

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

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at **6:00 p.m. on Monday, January 22, 2024** at Don Stroh Administration Building 5606 S. 147th St. Omaha, NE 68137.

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

Mike Kennedy  
Secretary

1/19

ZNEZ

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

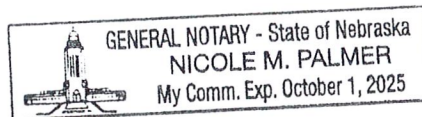
UNITED STATES OF AMERICA,  
The State of Nebraska,  
District of Nebraska,  
County of Douglas,  
City of Omaha

} ss.

JASON W. HUFF and/or JOSIE CHARRON, being duly sworn, deposes and say that they are the PUBLISHER and/or MANAGING 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, and a general circulation in Sarpy, Lancaster, Cass and Dodge Counties, printed in Omaha, in said County of Douglas, Nebraska for more than fifty-two weeks last past; that the printed notice here-to attached was published in THE DAILY RECORD, of Omaha, for 1 consecutive weeks on:

1/19/24

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



Publisher's Fee \$23.33  
Additional Copies \$ \_\_\_\_\_  
Filing Fee \$ \_\_\_\_\_  
Total \$23.33

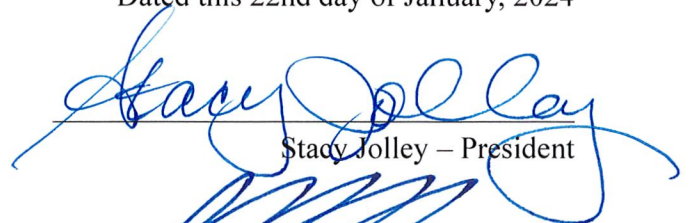
*Jason W Huff*  
Subscribed in my presence and sworn to before me this JANUARY 19 2024

*Nicole M Palmer*  
Notary Public in and for Douglas County, State of Nebraska

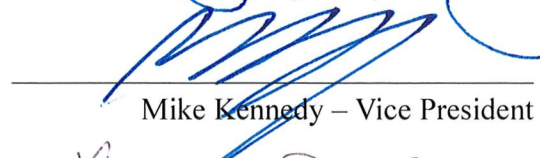
**ACKNOWLEDGMENT OF RECEIPT  
OF NOTICE OF MEETING**

The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 6:00 P.M. on January 22, 2024, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 22nd day of January, 2024

  
\_\_\_\_\_

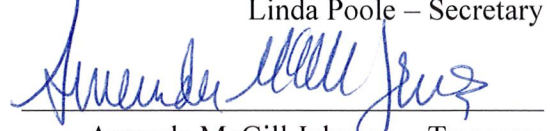
Stacy Jolley – President

  
\_\_\_\_\_

Mike Kennedy – Vice President

  
\_\_\_\_\_

Linda Poole – Secretary

  
\_\_\_\_\_

Amanda McGill Johnson – Treasurer

  
\_\_\_\_\_

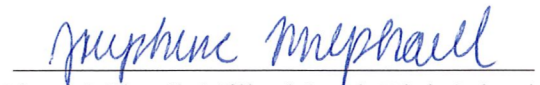
Mike Pate

  
\_\_\_\_\_

Lisa Schoenberger

  
\_\_\_\_\_

Reema Guda - Millard North High School

  
\_\_\_\_\_

Josephine McPhaul- Millard South High School

  
\_\_\_\_\_

Tori Karloff - Millard West High School





**BOARD OF EDUCATION  
MEETING**

**January 22, 2024**

BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BOARD MEETING  
JANUARY 22, 2024  
6:00 P.M.

DON STROH ADMINISTRATION CENTER  
5606 SOUTH 147TH STREET

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. Showcase - Recognition of Students**

**F. Routine Matters**

1. \*Approval of Board of Education Minutes – January 15, 2024
2. \*Approval of Bills and receive the Treasurer’s Report and Place on File

**G. Information Items**

1. Superintendent’s Comments
2. Board Comments/Announcements
3. Reports from the Student Representatives

**H. Unfinished Business - None**

**I. New Business**

1. Reaffirm Policy 4135: Human Resources - Assignment, Reassignment and Transfer
2. Approval of Rule 4135.1: Human Resources - Assignment, Reassignment and Transfer
3. Reaffirm Policy 5495: Student Services - Corporal Punishment
4. Reaffirm Rule 5495.1: Student Services - Discipline - Punishment - Corporal Punishment
5. Approval of Board Appointments
6. Approval of Teachers’ and Nurses’ Agreement with the Millard Education Association
7. Approval of Contract for Millard North High School Choir and Band Room Renovations
8. Approval of Contract for Slab Settlement Repair at Black Elk Elementary School, Willowdale Elementary School, and Russell Middle School
9. Approval of Contract for Black Elk Elementary School Stage Door Replacement
10. Approval of Contract for Millard North High School Fire Alarm System Replacement
11. Approval of Contracts for South High School Furniture Replacement - Phase II
12. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda

**J. Reports**

1. Summer of 2023 Bond Project Report
2. Nebraska Continuous Improvement External Report
3. Engagement Report 2023-24
4. Legislative Report

**K. Future Agenda Items/ Board Calendar**

1. Monday, February 5, 2024 - Board of Education Meeting - 6:00 p.m. at DSAC
2. Monday, February 12, 2024 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
3. Friday, February 16, 2024 - No School for Students - Professional Development Day
4. Monday, February 19, 2024 - No School for Students - Presidents' Day / New Staff Orientation Day
5. Monday, March 4, 2024 - Board of Education Meeting - 6:00 p.m. at DSAC
6. Monday, March 11, 2024 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
7. Thursday, March 14 - Monday, March 18, 2024 - No School for Students - Conferences / Teacher Work Day / Professional Development
8. Monday, March 18, 2024 - Board of Education Meeting - 6:00 p.m. at DSAC

- L. 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.

**M. 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  
JANUARY 22, 2024  
6:00 P.M.

DON STROH ADMINISTRATION CENTER  
5606 SOUTH 147TH STREET

ADMINISTRATIVE MEMORANDUM

A. Call to Order

**The Public Meeting Act is posted on the wall and 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. Showcase - Recognition of Students

F.1\* Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board of Education Minutes from January 15, 2024.

F.2\* Approval of Bills and receive the Treasurer's Report and Place on File.

G.1 Superintendent's Comments

G.2 Board Comments/Announcements

G.3 Report from Student Representatives

H.1 Unfinished Business - None

I.1 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 4135: Human Resources - Assignment, Reassignment and Transfer.

I.2 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 4135.1: Human Resources - Assignment, Reassignment and Transfer.

I.3 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 5495: Student Services - Corporal Punishment.

I.4 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Rule 5495.1: Student Services - Discipline - Punishment - Corporal Punishment.

I.5 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 2024 Board Appointments.

- I.6 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the Negotiated Agreement for the Teachers and Nurses with the Millard Education Association for the 2024-25 and the 2025-26 school years be approved and that the Superintendent or his designee be authorized to execute any and all documents related to such Agreement.
- I.7 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the contract for the Millard North High School Choir and Band Room Renovations be awarded to Elk Ridge Construction in the amount of \$522,769.26 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- I.8 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the contract for the Slab Settlement Repair at Black Elk Elementary School, Willowdale Elementary School, and Russell Middle School be awarded to KE Flex in the amount of \$492,989 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- I.9 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the contract for the Black Elk Elementary School Stage Door Replacement be awarded to K.C. Petersen Construction in the amount of \$61,800 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- I.10 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the contract for Millard North High School Fire Alarm System Replacement be awarded to Downs Electric in the amount of \$1,659,900 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- I.11 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that that the Chief Financial Officer be authorized to execute any and all documents related to the contracts for South High School Furniture Replacement - Phase II and that the contracts be awarded as follows: (1) to SBI in the amount of \$143,852; (2) to Meteor in the amount of \$253,955; and (3) to Virco in the amount of \$69,832.
- I.12 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Personnel Actions: Recommendation to Hire, Resignation Agenda.

J. Reports

1. Summer of 2023 Bond Project Report
2. Nebraska Continuous Improvement External Report
3. Engagement Report 2023-24
4. Legislative Report

K. Future Agenda Items/ Board Calendar

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- L. 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.

M. Adjournment

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



MILLARD PUBLIC SCHOOLS  
SCHOOL DISTRICT NO. 17

A meeting of the Board of Education of the School District No. 17, in the county of Douglas in the state of Nebraska was convened in open and public session at 6:00 p.m., Monday, January 15, 2024, at the Don Stroh Administration Center, 5606 South 147<sup>th</sup> Street.

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, January 12, 2024 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 Acknowledgement 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.

President Amanda McGill Johnson announced that the open meeting laws are posted and available for public inspection and asked everyone to join in the Pledge of Allegiance.

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

Awards were presented to Employees of the Month Franco Fiorini, Technology Facilitator at Millard North High School, and Sandi Dawson, Secretary at Rohwer Elementary.

Mrs. McGill Johnson announced this is the proper time for public questions and comments on agenda items only. There were no requests to speak on agenda items.

Mrs. McGill Johnson explained the voting process for officers.

Election of Officers:

President:

Round 1: Stacy Jolley - 5, Amanda McGill Johnson - 1. Stacy Jolley was declared President.

Vice-President:

Round 1: Mike Kennedy - 5, Mike Pate - 1. Mike Kennedy was declared Vice-President.

Secretary:

Round 1: Linda Poole - 5, Mike Pate - 1. Linda Poole was declared Secretary.

Treasurer:

Round 1: Amanda McGill Johnson - 6. Amanda McGill Johnson was declared Treasurer.

Motion was made by Mike Kennedy, seconded by Linda Poole, to approve the Board of Education minutes for December 4, 2023, and approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

**Superintendent's Comments:**

Dr. Schwartz said he would like to recognize the contribution of Martin Luther King Jr. on this day.

Dr. Schwartz shared that winter weather has been a topic of high interest recently. Dr. Schwartz said that the recent winter weather has been unprecedented with the extreme low temperatures, large amounts of snow, and high wind. Dr. Schwartz shared his gratitude to our parents, students, and staff for their flexibility and willingness to adapt. Dr. Schwartz thanked the grounds and custodial staff for their incredible work. He said they have done an amazing job and he appreciated their hard work. He shared many of the variables of what goes into making winter weather decisions. Dr. Schwartz said that we always try to balance the importance of having our students in school in person yet at the same time student and safety are on our mind as well. He explained the many data points that are monitored and used to make the best decision for our students and families. Dr. Schwartz shared that many times districts across the metro are on the same page with weather decisions. He also

explained that sometimes there are variables that affect districts differently. Dr. Schwartz gave the example of some districts not having a late start option or districts using different types of buses that may not handle the cold weather the same way. Dr. Schwartz shared that Millard has a late start option as well as propane buses that tend to do better in the extreme cold weather.

Dr. Schwartz shared that staff participated in professional development today which was planned and organized by over 100 staff members with 160 different presenters. He shared that almost 2,000 staff members were involved.

**Board Comments:**

Mr. Kennedy:

Mr. Kennedy also recognized the contribution of Martin Luther King Jr. especially to his commitment to education.

Mr. Kennedy congratulated Mrs. Jolley and the other officers elected tonight.

Mr. Kennedy thanked transportation, grounds, and custodian for all their work.

Mrs. Lisa Schoenberger:

Mrs. Schoenberger echoed her thanks to the custodial and grounds crew. She also hopes people will give Dr. Schwartz grace as he makes these tough weather decisions.

Mrs. Schoenberger shared that she has served on the board for a year now. She said she has learned so much this last year and she thanked her fellow board members for their support.

Mrs. Poole:

Mrs. Poole echoed gratitude for the custodial and grounds crews. She also thanked Dr. Schwartz for all the work that goes into making the best decision in regards to weather.

Mrs. Poole shared that she attended the second TAC meeting recently. She appreciates that the Nebraska Department of Education is asking for input.

Mrs. McGill Johnson:

Mrs. McGill Johnson echoed her fellow board members' comments regarding the grounds crews. Mrs. McGill Johnson said she has full faith in Dr. Schwartz's decision making regarding weather.

Mr. Pate: None

Mrs. Jolley:

Mrs. Jolley echoed her thanks to the grounds crews as well.

Mrs. Jolley shared that the Millard North show choir team was in the finals at the Gretna Show Choir competition.

**Unfinished Business:** None

**New Business:**

Motion by Mike Pate, seconded by Amanda McGill Johnson, to approve Dayna M. Burke as the Principal of Aldrich Elementary. Voting in favor of said motion was: Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Amanda McGill Johnson, to approve Anne S. Cooke as the Principal of Hitchcock Elementary. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Amanda McGill Johnson, to approve Nathan G. Wragge as an Assistant Principal at Millard North High School. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Mike Pate, seconded by Linda Poole, to approve Dr. Carrie Novotny-Buss as the Director of Special Education. Voting in favor of said motion was: Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Amanda McGill Johnson, seconded by Linda Poole, to approve Rule 5400.6: Student Services - Standards for Student Conduct. *There was discussion about the addition of the word "aggressive" and the definition of the word. Mr. Pate asked that this be defined and shared with building administrators so that there is consistency across the district.* Voting in favor of said motion was: Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Mike Kennedy, to approve The Daily Record as the Official Paper of Record. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Amanda McGill Johnson, that the district designate American National Bank and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of First National Bank, US Bank, and Core Bank for school activity fund deposits. Voting in favor of said motion was: Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Amanda McGill Johnson, seconded by Linda Poole, that the District adopt the attached Purchase Resolution and the attached Bond Resolution. *Chief Financial Officer Chad Meisgeier said Cody Wickham from DA Davidson and Josh Meyer from Kutak Rock were available to address questions and concerns from the Board. The new approach of refinancing bonds was explained. This is anticipated to save the District between \$500,000 and \$1,000,000 in net present value savings, based on current estimates.* Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, seconded by Amanda McGill Johnson, that the contract for the Beadle Middle School Storage Addition be awarded to KE Flex Contracting in the amount of \$280,351 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Pat Carson from BCDM Architects was available to address questions and concerns from the Board.* Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, seconded by Amanda McGill Johnson, that the contract for the Buell Stadium Turf Replacement be awarded to Midwest Field Turf in the amount of \$418,437.80 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Joe Zadina from Lamp Rynearson was available to address questions and concerns from the Board. Mr. Meisgeier shared that this project is being paid for out of depreciation and building funds.* Voting in favor of said motion was: Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, seconded by Amanda McGill Johnson, that the contract for the Millard South High School Practice Field Turf Replacement be awarded to Nemaha Landscape Construction, Inc. in the amount of \$1,260,235.74 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Joe Zadina from Lamp Rynearson was available to address questions and concerns from the Board. Mr. Meisgeier shared that this project is being paid for out of depreciation, private fundraising, and building funds.* Voting in favor of said motion was: Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Amanda McGill Johnson, that the contract for the Cottonwood Elementary School Gym Lighting Replacement be awarded to Downs Electric in the amount of \$28,275 and that the Chief Financial Officer be

authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Jeff Hemjd from Morrissey Engineering was available to address questions and concerns from the Board.* Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Amanda McGill Johnson, to approve Personnel Actions: Recommendation to Hire: Gracie E. Luebbe, Allen Burrell, Shelbi B. Ankersen, Katie M. Gartner, Ellen M. Carpenter, Shelby A. Tomasek, Sarah J. Zimmerman, Morgan K. McDonnell, Lydia M. Mike; Contract Addendum: Kristina B. Leeper; Resignation Agenda: Andrea M. Egelkraut, Kelly F. Blecha, Jeffrey W. Hacker, Jodi J. Messerole, Allayna L. Stolp, Janine S. Ellis, Alexandra S. Espinoza, Melissa L. Evers, Michelle K. Flynn, Cristina N. Fox, Julia Gilreath, Jeana M. Gilin, Misty D. Graham, Allison W. Harrold, Terry P. Houlton, Debra L. Marshall, Julia R. Sparks, Kristine A. Meier; Voluntary Separation Program (VSP): Patricia McGregor, Jeana M. Gilin, Patricia A. Scalise, Carol L. Wardian. Voting in favor of said motion was: Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Mrs. Jolley requested to move Executive Session to the end of the agenda. There was no objection.

### **Reports:**

#### **Exiting Senior Survey- Class of 2023 and 8th- 9th Grade Transition Report**

Director of Secondary Education Dr. Tony Weers shared the results of the exiting senior and 8th to 9th grade transition survey report. Dr. Weers said the extracurricular activity participation in middle and high school continues to be high. Dr. Weers said 70% of 8th graders report participating in at least one activity and 73% of seniors report participating in activities during their high school years.

Eighty- eight percent of our graduates reported they plan to be in school full or part time within a year of graduating. The majority of incoming college freshmen reported that they felt prepared for academic success in high school. Dr. Weers shared that the percent of students indicating they were planning to stay in Nebraska increased to seventy-two percent.

#### **Legislative Report**

Director of Strategic Projects & External Affairs Dr. Todd Tripple provided the board with a legislative update. Dr. Tripple said that Friday was the 8th day of the 60 day session. Dr. Tripple said that 379 bills have been introduced and Millard is following 53 of these bills. Dr. Tripple provided a quick overview of the bills of interest to the district. The last day to introduce a bill is January 17, 2024 and committee hearings will begin on January 22, 2024.

Dr. Tripple reminded the board of the names of Millard Senators as well as the members of the Education and Revenue committee members.

Mrs. Jolley reminded the Board of future agenda items and said this is the proper time for public questions and comments. There were no requests to speak on non-agenda items.

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

1. Legislative Issues Conference in Lincoln - Sunday, January 21- Monday, January 22, 2024
2. Monday, January 22, 2024 - Board of Education Meeting - 6:00 p.m. at DSAC
3. Monday, February 5, 2024 - Board of Education Meeting - 6:00 p.m. at DSAC
4. Monday, February 12, 2024 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
5. Friday, February 16, 2024 - No School for Students - Professional Development Day
6. Monday, February 19, 2024 - No School for Students - Presidents' Day / Teacher Work Day

Motion by Mike Kennedy, seconded by Amanda McGill Johnson, to go into Executive Session at 7:40 p.m. for the purpose of Negotiations for the protection of the public's interest. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

Mrs. Jolley left at 7:40 p.m..

Motion by Mike Kennedy and seconded by Linda Poole to come out of Executive Session at 8:38 p.m. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None.  
Motion carried.

  
Secretary, Linda Poole

# **Millard Public Schools**

**January 22, 2024**

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 22, 2024

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	513186	01/11/2024	143971	AMERICAN NATIONAL BANK MASTERCARD	\$508.05
	513187	01/11/2024	142704	CITIBANK N.A.	\$297.33
	513188	01/11/2024	108436	COX COMMUNICATIONS INC	\$422.24
	513189	01/11/2024	143459	GREAT PLAINS COMMUNICATIONS HOLDING	\$1,396.24
	513192	01/11/2024	082100	SCHOLASTIC INC	\$714.25
	513193	01/11/2024	133300	TALX UC EXPRESS	\$990.48
	513195	01/22/2024	012989	APPLE COMPUTER INC	\$17.50
	513196	01/22/2024	144496	LUCAS BINGHAM	\$42.64
	513197	01/22/2024	144495	MATT BLOMENKAMP	\$66.81
	513198	01/22/2024	143973	CHRYSLER CAPITAL	\$499.00
	513199	01/22/2024	144497	ANDREW DICK	\$579.02
	513200	01/22/2024	052370	ECHO ELECTRIC SUPPLY CO	\$4.58
	513201	01/22/2024	037525	EDUCATIONAL SERVICE UNIT #3	\$25.00
	513202	01/22/2024	144498	SARA FJELL	\$39.30
	513203	01/22/2024	140887	RODNEY JOHNSON	\$232.00
	513204	01/22/2024	133397	HY-VEE INC	\$1,008.86
	513205	01/22/2024	132878	HY-VEE INC	\$591.57
	513206	01/22/2024	139793	STACY JOLLEY	\$1,589.76
	513207	01/22/2024	144499	ALLISON JONAS	\$306.54
	513208	01/22/2024	144500	MITCH KUBICEK	\$263.32
	513209	01/22/2024	135376	CASEY I LUNDGREN	\$1,907.21
	513210	01/22/2024	141664	MIDWEST ALARM SERVICES	\$220.29
	513212	01/22/2024	144502	MARISSA PAYZANT	\$187.78
	513213	01/22/2024	144501	ANGIE PLUGGE	\$251.52
	513214	01/22/2024	144503	MELISSA POLONCIC	\$102.84
	513216	01/22/2024	144504	JOHN SKRETTA	\$62.88
	513219	01/22/2024	106493	TRITZ PLUMBING, INC.	\$13,729.00
	513220	01/22/2024	090242	UNITED PARCEL SERVICE	\$222.47

## Millard Public Schools Check Register Prepared for the Board Meeting for Jan 22, 2024

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E106630	01/11/2024	143184	ENTERPRISE FM TRUST	\$2,449.95
	E106631	01/11/2024	082100	SCHOLASTIC INC	\$140.09
	E106632	01/22/2024	019111	BISHOP BUSINESS EQUIPMENT	\$3,708.00
	E106633	01/22/2024	019559	BOUND TO STAY BOUND BOOKS INC	\$589.14
	E106634	01/22/2024	139202	CINTAS CORPORATION	\$43.14
	E106635	01/22/2024	033473	DIETZE MUSIC HOUSE INC	\$49.80
	E106636	01/22/2024	100928	J W PEPPER & SON INC.	\$32.98
	E106639	01/22/2024	140361	VWR INTERNATIONAL LLC	\$100.00
<b>01 - Total</b>					<b>\$33,391.58</b>
02	27293	01/22/2024	143976	PRAISE Y AGBALETI	\$76.13
	27294	01/22/2024	143577	TWILA L BOYSEN	\$76.13
	27295	01/22/2024	144144	AMY L BUTTS	\$59.21
	27296	01/22/2024	144316	OWEN J DEMONT	\$67.06
	27297	01/22/2024	144315	KYLE F RODDENBERRY	\$67.06
<b>02 - Total</b>					<b>\$345.59</b>
06	513190	01/11/2024	142914	MARATHON REPROGRAPHICS INC	\$800.00
	E106637	01/22/2024	138181	KIDWELL ELECTRIC COMPANY INC	\$14,615.00
<b>06 - Total</b>					<b>\$15,415.00</b>
07	513211	01/22/2024	139317	MMC MECHANICAL CONTRACTORS INC	\$20,767.42
	513217	01/22/2024	084019	SOL LEWIS ENGINEERING COMPANY	\$14,661.90
	513218	01/22/2024	132452	TERRACON INC	\$4,538.25
<b>07 - Total</b>					<b>\$39,967.57</b>
11	513187	01/11/2024	142704	CITIBANK N.A.	\$169.31
	513191	01/11/2024	143701	WASTE CONNECTIONS OF NEBRASKA INC	\$90.46
	513201	01/22/2024	037525	EDUCATIONAL SERVICE UNIT #3	\$75.00
	513215	01/22/2024	144505	SCOIR INC	\$2,145.00
<b>11 - Total</b>					<b>\$2,479.77</b>
17	E106635	01/22/2024	033473	DIETZE MUSIC HOUSE INC	\$53,346.00



**Millard Public Schools Check Register Prepared for the Board Meeting for Jan 22, 2024**

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
17	E106637	01/22/2024	138181	KIDWELL ELECTRIC COMPANY INC	\$9,459.00
	E106638	01/22/2024	138165	STEVE WEISS MUSIC INC	\$636.00
	E106640	01/22/2024	094174	WEST MUSIC CO INC	\$109.44
<b>17 - Total</b>					<b>\$63,550.44</b>
50	513192	01/11/2024	082100	SCHOLASTIC INC	\$1,250.00
<b>50 - Total</b>					<b>\$1,250.00</b>
<b>Overall - Total</b>					<b>\$156,399.95</b>

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm of Policy – 4135 - Human Resources: Assignment, Reassignment and Transfer

**Meeting Date:** January 22, 2024

**Background/  
Description:** Following District guidelines to review Board Policy/Rule every seven years.

**Action Desired:** Reaffirm of Policy – 4135 - Human Resources: Assignment, Reassignment and Transfer

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

**Responsible Person(s):** Kevin Chick, Assoc. Superintendent of Human Resources and Mitch Mollring,  
Director of Personnel

**Superintendent's Signature:**

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

## Human Resources

### Assignment, Reassignment and Transfer

**4135**

The District shall develop procedures for the assignment, reassignment and transfer of its employees.

The assignment, reassignment and/or transfer of administrators shall be made by the Superintendent and approved by the Board.

Related Policies & Rules: 4135.1

Policy Adopted: October 7, 1974

Revised: March 16, 1992; August 16, 1993; February 18, 2002

Reaffirmed: October 19, 2009; February 6, 2017; [January 22, 2024](#)

Millard Public Schools  
Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Rule – 4135.1 - Human Resources: Assignment, Reassignment and Transfer

**Meeting Date:** January 22, 2024

**Background/  
Description:** Following District guidelines to review Board Policy/Rule every seven years.

**Action Desired:** Approval of Rule – 4135.1 - Human Resources: Assignment, Reassignment and Transfer

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

**Responsible Person(s):** Kevin Chick, Assoc. Superintendent of Human Resources and Mitch Mollring,  
Director of Personnel

**Superintendent's Signature:**

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

## Human Resources

### Transfer, Change of Assignment, Job Posting

4135.1

The Human Resources Office will post available vacancies as and when they occur on the District web site. Vacancies will be advertised through ~~electronic and print~~ [the District Website and](#) media as deemed necessary by the Human Resources Office. Each posting will include information concerning appropriate job descriptions, application forms, and application deadlines. Job posting may be suspended during the two weeks immediately preceding and one week immediately following the first student day of a new school year. Such suspension shall be for the purpose of facilitating the timely opening of school.

Employees who wish to apply for a posted position must complete the designated application form and submit it to the Human Resources office within the specified time limit. Applications will be reviewed by the Human Resources office and interviews may be scheduled with the immediate supervisor and others as deemed appropriate by the Human Resources Office. ~~A Position must be posted for one week before it can be filled. will not be filled prior to the conclusion of the period to which the posting applies.~~

A Human Resources officer, in conjunction with the building administrators, shall determine how and which interviews shall be conducted and shall determine what transfers shall be or shall not be approved and recommended to the Superintendent. Each applicant shall be notified of the action taken. Each request shall be considered in terms of (a) qualifications of the applicants; (b) available vacancies; (c) number of transfer requests; (d) number of transfers which have to be made for administrative reasons; (e) balancing school staffs; (f) utilizing staff members to maximum efficiency; (g) retaining strength on each school's and/or department's staff; and (h) the best interests of the District. Transfers during the school year will be discouraged.

Nothing in this Rule shall restrict a principal or supervisor from making internal transfers of comparable positions within his or her own school and/or department. Such transfers are not subject to posting.

The Superintendent or his or her designee may assign, reassign and/or transfer any employee at any time.

A certificated employee does not have a right to a specific assignment so long as such certificated employee is assigned to duties for which he or she is qualified by reason of certification, endorsement, or college preparation.

Legal Reference: Neb. Rev. Stat. § 79-839

Related Policies and Rules: 4135

Rule Approved: October 7, 1974

Revised: August 21, 1978; April 6, 1992; August 16, 1993; February 18, 2002

October 19, 2009, [January 22, 2024](#)

Reaffirmed: February 6, 2017

Millard Public Schools  
Omaha, Nebraska

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Policy 5495 - Corporal Punishment and Physical Contact

**Meeting Date:** January 22, 2024

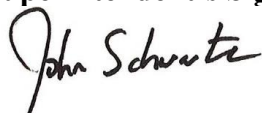
**Background/  
Description:** Seven (7) Year Review

**Action Desired:** Reaffirm

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

**Responsible Person(s):** Bill Jelkin, Director of Student Services

**Superintendent's Signature:**

A handwritten signature in black ink that reads "John Schwartz". The signature is written in a cursive style with a large initial "J".

## Student Services

### Corporal Punishment and Physical Contact

5495

Corporal punishment shall not be used to discipline students. Reasonable physical, protective force may be used by staff members when it is immediately necessary to protect himself or herself, to protect other persons against the use of unlawful force, to protect a student from harming himself or herself, or to prevent an unlawful entry or other trespass upon land or a trespass against or the unlawful removal of tangible, moveable property. Reasonable and incidental physical contact may be used by staff members when it is not intended to punish a student for disapproved behavior and is instead intended to promote personal interaction with a student or to preserve order or protect persons or property from harm.

Legal References: Neb. Rev. Stat. § 79-295  
Neb. Rev. Stat. § 79-258  
Neb. Rev. Stat. § 28-1411  
Neb. Rev. Stat. § 28-1410  
Neb. Rev. Stat. § 28-1409

Policy Approved: July 5, 1988

Revised: March 5, 2001; November 19, 2018

Reaffirmed: February 21, 2011; [January 22, 2024](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Policy 5495.1 - Corporal Punishment and Physical Contact

**Meeting Date:** January 22, 2024

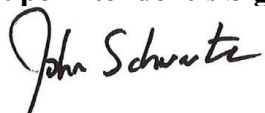
**Background/  
Description:** Seven (7) Year Review

**Action Desired:** Reaffirm

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

**Responsible Person(s):** Bill Jelkin, Director of Student Services

**Superintendent's Signature:**

Handwritten signature of John Schwartz in black ink.



