes on June 1, 2009. As a result of the adoption, management has determined that there were no unrecognized tax benefits or liabilities as of May 31, 2010. The Foundation will recognize future accrued interest and penalties related to unrecognized tax benefits in income tax expense if incurred.

Subsequent Events

The Foundation has evaluated subsequent events for the Plan as of September 30, 2010, the date these financial statements were available to be issued.

3. CASH AND CASH EQUIVALENTS

At May 31, 2010, the carrying amount of the Foundation's deposits was \$1,438,739. Included in cash and cash equivalents on the financial statements is \$1,184,515 held in checking accounts and \$254,224 held in a money market account and the bank balance was \$2,650,061. The checking accounts are insured through Federal Deposit Insurance Corporation ("FDIC") and at May 31, 2010, the Foundation had balances in these accounts that exceeded the normal FDIC coverage by \$1,645,838. The money market account is not insured or guaranteed by the FDIC or any other governmental agency.

At May 31, 2009, the carrying amount of the Foundation's deposits was \$1,256,771. Included in cash and cash equivalents on the financial statements is \$1,013,614 held in checking accounts and \$243,157 held in a money market account and the bank balance was \$2,650,061. The checking accounts are insured through FDIC and at May 31, 2010, the Foundation had balances in these accounts that exceeded the normal FDIC coverage by \$1,358,005. The money market account is not insured or guaranteed by the FDIC or any other governmental agency.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

4. INVESTMENTS

A summary of investments held by the Foundation at May 31, 2010 and 2009 is as follows:

	2010			2009		
	Cost	Market	Unrealized Gain/(Loss)	Cost	Market	Unrealized Gain/(Loss)
Bonds and notes (level 1)	\$ 2,704,183	\$2,864,354	\$ 160,171	\$2,669,884	\$2,748,518	\$ 78,634
Common stock and mutual funds (level 1)	3,098,494	3,439,079	340,585	2,992,959	2,884,968	(107,991)
Real estate funds (level 1)	<u>59,943</u>	<u>44,559</u>	<u>(15,384)</u>	<u>59,943</u>	<u>29,304</u>	<u>(30,639)</u>
TOTAL	<u>\$ 5,862,620</u>	<u>\$6,347,992</u>	<u>\$ 485,372</u>	<u>\$5,772,786</u>	<u>\$5,662,790</u>	<u>\$ (59,996)</u>

The following schedule summarizes the investment income (loss) and its classification on the statement of activities for the years ended May 31:

	2010			2009		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
Interest income	\$ 111,174	\$ 12,802	\$ 123,976	\$ 111,406	\$ 13,777	\$ 125,183
Dividend income	66,882	7,702	74,584	63,860	7,897	71,757
Net realized losses	(18,705)	(2,154)	(20,859)	(154,750)	(19,137)	(173,887)
Net unrealized losses	<u>233,469</u>	<u>57,676</u>	<u>291,145</u>	<u>(900,248)</u>	<u>(86,592)</u>	<u>(986,840)</u>
Total investment income (loss)	<u>\$392,820</u>	<u>\$ 76,026</u>	<u>\$468,846</u>	<u>\$(879,732)</u>	<u>\$(84,055)</u>	<u>\$(963,787)</u>

Because investments are subject to volatile market risks, it is reasonably possible that the value of investment securities will change in the near term and that such changes could materially affect the amounts reported in the financial statements.

5. PROPERTY, PLANT, AND EQUIPMENT

A summary of the property, plant, and equipment follows:

	2010	2009
Land	\$ 506,070	\$ 506,070
Building	3,106,578	3,106,578
Furniture and equipment	376,104	374,178
Computers	171,856	167,248
Leasehold improvements	5,686	5,686
Vehicles	7,699	7,699
Less: accumulated depreciation	<u>(402,515)</u>	<u>(239,815)</u>
Total property, plant, and equipment	<u>\$3,771,478</u>	<u>\$3,927,644</u>

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

6. LONG-TERM DEBT

	<u>2010</u>	<u>2009</u>
<p>Note payable to United Republic Bank, collateralized by the deed of trust, assignment of rents, commercial security agreement, and UCC financing statement. One of the Board members of the Foundation is the President of the Bank and owns a portion of the bank stock. The note is payable in monthly principle and interest payments of \$18,236 through December 2028. The note bears interest at 2.5% above the Bank's index, with a minimum rate of 6%. The interest rate at May 31, 2010 was 6%.</p>	\$2,447,933	\$2,517,371
<p>Note payable to United Republic Bank, collateralized by a deed of trust and assignment of rents, payable in 55 monthly principal and interest installments of \$2,419 with the final payment of principal and interest due of approximately \$135,000 on August 2013. The note bears interest of 5.875%.</p>		
	<u>193,512</u>	<u>210,534</u>
Total long-term debt	2,641,445	2,727,905
Less current portion	<u>86,460</u>	<u>86,732</u>
Long-term debt, less current portion	<u>\$2,554,985</u>	<u>\$2,641,173</u>

Aggregate maturities of long-term debt for the years ending after May 31, 2010 are as follows:

<u>Year Ending May 31,</u>	
2011	\$ 86,460
2012	97,713
2013	103,714
2014	224,388
Thereafter	<u>2,042,710</u>
Total	<u>\$ 2,554,985</u>

7. DEFERRED REVENUE

A summary of deferred revenue follows.

	<u>2010</u>	<u>2009</u>
Deferred income – golf	\$ 44,835	\$ 42,800
Deferred income – registration	70,794	78,560
Deferred income – registration and camps	<u>22,960</u>	<u>12,675</u>
Total deferred revenue	<u>\$138,589</u>	<u>\$134,035</u>

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

8. PENSION PLAN

The Foundation maintains a 403(b), defined contribution pension plan. Employees are eligible to participate in the plan upon completion of six months of service and attaining age twenty. Employees may generally elect to contribute up to the maximum amount allowed, provided the contribution does not exceed annual limitations set by the Internal Revenue Service. The Foundation may make discretionary matching contributions of 50% of the employee's contribution up to 10% of the employee's salary. The Foundation made matching contributions for the years ended May 31, 2010 and 2009, in the amount of \$61,297 and \$60,075, respectively.

9. COMMITMENTS

On November 20, 2007, the Foundation entered into an operating lease agreement for a copier/printer expiring November 20, 2011. Rent expense for this equipment was \$3,649 and \$3,642 for the years ended May 31, 2010 and 2009, respectively. The future minimum rental payment on this lease as of May 31, 2010 is as follows:

Year ending May 31, 2011	\$ 3,649
Year ending May 31, 2012	1,824

10. SPECIAL EVENTS

The following are the results of the Foundation's special events during the years ended May 31, 2010 and 2009:

	2010			2009		
	<u>Gross Proceeds</u>	<u>Expenses</u>	<u>Net</u>	<u>Gross Proceeds</u>	<u>Expenses</u>	<u>Net</u>
Golf Benefit	\$ 73,325	\$ 32,041	\$ 41,284	\$ 62,729	\$ 34,012	\$ 28,717
Hall of Fame Banquet	<u>25,097</u>	<u>25,274</u>	<u>(177)</u>	<u>19,069</u>	<u>24,129</u>	<u>(5,060)</u>
TOTAL	<u>\$ 98,422</u>	<u>\$ 57,315</u>	<u>\$ 41,107</u>	<u>\$ 81,798</u>	<u>\$ 58,141</u>	<u>\$ 23,657</u>

11. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets at May 31, 2010 and 2009 consist of contributions received for scholarships to be awarded in future periods and contributions held for certain schools in the District, which are intended for school improvements.

12. ENDOWMENTS

The Foundation adopted the policy, "Endowments of Not-for-Profit Organizations: Net Asset Classifications of Funds Subject to an Enacted Version of the Uniform Prudent Management of Institutional Funds Act, and Enhanced Disclosures for all Endowment Funds". The FSP provides guidance on classifying net assets associated with donor restricted endowment funds held by the organizations that are subject to an enacted version of Uniform Prudent Management of Institutional Funds Act ("UPMIFA"). The State of Nebraska adopted a version of UPMIFA effective September 1, 2007.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

12. ENDOWMENTS, CONTINUED

The Foundation has received permanent endowment gifts, which total \$277,437 and \$274,487 as of May 31, 2010 and 2009, respectively. The Board of Directors is committed to the preservation of the original gifts donated to the Foundation and, therefore, the original donation is included in permanently restricted net assets.

As required by GAAP, net assets associated with endowment funds, including funds designated by the Board of Directors to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

The Board of Directors of the Foundation has not established a formal policy regarding how they interpret the State Prudent Management of Institutional Funds Act ("SPMIFA").

Endowment Net Asset Composition by Type of Fund as of May 31, 2010:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Donor-restricted endowment funds			\$ 277,437	\$ 277,437
Board-designated endowment funds	\$ 22,829	\$ 4,237	_____	27,066
Total Funds	\$ 22,829	\$ 4,237	\$ 277,437	\$ 304,503

Endowment Net Asset Composition by Type of Fund as of May 31, 2009:

	<u>Unrestricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Donor-restricted endowment funds		\$ 274,487	\$ 274,487
Board-designated endowment funds	\$ 27,829	_____	27,829
Total Funds	\$ 27,829	\$ 274,487	\$ 302,316

Changes in Endowment Net Assets for the Fiscal Year Ended May 31, 2010:

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment net assets, beginning of year	\$ 27,829		\$ 274,487	\$ 302,316
Additional contributions			2,950	2,950
Assets used for operations	(5,000)			(5,000)
Investment return:				
Investment income				
Net gains (losses) - unrealized	_____	\$ 4,237	_____	4,237
Endowment net assets, end of year	\$ 22,829	\$ 4,237	\$ 277,437	\$ 304,503

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS, CONTINUED

12. ENDOWMENTS, CONTINUED

Changes in Endowment Net Assets for the Fiscal Year Ended May 31, 2009:

	<u>Unrestricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Endowment net assets, beginning of year	\$ 41,322	\$ 257,747	\$ 309,485
Additional contributions		6,324	6,324
Assets used for operations	(6,072)		(6,072)
Investment return:			
Investment income	2		2
Net gains (losses) - unrealized	<u>(7,423)</u>	<u> </u>	<u>(7,423)</u>
Endowment net assets, end of year	<u>\$ 27,829</u>	<u>\$ 274,487</u>	<u>\$ 302,316</u>

