

**MILLARD PUBLIC SCHOOLS  
SCHOOL DISTRICT NO. 17  
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, October 7, 2019** at 5606 South 147th Street, Omaha, Nebraska.

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.

Amanda McGill Johnson  
Secretary

10-4-19

**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.**

**J. BOYD**

being duly sworn, deposes and says that she is

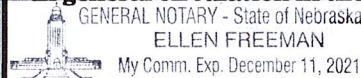
**LEGAL EDITOR**

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

**DAILY RECORD**, of Omaha, on

October 4, 2019

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** \$ 16.70  
**Additional Copies** \$ \_\_\_\_\_  
**Total** \$ 16.70

Subscribed in my presence and sworn to before  
me this 4th day of  
October 2019

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 October 7, 2019, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 7th day of October, 2019

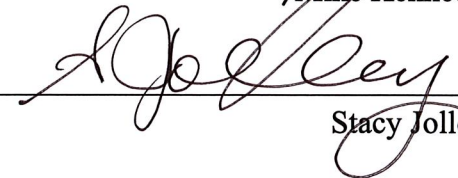
  
\_\_\_\_\_  
Mike Pate – President

\_\_\_\_\_  
Linda Poole – Vice President

  
\_\_\_\_\_  
Amanda McGill Johnson – Secretary

  
\_\_\_\_\_  
Dave Anderson – Treasurer

  
\_\_\_\_\_  
Mike Kennedy

  
\_\_\_\_\_  
Stacy Jolley

\_\_\_\_\_  
Elaine Whetstine – MNHS Representative

\_\_\_\_\_  
George Abalekpor – MSHS Representative

\_\_\_\_\_  
Sophie Hill – MWHS Representative

# BOARD OF EDUCATION MEETING SIGN IN

October 7, 2019

<u>NAME:</u>	<u>REPRESENTING:</u>	<u>Observing for a Class? (Y/N)</u>
Ryan Pivnicka	UNO	y
Kirstell McClannan	Cody	
Kelli Hasenjager	Aldrich	
Emily Hasenwirth	Clarnson	ye
Maddie Miller	Clarnson	ye
Mt Hanson	Hitchcock	yes
Lindsey Holes	Neihardt	yes
Charlene Schuchardt	Rohwer	yes
Abigail Fehr	Reagan	yes
Katie Etzel Miller	MNHS	yes
Glen Hendricks	IBEW 22	NO
Juliana Monono	UNO	yes.
Amy Kinn		
Pal Schutte	MEA	
John	Boy Scouts	No



**BOARD OF EDUCATION  
MEETING**



**October 7, 2019**

BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BOARD MEETING  
OCTOBER 7, 2019  
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. Employee of the Month** - Amy Kopanic, Counselor at Bryan Elementary and Kelsey Chastain, Athletics & Activities Administrative Assistant at West High School.

**E. Showcase** - Recognition of Students

**F. 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.

**G. Routine Matters**

1. \*Approval of Board of Education Minutes - September 16, 2019
2. \*Approval of Bills and receive the Treasurer's Report and Place on File

**H. Information Items**

1. Superintendent's Comments
2. Board Comments/Announcements
3. Report from Student Representatives

**I. Unfinished Business -**

1. Second Reading and Approval of Policy 1120: Community - Board of Education Meetings
2. Second Reading and Approval of Policy 1125: Community - Communications with the Board of Education
3. Second Reading and Approval of Policy 1215: Community - Citizens Advisory Committees For the Staff

**J. New Business**

1. Approval of Rule 1120.1: Community - Board of Education Meetings
2. Approval of Rule 1215.1: Community - Citizens Advisory Committees - For the Staff
3. First Reading of Policy 2000: Administration - Concept of Administration
4. First Reading of Policy 2100: Administration - Administrative and Supervisory Personnel
5. Reaffirm Policy 3300: Support Services - Purchasing, General
6. Reaffirm Rule 3300.1: Support Services - Purchasing, Goods and Services
7. First Reading of Policy 3713: Support Services - Food Service, Program Committee
8. Reaffirm Policy 6510: Curriculum, Instruction, and Assessment - Assessed Curriculum: Innovation/Program Change
9. Reaffirm Rule 6510.1: Curriculum, Instruction, and Assessment - Assessed Curriculum: Innovation/Pilot Programs and Field Studies

10. Approval of District Capacity Standards for 2020-21
11. Approval of Custodial / Maintenance / Grounds Employee Agreement with SEIU
12. Approval of the 2019-2020 Learning Community Superintendents' Early Childhood Plan Agreement

**K. Reports**

1. Advanced Placement Program Report
2. Dual Enrollment Program Report
3. Legislative Standing Positions Report

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

1. Committee of the Whole Meeting on Monday, October 14, 2019 at 6:00 p.m. at the Don Stroh Administration Center
2. Conferences – No School for Students – October 16-18, 2019
3. Board of Education Meeting on Monday, November 4, 2019 at 6:00 p.m. at the Don Stroh Administration Center
4. Board of Education Meeting on Monday, November 18, 2019 at 6:00 p.m. at the Don Stroh Administration Center
5. NASB State Education Conference on November 20-22, 2019 at the CHI Health Center in downtown Omaha.
6. No School for Students - Teacher Work Day on Wednesday, November 27, 2019
7. Thanksgiving Holiday – No School for Students and Staff on November 28 & 29, 2019
8. Board of Education Meeting on Monday, December 2, 2019 at 6:00 p.m. at the Don Stroh Administration Center
9. Foundation Holiday Dinner on Thursday, December 5, 2019. Social - 6:30 p.m. Dinner - 7:00 p.m. at Shadow Ridge Country Club, 1501 S. 188th Plaza
10. Board of Education Holiday Party on December 11, 2019 (Time and location TBD)
11. Winter Break - No School Monday, December 23, 2019 – January 3, 2019

- M. 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.

**N. 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  
OCTOBER 7, 2019  
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. Employee of the Month - Amy Kopanic, Counselor at Bryan Elementary and Kelsey Chastain, Athletics & Activities Administrative Assistant at West High School.

E. Showcase - Recognition of Students

F. 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.

G.1\* Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board of Education Minutes from September 16, 2019. (See enclosure)

G.2\* Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the bills, receive the Treasurer's Report and Place on File. (See enclosure)

H.1 Superintendent's Comments

H.2 Board Comments/Announcements

H.3 Report from Student Representatives

I.1 Second Reading by \_\_\_\_\_. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Policy 1120: Community - Board of Education Meetings. (See enclosure)

I.2 Second Reading by \_\_\_\_\_. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Policy 1125: Community - Communications with the Board of Education. (See enclosure)

I.3 Second Reading by \_\_\_\_\_. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Policy 1215: Community - Citizens Advisory Committees For the Staff. (See enclosure)

J.1 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 1120.1: Community - Board of Education Meetings. (See enclosure)

- J.2 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve Rule 1215.1: Community - Citizens Advisory Committees - For the Staff. (See enclosure)
- J.3 First Reading of Policy 2000: Administration - Concept of Administration. (See enclosure)
- J.4 First Reading of Policy 2100: Administration - Administrative and Supervisory Personnel. (See enclosure)
- J.5 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 3300: Support Services - Purchasing, General. (See enclosure)
- J.6 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Rule 3300.1: Support Services - Purchasing, Goods and Services. (See enclosure)
- J.7 First Reading of Policy 3713: Support Services - Food Service, Program Committee. (See enclosure)
- J.8 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Policy 6510: Curriculum, Instruction, and Assessment - Assessed Curriculum: Innovation/Program Change. (See enclosure)
- J.9 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to reaffirm Rule 6510.1: Curriculum, Instruction, and Assessment - Assessed Curriculum: Innovation/Pilot Programs and Field Studies. (See enclosure)
- J.10 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the District Capacity Standards for 2020-21. (See enclosure)
- J.11 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, that the Negotiated Agreement for Custodial / Maintenance / Grounds Employees with SEIU for the 2019-20 school year be approved and that the Superintendent or his designee be authorized to execute any and all documents related to such Agreement. (See enclosure)
- J.12 Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the 2019-2020 Learning Community Superintendents' Early Childhood Plan Agreement. (See enclosure)

K. Reports

- 1. Advanced Placement Program Report
- 2. Dual Enrollment Program Report
- 3. Legislative Standing Positions Report

L. Future Agenda Items/ Board Calendar

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- M. 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.



## N. 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, September 16, 2019, 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, September 13, 2019 a copy of the publication is being attached to these minutes. Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgment of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

President Mike Pate 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. Jolley, Mr. Pate, Mrs. Poole, Mr. Anderson and Mrs. McGill Johnson were present.

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

Motion was made by Mike Kennedy, seconded by Linda Poole, to approve the Board of Education minutes for September 9, 2019, approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mrs. Poole, Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Jolley, and Mr. Pate. Voting against were: None. Motion carried.

Mrs. Poole gave a summary of the Committee of the Whole meeting which was held on September 9, 2019.

**Superintendent's Comments:**

Dr. Sutfin shared the Youth Business Community Partnerships program(YBC) name is changing to Intern Omaha. This year the YBC program started in Millard as a partnership with Avenue Scholars to place students in meaningful, paid internships in their senior year. The demand was high, with 200 students applying for 30 available positions. As the program prepares for its second year, more opportunities will be added, and the program will expand to additional school districts. The school districts coming on board next year will be Westside, Ralston, DC West and two OPS schools. The goal is to create a community wide competitive intern program.

**Board Comments:**

Amanda McGill Johnson:

Mrs. McGill Johnson thanked Dr. Chick for accompanying her on site visits to Cody, Cather and Montclair. She shared this was her first time visiting these schools during the school day and she had a great time.