## Student Services

### Corporal Punishment and Physical Contact

**5495.1**

- I. Corporal Punishment Prohibited. Corporal punishment shall not be used to discipline students.
- II. Corporal Punishment Defined. Corporal punishment is the infliction of bodily pain as a penalty for disapproved behavior. Corporal punishment does not, as hereinafter provided in Sections III and IV, include any and all physical force or physical contact.
- III. Allowable Physical Force. Reasonable, protective physical force may be used by a staff member in the following circumstances.
  - A. When the staff member believes that reasonable, protective physical force is immediately necessary for the purpose of protecting himself or herself against the use of unlawful force.
  - B. When the use of reasonable, protective force is justifiable to protect a third person. To be justifiable to protect a third person, the staff member must believe that he or she would be justified in using such protective force to protect himself or herself in such circumstances, that the third person would be justified in using such protective force, and that intervention is necessary for the protection of the third person.
  - C. When the staff member believes that reasonable, protective physical force is immediately necessary for the purpose of protecting a student from inflicting physical harm or otherwise injuring the student's own self.
  - D. When the staff member believes that reasonable, protective physical force is immediately necessary to prevent or terminate an unlawful entry or other trespass upon land or a trespass against or the unlawful removal of tangible, movable property, provided that such land or movable property is, or is believed by the staff member to be, in his or her possession or in the possession of another person for whose protection the staff member acts.
- IV. Allowable Physical Contact. Reasonable and incidental physical contact, which is not intended to punish a student for disapproved behavior, may be used by staff members in the following circumstances.
  - A. When it is intended and used to provide personal and instructional interaction with a student.
  - B. When it is intended and used to aid a student, further school purposes, or prevent interference with the educational process.
  - C. When it is intended and used to maintain order and control.
  - D. When it is intended and used to protect persons or property from harm.

Legal References: Neb. Rev. Stat. § 79-295  
 Neb. Rev. Stat. § 79-258  
 Neb. Rev. Stat. § 28-1411  
 Neb. Rev. Stat. § 28-1410  
 Neb. Rev. Stat. § 28-1409

Rule Approved: July 5, 1988

Revised: March 5, 2001; November 19, 2018

Reaffirmed: February 21, 2011; [January 22, 2024](#)

## AGENDA SUMMARY SHEET

**Agenda Item:** Approval of Board Appointments

**Meeting Date:** 1/22/2024

**Background:** According to Board Rule 9112.1 Committee and Appointments, the Board President shall appoint Board members to serve on committees subject to the approval by the Board.

**Action Desired:** Approval

COMMITTEES	BOARD MEMBER
Director of NASB Region 19	Amanda McGill Johnson
Delegate to NASB Delegate Assembly	Lisa Schoenberger
Committee on American Civics	Lisa Schoenberger, Mike Pate, Amanda McGill Johnson
NASB Legislative Committee	Amanda McGill Johnson, Mike Kennedy (alternate)
Metro. Area Boards of Education	Mike Pate
Policy 10,000 Steering Committee	Mike Kennedy, Lisa Schoenberger (alternate)
Millard Public Schools Foundation Representative	Linda Poole
Federal Relations Network	Mike Kennedy, Stacy Jolley
NASB Government Relations Network	Lisa Schoenberger
Greater Nebraska Schools Association (GNSA)	Mike Pate, Amanda McGill Johnson (alternate)

**Responsible Person(s):**

Stacy Jolley, President of the Millard Board of Education

**Superintendent's Signature:**



**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Teachers and Nurses Agreement with the Millard Education Association

**Meeting Date:** January 22, 2024

**Background/  
Description:**

The District and the Millard Education Association (“MEA”) have reached tentative agreement for the 2024-25 and the 2025-26 school years for Teachers and Nurses. This agreement combines the formerly separate bargaining units of Teachers and Nurses. The MEA voted for approval of the tentative agreement on January 19, 2024. The estimated total package increase for this contract is an average of 4.85% per year.

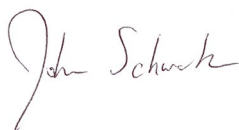
**Action Desired:** It is recommended that the Negotiated Agreement for the Teachers and Nurses with the Millard Education Association for the 2024-25 and the 2025-26 school years be approved and that the Superintendent or his designee be authorized to execute any and all documents related to such Agreement.

**Policy /  
Strategic Plan  
Reference:**

n/a

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

**Superintendent’s Signature:**



**2024-2026**  
**COLLECTIVE BARGAINING AGREEMENT**  
 between Millard Public Schools  
 and the Millard Education Association

**THIS AGREEMENT** made and entered into this \_\_\_ day of \_\_\_\_\_, 2024 by and between School District Number 17, Douglas County, Nebraska, also known as the Millard Public Schools (hereinafter called "District"), and the Millard Education Association (hereinafter called "Association").

**WHEREAS**, the parties have from time to time met and negotiated the terms and conditions of employment for teachers and nurses for the 2024-25 and the 2025-26 school years; and

**WHEREAS**, the parties have reached an agreement with respect to the terms and conditions of the employment for teachers and nurses for the 2024-25 and the 2025-26 school years;

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

**ARTICLE I**  
**RECOGNITION**

For the purpose of negotiating collectively on those terms and conditions of employment required by law, the District hereby recognizes the Association as the exclusive bargaining agent for employees certificated by the Nebraska Department of Education and employed by the District.

In addition, the District hereby recognizes the Association as the exclusive bargaining agent for all employees hired by the District as nurses, regardless of their licensure status with the Nebraska Department of Education, including registered nurses ("RNs"), Bachelor of Science nurses (BSNs), and supervisory nurses.

The definition of employees covered by the terms and conditions of this Agreement specifically does not include persons employed as administrators, substitute teachers, substitute nurses, student teachers, or any other health care employees working for the District, including but not limited to those employed as health paraprofessionals, certified medical assistants ("CMAs"), certified nursing assistants ("CNAs"), licensed practical nurses ("LPNs"), or licensed practical nurses ("LPNs").

**ARTICLE II**  
**TERMS FOR REOPENING THIS AGREEMENT**

- a) **GOVERNMENTAL ACTION.** Neither the District nor Association shall unreasonably withhold consent to reopen the Agreement, upon request by the other party, in the event,
- i) the District is unexpectedly confronted by, or either party reasonably anticipates, Federal or State action with the potential to materially degrade those financial resources anticipated to have been available to the District at the time of this Agreement's ratification. Any legislative, judicial, administrative, or civil action with the potential to render harm or that actually renders harm to the District or its Employees, including judgments or damages rendered from litigation undertaken against the District, shall qualify for consideration under this section, and in light of such consideration either party may request the other reopen the Agreement to address only the practical or financial impact of those legislative, administrative, or judicial changes and civil actions;
- b) **BENEFIT FUND DEPLETION.** Neither the District nor Association shall unreasonably withhold consent of a request by the other party to reopen the Agreement in the event,
- i) the balance of the District Employee Benefit Fund falls below \$3,000,000, not including any loans into the Fund by the District or any amounts borrowed out of the Fund by the District, as measured on May 1 in the first year of a two-year Agreement and is communicated to the Association by the District on or before May 30, in which case those provisions of the Agreement pertaining to the cost of health benefits otherwise slated to take effect in the subsequent year shall be subject to renegotiation; and
  - ii) should the parties reopen talks pursuant to this subsection, but fail to reach a tentative agreement on or before August 15 of the first year of a two-year Agreement, the District may, beginning in Year Two, continue to calculate employee salaries using the base salary values described in the Agreement for Year One rather than adopt those intended for Year Two.
- c) **FISCAL CONDITIONS.** Neither the District nor the Association shall unreasonably withhold consent to reopen the Agreement in the event either party reasonably anticipates the District's Grand Total of All General Fund Receipts will increase by less than 2.5% from the fiscal year ending in Year One of a two-year agreement to the fiscal year ending in Year Two of

a two-year agreement, in which case either party may reopen the Agreement for the sole purpose of renegotiating salary and benefits. For purposes of this paragraph, “Grand Total of All General Fund Receipts” shall mean total receipts reported by the District and enumerated in the Nebraska Department of Education’s Annual Financial Report (“AFR”), including receipts associated with any tax levy override revenue, but specifically excluding those receipts associated with the Elementary and Secondary School Emergency Relief Act (“ESSER”). Should the parties reopen talks pursuant to this subsection, but fail to reach a tentative agreement on or before August 15 of the first year of a two-year Agreement, the District may, beginning in Year Two, continue to calculate employee salaries using the base salary values described in the Agreement for Year One rather than adopt those intended for Year Two.

### **ARTICLE III BARGAINING UNIT CLARIFICATION:**

**a) OUTSIDE NURSING SERVICES.** The parties hereby agree that the District reserves the right to contract for nursing services with organizations providing nursing services; provided further, that any nurse already employed by the District at the time any such contract is made shall continue to be employed by the District in accordance with the terms and conditions in this Agreement.

**b) UNFILLED TEACHING POSITIONS.** The parties hereby agree that the District may employ student teachers for unfilled teaching positions when: (a) the unfilled teaching position has been open and posted for a minimum of 30 calendar days; and (b) no qualified applications have been received by the District for the open teaching position or no qualified applicant has accepted employment. In the event that the District hires a non-certificated student teacher to fill a position, and that student teacher subsequently receives his/her teaching certification, that student teacher shall be offered a teaching position covered by this Agreement or shall be terminated within thirty (30) calendar days.

### **ARTICLE IV PROCEDURE AND PROTOCOL FOR NEGOTIATION OF SUCCESSOR AGREEMENTS**

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

**ARTICLE V**  
**TERMS AND CONDITIONS**

**(1)**  
**TERM**

**DURATION.** This contract shall begin on August 1, 2024 and terminate on July 31, 2026. If upon the expiration of this Agreement on the 31st day of July, 2026, the parties hereto have not agreed to a collective bargaining agreement for the school year 2026-27, the terms of this Agreement shall continue in full force and effect, so long as the parties are continuing to engage in good faith collective bargaining.

**CONTRACTED DAYS, NEW HIRES AND RETURNING TEACHERS.** In Year One of the Agreement, the contract shall consist of 194 teacher days for returning teachers and 196 days for new teacher hires. In Year Two of the Agreement, the contract shall consist of 193 teacher days for returning teachers and 195 days for new teacher hires. The District may require any new teacher hire to work the two additional days of his or her contract without additional compensation, provided those days are scheduled after the commencement of the regular teacher work calendar. Each new teacher hire who attends new teacher workshops before the commencement of the regular teacher work calendar shall be compensated for each day of attendance at a rate of \$200 per day. New teacher hire workshop compensation shall be rendered as a stipend and tracked separately from total salary for the purposes of calculating the new teacher hire's daily rate of pay.

**CONTRACTED DAYS, NEW HIRES AND RETURNING NURSES.** In each contract year, the contract shall consist of 192 nurse days for returning nurses and new nurse hires.

**CALLBACK DAYS.** The District may require any employee covered by this agreement to work up to five additional days, provided that the employee is given a minimum of 90 days' advance notice. An employee may be excused without pay from working the additional day(s) by providing good cause; good cause shall include any of the leave of absence reasons set forth in Board Policy and Rule. Failure to show good cause may result in disciplinary action. In determining how many additional days the District may require of an employee, the District shall disregard work offered and voluntarily accepted by the employee. Teachers called back under this provision shall be compensated at the daily rate. Nurses called back under this provision shall be compensated at a rate of \$264 per day (or portion thereof at \$33 hourly).

**(2)**  
**SALARY AND COMPENSATION**

Salary will be adjusted proportionately according to changes in the individual employee's full-time equivalency (FTE) and / or the number of contract days.

**TEACHERS:** Each teacher's pay shall be as set forth in Appendix B, subject to the following limitations:

- a) **FORMULA.** A returning teacher's salary shall be the greater of: (i) his or her formula salary in Appendix B; or (ii) the previous year's salary, prorated for FTE or extended contracts; and
- b) **NEW HIRES.** Any teacher newly hired to the District shall receive a salary as set forth in Appendix B, prorated for FTE, extended contracts, and / or mid-year hires.

**NURSES:** Each nurse's pay shall be as set forth in Appendix F, subject to the following limitations:

- a) **FORMULA.** A returning nurse's salary in 2024-25 shall be the lesser of: (i) his or her formula salary in Appendix F; or (ii) a maximum pay increase of 8.5%. A returning nurse's salary in 2025-26 shall be the lesser of: (i) his or her formula salary in Appendix F; or (ii) a maximum pay increase of 7%. All salaries shall be prorated for FTE or extended contracts; and
- b) **NEW HIRES.** Any nurse newly hired to the District shall receive a salary as set forth in Appendix F, prorated for FTE, extended contracts, and/or mid-year hires.

**LIMITATIONS ON PAY FOR TEACHERS AND NURSES:** Each employee's pay shall be subject to the following limitations:

- a) **FINAL SALARY.** To the extent there is an alleged difference between an employee's salary as predicted by the calculations described in this Agreement and the amount disbursed to the employee as payment, the employee may notify the District's Human Resources office in writing within the contract year in which the alleged difference occurs. Notwithstanding any other provision of this contract, and specifically not withstanding subsection a above, each employee's salary shall become final and agreed upon on September 1 of the subsequent school year (e.g. a 2024-25 salary becomes final and agreed upon on September 1 of 2025), even if said salary is different (higher or lower) than the computation of the formula salary in this Agreement or the same salary as



the employee's previous year's salary. In the event of a large discrepancy between the salary paid and final under this paragraph and the salary calculated under subsection (a) above (i.e. more than 1/12 of the affected employee's annual salary), the District and the Association shall open the contract solely for the purposes of negotiating the affected employee's salary only. If an employee notifies the District's Human Resources office in writing of an alleged discrepancy in his/her pay before September 1 of the subsequent year, his/her salary shall not become final until said alleged discrepancy is investigated by Human Resources.

- b) **BENEFIT FUND IMPACT ON SALARY.** For salary calculations, the balance of the Employee Benefits Fund on May 1 of Year One shall be used to determine the base salaries for Year Two as set forth in Appendices B and F. The District shall communicate the balance of the Employee Benefits Fund to the Association on or before May 30 of the first year of this Agreement and the balance of the Employee Benefits Fund for purposes of this Agreement shall not include any loans into the Fund by the District or any amounts borrowed out of the Fund by the District, as described in Article II (Terms for Reopening).

**SIGNING BONUS FOR TEACHER NEW HIRES.** A newly hired teacher shall receive a one-time, lump sum hiring bonus in the amount of \$1,000. The signing bonus shall be adjusted for FTE and length of contract less than 194 days (193 days in Year Two of this Agreement), and be paid within two (2) pay periods of the employee's start of service.

**22 YEAR CAREER TEACHING SERVICE STIPEND.** Each teacher employed by the District for twenty two (22) or more years, shall receive a stipend of \$1,200 as flat salary. The stipend shall be prorated for FTE and length of contract less than 194 days (193 days in year 2 of this Agreement). The Career Service Stipend shall be paid on a monthly basis and will be calculated separately from the employee's base salary calculation. The Career Service Stipend will not be considered part of salary for the purposes of determining future salary computations.

**ADDITIONAL DAYS.** Each teacher who works extra days beyond the contracted days specified in Article IV, Section 1 will be compensated as follows:

- a) when a new teacher hire works extra days as provided for in Article V, Section 1 of this agreement they shall be paid in accordance with said article;
- b) when non-teaching/nursing duties are offered and accepted during non-contract days (e.g. painting, maintenance, moving furniture, configuration and setup of computers, etc.), the rate of pay shall be at the sole discretion of the District;

- c) when teaching duties involving direct delivery of instruction are required or offered and performed in addition to a teacher's normal classroom responsibilities (e.g. summer school or advancement placement review), the District may set a rate of pay which shall not be less than \$272 per day (\$34 hourly);
- d) when duties related to teaching but not involving direct delivery of instruction are required or offered and performed in addition to a teacher's normal classroom responsibilities (e.g. curriculum writing, required staff development, assessment development), the District may set a rate of pay which shall not be less than \$224 per day (\$28 hourly);
- e) when duties related specifically to phase I or phase II curriculum writing (as defined by the District), are offered and performed in addition to a teacher's normal classroom responsibilities, the District may set a rate of pay which shall not be less than \$304 a day (\$38 hourly);
- f) when duties involve athletic training related to a District sanctioned athletic event or practice requiring an athletic trainer be in attendance, the District may set a rate of pay which shall not be less than \$176 per day (\$22 hourly);
- g) when nursing duties are required or offered and performed in addition to a nurse's normal responsibilities, the District may set a rate of pay which shall not be less than \$264 per day (\$33 hourly);
- h) supervision duties during the year shall be at the extra duty rate provided in Appendix D;
- i) the District may offer optional staff development during off-contract time (such optional staff development may be offered to participating employees with or without a monetary incentive, or other incentive as offered by the District); and
- j) in the event duties are performed for less than a full day, the District may set a comparable hourly rate by dividing the daily rate by eight (8) or a one-half daily rate set by dividing the daily rate by 2. In no event shall the totals of an hourly rate or of a one-half daily rate exceed the daily rate for any one day worked.

**SALARY ADJUSTMENTS FOR ADDITIONAL DAYS.** All salary will be adjusted proportionately according to the individual employee's full-time equivalency status (FTE) and / or the employee's total number of paid contract days.

**(3)**  
**OTHER COMPENSATION**

**CRITICAL SHORTAGE PROGRAM.** The District may identify critical shortage teaching areas and determine additional compensation to be offered to employees assigned to such areas. Eligible additional compensation recipients shall include any teacher employed by the District who is selected to fill a critical shortage area position. The additional compensation will be distributed over a one-year period, provided the recipient remains employed by the District in the critical shortage area during the entire one-year period. Recipients who cease to be employed by the District in the critical shortage area shall forfeit all future compensation on the day their assignment ends. Should the District enact the Critical Shortage Program, it will solicit input from the Association prior to its implementation. The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District. In the event the District enacts the Critical Shortage Program during this Agreement, all payments made under the Critical Shortage Program shall only be for the term of this Agreement and continuation of said payments shall be subject to negotiations in any subsequent Agreements. For the term of this Agreement, agreed upon continuation of previous implementation of the Critical Shortage Program are listed below:

- (a) Each teacher certified to teach in the alternative curriculum program (“ACP”) or certified to teach in the structured behavior skills program (“SBS”) and assigned by the District to teach ACP or SBS shall be paid an annual stipend of \$6,000 (prorated for part-time contract or less than full contract days worked).

**HIGH NEED DEGREES, HOURS, AND ENDORSEMENTS PROGRAM.** The District shall allocate a minimum of \$50,000 in each year of this Agreement to provide expense reimbursement for teachers pursuing degrees, graduate hours, or endorsements in designated subject areas. The District will solicit input from the Association prior to implementation and during any annual review or revision to the program. The policies, procedures, implementation, and all decisions related thereto, including the designation of applicable degrees and graduate hour subject areas or endorsements, shall be the sole responsibility of the District.

**HEALTH AND HUMAN SERVICES CERTIFICATION.** The District shall pay any fees specifically pertaining to the certification of any Speech Language Pathologist obtaining, reinstating, or renewing a Speech-Language Pathology License issued by the Nebraska Department of Health and Human Services, up to a maximum of \$140 every two (2) years.

**EXTRA DUTY COMPENSATION.** The schedule for extra duty compensation is attached hereto as Appendix D and by reference incorporated and made a part of the contract. Extra duty may be paid proportionately over the remaining contract beginning when the extra duty is assigned and when the District Human Resources office is notified of the extra duty assignment and ending in August. In the event a teacher is permitted to withdraw from an extra duty assignment, any payments previously paid will be deducted from the employee's compensation. The District may, with input from the Association, create, assign, and compensate new extra duty positions at its sole discretion during the term of this Agreement. Any new extra duty positions so created shall be subject to the normal terms of collective bargaining between the District and the Association for the 2026-2027 contract year. The District and the Association may also negotiate amendments to existing extra duty positions, including compensation, during the term of this Agreement.

**(4)**  
**INSURANCE**

**BENEFITS PROVIDED BY THE DISTRICT.** The District shall provide each full-time employee with health, dental, life, and long-term disability coverage and benefits. Health plan benefits are outlined in Appendix E, which is attached hereto and by reference incorporated in and made a part of this Agreement. The multiple plans listed in Appendix E are available to employees at the employee's option during the employer designated open enrollment period or at the time of other qualifying events (e.g. marriage, childbirth, etc.). The employee may choose only one plan and may only be covered under one plan.

**RIGHTS WAIVED BY THE ASSOCIATION.** Except as provided for in the "Fiscal Conditions Benefit Reopener" paragraph of this section and Article II, ("Reopener") of the Agreement, the Association shall waive its right to negotiate health and dental plan design provisions until January 1, 2027. The District may, therefore, under the terms of this Agreement, set or negotiate the benefit premiums for current employees and adopt, at its sole discretion, a District rate schedule and benefits for qualifying retirees. The Association shall not unreasonably withhold consent to reopen the Agreement for the purposes of incorporating the benefits structure changes in the event that the District chooses a new health insurance carrier.

**DISTRICT OBLIGATION TO DISCLOSE.** During the term of this Agreement, the amounts of the District's premium contributions shall be made available to the Association and employees upon request. The District shall also disclose to the Association plan design provisions, or anticipated modifications to those provisions.

**SPECIFIC PLAN DESIGN POWERS OF MANAGEMENT.** Specifically, until January 1, 2027, the District, at management's discretion, may alter or amend health and dental plan provisions through the adoption of a fully funded insurance plan or by changing the terms of a self-funded insurance plan. Those health or dental plan design provisions so maintained or amended under this Agreement may include the termination of the District's contract with its insurance carrier and the adoption of a self- or fully-funded plan with a new carrier, the auditing of dependent eligibility, enrolling employees or their eligible dependents in the insurance plan contrary to the carrier's policy guidance, adjusting lists of drug formularies, adopting mandatory generic drug programs, revising the dollar amounts associated with emergency room or urgent care co-pays, changing drug co-pay amounts, limiting the number of certain enumerated medical procedures, determining the medical necessity of procedures (including whether a procedure is deemed experimental or investigational), revising the list of authorized network providers, instituting a multi-tiered network for the health plan, setting dental coverage parameters, and other plan changes not specifically contained in Appendix E.

**SPECIFIC LIMITATIONS ON THE PLAN DESIGN POWERS OF MANAGEMENT.**

The only limitations on the District's discretion to manage and institute the benefit plan design changes are set forth in this paragraph and shall operate regardless of whether the insurance plan is administered under a self-funded employer-carrier arrangement or a fully funded plan to which the District subscribes. Specifically,

- (1) the District may not unilaterally alter those terms specifically set forth in Appendix E of this Agreement detailing deductibles, co-insurance percentages, health savings account contributions, in- and out-of-network percentage costs, and maximum out-of-pocket amounts;
- (2) the District may not alter the eligibility criteria of qualified dependents (spouses and children) currently provided coverage;
- (3) the District may not, without the Association's consent, enter into an agreement with a new health insurance carrier which fails to credit employees' and dependents' deductible usage and of credit towards out-of-pocket maximums from the old carrier to the new;
- (4) the District shall seek in its negotiations with any prospective health insurance carrier the consultation and input, though not the direct participation of the Association, for the purpose of determining the comparability of the new carrier's health insurance plans to the coverage in effect at the adoption of this Agreement; provided that such consultation shall not be construed by the Association as limiting the District's final power to adopt a new carrier;

(5) the District may not limit the appeal rights of plan participants as provided for in the coverage documentation of any current or prospective health insurance carrier;

(6) the District may not rescind, overrule, or modify the health insurance carrier's decisions regarding payment or non-payment of claims;

(7) the District may not limit the appeal rights of covered employees or their dependents within the plan documents of the health insurance carrier; and,

(8) the District may not eliminate the health insurance plan altogether.

**EMPLOYEE HEALTH INSURANCE PREMIUM CONTRIBUTIONS.** For each eligible full-time employee, the portion of monthly health insurance premiums paid by the employee for the term of this Agreement shall be as follows:

CONVENTIONAL DEDUCTIBLE			HIGH DEDUCTIBLE	
COVERAGE TIER	WELLNESS PARTICIPANTS	NON-WELLNESS PARTICIPANTS	WELLNESS PARTICIPANTS	NON-WELLNESS PARTICIPANTS
EMPLOYEE ONLY	15%	25%	0%	10%
EMPLOYEE + CHILDREN	15%	25%	0%	10%
EMPLOYEE + SPOUSE	15%	25%	0%	10%
EMPLOYEE + SPOUSE + CHILDREN	15%	25%	0%	10%

The District may deduct an employee's premium share contribution beginning in September for each full-time employee who elects health coverage but did not participate in the wellness plan in the prior year, or who did not meet the criteria of the wellness plan in the prior year.

**HEALTH INSURANCE FOR NEW EMPLOYEES.** At the District's sole discretion, premium contribution levels for eligible full-time employees newly hired to the District may be calculated using the wellness or non-wellness amount, unless the employee participated in the District's wellness program as a dependent of another District employee during the prior year (in which case the wellness premium contribution will be deducted). The District may, at its sole

discretion, eliminate the conventional deductible (MPS Plan #1) plan design option for new employees with a start date on or after July 1, 2024.

**WELLNESS PROGRAM.** The District may continue to develop and amend the wellness program, provided that the District seeks input from the Association in doing so. The policies, procedures, implementation, amendments to, and all decisions related to the wellness program shall be the responsibility of the District; subject only to the following limitations:

- a) the District shall provide the Association with a written description of the terms and conditions of the wellness program including: (i) enrollment procedures; (ii) minimum participation criteria; (iii) scoring methodology; (iv) any appeals process; and (v) a list of all laboratory tests used as a part of the health screening;
- b) The District shall communicate to the Association: (i) the number of teachers/nurses enrolled in the wellness program; (ii) the number of teachers/nurses not meeting the participation criteria; and (iii) aggregate data setting forth the reasons the teachers/nurses did not meet the participation criteria;
- c) The District and the District's agent(s) shall maintain the confidentiality of all private health information in accordance with applicable federal, state, and local laws;
- d) Employee participation in the wellness program shall be voluntary. The wellness program shall provide an alternative participation standard in compliance with applicable law for any employee who, due to a medical condition and / or disability, is unable to meet the wellness program's criteria. Any employee completely exempted from any participation in the wellness program, including inability to meet any alternative participation standard, due to requirement of law (e.g. Americans with Disabilities Act), will not be charged designated premium amounts for non-participation or failure to meet the criteria of the wellness plan;
- e) For the term of this Agreement, the District may:
  - i) maintain a health screening for the premium incentive; or
  - ii) discontinue the wellness program and, subject to the terms arrived at by both parties in the negotiation of any successor Agreement, calculate premiums for the years after the discontinuance of the program based on the employee's participation or non-participation in the final year of the program.

**DENTAL INSURANCE.** The District shall pay the full cost of single dental coverage; the employee may purchase additional dental coverage by paying the additional premium through payroll deduction.

**LIFE INSURANCE.** The District shall pay the full cost of \$50,000 term life coverage.

**LONG-TERM DISABILITY PLAN.** Each full-time employee shall participate in the long-term disability plan and the teacher shall pay the full premium through payroll deduction; the premium shall not be paid through the District's Section 125 plan.

**MARRIED EMPLOYEES BOTH EMPLOYED BY THE DISTRICT.** When two District employees are married to each other and each qualifies for District paid family health insurance, the District shall provide and pay the premium for one family health plan as set forth above, and the District shall not provide multiple health plans or multiple HSA contributions. When employees are married to each other and each would otherwise qualify for full District benefits, the District shall waive the wellness participant employee premium share; provided that neither of the employees elects to participate in "cash option." Also, the District shall provide and pay the premium for one family dental plan; provided neither of the employees elects to participate in "cash option."

**PART-TIME EMPLOYEES.** The District shall provide the same health, and dental insurance coverage and benefits for part-time employees (who are employed as one-half FTE or more, defined as at least 20 hours per week) as for full-time employees. The District shall contribute an amount equal to one-half of the amount it contributes on behalf of a full-time employee; provided, however, that the part-time employee elects coverage and pays the balance of the premiums for such coverage through payroll deduction. The District shall provide each part-time employee with a \$50,000 term life insurance policy and will pay the full premium. Additionally, each part-time employee who is employed at least 20 hours per week or more shall participate in the District's long-term disability plan and the employee shall pay the premium.

**CASH OPTION.** Each full-time employee who was employed by the District during the 1996-97 school year and who has been continuously employed by the district thereafter, shall be eligible to exercise a cash option of \$325.28 per month in lieu of health and dental insurance in accordance with the cash option plan adopted by the District. Any employee electing cash option may purchase single or family dental coverage. Any employee electing cash option may, at his or her option, receive a reduced cash option of \$157.40 per month and the district will pay the premium for single health and dental. Continuous service shall include school-years during which an employee was on an approved leave of absence. Any employee who does not receive cash-option as of January 1, 2013 or subsequent date shall not be allowed to elect cash-option at a later date, even if the employee was continuously employed from the 1996-97 school year. Any



employee who elects cash-option of \$157.40 per month as of January 1, 2013 or subsequent date may not elect cash option of \$325.28 at a later date even if the employee was continuously employed from the 1996-97 school year. As a condition of continued eligibility for cash option payments, the District may require proof of health insurance from employees exercising cash option.

**DIRECT BILL.** In order to be eligible for the Direct Bill Plan as an early retiree, the employee must be at least 55 years old with at least 20 years of service. In addition, to be eligible, the employee, the spouse and dependents each must have had a minimum of sixty (60) months of continuous coverage under the District's Health and/or Dental Plan at the time continued coverage begins.

**OTHER INSURANCE AND BENEFIT OFFERINGS.** The District may offer or cancel any other benefit offerings, such as vision insurance, at its sole discretion at any time during the term of this contract.

## (5) LEAVES OF ABSENCE

**PAID LEAVE.** During each school year covered by this contract, each full-time employee shall receive twelve (12) days leave, and further be allowed any unused and accumulated leave from the previous year to a maximum total of eighty-seven (87) days of leave at full pay. Such leaves shall be taken only for reasons of: personal illness, family illness, and business and emergency. The rules for use of leave are established in Board Policy and Rule.

**BUSINESS AND EMERGENCY LEAVE.** Up to three (3) days of an employee's accumulated paid leave per year may be used for business and emergency leave; and a maximum of three (3) business and emergency leave days per year may be taken for any or no reason whatsoever; subject to limitations on permissible dates of leave, limitations on number of employees eligible for leave on any given day, and application procedures developed by the District. Any changes to Board Rule that would modify the grounds for Business and Emergency Leave shall be negotiated with the Association prior to implementation.