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

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CONSOLIDATING SCHEDULE OF FINANCIAL POSITION
MAY 31, 2010

ASSETS	Millard Schools Education Foundation, Inc.	MPSF Properties L.L.C.	Early Childhood Education Center, L.L.C.	Eliminations	2010 Totals
CURRENT ASSETS:					
Cash and cash equivalents	\$ 1,073,728	\$ 1,853	\$ 363,158		\$ 1,438,739
Investments	6,347,992				6,347,992
Accounts receivable					
Investment in subsidiaries	2,000			\$ (2,000)	
Intercompany receivables	1,651,522			(1,651,522)	
Prepaid expenses	39,530				39,530
Total current assets	<u>9,114,772</u>	<u>1,853</u>	<u>363,158</u>	<u>(1,653,522)</u>	<u>7,826,261</u>
PROPERTY, PLANT, AND EQUIPMENT - less accumulated depreciation of \$239,815 for 2009 and \$102,948 for 2008	39,726	3,602,942	128,810		3,771,478
OTHER ASSETS - deposits	<u>1,356</u>				<u>1,356</u>
TOTAL ASSETS	<u>\$ 9,155,854</u>	<u>\$ 3,604,795</u>	<u>\$ 491,968</u>	<u>\$ (1,653,522)</u>	<u>\$ 11,599,095</u>
LIABILITIES AND NET ASSETS					
CURRENT LIABILITIES:					
Accounts payable	\$ 50,165	\$ 3,620	\$ 7,961		\$ 61,746
Accrued salaries payable	139,333		36,658		175,991
Accrued payroll taxes	32,611				32,611
Deferred revenue	126,146		12,443		138,589
Intercompany payables		1,023,976	627,546	\$ (1,651,522)	
Sales and use tax payable					
Current portion of long-term debt		86,460			86,460
Total current liabilities	<u>348,255</u>	<u>1,114,056</u>	<u>684,608</u>	<u>(1,651,522)</u>	<u>495,397</u>
LONG TERM DEBT		<u>2,554,985</u>			<u>2,554,985</u>
TOTAL LIABILITIES	<u>348,255</u>	<u>3,669,041</u>	<u>684,608</u>	<u>(1,651,522)</u>	<u>3,050,382</u>
NET ASSETS:					
Unrestricted:					
Undesignated	8,058,851	(64,246)	(192,640)	(2,000)	7,799,965
Designated by Board of Directors	27,066				27,066
Total unrestricted	<u>8,085,917</u>	<u>(64,246)</u>	<u>(192,640)</u>	<u>(2,000)</u>	<u>7,827,031</u>
Temporarily restricted	444,245				444,245
Permanently restricted	277,437				277,437
Total net assets	<u>8,807,599</u>	<u>(64,246)</u>	<u>(192,640)</u>	<u>(2,000)</u>	<u>8,548,713</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 9,155,854</u>	<u>\$ 3,604,795</u>	<u>\$ 491,968</u>	<u>\$ (1,653,522)</u>	<u>\$ 11,599,095</u>

See Accountant's Report.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

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CONSOLIDATING SCHEDULE OF ACTIVITIES
FOR THE YEAR ENDED MAY 31, 2010

	Unrestricted				Total	Total	2010
	Millard Public Schools Education Foundation, Inc.	MPSF Properties, L.L.C.	MPSF Early Childhood Education Center, L.L.C.	Eliminations	Unrestricted	Temporarily Restricted Millard Public Schools Education Foundation, Inc.	
SUPPORT AND REVENUE:							
Public support:							
Contributions and grants	\$ 68,681		\$ 631		\$ 69,312	\$ 30	\$ 69,342
Scholarships and memorials	(1,321)				(1,321)	54,933	56,562
Special events	98,422				98,422		98,422
Total public support	165,782		631		166,413	54,963	224,326
Revenue:							
Child care tuition and fees	5,868,464		1,075,344		6,943,808		6,943,808
Registration	102,062		17,913		119,975		119,975
Alumni memberships	352				352		352
Rent		\$ 312,600		\$ (312,600)			
Loss on disposal of assets							
Interest income	15,657				15,657		15,657
Investment income (loss)	392,820				392,820	76,026	468,846
Other income			7,567		7,567		7,567
Total revenue	6,379,355	312,600	1,100,824	(312,600)	7,480,179	76,026	7,556,205
Total support and revenue	6,545,137	312,600	1,101,455	(312,600)	7,646,592	130,989	7,780,531
RECLASSIFICATIONS:							
Net assets released from restrictions:							
Restrictions satisfied by payments	103,583				103,583	(103,583)	
EXPENSES:							
Program services:							
Child care:							
Salaries and benefits	2,223,133		810,597		3,033,730		3,033,730
Payroll taxes	176,835		50,673		227,508		227,508
Supplies and food	450,595		75,503		526,098		526,098
Fees and licenses	1,320		50		1,370		1,370
Program management	106,498		7,234		113,732		113,732
Telephone	7,400		1,172		8,572		8,572
Transportation	28,943				28,943		28,943
Repairs and maintenance			309		309		309
Events			3,730		3,730		3,730
Donation			2,810		2,810		2,810
Miscellaneous			1,966		1,966		1,966
Security			192		192		192
Admissions	35,289				35,289		35,289
Scholarships	143,018				143,018		143,018
Career compensation program							
Alumni events	19,502				19,502		19,502
District reimbursement	503,950				503,950		503,950
Educational support	838,848				838,848		838,848
Total program services	4,535,331		954,236		5,489,567		5,489,567

See Accountant's Report.

CONSOLIDATING SCHEDULE OF ACTIVITIES, CONTINUED
FOR THE YEAR ENDED MAY 31, 2010

	Unrestricted				Total	Total	2010	
	Millard Public Schools Education Foundation, Inc.	MPSF Properties, L.L.C.	MPSF Early Childhood Education Center, L.L.C.	Eliminations	Unrestricted	Temporarily Restricted Millard Public Schools Education Foundation, Inc.		Permanently Restricted Millard Public Schools Education Foundation, Inc.
EXPENSES (CONTINUED):								
Supporting services:								
Management and general:								
Salaries and benefits	\$ 651,379				\$ 651,379			\$ 651,379
Professional fees	74,071		\$ 3,299		77,370			77,370
Office supplies and expenses	32,655		10,901		43,556			43,556
Rent	161,280		151,320	\$ (312,600)				
Equipment rental and maintenance	11,436	\$ 41,997			53,433			53,433
Promotional and advertising	11,080		1,388		12,468			12,468
Telephone and utilities	2,931	36,903			39,834			39,834
Employee relations	19,044		1,383		20,427			20,427
Employee expenses	3,278		1,359		4,637			4,637
Trust fees	29,925				29,925			29,925
Depreciation	33,224	103,347	26,129		162,700			162,700
Meeting expense	5,050				5,050			5,050
Dues and publications	6,176		50		6,226			6,226
Insurance	27,107				27,107			27,107
Community relations	6,665				6,665			6,665
Bank fees	15,543		60		15,603			15,603
Interest expense		162,927			162,927			162,927
Uniforms	7,280				7,280			7,280
Sales and use tax	(22,213)				(22,213)			(22,213)
Miscellaneous	33,830				33,830			33,830
Total management and general	1,109,741	345,174	195,889	(312,600)	1,338,204			1,338,204
Fundraising	14,031				14,031			14,031
Special events	57,315				57,315			57,315
Total supporting services	1,181,087	345,174	195,889	(312,600)	1,409,550			1,409,550
Total expenses	5,716,418	345,174	1,150,125	(312,600)	6,899,117			6,899,117
INCREASE (DECREASE) IN NET ASSETS	932,302	(32,574)	(48,670)		851,058	\$ 27,406	\$ 2,950	881,414
NET ASSETS - beginning of year	7,153,615	(31,672)	(143,970)	(2,000)	6,975,973	416,839	274,487	7,667,299
NET ASSETS - end of year	\$ 8,085,917	\$ (64,246)	\$ (192,640)	\$ (2,000)	\$ 7,827,031	\$ 444,245	\$ 277,437	\$ 8,548,713

See Accountant's Report.

MILLARD SCHOOLS EDUCATION FOUNDATION, INC. AND SUBSIDIARIES
(A Non-Profit Organization)

CONSOLIDATING SCHEDULE OF CASH FLOWS
FOR THE YEAR ENDED MAY 31, 2010

	Millard Schools Education Foundation, Inc.	MPSF Properties L.L.C.	Early Childhood Education Center, L.L.C.	Eliminations	2010 Totals
CASH FLOWS FROM OPERATING ACTIVITIES					
Cash received from child care tuition and fees	\$ 5,974,789	\$ 299,161	\$ 1,100,593		\$ 7,374,543
Cash received from contributors	226,082		631		226,713
Cash received from parent company		8,635	219,479	\$ (228,114)	
Cash paid to subsidiaries	(228,114)			228,114	
Cash paid to suppliers and employees	(4,786,412)	(78,394)	(1,115,994)		(5,980,800)
Cash paid for scholarships, grants, and educational support	(981,866)				(981,866)
Interest and dividends received	193,358				193,358
Interest paid		(162,927)			(162,927)
Net cash provided by operating activities	<u>397,837</u>	<u>66,475</u>	<u>204,709</u>		<u>669,021</u>
CASH FLOWS FROM INVESTING ACTIVITIES					
Proceeds from sale of investments	806,294				806,294
Purchase of investments	(1,200,351)				(1,200,351)
Purchase of property, plant, and equipment	(5,947)		(589)		(6,536)
Net cash used in investing activities	<u>(400,004)</u>		<u>(589)</u>		<u>(400,593)</u>
CASH FLOWS FROM FINANCING ACTIVITIES					
Repayment of long-term debt		(86,460)			(86,460)
Net cash used in financing activities		<u>(86,460)</u>			<u>(86,460)</u>
INCREASE (DECREASE) IN CASH	<u>(2,167)</u>	<u>(19,985)</u>	<u>204,120</u>		<u>181,968</u>
CASH AND CASH EQUIVALENTS - beginning of year	<u>1,075,895</u>	<u>21,838</u>	<u>159,038</u>		<u>1,256,771</u>
CASH AND CASH EQUIVALENTS - end of year	<u>\$ 1,073,728</u>	<u>\$ 1,853</u>	<u>\$ 363,158</u>	<u>\$</u>	<u>\$ 1,438,739</u>
RECONCILIATION OF CHANGE IN NET ASSETS TO CASH PROVIDED BY OPERATING ACTIVITIES					
Increase (decrease) in net assets	\$ 962,658	\$ (32,573)	\$ (48,669)		\$ 881,416
Adjustments to reconcile increase (decrease) in net assets to net cash provided by operating activities					
Depreciation	33,224	103,347	26,129		162,700
Loss on sale of investments					
Loss on disposal of property, plant, and equipment					
Unrealized loss on investments	(291,145)				(291,145)
Increase in accounts receivable	1,512				1,512
Increase in intercompany receivables	(228,114)			\$ 228,114	
Increase in prepaids and other assets	(9,125)				(9,125)
Increase in accounts payable	(9,698)	506	1,304		(7,888)
Increase (decrease) in accrued salaries payable	(28,489)		6,698		(21,791)
Increase in payroll taxes payable	2,228				2,228
Increase in intercompany payables		8,635	219,479	(228,114)	
Increase in deferred revenue	4,786	(13,440)	(232)		(8,886)
Increase in sales and use tax payable	(40,000)				(40,000)
Total cash provided by operating activities	<u>\$ 397,837</u>	<u>\$ 66,475</u>	<u>\$ 204,709</u>	<u>\$</u>	<u>\$ 669,021</u>
SUPPLEMENTAL SCHEDULE OF NONCASH TRANSACTIONS					
Acquisition of property, plant, and equipment	\$ (5,948)		\$ (588)	\$	\$ (6,536)
Financing obtained for acquisition of property, plant, and equipment					
Net cash used related to acquisition of property, plant, and equipment	<u>\$ (5,948)</u>		<u>\$ (588)</u>	<u>\$</u>	<u>\$ (6,536)</u>

See Accountant's Report.