Dave Anderson:

Mr. Anderson congratulated the National Merit semifinalist who were recently announced.

Linda Poole:

Mrs. Poole stated she will be attending the TAC meeting this Friday in Lincoln and she will report back to the board. She also shared that she will be unable to attend the October 7, 2019 board meeting due to her own school's parent teacher conferences.

Stacy Jolley:

Mrs. Jolley congratulated the outstanding scholars at Millard South. She shared that she attended the academic honors event at Millard South last week.

Mike Kennedy:

Mr. Kennedy shared his concerns regarding vaping.

Mike Pate:

Mr. Pate shared Executive Director of the Millard Foundation Angelo Passarelli will be retiring in August of 2020. Mr. Pate will be part of the search committee to find a replacement. Mr. Pate also stated he will be absent from the November 4, 2019 board meeting.

Sophie Hill, student representative from Millard West High School, Elaine Whestine, student representative from Millard North High School, and George Abalekpor, student representative from Millard South High School reported on the academic and athletic happenings at their respective schools.

**Unfinished Business:**

Second Reading by Mike Kennedy. Motion by Mike Kennedy, seconded by Stacy Jolley, to approve Policy 4165: Human Resources - Resignation/Separation. Voting in favor of said motion was: Mrs. Jolley, Mr. Pate, Mrs. Poole, Mr. Anderson, Mrs. McGill Johnson, and Mr. Kennedy. Voting against were: None. Motion carried.

**New Business:**

Stacy Jolley gave the First Reading of Policy 1120: Community - Board of Education Meetings.

Linda Poole gave the First Reading of Policy 1125: Community - Communications with the Board of Education.

Dave Anderson gave the First Reading of Policy 1215: Community - Citizens Advisory Committees For the Staff.

Motion by Linda Poole, seconded by Stacy Jolley, to reaffirm Policy 3715: Support Services - Food Services - Program Finances, Policy 3717: Support Services - Food Services - Program Reports, Policy 4120: Human Resources - Personnel Lists, Policy 4205: Human Resources - Substitute Teachers, Rule 4205.1: Human Resources - Substitute Teachers, Rule Policy 6340: Curriculum, Instruction, and Assessment - Communication with Parents, and 6340.1: Curriculum, Instruction, and Assessment - Communication with Parent. Voting in favor of said motion was: Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Jolley, Mr. Pate, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Dave Anderson, to approve Rule 4165.1: Human Resources - Non-Certificated Staff: Resignation/Separation. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mrs. Jolley, Mr. Pate, Mrs. Poole, and Mr. Anderson. Voting against were: None. Motion carried.

Motion by Dave Anderson, seconded by Stacy Jolley, to approve Rule 4165.2: Human Resources - Certificated Staff: Contract Cancellation, Amendment, Renewal, Non-Renewal. Voting in favor of said motion was: Mr. Kennedy, Mrs. Jolley, Mr. Pate, Mrs. Poole, Mr. Anderson, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Dave Anderson, seconded by Linda Poole, to approve Rule 4165.3: Human Resources - Resignation Notification Incentive. Voting in favor of said motion was: Mrs. Poole, Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Jolley, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Stacy Jolley, to approve Rule 6330.1: Curriculum, Instruction, and Assessment - Grading Guidelines for Second – Twelfth Grade. Voting in favor of said motion was: Mrs. Jolley, Mr. Pate, Mrs. Poole, Mr. Anderson, Mrs. McGill Johnson, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Dave Anderson, to adopt Rule 6340.2: Curriculum, Instruction, and Assessment -Title I Parent and Family Engagement. *Associate Superintendent of Educational Services Dr. Heather Phipps shared the addition of this rule is to meet a new Title I requirement. She shared the items listed in the rule have been our practice for some time.* Voting in favor of said motion was: Mr. Anderson, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Jolley, Mr. Pate, and Mrs. Poole. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Stacy Jolley, to approve Personnel Actions: Cancellation: Seth D. Woodke. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mrs. Jolley, Mr. Pate, Mrs. Poole, and Mr. Anderson. Voting against were: None. Motion carried.

## **Reports:**

### **Student Services Report**

Director of Student Services Bill Jelkin shared an overview of the data related to the services and functions provided within the Student Services such as attendance, enrollment, discipline, health services, counseling services and crisis response. Some highlights of the report were:

- Attendance rates continue to hold strong at 96%.
- 507 Students optioned into Millard this year. The total number of students opting into Millard is 2,782.
- Millard's 2019 graduates accepted 1,350 scholarships for a total value of \$26,621,001.

### **Legislative Update**

Executive Director Activities, Athletics, & External Affairs Nolan Beyer provided the board with a legislative update. Mr. Beyer said the two education committee interim hearing dates have been confirmed. Friday, September 27th is the hearing to examine school administration spending and Friday, October 4th is to examine the use of ESU Service Units. Millard has not been invited to give testimony at these hearings however Millard is working with the staff in both offices to provide important information.

Mr. Pate 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.

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

1. Board of Education Meeting on Monday, October 7, 2019 at 6:00 p.m. at the Don Stroh Administration Center
2. Committee of the Whole Meeting on Monday, October 14, 2019 at 6:00 p.m. at the Don Stroh Administration Center
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8. Thanksgiving Holiday – No School for Students and Staff on November 28 & 29, 2018

Meeting adjourned at 7:14 p.m.

  
Secretary, Amanda McGill Johnson

# **Millard Public Schools**

**October 7, 2019**

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466537	09/12/2019	100966	GREATER OMAHA LEAGUE OF DEBATE	\$100.00
	466538	09/12/2019	065305	MILLARD EDUCATION ASSOCIATION	\$166.00
	466539	09/12/2019	068740	NEBRASKA STATE EDUCATION ASSN	\$661.15
	466541	09/12/2019	142130	KEVIN DEAN POTTER	\$330.00
	466542	09/12/2019	135863	RUDOLPH A VLCEK III	\$240.00
	466543	09/12/2019	138505	DANIEL P WOOTTON	\$90.00
	466544	09/19/2019	108436	COX COMMUNICATIONS INC	\$7,631.48
	466545	09/19/2019	108436	COX COMMUNICATIONS INC	\$27,319.47
	466546	09/19/2019	107732	BRIAN L NELSON	\$120.00
	466547	09/19/2019	141236	PRISM SMART SOLUTIONS	\$33,480.00
	466549	09/19/2019	139797	US BANK NATIONAL ASSOCIATION	\$389.00
	466561	10/07/2019	140821	MARGARET E SCHWARTZ	\$1,510.50
	466563	10/07/2019	142901	FAIZA ABDI	\$149.63
	466564	10/07/2019	139548	KRISTEN S ABUEG	\$95.12
	466567	10/07/2019	139412	ERIN M AGUIRRE	\$22.10
	466568	10/07/2019	139362	AMANDA L AKSAMIT	\$68.85
	466569	10/07/2019	107060	ALL FLAGS ETC	\$39.60
	466570	10/07/2019	137976	HALEY E ALLEN	\$35.98
	466571	10/07/2019	140391	ALLY FINANCIAL INC	\$393.56
	466572	10/07/2019	010021	AMERICAN ART CLAY CO INC	\$742.23
	466573	10/07/2019	000092	AMERICAN ASSN SCHOOL PERSONNEL ADM	\$375.00
	466574	10/07/2019	103126	AMERICAN MONTESSORI SOCIETY	\$120.69
	466575	10/07/2019	012450	AMERICAN RED CROSS-HEALTH & SAFETY	\$30.00
	466578	10/07/2019	136056	DAVE ANDERSON	\$287.94
	466579	10/07/2019	012989	APPLE COMPUTER INC	\$5,735.22
	466580	10/07/2019	142442	JULIE L BAKER	\$148.06
	466581	10/07/2019	137482	KRISTINA A BAMESBERGER	\$169.94
	466582	10/07/2019	017877	CYNTHIA L BARR-MCNAIR	\$154.40

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466583	10/07/2019	138305	MEAGAN L BASYE	\$41.53
	466585	10/07/2019	139783	LYNNE H BECKER	\$3,519.00
	466586	10/07/2019	141521	ERIKA J BECKLEY	\$90.83
	466587	10/07/2019	107540	BRIAN F BEGLEY	\$58.58
	466588	10/07/2019	139889	DARLA G BELL	\$148.07
	466590	10/07/2019	132146	BERGAN KDV LLC	\$13,650.00
	466591	10/07/2019	139161	BERKLEY RISK ADMINISTRATORS CO LLC	\$5,000.00
	466593	10/07/2019	142454	LAURA C BESHALER	\$137.29
	466594	10/07/2019	136008	KERRI J BETTS	\$59.88
	466595	10/07/2019	142896	OMAHA PUBLIC SCHOOL DISTRICT	\$80.00
	466596	10/07/2019	134945	NOLAN J BEYER	\$233.75
	466598	10/07/2019	137140	ANNE M BIRKEL	\$142.78
	466599	10/07/2019	139321	BIZCO INC	\$1,429.00
	466600	10/07/2019	140887	RODNEY JOHNSON	\$744.00
	466601	10/07/2019	140261	BLUE SPRINGS R-IV SCHOOL DISTRICT	\$450.00
	466602	10/07/2019	136664	JAMIE L BLYCKER	\$8.93
	466603	10/07/2019	134478	TIFFANY M BOCK SMITH	\$126.67
	466604	10/07/2019	103078	BODY BASICS INC	\$859.53
	466605	10/07/2019	130899	KIMBERLY M BOLAN	\$136.70
	466607	10/07/2019	136274	BYRON P BRAASCH	\$39.90
	466608	10/07/2019	141522	AMANDA J BRAUN	\$11.77
	466609	10/07/2019	139947	YESENIA BRAVO	\$30.10
	466610	10/07/2019	141717	BREAKOUT INC	\$275.00
	466611	10/07/2019	139890	DOUGLAS J BREITER	\$126.96
	466612	10/07/2019	140510	JAMIE D BROWN	\$33.32
	466613	10/07/2019	139123	TRESSA J BRUMMEL	\$38.28
	466615	10/07/2019	141510	CHRISTINE L BUKOWSKI	\$128.25
	466617	10/07/2019	142419	IAN BYRD	\$2,125.00