Part-time employees shall be allowed leave on a prorated basis equivalent to that portion of the total of twelve (12) days leave which is, equal to the proportion of his or her hours of part-time employment to the total regular employment hours per school year, and further be allowed any unused and accumulated leave from the previous school year to an equivalent total not to exceed what that proportion is to the eighty-seven (87) days for regular full-time employees. Use of paid leave by part-time employees shall only be allowed on a prorated basis. An employee whose

employment status changes from full-time to part-time and whose accumulated leave is greater than the maximum allowable prorated amount shall have the excess amount placed in reserve until such time that the employee's full-time equivalency increases. When the employee's full-time equivalency increases, some or all of the reserve leave shall again be part of the accumulated leave up to the maximum allowable prorated amount.

**FAMILY DEATH LEAVE.** Employees shall be allowed leave with pay for Family Death Leave in the event of death of an immediate family member as defined by Board Policy or Rule. The number of days permitted for family death leave shall be in accordance with Board Policy or Rule. Use of Family Death Leave shall not reduce the paid personal leave allocation of the employee. Should the District amend Board Rule regarding Family Death Leave after the adoption of this Agreement, the Association may, at its sole discretion, accept the amendments or retain the former version of the Board Rule.

**MARRIED EMPLOYEES BOTH EMPLOYED BY THE DISTRICT.** When two District employees are married to each other, the District shall provide 12 weeks per employee during any approved FMLA 12-month period for child birth and bonding with the newborn child, or adoption and bonding with the newly placed child, or immediate family health leave.

**EXTENDED PERSONAL ILLNESS LEAVE.** Extended paid leave shall be provided as follows:

- a) **BORROWED PERSONAL ILLNESS LEAVE.** Each eligible employee who has used his or her current and accumulated paid leave may borrow up to ten (10) days from the next school year's paid leave allotment. Employees shall not be allowed to borrow leave in two consecutive years. If the employee resigns before receiving sufficient additional paid leave days during the succeeding year(s) to repay the borrowed leave, the employee shall be required to repay the District for the salary received for the borrowed leave. The salary repayment will be at the employee's daily rate at the time of repayment for each borrowed day of paid leave and shall, if possible, be deducted from the employee's last paycheck. Should personal illness be the reason leading to resignation or termination of the employee, the employee shall not be required to pay back the salary for the borrowed days.
- b) **TEACHER SUBSTITUTE DEDUCT PAY.** A teacher who will qualify for long-term disability and who has fully used all of his or her paid leave and any applicable borrowed personal illness leave, as identified in Paragraph (a) above, prior to being eligible to receive long-term disability benefits, will be eligible for substitute-deduct leave. During substitute-deduct leave, the teacher shall continue to receive his/her salary reduced by the cost to the District of the substitute employed to replace the teacher.

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

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

**ANNUAL REIMBURSEMENT FOR UNUSED PAID LEAVE.** At the conclusion of each school year covered by this agreement, each full-time employee shall receive reimbursement for each unused day of accumulated paid leave in excess of seventy-five (75) days and further shall have his or her accumulated paid leave allotment reduced to seventy-five (75) days. Each part-time employee shall receive reimbursement for each unused day of accumulated paid leave in excess of that portion of seventy-five (75) days which is equal to the proportion of his or her hours of part-time employment to the total regular employment hours per school year and further shall have his or her accumulated paid leave allotment reduced by the number of reimbursed leave days. For the terms of this agreement, the rate of reimbursement shall be \$200. The District shall establish procedures for payment of the leave reimbursement program.

**CAREER REIMBURSEMENT FOR UNUSED PAID LEAVE.** Each employee concluding his or her District employment after at least 20 years of certificated service in the District (not including substitute employment), and who is at least 55 years of age, and who completes his/her contract year, shall be reimbursed for each day of unused accumulated paid leave, with the reimbursement to be rendered at the conclusion of the contract year in which the employee's District employment ends. To the degree permitted by law, such payments may be made as "employer contributions" to a 403(b) / TSA account established for the employee by the District, unless the District decides, at its sole discretion, to pay said amounts as cash or to a health savings account. For the terms of this agreement, the rate of reimbursement shall be \$200. The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District; provided however, the District will review the program with the Association prior to implementation.

**ASSOCIATION PRESIDENT LEAVE.** The President of the Association representing the majority of the teachers/nurses, at the request of the Association, will be given leave with pay during such President's term of office; provided however, the Association shall reimburse the District the full cost of salary and fringe benefits of the Association President. The leave shall be

for no less than one semester. The Association must provide the District a ninety (90) day notice in advance of such leave request. Upon returning to employment as a teacher, reasonable efforts will be made by the District to place the President in the same or comparable position held when the leave commenced. The President will be advanced on the salary schedule as other employees and without any limitation because of the leave granted.

## (6) PLANNING

**ELEMENTARY PLAN TIME.** Elementary teachers shall have a minimum of 300 minutes, during student contact time, of preparation/conference/planning time during a two-week instructional period. Elementary teachers include all teachers who work in an elementary building.

**COMPENSATION FOR LOST PLANNING TIME.** A teacher covered by this Agreement shall not normally be required to supervise a class for another teacher during his or her individual planning time when a substitute is authorized and available. However, when a substitute is not reasonably available, a teacher scheduled for planning time may be required by his or her principal, or their designee, to supervise a class. In these circumstances the teacher losing his or her individual planning time shall be paid for each clock hour (or portion thereof, rounded to the nearest one-fourth hour) at the rate of \$28 per hour. If no teacher with planning time is available and students are reassigned to other teachers' classes, such reassignment shall be divided equally among all teachers in the building over the course of the academic year.

## (7) FACILITY USE

The Association shall be permitted to place in mailboxes provided for individual staff members MEA/NSEA newsletters, circulars, notices and other materials relating to the Association and its operations. The Association may also utilize District electronic mail to conduct its business, provided it does so in accordance with the limitations on the use thereof provided for in law (e.g. membership solicitation is prohibited). Use of District electronic mail shall be subject to District Board Policy, Board Rules, District procedures, and applicable laws, including but not limited to, public record requests. No local, state or national political campaign material for public office or any other material which violates the Policies or Rules of the District will be permitted to be either distributed through the staff mailboxes or placed on faculty lounge bulletin boards.

**(8)**  
**GRIEVANCES**

Any grievance raised by an employee or the Association shall be pursued in accordance with:

- a) Board Rule 4001.2 for allegations of Non-Discrimination and Harassment;
- b) State Law for suspension without pay, contract amendment, contract non-renewal, contract termination, or contract cancellation; or
- c) Board Rule 4325.1 for all other grievances.

If the District amends Board Rule 4325.1 after May 1, 2024, the Association may, in its sole discretion, accept the amendments or retain the former version of the Board Rule for purposes of its member grievances. The Board may amend Board Rule 4001.2 at any time at its sole discretion and such amendments will become immediately effective for persons covered by this Agreement.

**(9)**  
**COMMITTEES**

The District shall maintain a Safety Committee and seat an Association representative (or representatives) on said Committee.

Under the terms and conditions of this Agreement, the Association and the District shall mutually establish a study committee for the purposes of evaluating the middle school course sequencing model. The advisory study committee shall not be empowered to recommend additional staff but may otherwise explore options related to the middle school schedule. The committee shall submit its findings to the Association and the District with the understanding by both parties that the study committee's recommendations shall not be construed as in any way modifying the District's sole discretion to set staffing levels or schedule and assign work.

**(10)**  
**RATIFICATION**

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

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

Millard  
Education  
Association

by \_\_\_\_\_ by \_\_\_\_\_

## APPENDIX A

### PROCEDURE AND PROTOCOL FOR CONTRACT NEGOTIATIONS

- 1) Upon notice by either party to the other, the parties agree to enter into negotiations for the purpose of entering into a contract and agreement for teacher and nurse salaries and terms and conditions of employment which are either required by law or made the subject of negotiations by agreement of the parties.
- 2) Either party, upon giving notice to the other party, may include with such notice its proposals to be included in the contract to be negotiated by the parties.
- 3) The parties shall conduct negotiations in such a manner as to permit each of the parties to provide the other party with an explanation of its proposals, presentation of relevant data, dialogue and exchange of points of view.
- 4) Each of the parties may make proposals and counter proposals during the negotiations.
- 5) Either party may utilize the services of outside consultants to assist in negotiations.
- 6) Both parties shall designate and appoint representatives of that party for the conduct of negotiations.
- 7) Unless otherwise agreed upon, the negotiations shall be conducted in closed sessions and no releases shall be made to any of the news media as to the progress of negotiations until the contract has been accepted by both parties, whereupon the media will be given a joint statement.
- 8) If the parties fail to reach an agreement after good faith negotiations, the parties shall proceed in accordance with law.
- 9) If the representatives of the parties reach an agreement, the agreement shall be reduced to writing and submitted to the Board of Education of the District and to the membership of the Association for approval and acceptance and as approved and accepted by both parties, the Agreement shall be signed by the duly authorized officers of both parties.
- 10) The agreement shall constitute the full and complete agreement between the parties. If any of the specific terms or conditions of this agreement conflict with the policies, rules, regulations, procedures, or practices of the District's Board of Education, the Agreement shall take precedence. Any policies, rules, regulations, procedures, or practices of the District that are not specifically covered by this agreement may be established, amended, superseded, or changed at the discretion of the District.

- 11) If any provision of the contract or any application of the contract to any employee or groups of employees shall be found to be contrary to law, then such provisions shall not be in effect but all other terms and conditions shall continue in full force and effect.

**APPENDIX B****TEACHER SALARY CALCULATION  
(2024-2025)**

- I) **BACHELOR'S LEVEL.** Salary shall be calculated as follows for a teacher holding a Bachelor's degree:

**GENERATOR and BASE.** The Base Bachelor's (BA) Salary shall be \$42,900 (the total of the BA generator salary of \$42,500 and the dollar value of the first year of creditable service valued at \$400);

**SERVICE.** Each Year of Experience at the BA level shall add \$400 to the generator salary of \$42,500, up to a maximum of eight (8) years. The current year of the teacher's contract shall equal a year of experience; and,

**CREDIT HOURS.** Each Approved Graduate Credit Hour at the BA level shall add \$190 to the generator salary of \$42,500, up to a maximum of 36 hours (or 39 hours if a District-approved course or program)

- II) **MASTER'S LEVEL.** Salary shall be calculated as follows for a teacher holding a Master's degree:

**GENERATOR and BASE.** The Base Master's (MA) Salary shall be \$51,015 (the total of the MA generator salary of \$50,065 and the dollar value of the first year of creditable service valued at \$950);

**SERVICE.** Each Year of Experience at the MA level shall add \$950 to the generator salary of \$50,075, up to a maximum of twenty-five (25) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

(1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;

(2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District; and

(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District.



The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the MA level shall add \$275 to the generator salary of \$50,065, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

III) **EDUCATIONAL SPECIALIST'S LEVEL.** Salary shall be calculated as follows for a teacher holding an Educational Specialist's degree:

GENERATOR and BASE. The Base Educational Specialist's (EdSpec) Salary shall be \$61,840 (the total of the EdSpec generator salary of \$60,870 and the dollar value of the first year of creditable service valued at \$970);

SERVICE. Each Year of Experience at the EdSpec level shall add \$970 to the generator salary of \$60,870 up to a maximum of twenty-five (25) additional years. No EdSpec teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

- (1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;
- (2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District; and
- (3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the EdSpec level shall add \$275 to the generator salary of \$60,870, up to a maximum of three (3) hours, if a District-approved course or program.

IV) **DOCTORAL LEVEL.** Salary shall be calculated as follows for a teacher holding a Doctoral degree:

GENERATOR and BASE. The Base Doctoral (Doc) Salary shall be \$61,860 (the total of the Doc generator salary of \$60,870 and the dollar value of the first year of creditable service valued at \$990);

SERVICE. Each Year of Experience at the Doc level shall add \$990 to the generator salary of \$60,870 up to a maximum of twenty-five (25) additional years. No Doc teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

- (1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;
- (2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District; and
- (3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the Doc level shall add \$275 to the generator salary of \$60,870, up to a maximum of three (3) hours, if a District-approved course or program.

YEARS AND CREDIT CALCULATIONS, ALL LEVELS. For the purposes of salary calculation in all the levels described above, a "credited year of experience" shall be calculated in accordance with Nebraska Revised Statute § 79-825. Upon conferral of a new terminal degree (Master's, Educational Specialist, or Doctorate), those years of service credited for salary purposes at the newly attained degree level shall not be subject to the limitations associated with the old degree level (e.g., a teacher employee with 15 years' experience at the Bachelor's level subject to the cap of 8 years in salary calculation, shall be credited for all 15 years upon conferral of the Master's degree). In addition, the approval and calculation of credit hours shall be subject to the terms and conditions described in Appendix C (Salary Schedule: College Credit Courses for Salary Placement).

## APPENDIX B

### TEACHER SALARY CALCULATION (2025-2026)

- I) **BACHELOR'S LEVEL.** Salary shall be calculated as follows for a teacher holding a Bachelor's degree:

**GENERATOR and BASE.** The Base Bachelor's (BA) Salary shall be \$44,365 (the total of the BA generator salary of \$43,950 and the dollar value of the first year of creditable service valued at \$415);

**SERVICE.** Each Year of Experience at the BA level shall add \$415 to the generator salary of \$43,950, up to a maximum of eight (8) years. The current year of the teacher's contract shall equal a year of experience; and,

**CREDIT HOURS.** Each Approved Graduate Credit Hour at the BA level shall add \$190 to the generator salary of \$43,950, up to a maximum of 36 hours (or 39 hours if a District-approved course or program)

- II) **MASTER'S LEVEL.** Salary shall be calculated as follows for a teacher holding a Master's degree:

**GENERATOR and BASE.** The Base Master's (MA) Salary shall be \$52,510 (the total of the MA generator salary of \$51,510 and the dollar value of the first year of creditable service valued at \$1,000);

**SERVICE.** Each Year of Experience at the MA level shall add \$1,000 to the generator salary of \$51,510, up to a maximum of twenty-five (25) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

(1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;

(2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District;

(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District; and

(4) any teacher with an original hire date of August 1, 2025 through July 31, 2026 shall be credited with no more than seventeen (17) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the MA level shall add \$275 to the generator salary of \$51,510, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

III) **EDUCATIONAL SPECIALIST'S LEVEL.** Salary shall be calculated as follows for a teacher holding an Educational Specialist's degree:

GENERATOR and BASE. The Base Educational Specialist's (EdSpec) Salary shall be \$63,335 (the total of the EdSpec generator salary of \$62,315 and the dollar value of the first year of creditable service valued at \$1,020);

SERVICE. Each Year of Experience at the EdSpec level shall add \$1,020 to the generator salary of \$62,315 up to a maximum of twenty-five (25) additional years. No EdSpec teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

(1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;

(2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District;

(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District; and

(4) any teacher with an original hire date of August 1, 2025 through July 31, 2026 shall be credited with no more than seventeen (17) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the EdSpec level shall add \$275 to the generator salary of \$62,315, up to a maximum of three (3) hours, if a District-approved course or program.

IV) **DOCTORAL LEVEL.** Salary shall be calculated as follows for a teacher holding a Doctoral degree:

GENERATOR and BASE. The Base Doctoral (Doc) Salary shall be \$63,355 (the total of the Doc generator salary of \$62,315 and the dollar value of the first year of creditable service valued at \$1,040);

SERVICE. Each Year of Experience at the Doc level shall add \$1,040 to the generator salary of \$62,315 up to a maximum of twenty-five (25) additional years. No Doc teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

- (1) any teacher with an original hire date of August 1, 2022 through July 31, 2023 shall be credited with no more than fourteen (14) years of experience outside the District;
- (2) any teacher with an original hire date of August 1, 2023 through July 31, 2024 shall be credited with no more than fifteen (15) years of experience outside the District;
- (3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District; and
- (4) any teacher with an original hire date of August 1, 2025 through July 31, 2026 shall be credited with no more than seventeen (17) years of experience outside the District.

The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the Doc level shall add \$275 to the generator salary of \$62,315, up to a maximum of three (3) hours, if a District-approved course or program.

YEARS AND CREDIT CALCULATIONS, ALL LEVELS. For the purposes of salary calculation in all the levels described above, a "credited year of experience" shall be calculated in accordance with Nebraska Revised Statute § 79-825. Upon conferral of a new terminal degree (Master's, Educational Specialist, or Doctorate), those years of service credited for salary purposes at the newly attained degree level shall not be subject to the limitations associated with

the old degree level (e.g., a teacher employee with 15 years' experience at the Bachelor's level subject to the cap of 8 years in salary calculation, shall be credited for all 15 years upon conferral of the Master's degree). In addition, the approval and calculation of credit hours shall be subject to the terms and conditions described in Appendix C (Salary Schedule: College Credit Courses for Salary Placement).

## APPENDIX C

### SALARY SCHEDULE: COLLEGE CREDIT COURSES FOR SALARY PLACEMENT

The following terms and conditions shall apply for salary range placement and the crediting of course work for the calculation of a teacher's salary:

1. **APPLICATION.** Application forms for approval of college graduate hours are available from the Human Resources Office. For the purpose of determining a change in salary as a result of his or her course work, the District may implement an approval process which may include: a teacher must first seek the approval of each course by both the Building Principal (or other supervisor) and the Human Resources Office prior to taking the course. In approving or denying the course and credits requested, the District will consider: the individual teacher's assignment, the type and level of college accreditation, and the individual course requested. The District may decline approval of any college graduate course at its sole discretion, regardless of whether it is offered by an accredited post-secondary institution. The District may also decline approval of those college graduate courses which have been approved in prior years.
2. **PLAN OF STUDY.** Each teacher who has been accepted into and is working on a degree program may submit his or her program to the Building Principal (or other supervisor) and Human Resources Office for approval. If approved it will be placed on file in the Human Resources Office and each individual course listed in the program will automatically be approved for future salary range placement.
3. **ALTERNATIVE CREDIT.** The District may approve non-graduate courses that, for the purposes of determining a teacher's salary, count as approved graduate work. In making the approval of non-graduate course work, the District will consider the individual course and its relationship to the employee's specific teaching assignment. The District may develop any necessary procedures for converting non-graduate course work into equivalent graduate credit hours for the purposes of determining salary.
4. **PROCEDURE.** The calculation of graduate credit hours for placement on the salary range will be determined as follows:
  - a. Initial placement will first be determined annually based upon the teacher's status at the commencement of the school year.
  - b. Placement determinations will be based upon the teacher's official college transcript as originally filed or updated with the Human Resources Office. A transcript must be on file prior to December 15 of the school year in order for courses to be considered in placement on the salary range for the current school year.

- c. Only those courses completed prior to September 1 of the current school year, as evidenced in the official college transcript, will be considered for placement on the salary range for the current school year.
  - d. Any payment due as a result of a change in placement on the salary range will be retroactive to the beginning of the school year.
5. MAXIMUM CREDIT HOURS.
- a. BACHELOR'S: The maximum number of total credit hours recognized for additional salary payment above a Bachelor's degree shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07, must be from a list of courses specifically approved by the Superintendent (or designee), and must be earned after the previous 36 hours.
  - b. MASTER'S. The maximum number of total credit hours recognized for additional salary payment above a Master's degree, shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07, must be from a list of courses specifically approved by the Superintendent (or designee), and must be earned after the previous 36 hours.
  - c. EDUCATIONAL SPECIALIST. The maximum number of total credit hours recognized for additional salary payment above an Educational Specialist degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).
  - d. DOCTORATE. The maximum number of total credit hours recognized for additional salary payment above a Doctorate degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).
6. CALCULATION RESTRICTIONS: Restrictions on all salary ranges, (Bachelor's, Master's, Educational Specialist, and Doctoral) shall be as follows:
- a. ANNUAL / SEMESTER CREDIT LIMITATIONS. The maximum number of credit hours that may be submitted for salary advancement shall not exceed eighteen (18) in any single contract year. The maximum number of credit hours a full-time employee may attempt for salary advancement shall not exceed eight (8) during the periods of August 1 through December 31 and January 1 through May 31, for a total not to exceed eighteen (18).
  - b. PRE / POST 2019-2020 CREDIT INTERVALS. New credit hours added during the 2019-20 and subsequent school years will only be calculated and credited at intervals of 9, 18, 27, 36, or 39 hours.

Those hours credited prior to the 2019-20 school year or hours calculated for new hires effective at the beginning of the 2019-20 school year will be fully



calculated, regardless of whether they fall between the 9, 18, 27, 36, or 39 hour intervals.

(For example, the salary of a teacher at “BA+3” entering the 2019-2020 school year will continue to see his or her salary calculation include the dollar value of those three (3) credits in 2020-2021 and beyond, but should that same teacher earn three (3) additional hours (BA+6), he or she will remain at BA+3, not having reached the calculation interval of “9.” Should the same teacher earn nine (9) additional hours, he or she will be credited at BA+9, having now accumulated 15 credits, but not yet reached or exceeded the interval of “18.”)

- c. **HOURS EARNED PRIOR TO DEGREE.** Credit hours used for salary determination must have been obtained after the date the preceding degree was earned as evidenced by the official college transcript.
  - d. **PREVIOUS CALCULATION RESTRICTION.** Credit hours used for salary determination must not have previously been used to calculate salary.
7. **EXCEPTIONS FOR SPECIAL PROGRAMS OF STUDY.** The District may waive or adjust the “previous calculation” or “double counting” restrictions described above when the degree to be earned is identified as an approved graduate program of study in excess of 36 hours, or when credit hours completed prior to a terminal degree contributed to the employee’s endorsement in an identified high needs area (e.g. credits applicable to the ability to teach dual enrollment or dual master’s degrees earned simultaneously). When such a waiver is granted, the other exclusions described in this subsection shall still apply, specifically the 9, 18, 27, 36, and 39 hour credit growth intervals; the 18-hour cap on salary credit growth in any contract year; and the 8-hour caps applicable to salary advancement course work undertaken between August and December and January and May. The identification of programs eligible for such exceptions and what adjustments, if any, may be made, shall be determined by the District in consultation with the Association. The District shall disclose, prior to the end of October in any calendar year associated with this Agreement, the programs eligible for this provision. The acceptance of an exception to previous calculation restrictions for a specific employee’s plan of study shall not constitute a past practice applicable to future credit calculations. Prior to January 1, 2025, the District may evaluate hours under this provision retroactively. On or after January 1, 2025, no retroactive hours may be considered under this provision, and any waivers must be pre-approved by the District prior to the teacher taking the graduate level course.

**APPENDIX D**  
**EXTRA DUTY COMPENSATION STIPENDS**  
 (2024-25 & 2025-26)

**HIGH SCHOOL  
 ATHLETIC STIPENDS**

**BASEBALL**

Head Varsity Coach	\$7,228
Assistant Varsity Coach	\$3,975
[boys]	

**BASKETBALL**

Head Varsity	\$8,132
Assistant Varsity Coach	\$5,286
Junior Varsity Coach	\$5,286
Assistant Coach	\$4,310
[boys and girls]	

**BOWLING**

Head Coach	\$4,066
Assistant Coach	\$2,643
[boys and girls combined]	

**CROSS COUNTRY**

Head Coach	\$5,286
Assistant Coach	\$3,975
[boys and girls combined]	

**FOOTBALL**

Head Varsity Coach	\$9,035
Assistant Varsity Coach	\$5,873
Assistant Coach	\$4,789

[boys]

**GOLF**

Head Varsity Coach	\$4,066
Assistant Coach	\$2,643
[boys and girls]	

**SOCCER**

Head Coach	\$7,228
Assistant Coach	\$3,975
[boys and girls]	

**SOFTBALL**

Head Varsity Coach	\$7,228
Assistant Coach	\$3,975
[girls]	

**SWIMMING**

Head Coach	\$8,132
Assistant Coach	\$4,472
[boys and girls combined]	

**TENNIS**

Head Varsity Coach	\$4,066
Assistant Coach	\$2,643
[boys and girls]	

**TRACK**

Head Varsity Coach	\$7,228
Assistant Coach	\$3,975
[boys and girls]	

**VOLLEYBALL**

Head Varsity Coach	\$8,132
Assistant Coach [girls]	\$4,472

**WRESTLING**

Head Varsity Coach	\$8,312
Assistant Coach [boys and girls]	\$4,472

Assistant Activities Director	\$14,832
Aquatics Director	\$10,653
Strength and Conditioning	\$11,294
Weight Trainer	\$6,829
NSAA Unified Sports Coach	\$2,101

**OTHER HIGH SCHOOL  
EXTRA DUTY STIPENDS**

Band Director	\$7,943
Band Assistant	\$4,728
Marching Assistant	\$2,101
Broadcast Journalism	\$3,362
Cheerleading [varsity]	\$4,518
Cheerleading [junior varsity]	\$3,152
Cheerleading [freshman]	\$3,152
Class Sponsor [junior]	\$1,366
Class Sponsor [senior]	\$914
Club Sponsor	\$609
Color Guard – Fall	\$2,101
Color Guard – Winter	\$2,101
Dance Team	\$3,152

Debate	\$7,943
Debate Assistant	\$3,971
DECA	\$3,605
Digital Media	\$3,362
Drama Director	\$8,142
Drama Assistant	\$2,437
FBLA	\$1,471
FCCLA	\$1,471
Forensics	\$7,943
Forensics Assistant	\$3,971
HOSA Sponsor	\$1,166
Literary Magazine	\$914
Musical Director	\$3,183
Music Assistant Director	\$1,597
MTSS Consultant	\$840
National Honor Society	\$1,786
Newspaper	\$4,202
Orchestra Director	\$3,971
Partners for Education Liaison	\$609
Show Choir Director	\$7,144
Show Choir Assistant	\$3,572
SkillsUSA	\$1,166
Student Council	\$1,786
Vocal Music Director	\$7,144
Vocal Music Assistant	\$3,572
Yearbook	\$4,728

**MIDDLE SCHOOL  
EXTRA DUTY STIPENDS**

**BASKETBALL**

Head Coach	\$2,244
Junior Varsity Coach	\$1,944

Assistant Coach	\$1,655
[boys and girls]	

### **CROSS COUNTRY**

Head Coach	\$2,244
Assistant Coach	\$1,944
[boys and girls]	

### **FOOTBALL**

Head Coach	\$2,244
Assistant Coach	\$1,944
[boys]	

### **TRACK**

Head Coach	\$2,244
Assistant Coach	\$1,944
[boys and girls]	

### **VOLLEYBALL**

Head Varsity Coach	\$2,244
Junior Varsity Coach	\$1,944
Assistant Coach	\$1,655
[girls]	

### **WRESTLING**

Head Coach	\$2,244
Assistant Coach	\$1,944
[boys]	

Intramural Boys Coach	\$798
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Intramural Girls Coach	\$798
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Middle School Activities Director	\$6,997
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**OTHER MIDDLE SCHOOL  
EXTRA DUTY STIPENDS**

Band Director	\$2,700
Club Sponsor	\$609
Cross Country	\$609
MTSS Consultant	\$840
Musical Assistant	\$1,208
Musical / Drama Sponsor	\$1,366
Orchestra Director	\$2,700
Partners for Education Liaison	\$609
Show Choir Director	\$1,366
Show Choir Assistant	\$1,208
Student Council	\$1,061
Vocal Music Director	\$2,700
Volunteer Coordinator	\$305
Yearbook	\$1,828

**ELEMENTARY  
EXTRA DUTY STIPENDS**

Club Sponsor	\$609
MTSS Consultant	\$714
Partners for Education Liaison	\$609
Safety Patrol	\$1,376
Student Council	\$767
Watch DOGs Coordinator	\$609

**DISTRICT  
EXTRA DUTY STIPENDS**

Building Web Page Initiator	\$1,576
Tech Initiator (Elementary and Middle)	\$2,942
Crisis Team Member	\$1,051
Department Head [*]	\$2,963
Head Nurse	\$5,223
IB Extended Essay Supervisor / Mentor	\$378
Mentor	\$420
New Staff Induction	\$305
Staff Development Facilitator	\$904
Student Information System Building Facilitator	\$609
Supervisor (paid per supervision assignment)	\$26
TEAMMATES Sponsor	\$609
Community Program Liaison	\$609

[\*] Buildings with Instructional Team Leaders and Facilitators in lieu of Department Heads will split building's allocated Department Head salaries



## APPENDIX E

### MPS HEALTH PLANS

Notwithstanding the term of the contract set forth in this Agreement, the provisions described below shall become effective on January 1, 2025 and continue until December 31, 2025.

BENEFIT CATEGORY	MPS PLAN #1 — <b>PPO</b> — TRADITIONAL DEDUCTIBLE HEALTH PLAN	MPS PLAN #2 — <b>HDHP</b> — STANDARD HIGH DEDUCTIBLE HEALTH PLAN	Additional MPS Plans
<b>ANNUAL DEDUCTIBLE</b>			
<u>In-network</u> Individual	\$1,050	\$3,700	District Discretion
Family	\$2,100	\$7,400	
<b>CO-INSURANCE PERCENTAGE</b>	75%	N/A	District Discretion
<b>OUT-OF-POCKET MAXIMUM</b> (deductible included)			
<u>In-network</u> Individual	\$5,000	N/A	District Discretion
Family	\$10,000		
<b>DISTRICT HEALTH SAVINGS ACCOUNT CONTRIBUTION (HSA)</b>	N/A	Single: \$1,100 Family: \$2,200	District Discretion

## APPENDIX E

### MPS HEALTH PLANS

Notwithstanding the term of the contract set forth in this Agreement, the provisions described below shall become effective on January 1, 2026 and continue until December 31, 2026.