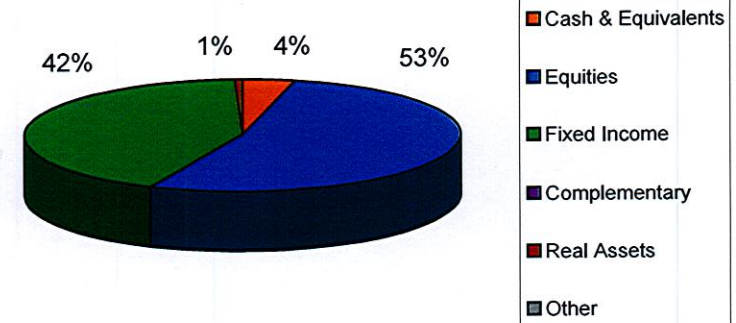


Millard Education Foundation Agency

PORTFOLIO ALLOCATION & PERFORMANCE SUMMARY

Portfolio Summary¹

	YTD	Last 12 Months
Beginning Value	6,649,546	6,459,405
Net Contributions & Withdrawals	-1,272	-904
Investment Gain or Loss	349,460	539,233
Ending Value	6,997,734	6,997,734



Performance Summary

Class	Ending Market Value	Current Portfolio Allocation	Thru September, 2010			Calendar YTD 9/30/2010
			1 Year	3 Years	5 Years	
Total Portfolio Net of Fees	6,997,734	100.00%	8.35%	-0.09%	3.76%	5.26%
<i>55% SP500 45% BarCap Int Govt/Credit</i>			9.58%	-0.46%	3.40%	5.91%
Equities	3,714,238	53.08%	10.24%	-4.62%	2.69%	4.09%
<i>Lipper Large Cap Core</i>			8.13%	-6.94%	0.55%	2.47%
<i>Standard & Poor's 500</i>			10.18%	-7.15	0.64%	3.91%
Fixed Income	2,964,647	42.36%	7.69%	7.46%	6.27%	7.73%
<i>Barclays Cap Govt/Credit</i>			8.73%	7.47%	6.15%	8.95%
Real Assets	48,872	0.67%	30.69%	-4.90%		19.51%
Cash & Equivalents	271,977	3.89%	0.01%	1.30%	2.61%	0.00%

¹ Values include Accrued Income.

PORTFOLIO SNAPSHOT

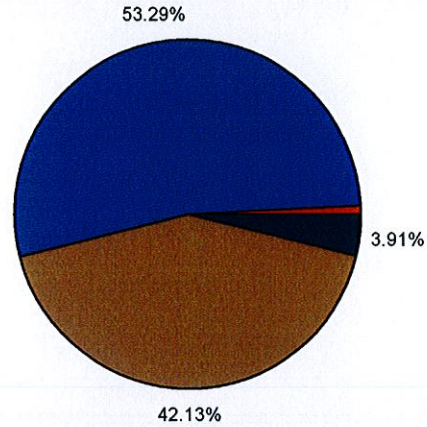
Equity Analysis (Direct Holdings)

PORTFOLIO: 25306400

10/01/2010

Asset Allocation

	Mkt Value(\$)	% of Port
Cash &Equivalents	271,976	3.91 %
Fixed Income	2,933,887	42.13 %
Equities	3,710,646	53.29 %
Real Estate &Specialty Assets	46,872	0.67 %
Miscellaneous	0	0.00 %
Alternative Investments	0	0.00 %
Invested Total	6,963,380	100 %



Equity Sector Weighting

Information Technology	15.79 %
Health Care	14.72 %
Financials	14.36 %
Energy	12.80 %
Consumer Staples	10.94 %
Industrials	10.14 %
Consumer Discretionary	9.38 %
Utilities	3.62 %
Telecommunication Services	3.19 %
Not Classified	2.71 %
Materials	2.34 %

Equity Global Distribution

North America	82.33 %
Europe	11.10 %
Not Classified	2.71 %
Latin America	2.08 %
Middle East	1.78 %

Equity Country Distribution

United States	82.33 %
Switzerland	4.83 %
United Kingdom	3.96 %
Not Classified	2.71 %
Ireland	2.31 %

Equity Market Capitalization



Equity Characteristics

P/E Ratio(Wtd)	17.62
Div Yld(%)	1.87
Sales Growth 1yr(%)	-3.17
EPS Growth 1yr(%)	16.61
Beta	0.86

Top Ten Equity Holdings

	Mkt Value(\$)	12 Mo. Rtn %	% of Equity
UNION PACIFIC CORP COM	114,520	42.25	3.87 %
APPLE INC COM	113,500	53.09	3.83 %
CHEVRON CORP COM	113,470	19.05	3.83 %
AFLAC INC COM	103,420	23.61	3.49 %
NESTLE SA ADR REG S	85,488	28.02	2.89 %
WAL MART STORES INC COM	80,280	0.00	2.71 %
EXXON MOBIL CORP COM	74,148	-7.43	2.50 %
COOPER INDUSTRIES PLC ORD	68,502	33.06	2.31 %
JOHNSON &JOHNSON COM	68,156	5.14	2.30 %
TRAVELERS COMPANIES INC COM	67,730	8.63	2.29 %

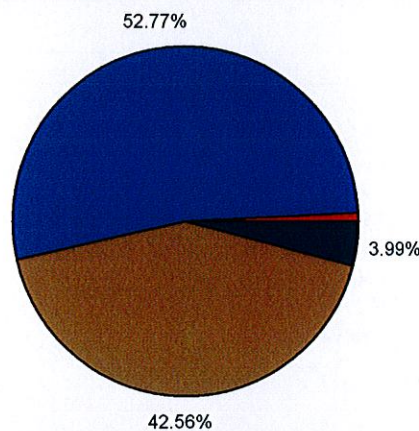
Combined Equity Analysis (Direct & Indirect Holdings)

PORTFOLIO: 25306400

10/01/2010

Combined Asset Allocation

	Mkt Value(\$)	% of Port
Cash &Equivalents	277,900	3.99 %
Fixed Income	2,963,454	42.56 %
Equities	3,674,433	52.77 %
Real Estate &Specialty Assets	46,872	0.67 %
Miscellaneous	721	0.01 %
Alternative Investments	0	0.00 %
Invested Total	6,963,380	100 %



Combined Equity Sector Weighting

Financials	15.63 %
Information Technology	15.09 %
Health Care	13.51 %
Energy	11.69 %
Industrials	10.47 %
Consumer Staples	10.35 %
Consumer Discretionary	10.30 %
Materials	3.72 %
Utilities	3.59 %
Telecommunication Services	3.34 %
Not Classified	2.30 %

Combined Equity Global Distribution

North America	75.01 %
Europe	15.04 %
Asia	3.29 %
Not Classified	2.18 %
Latin America	2.11 %

Combined Equity Country Distribution

United States	74.68 %
United Kingdom	5.00 %
Switzerland	4.71 %
Not Classified	2.18 %
Ireland	2.10 %

Combined Equity Market Capitalization

> 4.5B	90.49 %
1B to 4.5B	6.13 %
300MM to 1B	0.94 %
< 300MM	2.43 %
Not Classified	0.01 %

Combined Equity Characteristics

P/E Ratio(Wtd)	18.05
Div Yld(%)	1.93
Sales Growth 1yr(%)	-2.93
EPS Growth 1yr(%)	13.41
Beta	0.82

Top Ten Combined Equity Holdings

	Mkt Value(\$)	12 Mo. Rtn %	% of Equity
UNION PACIFIC CORP COM	114,520	42.25	3.12 %
APPLE INC COM	113,500	53.09	3.09 %
CHEVRON CORP COM	113,470	19.05	3.09 %
AFLAC INC COM	103,420	23.61	2.81 %
NESTLE SA ADR REG S	85,488	28.02	2.33 %
WAL MART STORES INC COM	80,280	0.00	2.18 %
EXXON MOBIL CORP COM	74,148	-7.43	2.02 %
BERKSHIRE HATHAWAY INC CL B	71,631	24.41	1.95 %
MICROSOFT CORP COM	69,775	-2.76	1.90 %
COOPER INDUSTRIES PLC ORD	68,502	33.06	1.86 %