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01	466619	10/07/2019	141485	ALEXA R CALDWELL	\$39.09
	466620	10/07/2019	142347	MEGHAN M CALLAGHAN	\$84.92
	466621	10/07/2019	142897	CATHERINE M CAMPBELL	\$40.80
	466622	10/07/2019	142380	AMANDA L CARLSEN	\$41.18
	466623	10/07/2019	023968	JAY B CARLSON	\$26.16
	466624	10/07/2019	140320	SEAN M CARLSON	\$40.00
	466626	10/07/2019	131158	CURTIS R CASE	\$98.02
	466627	10/07/2019	140956	JOHN BARRY CASTLE	(\$90.00)
	466628	10/07/2019	133970	CCS PRESENTATION SYSTEMS	\$1,306.21
	466629	10/07/2019	133589	CDW GOVERNMENT, INC.	\$14,729.16
	466630	10/07/2019	138613	CENTRAL SALES INC	\$2,480.98
	466631	10/07/2019	135648	SUSAN M CHADWICK	\$23.90
	466632	10/07/2019	134043	MALCOLM K CHAI	\$220.40
	466633	10/07/2019	142729	BETHANY E CHANDLER	\$223.66
	466634	10/07/2019	132271	ERIK P CHAUSSEE	\$64.96
	466635	10/07/2019	139115	ANDREA L CHLOPEK	\$21.07
	466636	10/07/2019	142773	JAMIE A CHRISTIANSEN	\$31.20
	466638	10/07/2019	136780	LISA L CLINARD	\$69.52
	466639	10/07/2019	138674	CMI INC	\$2,645.00
	466641	10/07/2019	137013	NANCY S COLE	\$81.37
	466642	10/07/2019	108093	COMFORT PRODUCTS DISTRIBUTING	\$597.65
	466643	10/07/2019	109867	COMMERCIAL AIR MANAGEMENT INC	\$618.00
	466644	10/07/2019	136791	COMPUTYPE INC	\$779.12
	466645	10/07/2019	132152	GOVCONNECTION INC	\$260.59
	466646	10/07/2019	139891	MARY T CONNELL	\$54.17
	466647	10/07/2019	138213	CONTINENTAL CLAY CO	\$6,474.30
	466648	10/07/2019	136518	JANET L COOK	\$148.19
	466651	10/07/2019	106893	WICHITA WATER CONDITIONING INC	\$47.36



## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466652	10/07/2019	027345	CURRICULUM ASSOCIATES INC	\$234.87
	466653	10/07/2019	131483	JANET L DAHLGAARD	\$47.62
	466654	10/07/2019	132671	JEAN T DAIGLE	\$192.96
	466655	10/07/2019	134751	ANGELA M DAIGLE	\$60.03
	466656	10/07/2019	131003	DAILY RECORD	\$345.10
	466657	10/07/2019	138306	STACY L DARNOLD	\$71.92
	466658	10/07/2019	138584	DATA POWER TECHNOLOGY LLC	\$225.00
	466659	10/07/2019	032497	CHERYL R DECKER	\$78.36
	466660	10/07/2019	106713	ANDREW S DEFREECE	\$95.87
	466661	10/07/2019	141499	SARAH L DEMARAY	\$37.29
	466662	10/07/2019	032800	DEMCO INC	\$1,091.02
	466663	10/07/2019	032872	DENNIS SUPPLY COMPANY	\$0.00
	466664	10/07/2019	137331	BASTIAN DERICHS	\$57.37
	466665	10/07/2019	132750	JOHN D DICKEY	\$93.61
	466667	10/07/2019	132669	DIGITAL DOT SYSTEMS INC	\$385.00
	466668	10/07/2019	141484	AMANDA K DISTEFANO	\$68.79
	466670	10/07/2019	141956	MATTHEW DOHERTY	(\$55.00)
	466671	10/07/2019	139349	TERRIN D DORATHY	\$48.84
	466672	10/07/2019	130908	DOUGLAS COUNTY SCHOOL DIST.28-0001	\$256,033.91
	466674	10/07/2019	135689	SUSAN M DULANY	\$155.27
	466675	10/07/2019	132106	GREGORY L DUNN	\$59.86
	466676	10/07/2019	138426	KELLY D EALY	\$82.36
	466677	10/07/2019	037525	EDUCATIONAL SERVICE UNIT #3	\$130.00
	466678	10/07/2019	142874	EDUPOINT EDUCATIONAL SYSTEMS LLC	\$169,711.00
	466679	10/07/2019	133823	REBECCA S EHRHORN	\$397.88
	466682	10/07/2019	038140	ELECTRONIC SOUND INC.	\$7,032.51
	466683	10/07/2019	141577	ELITE PROFESSIONALS HOME CARE LLC	\$13,081.50
	466684	10/07/2019	138508	DOUGLAS COUNTY SCHOOL DISTRICT 10	\$500.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466685	10/07/2019	142385	SHANNON KIEBLER	\$4,800.00
	466686	10/07/2019	142407	SAMANTHA L ENGEL	\$26.10
	466687	10/07/2019	134883	ERIC L ENGSTROM	\$417.97
	466688	10/07/2019	135360	PAMELA A ERIXON	\$105.44
	466690	10/07/2019	134861	TARA R FABIAN	\$85.55
	466691	10/07/2019	106735	JOHN T FABRY	\$112.75
	466692	10/07/2019	139316	JASON A FARWELL	\$73.32
	466693	10/07/2019	137016	ANGELA L FERGUSON	\$46.75
	466694	10/07/2019	132845	JODI L FIDONE	\$312.16
	466695	10/07/2019	140521	TONYA S FILLEMAN	\$64.19
	466696	10/07/2019	040902	FIRST NATIONAL BANK OF OMAHA	\$500.00
	466697	10/07/2019	130731	FIRST WIRELESS INC	\$3,524.40
	466698	10/07/2019	109855	SHANNON M FISCHER	\$35.79
	466699	10/07/2019	141511	JENNIFER M FITZKE	\$20.36
	466700	10/07/2019	136440	JULIE A FORSBERG	\$51.27
	466702	10/07/2019	136317	KELLY L FREY	\$24.88
	466703	10/07/2019	134223	TERESA J FRIDRICH	\$37.76
	466704	10/07/2019	109036	GALE/CENGAGE LEARNING	\$68,756.81
	466705	10/07/2019	140508	KATHERINE A GARTH	\$67.45
	466706	10/07/2019	044155	GENERAL FIRE & SAFETY EQUIPMENT CO	\$5,002.00
	466707	10/07/2019	139894	TRICIA L GILLETT	\$139.15
	466708	10/07/2019	106660	GLASSMASTERS INC	\$2,790.00
	466709	10/07/2019	139308	SUSAN E GOLDSBERRY	\$73.08
	466710	10/07/2019	142452	MYRNA B GOUGER	\$85.84
	466711	10/07/2019	044950	GRAINGER INDUSTRIAL SUPPLY	\$11,029.21
	466712	10/07/2019	099888	GRAYBAR ELECTRIC COMPANY INC	\$59.33
	466713	10/07/2019	133885	GREENLIFE GARDENS INC	\$460.00
	466715	10/07/2019	139818	ANGELA R HAASE	\$64.79

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466717	10/07/2019	137205	ANGELA J HAMILTON	\$362.05
	466718	10/07/2019	142881	ANGELA L HANSEN	\$49.00
	466719	10/07/2019	142331	STEVEN C HARMS	\$17.75
	466720	10/07/2019	056820	FIRST INSURANCE GROUP LLC	\$12,763.75
	466721	10/07/2019	048200	HAUFF MID-AMERICA SPORTS INC	\$660.00
	466722	10/07/2019	138844	SANDRA A HAVENS	\$24.07
	466723	10/07/2019	140889	DEANNA L HAYES	\$27.20
	466724	10/07/2019	048475	HEARTLAND FOUNDATION	\$26,455.00
	466725	10/07/2019	108273	MARGARET HEBENSTREIT PT	\$47.44
	466726	10/07/2019	142891	BRITTANY A HEDICK	\$57.42
	466727	10/07/2019	048517	GREENWOOD PUBLISHING GROUP INC	\$935.00
	466728	10/07/2019	142894	MIKAYLA JORDAN HELLRUNG	\$67.50
	466729	10/07/2019	108478	DAVID C HEMPHILL	\$32.89
	466731	10/07/2019	135806	NICOLE J HENDERSON BERAN	\$10.68
	466732	10/07/2019	141513	MELISSA M HENNINGS	\$78.18
	466734	10/07/2019	142410	AMY C HIMES	\$36.13
	466735	10/07/2019	048845	CAMILLE H HINZ	\$26.70
	466736	10/07/2019	142258	NICOLE M HOEHNER	\$85.86
	466737	10/07/2019	142777	HOME DEPOT USA INC	\$3,758.20
	466739	10/07/2019	049650	HOUGHTON MIFFLIN HARCOURT PUB CO	\$15,671.69
	466740	10/07/2019	132531	TERRY P HOULTON	\$59.56
	466741	10/07/2019	137426	HUGHES MULCH PRODUCTS LLC	\$3,565.00
	466743	10/07/2019	140205	JADE A HUGHES	\$37.97
	466745	10/07/2019	135781	MARLENE N HUNT	\$21.10
	466746	10/07/2019	134807	MONICA A HUTFLES	\$31.49
	466747	10/07/2019	130283	KARA L HUTTON	\$76.62
	466748	10/07/2019	049844	HYDRONIC ENERGY INC	\$1,156.02
	466749	10/07/2019	133397	HY-VEE INC	\$2,812.06