BENEFIT CATEGORY	MPS PLAN #1 — <b>PPO</b> — TRADITIONAL DEDUCTIBLE HEALTH PLAN	MPS PLAN #2 — <b>HDHP</b> — STANDARD HIGH DEDUCTIBLE HEALTH PLAN	Additional MPS Plans
<b>ANNUAL DEDUCTIBLE</b>			
<u>In-network</u> Individual	\$1,200	\$3,900	District Discretion
Family	\$2,400	\$7,800	
<b>CO-INSURANCE PERCENTAGE</b>	75%	N/A	District Discretion
<b>OUT-OF-POCKET MAXIMUM</b> (deductible included)			
<u>In-network</u> Individual	\$5,200	N/A	District Discretion
Family	\$10,400		
<b>DISTRICT HEALTH SAVINGS ACCOUNT CONTRIBUTION (HSA)</b>	N/A	Single: \$1,100 Family: \$2,200	District Discretion

**HEALTH SAVINGS ACCOUNT CONTRIBUTIONS.** Health Savings Account (HSA) contributions made by the District, when applicable, shall be contingent upon the employee's eligibility for a tax free HSA contribution under applicable laws.

**SCHEDULING OF CONTRIBUTIONS.** Contributions to employees' Health Savings Accounts (HSAs) will be made as follows:

- a) **JANUARY.** Two-thirds ( $\frac{2}{3}$ ) of the District Health Savings Account contribution, when applicable, shall be made with the first payroll in January of each year for qualifying employees actively employed on that date.
- b) **SEPTEMBER.** The remaining one-third ( $\frac{1}{3}$ ) of the District Health Savings Account contribution, when applicable, shall be made with the first payroll in September each year for qualifying employees actively employed on that date. (A qualifying teacher starting employment at the beginning of the year will receive a one-third ( $\frac{1}{3}$ ) HSA contribution. A qualifying teacher separating from employment at the end of the year will not receive the September one-third contribution, having concluded employment in August.)

**DISTRICT DISCRETION TO DEVELOP ADDITIONAL PLAN OFFERINGS.** The District may offer and develop additional health insurance plan options including, but not limited to, a high performance network plan at its sole discretion. The policies, procedures, implementation and all decisions related thereto, including but not limited to, deductibles, employee premium share percentages, and out of pocket maximums shall be the sole responsibility of the District; provided however, the District will review the program and receive input from the Association prior to implementation.

## APPENDIX F

### NURSE SALARY CALCULATION (2024-2025)

I) **Registered Nurses (RNs).** Salary shall be calculated as follows for a RN:

GENERATOR and BASE. The Base Salary shall be \$48,245 (the total of the generator salary of \$47,325 and the dollar value of the first year of creditable service valued at \$920);

SERVICE. Each Year of Experience shall add \$920 to the generator salary of \$47,325, up to a maximum of eighteen (18) total years. The current year of the nurse's contract shall equal a year of experience; and,

EXPERIENCE OUTSIDE THE DISTRICT: Each RN initially employed by the District prior to August 1, 2022 shall be credited with a maximum of two (2) years of outside experience. Each nurse initially employed by the District after August 1, 2022, shall be credited with a maximum of ten (10) years of outside experience.

II) **Bachelor of Science Nurses (BSNs).** Salary shall be calculated as follows for a BSN:

GENERATOR and BASE. The Base Salary shall be \$48,575 (the total of the generator salary of \$47,325 and the dollar value of the first year of creditable service valued at \$1,250);

SERVICE. Each Year of Experience shall add \$1,250 to the generator salary of \$47,325, up to a maximum of eighteen (18) total years. The current year of the nurse's contract shall equal a year of experience; and,

EXPERIENCE OUTSIDE THE DISTRICT: Each BSN initially employed by the District prior to August 1, 2022 shall be credited with a maximum of two (2) years of outside experience. Each nurse initially employed by the District after August 1, 2022, shall be credited with a maximum of ten (10) years of outside experience.

## APPENDIX F

### NURSE SALARY CALCULATION (2025-2026)

I) **Registered Nurses (RNs).** Salary shall be calculated as follows for a RN:

GENERATOR and BASE. The Base Salary shall be \$48,650 (the total of the generator salary of \$47,710 and the dollar value of the first year of creditable service valued at \$940);

SERVICE. Each Year of Experience shall add \$940 to the generator salary of \$47,710, up to a maximum of nineteen (19) total years. The current year of the nurse's contract shall equal a year of experience; and,

EXPERIENCE OUTSIDE THE DISTRICT: Each RN initially employed by the District prior to August 1, 2022 shall be credited with a maximum of four (4) years of outside experience. Each nurse initially employed by the District after August 1, 2022, shall be credited with a maximum of ten (10) years of outside experience.

II) **Bachelor of Science Nurses (BSNs).** Salary shall be calculated as follows for a BSN:

GENERATOR and BASE. The Base Salary shall be \$49,020 (the total of the generator salary of \$47,710 and the dollar value of the first year of creditable service valued at \$1,310);

SERVICE. Each Year of Experience shall add \$1,310 to the generator salary of \$47,710, up to a maximum of eighteen (19) total years. The current year of the nurse's contract shall equal a year of experience; and,

EXPERIENCE OUTSIDE THE DISTRICT: Each BSN initially employed by the District prior to August 1, 2022 shall be credited with a maximum of four (4) years of outside experience. Each nurse initially employed by the District after August 1, 2022, shall be credited with a maximum of ten (10) years of outside experience.

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Contract for Millard North High School Choir and Band Room Renovations

**Meeting Date:** January 22, 2024

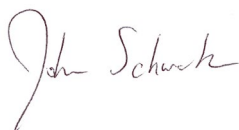
**Background/Description:** This is a summer project funded with the proceeds from the 2020 bond issue.  
  
A representative from BCDM Architects will be present to answer any questions.

**Action Desired:** It is recommended that the contract for the Millard North High School Choir and Band Room Renovations be awarded to Elk Ridge Construction in the amount of \$522,769.26 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

**Policy / Strategic Plan Reference:** n/a

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

**Superintendent's Signature:**



11 January 2024

Mr. Chad Meisgeier  
Millard Public Schools  
Don Stroh Administration Center  
5606 South 147<sup>th</sup> Street  
Omaha, NE 68137

RE: Millard North High School – Band and Choir Renovations  
BCDM Project No. 3029-33

Dear Chad:

On January 4, 2024, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, two (2) bids were received with a **low bid of \$495,535.76 from Elk Ridge Construction**. The original project budget was \$300,000 with an architect's estimate of \$425,000.

In addition to the base bid amount, Elk Ridge Construction submitted a bid of **an additional \$27,233.50 for Alternate No. 1** (which includes replacement of three doors).

Since the time of the bid opening, we have confirmed with Elk Ridge Construction that they are comfortable with their bid. We have also reviewed these bids received with MPS staff and would **recommend a contract be awarded to Elk Ridge Construction for the base bid as well as Alternate 1 for the combined total amount of \$522,769.26 for the Millard North High School – Band and Choir Renovations project**.

Upon your approval, we can proceed with the preparation of contracts. Please let me know if you should have any questions or concerns.

Sincerely,



Pat Carson  
Architect, AIA

PC/mmm  
Attachment: Bid Tab

e-copy: File: 3029-33\_5-2



1015 North 98th Street, Suite 300  
Omaha, NE 68114

January 4, 2024

***BID TABULATION - MILLARD NORTH HIGH SCHOOL - BAND AND CHOIR RENOVATIONS***

BCDM No. 3029-33

	<b>ELK RIDGE CONSTRUCTION</b>	<b>KE FLEX</b>
Lump Sum Base Bid	\$495,535.76	\$661,142.00
Addenda (2)	Yes	Yes
Bid Security	Yes	Yes
Alternates:		
No. 1: Add to replace doors 241.1, 252.1, 252.3	\$27,233.50	\$34,268.00



**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Contract for Slab Settlement Repair at Black Elk Elementary School, Willowdale Elementary School, and Russell Middle School

**Meeting Date:** January 22, 2024

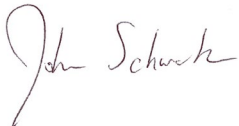
**Background/Description:** This is a summer project funded with the proceeds from the 2020 bond issue.  
A representative from BCDM Architects will be present to answer any questions.

**Action Desired:** It is recommended that the contract for the Slab Settlement Repair at Black Elk Elementary School, Willowdale Elementary School, and Russell Middle School be awarded to KE Flex in the amount of \$492,989 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

**Policy / Strategic Plan Reference:** n/a

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

**Superintendent's Signature:**



11 January 2024

Mr. Chad Meisgeier  
Millard Public Schools  
Don Stroh Administration Center  
5606 South 147<sup>th</sup> Street  
Omaha, NE 68137

RE: Millard Public Schools – Slab Settlement Repair 2024  
(Black Elk Elementary, Willowdale Elementary and Russell Middle School)  
BCDM Project No. 3028-06

Dear Chad:

On January 10, 2024, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, three (3) bids were received with a **low bid of \$465,329 from KE Flex**. The original project budget was \$750,000.

In addition to the base bid amount, KE Flex submitted a bid of **an additional \$27,660 for Alternate No. 2** (which involves flooring replacement in additional nearby classrooms at Russell Middle School). Pricing was also provided for an Alternate No. 1 involving improvements to the media center at Willowdale Elementary. This pricing was requested for future decision making as part of a school-funded project.

Since the time of the bid opening, we have confirmed with KE Flex that they are comfortable with their bid. We have also reviewed this bid received with MPS staff and would **recommend a contract be awarded to KE Flex for the base bid as well as Alternate 2 for the combined total amount of \$492,989 for the Millard Public Schools – Slab Settlement Repair 2024 project.**

Upon your approval, we can proceed with the preparation of contracts. Please let me know if you should have any questions or concerns.

Sincerely,



Pat Carson  
Architect, AIA

PC/mmm  
Attachment: Bid Tab

e-copy: File: 3004-11\_5-2



1015 North 98th Street, Suite 300  
Omaha, NE 68114

January 10, 2024

**BID**

**TABULATION - MILLARD PUBLIC SCHOOLS - SLAB SETTLEMENT 2024**

BCDM No. 3028-06

	<b>K.C. PETERSEN CONSTRUCTION</b>	<b>KE FLEX</b>	<b>RIFE CONSTRUCTION</b>
Lump Sum Base Bid	\$545,776	\$465,329	\$535,240
Addenda (3)	Yes	Yes	Yes
Bid Security	Yes	Yes	Yes
Alternates:			
No. 1: Demo wall, desk & associated power. Paint walls.	\$10,000	\$16,770	\$5,803
No. 2: Demo existing & new carpet & base in certain rooms at Russell Middle School.	\$31,754	\$27,660	\$36,312
Voluntary Substitutions	None	None	None

Alternates

No. 1: Demo wall, desk and associated power as noted in Willowdale Media Center. Paint walls as noted on the Drawings.

No. 2: Demo existing and provide new carpet and base in certain rooms at Russell Middle School as noted on the Drawings.

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Contract for Black Elk Elementary School Stage Door Replacement

**Meeting Date:** January 22, 2024

**Background/  
Description:** This is a summer project funded with the proceeds from the 2020 bond issue.  
  
A representative from BCDM Architects will be present to answer any questions.

**Action Desired:** It is recommended that the contract for the Black Elk Elementary School Stage Door Replacement be awarded to K.C. Petersen Construction in the amount of \$61,800 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

**Policy /  
Strategic Plan  
Reference:** n/a

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

**Superintendent's Signature:**



11 January 2024

Mr. Chad Meisgeier  
Millard Public Schools  
Don Stroh Administration Center  
5606 South 147<sup>th</sup> Street  
Omaha, NE 68137

RE: Millard Black Elk Elementary – Stage Door Replacement  
BCDM Project No. 3004-11

Dear Chad:

On January 10, 2024, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, one (1) bid was received for **\$61,800.00 from K.C. Petersen Construction**. The original project budget was \$35,000 with an architect's estimate of \$71,000.

Since the time of the bid opening, we have confirmed with K.C. Petersen Construction that they are comfortable with their bid. We have also reviewed this bid received with MPS staff and would **recommend a contract be awarded to K.C. Petersen Construction in the amount of \$61,800.00 for the Black Elk Elementary – Stage Door Replacement project.**

Upon your approval, we can proceed with the preparation of contracts. Please let me know if you should have any questions or concerns.

Sincerely,



Charlsi Kratina  
IIDA

CK/mmm

Attachment: Bid Tab

e-copy: File: 3004-11\_5-2



1015 North 98th Street, Suite 300  
Omaha, NE 68114

January 10, 2024

***MPS BLACK ELK ELEMENTARY  
BID TABULATION - STAGE DOOR REPLACEMENT***

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BCDM No. 3004-11

**K.C. PETERSEN CONSTRUCTION**

Lump Sum Base Bid	\$61,800
Addenda (2)	Yes
Bid Security	Yes

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Contract for Millard North High School Fire Alarm System Replacement

**Meeting Date:** January 22, 2024

**Background/  
Description:** This is a summer project funded with the proceeds from the 2020 bond issue.

A representative from Morrissey Engineering will be present to answer any questions.

**Action Desired:** It is recommended that the contract for Millard North High School Fire Alarm System Replacement be awarded to Downs Electric in the amount of \$1,659,900 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

**Policy /  
Strategic Plan  
Reference:** n/a

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

**Superintendent's Signature:**

Handwritten signature of John Schwach in cursive script.

January 11, 2024

Millard Public Schools  
5606 South 147<sup>th</sup> Street  
Omaha, NE 68137

Attn: John Brennan

Project #23354: Millard North High School Fire Alarm System Replacement  
RE: Bid Proposals dated January 10, 2024

Mr. Brennan:

Bids were received for the North High School Fire Alarm System Replacement at MPS Support Services Center on January 10<sup>th</sup>, 2024 at 1:30 p.m. Per the attached bid tab, one bid was received. The low bid was submitted by Downs Electric in the amount of \$1,659,900. Downs has satisfactorily completed several projects with Morrissey Engineering and MPS in the past, including multiple fire alarm replacement projects. General Fire and Safety was stated as the fire alarm subcontractor. General Fire and Safety has also completed multiple MPS fire alarm projects in the past and has ongoing maintenance contracts with the District.

The original budget estimate for the intercom replacement was \$1,500,000.

Following discussions with district staff, we recommend awarding the bid to Downs Electric in the amount of \$1,659,900 (one million six hundred fifty nine thousand nine hundred dollars).

Downs indicated on their Bid Proposal they would finish by July 25, 2025 per the specifications.

Please advise if you require any additional information.

Sincerely,



Jeff Hemje, PE

Enclosure



**PROJECT:** MPS North High School Fire Alarm System Replacement

**BID DATE:** 1/10/2024

**BID TIME:** 1:30 PM

**MEI PROJECT NO.:** 23354



**BID TABULATION**

BIDDERS	Base Bid	Addendum #1	Addendum #2	Bid Bond	Comments
Downs Electric	\$1,659,900	Yes	Yes	Yes	

Bids to replace the fire alarm system at Millard North High School school per the bid documents dated 12/19/2023

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Contracts for South High School Furniture Replacement - Phase II

**Meeting Date:** January 22, 2024

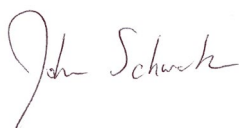
**Background/  
Description:** This is a summer project funded with the proceeds from the 2020 bond issue.

**Action Desired:** It is recommended that that the Chief Financial Officer be authorized to execute any and all documents related to the contracts for South High School Furniture Replacement - Phase II and that the contracts be awarded as follows: (1) to SBI in the amount of \$143,852; (2) to Meteor in the amount of \$253,955; and (3) to Virco in the amount of \$69,832.

**Policy /  
Strategic Plan  
Reference:** n/a

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

**Superintendent's Signature:**

A handwritten signature in cursive script that reads "John Schwach".

# Memo

**To:** Chad Meisgeier  
**From:** Steve Mainelli  
**CC:** John Brennan  
**Date:** 1/12/2024  
**Re:** South High Phase Two Furniture Replacement

---

**Chad:**

Bids were received on January 12, 2024 for the South High School Phase Two Furniture Replacement project. Per the attached bid tab, four bids were received. The total estimated budget for this project is \$475,000.

Bidders were asked to submit their bids on a line item basis. Please note that some of the bids were based on products not included in the project specifications.

The sum total of the recommended low acceptable bids for each individual line item is \$467,639 and would result in the project being divided among three vendors.

Based on these bid results, we recommend the project be awarded to the following three vendors:

SBI in the amount of \$143,852

Meteor in the amount of \$253,955

Virco in the amount of \$69,832

**SOUTH HIGH FURNITURE REPLACEMENT PHASE 2 - BID TABULATION 1/11/2024**

**BID ITEM #1 - TEACHER DESK**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft		Yes	68	\$ 1,081.55	\$ 73,545.40	\$ -	52	\$ 25.00	\$ 1,300.00	\$ 74,845.40
SBI	Scholar Craft		Yes	68	\$ 1,085.23	\$ 73,795.64	\$ 2,991.77	52	\$ 26.32	\$ 1,368.64	\$ 78,156.05
Virco				68	\$ -	\$ -	\$ -	52	\$ -	\$ -	\$ -
Lakeshore	Lakeshore		No	68	\$ 1,199.00	\$ 81,532.00	\$ -	52	\$ -	\$ -	\$ 81,532.00
ESTIMATE				68	\$ 983.11	\$ 66,851.48		52	\$ 64.69	\$ 3,363.88	\$ 70,215.36

**BID ITEM #2 - MOBILE LECTERN**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft		Yes	42	\$ 772.54	\$ 32,446.68	\$ -	0	\$ -	\$ -	\$ 32,446.68
SBI	Scholar Craft		Yes	42	\$ 766.14	\$ 32,177.88	\$ 1,304.53	0		\$ -	\$ 33,482.41
Virco				42	\$ -	\$ -	\$ -	0	\$ -	\$ -	\$ -
Lakeshore	Lakeshore		No	42	\$ 1,099.00	\$ 46,158.00	\$ -	0	\$ -	\$ -	\$ 46,158.00
ESTIMATE				42	\$ 658.17	\$ 27,643.14		0	\$ -	\$ -	\$ 27,643.14

**BID ITEM #3 - TEACHER CHAIR**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft		Yes	121	\$ 205.65	\$ 24,883.65	\$ -	100	\$ 6.25	\$ 625.00	\$ 25,508.65
SBI	Scholar Craft		Yes	121	\$ 204.11	\$ 24,697.31	\$ 1,001.26	100	\$ 5.27	\$ 527.00	\$ 26,225.57
Virco	Virco		Yes	121	\$ 316.11	\$ 38,249.31	\$ -	100	\$ -	\$ -	\$ 38,249.31
Lakeshore	Lakeshore		No	121	\$ 199.00	\$ 24,079.00	\$ -	100	\$ -	\$ -	\$ 24,079.00
ESTIMATE				121	\$ 183.26	\$ 22,174.46		100	\$ 26.54	\$ 2,654.00	\$ 24,828.46

**BID ITEM #3A - TEACHER ACTIVITY CHAIR**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft		Yes	4	\$ 112.58	\$ 450.32	\$ -	54	\$ 6.25	\$ 337.50	\$ 787.82
SBI	Scholar Craft		Yes	4	\$ 119.11	\$ 476.44	\$ 19.32	54	\$ 5.27	\$ 284.58	\$ 780.34
Virco	Virco		Yes	4	\$ 169.71	\$ 678.84	\$ -	54	\$ -	\$ -	\$ 678.84
Lakeshore	Lakeshore		No	4	\$ 199.00	\$ 796.00	\$ -	54		\$ -	\$ 796.00
ESTIMATE				4	\$ 138.93	\$ 555.72		54	\$ 36.67	\$ 1,980.18	\$ 2,535.90

**BID ITEM #4 - FILE CABINET - 2 DRAWER**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Global		Yes	63	\$ 418.51	\$ 26,366.13	\$ -	91	\$ 12.50	\$ 1,137.50	\$ 27,503.63
SBI	Global		Yes	63	\$ 339.01	\$ 21,357.63	\$ -	91	\$ 10.53	\$ 958.23	\$ 22,315.86
Virco	Virco		Yes	63	\$ 618.76	\$ 38,981.88	\$ -	91	\$ -	\$ -	\$ 38,981.88
Lakeshore				63	\$ -	\$ -	\$ -	91	\$ -	\$ -	\$ -
ESTIMATE				63	\$ 329.63	\$ 20,766.69		91	\$ 34.50	\$ 3,139.50	\$ 23,906.19

**BID ITEM #5 -STUDENT DESK**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft		Yes	329	\$ 189.83	\$ 62,454.07	\$ -	8	\$ 12.50	\$ 100.00	\$ 62,554.07
SBI	Scholar Craft		Yes	329	\$ 205.06	\$ 67,464.74	\$ 2,735.11	8	\$ 10.53	\$ 84.24	\$ 70,284.09
Virco	Virco		Yes	329	\$ 218.61	\$ 71,922.69	\$ -	8	\$ -	\$ -	\$ 71,922.69
Lakeshore	Lakeshore		No	329	\$ 489.00	\$ 160,881.00	\$ -	8	\$ -	\$ -	\$ 160,881.00
ESTIMATE				329	\$ 201.55	\$ 66,309.95		8	\$ 8.87	\$ 70.96	\$ 66,380.91

**BID ITEM #5A -COMBO DESK - With Student Desks**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	\$ -	242	\$ 12.50	\$ 3,025.00	\$ 3,025.00
SBI				0	\$ -	\$ -	\$ -	242	\$ 10.53	\$ 2,548.26	\$ 2,548.26
Virco				0	\$ -	\$ -	\$ -	242	\$ -	\$ -	\$ -
Lakeshore				0	\$ -	\$ -	\$ -	242	\$ -	\$ -	\$ -
ESTIMATE				0	\$ -	\$ -		242	\$ 20.00	\$ 4,840.00	\$ 4,840.00

**BID ITEM #5A -COMBO DESK - With Student Tables**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	\$ -	205	\$ 12.50	\$ 2,562.50	\$ 2,562.50
SBI				0	\$ -	\$ -	\$ -	205	\$ 10.53	\$ 2,158.65	\$ 2,158.65
Virco				0	\$ -	\$ -	\$ -	205	\$ -	\$ -	\$ -
Lakeshore				0	\$ -	\$ -	\$ -	205	\$ -	\$ -	\$ -
ESTIMATE				0	\$ -	\$ -		205	\$ 20.00	\$ 4,100.00	\$ 4,100.00

**BID ITEM #7 - STUDENT TABLE (24' x 60")**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench		Yes	161	\$ 379.27	\$ 61,062.47	\$ -	90	\$ 12.50	\$ 1,125.00	\$ 62,187.47
SBI	Wisconsin Bench		Yes	161	\$ 399.49	\$ 64,317.89	\$ 978.12	90	\$ 10.53	\$ 947.70	\$ 66,243.71
Virco	Virco		Yes	161	\$ 319.72	\$ 51,474.92	\$ -	90	\$ -	\$ -	\$ 51,474.92
Lakeshore	Lakeshore		No	161	\$ 599.00	\$ 96,439.00	\$ -	90	\$ -	\$ -	\$ 96,439.00
ESTIMATE				161	\$ 250.00	\$ 40,250.00		90	\$ 28.56	\$ 2,570.40	\$ 42,820.40

**BID ITEM #7A - STUDENT TABLE -Accessible**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench		Yes	12	\$ 390.64	\$ 4,687.68	\$ -	0	\$ -	\$ -	\$ 4,687.68
SBI	Wisconsin Bench		Yes	12	\$ 410.37	\$ 4,924.44	\$ 74.89	0	\$ 10.53	\$ -	\$ 4,999.33
Virco	Virco		Yes	12	\$ 329.56	\$ 3,954.72	\$ -	0	\$ -	\$ -	\$ 3,954.72
Lakeshore	Lakeshore		No	12	\$ 399.00	\$ 4,788.00	\$ -	0	\$ -	\$ -	\$ 4,788.00
ESTIMATE				12	\$ 250.00	\$ 3,000.00		0	\$ -	\$ -	\$ 3,000.00

**BID ITEM #8C - STUDENT CHAIR (18")**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft		Yes	1164	\$ 103.01	\$ 119,903.64	\$ -	611	\$ 3.75	\$ 2,291.25	\$ 122,194.89
SBI	Scholar Craft		Yes	1164	\$ 98.75	\$ 114,945.00	\$ 4,660.02	611	\$ 3.16	\$ 1,930.76	\$ 121,535.78
Virco	Virco		Yes	1164	\$ 147.06	\$ 171,177.84	\$ -	611	\$ -	\$ -	\$ 171,177.84
Lakeshore	Lakeshore		No	1164	\$ 97.99	\$ 114,060.36	\$ -	611	\$ -	\$ -	\$ 114,060.36
ESTIMATE				1164	\$ 95.54	\$ 111,208.56		611	\$ 11.77	\$ 7,191.47	\$ 118,400.03

**BID ITEM #12A - LAB TABLE**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench		Yes	97	\$ 508.91	\$ 49,364.27	\$ -	80	\$ 18.75	\$ 1,500.00	\$ 50,864.27
SBI	Wisconsin Bench		Yes	97	\$ 523.45	\$ 50,774.65	\$ 772.16	80	\$ 15.79	\$ 1,263.20	\$ 52,810.01
Virco	Virco		Yes	97	\$ 718.87	\$ 69,730.39	\$ -	80	\$ -	\$ -	\$ 69,730.39
Lakeshore				97	\$ -	\$ -	\$ -	80	\$ -	\$ -	\$ -
ESTIMATE				97	\$ 408.95	\$ 39,668.15		80	\$ 70.00	\$ 5,600.00	\$ 45,268.15

**BID ITEM #12B - LAB TABLE - Accessible**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench		Yes	7	\$ 520.28	\$ 3,641.96	\$ -	0	\$ -	\$ -	\$ 3,641.96
SBI	Wisconsin Bench		Yes	7	\$ 534.33	\$ 3,740.31	\$ 56.88	0	\$ -	\$ -	\$ 3,797.19
Virco	Virco		Yes	7	\$ 728.72	\$ 5,101.04	\$ -	0	\$ -	\$ -	\$ 5,101.04
Lakeshore				7	\$ -	\$ -	\$ -	0	\$ -	\$ -	\$ -
ESTIMATE				7	\$ 408.95	\$ 2,862.65		0	\$ -	\$ -	\$ 2,862.65

**BID ITEM #12C - UTILITY TABLE**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Wisconsin Bench		Yes	45	\$ 424.43	\$ 19,099.35	\$ -	90	\$ 12.50	\$ 1,125.00	\$ 20,224.35
SBI	Wisconsin Bench		Yes	45	\$ 442.68	\$ 19,920.60	\$ 302.95	90	\$ 10.53	\$ 947.70	\$ 21,171.25
Virco	Virco		Yes	45	\$ 320.05	\$ 14,402.25	\$ -	90	\$ -	\$ -	\$ 14,402.25
Lakeshore				45	\$ -	\$ -	\$ -	90	\$ -	\$ -	\$ -
ESTIMATE				45	\$ 215.12	\$ 9,680.40		90	\$ 61.15	\$ 5,503.50	\$ 15,183.90

**BID ITEM #13 - STOOL**

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	Freight	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	\$ -	45	\$ 6.25	\$ 281.25	\$ 281.25
SBI				0	\$ -	\$ -		45	\$ 5.27	\$ 237.15	\$ 237.15
Virco				0	\$ -	\$ -	\$ -	45	\$ -	\$ -	\$ -
Lakeshore				0	\$ -	\$ -	\$ -	45	\$ -	\$ -	\$ -
ESTIMATE				0	\$ -	\$ -		45	\$ 5.00	\$ 225.00	\$ 225.00

ESTIMATE \$ 452,210.09

**TOTAL PROJECT BIDS**

	Meteor	(Vendor)
New Total	\$ 477,905.62	\$ 478,592.53
Trade In Total	\$ 15,410.00	\$ 13,256.11
Freight	\$ -	\$ 14,897.00
<b>Grand Total</b>	<b>\$ 493,315.62</b>	<b>\$ 506,745.64</b>

**Low Line Item Bids:**

SBI	\$ 143,851.64
	\$ -
Meteor	\$ 253,955.10
	\$ -
Virco	\$ 69,831.89
	\$ -
<b>Total</b>	<b>\$ 467,638.63</b>

**AGENDA SUMMARY SHEET**

**Agenda Item:** Human Resources

**Meeting Date:** January 22, 2024

**Background**

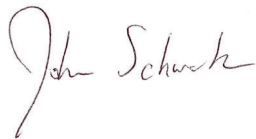
**Description:** Personnel Items: (1) Hiring Agenda, (2) Resignation Agenda

**Action Desired:** Approval

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

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

**Superintendent's Signature**





January 22, 2024

### TEACHER RECOMMENDED FOR HIRE

**Recommend: The following teachers be hired for the 2024-2025 school year:**

1. Ashley L. Perez – MA – College of Saint Mary. English Learner (EL) teacher at Millard South High School for the 2024-2025 school year. Previous Experience: Omaha Public School District (2023-Present)
2. Allison S. Wagner – MA+12 – SW Minnesota State University. Family and Consumer Science teacher at Millard South High School for the 2024-2025 school year. Previous Experience: Sioux City, IA Community Schools (2009-Present)
3. Natalie R. Person – BA – University of Nebraska, Lincoln. Science teacher at Millard West High School for the 2024-2025 school year. Previous Experience: Omaha Public Schools (2021-2022)
4. Annette C. Rinaldi – BA+21 – University of Nebraska, Lincoln. Family and Consumer Science teacher at Andersen Middle School for the 2024-2025 school year. Previous Experience: Westside Community Schools (2002-2006)
5. Jessica A. Snyder – BA – Mid-America Christian University. English Language Arts teacher at Central Middle School for the 2024-2025 school year. Previous Experience: Amarillo ISD, TX (2020-2023)
6. Elise L. Green – BA – Northwest Missouri State University. Math teacher at Millard West High School for the 2024-2025 school year.

**January 22, 2024**

**RESIGNATIONS**

**Recommend: The following resignation(s) be accepted:**

1. Keith D. Ahlers – Grade 4 teacher at Holling Heights Elementary School. Resigned at the end of the first semester for personal reasons.
2. Nicole L. Abbott – Health teacher at Andersen Middle School. Resigning at the end of the 2023-2024 school year for personal reasons.
3. Tiffany L. Kavvadias – Grade 6 teacher at Millard North Middle School. Resigning at the end of the 2023-2024 school year to take a position with Elkhorn Public Schools.