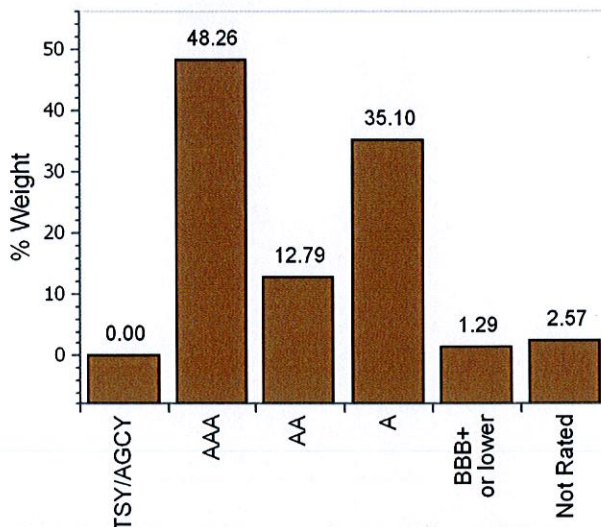
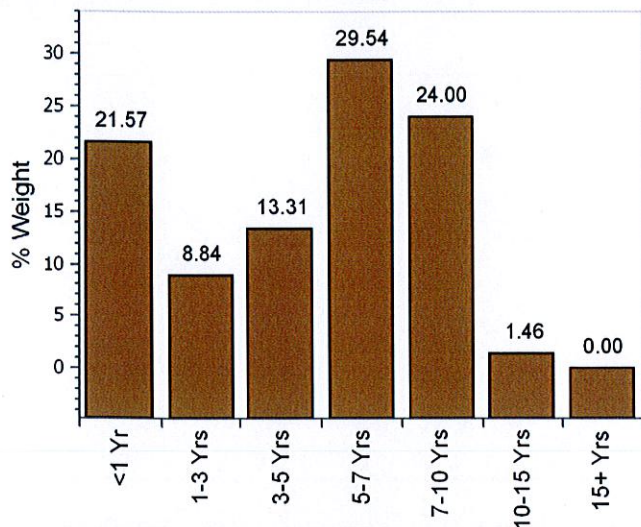
Fixed Income Analysis (Direct Holdings)

PORTFOLIO: 25306400

10/01/2010

Fixed Income Maturity Schedule

Fixed Income Quality



Fixed Income Sector Analysis

Fixed Income Characteristics

Taxable Fixed Income

Corporate Bonds	47.88 %
Treasury/Long-Term	26.78 %
Treasury/Agency Bonds - Other	21.47 %
Mortgage-Backed	2.57 %
Preferred Stocks	1.29 %

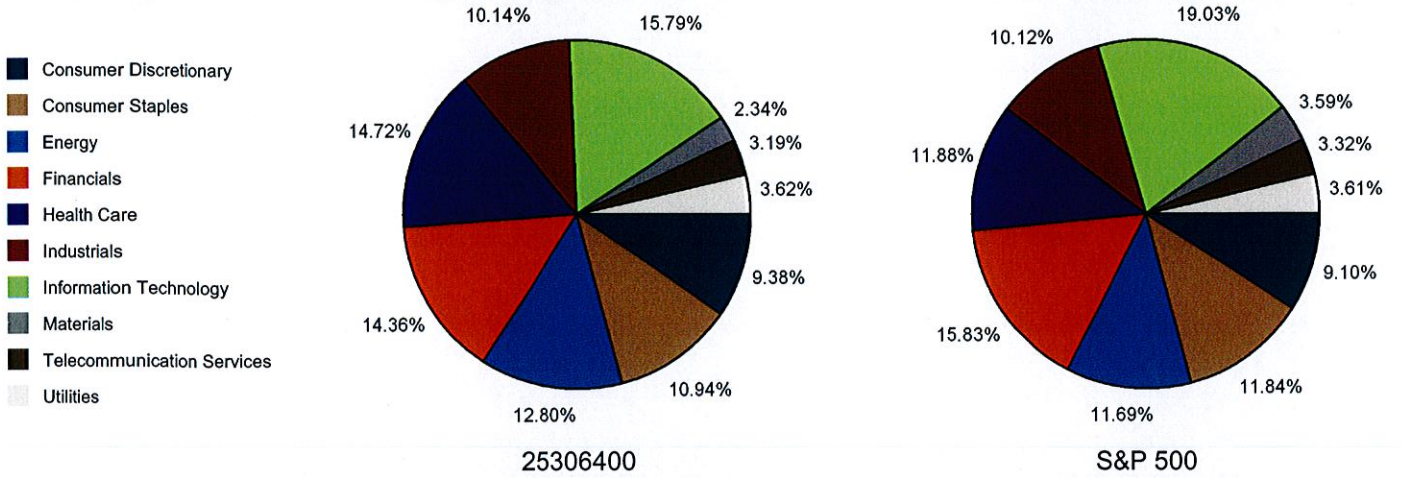
	Taxable	Tax Exempt
Mkt Value(\$)	2,933,887	0
Yield to Maturity(%)	0.00	0.00
Yield to Effective Maturity(%)	0.00	0.00
Market Yield(%)	0.00	0.00
Cost Yield(%)	0.00	0.00
Avg Maturity(yrs)	4.6	0.0
Avg Quality	AA	
Avg Coupon(%)	0.00	0.00

PORTFOLIO COMPARISON (Direct Holdings)

PORTFOLIO: 25306400

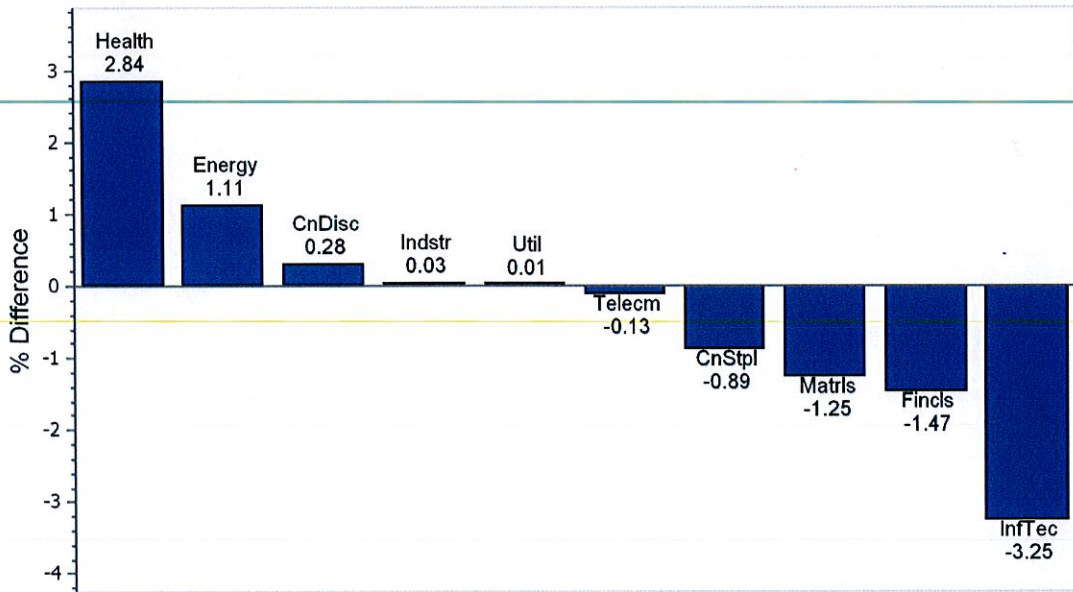
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Sector Weights (% Equity)



Sector Over/Underweights (% Equity)

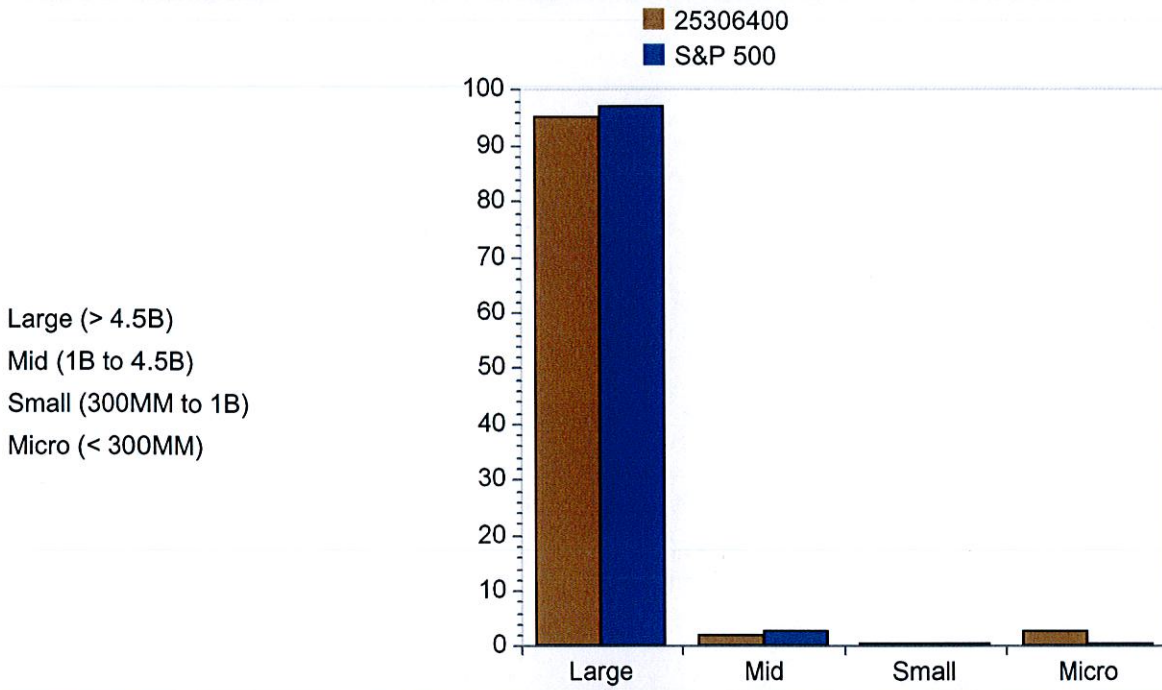
25306400 Equity Sector Weightings Relative to S&P 500