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466750	10/07/2019	133397	HY-VEE INC	\$1,429.34
	466751	10/07/2019	132878	HY-VEE INC	\$1,003.36
	466752	10/07/2019	049851	HY-VEE INC	\$947.69
	466753	10/07/2019	049850	HY-VEE INC	\$1,366.29
	466754	10/07/2019	132581	IDENTISYS INC	\$216.14
	466755	10/07/2019	136349	SCOTT H INGWERSON	\$25.69
	466756	10/07/2019	139348	DANIEL D INNES	\$57.77
	466757	10/07/2019	138418	LAURA M INNES	\$134.95
	466758	10/07/2019	142203	INNOVATIVE OFFICE SOLUTIONS LLC	\$23.04
	466759	10/07/2019	138636	INTEGRATED MEDICAL INC	\$220.00
	466760	10/07/2019	051843	INTEGRITY ARCHITECTURAL MILLWORK	\$0.20
	466761	10/07/2019	140729	J F AHERN CO	\$4,825.00
	466762	10/07/2019	131157	CHRISTINE A JANOVEC-POEHLMAN	\$121.17
	466763	10/07/2019	136953	DELI MANAGEMENT INC	\$75.00
	466764	10/07/2019	133037	JENSEN TIRE & AUTO #15	\$1,189.16
	466766	10/07/2019	132340	JENNIFER M JEROME	\$231.66
	466767	10/07/2019	083400	TYCO FIRE & SECURITY MANAGEMENT INC	\$3,381.00
	466768	10/07/2019	054500	JOHNSON HARDWARE CO LLC	\$252.00
	466769	10/07/2019	141940	RACHEL A JOHNSON	\$166.92
	466771	10/07/2019	135373	LINDA K JOHNSON	\$52.78
	466772	10/07/2019	138713	LAURIE E JONES	\$28.25
	466773	10/07/2019	142898	JUST FOR KIDS THERAPY INC	\$234.50
	466775	10/07/2019	137214	DAVID KAHM	\$75.00
	466776	10/07/2019	136237	NICHOLAS R KAISER	\$85.38
	466778	10/07/2019	138681	HANS J KEIM	\$146.83
	466779	10/07/2019	132265	CATHERINE A KEISER	\$58.35
	466780	10/07/2019	056276	KELVIN LP	\$247.45
	466782	10/07/2019	140091	KENT J KINGSTON	\$31.49

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466784	10/07/2019	142886	NICOLE S KINZER	\$53.49
	466785	10/07/2019	139753	CHERIS A KITE	\$58.35
	466787	10/07/2019	139301	REBECCA D KLEEMAN WEYANT	\$465.00
	466789	10/07/2019	132571	JULIA L KOLANDER	\$53.95
	466790	10/07/2019	131826	ALICIA C KOTLARZ	\$58.23
	466791	10/07/2019	055039	KRISTI J KOZAK	\$44.08
	466792	10/07/2019	136285	MICHELLE L KRAFT	\$43.33
	466793	10/07/2019	141957	MELINDA S KRAUSE	\$57.48
	466796	10/07/2019	137385	JOSEPH R KUEHL	\$196.63
	466797	10/07/2019	140714	DEANNA L HAND	\$55.62
	466799	10/07/2019	132934	VICTORIA L KYROS	\$27.20
	466801	10/07/2019	141946	BETHANY S LACOSSE	\$75.05
	466803	10/07/2019	142895	KELENE K LANGENFELD	\$139.10
	466804	10/07/2019	135257	LANGUAGE LINE SERVICES INC	\$958.35
	466805	10/07/2019	142872	LESSONPIX INC	\$324.00
	466806	10/07/2019	137345	BONNIE K LEVINGER	\$48.72
	466807	10/07/2019	142890	BROOKE E LEWIS	\$65.08
	466808	10/07/2019	133643	JODY C LINDQUIST	\$53.59
	466809	10/07/2019	140948	DALE L LONG	\$45.29
	466811	10/07/2019	131397	LOWE'S HOME CENTERS INC	\$78.23
	466812	10/07/2019	131586	LYMM CONSTRUCTION INC	\$3,675.00
	466813	10/07/2019	137207	LEE ANN M MAASS	\$12.76
	466814	10/07/2019	108106	LEANNA MACDONALD	\$978.34
	466815	10/07/2019	142386	DEREK E MCMILLIN	\$7,830.67
	466816	10/07/2019	139415	STEPHANIE M MACKEL	\$30.88
	466818	10/07/2019	138645	LAURA K MALCOM	\$43.56
	466819	10/07/2019	137281	DMG INC	\$2,272.02
	466820	10/07/2019	133505	SUSAN N MARLATT	\$34.22

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466822	10/07/2019	135854	YOLANDA A MARTIN	\$17.76
	466823	10/07/2019	099328	MATHEMATICAL OLYMPIADS	\$119.00
	466824	10/07/2019	108052	MAX I WALKER UNIFORM & APPAREL	\$1,111.11
	466825	10/07/2019	139237	MICHAEL C MCCAULEY	\$41,488.85
	466826	10/07/2019	136618	DANIEL R MCCONNELL	\$111.48
	466827	10/07/2019	142889	SHANNON L MCGOWEN	\$23.49
	466828	10/07/2019	140110	MCGRAW-HILL EDUCATION INC	\$7,089.46
	466829	10/07/2019	137014	RYE L MCINTOSH	\$109.10
	466830	10/07/2019	141905	MCNAUGHTON INCORPORATED	\$71.34
	466831	10/07/2019	141523	KELLI M MCWILLIAMS	\$21.29
	466832	10/07/2019	064260	MECHANICAL SALES INC.	\$804.00
	466833	10/07/2019	121126	PATRICIA A MEEKER	\$62.41
	466834	10/07/2019	136470	CHAD M MEISGEIER	\$24.13
	466835	10/07/2019	064413	MENARDS INC (OMAHA)	\$476.11
	466836	10/07/2019	139997	HAYLEY D MENTZER	\$68.56
	466837	10/07/2019	064600	METAL DOORS & HARDWARE COMPANY INC	\$563.75
	466838	10/07/2019	102139	METAL LOGOS AND MORE	\$225.00
	466840	10/07/2019	133403	AMERICAN NATIONAL BANK	\$15,991.21
	466843	10/07/2019	064800	METRO UTILITIES DISTRICT OF OMAHA	\$69,618.60
	466845	10/07/2019	141801	METROPOLITAN HS ACTIVITIES ASSN	\$375.00
	466847	10/07/2019	142699	GISG LLC	\$427.50
	466848	10/07/2019	131309	MIDWEST INTL BACCALAUREATE SCHOOLS	\$600.00
	466849	10/07/2019	064950	MIDWEST METAL WORKS INC	\$491.80
	466850	10/07/2019	142409	LAUREN R MILBOURN	\$24.01
	466851	10/07/2019	065400	MILLARD LUMBER INC	\$192.47
	466852	10/07/2019	065440	MILLARD SOUTH HIGH SCHOOL	\$125.00
	466853	10/07/2019	065443	MILLARD WEST HIGH SCHOOL	\$725.00
	466854	10/07/2019	131328	MILLER ELECTRIC COMPANY	\$6,721.34

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466855	10/07/2019	141026	JASON MITERA	\$24.80
	466856	10/07/2019	142525	MICHAEL J MONTEMARANO	\$21.34
	466857	10/07/2019	142705	KELLY S MOOR	\$18.95
	466859	10/07/2019	140990	LAURA M MORRIS	\$181.83
	466860	10/07/2019	142908	SCOTT M MORRIS	\$35.79
	466862	10/07/2019	092603	MACMILLAN HOLDINGS LLC	\$9,049.41
	466863	10/07/2019	137052	DEVONYE J MULLINS	\$98.89
	466864	10/07/2019	066580	MUSIC IN MOTION INC	\$118.56
	466866	10/07/2019	140385	NANOPAC INC	\$3,912.40
	466867	10/07/2019	067000	NASCO	\$45.27
	466868	10/07/2019	107416	NATIONAL GEOGRAPHIC SOCIETY	\$120.00
	466869	10/07/2019	132854	NATIONAL SAFETY COUNCIL	\$65.00
	466870	10/07/2019	134321	STATE OF NEBRASKA	\$450.00
	466871	10/07/2019	068340	NEBRASKA ASSOCIATION FOR THE GIFTED	\$1,375.00
	466872	10/07/2019	136954	NEBRASKA CHILD SUPPORT PAYMENT CTR	\$145.00
	466873	10/07/2019	068415	NEBRASKA COUNCIL SCHOOL ADMINSTR	\$110.00
	466874	10/07/2019	141492	NEBRASKA FCCLA ASSOCIATION	\$15.00
	466875	10/07/2019	068445	NEBRASKA FURNITURE MART INC	\$432.00
	466876	10/07/2019	100872	NEBRASKA LIBRARY COMMISSION	\$14,746.51
	466878	10/07/2019	134231	UNIVERSITY OF NEBRASKA AT KEARNEY	\$650.00
	466879	10/07/2019	132832	NEBRASKA SCHOOL ACTIVITIES ASSN	\$70.00
	466880	10/07/2019	067027	NEBRASKA STATE BANDMASTERS ASSN	\$64.00
	466881	10/07/2019	141558	JILL M NEELEY	\$31.26
	466882	10/07/2019	135913	SUSAN E NELSON-KNOX	\$71.16
	466885	10/07/2019	109843	NEXTEL PARTNERS INC	\$3,766.44
	466886	10/07/2019	142353	ASHLEY B NODGAARD	\$59.86
	466887	10/07/2019	140443	NOETIC LEARNING LLC	\$196.00
	466888	10/07/2019	107905	MELINDA C NOLLER	\$32.71