**Millard Public Schools**

**Project Management**

*Board meeting date: January 22, 2024*

*For period ending: December 31, 2023*

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**Construction Report to the Board of Education**

Location: **Abbott Elementary**  
Project Title: **Boiler & Cooling Tower Upgrades**  
Architect / Engineer: **MEI**  
Contractor: **Ray Martin**

Project Manager: **Steve Mainelli**  
Bid Award: **\$ 266,800**  
Change Orders: **0 \$ 0 (0.0%)**  
Amended Contract: **\$ 266,800**

Description of work:

This project includes upgrades to the existing cooling tower, replacement of the existing boilers along with associated piping, pumps and controls. The boilers are staged with multiple heat exchanger modules which provide redundancy within the array as well as increased efficiency. The modules can be serviced and/or replaced while maintaining the hot water heating system.

Status of progress:

**Project is fully complete.**

Change Order information:

**None**



**Location:** Aldrich Elementary  
**Project Title:** Mechanical Equipment Upgrades  
**Architect / Engineer:** MEI  
**Contractor:** Ray Martin

**Project Manager:** John Brennan  
**Bid Award:** \$ 565,000  
**Change Orders: 1** \$ 8,101 (1.4%)  
**Amended Contract:** \$ 573,101

Description of work:

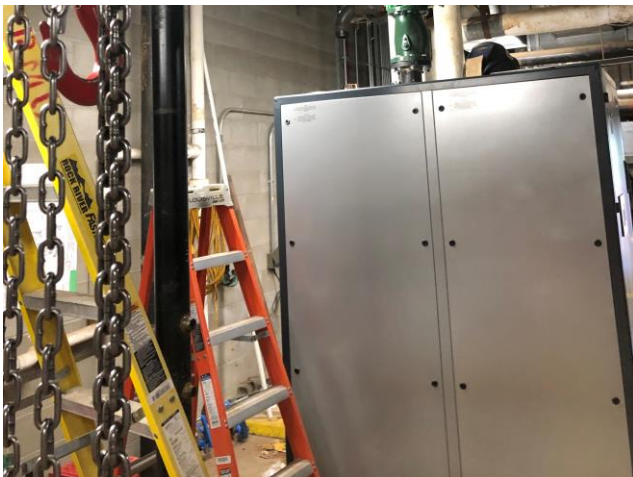
This project includes replacement of the existing boilers with the new District standard packaged array boilers. These boilers are staged with multiple heat exchanger modules which provide redundancy within the array as well as increased efficiency. The modules can be serviced and/or replaced while maintaining the hot water heating system. The existing chiller was also replaced. It was ordered in September of 2022 but unfortunately manufacturing was delayed. A temporary chiller has been placed at the site to provide chilled water for the Air Handling Units. Current estimate for delivery of the new Chiller is September 2023.

Status of progress:

This project is fully complete.

Change Order information:

Changer order to connect temporary chiller to building hydronic system.



Location: **Anderson Middle School**  
Project Title: **Track Replacement**  
Architect / Engineer: **LRA**  
Contractor: **Nemaha Sports Construction**

Project Manager: **Jeremy Madson**  
Bid Award: **\$ 771,190**  
Change Orders: **1** **-\$ 117,476(-15%)**  
Amended Contract: **\$ 653,714**

Description of work:

**This project includes full replacement of the existing running track along with modifications to the existing storm water system to provide improved storm water collection and additional track subgrade protection.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Change order included corrections to actual quantities for unit priced contract.**



Location: **Anderson Middle School**  
 Project Title: **Heat Pump Replacement Phase II**  
 Architect / Engineer: **MEI**  
 Contractor: **Sol Lewis**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 517,000**  
 Change Orders: **0** **\$ 0 (0.0%)**  
 Amended Contract: **\$ 517,000**

Description of work:

This is the second phase of 2 for the replacement of existing heat pumps throughout the building. 30 heat pumps were replaced with this phase in addition to the installation of a new air handling unit to replace 3 large heat pumps that served the Cafeteria.

Status of progress:

**Project is fully complete.**

Change Order information:

**None.**



Location : **Beadle Middle School**  
Project Title: **Gym RTU Replacement**  
Architect / Engineer: **MEI**  
Contractor: **Ray Martin**

Project Manager: **Steve Mainelli**  
Bid Award: **\$ 302,800**  
Change Orders: **0** **\$ 0 (0%)**  
Amended Contract: **\$ 302,800**

Description of work:

**This project includes replacement of two existing roof top units over the gymnasium space.**

Status of progress:

**Project is fully complete.**

Change Order information:

**None**





**Location:** Beadle Middle School  
**Project Title:** Heat Pump Replacement Phase I  
**Architect / Engineer:** MEI  
**Contractor:** Ray Martin

**Project Manager:** Steve Mainelli  
**Bid Award:** \$1,033,200  
**Change Orders:** 0 \$ 0 (0%)  
**Amended Contract:** \$1,033,200

Description of work:

This project is the first of two phases and includes replacement of existing water source heat pumps at the east and south classroom wings. Project also included replacement of dedicated outside air units in these areas.

Status of progress:

Project is fully complete.

Change Order information:

None



Location: **Cottonwood Elementary**  
Project Title: **Furniture Replacement**  
Architect / Engineer: **N/A**  
Contractor: **Sheppards Business Interiors**

Project Manager: **Steve Mainelli**  
Bid Award: **\$ 244,909**  
Change Orders: **1** **\$ -665 (-0.3%)**  
Amended Contract: **\$ 244,244**

Description of work:

**Project includes replacement of teacher and student classroom and office furniture.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Change order included a credit based on actual amount of furniture traded in.**



Location: Cottonwood Elementary  
Project Title: **Gym Reroof**  
Architect / Engineer: N/A  
Contractor: Imperial Roofing

Project Manager: John Brennan  
Bid Award: \$ 43,750  
Change Orders: 0 \$ 0 (0%)  
Amended Contract: \$ 43,750

Description of work:

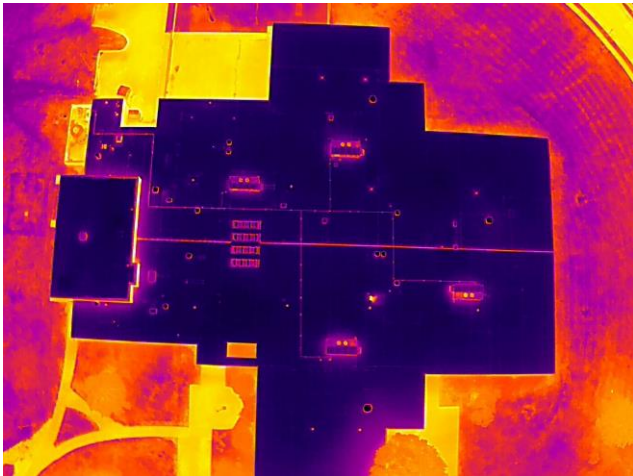
This project installed a new rubber roof membrane over the existing gym roof membrane and underlying insulation. The membrane is adhered to the existing membrane and mechanically fastened at seams. A 30 Year warranty is achieved. This is trial project for the district. BCDM and MPS reviewed other projects where this system was installed (PLCS). Facilities staff is impressed with the speed at which a new overlay roof can be installed with no risk of water intrusion.

Status of progress:

Project is fully complete.

Change Order information:

None



Location: **Central Middle School**  
 Project Title: **Cooling Tower Replacement**  
 Architect / Engineer: **MEI**  
 Contractor: **Sol Lewis**

Project Manager: **John Brennan**  
 Bid Award: **\$ 118,150**  
 Change Orders: **1 \$ 4,174 (4%)**  
 Amended Contract: **\$ 122,324**

Description of work:

**This project replaced the existing cooling tower. This project completes the updating of the entire building level mechanical systems at CMS (Chillers, Boilers, Pumps and Cooling Tower).**

Status of progress:

**Project is fully Complete**

Change Order information:

**An additional electrical disconnect was required by the State Electrical Inspector**



Location: **Central Middle School**  
 Project Title: **Interior Renovation**  
 Architect / Engineer: **BCDM**  
 Contractor: **Weitz**

Project Manager: **John Brennan**  
 Bid Award: **\$10,040,673**  
 Change Orders: **3** **\$ -481,636 (-5%)**  
 Amended Contract: **\$ 9,559,037**

Description of work:

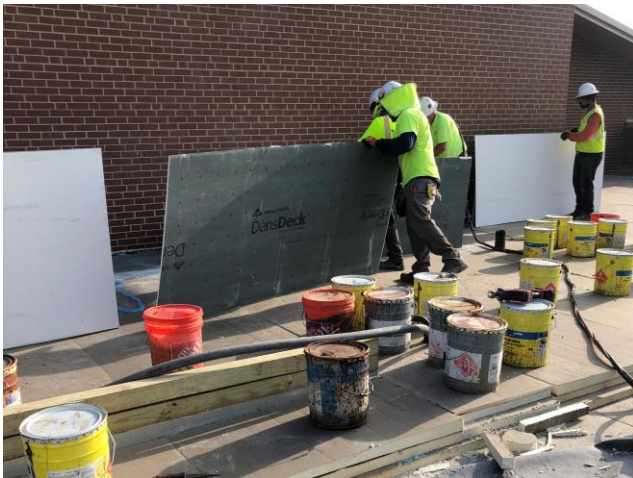
The third and final phase of this project was undertaken this summer. The scope included removing and replacing the roof above the locker rooms at the south end of the building along with some interior signage and way finding.

Status of progress:

Project is fully complete.

Change Order information:

Library furniture scope was removed from the GMP and the district purchased this equipment directly, **(\$35,594)**. The Roof Top Unit serving the kitchen and adjoining areas was removed and replaced, \$131,857. Change order also included unused contingency.



Location: **Disney Elementary School**  
 Project Title: **Playground Replacement**  
 Architect / Engineer: **Lamp Rynearson**  
 Contractor: **Dostals Construction**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 279,864**  
 Change Orders: **1** **\$ -6,150 (-2%)**  
 Amended Contract: **\$ 273,714**

Description of work:

**This project removed the existing primary play equipment that replacement parts were no longer available for and installed new Burke play equipment.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Deduct unused allowances included in the original contract.**



Location: **Ezra Elementary**  
 Project Title: **Mechanical Equipment Replacement**  
 Architect / Engineer: **MEI**  
 Contractor: **Ray Martin**

Project Manager: **Steve Mainelli**  
 Bid Award: **\$ 635,000**  
 Change Orders: **2** **\$ 24,558 (3.9%)**  
 Amended Contract: **\$ 659,558**

Description of work:

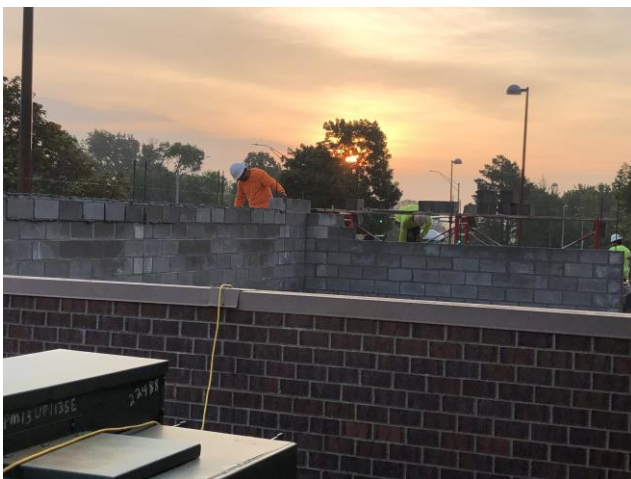
**This project includes removal and replacement of existing cooling tower, chiller and boiler along with associated piping and controls. Project also includes a new masonry screen wall intended to conceal and protect new chiller. The new boilers are staged with multiple heat exchanger modules which provides redundancy within the array as well as increased efficiency. The modules can be serviced and/or replaced while maintaining the hot water heating system.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Change Orders for connection of temporary chiller to building hydronic system, brick staining to match existing building, and height extensions of screen wall to meet city requirements.**



Location: **Hitchcock Elementary**  
 Project Title: **Interior Renovation**  
 Architect / Engineer: **BCDM**  
 Contractor: **Rife Construction**

Project Manager: **John Brennan**  
 Bid Award: **\$ 892,147**  
 Change Orders: **2** **\$ 25,063 (2.8%)**  
 Amended Contract: **\$ 917,710**

Description of work:

This project includes renovation of all interior spaces, updates to restrooms, new ceiling grid and pads, painting of walls and frames, and a new family restroom. An alternate was accepted for this project providing a secure entrance and office reconfiguration.

Status of progress:

**Project is fully complete.**

Change Order information:

Misc. interior finishes revisions, access panels, added flooring demo, plumbing and electrical revisions and added window shades at administrative offices.





Location: **Hitchcock Elementary School**  
 Project Title: **Playground Replacement**  
 Architect / Engineer: **Lamp Rynearson**  
 Contractor: **Dostals Construction**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 248,300**  
 Change Orders: **1 \$ -11,325 (-5%)**  
 Amended Contract: **\$ 236,975**

Description of work:

**This project removed the existing primary play equipment that replacement parts were no longer available for and installed new Burke play equipment**

Status of progress:

**Project is fully complete.**

Change Order information:

**Reduce the quantity of installed playground mulch and deduct unused allowances included in the original contract.**



Location: **Morton Elementary**  
 Project Title: **Reroofing Phase II**  
 Architect / Engineer: **BVH**  
 Contractor: **Bradco**

Project Manager: **John Brennan**  
 Bid Award: **\$ 572,000**  
 Change Orders: **2** **\$ -98,791(-17%)**  
 Amended Contract: **\$ 473,209**

Description of work:

**This project is the 2<sup>nd</sup> and final phase for the roof replacement and included roof area A-1 for a total area of 22,234 SF.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Deduct for material allowance overage and \$6,000 (4 days @ \$1,500/day) assessed liquidated damages.**



**Location:** Morton Elementary  
**Project Title:** RTU Phase II Installation  
**Architect / Engineer:** MEI  
**Contractor:** MMC

**Project Manager:** John Brennan  
**Bid Award:** \$ 234,997  
**Change Orders: 1** \$ 30,358 (13%)  
**Amended Contract:** \$ 265,355

Description of work:

This project included the replacement of the remaining Multi-zone Roof Top Units along with service platforms and temperature controls. The district ordered these units directly and planned on both units being installed over the summer of 2023. Fortunately, the unit that served the north classroom wing of the school was delivered early as the existing unit had failed and was out of service. Efforts were undertaken to have this unit installed over the winter break of 2022.

Status of progress:

**Project is fully complete.**

Change Order information:

Added costs to have two separate crane setups, unit startups, and premium work to complete over the winter break.



**Location:** Kiewit Middle School  
**Project Title:** Heat Pumps Phase I  
**Architect / Engineer:** MEI  
**Contractor:** Ray Martin

**Project Manager:** Jeremy Madson  
**Bid Award:** \$ 728,500  
**Change Orders:** 0 \$ 0 (0.0%)  
**Amended Contract:** \$ 728,500

Description of work:

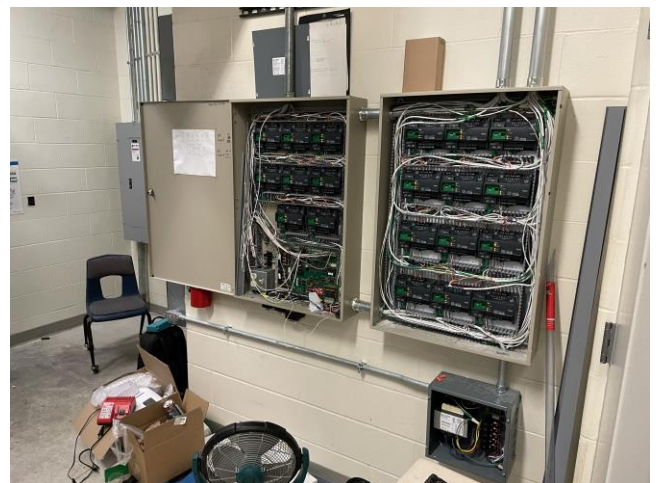
This is the first phase of 2 for the replacement of existing heat pumps throughout the building. 76 heat pumps were replaced with this phase.

Status of progress:

Project is complete, contractor is currently finishing punch list work and submitting closeout documentation.

Change Order information:

None.



Location: **Kiewit Middle School**  
 Project Title: **Boiler Replacement**  
 Architect / Engineer: **MEI**  
 Contractor: **Sol Lewis**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 243,000**  
 Change Orders: **0** **\$ 0** (0.0%)  
 Amended Contract: **\$ 243,000**

Description of work:

This project includes replacement of the existing boilers, heating water pumps, associated hydronic piping and hydronic specialties, electrical work and temperature control work associated with the new equipment. The boilers are staged with multiple heat exchanger modules which provides redundancy within the array as well as increased efficiency. The modules can be serviced and/or replaced while maintaining the hot water heating system.

Status of progress:

**Project is fully complete.**

Change Order information:

**None.**



Location: **Kiewit Middle School**  
 Project Title: **Gym AHU Replacement**  
 Architect / Engineer: **MEI**  
 Contractor: **MMC Contractors**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 149,997**  
 Change Orders: **0** **\$ 0 (0%)**  
 Amended Contract: **\$ 149,997**

Description of work:

**This project includes replacement of the existing gym air handling unit and replacing it with two new units.**

Status of progress:

**Project is complete, contractor is currently finishing punch list work and submitting closeout documentation.**

Change Order information:

**None**



*Location:* **Kiewit Middle School**  
*Project Title:* **Reroofing Phase I**  
*Architect / Engineer:* **BVH**  
*Contractor:* **Scott Enterprises**

*Project Manager:* **Jeremy Madson**  
*Bid Award:* **\$ 525,151**  
*Change Orders: 1* **\$ -52,875(-10%)**  
*Amended Contract:* **\$ 472,276**

Description of work:

**This project is the first phase for the roof replacement and included roof areas A & C for a total area of 17,700 SF.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Provide a credit for the unused material allowance included in the original contract.**



Location: **Kiewit Middle School**  
 Project Title: **Intercom Replacement**  
 Architect / Engineer: **MEI**  
 Contractor: **Tred-Mark Communications**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 155,500**  
 Change Orders: **1** **\$ 3,763 (2%)**  
 Amended Contract: **\$ 159,263**

Description of work:

**This project includes replacement of existing intercom system throughout the building.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Remove and replace 64 wall mount faceplates due to the intercom manufacturer changing the mounting spacing on the intercom phones. Provide labor and materials to add intercom call buttons in rooms 112A and 511 that were missed on the plans.**





Location: **North High School**  
 Project Title: **LED Lighting Phase III**  
 Architect / Engineer: **MEI**  
 Contractor: **Superior Lighting**

Project Manager: **John Brennan**  
 Bid Award: **\$ 418,600**  
 Change Orders: **0** **\$ 0 (0.0%)**  
 Amended Contract: **\$ 418,600**

Description of work:

**This project includes the third phase of the lighting upgrades at NHS to LED fixtures. Areas updated in this phase were the Main floor Northeast classroom wing, Band and Music Area, Mustang Center and the Boys locker rooms.**

Status of progress:

**The project is substantially complete. Final Punchlist and various minor change order items were completed over the winter break. Final Change order to be issued presently (+/- \$10,000).**

Change Order information:

**None at this time**



Location: **Sandoz Elementary**  
 Project Title: **Interior Renovation**  
 Architect / Engineer: **Schemmer**  
 Contractor: **Genesis Construction**

Project Manager: **Steve Mainelli**  
 Bid Award: **\$ 921,000**  
 Change Orders: **3** **\$ 111,290** (12%)  
 Amended Contract: **\$1,032,290**

Description of work:

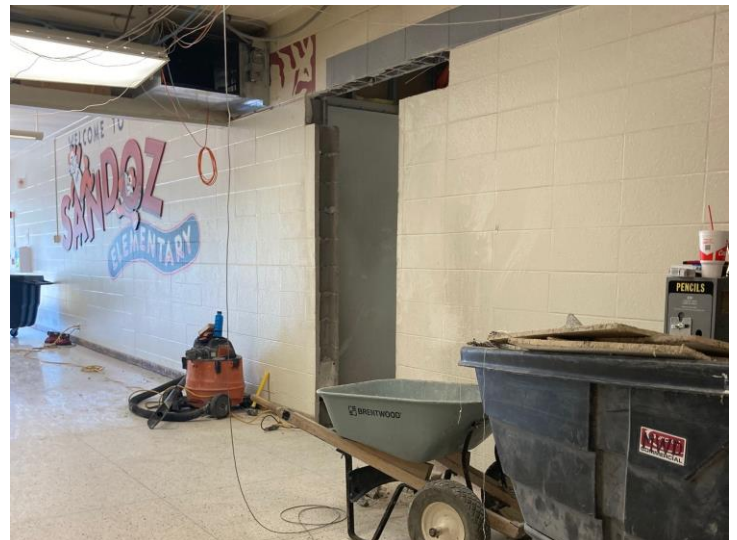
This project includes renovation of interior spaces, including paint, ceilings, restroom tile and some casework. Project also includes a new family restroom, new fire alarm system and a kitchen table storage room addition.

Status of progress:

Project is fully complete.

Change Order information:

Changes included additional fire alarm devices including duct detectors and magnetic door hold opens. Changes also included added costs related to plumbing for the new restroom and support of existing communication wire throughout the building.



Location: **South High School**  
 Project Title: **Interior Renovation**  
 Architect / Engineer: **BCDM**  
 Contractor: **Sampson Construction**

Project Manager: **Steve Mainelli**  
 Bid Award: **\$7,945,569**  
 Change Orders: **1 \$ 3,399 (0.0%)**  
 Amended Contract: **\$7,948,958**

Description of work:

This is the second of three phases of this project which includes renovation of interior spaces, including paint, ceilings, carpet, display boards and some casework. Project also includes a new family restroom, new secure vestibule and replacement of electric heating coils with new hot water heating coils.

Status of progress:

Portions of the mechanical work related to this second phase will continue into the school term. The balance of the renovation work for this phase is fully complete. The third and final phase is scheduled for summer of 2024.

Change Order information:

Change order included modifications to the floor finishes in some areas.



Location: **South High School**  
 Project Title: **Furniture Replacement Phase I**  
 Architect / Engineer: **In House**  
 Contractor: **Multiple Vendors**

Project Manager: **Steve Mainelli**  
 Bid Award: **\$ 388,567**  
 Change Orders: **0** **\$ 0 (0%)**  
 Amended Contract: **\$ 388,567**

Description of work:

This is the first of three planned phases for this project. It includes replacement of teacher and student classroom and office furniture. Three vendors were involved in this phase including Virco, SBI and Meteor.

Status of progress:

**Project is fully complete.**

Change Order information:

**None**



**Location:** South High School  
**Project Title:** AHU Replacement  
**Architect / Engineer:** MEI  
**Contractor:** Ray Martin

**Project Manager:** Steve Mainelli  
**Bid Award:** \$ 160,500  
**Change Orders:** 0 \$ 0 (0.0%)  
**Amended Contract:** \$ 160,500

Description of work:

This project includes replacement of an existing above ceiling air handling unit with a new roof mounted unit.

Status of progress:

Project is fully complete.

Change Order information:

None.



Location: **South High School**  
 Project Title: **Chiller Replacements**  
 Architect / Engineer: **MEI**  
 Contractor: **Prairie Mechanical**

Project Manager: **Steve Mainelli**  
 Bid Award: **\$ 656,650**  
 Change Orders: **2** **\$ 77,121** (12%)  
 Amended Contract: **\$ 733,771**

Description of work:

Scope of work included replacement of two existing air-cooled chillers and associated piping, pumps and related equipment. A temporary chiller was provided during the course of the work to maintain partial cooling to the building during the project duration.

Status of progress:

Project is substantially complete. Final completion is delayed waiting for completion of related work being done as part of the interior renovation project.

Change Order information:

Changes including the provision of the temporary chiller and modifications to piping layout due to significant space limitations.



Location: **West High School**  
 Project Title: **Secure Vestibule**  
 Architect / Engineer: **BCDM**  
 Contractor: **K.C. Petersen Construction**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 204,520**  
 Change Orders: **1 \$ 14,258 (7%)**  
 Amended Contract: **\$ 218,778**

Description of work:

**This project includes construction of an enlarged front entry vestibule and new security office to provide for a new secure entrance for visitors to the school.**

Status of progress:

**Project is fully complete.**

Change Order information:

**The existing vestibule ceiling was demolished and a new drywall ceiling was installed. The interior of the existing exterior vestibule doors were repainted and new power and data was installed above the new security desk for an information display.**



**Location:** West High School  
**Project Title:** Auditorium Lights Phase I  
**Architect / Engineer:** MEI  
**Contractor:** Downs Electric

**Project Manager:** Jeremy Madson  
**Bid Award:** \$1,080,000  
**Change Orders: 1** \$ 3,506(0.3%)  
**Amended Contract:** \$1,083,506

Description of work:

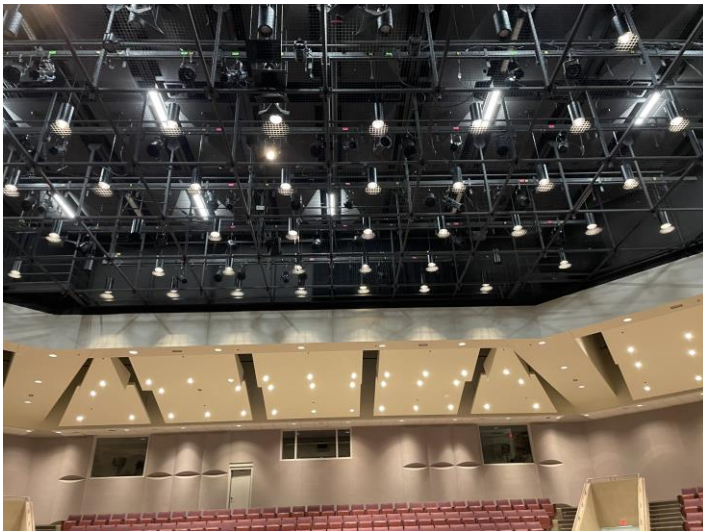
**This project included full replacement of the house and stage lighting in the auditorium. The lighting in the black box theater was not included.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Existing floor boxes were replaced at the control booth.**





Location: **West High School**  
Project Title: **Elevator Upgrades**  
Architect / Engineer: **In House**  
Contractor: **Schumacher**

Project Manager: **Jeremy Madson**  
Bid Award: **\$ 110,113**  
Change Orders: **1** **\$ 4,256 (4%)**  
Amended Contract: **\$ 114,369**

Description of work:

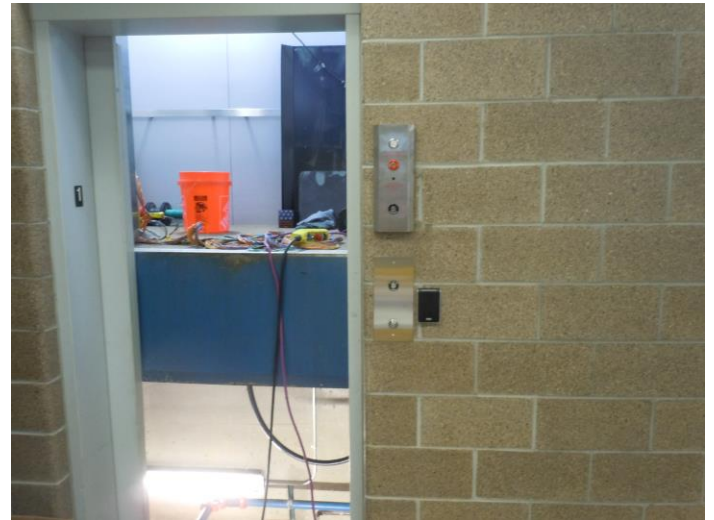
**This project included upgrades to the elevator to meet current building code requirements.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Add two-way audio/visual communication to the car operating panel for ADA requirements per new International Building Code changes.**



Location: **West High School**  
 Project Title: **Roof Replacement Phase 8**  
 Architect / Engineer: **BVH**  
 Contractor: **10 Men**

Project Manager: **Jeremy Madson**  
 Bid Award: **\$ 628,000**  
 Change Orders: **1 \$ 12,591 (2%)**  
 Amended Contract: **\$ 640,591**

Description of work:

**This project is the Eighth phase for the roof replacement and included roof areas U and F for a total area of 24,745 SF.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Change included an adjustment to the contract allowance for materials purchased based on the actual cost incurred.**



**Location:** West High School  
**Project Title:** Servery Gate Replacement  
**Architect / Engineer:** BCDM  
**Contractor:** KE Flex

**Project Manager:** Jeremy Madson  
**Bid Award:** \$ 117,298  
**Change Orders:** 0 \$ 0 (0%)  
**Amended Contract:** \$ 117,298

Description of work:

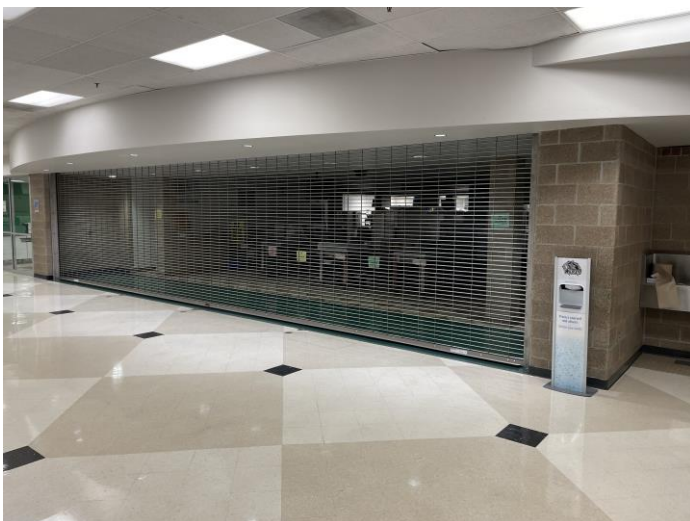
This project included removal of the original kitchen serving line operable panel doors and installation of a new 37' wide electronically controlled gate.