S&P 500 52-Week Sector Returns

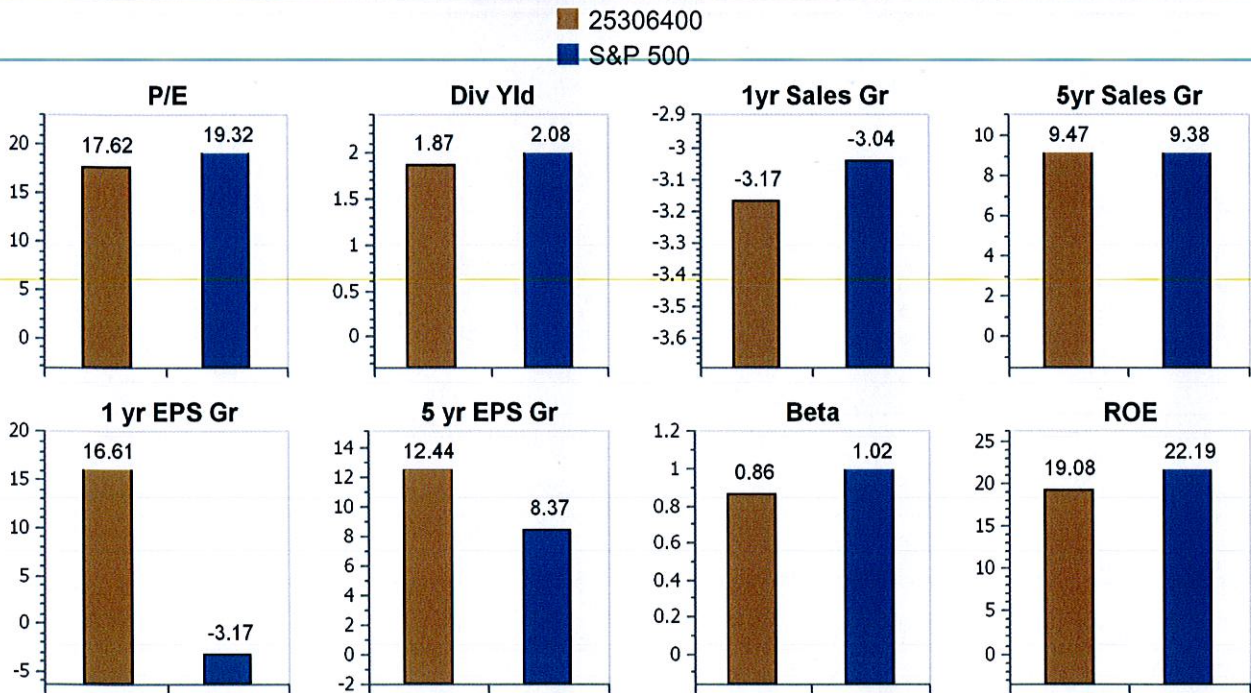
Health	Energy	CnDisc	Indstr	Util	Telecm	CnStpl	Matrls	Fincls	InfTec
6.80	4.27	21.47	19.68	13.65	18.44	12.54	8.52	-3.17	10.65

Market Capitalization Group (% Equity)



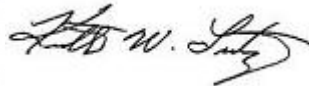
Large (> 4.5B)
 Mid (1B to 4.5B)
 Small (300MM to 1B)
 Micro (< 300MM)

Equity Characteristics



AGENDA SUMMARY SHEET**AGENDA ITEM:** AYP Report**MEETING DATE:** November 1, 2010**TITLE AND****BRIEF DESCRIPTION:** AYP Report & NeSA Reading Below Proficient Comparisons**ACTION DESIRED:** Information

BACKGROUND: Adequate Yearly Progress (AYP) is calculated each year per district, per level in district (elementary, middle school, high school), and per building. This report contains district-level historical reference regarding AYP. It also contains the recently released NeSA Reading information disaggregated by AYP subgroups.

RECOMMENDATIONS: N/A**STRATEGIC PLAN REFERENCE:** None**TIMELINE:** N/A**RESPONSIBLE PERSON(S):** Mark Feldhausen and Tami Williams**SUPERINTENDENT'S APPROVAL:**

Background

Signed into law the winter of 2002, Public Law 107-110, short title “No Child Left Behind Act of 2001,” defined in the accountability section “...not later than 12 years after the end of 2001-2002 school year, all students in each group described... will meet or exceed the State’s proficient level of academic achievement on the State’s assessments.” No later than 2005-06, it was required to measure achievement of students against the challenging State academic content and student academic achievement standards in math and reading. Science was to be required later.

Nebraska School-based, Teacher-led Assessment and Reporting System (STARS) integrated federal accountability requirements into the state accountability requirements. STARS required each public school district to adopt rigorous standards at or equal to state standards in reading, writing, math, science, social studies, and history. Beginning 2000-2001, districts assessed the content standards. Beginning 2005-2006, annual reporting of reading, math, and writing through STARS ensured compliance with NCLB. Local reading and math assessments continued to be used for STARS reporting through 2008-2009. In 2009-2010, the state reading test, NeSA-R and NeSA-AAR replaced local reading assessments while local math assessments were still reported. In 2010-2011, state reading and math tests will be reported (NeSA-M, NeSA-AAM, NeSA-R, and NeSA-AAR). It is anticipated that state science testing (NeSA-S) will be reported in 2011-2012.

2009-2010 Nebraska Department of Education Frequently Asked Questions about AYP

Source: <http://www.education.ne.gov/federalprograms/index.htm>

“Adequate Yearly Progress (AYP) under No Child Left Behind (NCLB) Guidance Revised for the Reporting of 2009 2010 Results Transition to NeSA (Nebraska State Accountability)”

What is Adequate Yearly Progress (AYP)?

As a condition of receiving federal funds under No Child Left Behind (NCLB), all states are required to define a process for identifying groups of students, schools, districts and the State as being in need of improvement. This requirement is called adequate yearly progress or AYP. It is an annual status check of identified data elements to determine whether or not buildings and districts are meeting State AYP progress goals.

What happens to schools and districts that do not “make” AYP?

The NCLB consequences for not making AYP targets apply only to schools and districts that have Title I program. The federal law prescribes graduated sanctions for Title I schools beginning with the second consecutive year of not making AYP. Title I schools must provide students with the option to transfer to another school in their district in the first year of “school improvement.” In the second year, supplemental educational services (SES or tutoring) must be

provided in addition to the option to transfer. Additional sanctions apply the longer a Title I school does not make adequate yearly progress.

How is Adequate Yearly Progress determined?

To determine if a group of students, a school, district or the State has made AYP under NCLB, the following is applied:

- a) The performance of all students and groups of students, who have been enrolled in a district for a full academic year, must equal or exceed the State goal in Reading and Math, and
- b) At least 95% of all students must participate in the assessments, and
- c) The school and district must meet or demonstrate progress toward meeting a State goal for one other indicator for elementary and middle schools (NeSA-Writing, formerly referred to as the statewide writing assessments) and a State goal for a graduation rate at the high school.
- d) Nebraska is adding a requirement to those of NCLB's listed above -- the Quality of

Assessment rating received by that grade level must be a Good, Very Good or Exemplary. This applies only to Math in 2009-10.

Although AYP status is checked on an annual basis, a school must not meet the State goals for AYP in the same subject area and grade span for two consecutive years in order to be considered as being in need of improvement. A district must not meet the State goals for AYP in the same subject for two consecutive years in all grade levels present in the district to be considered as being in need of improvement. The subject area includes both the student performance and the participation rate.

How are Special Education Students taking an alternate assessment reported for AYP?

All students including Special Education students who participate in the alternate assessment will be included in the AYP calculations.

How are the AYP determinations available for preview?

The State of the Schools Report (SOSR) Preview 2009-10 provides districts with an opportunity to see how their data will appear on the State of the Schools Report (SOSR) before it is open to the public. The SOSR Preview site is accessible only through the NDE Portal so it is not available to the public.

The preview of AYP decisions for Title I schools and districts, if identified as being in need of improvement, allows districts to meet the NCLB requirements such as notifying parents, budgeting for supplemental educational services providers and public school choice. Any Title I school or district that has been identified as being in need of improvement will receive additional guidance from the Title I office.

During the review window, some information is provided that does not appear when the State of the Schools Report is opened to the general public. This includes whether a “MET” was made using confidence intervals or comparison to prior year’s data for the Other Academic Indicators.

How is AYP determined at the school level?

To make AYP, the school must have met the State goals and participation rates for Reading and Mathematics in all groups with at least 30 students, met the other academic indicator for the grade levels included in the school, and have a Good, Very Good, or Exemplary rating at that level on the Quality of the STARS assessments (applies only to Math). The Federal AYP Accountability rating on the State of the Schools Report will be a “MET”.

A “NOT MET” in any of the above indicators earns a “NOT MET” for the school on the Federal Accountability on the State of the Schools Report. For any Reading or Math results that do not meet the State goal, the Safe Harbor provision will be used. If the results of applying the Safe Harbor indicate sufficient progress was made and the participation rate goal was at least 95%, the group will earn a “MET”.

A school is identified as being in “NEEDS IMPROVEMENT” if it has a NOT MET in the same indicator for two consecutive years. For Reading and Mathematics, the indicator includes both the student performance and the participation rate.

How is AYP determined for Districts?

Data from every building are aggregated to the grade spans of the district (elementary, middle and high school) and the AYP determinations are made on this data in the same manner as is done at the school level.

A “NOT MET” in any of the indicators earns a “NOT MET” for the Federal Accountability on the State of the Schools Report.

Two consecutive years of not making AYP in the same indicator (subject area) in all of the grade levels present in the district will cause the district to be identified as being in need of improvement. Safe Harbor will be used with the aggregated district data in making the AYP determinations.

A district could have buildings that have met all the AYP determinations but when the data are aggregated (added up) across all buildings, the district may not have met AYP.

Historical Review of Required Percent of Students Scoring Proficient on State Standards

Reading Performance	Required Percent Scoring Proficient on State Reading Standards				
	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Elementary	72%	72%	81%	81%	56%
Middle School	71%	71%	81%	81%	60%
High School	75%	75%	83%	83%	57%

Math Performance	Required Percent Scoring Proficient on State Math Standards				
	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
Elementary	74%	74%	83%	83%	83%
Middle School	69%	69%	79%	79%	79%
High School	72%	72%	81%	81%	81%

Historical Review of Millard Public Schools AYP

Year	All District Level	Elementary Level	Middle Level	High School Level
2005-2006	Not Met	Met	Not Met (Reading; Special Education subgroup)	Not Met (Math; Special Education subgroup)
2006-2007	Not Met	Met	Not Met (Reading and Math; Special Education subgroup for both subjects)	Not Met (Reading and Math; Special Education subgroup for both subjects)
2007-2008	Not Met	Met	Met	Not Met (Reading; Special Education subgroup)
2008-2009	Not Met, Improvement Shown	Met	Met	Met
2009-2010	Not Met	Met	Not Met (Reading; Special Education subgroup)	Not Met (Reading; Special Education subgroup)

District-level sanctions may begin if the district earns “not met” for two consecutive years at all grade spans in the same subject area. School-level sanctions may begin for schools who receive Title I funding if the school earns “not met” in the same subject area for two consecutive years. The Nebraska Department of Education provides support for schools through the sanction process. **No Millard schools are in danger of sanction from the 2009-2010 AYP report.**