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466889	10/07/2019	136759	ROSHNI R NORONHA	\$29.00
	466890	10/07/2019	140537	EVE E NORTON	\$15.72
	466891	10/07/2019	130667	CARRIE L NOVOTNY-BUSS	\$152.40
	466892	10/07/2019	069945	NUTS & BOLTS INC	\$48.71
	466895	10/07/2019	100013	OFFICE DEPOT 84133510	\$5,915.88
	466896	10/07/2019	100013	OFFICE DEPOT 84133510	\$98.32
	466897	10/07/2019	070245	OHARCO DISTRIBUTORS	\$693.88
	466898	10/07/2019	141530	AMY N OKEREKE	\$202.46
	466899	10/07/2019	132778	MELANIE L OLSON	\$109.04
	466900	10/07/2019	132683	OMAHA PUBLIC SCHOOL DISTRICT	\$500.00
	466901	10/07/2019	070800	OMAHA PUBLIC POWER DISTRICT	\$429,351.50
	466902	10/07/2019	070810	OMAHA PUBLIC SCHOOL DISTRICT	\$350.00
	466903	10/07/2019	070850	OMAHA SLINGS INC	\$50.47
	466904	10/07/2019	134051	OMAHA SYMPHONY	\$1,950.00
	466905	10/07/2019	071053	OMAHA WORLD HERALD	\$716.00
	466906	10/07/2019	101881	OMAHA ZOOLOGICAL SOCIETY	\$3,305.00
	466907	10/07/2019	137824	OMBUDSMAN EDUCATIONAL SVCS LTD	\$118,170.00
	466908	10/07/2019	140402	OMNI FINANCIAL GROUP INC	\$790.00
	466909	10/07/2019	133850	ONE SOURCE	\$3,485.00
	466910	10/07/2019	141486	CAROLINE E OSOSKI	\$35.44
	466911	10/07/2019	138662	KELLY D OSTRAND	\$51.56
	466912	10/07/2019	107193	OTIS ELEVATOR COMPANY	\$7,117.53
	466913	10/07/2019	133368	KELLY R O'TOOLE	\$55.16
	466914	10/07/2019	071178	LG PLAYGROUNDS LLC	\$614.01
	466915	10/07/2019	142290	OVERDRIVE INC	\$2,600.00
	466916	10/07/2019	134428	ELIZABETH A PACHTA	\$225.39
	466917	10/07/2019	133419	PAPILLION-LAVISTA SOUTH HIGH SCHOOL	\$175.00
	466919	10/07/2019	139358	AMANDA M PARKER	\$12.70



## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466920	10/07/2019	137015	GEORGE M PARKER	\$27.61
	466921	10/07/2019	132006	ANDREA L PARSONS	\$126.61
	466922	10/07/2019	099244	PASCO SCIENTIFIC	\$350.00
	466923	10/07/2019	102047	PAYLESS OFFICE PRODUCTS INC	\$456.00
	466924	10/07/2019	131610	PATRICIA D BUFFUM	\$1,860.00
	466925	10/07/2019	134430	PENGUIN RANDOM HOUSE LLC	\$41.94
	466926	10/07/2019	107783	HEIDI T PENKE	\$67.45
	466927	10/07/2019	133150	PENSKE TRUCK LEASING	\$352.23
	466929	10/07/2019	134050	PETTY CASH/ROHWER ELEMENTARY	\$150.00
	466930	10/07/2019	072400	PHI DELTA KAPPA	\$160.00
	466931	10/07/2019	142702	ASHLEY N PHILLIPS	\$19.20
	466932	10/07/2019	142899	JACQUELINE L PHILLIPS	\$195.75
	466933	10/07/2019	133390	HEATHER C PHIPPS	\$204.85
	466934	10/07/2019	138397	PICKATIME	\$227.50
	466935	10/07/2019	137722	ANDREW C PINKALL	\$53.36
	466936	10/07/2019	073040	PITNEY BOWES PRESORT SERVICES INC	\$15,000.00
	466937	10/07/2019	139982	KATHRYNE C PLAZA	\$32.10
	466939	10/07/2019	140930	HEATHER A POHL	\$70.88
	466940	10/07/2019	139928	DANIEL J POLODNA	\$29.70
	466941	10/07/2019	141870	BRENDA PORTER	\$18.44
	466942	10/07/2019	073010	PORTER TRUSTIN CARLSON	\$970.00
	466943	10/07/2019	131835	PRAIRIE MECHANICAL CORP	\$44,277.26
	466945	10/07/2019	134598	PRIME COMMUNICATIONS INC	\$4,268.57
	466946	10/07/2019	142892	SUSAN I PUSH	\$53.48
	466947	10/07/2019	142900	QUICK MAILING SERVICE INC	\$445.00
	466948	10/07/2019	142905	CALM NIGHTS LLC	\$188.00
	466949	10/07/2019	133441	MICHELLE R RAMIG	\$95.00
	466950	10/07/2019	109810	BETHANY B RAY	\$177.48

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466951	10/07/2019	137478	REALLY GREAT READING LLC	\$660.00
	466952	10/07/2019	142176	SUZANNE M REAVIS	\$21.23
	466953	10/07/2019	135690	DEIDRE M REEH	\$147.86
	466954	10/07/2019	078760	REGAL AWARDS INC	\$961.71
	466955	10/07/2019	134858	JENNIFER L REID	\$18.21
	466956	10/07/2019	133770	DIANE E REINERS	\$47.04
	466959	10/07/2019	109192	KIMBERLI R RICE	\$73.14
	466960	10/07/2019	135484	KRISTI L RICHLING	\$55.91
	466961	10/07/2019	141708	ROBERT BOSCH TOOL CORP	\$2,680.14
	466962	10/07/2019	079310	ROCKBROOK CAMERA CENTER	\$755.00
	466963	10/07/2019	133495	POLLY A RODENBIKER	\$12.80
	466964	10/07/2019	134882	LINDA A ROHMILLER	\$22.97
	466965	10/07/2019	136121	MELANIE E ROLL	\$140.00
	466967	10/07/2019	142904	MAI RUBIN	\$250.00
	466968	10/07/2019	142657	CRAIG RYON	\$232.50
	466969	10/07/2019	081725	KIMBERLEY K SAUM-MILLS	\$46.46
	466970	10/07/2019	133389	RYAN D SAUNDERS	\$1,364.45
	466971	10/07/2019	132192	JEAN A SAVAGE	\$68.93
	466973	10/07/2019	142902	KATELYN E SCHAPKER	\$6.04
	466975	10/07/2019	081891	SCHMITT MUSIC CENTER	\$126.75
	466976	10/07/2019	137012	SHELLEY L SCHMITZ	\$78.18
	466977	10/07/2019	082100	SCHOLASTIC INC	\$4,745.60
	466978	10/07/2019	137416	NICHOLE E SCHWAB	\$54.17
	466979	10/07/2019	134567	KAYE M SCHWEIGERT	\$135.83
	466980	10/07/2019	138791	MARK J SCOTT	\$127.58
	466981	10/07/2019	139827	MATTHEW J SCOTT	\$35.96
	466983	10/07/2019	082905	KIMBERLY A SECORA	\$28.48
	466984	10/07/2019	098765	SECURITY BENEFIT LIFE INS CO	\$9,570.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	466985	10/07/2019	108161	STAN J SEGAL	\$89.73
	466986	10/07/2019	134189	JODY L SEMPEK	\$44.78
	466987	10/07/2019	140383	SENTRY INSURANCE, A MUTUAL COMPANY	\$92,779.32
	466988	10/07/2019	133641	REYNEE W SHANAHAN	\$17.40
	466989	10/07/2019	109800	AMY L SHATTUCK	\$157.59
	466990	10/07/2019	142381	KELSEY O SHERIDAN	\$32.83
	466991	10/07/2019	132590	SILVERSTONE GROUP INC	\$5,489.00
	466992	10/07/2019	136920	KATHLEEN M SMITH	\$148.18
	466993	10/07/2019	140891	MARCIA L SMITH	\$366.48
	466994	10/07/2019	132003	SHELLY A SMITH	\$309.00
	466995	10/07/2019	137828	BRENT D SNOW	\$2,796.00
	466997	10/07/2019	101476	SODEXO INC & AFFILIATES	\$181.90
	466998	10/07/2019	142226	MICHELLE R SOMERVILLE	\$56.49
	466999	10/07/2019	136250	SONOVA USA INC	\$0.00
	467002	10/07/2019	136316	EVA M STALLING	\$15.31
	467004	10/07/2019	134116	STATE STEEL OF OMAHA	\$3,618.62
	467005	10/07/2019	140698	JENNIFER N STEC	\$38.28
	467006	10/07/2019	142102	STERLING COMPUTERS CORPORATION	\$10,562.90
	467007	10/07/2019	139843	STUDENT TRANSPORATION NEBRASKA INC	\$60,741.54
	467008	10/07/2019	141546	ALLISON C SWITZER	\$36.25
	467009	10/07/2019	141043	KIARA L TAYLOR	\$111.48
	467010	10/07/2019	141975	THE NEBRASKA THESPIAN SOCIETY	\$105.00
	467012	10/07/2019	140513	ANNA M THOMA	\$40.00
	467013	10/07/2019	134962	LAURIE R THROCKMORTON	\$160.00
	467014	10/07/2019	135006	STEVE D THRONE	\$146.04
	467015	10/07/2019	141524	SONIA E TIPP	\$97.21
	467018	10/07/2019	142476	RON STEINER	\$2,918.00
	467019	10/07/2019	136578	PEGGI S TOMLINSON	\$52.03