Status of progress:

Project is fully complete.

Change Order information:

None.



Location: **West High School**  
 Project Title: **Waterproofing**  
 Architect / Engineer: **N/A**  
 Contractor: **McGill Restoration**

Project Manager: **Dennis Bouckhuyt**  
 Bid Award: **\$ 43,055**  
 Change Orders: **0 \$ 0(0.0%)**  
 Amended Contract: **\$ 43,055**

Description of work:

**This project included exterior wall waterproofing and caulking at the west side of West high school. This was the final phase of waterproofing work at this site.**

Status of progress:

**Project is fully complete.**

Change Order information:

**None**



**Location:** Buell Stadium  
**Project Title:** Press Box Renovation  
**Architect / Engineer:** BCDM  
**Contractor:** Sampson Construction

**Project Manager:** John Brennan  
**Bid Award:** \$ 2,764,500  
**Change Orders:** 3 \$ 81,578 (3%)  
**Amended Contract:** \$ 2,846,078

Description of work:

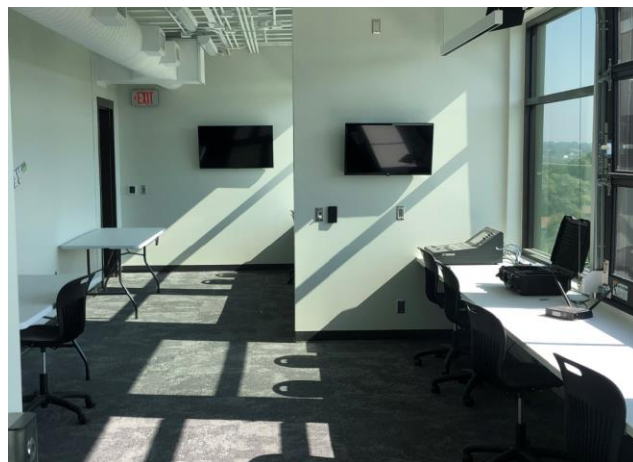
This project included the major renovation to the Buell Stadium Press Box. The lower-level walls, footings and the concrete “Tee” upper floor structure were left in place and incorporated into the new design. Restrooms were completely reworked and the capacity has been nearly doubled. A family restroom was added and an accessible lift was installed. Fan experience LED lighting has been integrated into the upper metal façade and will be combined with the existing sound and scoreboard systems. The upper level consists of Coaches Suites, Press Area, and Game Day Operations.

Status of progress:

Project is fully complete.

Change Order information:

Added Data, Unforeseen foundation issues, Roof and screen wall revisions, Exterior Signage, window shades, added insulation on plumbing lines.



Location: **Buell Stadium**  
 Project Title: **Stadium Drive**  
 Architect / Engineer: **LRA**  
 Contractor: **TR Construction**

Project Manager: **John Brennan**  
 Bid Award: **\$ 118,304**  
 Change Orders: **1 \$ - 11,218 (9%)**  
 Amended Contract: **\$ 107,086**

Description of work:

This project includes the replacement of the south drive to Buell Stadium with 7" thick concrete. Area inlets and curb inlets were installed and connected to the existing storm water sewer. The fence and gate at the west end of the drive were replaced.

Status of progress:

Project is fully complete.

Change Order information:

Actual Quantities of concrete paving, sewer piping and other miscellaneous erosion control measures were less than anticipated.



*Location:* **Multiple Sites**  
*Project Title:* **Door & Frame Replacement**  
*Architect / Engineer:* **BCDM**  
*Contractor:* **Elk Ridge Construction**

*Project Manager:* **John Brennan**  
*Bid Award:* **\$ 123,303**  
*Change Orders:* **0** **\$ 0** (0.0%)  
*Amended Contract:* **\$ 123,303**

Description of work:

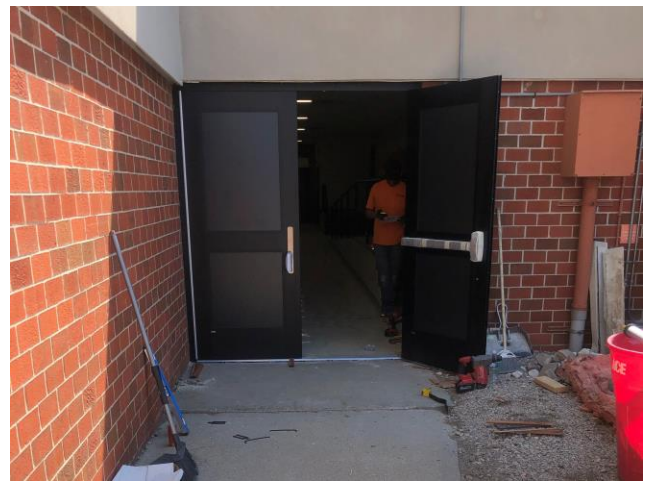
**Door and Frame replacement with Aluminum materials at various schools (NHS, NMS, Reagan, Reeder, Rohwer)**

Status of progress:

**Project is fully complete.**

Change Order information:

**None.**



**Location:** Multiple Sites  
**Project Title:** Door & Frame Maintenance  
**Architect / Engineer:** N/A  
**Contractor:** KC Peterson Construction

**Project Manager:** Dennis Boukhuyt  
**Bid Award:** \$ 25,000  
**Change Orders:** 0 \$ 0 (0.0%)  
**Amended Contract:** \$ 25,000

Description of work:

Project included repair and replacement of exterior door weatherstripping at North, South and West High Schools.

Status of progress:

Project is fully complete.

Change Order information:

None.





Location: **Multiple Sites**  
 Project Title: **Miscellaneous Paving Replacement**  
 Architect / Engineer: **N/A**  
 Contractor: **Multiple Contractors**

Project Manager: **Bill Chizek**  
 Bid Award: **\$ 357,224**  
 Change Orders: **3** **\$ -26,016 (-8%)**  
 Amended Contract: **\$ 331,208**

Description of work:

**This project included replacement of varying quantities of concrete paving and sidewalks at multiple sites across the district. Four contractors were involved in varying degrees including TR Construction, Utility Trenching, Lymm Construction and DPS LLC.**

Status of progress:

**Project is fully complete.**

Change Order information:

**Change order included a small increase in the scope of concrete replacement.**



Project Name	Total Project Budget	Construction Budget	Contract Award	Change Orders \$	Change Orders %	Latest Estimate	Soft Cost Budget	Soft Cost Committed	Soft Cost Balance	Contingency Budget	Contingency Change	Contingency Balance
<b>Additions &amp; Renovations</b>												
Cather Elem	756,656	586,555	853,310	35,769	4.19%	889,079	111,445	90,254	21,191	58,656	(281,333)	(222,678)
Cody Elem	7,354,585	5,701,229	8,894,009	0	0.00%	8,894,009	1,083,234	287,021	796,212	570,123	(3,192,780)	(2,622,657)
Cottonwood Elem	1,202,884	932,468	0	0	0.00%	932,468	177,169	38,000	139,169	93,247	0	93,247
Disney Elem	1,347,450	1,044,535	1,118,000	0	0.00%	1,118,000	198,462	48,048	150,413	104,454	(73,465)	30,989
Harvey Oaks Elem	709,055	549,655	0	0	0.00%	549,655	104,434	25,000	79,434	54,966	0	54,966
Hitchcock Elem Interior	820,440	636,000	892,647	25,063	2.81%	917,710	120,840	321,016	(200,176)	63,600	(481,886)	(418,286)
Hitchcock Elem Exterior	1,673,520	1,297,302	1,105,698	0	0.00%	1,105,698	246,487	1,813	244,675	129,730	191,604	321,334
Holling Heights Elem	1,284,559	995,782	0	0	0.00%	995,782	189,199	58,000	131,199	99,578	0	99,578
Montclair Elem	895,628	694,285	461,819	0	0.00%	461,819	131,914	35,022	96,892	69,429	232,466	301,895
Morton Elem	898,573	696,568	940,000	25,689	2.73%	965,689	132,348	141,044	(8,697)	69,657	(277,817)	(208,160)
Neihardt Elem	1,754,408	1,360,006	1,345,500	0	0.00%	1,345,500	258,401	57,033	201,368	136,001	14,506	150,507
Norris Elem	6,718,436	5,208,090	7,230,086	0	0.00%	7,230,086	989,537	504,791	484,747	520,809	(2,021,996)	(1,501,187)
Rockwell Elem	833,557	646,168	0	0	0.00%	646,168	122,772	37,723	85,049	64,617	0	64,617
Sandoz Elem	1,174,900	910,775	921,000	111,290	12.08%	1,032,290	173,047	80,746	92,301	91,078	(121,515)	(30,437)
BMS	408,330	316,535	280,351	0	0.00%	280,351	60,142	15,423	44,719	31,654	36,184	67,838
CMS	15,110,785	11,713,787	10,040,673	(481,636)	-4.80%	9,559,037	2,225,620	1,038,467	1,187,152	1,171,379	3,341,902	4,513,281
NMS	2,959,886	2,294,485	2,506,691	101,266	4.04%	2,607,957	435,952	249,988	185,964	229,449	(127,508)	101,940
SHS	7,432,056	5,761,284	7,945,569	3,399	0.04%	7,948,968	1,094,644	504,183	590,461	576,128	(2,187,684)	(1,611,555)
<b>Total Additions &amp; Renovations</b>	<b>\$53,335,707</b>	<b>\$41,345,509</b>	<b>\$44,535,353</b>	<b>(\$179,161)</b>	<b>-0.40%</b>	<b>\$47,480,265</b>	<b>\$7,855,647</b>	<b>\$3,533,573</b>	<b>\$4,322,074</b>	<b>\$4,134,551</b>	<b>(\$4,949,322)</b>	<b>(\$814,771)</b>
<b>Capital Equipment</b>												
Reeder Heat Pumps	407,963	316,250	662,000	0	0.00%	662,000	60,088	46,923	13,165	31,625	(345,750)	(314,125)
Rohwer Heat Pumps	386,678	299,750	433,323	29,311	6.76%	462,634	56,953	68,919	(11,966)	29,975	(174,850)	(144,875)
Wheeler Heat Pumps	376,035	291,500	383,400	9,537	2.49%	392,937	55,385	73,242	(17,857)	29,150	(119,294)	(90,144)
AMS Heat Pumps Phase 1	498,521	386,450	445,200	95,969	21.56%	541,169	73,426	75,663	(2,237)	38,645	(156,956)	(118,311)
AMS Heat Pumps Phase 2	498,521	386,450	517,000	0	0.00%	517,000	73,426	66,448	6,978	38,645	(123,572)	(84,927)
BMS Heat Pumps Phase 1	1,074,622	833,040	1,033,200	0	0.00%	1,033,200	158,278	79,289	78,988	83,304	(200,160)	(116,856)
BMS Heat Pumps Phase 2	1,541,498	1,194,960	1,548,000	0	0.00%	1,548,000	227,042	93,923	133,119	119,496	(353,040)	(233,544)
KMS Heat Pumps Phase 1	567,020	439,550	728,500	0	0.00%	728,500	83,515	110,253	(26,738)	43,955	(288,950)	(244,995)
KMS Heat Pumps Phase 2	567,020	439,550	744,000	0	0.00%	744,000	83,515	42,095	41,419	43,955	(304,450)	(260,495)
RMS Heat Pumps Phase 1 & 2	703,050	545,000	1,219,562	0	0.00%	1,219,562	103,550	82,922	20,628	54,500	(674,562)	(620,062)
WHS Chillers	1,025,550	795,000	985,835	14,022	1.42%	999,857	151,050	(16,115)	167,165	79,500	(37,692)	41,808
<b>Total Capital Equipment</b>	<b>\$7,646,475</b>	<b>\$5,927,500</b>	<b>\$8,700,020</b>	<b>\$148,839</b>	<b>1.71%</b>	<b>\$8,848,859</b>	<b>\$1,126,225</b>	<b>\$723,562</b>	<b>\$402,663</b>	<b>\$592,750</b>	<b>(\$2,779,277)</b>	<b>(\$2,186,527)</b>
<b>Energy Improvements</b>												
North High LED Lighting Phase 1	683,700	530,000	308,114	34,949	0.00%	343,063	100,700	21,381	79,319	53,000	266,255	319,255
North High LED Lighting Phase 2	703,050	545,000	345,575	0	0.00%	345,575	103,550	47,614	55,936	54,500	255,361	309,861
North High LED Lighting Phase 3	722,400	560,000	418,600	0	0.00%	418,600	106,400	37,998	68,402	56,000	141,400	197,400
North High LED Lighting Phase 4	741,750	575,000	740,350	0	0.00%	740,350	109,250	23	109,227	57,500	(165,350)	(107,850)
SHS Elec Heat Conversion (w SHS Reno)	1,935,000	1,500,000	0	0	0.00%	0	285,000	0	285,000	150,000	1,785,000	1,935,000
WHS Retro Commissioning	64,500	50,000	0	0	0.00%	50,000	9,500	13,937	(4,437)	5,000	0	5,000
Retro-Commissioning (Multi Site)	384,420	298,000	0	0	0.00%	298,000	56,620	0	56,620	29,800	0	29,800
<b>Total Energy Improvements</b>	<b>\$5,234,820</b>	<b>\$4,058,000</b>	<b>\$1,812,639</b>	<b>\$34,949</b>	<b>2%</b>	<b>\$2,195,588</b>	<b>\$771,020</b>	<b>\$120,955</b>	<b>\$650,065</b>	<b>\$405,800</b>	<b>\$2,282,666</b>	<b>\$2,688,466</b>

Project Name	Total Project Budget	Construction Budget	Contract Award	Change Orders \$	Change Orders %	Latest Estimate	Soft Cost Budget	Soft Cost Committed	Soft Cost Balance	Contingency Budget	Contingency Change	Contingency Balance
<b>Furniture</b>												
Cottonwood	219,428	189,162	244,909	(665)	-0.27%	244,244	11,350	3,452	7,897	18,916	(47,184)	(28,268)
Harvey Oaks	202,471	174,544	191,713	(12,538)	-6.54%	179,175	10,473	13,418	(2,946)	17,454	(7,577)	9,878
Neihardt	357,237	307,963	0	0	0.00%	307,963	18,478	0	18,478	30,796	0	30,796
Rockwell	295,578	254,809	223,273	0	0.00%	223,273	15,289	5,238	10,051	25,481	31,536	57,017
CMS	568,684	490,245	0	0	0.00%	490,245	29,415	0	29,415	49,025	0	49,025
NMS	478,906	412,850	0	0	0.00%	412,850	24,771	10,110	14,661	41,285	0	41,285
SHS Phase 1	360,971	311,182	388,567	0	0.00%	388,567	18,671	77,569	(58,899)	31,118	(136,284)	(105,165)
SHS Phase 2	551,000	475,000	0	0	0.00%	475,000	28,500	6,136	22,364	47,500	0	47,500
SHS Phase 3	374,943	323,227	0	0	0.00%	323,227	19,394	0	19,394	32,323	0	32,323
<b>Total Furniture</b>	<b>\$3,409,220</b>	<b>\$2,615,755</b>	<b>\$1,048,463</b>	<b>(\$13,204)</b>	<b>-1.26%</b>	<b>\$2,721,317</b>	<b>\$156,945</b>	<b>\$115,923</b>	<b>\$41,022</b>	<b>\$261,576</b>	<b>(\$159,509)</b>	<b>\$102,066</b>
<b>Safety &amp; Security</b>												
Projects TBD	1,222,067	947,339				947,339	179,994		179,994	94,734	0	94,734
Cather Site Lighting	129,000	100,000	88,245	0	0.00%	88,245	19,000	6,517	12,483	10,000	24,238	34,238
Cottonwood Intercom Replacement	161,250	125,000	82,500	0	0.00%	82,500	23,750	36,036	(12,286)	12,500	30,214	42,714
Disney Data Wiring (incl'd w Intercom)	125,775	97,500	0	0	0	0	18,525	0	18,525	9,750	116,025	125,775
Disney Intercom Replacement	122,550	95,000	176,884	(3,055)	-1.73%	173,829	18,050	27,122	(9,072)	9,500	(87,901)	(78,401)
Hitchcock Data Wiring (incl'd w Intercom)	125,775	97,500	0	0	0	0	18,525	0	18,525	9,750	116,025	125,775
Hitchcock Intercom Replacement	122,550	95,000	139,000	2,115	1.52%	141,115	18,050	21,127	(3,077)	9,500	(49,192)	(39,692)
Holling Data Wiring (incl'd w Intercom)	125,775	97,500	0	0	0	0	18,525	0	18,525	9,750	116,025	125,775
Holling Heights Intercom Replacement	122,550	95,000	136,898	5,544	4.05%	142,442	18,050	36,870	(18,820)	9,500	(66,262)	(56,762)
Morton Exterior Lighting Upgrades	64,500	50,000	0	0	0.00%	50,000	9,500	11,800	(2,300)	5,000	0	5,000
Reagan Intercom Replacement	167,700	130,000	105,175	0	0.00%	105,175	24,700	35,942	(11,242)	13,000	13,583	26,583
Sandoz Intercom Replacement	161,250	125,000	105,977	0	0.00%	105,977	23,750	34,176	(10,426)	12,500	8,598	21,098
KMS Intercom Replacement	193,500	150,000	155,500	3,763	2.42%	159,263	28,500	65,569	(37,069)	15,000	(46,332)	(31,332)
NMS Intercom Replacement	354,750	275,000	130,000	2,590	1.99%	132,590	52,250	69,975	(17,725)	27,500	124,685	152,185
NMS Site Lighting	258,000	200,000	169,525	0	0.00%	169,525	38,000	18,089	19,911	20,000	50,386	70,386
RMS Fire Alarm	304,440	236,000	0	0	0.00%	236,000	44,840	0	44,840	23,600	0	23,600
NHS Fire Alarm	1,935,000	1,500,000	0	0	0.00%	1,500,000	285,000	112,523	172,477	150,000	0	150,000
NHS Intercom	516,000	400,000	364,465	0	0.00%	364,465	76,000	150,486	(74,486)	40,000	35,535	75,535
WHS Intercom Replacement	1,354,500	1,050,000	305,757	1,951	0.64%	307,708	199,500	155,725	43,775	105,000	786,067	891,067
WHS Secure Vestibule	234,723	181,956	204,520	14,258	6.97%	218,778	34,572	43,717	(9,146)	18,196	(45,968)	(27,772)
Security Access/ Video Management	1,210,001	937,985	0	0	0	0	178,217	885,383	(707,166)	93,799	230,819	324,617
Security Survey	88,000	0	0	0	0.00%	0	88,000	88,000	0	0	0	0
<b>Total Safety &amp; Security</b>	<b>9,099,656</b>	<b>\$6,985,780</b>	<b>\$2,164,446</b>	<b>\$27,166</b>	<b>1.26%</b>	<b>\$4,924,951</b>	<b>\$1,415,298</b>	<b>\$1,799,059</b>	<b>(\$383,761)</b>	<b>\$698,578</b>	<b>\$1,356,543</b>	<b>\$2,055,121</b>
<b>Summer Projects 2021</b>												
Abbott Re-roof Ph 3	290,250	225,000	195,000	1,321	0.68%	196,321	42,750	46,095	(3,345)	22,500	25,334	47,834
Bryan Paving Ph 2	305,730	237,000	257,237	10,073	3.92%	267,310	45,030	34,114	10,916	23,700	(19,394)	4,306
Disney RTU Replacement	799,800	620,000	744,400	(1,401)	-0.19%	742,999	117,800	74,059	43,741	62,000	(79,259)	(17,259)
Ezra Water Heater Replacement	45,150	35,000	62,025	0	0.00%	62,025	6,650	8,836	(2,186)	3,500	(29,211)	(25,711)
Harvey Oaks Chiller Replacement	322,500	250,000	186,000	0	0.00%	186,000	47,500	13,850	33,650	25,000	97,650	122,650

Project Name	Total Project Budget	Construction Budget	Change Orders		Change Orders %	Latest Estimate	Soft Cost Budget	Soft Cost Committed	Soft Cost Balance	Contingency Budget	Contingency Change	Contingency Balance
			Contract	Award								
Montclair Re-roof Ph 3	98,040	76,000	70,500	0	0.00%	70,500	14,440	25,354	(10,914)	7,600	(5,414)	2,186
Morton Re-roof Ph 1 (incl'd w Int. Reno)	355,300	323,000	0	0	0.00%	0	0	0	0	32,300	323,000	355,300
Morton RTU Replacement Ph 1	619,200	480,000	454,500	(3,728)	-0.82%	450,772	91,200	47,803	43,397	48,000	72,625	120,625
Morton Fire Alarm (incl'd w Int Reno)	137,500	125,000	0	0	0.00%	0	0	0	0	12,500	125,000	137,500
Neihardt Re-roof Ph 2	204,315	158,384	196,500	(76,616)	-38.99%	119,884	30,093	48,799	(18,706)	15,838	19,794	35,633
Neihardt Chiller Replacement	387,000	300,000	395,750	20,855	5.27%	416,605	57,000	44,248	12,752	30,000	(103,853)	(73,853)
AMS Gym Floor Refinishing	29,700	27,000	23,320	6,825	29.27%	30,145	0	0	0	2,700	(3,145)	(445)
CMS Annex RTU Replacement	161,250	125,000	118,500	0	0.00%	118,500	23,750	19,430	4,320	12,500	10,820	23,320
CMS Annex YAP Improvements	51,600	40,000	36,776	(2,500)	-6.80%	34,276	7,600	8,083	(483)	4,000	5,241	9,241
NMS Irrigation System Replacement	82,500	75,000	39,762	0	0.00%	39,762	0	0	0	7,500	35,238	42,738
NMS Track Replacement	617,910	479,000	513,411	(27,600)	-5.38%	485,810	91,010	55,272	35,738	47,900	28,928	76,828
KLHHS Dock & Service Drive Replacement	359,910	279,000	204,226	(17,406)	-8.52%	186,820	53,010	41,699	11,311	27,900	103,491	131,391
NHS Bleacher Replacement	451,500	350,000	320,519	6,992	2.18%	327,511	66,500	29,643	36,857	35,000	59,346	94,346
SHS South Lot Paving Replacement Ph 1	457,950	355,000	405,546	20,660	5.09%	426,206	67,450	87,016	(19,566)	35,500	(90,772)	(55,272)
WHS Re-roof Ph 9	448,920	348,000	248,000	0	0.00%	248,000	66,120	74,487	(8,367)	34,800	91,633	126,433
Multiple Site- Door & Frame Replacement	129,000	100,000	82,500	0	0.00%	82,500	19,000	21,103	(2,103)	10,000	15,397	25,397
Multiple Site- HS Irrigation Pumps	77,400	60,000	34,570	0	0.00%	34,570	11,400	13,440	(2,040)	6,000	23,390	29,390
<b>Total Summer Projects 2021</b>	<b>\$6,432,425</b>	<b>\$5,067,384</b>	<b>\$4,589,040</b>	<b>(\$62,524)</b>	<b>-1.36%</b>	<b>\$4,526,516</b>	<b>\$858,303</b>	<b>\$693,332</b>	<b>\$164,971</b>	<b>\$506,738</b>	<b>\$705,839</b>	<b>\$1,212,577</b>
<b>Summer Projects 2022</b>												
Ackerman AHU Replacement	135,450	105,000	99,940	0	0.00%	99,940	19,950	33,691	(13,741)	10,500	(8,681)	1,819
Morton RTU Replacement Ph 2	580,500	450,000	294,000	0	0.00%	294,000	85,500	39,576	45,924	45,000	201,924	246,924
Neihardt Re-roof Ph 3	477,300	370,000	407,800	3,432	0.84%	411,232	70,300	60,397	9,903	37,000	(31,329)	5,671
Rohwer Paving Replacement	145,125	112,500	167,139	11,916	7.13%	179,054	21,375	36,063	(14,688)	11,250	(81,243)	(69,993)
Wheeler Dock Replacement	96,750	75,000	24,880	(730)	-2.93%	24,150	14,250	18,176	(3,926)	7,500	46,924	54,424
NMS RTU Replacement	90,300	70,000	119,499	0	0.00%	119,499	13,300	21,239	(7,939)	7,000	(57,438)	(50,438)
NHS Tennis Court Replacement	1,161,000	900,000	650,240	0	0.00%	650,240	171,000	87,015	83,985	90,000	249,760	339,760
SHS Elevator Upgrade	187,050	145,000	130,299	0	0.00%	130,299	27,550	44	27,506	14,500	42,207	56,707
SHS Glass Skylight Replacement	49,500	45,000	44,300	0	0.00%	44,300	0	0	0	4,500	700	5,200
SHS Main Gym Floor Refinishing	51,600	40,000	38,200	0	0.00%	38,200	7,600	460	7,140	4,000	8,940	12,940
SHS Tennis Court Replacement	1,161,000	900,000	751,910	0	0.00%	751,910	171,000	75,057	95,943	90,000	148,090	238,090
SHS Smoke EVAC Door Replacement	22,000	20,000	18,600	0	0.00%	18,600	0	0	0	2,000	1,400	3,400
SHS Practice Gym Backboard Replacement	45,150	35,000	17,119	0	0.00%	17,119	6,650	12,540	(5,890)	3,500	11,991	15,491
WHS Softball/Baseball Irrigation	55,000	50,000	49,814	0	0.00%	49,814	0	0	0	5,000	186	5,186
WHS Varsity Locker Replacement	187,050	145,000	113,043	(4,000)	-3.54%	109,043	27,550	15,088	12,462	14,500	35,957	50,457
WHS Softball Field Drainage	193,500	150,000	127,135	(336)	-0.26%	126,799	28,500	35,987	(7,487)	15,000	15,714	30,714
WHS Re-roof Ph 7	655,320	508,000	579,000	(69,638)	-12.03%	509,362	96,520	70,643	25,877	50,800	24,515	75,315
WHS Waterproofing Ph 2	55,000	50,000	66,900	0	0.00%	66,900	0	0	0	5,000	(16,900)	(11,900)
Multiple Site- Door & Frame Replacement	96,750	75,000	116,500	0	0.00%	116,500	14,250	24,303	(10,053)	7,500	(51,553)	(44,053)
Multiple Site- Elem. Bball Backstops	55,000	50,000	47,905	0	0.00%	47,905	0	0	0	5,000	2,095	7,095
Multiple Site- Stage Rigging Repairs	44,000	40,000	30,500	0	0.00%	30,500	0	0	0	4,000	9,500	13,500
<b>Total Summer Projects 2022</b>	<b>\$5,544,345</b>	<b>\$4,335,500</b>	<b>\$3,894,722</b>	<b>(\$59,356)</b>	<b>-1.52%</b>	<b>\$3,835,366</b>	<b>\$775,295</b>	<b>\$530,281</b>	<b>\$245,014</b>	<b>\$433,550</b>	<b>\$552,759</b>	<b>\$986,309</b>