LC NeSA Read Below Proficient Comparison

AYP Group	DistrictName	Grade						
		3	4	5	6	7	8	11
All students	MILLARD PUBLIC SCHOOLS	12.2%	12.1%	14.6%	17.0%	12.7%	11.4%	19.9%
	BELLEVUE PUBLIC SCHO..	30.0%	32.6%	29.8%	28.9%	27.9%	23.1%	22.8%
	BENNINGTON PUBLIC SC..	12.6%	20.0%	18.2%	16.7%	2.7%	12.5%	11.8%
	DOUGLAS CO WEST COM..	34.0%	6.0%	34.9%	33.3%	11.8%	33.3%	19.2%
	ELKHORN PUBLIC SCHO..	17.1%	15.0%	19.8%	18.2%	18.9%	12.8%	15.9%
	GRETNA PUBLIC SCHOOLS	15.0%	18.9%	19.3%	14.6%	18.9%	16.4%	26.0%
	PAPILLION-LA VISTA PUBL..	24.9%	23.3%	23.9%	20.9%	22.6%	16.2%	19.5%
	RALSTON PUBLIC SCHO..	36.4%	31.4%	36.5%	32.8%	31.8%	28.3%	34.6%
	SOUTH SARPY DIST 46	35.6%	30.9%	22.9%	25.6%	18.7%	15.0%	34.4%
	WESTSIDE COMMUNITY S..	23.6%	21.4%	19.8%	17.8%	27.6%	26.3%	21.2%
	OMAHA PUBLIC SCHOOLS	46.4%	44.6%	47.5%	43.3%	53.8%	52.5%	51.5%
American Indian/Alaska Native	MILLARD PUBLIC SCHOOLS		42.9%				8.3%	
	BELLEVUE PUBLIC SCHO..			30.0%		20.0%		
	BENNINGTON PUBLIC SC..							
	DOUGLAS CO WEST COM..							
	ELKHORN PUBLIC SCHO..							
	GRETNA PUBLIC SCHOOLS							
	PAPILLION-LA VISTA PUBL..						33.3%	
	RALSTON PUBLIC SCHO..							
	SOUTH SARPY DIST 46							
	WESTSIDE COMMUNITY S..							
	OMAHA PUBLIC SCHOOLS	48.4%	43.3%	63.1%	48.5%	65.0%	66.7%	64.5%
Asian or Pacific Islander	MILLARD PUBLIC SCHOOLS	13.8%	6.3%	13.5%	12.7%	9.0%	2.8%	21.2%
	BELLEVUE PUBLIC SCHO..	27.3%	40.0%	17.4%	23.1%	22.2%	23.1%	22.2%
	BENNINGTON PUBLIC SC..							
	DOUGLAS CO WEST COM..							
	ELKHORN PUBLIC SCHO..	20.0%	0.0%	25.0%		15.4%	10.0%	
	GRETNA PUBLIC SCHOOLS							
	PAPILLION-LA VISTA PUBL..	37.5%	22.7%	16.7%	12.5%	30.8%	13.6%	0.0%
	RALSTON PUBLIC SCHO..	20.0%						
	SOUTH SARPY DIST 46							
	WESTSIDE COMMUNITY S..	14.3%	25.0%	0.0%	6.7%	17.7%	33.3%	23.1%
	OMAHA PUBLIC SCHOOLS	48.8%	41.9%	40.2%	43.5%	53.1%	49.4%	47.3%
Black, Not Hispanic	MILLARD PUBLIC SCHOOLS	18.6%	20.0%	28.8%	36.0%	38.5%	33.3%	39.2%
	BELLEVUE PUBLIC SCHO..	42.0%	43.3%	46.1%	30.3%	38.2%	25.7%	33.7%
	BENNINGTON PUBLIC SC..							
	DOUGLAS CO WEST COM..							
	ELKHORN PUBLIC SCHO..					40.0%		
	GRETNA PUBLIC SCHOOLS							
	PAPILLION-LA VISTA PUBL..	44.7%	39.6%	42.4%	40.0%	40.9%	25.0%	21.9%
	RALSTON PUBLIC SCHO..	35.0%	81.3%	66.7%			20.0%	64.7%
	SOUTH SARPY DIST 46							
	WESTSIDE COMMUNITY S..	45.7%	45.7%	44.2%	48.8%	56.0%	55.3%	51.7%
	OMAHA PUBLIC SCHOOLS	58.6%	59.8%	62.4%	56.3%	68.3%	63.7%	64.2%

LC NeSA Read Below Proficient Comparison

AYP Group	DistrictName	Grade						
		3	4	5	6	7	8	11
English Language Learners	MILLARD PUBLIC SCHOOLS	34.0%	29.4%	48.2%	63.6%	41.4%	38.1%	
	BELLEVUE PUBLIC SCHO..	76.2%		60.0%	80.0%			
	BENNINGTON PUBLIC SC..							
	DOUGLAS CO WEST COM..							
	ELKHORN PUBLIC SCHO..							
	GRETNA PUBLIC SCHOOLS							
	PAPILLION-LA VISTA PUBL..	73.3%	68.2%	75.0%	80.0%			
	RALSTON PUBLIC SCHO..	52.6%	62.5%	76.5%	25.0%	80.0%		
	SOUTH SARPY DIST 46							
	WESTSIDE COMMUNITY S..	47.8%	30.0%		45.0%	54.6%	69.2%	
OMAHA PUBLIC SCHOOLS	67.2%	63.7%	72.3%	73.9%	86.3%	95.8%	92.0%	
Hispanic	MILLARD PUBLIC SCHOOLS	23.2%	17.9%	29.3%	33.9%	16.2%	20.0%	29.1%
	BELLEVUE PUBLIC SCHO..	43.3%	44.0%	40.0%	40.8%	27.8%	39.2%	37.3%
	BENNINGTON PUBLIC SC..							
	DOUGLAS CO WEST COM..							
	ELKHORN PUBLIC SCHO..	50.0%			29.2%	70.0%	23.1%	
	GRETNA PUBLIC SCHOOLS							
	PAPILLION-LA VISTA PUBL..	31.8%	48.8%	53.9%	36.6%	28.1%	18.8%	28.6%
	RALSTON PUBLIC SCHO..	54.4%	43.8%	48.0%	41.3%	51.4%	31.3%	59.0%
	SOUTH SARPY DIST 46							
	WESTSIDE COMMUNITY S..	58.6%	47.4%	26.3%	44.0%	42.9%	21.4%	28.6%
OMAHA PUBLIC SCHOOLS	55.9%	50.8%	56.3%	51.2%	64.8%	66.5%	61.4%	
Special Education Students	MILLARD PUBLIC SCHOOLS	26.6%	31.6%	39.6%	48.7%	42.5%	48.4%	57.7%
	BELLEVUE PUBLIC SCHO..	58.7%	66.0%	61.5%	68.0%	71.2%	64.2%	55.4%
	BENNINGTON PUBLIC SC..	50.0%	75.0%	60.0%				
	DOUGLAS CO WEST COM..	38.5%		40.0%				
	ELKHORN PUBLIC SCHO..	35.8%	39.0%	50.0%	53.5%	65.9%	47.6%	50.0%
	GRETNA PUBLIC SCHOOLS	33.3%	42.1%	60.0%	48.0%	53.6%	45.0%	73.9%
	PAPILLION-LA VISTA PUBL..	47.8%	53.0%	57.1%	55.3%	65.8%	54.7%	61.8%
	RALSTON PUBLIC SCHO..	50.9%	59.5%	69.7%	74.2%	80.0%	73.3%	76.0%
	SOUTH SARPY DIST 46	50.0%	56.3%	70.0%	69.2%	75.0%		69.2%
	WESTSIDE COMMUNITY S..	46.7%	52.9%	47.8%	49.1%	74.1%	73.0%	51.6%
OMAHA PUBLIC SCHOOLS	66.6%	73.2%	74.3%	72.0%	77.6%	82.8%	74.1%	
Students eligible for free and reduced lunch	MILLARD PUBLIC SCHOOLS	24.5%	23.6%	28.0%	30.1%	28.5%	26.6%	40.0%
	BELLEVUE PUBLIC SCHO..	42.9%	44.1%	44.9%	40.8%	43.9%	36.9%	37.6%
	BENNINGTON PUBLIC SC..							
	DOUGLAS CO WEST COM..	36.8%	10.0%	50.0%	50.0%	6.7%	33.3%	53.9%
	ELKHORN PUBLIC SCHO..	34.1%	36.1%	30.0%	31.0%	56.7%	30.6%	31.8%
	GRETNA PUBLIC SCHOOLS	36.8%	25.9%	25.9%	21.4%	26.9%	50.0%	20.0%
	PAPILLION-LA VISTA PUBL..							
	RALSTON PUBLIC SCHO..	44.2%	42.7%	43.9%	44.7%	43.5%	38.7%	54.6%
	SOUTH SARPY DIST 46	52.9%	54.6%	42.9%	27.8%	30.0%	16.7%	42.9%
	WESTSIDE COMMUNITY S..	47.9%	33.6%	36.4%	35.8%	48.2%	44.2%	41.1%
OMAHA PUBLIC SCHOOLS	56.0%	53.0%	58.2%	53.1%	64.9%	64.4%	61.9%	

LC NeSA Read Below Proficient Comparison

AYP Group	DistrictName	Grade						
		3	4	5	6	7	8	11
White, Not Hispanic	MILLARD PUBLIC SCHOOLS	11.1%	11.5%	13.2%	15.8%	11.5%	10.5%	18.9%
	BELLEVUE PUBLIC SCHO..	26.4%	29.9%	27.2%	27.5%	26.9%	20.8%	19.3%
	BENNINGTON PUBLIC SC..	12.8%	18.1%	13.8%	17.2%	1.5%	11.3%	12.2%
	DOUGLAS CO WEST COM..	38.1%	7.1%	34.2%	33.3%	13.3%	30.9%	18.8%
	ELKHORN PUBLIC SCHOO..	15.4%	14.9%	18.3%	18.0%	17.0%	12.3%	16.1%
	GRETNA PUBLIC SCHOOLS	14.7%	18.7%	19.8%	14.0%	18.3%	16.5%	26.3%
	PAPILLION-LA VISTA PUBL..	22.8%	20.2%	20.3%	18.6%	20.5%	15.4%	19.2%
	RALSTON PUBLIC SCHOO..	30.8%	21.5%	29.0%	30.4%	27.1%	27.4%	24.3%
	SOUTH SARPY DIST 46	31.5%	31.2%	23.9%	26.0%	17.8%	15.8%	33.9%
	WESTSIDE COMMUNITY S..	18.9%	17.1%	17.4%	12.9%	23.2%	23.2%	17.9%
OMAHA PUBLIC SCHOOLS	30.0%	28.3%	30.0%	27.9%	33.4%	35.0%	37.3%	

AGENDA SUMMARY SHEET**AGENDA ITEM:** Site Plan Reports**MEETING DATE:** October 18, 2010**DEPARTMENT:** Office of the Superintendent**TITLE AND BRIEF DESCRIPTION:** Site Plan Reports – Information on projects initiated through the site planning process.**ACTION DESIRED:** APPROVAL _____ DISCUSSION _____ INFORMATION ONLY XXX**BACKGROUND:**

Attached are the end-of-the-year reports for Rohwer, Sandoz, Upchurch and Wheeler. The principals will be on hand to give you a brief summary of their plan and answer any questions you may have.