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	467020	10/07/2019	089574	TOTAL MARKETING INC	\$240.00
	467021	10/07/2019	141772	TRED-MARK FINANCIAL INC	\$601.01
	467022	10/07/2019	107719	KIMBERLY P TRISLER	\$47.50
	467025	10/07/2019	106493	TRITZ PLUMBING, INC.	\$21,071.82
	467026	10/07/2019	131819	JEAN R UBBELOHDE	\$285.21
	467027	10/07/2019	142309	UNANIMOUS INC	\$3,760.00
	467028	10/07/2019	099268	UNITED ART AND EDUCATION	\$95.86
	467030	10/07/2019	068834	UNIVERSITY OF NEBRASKA-LINCOLN	\$90.00
	467031	10/07/2019	138046	AUTO LUBE INC	\$192.53
	467032	10/07/2019	142635	CINDY L VILLA LOPEZ	\$44.20
	467033	10/07/2019	131112	LINDA M WALTERS	\$38.92
	467034	10/07/2019	093772	WATKINS CONCRETE BLOCK CO. INC.	\$40.00
	467035	10/07/2019	141464	ANTHONY J WEERS	\$109.74
	467036	10/07/2019	132313	SARAH M WEIDNER	\$21.40
	467037	10/07/2019	131717	DIANE M WEIER	\$94.95
	467038	10/07/2019	140929	ERIC C WELTE	\$89.78
	467039	10/07/2019	010698	WESCO DISTRIBUTION INC	\$415.80
	467040	10/07/2019	139244	AMANDA L WHARTON-HUNT	\$1,452.00
	467041	10/07/2019	135115	TAMELA J WHITTED	\$166.30
	467043	10/07/2019	137485	WENDY A WIGHT	\$291.56
	467044	10/07/2019	136401	OMAHA ZOO FOUNDATION	\$126.00
	467045	10/07/2019	142202	WOODHOUSE LINCOLN MERCURY INC	\$73.64
	467046	10/07/2019	140311	WW NORTON & COMPANY INC	\$630.38
	467048	10/07/2019	096200	YOUNG & WHITE	\$20,759.15
	467050	10/07/2019	142269	WHC NE LLC	\$8,872.27
	467051	10/07/2019	136855	PAUL R ZOHLN	\$52.78
	467052	10/07/2019	135647	LACHELLE L ZUHLKE	\$43.27
	467053	10/07/2019	032872	DENNIS SUPPLY COMPANY	\$331.63

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	467054	10/07/2019	135376	CASEY I LUNDGREN	\$34.28
	467055	10/07/2019	136250	SONOVA USA INC	\$19.99
	E101376	10/07/2019	136961	ABANTE LLC	\$747.50
	E101377	10/07/2019	133620	AKSARBEN PIPE AND SEWER CLEAN LLC	\$1,182.50
	E101378	10/07/2019	011051	ALL MAKES OFFICE EQUIPMENT	\$1,552.97
	E101379	10/07/2019	135534	ACTION GROUP LLC	\$493.75
	E101380	10/07/2019	102832	AOI	\$423.51
	E101381	10/07/2019	106436	AQUA-CHEM INC	\$2,598.37
	E101382	10/07/2019	013105	ARBOR SCIENTIFIC	\$1,076.30
	E101383	10/07/2019	010090	AUDIOVISUAL INC	\$4,532.00
	E101384	10/07/2019	102727	B & H PHOTO	\$965.21
	E101385	10/07/2019	135991	BAKER DISTRIBUTING CO LLC	\$2,414.54
	E101386	10/07/2019	017900	BARCO MUNICIPAL PRODUCTS, INC.	\$751.71
	E101387	10/07/2019	099646	BARNES AND NOBLE BOOKSTORE	\$426.13
	E101388	10/07/2019	138054	BAXTER FORD INC	\$185.10
	E101391	10/07/2019	019111	BISHOP BUSINESS EQUIPMENT	\$50,246.99
	E101393	10/07/2019	099220	DICK BLICK CO	\$17,193.62
	E101394	10/07/2019	019559	BOUND TO STAY BOUND BOOKS INC	\$2,039.65
	E101395	10/07/2019	134129	BRAINPOP LLC	\$9,430.00
	E101397	10/07/2019	132643	CLEAN SWEEP COMMERCIAL INC	\$46,790.00
	E101398	10/07/2019	090270	UNITED DISTRIBUTORS INC	\$437.85
	E101399	10/07/2019	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	\$536.50
	E101400	10/07/2019	136574	CONTROL DEPOT INC	\$258.43
	E101402	10/07/2019	026057	CONTROL MASTERS INC	\$19,540.96
	E101403	10/07/2019	132720	CONTROLTEMP INC	\$981.89
	E101405	10/07/2019	100577	CURTIS 1000 INC	\$213.87
	E101406	10/07/2019	032050	D B NEBRASKA SERVICE CO.	\$687.50
	E101407	10/07/2019	099249	DELTA EDUCATION LLC	\$3,514.96

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E101409	10/07/2019	033473	DIETZE MUSIC HOUSE INC	\$777.00
	E101410	10/07/2019	136179	DIGITAL EXPRESS INC	\$120.08
	E101413	10/07/2019	073231	DXP ENTERPRISES INC	\$186.56
	E101414	10/07/2019	132240	EDUCATION LOGISTICS, INC	\$42,952.90
	E101415	10/07/2019	038100	CONSOLIDATED ELECTRICAL DISTR INC	\$2,145.71
	E101416	10/07/2019	131927	RLB ENTERPRISE LLC	\$48.61
	E101417	10/07/2019	132699	FATHER FLANAGANS BOYS HOME	\$98.00
	E101419	10/07/2019	040537	WOLSELEY INVESTMENTS INC	\$882.95
	E101420	10/07/2019	106956	FERRELLGAS	\$59.80
	E101421	10/07/2019	133919	FILTER SHOP INC	\$2,181.84
	E101422	10/07/2019	133960	FIREGUARD INC	\$522.25
	E101423	10/07/2019	041086	FLINN SCIENTIFIC INC	\$252.35
	E101424	10/07/2019	041100	FOLLETT SCHOOL SOLUTIONS INC	\$7,870.23
	E101425	10/07/2019	140791	FRONTLINE PRIVATE SECURITY LLC	\$720.00
	E101426	10/07/2019	044891	THE PROPHET CORPORATION	\$697.24
	E101427	10/07/2019	035610	HAND2MIND INC	\$371.93
	E101428	10/07/2019	047856	HARCOURT OUTLINES INC	\$72.85
	E101429	10/07/2019	048786	HILLYARD INC	\$9,153.90
	E101430	10/07/2019	099749	IDVILLE INC	\$356.46
	E101433	10/07/2019	100928	J W PEPPER & SON INC.	\$2,101.34
	E101434	10/07/2019	130994	JOHNSON CONTROLS INC	\$2,062.47
	E101435	10/07/2019	054630	JOHNSTONE SUPPLY	\$82.81
	E101436	10/07/2019	140074	JOURNEYED.COM INC	\$142,352.40
	E101437	10/07/2019	056182	KAGAN PUBLISHING	\$2,545.00
	E101438	10/07/2019	101224	KAPCO	\$63.73
	E101439	10/07/2019	138181	KIDWELL ELECTRIC COMPANY INC	\$100.00
	E101440	10/07/2019	107192	FLYNN INNOVATIONS LLC	\$1,166.48
	E101441	10/07/2019	133923	KUBAT PHARMACY/HEALTHCARE	\$60.00

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E101442	10/07/2019	099217	LAKESHORE EQUIPMENT CO	\$218.00
	E101443	10/07/2019	135156	LAWSON PRODUCTS INC	\$2,097.79
	E101444	10/07/2019	136240	LAZEL INC	\$5,702.25
	E101446	10/07/2019	059470	LIEN TERMITE & PEST CONTROL INC	\$2,299.00
	E101447	10/07/2019	060023	NEBRASKA SPORTS INDUSTRIES INC.	\$460.00
	E101448	10/07/2019	060111	LOVELESS MACHINE & GRINDING SVC INC	\$448.47
	E101449	10/07/2019	057770	LRP PUBLICATIONS INC	\$316.10
	E101450	10/07/2019	059560	MATHESON TRI-GAS INC	\$458.59
	E101451	10/07/2019	137947	MECHANICAL SALES PARTS INC	\$4,246.00
	E101453	10/07/2019	065233	MIDWEST TURF & IRRIGATION INC	\$14.20
	E101454	10/07/2019	099352	MINNESOTA CLAY CO	\$506.90
	E101455	10/07/2019	065810	MIRACLE RECREATION EQUIPMENT CO	\$830.36
	E101457	10/07/2019	063115	MULTI-HEALTH SYSTEMS	\$82.00
	E101458	10/07/2019	130548	NCS PEARSON INC	\$2,407.73
	E101459	10/07/2019	068334	NEBRASKA AIR FILTER INC	\$4,193.34
	E101460	10/07/2019	134725	OMAHA CASING CO INC	\$2,700.00
	E101461	10/07/2019	071545	PAPER CORPORATION	\$23,377.20
	E101462	10/07/2019	082652	PEARSON EDUCATION	\$13,446.28
	E101464	10/07/2019	072785	PLANK ROAD PUBLISHING INC	\$258.90
	E101465	10/07/2019	138907	PLIBRICO COMPANY LLC	\$2,977.10
	E101466	10/07/2019	073427	PRO-ED INC	\$68.20
	E101467	10/07/2019	133921	QUALITY AUTO REPAIR & TOWING INC	\$89.00
	E101468	10/07/2019	078420	RAWSON & SONS ROOFING, INC.	\$17,035.00
	E101469	10/07/2019	100642	REALLY GOOD STUFF LLC	\$674.20
	E101470	10/07/2019	139949	GRAPHIC TECHNOLOGIES INC	\$4,468.71
	E101471	10/07/2019	136847	RIVERSIDE TECHNOLOGIES INC	\$252.72
	E101472	10/07/2019	139923	RSM US LLP	\$1,242.50
	E101473	10/07/2019	081695	VWR INTERNATIONAL LLC	\$203.67