Project Name	Total Project Budget	Construction Budget	Change Orders		Change Orders \$	Change Orders %	Latest Estimate	Soft Cost Budget	Soft Cost Committed	Soft Cost Balance	Contingency Budget	Contingency Change	Contingency Balance
			Contract	Award									
<b>Summer Projects 2023</b>													
Abbott Cooling Tower	483,750	375,000	266,800	0	0.00%	266,800	71,250	39,243	32,007	37,500	108,200	145,700	
Aldrich Chiller & Boiler	516,000	400,000	565,000	8,101	1.43%	573,101	76,000	102,386	(26,386)	40,000	(173,101)	(133,101)	
Cottonwood Gym Roof Overlay	64,500	50,000	43,750	0	0.00%	43,750	9,500	7,850	1,650	5,000	7,900	12,900	
Ezra Chiller	677,250	525,000	635,000	24,558	3.87%	659,558	99,750	115,243	(15,493)	52,500	(134,558)	(82,058)	
Hitchcock Basketball Backstops	15,480	12,000	13,498	0	0.00%	13,498	2,280	0	2,280	1,200	782	1,982	
Holling Heights RTU	1,032,000	800,000	1,239,318	0	0.00%	1,239,318	152,000	63,638	88,362	80,000	(439,318)	(359,318)	
Morton Reroof Ph 2	688,860	534,000	572,000	(98,791)	-17.27%	473,209	101,460	71,858	29,602	53,400	90,392	143,792	
Morton RTU Phase 2 Installation	322,500	250,000	240,573	30,358	12.62%	270,931	47,500	4,400	43,100	25,000	22,169	47,169	
AMS Track Replacement	1,032,000	800,000	771,190	(117,476)	-15.23%	653,714	152,000	63,335	88,665	80,000	234,951	314,951	
BMS Gym RTU	258,000	200,000	302,800	0	0.00%	302,800	38,000	37,733	267	20,000	(102,800)	(82,800)	
CMS Cooling Tower	152,414	118,150	118,150	4,174	3.53%	122,324	22,449	24,473	(2,025)	11,815	(6,198)	5,617	
CMS RTU #2	387,000	300,000	326,000	0	0.00%	326,000	57,000	34,246	22,754	30,000	(26,000)	4,000	
KMS Boiler	322,500	250,000	243,000	0	0.00%	243,000	47,500	22,552	24,948	25,000	31,948	56,948	
KMS Gym AHU	242,907	188,300	149,997	0	0.00%	149,997	35,777	71,058	(35,281)	18,830	38,303	57,133	
KMS Reroof Phase 1	641,130	497,000	525,151	(52,875)	-10.07%	472,276	94,430	61,298	33,132	49,700	57,856	107,556	
SHS AHU	129,000	100,000	160,500	0	0.00%	160,500	19,000	20,662	(1,662)	10,000	(60,500)	(50,500)	
SHS Chiller	1,290,000	1,000,000	656,650	77,121	11.74%	733,771	190,000	94,687	95,313	100,000	266,229	366,229	
WHS Reroof Phase 8	745,620	578,000	628,000	12,591	2.00%	640,591	109,820	94,102	15,718	57,800	(46,874)	10,926	
WHS Auditorium Lighting	967,500	750,000	1,080,000	3,506	0.32%	1,083,506	142,500	48,956	93,544	75,000	(239,962)	(164,962)	
WHS Elevator Upgrae	129,000	100,000	110,113	4,256	3.87%	114,369	19,000	5,051	13,949	10,000	(420)	9,580	
WHS Servery Door Replacement	96,750	75,000	117,298	0	0.00%	117,298	14,250	12,058	2,192	7,500	(40,106)	(32,606)	
Buell South Drive Replacement	206,400	160,000	118,304	(11,218)	-9.48%	107,087	30,400	30,429	(29)	16,000	52,884	68,884	
Multiple Site Door & Frame Replacement	129,000	100,000	123,303	0	0.00%	123,303	19,000	35,626	(16,626)	10,000	(23,303)	(13,303)	
Multiple Site Door & Frame Maintenance	32,250	25,000	10,489	0	0.00%	10,489	4,750	0	4,750	2,500	19,261	21,761	
Multiple Site HVAC Control Servics	277,350	215,000	211,059	0	0.00%	211,059	40,850	0	40,850	21,500	3,941	25,441	
Multiple Site Waterproofing	64,500	50,000	43,055	0	0.00%	43,055	9,500	0	9,500	5,000	16,445	21,445	
Multiple Site Paving Repair/Replacement	645,000	500,000	357,224	(26,016)	-7.28%	331,208	95,000	32,144	62,856	50,000	231,648	281,648	
<b>Total Summer Projects 2023</b>	<b>\$11,548,661</b>	<b>\$8,952,450</b>	<b>\$9,628,222</b>	<b>(\$141,710)</b>	<b>-1.47%</b>	<b>\$9,486,512</b>	<b>\$1,700,966</b>	<b>\$1,093,028</b>	<b>\$607,938</b>	<b>\$895,245</b>	<b>(\$110,229)</b>	<b>\$785,016</b>	
<b>Summer Projects 2024</b>													
Aldrich Generator Replacement	103,200	80,000	0	0	0.00%	80,000	15,200	17,274	(2,074)	8,000	0	8,000	
Aldrich HVAC Control Replacement	291,540	226,000	282,310	0	0.00%	282,310	42,940	49,323	(6,383)	22,600	(56,310)	(33,710)	
Aldrich Skylight Replacement	174,150	135,000	187,732	0	0.00%	187,732	25,650	23	25,627	13,500	(52,732)	(39,232)	
Black Elk Stage Door Replacement	45,150	35,000	0	0	0.00%	35,000	6,650	23	6,627	3,500	0	3,500	
Black Elk Skylight Replacement	206,400	160,000	136,430	0	0.00%	136,430	30,400	23	30,377	16,000	23,570	39,570	
Black Elk Waterproofing	79,980	62,000	0	0	0.00%	62,000	11,780	0	11,780	6,200	0	6,200	
Cather RTU 6 and FPB Replacement	322,500	250,000	0	0	0.00%	250,000	47,500	30,300	17,200	25,000	0	25,000	
Cottonwood Gym Lights & Ceiling	96,750	75,000	28,275	0	0.00%	28,275	14,250	16,281	(2,031)	7,500	46,725	54,225	
Cottonwood Roof Overlay Phase 2	516,000	400,000	315,900	0	0.00%	315,900	76,000	23	75,977	40,000	84,100	124,100	
Holling Heights Gym RTU VRF	109,650	85,000	119,784	0	0.00%	119,784	16,150	23,523	(7,373)	8,500	(34,784)	(26,284)	
Holling Heights HVAC Controls	199,950	155,000	118,220	0	0.00%	118,220	29,450	43,323	(13,873)	15,500	36,780	52,280	
Reeder Hard Surface Palay Area	258,000	200,000	0	0	0.00%	200,000	38,000	0	38,000	20,000	0	20,000	
Reeder HVAC Controls Replacement	163,830	127,000	258,720	0	0.00%	258,720	24,130	47,323	(23,193)	12,700	(131,720)	(119,020)	

Project Name	Total Project Budget	Construction Budget	Change Orders		Change Orders %	Latest Estimate	Soft Cost Budget	Soft Cost Committed	Soft Cost Balance	Contingency Budget	Contingency Change	Contingency Balance
			Contract	Award								
Rohwer Playground Erosion	129,000	100,000	0	0	0.00%	100,000	19,000	23	18,977	10,000	0	10,000
Sandoz Paving Replacement	451,500	350,000	0	0	0.00%	350,000	66,500	0	66,500	35,000	0	35,000
Willowdale Skylight Replacement	258,000	200,000	154,506	0	0.00%	154,506	38,000	73	37,927	20,000	45,494	65,494
AMS Reroof Phase 1	870,750	675,000	1,084,544	0	0.00%	1,084,544	128,250	38,513	89,737	67,500	(409,544)	(342,044)
BMS Exterior Envelope Reconditioning	521,160	404,000	0	0	0.00%	404,000	76,760	0	76,760	40,400	0	40,400
CMS RTU 2 & 5	541,800	420,000	326,000	49,101	15.06%	375,101	79,800	34,100	45,700	42,000	44,899	86,899
CMS AHU 8	109,650	85,000	73,139	0	0.00%	73,139	16,150	16,000	150	8,500	11,861	20,361
KMS Carpet	96,750	75,000	0	0	0.00%	75,000	14,250	0	14,250	7,500	0	7,500
KMS Reroof Phase 2	967,500	750,000	677,613	0	0.00%	677,613	142,500	1,813	140,687	75,000	72,387	147,387
NMS Handicap Parking	64,500	50,000	0	0	0.00%	50,000	9,500	0	9,500	5,000	0	5,000
RMS Gym Lighting	77,400	60,000	0	0	0.00%	60,000	11,400	12,800	(1,400)	6,000	0	6,000
RMS HVAC Controls Replacement	457,950	355,000	423,570	0	0.00%	423,570	67,450	53,467	13,983	35,500	(68,570)	(33,070)
KLHHS Paving Phase 1	322,500	250,000	0	0	0.00%	250,000	47,500	0	47,500	25,000	0	25,000
KLHHS Roof Overlay	580,500	450,000	319,500	0	0.00%	319,500	85,500	1,813	83,687	45,000	130,500	175,500
NHS Baseball Outfield Upgrades	322,500	250,000	0	0	0.00%	250,000	47,500	0	47,500	25,000	0	25,000
NHS Boiler Plant	903,000	700,000	0	0	0.00%	700,000	133,000	67,398	65,602	70,000	0	70,000
NHS Elevator Upgrade	193,500	150,000	169,401	0	0.00%	169,401	28,500	18	28,482	15,000	(19,401)	(4,401)
NHS AHU Upgrades	1,548,000	1,200,000	0	0	0.00%	1,200,000	228,000	76,000	152,000	120,000	0	120,000
NHS Fan Powered Boxes	967,500	750,000	1,033,000	0	0.00%	1,033,000	142,500	51,723	90,777	75,000	(283,000)	(208,000)
SHS Domestic Hot Water	129,000	100,000	0	0	0.00%	100,000	19,000	0	19,000	10,000	0	10,000
SHS Pool Equipment Upgrades	129,000	100,000	0	0	0.00%	100,000	19,000	0	19,000	10,000	0	10,000
WHS Baseball Pressbox Lintels	19,350	15,000	14,315	0	0.00%	14,315	2,850	450	2,400	1,500	685	2,185
WHS Track & Football Field	1,935,000	1,500,000	0	0	0.00%	1,500,000	285,000	13,690	271,310	150,000	0	150,000
WHS Black Box Lighting	903,000	700,000	477,700	0	0.00%	477,700	133,000	98	132,902	70,000	222,300	292,300
WHS HVAC Control Replacement	1,290,000	1,000,000	0	0	0.00%	1,000,000	190,000	0	190,000	100,000	0	100,000
WHS Reroofing Phase XI	870,750	675,000	451,468	0	0.00%	451,468	128,250	1,863	126,387	67,500	223,532	291,032
Buell Stadium Turf Replacement	645,000	500,000	418,438	0	0.00%	418,438	95,000	23	94,977	50,000	81,562	131,562
SSC AHU Replacement	45,150	35,000	19,208	0	0.00%	19,208	6,650	0	6,650	3,500	15,792	19,292
Multiple Site Paving Repair	516,000	400,000	0	0	0.00%	400,000	76,000	0	76,000	40,000	0	40,000
Multiple Site Clock Updates	129,000	100,000	0	0	0.00%	100,000	19,000	0	19,000	10,000	0	10,000
Multiple Site Gym Lighting (Fixtures)	19,350	15,000	14,269	0	0.00%	14,269	2,850	0	2,850	1,500	731	2,231
Multiple Site Door & Frame Replacement	645,000	500,000	0	0	0.00%	500,000	95,000	48	94,952	50,000	0	50,000
Multiple Site Slab Settlement	967,500	750,000	0	0	0.00%	750,000	142,500	23	142,477	75,000	0	75,000
<b>Total Summer Projects 2024</b>	<b>\$20,090,460</b>	<b>\$15,574,000</b>	<b>\$7,104,041</b>	<b>\$49,101</b>	<b>0.69%</b>	<b>\$15,589,142</b>	<b>\$2,959,060</b>	<b>\$580,098</b>	<b>\$2,378,962</b>	<b>\$1,557,400</b>	<b>(\$15,142)</b>	<b>\$1,542,258</b>
<b>Global Expenses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0</b>	<b>211,712</b>	<b>(211,712)</b>	<b>0</b>	<b>(211,712)</b>	<b>(211,712)</b>
<b>Funding from Insurance Claims</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Future Years Summer Projects</i>	<i>2,658,232</i>	<i>2,060,645</i>	<i>0</i>	<i>0</i>	<i>0.00%</i>	<i>2,060,645</i>	<i>391,523</i>	<i>0</i>	<i>391,523</i>	<i>206,064</i>	<i>0</i>	<i>206,064</i>
<b>Total 2020 Bond Issue</b>	<b>\$125,000,000</b>	<b>\$96,922,523</b>	<b>\$83,476,947</b>	<b>(\$195,900)</b>	<b>-0.23%</b>	<b>\$101,669,162</b>	<b>\$18,010,281</b>	<b>\$9,401,521</b>	<b>\$8,608,760</b>	<b>\$9,692,252</b>	<b>(\$3,327,384)</b>	<b>\$6,364,869</b>

Grey Cells Represent construction complete and Soft Cost Balance applied to Contingency

## AGENDA SUMMARY SHEET

**Agenda Item:** Nebraska Continuous Improvement External Report

**Meeting Date:** January 22, 2024

**Background/**

**Description:**

The Nebraska Department of Education's Continuous Improvement Process provides for each school district in Nebraska to undergo an accreditation visit every five years.

Millard Public Schools recently went through this accreditation process and had 12 educators visit our District and visit 12 of our schools. The schools visited are listed below:

Cody	Hitchcock	Holling Heights	Reeder	Upchurch	Wheeler
AMS	BMS	KMS	NHS	SHS	WHS

The District report is included in this report. Action plans at the Superintendent cabinet level are being developed to address the recommendations. Building principals and principal supervisors will discuss any follow-up action from the 12 building reports.

**Action Desired:** Informational

**Policy /**

**Strategic Plan**

**Reference:**

Nebraska Rule 10, Section 009.01A: The school system develops and implements a continuous school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability.

**Responsible Person(s):** Dr. Kim Saum-Mills, Assistant Superintendent

**Superintendent's Signature:**



# NEBRASKA CONTINUOUS IMPROVEMENT EXTERNAL REPORT



Prepared For:	Millard Public Schools
Head Administrator:	Dr. John Schwartz, Superintendent
Dates of Visit:	November 27 - 30, 2023





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### Introduction and Purpose of the Visit

#### 92 NAC 10 "Regulations and Procedures for the Accreditation of Nebraska Schools"

**Section 009 of Rule 10** describes Continuous Improvement as, "A systematic on-going process guides planning, implementation, and evaluation and renewal of continuous school improvement activities to meet local and statewide goals and priorities. The school improvement process focuses on improving student learning. The process includes a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals."

The purpose of the External Visit is to review the documentation and efforts for continuous improvement by the school system and to affirm compliance with Section 009 of Rule 10. External Visits serve to also provide meaningful feedback that can be used to continue improvement goals. In Nebraska, a network of professional peers volunteers to serve on External Teams. Prior to the visit, team members verse themselves on best practices and data literacy for Continuous Improvement.

In 2018, a team of educational leaders, led by Dr. John Skretta, conducted the required five-year visit for Millard Public Schools over 2.5 days, beginning on November 18, 2018.

#### **Overall Recommendations made by the team to MPS in 2018 included:**

1. Professional Learning Committees (PLC) structure: Revisit and refine the Millard Professional Learning Community Process to connect with site planning at the building level.
2. Social and Emotional Learning: Continue to focus on Social and Emotional Learning as leverage to increase focus on student achievement.
3. Connect instructional model and CIP: Maximize the Millard Instructional Model as a component of the Continuous Improvement Process.
4. Continue PIE Implementation: Sustain the PIE initiative and prioritize the good things happening.

5. Aggregate Data: Ensure site plans include data-driven student achievement goals including building level outcomes.

### **Prior to the Visit:**

Prior to the Continuous Improvement visit beginning on November 27, 2023, several meetings occurred via Zoom with district leadership representation and the external team lead, Dr. John Skretta, and co-lead Dr. Sandra Suiter. The meetings included topics such as the selection of team members, creation of the visitation schedule, and establishing the roster.

Several meetings were held between the two leads to establish norms for the group and assign various tasks and responsibilities. An optional team meeting was held by Dr. Skretta via Zoom prior to the visit to answer any questions of team members to ensure the accessibility of materials provided by MPS in advance for external team members' review. This remote meeting was held on October 12 and included an overview of MPS artifacts, evidence, and logistics for external team members. While attendance was voluntary, most members of the external team attended in order to receive this information.

MPS Assistant Superintendent for Leadership, Planning, and Evaluation, Dr. Kim Saum-Mills, provided many documents to the team well in advance of the visit and logistical support that was instrumental in helping to arrange various facets of the visit. Advance preparation meetings leading up to the formal on-site visit were numerous and included:

- January 27, 2023 initial external review planning discussion
- May 15, 2023 planning meeting for schedule preparation and logistics and to preview the MPS Data Book
- June 9, 2023 meeting to confirm individual team member building assignments
- September 22, 2023 meeting via conference call to request input on key MPS priorities and conduct preview of documents provided in advance
- October 3, 2023 meeting to confirm master schedule to be subsequently shared with MPS Administrators.

The above is not an exhaustive list of planning meetings and correspondence ahead of the on-site MPS Continuous Improvement visit, but is indicative of the level of pre-planning and preparation leading up to it.

The range of documents provided by Dr. Saum-Mills included the opening presentation slides, the MPS Strategic Plan, the MPS CIP, Evidence of Fulfilling the 2018 Recommendations, the MPS NE CIP Data Book, and individual site plans for each school. Additionally, the day before the visit began, a hard copy of the Millard Public Schools Staff Evaluation Handbook was distributed to all team members, which also contains extensive information on the Millard instructional model (MIM).

Two weeks prior to the site visit, November 14, 2023, the opening presentation for MPS was conducted via Zoom and led by Dr. John Schwartz, Superintendent, and Dr. Kim Saum-Mills, Assistant Superintendent for Leadership, Planning, and Evaluation. A slide deck was utilized and a vast range of key district information points were shared, which included various topics around the MPS continuous improvement efforts. Following the presentation, team members asked clarifying questions of the district leaders. The following topics were presented:

- The presentation began by overviewing where the district has been, where it is now, and where it is going.
- MPS officials described the gradual decline in the growth rate of MPS, the lower birth rates in Omaha, the increase of students who qualify for free and reduced lunch attending the district, and the doubling of English language learners enrolled in MPS in recent years.
- An overview of the five career academies and their high performing students was shared as a point of pride for MPS.
- The “robust system” of MTSS in Millard Public Schools was summarized and the presenters asked the team to provide some feedback about this topic.
- The CIP model used institutionally by MPS for many years is the Cambrian Model. The “big rocks” for each cycle of CIP were reviewed and the connection between school site plans and district plans was made clear.
- The presenters shared what has changed in MPS since the last visit and the three strategies that evolved from critical issues that were identified in the process.
  - “The things that are most important stay important.”
  - *Weeding the Garden* reflects “a critical lens as we tackle our new strategic plan.”
  - “The gift of coherence,” which was defined as:
    - Determining priority outcomes to increase focus.
    - Identifying and using leading indicators to guide strategy.
    - Setting attainable goals to improve.
    - Maintaining stability of focus over time.
- The post secondary partnership around the MPS-specific Master’s program (in partnership with Metropolitan Community College) and the case study being conducted at schools who are exceeding expectations (as identified by the *line of best fit*) were two items that were notable and unique to the MPS district.
- The presenters made it clear that this is “Year Zero” in the current continuous improvement cycle at MPS.

### During the Visit:

On Monday, November 27, 2023, team members arrived at the hotel for dinner prepared by the MPS Executive Chef Cody Wells from Sodexo food services, who provided dinners on subsequent evenings, and one breakfast. Prior to dinner on the first evening, Dr Kim Saum-Mills provided a courtesy bag to each team member which contained snacks and a planner for note taking. She welcomed them and thanked them for their participation.

Following dinner and conversation, Dr. Skretta and Dr. Suiter delivered an orientation to team members for the visit. The presentation utilized a slightly revised version of the slide template provided by the accreditation section of the NDE and overviewed the landing page for the visit. Questions were asked and answered about logistics for the visit.

The next day and a half consisted of various teams going out to a plethora of schools. The visits included tours of buildings, interviews of stakeholders, and classroom visits. Data was gathered during all aspects of the visit, including stakeholder interview tallies and review of student achievement data as provided by each host school. The end of the second day culminated with multiple, intentionally selected focus group interviews where more data was collected and used as evidence to use subsequently in the analysis of the district strategic plan and continuous improvement process.

The team met each evening, three nights consecutively, to discuss the findings of the visit to date. Lastly, the team spent time Thursday morning creating the closing presentation and organizing work and specific tasks to be completed for the external report, as well as the one-page narrative summaries that were assembled for each of the schools visited during the process.

## External Visitation Team

### External Team Roster

	Name	Position
<b>Team Leader</b>	Dr. John Skretta	Administrator, ESU 6
<b>Co-Lead</b>	Dr. Sandra Suiter	Accreditation Specialist, NDE
<b>Member</b>	Lucas Bingham	Director of Technology, Papillion LaVista
<b>Member</b>	Dr. Matt Blomenkamp	Asst Superintendent, Bennington
<b>Member</b>	Dr. Andrew Dick	Superintendent, Scottsbluff
<b>Member</b>	Sara Fjell	Activities Director, Elkhorn
<b>Member</b>	Dr. Kami Jessop	Director of Special Services, Westside
<b>Member</b>	Dr. Allison Jonas	Superintendent, Gothenburg
<b>Member</b>	Dr. Mitch Kubicek	Director of Learning, Milford
<b>Member</b>	Dr. Marissa Payzant	Asst. Director, Office of Teaching, Learning & Assessment, NDE
<b>Member</b>	Dr. Angie Plugge	Director of Learning, Waverly
<b>Member</b>	Dr. Melissa Poloncic	Superintendent, DC West Community Schools

## Agenda

The onsite visit was scheduled for November 27-30, 2023. In collaboration, Dr. Kim Saum-Mills and Dr. Skretta developed a coordinated schedule that took into account the pros and cons of the visit from five years prior. The schedule was set well in advance and shared with team members as well as internally within MPS. The opening presentation was held via Zoom on November 14, 2023. The orientation took place the first evening, November 27, 2023 onsite with all members of the team.

**Millard Public Schools**  
**Nebraska Continuous Improvement Accreditation Visit Agenda**  
**November 28 - 30, 2023**

Date / Time	Activity	Description	Participants	Location
November 14, 2023  4pm-6pm	<b>Overview of MPS to Prepare for Visit</b>	<p>Presentation will focus on the Continuous Improvement Process used in Millard and highlight objectives used to measure success or growth needed.</p> <p>Time to provide Q&amp;A for team and MPS.</p> <p>MPS Presentation</p> <p>MPS Data Book</p> <p>Materials that may help support the team</p>	<p>External Team</p> <p>Dr. John Schwartz, Superintendent</p> <p>Dr. Kim Saum-Mills, Assistant Superintendent</p>	<p>Join Zoom Meeting</p> <p><a href="https://mpsoma-ha-org.zoom.us/j/91542797408">https://mpsoma-ha-org.zoom.us/j/91542797408</a></p>

Date / Time	Activity	Description	Participants	Location
November 27  6:00pm	<b>Organization Meeting &amp; Working Dinner</b>	The external team chair (Dr. John Skretta) discusses the purpose and procedures for the visit, especially emphasizing the external team role as consultants in helping the school achieve success in the CIP, and provides a format for the written report.	<p>External Team Members</p> <p>(Kim Saum-Mills will greet and leave.)</p>	Holiday Inn Express Omaha West - 17677 Wright Street

**Tuesday, November 28, 2023**

**Day 1 Schedule**

Date / Time	Activity	Description	Participants	Location
November 28  8:00-8:30 a.m.	<b>Arrival at the first assigned building</b>	Quick walk-through/tour to orient the external team, principal can share anything that makes their school special or unique.	External Team Members & School Representatives	Individual school sites
8:30-9:00 a.m.	<b>Building Level School Improvement Team meeting</b> <i>(parents not needed here)</i>	School improvement team meets with external team members to discuss details of their site plan.		Conference room at school building

9:00-9:30 a.m.	<b>Interview Staff Members</b> (4-6 staff members - representing different grade levels, plus guidance counselor, etc)	Interview representative staff. Some teachers not included in the School Improvement Team should be contacted so the external team may gauge the degree of involvement, understanding, and participation in the improvement process.		Conference room at school building
9:40-10:10 a.m.	<b>Interview students</b> (4-6 students - various ages/grades)	Interview representative students		Conference room at school building
10:15-10:45 a.m.	<b>Interview parents</b> (4-6 parents)	Interview representative parents		Conference room at school building
10:50-11:20 a.m.	<b>Interview administration</b>	Interview representative administration		Conference room at school building
11:30 a.m.	<b>Lunch</b>	Group will eat hot lunch in cafeteria with ticket provided by Sodexo		School cafeteria or conference room

12:00 noon	<b>Travel to the second school</b>			
12:30 p.m.	<b>Arrival at the second assigned building</b>	Quick walk-through/tour to orient the external team, principal can share anything that makes their school special or unique.	External Team Members & School Representatives	Individual school sites
1:00-1:30 p.m.	<b>Building Level School Improvement Team meeting</b> (parents not needed here)	School improvement team meets with external team members to discuss details of their site plan.		Conference room at school building
1:30-2:00 p.m.	<b>Interview Staff Members</b> (4-6 staff members - representing different grade levels, plus guidance counselor, etc)	Interview representative staff. Some teachers not included in the School Improvement Team should be contacted so the external team may gauge the degree of involvement, understanding, and participation in the improvement process.		Conference room at school building
2:10-2:40 p.m.	<b>Interview students</b> (4-6 students - various ages/grades)	Interview representative students		Conference room at school building

2:50-3:20 p.m.	<b>Interview parents</b> (4-6 parents)	Interview representative parents		Conference room at school building
3:30-4:00 p.m.	<b>Interview administration</b>	Interview representative administration		Conference room at school building
4:00 p.m.	<b>Travel to Hotel</b>			
5:00 p.m.	<b>External Team Meeting and working dinner</b>	The external individual teams should compare notes and impressions, identify areas for further review or inquiry, and discuss how to handle any problematic matters that have arisen in their meetings with staff members at the buildings assigned.	External Team Members	Hotel Conference Room  Holiday Inn Express Omaha West - 17677 Wright Street
7:00 p.m.	<b>Full External Team Meeting</b>	All individual teams will compare thoughts and themes and review the agenda for Day 2.	External Team Members	Hotel Conference Room  Holiday Inn Express Omaha West - 17677 Wright Street
7:30 p.m.	<b>Adjourn</b>			

**Tuesday, November 28, 2023**  
**1st & 2nd School Assignments**

		<b>MORNING</b>	<b>AFTERNOON</b>
<b>Elementary A</b> Dr. Kami Jessop Dr. Allison Jonas	Dr. Heather Baker	Upchurch Elementary <b>Dr. Jessop -Building Leader</b>  Upchurch Elementary Schedule	Cody Elementary <b>Dr. Jonas-Building Leader</b>  Cody Elementary Schedule
<b>Elementary B</b> Troy Wharton Dr. Mitch Kubicek Dr. Melissa Poloncic	Mrs. Jodi Grosse	Reeder Elementary <b>Dr. Kubicek Building Leader</b>  Reeder Elementary Schedule	Wheeler Elementary <b>Dr. Poloncic-Building Leader</b>  Wheeler Elementary Schedule
<b>Secondary A</b> Lucas Bingham Dr. Matt Blomenkamp Dr. Angela Plugge	Mr. Joe Vonderhaar	Andersen Middle School <b>Dr. Blomenkamp Building Leader</b>  Andersen Middle School Schedule	Beadle Middle School <b>Dr. Plugge -Building Leader</b>  Beadle Middle School Schedule
<b>Secondary B</b> Dr. Andrew Dick Sara Fjell Dr. Marissa Payzant	Dr. Kim Saum-Mills	Kiewit Middle School <b>Dr. Dick Building Leader</b>  Kiewit Middle School Schedule	Millard South High School <b>Dr. Payzant -Building Leader</b>  Millard South High School Schedule

**Wednesday, November 29, 2023**  
**3rd School Assignments**

<b>Teams-3 members each</b>	<b>MPS District Guide</b>	<b>AM Building</b>
<b>Elementary A</b> Dr. Kami Jessop Dr. Allison Jonas	Dr. Heather Baker	Holling Heights Elementary Dr. Jessop-Building Leader  Holling Heights Elementary Schedule
<b>Elementary B</b> Troy Wharton Dr. Mitch Kubicek Dr. Melissa Poloncic	Mrs. Jodi Grosse	Hitchcock Elementary Troy Wharton-Building Leader  Hitchcock Elementary Schedule
<b>Secondary A</b> Lucas Bingham Dr. Matt Blomenkamp Dr. Angela Plugge	Mr. Joe Vonderhaar	Millard North High School Lucas Bingham - Building Leader  Millard North High School Schedule
<b>Secondary B</b> Dr. Andrew Dick Sara Fjell Dr. Marissa Payzant	Dr. Kim Saum-Mills	Millard West High School Sara Fjell - Building Leader  Millard West High School Schedule

**Wednesday, November 29, 2023**  
**Day 2 Schedule**

<b>Time</b>	<b>Activity</b>	<b>Description</b>	<b>Participants</b>	<b>Location</b>
8:00-8:30 a.m.	<b>Arrival at the third assigned building</b>	Quick walk-through/tour to orient the external team, principal can share anything that makes their school special or unique.	External Team Members & School Representatives	Individual school sites
8:30-9:00 a.m.	<b>Building Level School Improvement Team meeting</b> <i>(parents not needed here)</i>	School improvement team meets with external team members to discuss details of their site plan.		Conference room at school building
9:00-9:30 a.m.	<b>Interview Staff Members</b> <i>(4-6 staff members - representing diff grade levels, plus guidance counselor, etc)</i>	Interview representative staff. Some teachers not included in the School Improvement Team should be contacted so the external team may gauge the degree of involvement, understanding, and		Conference room at school building



		participation in the improvement process.		
9:40-10:10 a.m.	<b>Interview students</b> (4-6 students - various ages/grades)	Interview representative students		Conference room at school building
10:15-10:45 a.m.	<b>Interview parents</b> (4-6 parents)	Interview representative parents		Conference room at school building
10:50-11:20 a.m.	<b>Interview administration</b>	Interview representative administration		Conference room at school building
11:20 a.m.	<b>Travel to DSAC</b>			
11:30 a.m.-12:30 p.m.	<b>Lunch</b>			DSAC B
12:30-1:30 p.m.	<b>Time to contact schools for follow-up questions or meet as an individual team</b>	Interview principals of special programs:  <b>PYP, MYP, IB</b> (Aldrich, Black Elk, North Middle School, North High School)	Dr. Andrew Dick Sara Fjell Dr. Marissa Payzant	DSAC A
		<b>Montessori</b> (Montclair, Norris, Russell Middle School)	Dr. Kami Jessop Dr. Allison Jonas	DSAC B
		<b>Core</b> (Cather & Disney School)	Dr. Mitch Kubicek Dr. Melissa Poloncic	DSAC C
1:45-3:00 p.m.	<b>Interview principals of buildings not visited.</b>	Abbott, Ackerman, Bryan, Cottonwood, Ezra, Harvey Oaks	Dr. Kami Jessop Dr. Allison Jonas	DSAC A
		Morton, Neihardt Rockwell, Rohwer, Sandoz	Dr. Mitch Kubicek Dr. Melissa Poloncic	DSAC B
		Reagan, Willowdale, Central Middle School & Horizon High School	Lucas Bingham Dr. Matt Blomenkamp Dr. Angela Plugge	DSAC C
3:00-4:00 p.m.	<b>Interview with some Central Office Staff including Superintendent</b>	Andy DeFreece Tony Weers Terry Houlton Kent Kingston Curtis Case	Dr. Andrew Dick Sara Fjell Dr. Marissa Payzant	DSAC A
		Joe Vonderhaar Darin Kelberlau Jake Curtiss	Lucas Bingham Dr. Matt Blomenkamp Dr. Angela Plugge	DSAC B

		Mitch Molling Bill Jelkin		DSAC C
		Executive Cabinet	Dr. John Skretta Dr. Sandra Suiter	
3:00-4:00pm	<b>Interview 2-3 Board of Education members</b>	Amanda McGill Johnson (BOE Pres) Linda Poole (BOE VP) Mike Kennedy (BOE Secretary)	Dr. Allison Jonas Dr. Mitch Kubicek Dr. Melissa Poloncic	Room D
4:00-4:30 p.m.	<b>Travel to Hotel</b>			
4:30-7:00 p.m.	<b>External Team Meeting and working dinner</b>	The external team follows up on matters discussed at the conclusion of day 1 or begins drafting the written report. If more than one external team member is to draft a section, it is critical that they have time to plan the report.	External Team Members	Hotel  Holiday Inn Express Omaha West - 17677 Wright Street

**Thursday, November 30, 2023  
Day 3 Schedule**

<b>Time</b>	<b>Activity</b>	<b>Description</b>	<b>Participants</b>	<b>Location</b>
8:00 a.m.	Team Work: Both Elementary and Secondary teams meet individually first to finalize their sections of the report. <ol style="list-style-type: none"> <li>1. CIP Commendations &amp; Recommendations</li> <li>2. Goal attainment Commendations &amp; Recommendations</li> <li>3. Other Commendations &amp; Recommendations</li> </ol>	The external team follows up on matters discussed or begins drafting the written report. If more than one external team member is to draft a section, it is critical that they have time to plan the report.	External Team Members	DSAC A
9:00 a.m.	<b>Co-leads meet with Superintendent &amp; Assistant Superintendent</b>			
9:30 a.m.	<b>External Team Meeting</b>	Both teams collaborate and share findings in preparation for the Exit Report. The external team meets to review and concur on the major content of the visit report. This is a sharing and strategy	External Team Members	DSAC A

		session during which individual external team members outline orally or on chart paper what they intend to include in their sections of the report as recommendations to strengthen the CIP or move to next steps.		
10:30 a.m.	<b>Oral Exit Report presentation preparation</b>	The external team chair should determine who will participate in presenting the oral exit report and provide a due date for submitting the written report.	External Team Members	DSAC A
11:30am	<b>Oral Exit Report</b>		External Team Members and all MPS Administrators	DSAC A, B & C
12:00 Noon	<b>External Visitation Concludes</b>	Before adjourning the external team, the leader should determine that expense vouchers (if any) have been turned in appropriately.  MPS provides sack lunches to external team.		