All schools are on a cycle for site planning. This cycle allows us to allocate resources to help facilitate their school site planning process. This cycle is planned in conjunction with the North Central Accreditation (NCA) school improvement cycle. The NCA has accepted our strategic and site planning process as our school improvement process so we no longer have to run two systems. The attached site plan reports are descriptions of the individual site plans and a summary of school improvement meetings.

Schools follow the same basic schedule that the district follows in strategic planning. They meet to write a plan, form action teams, work for 3-4 months to develop action plans, and then meet again to approve those action plans. Schools implement plans over 4 years. Schools write a plan, implement the plan the next year then update the plan the following year. This is one way we align all site plans with district plans. You will notice that mission statements and objectives are all aligned with the district mission and objectives.

The attached reports identify the school improvement team members from each school. The report also lists the mission, objectives and strategies for the building. Each report also highlights action plans for each strategy. The last section of the report lists consensus items on major decisions for the school including things like schedule, calendar decisions, parent/teacher conferences and the allocation of building resources. Our system of support for sites includes training CADRE Associates Jane Pille and Chris Wilcoxon to facilitate planning and updates as needed. This process is outlined in policy 10,000 and rule 10,000.1. The policy and rule are reviewed every other year.

OPTIONS AND ALTERNATIVES CONSIDERED: None**RECOMMENDATION:** For information only**STRATEGIC PLAN REFERENCE:** Mission, Objectives and Policy 10,000**IMPLICATIONS OF ADOPTION OR REJECTION:** None**TIMELINE:** As listed**RESPONSIBLE PERSON:** Angelo Passarelli**SUPERINTENDENT'S APPROVAL:** _____  _____**BOARD ACTION:**

**School Improvement Team Report
Due by June 1, 2010**

School: Rohwer Elementary

SCHOOL IMPROVEMENT TEAM MEMBERS:

Parents:

- Susan Baker
- Sharon Comisar-Langdon
- Sara Klein
- Heidi Macy
- Kathy Markin

Teachers:

- Anne Chambers (SPED, 40 Assets Team)
- Lori Graves (Instructional Facilitator, Literacy Teacher)
- Jane Petersen (Information Specialist, Technology Team)
- Lisa Richardson (Grade 4 Teacher)
- Amy Stenger (Grade 5 Teacher)
- Anna Vandenberg (Grade 2 Teacher)

BUILDING MISSION:

The new Rohwer mission statement was written at the Site Plan Update meeting on March 4, 2010.

The mission of Rohwer Elementary School is to guarantee that each student develops and applies the academic and life skills necessary to maximize individual excellence through:

- A safe, respectful and nurturing environment fostering responsible citizenship.
- Effective and diverse practices and opportunities that challenge and engage each student.
- Collaboration among the entire Rohwer community capitalizing on its unique strengths.

BUILDING OBJECTIVES:

The following objectives were written at the Site Plan Update meeting on March 4, 2010.

- All students will meet or exceed district and state standards; the achievement gap between subgroups will decrease annually; and overall performance on district and state assessments will increase annually.
- Each student will set and achieve challenging educational and career goals tailored to his/her abilities, interests and aspirations.
- The percentage of students participating in and performing at high levels on measures of national and/or international educational excellence will increase annually.
- All students will develop and consistently demonstrate character traits and positive behaviors necessary for personal excellence and responsible citizenship.

BUILDING STRATEGIES AND SPECIFIC RESULTS

These were not changed at the Site Plan Update meeting on March 4, 2010.

- We will develop and implement plans to understand, interpret and effectively communicate data to all stakeholders. (Data Team)
- In response to data we will ensure research-based instruction for all learners to experience academic growth. (Instructional Team)
- We will develop and implement plans that enhance our learning community. (40 Assets Team)

**School Improvement Team Report
Due by June 1, 2010**

CONSENSUS ON MAJOR DECISIONS:

A great deal of time was spent discussing the need to challenge all learners at Rohwer. This issue was discussed at length during the Site Update Plan meeting on March 4, 2010. The consensus was that we need to provide more opportunities for our high ability learners---both high achievers and identified HAL students. These opportunities may include differentiation of curriculum and HAL clubs such as Work Masters or Geography Bee.

Scheduling was also discussed. The discussion included revisiting the art and counseling schedules and improving the small group instruction schedule. The conversation about small group instruction focused on how we can make better use of our specialists and our teachers. Can we work smarter by creating an intervention block of time for grade levels and, possibly, sharing students based on needs. An intervention block has since been added to next year's schedule.

SCHOOL IMPROVEMENT TEAM MEETING DATES:

- Sept. 21, 2009
- Oct. 26, 2009
- Nov. 23, 2009
- Jan. 25, 2010
- Mar. 4, 2010
- May 17, 2010

Nancy Brosamle

Building Principal

Date June 11, 2010

Angelo D. Passanelli
Building Supervisor

Date 6-1-2010

School Improvement Team meeting agendas, attendees and meeting minutes are kept on file in the building.

Mari Sandoz Elementary School 2009-2010

Report due June 1

School Improvement Team members

Heidi Penke-principal	Jeannie Noel-1 st grade teacher
Beth Kohler-parent	Sherri Buford-READ/Title I Teacher
Brian Kleine-parent	Lisa Gustin-ELL teacher
Mary Lou Feilmeier-2 nd grade teacher	Colette Schweers-ELL/Title 1 Preschool teacher
Julie Grothe-parent	Michelle Lupardus-parent
Chuck Asmus-5 th grade teacher	Jane Gaston-ELL/Title 1 Preschool paraprofessional
Danielle Brazda-5 th grade teacher	Mary Kreis-SLP
Deb Conyers-Kindergarten teacher	Teri Persigehl-Kindergarten teacher
Jessica Dominy-4 th grade teacher	Kay Barmettler-3 rd grade teacher

Building Mission

The mission of Mari Sandoz Elementary School, a community that embraces the uniqueness and promotes the growth of the whole learner, guarantees each student masters academic skills and develops character traits for personal excellence and responsible citizenship in a global society by developing a world-class school with diverse programs and effective practices designed to engage and challenge each student.

Building Objectives

1. All students will meet or exceed district and state standards; the achievement gap between subgroups will decrease annually; and overall performance on district and state assessments will increase annually.
2. Each student will set and achieve challenging educational goals tailored to his/her abilities, interests and aspirations.
3. The percentage of students participating in and performing at high levels on measures of national educational excellence will increase annually.
4. All students will develop and consistently demonstrate character traits and positive behaviors necessary for personal excellence and responsible citizenship.

Building Strategies and Specific Results

1. We will develop and implement plans to unify discipline and character education across the school.
 - 1:1 Create a BIST Team at Sandoz (Behavior Intervention Support Team).
We created a BIST team who was trained in the BIST procedures, philosophy, and language. Our BIST team visited schools in Lincoln, NE to watch BIST in action. We also offered training sessions for the whole staff on BIST. Tom Kolbe, our BIST consultant, visited Sandoz to coach and train our staff once a month. We began establishing our common expectations for our school.
 - 1:2 Provide initial and on-going training for all staff to ensure school-wide participation in BIST.
Slated for implementation in 2010-11. We offered optional training sessions for the whole staff on BIST in January, February, and June.
 - 1:3 Provide BIST information to Sandoz families.
Slated for implementation at a later time.
 - 1:4 Ensure all staff are trained to understand and use the 40 Developmental Assets framework.
Implementation team determined who was not trained and who was. We kicked off the school year with a celebration for learning. Implementation team presented in November to the staff as a refresher course for the 40 Developmental Assets. BLAST Club was offered to fourth and fifth graders in order to build assets and spread the word. BLAST Club members served as "elves" during the holidays as they gave back to the community through service projects. In March and May we held Asset Assemblies to promote and teach the assets. We had a club from Millard South High School come to Sandoz to do a skit about the assets and we celebrated attendance. We also started a program where we "spot" students doing great things to develop assets and we acknowledge them publicly on a bulletin board and in our school newsletter.

- 1:5 Create an Asset-rich culture in our school.
Slated for implementation at a later time.
2. We will develop and implement plans to increase each student's achievement.
- 2:1 Enhance the existing Guided Reading Library to meet the needs of all readers.
Slated for implementation for 2010-11. We did create a book room for all of our guided reading books and a checkout system so the teachers could utilize the materials.
- 2:2 Implement guided reading instruction consistently and effectively throughout Sandoz.
Slated for implementation for 2010-11. Our District staff development began teaching us about guided reading instruction and how to use the Fountas and Pinnell continuum with our Reading Street curriculum.
- 2:3 Implement effective independent literacy practice during small group/guided reading time.
Implementation team presented in October about Debbie Diller's Workstations and Daily 5. Staff members visited other classrooms and observed workstations in action. In November we debriefed about the experience and shared what was implemented in their classroom. Many staff members attended a 194th Day staff development session on Workstations/Daily 5. All classroom teachers have begun implementing Workstations/Daily 5 during small group instruction time.
- 2:4 Implement a balanced integrated school wide Language Arts program.
At Fall Workshop, teachers learned about the new Reading Street curriculum and began implementing the curriculum. In January we learned more about Write Source and how to use the writing curriculum in conjunction with Reading Street. We also spent time planning out lessons to be taught. Throughout the year, we have aligned our literacy assessments schoolwide.
- 2:5 Enhance student achievement by implementing school wide reading activities to involve parents and their community.
Slated for implementation at a later time. In January we did create a school wide reading incentive where the students each had a reading goal. On the last day of the program, parents are invited to school to come read. In February, our media specialist opened the library to parents and families in order to learn about literacy and technology. In April, we had a reading incentive program in conjunction with the Omaha Royals.
3. We will develop and implement plans to maximize effective support to meet the needs of students in special programs.
- 3:1 Define and apply professional educational collaborative practices among staff.
Implementation team surveyed the staff about collaboration and current practices. The survey results were analyzed. Staff members were practicing communication through the use of the staff shared folder and placing lesson plans on there. We also share newsletter information by hanging them in a central location. We are working on reaching out to other schools to determine best collaborative practices. The implementation team also has created a definition of collaboration.
- 3:2 Create a school-wide schedule to maximize effective support of all students.
Slated for implementation at a later time.
- 3:3 Develop a way to efficiently communicate available educational strategies and resources among staff.
Slated for implementation at a later time.