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E101474	10/07/2019	082100	SCHOLASTIC INC	\$6,934.77
	E101475	10/07/2019	082350	SCHOOL SPECIALTY INC	\$269.76
	E101476	10/07/2019	083175	SHEPPARD'S BUSINESS INTERIORS	\$4,354.94
	E101477	10/07/2019	083188	SHIFFLER EQUIPMENT SALES, INC.	\$7,126.16
	E101478	10/07/2019	132808	SNYDER CHARLESON THERAPY SERVICES	\$7,812.00
	E101479	10/07/2019	100584	STAHL'S ID DIRECT	\$290.96
	E101480	10/07/2019	137481	STAPLES CONTRACT & COMMERCIAL INC	\$62.35
	E101483	10/07/2019	088709	AMERICAN EAGLE COMPANY INC	\$127.20
	E101484	10/07/2019	132974	TEACHING STRATEGIES LLC	\$10,575.75
	E101485	10/07/2019	133969	TENNANT SALES & SERVICE COMPANY	\$2,948.75
	E101487	10/07/2019	106364	TRANE US INC	\$310.00
	E101488	10/07/2019	138047	AUTO PROS OF MILLARD INC	\$703.36
	E101489	10/07/2019	138773	ULINE INC	\$589.50
	E101490	10/07/2019	090214	UNITED ELECTRIC SUPPLY CO INC	\$37.80
	E101491	10/07/2019	140314	VARI SALES CORPORATION	\$2,826.00
	E101492	10/07/2019	092280	VERNIER SOFTWARE & TECHNOLOGY LLC	\$3,369.77
	E101493	10/07/2019	138328	VEX ROBOTICS INC	\$1,248.82
	E101494	10/07/2019	138759	VIA INC	\$244.20
	E101495	10/07/2019	092323	VIRCO INC	\$997.40
	E101497	10/07/2019	084056	VOYAGER SOPRIS LEARNING INC	\$757.30
	E101498	10/07/2019	093650	VWR INTERNATIONAL LLC	\$950.79
	E101499	10/07/2019	093765	WATER ENGINEERING, INC.	\$1,650.00
	E101500	10/07/2019	094174	WEST MUSIC CO INC	\$214.00
	E101501	10/07/2019	137878	WHITE WOLF WEB PRINTERS INC	\$836.06
	E101502	10/07/2019	139352	WORDMASTERS LLC	\$79.20
	E101504	10/07/2019	100578	WT COX SUBSCRIPTIONS INC	\$10,633.66
	E101505	10/07/2019	109852	WURTH BAER SUPPLY CO	\$2,474.33
	E101506	10/07/2019	099212	ZANER BLOSER INC	\$544.98



## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E101507	10/07/2019	139278	ZONAR SYSTEMS INC	\$42,780.00
<b>01 - Total</b>					<b>\$2,479,893.79</b>
02	26538	10/07/2019	106893	WICHITA WATER CONDITIONING INC	\$16.34
	26539	10/07/2019	140871	DAVID C WOOD	\$2,530.20
	26540	10/07/2019	130966	CHRISTINE K GOODMAN	\$53.48
	26541	10/07/2019	100013	OFFICE DEPOT 84133510	\$1,915.22
	26542	10/07/2019	101476	SODEXO INC & AFFILIATES	\$405,799.05
	E30022	10/07/2019	019111	BISHOP BUSINESS EQUIPMENT	\$750.00
<b>02 - Total</b>					<b>\$411,064.29</b>
06	466565	10/07/2019	142695	AERCOR WIRELESS INC	\$86,265.94
	466577	10/07/2019	102430	AMI GROUP INC	\$16,700.00
	466579	10/07/2019	012989	APPLE COMPUTER INC	\$34,729.53
	466584	10/07/2019	133480	BERINGER CIACCIO DENNELL MABREY	\$9,171.00
	466616	10/07/2019	135245	BAHR VERMEER HAECKER ARCHITECTS	\$91,562.50
	466628	10/07/2019	133970	CCS PRESENTATION SYSTEMS	\$20,687.95
	466733	10/07/2019	136301	HGM ASSOCIATES INC	\$2,906.15
	466802	10/07/2019	058775	LAMP RYNEARSON ASSOCIATES INC	\$6,693.45
	466837	10/07/2019	064600	METAL DOORS & HARDWARE COMPANY INC	\$512.00
	466861	10/07/2019	134532	MORRISSEY ENGINEERING INC	\$33,607.50
	466883	10/07/2019	134677	NEMAHA LANDSCAPE CONSTRUCTION INC	\$8,188.18
	467006	10/07/2019	142102	STERLING COMPUTERS CORPORATION	\$434.48
	467021	10/07/2019	141772	TRED-MARK FINANCIAL INC	\$7,000.00
	E101373	09/19/2019	141823	MIDWEST DCM INC	\$0.00
	E101375	09/20/2019	141823	MIDWEST DCM INC	\$70,072.31
	E101384	10/07/2019	102727	B & H PHOTO	\$3,006.60
	E101411	10/07/2019	130648	DOSTALS CONSTRUCTION CO INC	\$65,000.00
	E101431	10/07/2019	140636	IPEVO INC	\$199.00
	E101456	10/07/2019	140386	MOBILE MINI INC	\$114.62

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
06	E101496	10/07/2019	141363	PATTI BANKS ASSOCIATES LLC	\$200.00
<b>06 - Total</b>					<b>\$457,051.21</b>
07	466562	10/07/2019	010040	A & D TECHNICAL SUPPLY CO INC	\$58.66
	466576	10/07/2019	140305	AMERICAN TRAILER & STORAGE INC	\$13.95
	466584	10/07/2019	133480	BERINGER CIACCIO DENNELL MABREY	\$230.00
	466616	10/07/2019	135245	BAHR VERMEER HAECKER ARCHITECTS	\$2,840.25
	466669	10/07/2019	107232	DLR GROUP INC	\$1,862.50
	466682	10/07/2019	038140	ELECTRONIC SOUND INC.	\$2,400.00
	466802	10/07/2019	058775	LAMP RYNEARSON ASSOCIATES INC	\$7,550.00
	466945	10/07/2019	134598	PRIME COMMUNICATIONS INC	\$6,908.71
	467025	10/07/2019	106493	TRITZ PLUMBING, INC.	\$226.00
	467056	10/07/2019	108047	ARR ROOFING LLC	\$203,797.38
	E101412	10/07/2019	139946	DOWNS ELECTRIC INC	\$950.57
	E101482	10/07/2019	140803	SUPERIOR LIGHTING INC	\$21,361.70
	E101486	10/07/2019	132452	TERRACON INC	\$915.50
<b>07 - Total</b>					<b>\$249,115.22</b>
11	466592	10/07/2019	140884	HEIDI L BERRY	\$28.31
	466597	10/07/2019	139184	VAN DEURSEN ENTERPRISES INC	\$2,764.00
	466618	10/07/2019	137274	EILEEN CABRERA	\$31.84
	466640	10/07/2019	142906	COGNIA INC	\$273.60
	466649	10/07/2019	135296	SHANNON M COOLEY-LOVETT	\$238.30
	466650	10/07/2019	132443	CORNERSTONES OF CARE	\$300.00
	466652	10/07/2019	027345	CURRICULUM ASSOCIATES INC	\$2,451.68
	466659	10/07/2019	032497	CHERYL R DECKER	\$10.00
	466666	10/07/2019	133760	ELIZABETH A DICKSON	\$131.92
	466689	10/07/2019	141762	HELEN M EVANS	\$201.44
	466714	10/07/2019	141925	WILLIAM B GRIFFIN	\$42.78
	466730	10/07/2019	142882	BROOKE R HENDERSON	\$151.35