## Review of Continuous Improvement

### NAC 92 Chapter 10

**009.01A** The school system develops and implements a continuous school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability.

The Continuous Improvement Process in The Millard Public Schools centers around its [strategic planning](#) process. It is described by MPS as “the mechanism for school improvement.” Strategic planning lives and breathes across the entire organization with a rich, three-decade history dating back to the 1989-90 school year. Individual school site plans connect all schools to the district objectives, while allowing autonomy for each school to personalize objectives to fit their unique communities. Site-based planning has been formalized and embedded in [district policy 10000](#). The site-based planning and policy subgroup addresses the integral areas of Shared Decision Making and the Programs of Choice development process. Implementation of school site plans is supported by district and school-based professional learning, PLC collaboration, and feedback through evaluation. The implementation of the site plan is monitored by school-based continuous improvement teams. School teams participate in data digs throughout the year to monitor the impact of the site plan on student achievement and to identify students who need additional support.

**009.01A1** Review and update of the mission and vision statements.

In 2023 the Millard Public Schools engaged a diverse set of stakeholders to revisit and update the district mission and vision, beliefs, parameters, and objectives utilizing their well-established strategic planning process.

### Mission

Millard Public Schools guarantees each student **exemplifies** the knowledge, skills, and character necessary for personal excellence and responsible citizenship through an innovative, world-class educational community that challenges and **empowers** all students.

The beliefs of the Millard Public Schools are deeply rooted in the culture across schools throughout the district. **Transparency builds trust** is a new belief and priority identified by the district, and strongly embraced by the Board of Education.

**009.01A2** Collection and analysis of data about student performance, demographics, learning climate, and former high school students.

### OPENING PRESENTATION AND EVIDENCE PROVIDED BY THE SCHOOL SYSTEM

With over 30 years of strategic planning guiding continuous improvement, Millard Public Schools has seen tremendous growth and success serving the Omaha metro area. The MPS Strategic Planning process involves extensive stakeholder input to develop belief statements,

a mission, parameters, objectives, and strategies that shape district priorities and decision-making. There is an emphasis on educating the whole child, beyond solely academics.

Data analysis plays a pivotal role. District and building leaders engage in regular data digs, aligned to the strategic plan's six objectives aimed at achievement, growth, excellence, and behavior. This analysis fuels site planning for each of the 35 schools to create tailored mission statements, strategic plans, and action plans advancing district goals within their unique contexts. Recommendations from the 2018 continuous improvement accreditation visit have been actively embedded into professional learning practices including PLCs and social-emotional learning training. An MPS Data Book was provided for the team that included a plethora of critical information that informed the work of the External Team.

The current 2022-2027 strategic plan identified declining enrollment and changing demographics as critical issues, along with facility needs, competition from other districts, marketing, and community relationships. New beliefs and objectives were added around transparency, achievement, and growth and the MPS District has worked to develop aligned goals for strategic plan implementation, streamlining initiatives, and bolstering staff recruitment and retention.

A variety of program offerings serve diverse learners across preschool to 12th grade, including International Baccalaureate, Montessori, STEM Academy, and Special Education services. New initiatives aim to attract and retain high-quality staff amidst shortages, including flexible scheduling, training programs, student loan reimbursement, and grow-your-own staff pipelines. Financially, recent successful bond issues and levy overrides continue to provide stability.

In summary, Millard leverages strategic planning to drive continuous improvement for over 23,000 students. Alignment between district priorities and building-level programming allows them to evolve with the needs of their community. The MPS presentation highlighted a strong tradition of strategic processes powering innovation.

**009.01A3** Selection of improvement goals. At least one goal is directed toward improving student academic achievement

## **STRATEGIC PLAN**

The [Strategic Plan](#) is described by MPS team members as the heart and soul of everything that happens at Millard Public Schools. The district strategic plan and individual building site plans include the following objectives:

### **Objectives**

- All students will meet and/or exceed district and state standards.
- The achievement gap between student groups will decrease annually.
- The district's overall performance on district, state, and national assessments will increase annually.
- Individual student growth on district, state, and national assessments will increase annually and exceed national targets.

- 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 exemplify the positive behaviors necessary for personal excellence, character development, and responsible citizenship.

The school system formulated an academic goal based upon longitudinal data of student performance at all levels. Each site conducts an annual data dig in a cyclical process which develops or refines its own site plans with more specific strategies that reflect the needs of the school's unique demographics, tailoring supports and interventions to meet the identified needs.

**009.01A4** Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.

It was evident to all members of the external team that Millard Public Schools has long-established precedent and well-refined processes around the implementation of continuous improvement plans and the related strategies and actions to obtain goals. MPS successfully implements and integrates continuous improvement in a coherent and systemic manner. Throughout the preceding cycle (commencing 2018), a cooperative effort between building level leaders and district leadership resulted in multiple objectives reaching an attainment level whereby quality practices are embedded and fully operationalized. The MPS continuous improvement work is in fact long-anchored in district policy via [strategic planning](#) and site based plans, and its realization occurs through tangible building site plans which are aligned to broader targeted district outcomes.

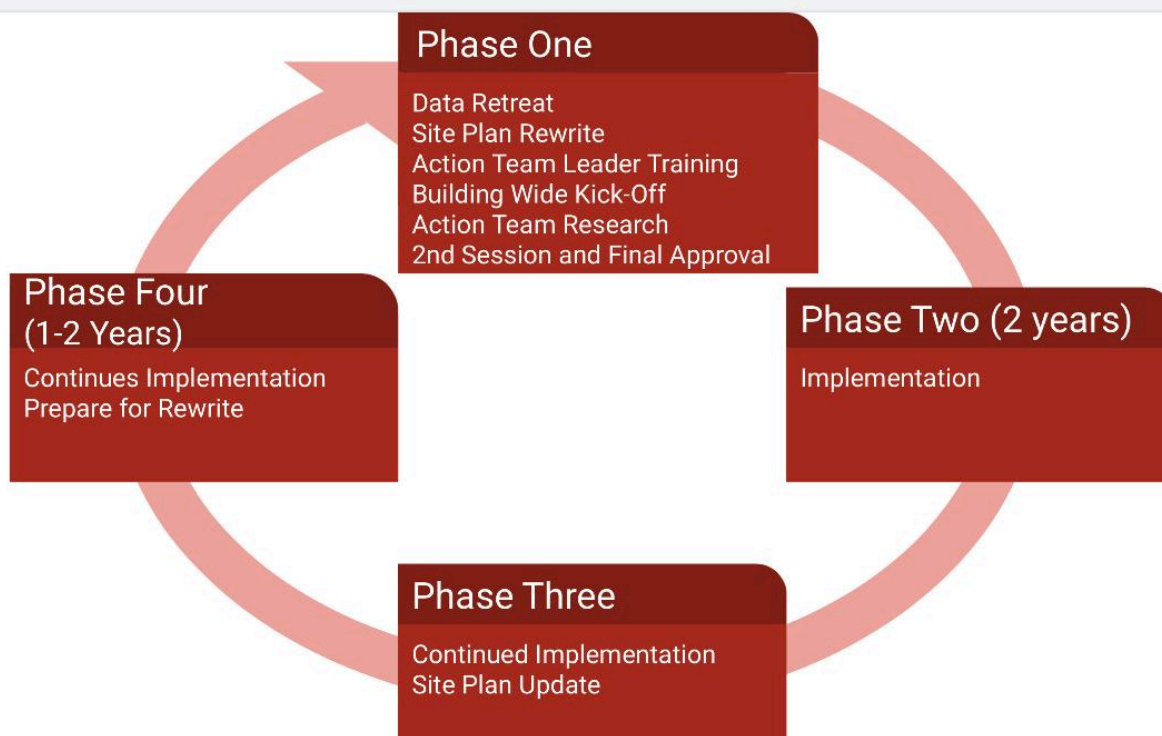
For a detailed and comprehensive description of the CIP processes and practices in MPS, refer to the "[Continuous Improvement In MPS — District and Building](#)" document which is linked. The process overview document describes the following key characteristics of the MPS continuous improvement process:

- Mission
- Beliefs
- Objectives
- Parameters
- Strategies
- Building Site plans (which also contain four separate and distinct elements)

**009.01A5** Evaluation of progress toward improvement goals.

Millard Public Schools utilizes the word **objectives** in place of the word *goals* for continuous improvement. MPS defines objectives as "**the desired and measurable end results for the District**". The current objectives/goals for MPS are listed in the previous section of this report. The district is currently in what MPS officials have dubbed "Year Zero," as the foundation is being built and processes refined for the beginning of the next cycle.

This multi-phase, multi-year improvement process is cyclical and recursive in nature, and is depicted in the following pictographic provided by MPS:



### **Commendations:**

#### Engagement & Transparency

Students, community stakeholders including MPS Board members, and school staff all conveyed a strong sense of pride in Millard Public Schools, specifically the high levels of engagement and collaboration that take place within school improvement and site planning.

“There is open, consistent, and transparent communication from teachers and administration.”

“The learning is hands-on and challenging. I am engaged because my teacher finds ways to fit my learning style.”

#### Culture of Learning

Millard Public Schools is to be commended for cultivating a culture of learning and academic achievement. From elementary to high school to the district level, it is evident that academic achievement is a high priority. The students of MPS spoke often about rigorous and challenging coursework, and that they felt very prepared for college and career. The wide range of programmatic offerings for students plays a key role in sustaining the culture of academic achievement. The students, staff, and parents of the Millard Public Schools were clearly proud of what MPS has to offer its students.

## Collaboration

Deeply embedded within its operational framework, Millard Public Schools relies on a variety of robust collaborative practices designed to foster educator development and student achievement.

Professional Learning Communities, cross-site, or program-alike learning teams, school-based interdisciplinary teaming models, and MTSS problem solving teams all demonstrate the prioritization of effective collaboration models designed to enhance District practices.

## Strategic Planning

Strategic planning lives and breathes across the entire organization with a rich, three-decade history.

Site plans are deeply rooted in each building. The site plans connect all schools to the district objectives, while also allowing autonomy for each school to personalize strategies to fit its unique communities.

The strategic planning process “gives us the ability to row together and support a long-term vision.”

“Strategic Planning has made Millard who we are. It’s our greatest opportunity.”

“We believe this is the most aggressive and aspirational Strategic Plan we’ve ever had.”

## Data Analysis

Comprehensive data analysis is utilized at every level, including insightful case study work on high-performing schools, to discern successful programs and strategies.

Systematizing the collection of multiple data points through Synergy highlights a dedication to tailoring educational strategies to ensure the individualized needs of students are met.

“Data is who we are.”

## Success for All

Recognizing and embracing the needs of changing demographics, Millard Public Schools is committed to the success of ALL students. Teachers and leaders hold high expectations for themselves, and are relentless and creative in improving their practice and programs to ensure all students are successful. This mindset will continue to serve the district as demographics of the district continue to change.

“We are committed to sustaining excellence with a changing demographic.”

“Our teachers respect students as individuals with knowledge.”



“We are intentional through our hiring process. We are looking for teachers who want to work with a diverse group of learners and have a heart for building relationships with kids.”

### Opportunities for ALL

Millard Public Schools prioritizes providing opportunities for all students inside and outside of the classroom. These opportunities allow for all students to find a community within their building, participate in a variety of athletic and activities, and have academic choice. Parents, students, and faculty recognize this value and work collaboratively toward this norm.

“There is always something for everyone. Sports, arts - there is a place or spot for everyone.”

“The other half of education.”

“In Millard, we strive to offer excellent opportunities for kids within an education-based activities program.”

### **Recommendations:**

#### MTSS

Evaluate the evidence-base, impact, and standardization of intervention resources and materials for the purpose of supporting school teams in intentionally aligning interventions to student needs.

#### Continuous Improvement

Establish parameters for building site plans to ensure coherence with student priority outcomes. Parameters should include methods for measuring the success of progress toward accomplishing the student priority outcomes.

#### Coherence

Review practices and procedures to determine if there are areas in which a district standardization would benefit student priority outcomes. Specific focus should include, but is not limited to, an analysis of programs, staffing allocations, and building schedules.

## Summary

### Progress from previous five-year cycle:

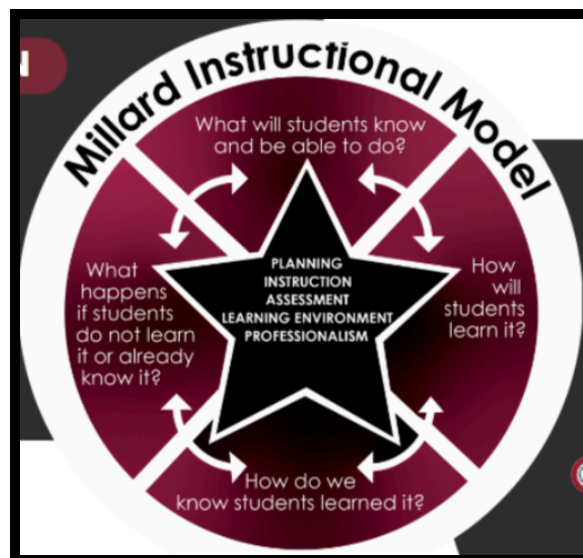
MPS is authentically committed to the continuous improvement process and has used the recommendations from the prior cycle to help guide district and building level focus.

Millard Public Schools has made substantial efforts to adhere to recommendations from the 2018 continuous improvement visit. MPS shared some of the progress on past recommendations in the November 2023 presentation for the accreditation team. The progress on past recommendations included:

- Revisiting and refining the Millard professional learning community process to connect more coherently with site planning at the building level.
- Continuing to focus on SEL as leverage to an increased focus on student achievement.
- Maximizing the Millard instructional model as a component of CIP in MPS.
- Sustaining the PIE initiative to prioritize key programs based on measurable impact.
- Aggregation of data to ensure that site plans include data driven student achievement goals.

MPS worked diligently to embed the recommendations into the building site planning process and district strategic planning process. MPS has demonstrated significant effort to make improvement towards the attainment of all recommendations. The leadership and learning team (MPS Professional Development) and educational services (Curriculum Department) focus on the PLC and instructional model recommendations, and have moved to embed this professional learning in summer institutes and train-the-trainer professional development implemented in buildings.

MPS has brought a renewed and sharpened focus to establish coherence and clarity for the successful implementation of building learning plans. The building learning plan index documents what staff must know and be able to do and how learnings will be documented. The MIM clearly articulates the guiding essential questions that are recursively asked to inform planning, instruction, assessment, learning, environment, decisions, and professional priorities.



## **GENERAL USE OF DATA POINTS TO DRIVE DECISION MAKING AND MONITOR PROGRESS:**

Millard Public Schools rightfully prides itself on being a “data-rich district.” MPS has instituted processes and operationalized practices to examine district and building-level data on a regular and recurring basis. These recurring and systematic practices in MPS include, but are not limited, to the following which are demonstrative of the use of data to shape and inform decision making:

- The Millard PS Continuous Improvement Data Book. This comprehensive compilation of key district data encompasses:
  - District profile and information
  - Parent, student, and staff perceptual data
  - Enrollment analysis and trends
  - District financial status
  - Rule 10-related information
  - Achievement, growth, and pinnacle or “Achieving at High Levels” data
- The Superintendent convenes Cabinet Data Conversations on a quarterly basis
- Department-specific Data Digs are conducted on a recurring schedule
- Building-level Data Digs are conducted twice annually
- Building level MTSS-A and MTSS-B data teams convene regularly (in many cases as frequently as weekly) and review student academic and behavioral data to ensure students are receiving the most strategic assistance and timely interventions to maximize the likelihood of their success.

MPS is a data-rich and data-reliant district that makes key decisions only after a thorough review of available data, accompanied by analysis and thoughtful deliberation to determine the best course of action going forward.

## **STUDENT GROWTH AND PREPAREDNESS FOR POST GRADUATION PLANS:**

Millard Public Schools does an outstanding job of ensuring that students are afforded every opportunity for academic and personal growth and that they are exceptionally well prepared for the next steps beyond high school, whether that is pursuing additional formal education or directly entering the workforce.

Millard Public Schools has a strong commitment to post-secondary and workforce readiness for all students. Millard’s Career Academy programs, partnership endeavors with Metropolitan Community College, point to the varied opportunities for students to pursue career interests in high skill, high demand, high wage positions across a variety of industries. Academies currently offered by MPS include:

- Business & Logistics Management Academy
- Business & Entrepreneurship Academy
- Education Academy
- Health Sciences Academy
- STEM Academy

The expansive range of programs offered by Millard Public Schools include initiatives that begin at the Middle School level and continue throughout the high school years to help launch students into successful academic pursuits at the college level. Such programs

currently offered by MPS include:

- Core Knowledge Academy - Cather & Disney Elementaries
- Montessori - Montclair & Norris Elementaries & Russell Middle School
- International Baccalaureate - Aldrich & Black Elk Elementaries, North Middle School and North High School
- AP Capstone - Millard West High School
- Bridge to Early College - Central Middle School
- Early College - Millard South High School
- Air Force Junior ROTC - Millard South High School

Finally, Millard Public Schools has a long-established tradition of striving for and attaining excellence in student achievement. MPS has strong evidence to support the assertion that student achievement in the district in many cases represents pinnacle accomplishments by its students. This is reflective of Millard's commitment to Objective Five on the Strategic Plan, which targets the percentage of students participating in and performing at high levels on measures of national and/or international educational excellence to increase annually. Data accrued to provide evidence of excellence in student achievement in Millard Public Schools includes:

- Advanced Placement Assessments Taken on a five-year trendline, examining:
  - Number of AP exams taken
  - Number of AP courses and exams completed
  - Local, state and global comparison of AP students
  - MPS students recognized as College Board Scholars
- Dual enrollment at UNO, Metro, Early College (students and credits earned)
  - AP Capstone
  - Millard academies
  - Early College Program
- Choice Programs including International Baccalaureate, CORE, and Montessori
- The MPS High Ability Learner Program

In conclusion, the Millard Public Schools exhibits a strong commitment and unrelenting focus on ensuring student growth and preparedness for the post-secondary level. The concerted efforts of MPS maximize the opportunities for individual success and encourage all students to achieve their potential and pursue their dreams.

1. Finalize the report and download as a PDF.
2. Submit the PDF, including the Improvement/ Action Plan, via email to the school system and the NDE at: [nde.accreditation@nebraska.gov](mailto:nde.accreditation@nebraska.gov)



## **Millard Public Schools Follow-Up Plan**

The Millard administration is grateful for the comprehensive visit and report from respected Nebraska educators. We will utilize this information as we continue our work through our district continuous improvement process during the next five years and bring updated reports to the board in future years. The Millard Public Schools Continuous Improvement process is outlined below.

### **Continuous Improvement in MPS**

The Board of Education recognizes that strategic planning, site-based planning, and school improvement decision-making provide the opportunity for school personnel, parents, community members, and students to collaborate in the development of short and long-range planning. This involvement will promote increased school achievement and improve the educational process. This process is outlined in [Board Rule 10,000.1](#).

[This is a link to an electronic copy of our Strategic Plan.](#)

[This is a link to our Strategic Planning website.](#)

### **Buildings Create Site Plans**

Under the umbrella of District Strategic Planning, Millard Public Schools uses [Site Planning](#) as the mechanism for school improvement. Site Planning is conducted in four phases that include an examination of a variety data points, a rewrite of the school's site plan, and an update of the school's site plan. Millard's 35 schools are distributed in different phases of the Site Planning implementation and have [their own site plan](#) that is aligned with the District Strategic Plan.

<a href="#">Abbott</a>	<a href="#">Ackerman</a>	<a href="#">Aldrich</a>
<a href="#">Black Elk</a>	<a href="#">Bryan</a>	<a href="#">Cather</a>
<a href="#">Cody</a>	<a href="#">Cottonwood</a>	<a href="#">Disney</a>
<a href="#">Ezra</a>	<a href="#">Harvey Oaks</a>	<a href="#">Hitchcock</a>
<a href="#">Holling Heights</a>	<a href="#">Montclair</a>	<a href="#">Morton</a>
<a href="#">Neihardt</a>	<a href="#">Norris</a>	<a href="#">Reagan</a>
<a href="#">Reeder</a>	<a href="#">Rockwell</a>	<a href="#">Rohwer</a>
<a href="#">Sandoz</a>	<a href="#">Upchurch</a>	<a href="#">Wheeler</a>
<a href="#">Willowdale</a>	<a href="#">AMS</a>	<a href="#">BMS</a>
<a href="#">CMS</a>	<a href="#">KMS</a>	<a href="#">NMS</a>
<a href="#">RMS</a>	<a href="#">HHS</a>	<a href="#">NHS</a>
<a href="#">SHS</a>	<a href="#">WHS</a>	<a href="#">YAP</a>

**AGENDA SUMMARY SHEET**

**Agenda Item:** Engagement Results Fall 2023

**Meeting Date:** January 22, 2024

**Background/  
Description:**

Millard Public Schools seeks to have engaged stakeholders to meet its mission. Strategy 1.2 (2018) called for a survey to determine the engagement of all stakeholders (students, families, and staff). Building and district administration use the engagement results to guide school and district improvement plans. Results from all stakeholders continue to be strong – well above the midpoint and into the positive range. The chart below provides the overall mean of engagement on a 4 point scale.

Engagement Overall Means (out of 4)					
		Students			
	Staff	4th-5th	6th-8th	9th-12th	Parents
2019	3.42	3.46*	3.04	3.06	3.38
2021	3.23	3.41	3.08	3.04	3.32
2022	3.31	3.41	3.10	3.03	3.35
2023	3.31	3.41	3.08	3.02	3.34

\*Grades 3 - 5 were administered the student survey

**Action Desired:** Approval  Discussion  Information Only

**Policy /  
Strategic Plan**

**Reference:** Strategy 1.2 (2018 Strategic Plan)

**Responsible Person(s):** Dr. Darin Kelberlau, Dr. Kim Saum-Mills, Kalpana Bhupathi Raju

**Superintendent’s Signature:**



## **Introduction and Purpose**

Millard Public Schools seeks to have engaged stakeholders to meet its mission. Strategy 1.2 (2018) called for a survey to determine the engagement of all stakeholders (students, families, staff, and community). In the spring of 2018, an ad hoc committee of teachers and administrators used previous MPS Surveys (Gallup & Effective Schools Battery), Hanover Research Reports, and a few select district examples to create new Millard staff and parent surveys.

In the spring of 2019, an ad hoc committee of teachers and administrators reviewed and slightly revised the parent and staff survey and created a new student survey.

In 2021, Millard began using Qualtrics, a survey management platform designed to allow an organization to gather and analyze stakeholder feedback with the use of a data display dashboard. Parents have an opportunity to complete a survey for each building their children attend.

## **Two-Dimensional Approach**

All questions are aligned to one of six themes (see below) and also aligned to one of the three perspectives or “lens” (also below). This allow us to look at feedback from the two viewpoints and quantify from both of these dimensions in an efficient manner.

### **I.) MPS Themes Measured**

- *CC - Climate & Culture*
- *I - Instructional*
- *PG - Professional Growth*
- *L - Leadership*
- *BN - Basic Needs*
- *C - Communication*

### **II.) MPS Lens Measured**

- *District*
- *Building*
- *Self*

## **Participation**

The data in the table below identifies how many engagement surveys were completed.

<i>Number of Surveys Completed</i>			
<i>Survey Year</i>	<i>Staff</i>	<i>Parents</i>	<i>Students*</i>
2019	1,690	5,047	14,012
2021	1,580	4,781	11,635
2022	1,479	4,352	11,687
2023	1,838	3,494	11,523

\*The student survey included students from grades 3-12 in 2019 and then after grades 4-12.

## Survey Results

Principals received their results in December. Principals will share building data with a leadership team and School Improvement Team (SIT) to review and create strengths and opportunities using a district [provided template](#). Principals are asked to discuss their results and communication plan with their supervisor. In addition to each building utilizing this information with their SIT, those buildings going through their site plan rewrite will also include this new engagement data in their Site Planning Data Books.

The “Top 2” consists of the positive categories: “Strongly Agree” **and** “Agree” grouped together. Questions given in each of the surveys can be found in the Appendix of this report.

## Student Engagement Results

### Two-Dimensional Design

The survey questions are aligned to six broad themes of school engagement so that these aspects can be measured. The questions are worded and arranged from three perspectives, or “lenses”. The questions ask staff members to respond to items about district level topics, building level topics, and finally topics about their own personal engagement.

#### **MPS Themes Measured**

- Academics / Study
- Activities / Athletics\*
- Future
- Safety & Kindness

#### **MPS Lens Measured**

- Building
- Self

\*Only for secondary students

### **ELEMENTARY RESULTS**

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the three themes of the elementary engagement survey.

Themes	Mean				Top 2 Percentages “Strong Agree / Agree”			
	2019	2021	2022	2023	2019	2021	2022	2023
Academics / Study	3.45	3.40	3.43	3.42	95%	94%	94%	94%
Future	3.49	3.46	3.47	3.48	95%	94%	94%	94%
Safety / Kindness	3.46	3.38	3.38	3.38	95%	93%	92%	92%



### MIDDLE SCHOOL RESULTS

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the four themes of the secondary engagement survey.

Themes	Mean				Top 2 Percentages “Strong Agree / Agree”			
	2019	2021	2022	2023	2019	2021	2022	2023
Academics / Study	3.07	3.04	3.04	3.05	83%	84%	84%	84%
Activities / Athletics	2.87	2.79	2.92	2.93	69%	67%	73%	73%
Future	3.11	3.10	3.12	3.12	83%	84%	84%	84%
Safety / Kindness	3.13	3.09	3.10	3.11	84%	84%	85%	85%

### HIGH SCHOOL RESULTS

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the four themes of the secondary engagement survey.

Themes	Mean				Top 2 Percentages “Strong Agree / Agree”			
	2019	2021	2022	2023	2019	2021	2022	2023
Academics / Study	3.02	2.96	2.96	2.94	86%	85%	86%	86%
Activities / Athletics	3.04	2.99	3.02	3.00	76%	72%	77%	77%
Future	3.20	3.14	3.13	3.12	86%	85%	86%	86%
Safety / Kindness	3.08	3.03	3.01	3.01	82%	83%	81%	82%

## **Staff Engagement Results**

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the six themes of staff engagement.

<b>Themes</b>	<b>Mean</b>				<b>Top 2 Percentages “Strong Agree / Agree”</b>			
	<b>2019</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2019</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Basic Needs	3.26	3.12	3.19	3.21	89%	85%	87%	88%
Climate & Culture	3.40	3.24	3.32	3.25	93%	89%	92%	91%
Communication	3.43	3.31	3.36	3.38	95%	93%	94%	94%
Instructional*	3.61	3.47	3.52	3.47	98%	98%	98%	97%
Leadership	3.32	3.17	3.25	3.27	88%	82%	86%	86%
Professional Growth	3.34	3.20	3.27	3.20	91%	90%	91%	91%

\*Answered only by instructional staff

<b>Percent of Staff Members Giving an A or B to....</b>			
	<b>District</b>	<b>Building</b>	<b>Own Engagement</b>
2019	93%	92%	99%
2021	87%	86%	99%
2022	93%	87%	99%
2023	93%	86%	99%

### **Parent Engagement Results**

The following table shows the overall average and top two categories (“Strongly Agree” and “Agree”) percentage of all questions aligned to each of the four themes of parental engagement.

<b>Themes</b>	<b>Mean</b>				<b>Top 2 Percentages “Strong Agree / Agree”</b>			
	<b>2019</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2019</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Basic Needs	3.31	3.26	3.26	3.25	94%	91%	90%	90%
Climate & Culture	3.40	3.32	3.37	3.37	94%	91%	93%	93%
Communication	3.31	3.28	3.31	3.30	91%	90%	91%	90%
Leadership	3.28	3.22	3.23	3.22	93%	90%	90%	89%

<b>Percent of Parents Giving an A or B to....</b>			
	District	Building	Own Engagement
2019	92%	93%	87%
2021	86%	92%	85%
2022	90%	92%	89%
2023	90%	91%	88%