Consensus on major decisions

- Title I Parent Involvement Policy was reviewed and approved.
- Approved Reteaching plan.
- Determined and approved how to best utilize our CCMII funds.
- A new mission, objectives, strategies, and action plans for our new site plan has been implemented beginning in the 2009-10 school year.

- The site plan implementation schedule was determined for the 2010-11 school year.
- Guidance was given to the development of a 2010-2011 Millard Public Schools Foundation Grant to promote Sandoz Strategy 2 and 3. STRIPE (Study to Reach Independence, Prepare, and Enrich) Club and Jumpstart for our Tiger Cubs was submitted.
- Schoolwide Title I Plan was discussed and reviewed prior to submission in April.

School Improvement Team Meeting Dates

September 8, 2009	October 6, 2009
November 10, 2009	December 1, 2009
January 19, 2010	February 23, 2010
March 9, 2010	April 20, 2010

____ Heidi Penke _____ 4/21/10 _____
 Building principal date

____ Angelo D. Passarella _____ 6-1-2010 _____
 Building supervisor date

School Improvement Team meeting agendas, attendees and meeting minutes are kept on file in the building.

Wilma Upchurch Elementary
2009-2010

Report Due June 1

School Improvement Team members

	Name	Position
	Susan Anglemyer	Principal
2008-2010	Bret Basye	Teacher
2008-2010	Jen Chambers	Parent
2010-2011	Rebecca Fochek	Parent
2010-2011	Sarah Foote	Parent
2008-2010	Stephanie Huntzman	Parent
2008-2010	Patti Long	Teacher
2008-2010	Amanda Lorimer	Teacher
2010-2011	Troy Malone	Teacher
2008-2010	Alan McPhaul	Parent
2008-2010	Bethany Rowlee	Teacher
2009-2011	Melissa Spencer	Parent
2008-2010	Paula Wolf	Community Member

Building Mission

The mission of Wilma Upchurch Elementary School is to guarantee a positive and caring learning environment where every student will achieve world class personal and academic excellence characterized by innovative, challenging and diverse programs designed to actively engage all students in partnership with school and community members.

Building Objectives

- All students will meet or exceed district and state standards; the achievement gap between subgroups will decrease annually; and overall performance on district and state assessments will increase annually.
- Each student will set and achieve challenging educational and career goals tailored to his/her abilities, interests and aspirations.
- The percentage of students participating in and performing at high levels on measures of national and/or international educational excellence will increase annually.
- All students will develop and consistently demonstrate character traits and positive behaviors necessary for personal excellence and responsible citizenship.

Building Strategies and Specific Results

Strategy 1

We will develop and implement plans to create a volunteer program.

Specific Result 1:1 Establish an understanding of the volunteer needs for the students and staff.

Specific Result 1:2 Develop a framework for the volunteer program.

Specific Result 1:3 Develop a strategy for recruitment and utilization of volunteers to support framework.

Specific Result 1:4 Develop and implement ways to retain volunteers and increase involvement of parents and community.

Strategy 2

We will develop and implement plans to utilize all resources to support all learners.

Specific Result 2:1 Help new students transition into our school community with ease.

Specific Result 2:2 Develop a centralized location to house resources for students of all ability for teacher use.

Specific Result 2:3 Develop a plan to implement after school clubs.

Strategy 3 We will develop and implement plans to fully engage ALL stakeholders, enhancing the educational process.

Specific Result 3:1 Implement an after school enrichment program.

Specific Result 3:2 Implement a “during the day” specials Fine Arts program.

Specific Result 3:3 Implement a summer Fine Arts enrichment camp.

Specific Result 3:4 Provide a take home Early Literacy kit for families.

Strategy 4 We will develop and implement plans to improve communication between students, home, and community.

Specific Result 4:1 Improve communication between all stakeholders using electronic vs. paper means.

Specific Result 4:2 Improve communication between all stakeholders using the school’s website to provide quarterly information on curricular areas.

Specific Result 4:3 Improve communication between all stakeholders via a school marquee and LED display sign.

Specific Result 4:4 Improve communication between all stakeholders, by engaging and modeling the avenues available to receive information with major stakeholders (students, parents, guardians, and staff) on specific nights.

Strategy 5 Develop and implement plans to maximize technology resources.

Specific Result 5:1 Develop an understanding of current and future technology and how to utilize it in the classroom.

Specific Result 5:2 Develop an understanding of current technology and future technology and how to utilize it within the classroom.

Consensus on major decisions:

Strategy 1 We will develop and implement plans to create a volunteer program.

**Our School Improvement Team will continue to work on this program because we still need to focus on a core aspect of this plan regarding the development of a job description for a volunteer coordinator.*

Specific Result 1:1 Establish an understanding of the volunteer needs for the students and staff.
Data was collected and analyzed to determine the needs of both volunteers and school staff.

Specific Result 1:2 Develop a framework for the volunteer program.
A Volunteer Center was developed in the workroom.

Specific Result 1:3 Develop a strategy for recruitment and utilization of volunteers to support framework.
Decisions were made to advertise the need for volunteer support in the Upchurch newsletter.

Strategy 2 We will develop and implement plans to utilize all resources to support all learners.

Specific Result 2:3 Develop a plan to implement after school clubs.

Funds were secured by writing a site plan grant to support this program. After school clubs were offered three to four nights a week throughout the school year for students K-5.

Strategy 3 We will develop and implement plans to fully engage ALL stakeholders, enhancing the educational process.

Specific Result 3:1 Implement an after school enrichment program.

Funds were secured by writing a site plan grant to support this program. After school clubs were offered three to four nights a week throughout the school year for students K-5.

Specific Result 3:2 Implement a “during the day” specials Fine Arts program.

Funds were secured by support from the PTA to host an Artists In Residency program. All students had a balance of experiences throughout the school year.

Specific Result 3:4 Provide a take home Early Literacy kit for families.

Two primary teachers developed an interactive DVD to model important methods to teach literacy skills to young children. Interested kindergarten parents were invited to school to learn more about how to use the materials available in the literacy kit.

Strategy 4 We will develop and implement plans to improve communication between students, home, and community.

Specific Result 4:1 Improve communication between all stakeholders using electronic vs. paper means.
**Our school has implemented the use of Alert Now to distribute newsletter information.*

Specific Result 4:2 Improve communication between all stakeholders using the school's website to provide quarterly information on curricular areas.
**A new school website has been developed utilizing school fusion. (May teacher training included)*

Specific Result 4:3 Improve communication between all stakeholders via a school marquee and LED display sign.
**A marquee was completed in May 2009 as a result of this plan. (Several more steps to complete this specific result are not complete.)*

Specific Result 4:4 Improve communication between all stakeholders, by engaging and modeling the avenues available to receive information with major stakeholders (students, parents, guardians, and staff) on specific nights.
**A great deal of planning occurred to take advantage of all school registration so that parents can complete the necessary paperwork for an IC password. Also plans have been made to help a parent understand how to activate their personal account.*

School Improvement Team Meeting Dates

November 16, 2009 December 21, 2009
 March 8, 2010 April 20, 2010

January 11, 2009
 May 10, 2010

Susan Anglemyer June 1, 2010
 Building Principal Date

Arlo D. Powell 6-10-2010
 Building Supervisor Date

School Improvement Team meeting agendas, attendees and meeting minutes are kept on file in the building.

School Improvement Team members-

Parents- Jessica Covi, Mike Betzold, Aaron Goliday

Staff- Andy DeFecce, Tracy Logan, Maureen Strain, Deb Ashmore, Teeyl Chapman, Melissa Larka, Martha Vannier

Building Mission- Wheeler Elementary dedicated to lifelong learning for all, will guarantee that each student develops character traits and masters knowledge and skills necessary for personal excellence and responsible citizenship by providing a world-class educational community with diverse programs and effective practices designed to challenge all learners through a committed partnership of all stakeholders.

Building Objectives

- All students will meet or exceed district and state standards; the achievement gap between subgroups will decrease annually; and overall performance on district and state assessments will increase annually.
- Each student will set and achieve challenging educational goals tailored to his/her abilities, interests and aspirations.
- The percentage of students participating in and performing at high levels on measures of national educational excellence will increase annually.
- All students will develop and consistently demonstrate character traits and positive behaviors necessary for personal excellence and responsible citizenship.

Building Strategies and Specific Results

1 We will develop and implement plans to systematically support and proactively intervene with struggling students.

1-1 Expand data teams to focus on k-5 Barely and Below Proficient in the areas of Language Arts and Math

1-2 Implement a master schedule to allow consistent resources/specialist and interventions provided for k-5 Barely and Below Proficient Students

1-3 Provide parents with knowledge of student's struggles and skills to assist their child

2 We will implement instruction based on individual student data to improve achievement so all students attain personal excellence.

2-1 Establish manageable and meaningful data points consistent across grade levels for all students

2-2 Create a systematic process to communicate individualized data with appropriate stakeholders

2-3 Utilize data to provide meaningful and flexible instruction for all students

2-4 Develop and track progress towards school-wide, class and individual goals that all connect to a school-wide focus

3 We will develop and implement plans to advance our student understanding of literacy to engage and challenge all learners.

3-1 Develop understanding of quality writing instruction and educate teachers on implementation

3-2 Create a school culture in which speaking and listening are valued and encouraged

3-3 Develop the community understanding of literacy practices and engage the community in supporting student learning

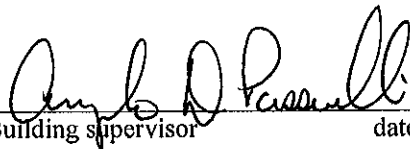
4 We will develop and implement plans to engage parents and community members to increase student achievement and develop character traits that reflect positive social behavior and responsible citizens

- 4-1 Increase family engagement through various methods of communication
- 4-2 Develop relationships with our community to increase student achievement
- 4-3 Restructure curriculum night

This was a new plan that was finalized this spring.
Consensus on major decisions

1.) New mission and new school improvement plan.

School Improvement Team Meeting Dates- September 10, October 22, November 3, February 18, April 22, May 18

<u>Andy DeFreece</u>	<u>6/1/10</u>	<u></u>	<u>6-10-2010</u>
Building principal	date	Building supervisor	date

School Improvement Team meeting agendas, attendees and meeting minutes are kept on file in the building.