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	466742	10/07/2019	137050	ANGELIA M HUGHES	\$35.32
	466749	10/07/2019	133397	HY-VEE INC	\$115.69
	466763	10/07/2019	136953	DELI MANAGEMENT INC	\$201.06
	466777	10/07/2019	141285	KATIE A KAZMIERCZAK	\$21.50
	466781	10/07/2019	138056	COLLEEN M KILLEEN	\$10.00
	466783	10/07/2019	135630	NICHOLAS R KINTZLE	\$3,468.00
	466844	10/07/2019	064618	METROPOLITAN COMMUNITY COLLEGE	\$216.00
	466846	10/07/2019	140923	GENEVIEVE M MICEK	\$74.42
	466871	10/07/2019	068340	NEBRASKA ASSOCIATION FOR THE GIFTED	\$275.00
	466877	10/07/2019	136532	NEBRASKA LUTHERAN OUTDR MINISTRIES	\$715.00
	466918	10/07/2019	141233	KATHY J PARADIES BEENE	\$48.08
	466928	10/07/2019	138953	ERIC S PETERSON	\$29.16
	466957	10/07/2019	134819	RESPECT 2	\$1,380.00
	466965	10/07/2019	136121	MELANIE E ROLL	\$175.00
	466966	10/07/2019	040323	ROSETTA STONE LTD	\$13,020.00
	466972	10/07/2019	139841	STEPHANIE SCHADE	\$46.36
	466977	10/07/2019	082100	SCHOLASTIC INC	\$317.50
	466996	10/07/2019	141775	LAURA J SNYDER	\$27.61
	466997	10/07/2019	101476	SODEXO INC & AFFILIATES	\$228.48
	467000	10/07/2019	135961	SOUTHEAST COMMUNITY COLLEGE	\$3,000.00
	467007	10/07/2019	139843	STUDENT TRANSPORATION NEBRASKA INC	\$299.56
	467029	10/07/2019	090677	UNITED WAY OF THE MIDLANDS	\$5,000.00
	467042	10/07/2019	142888	TREVOR J WIEGERT	\$2,129.50
	467047	10/07/2019	142461	YMCA OF LINCOLN	\$1,465.00
	E101442	10/07/2019	099217	LAKESHORE EQUIPMENT CO	\$268.98
	E101444	10/07/2019	136240	LAZEL INC	\$5,438.67
	E101495	10/07/2019	092323	VIRCO INC	\$643.32
<b>11 - Total</b>					<b>\$45,274.43</b>

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
14	466566	10/07/2019	097000	AETNA LIFE INSURANCE CO	\$96,946.40
	466982	10/07/2019	142167	SCRIP POINT	\$6,000.00
<b>14 - Total</b>					<b>\$102,946.40</b>
17	466562	10/07/2019	010040	A & D TECHNICAL SUPPLY CO INC	\$30.00
	466565	10/07/2019	142695	AERCOR WIRELESS INC	\$1,314.27
	466579	10/07/2019	012989	APPLE COMPUTER INC	\$166.50
	466584	10/07/2019	133480	BERINGER CIACCIO DENNELL MABREY	\$1,665.00
	466606	10/07/2019	135539	SHEILA F BOLMEIER	\$65.10
	466628	10/07/2019	133970	CCS PRESENTATION SYSTEMS	\$2,296.14
	466680	10/07/2019	108082	ELECTRONIC CONTRACTING COMPANY	\$36,808.20
	466697	10/07/2019	130731	FIRST WIRELESS INC	\$2,242.80
	466774	10/07/2019	136678	K C PETERSEN CONSTRUCTION CO	\$2,200.00
	466802	10/07/2019	058775	LAMP RYNARSON ASSOCIATES INC	\$9,572.25
	466854	10/07/2019	131328	MILLER ELECTRIC COMPANY	\$1,280.00
	466861	10/07/2019	134532	MORRISSEY ENGINEERING INC	\$6,205.00
	466943	10/07/2019	131835	PRAIRIE MECHANICAL CORP	\$187,850.00
	466944	10/07/2019	101663	PRESTWICK HOUSE INC	\$247.50
	466962	10/07/2019	079310	ROCKBROOK CAMERA CENTER	\$54.00
	E101373	09/19/2019	141823	MIDWEST DCM INC	\$0.00
	E101374	09/20/2019	139946	DOWNS ELECTRIC INC	\$55,646.40
	E101378	10/07/2019	011051	ALL MAKES OFFICE EQUIPMENT	\$2,181.92
	E101380	10/07/2019	102832	AOI	\$947.00
	E101384	10/07/2019	102727	B & H PHOTO	\$4,388.20
	E101387	10/07/2019	099646	BARNES AND NOBLE BOOKSTORE	\$838.68
	E101396	10/07/2019	099417	VARSITY BRANDS HOLDING CO INC	\$10,720.96
	E101398	10/07/2019	090270	UNITED DISTRIBUTORS INC	\$1,850.00
	E101416	10/07/2019	131927	RLB ENTERPRISE LLC	\$534.00
E101418	10/07/2019	132699	FATHER FLANAGANS BOYS HOME	\$2,090.00	

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
17	E101432	10/07/2019	138617	ITHAKA HARBORS INC	\$41,027.00
	E101452	10/07/2019	142079	MIDWEST SECURITY LAMINATION	\$1,448.24
	E101468	10/07/2019	078420	RAWSON & SONS ROOFING, INC.	\$4,478.00
	E101476	10/07/2019	083175	SHEPPARD'S BUSINESS INTERIORS	\$764.00
	E101486	10/07/2019	132452	TERRACON INC	\$834.50
	E101495	10/07/2019	092323	VIRCO INC	\$10,022.13
<b>17 - Total</b>					<b>\$389,767.79</b>
50	466540	09/12/2019	140950	STACY E PAYDO	\$1,500.00
	466548	09/19/2019	137059	SQUARE ONE PRODUCTIONS S DAKOTA INC	\$3,000.00
	466589	10/07/2019	142423	EMILY BENJAMIN	\$102.00
	466614	10/07/2019	142909	GRACE BUCKLAND	\$48.00
	466625	10/07/2019	138324	REGG CARNES	\$90.00
	466627	10/07/2019	140956	JOHN BARRY CASTLE	\$180.00
	466637	10/07/2019	142903	BOBBY L CLARK	\$100.00
	466670	10/07/2019	141956	MATTHEW DOHERTY	\$110.00
	466673	10/07/2019	141435	BENJAMIN DUBAY	\$28.00
	466697	10/07/2019	130731	FIRST WIRELESS INC	\$373.80
	466701	10/07/2019	142425	COLBY JAMES FRAZIER	\$48.00
	466716	10/07/2019	142467	KERI HALTOM	\$42.00
	466738	10/07/2019	140919	JEREMY DAVID HOOGESTRAAT	\$190.00
	466744	10/07/2019	142910	AUBRIANA HUKILL	\$48.00
	466750	10/07/2019	133397	HY-VEE INC	\$81.48
	466752	10/07/2019	049851	HY-VEE INC	\$43.50
	466765	10/07/2019	142883	JOSEPH JERABEK	\$699.00
	466770	10/07/2019	054492	JIM L JOHNSON	\$140.00
	466786	10/07/2019	142195	TANNER KLAHN	\$96.00
	466788	10/07/2019	141782	EVAN KLUCH	\$126.00
466794	10/07/2019	135103	RON KROENKE	\$100.00	

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	466795	10/07/2019	141783	KEEGAN KRUSE	\$91.00
	466798	10/07/2019	142470	KATHERINE R KUNTZ	\$54.00
	466800	10/07/2019	142427	LAUREN LACHEL	\$54.00
	466810	10/07/2019	135166	RONDA LOVERIDGE	\$1,800.00
	466815	10/07/2019	142386	DEREK E MCMILLIN	\$4,374.33
	466817	10/07/2019	137410	TIMOTHY R MAHER	\$100.00
	466821	10/07/2019	142196	TREY MARTIN	\$42.00
	466858	10/07/2019	142197	SAGE M MORAN	\$126.00
	466865	10/07/2019	142742	IAN ANDERSON NANIA	\$36.00
	466884	10/07/2019	142198	LAUREN NEWTON	\$84.00
	466895	10/07/2019	100013	OFFICE DEPOT 84133510	\$270.99
	466896	10/07/2019	100013	OFFICE DEPOT 84133510	\$19.47
	466938	10/07/2019	139399	JAMES POEHLMAN	\$90.00
	466945	10/07/2019	134598	PRIME COMMUNICATIONS INC	\$4,080.39
	466958	10/07/2019	142911	MIGUEL PARADES REYES	\$72.00
	466974	10/07/2019	139140	DONALD W SCHMIDT	\$270.00
	467001	10/07/2019	142428	JACOB STADJUJAR	\$72.00
	467003	10/07/2019	142907	GUILFORD S STANDRIDGE	\$45.00
	467011	10/07/2019	137472	MARK THOLEN	\$450.00
	467016	10/07/2019	141330	JAMES TOKHEIM	\$55.00
	467017	10/07/2019	132794	TOLEDO PHYSICAL ED SUPPLY CO	\$56.12
	E101378	10/07/2019	011051	ALL MAKES OFFICE EQUIPMENT	\$1,114.50
	E101395	10/07/2019	134129	BRAINPOP LLC	\$405.00
	E101404	10/07/2019	134039	CROUCH RECREATION INC	\$597.00
	E101409	10/07/2019	033473	DIETZE MUSIC HOUSE INC	\$9,243.40
	E101426	10/07/2019	044891	THE PROPHET CORPORATION	\$3,808.12
	E101463	10/07/2019	072760	PITSCO INC	\$3,430.50
	E101464	10/07/2019	072785	PLANK ROAD PUBLISHING INC	\$119.45

## Millard Public Schools Check Register Prepared for the Board Meeting for Oct 7, 2019

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	E101479	10/07/2019	100584	STAHL'S ID DIRECT	\$32.98
	E101481	10/07/2019	139589	PANCIL LLC	\$270.00
	E101500	10/07/2019	094174	WEST MUSIC CO INC	\$383.78
<b>50 - Total</b>					<b>\$38,792.81</b>
99	466540	09/12/2019	140950	STACY E PAYDO	(\$60.00)
	466685	10/07/2019	142385	SHANNON KIEBLER	(\$192.00)
	466738	10/07/2019	140919	JEREMY DAVID HOOGESTRAAT	(\$7.60)
	467011	10/07/2019	137472	MARK THOLEN	(\$26.00)
<b>99 - Total</b>					<b>(\$285.60)</b>
<b>Overall - Total</b>					<b>\$4,173,620.34</b>

**AGENDA SUMMARY SHEET**

**Agenda Item:** Second Reading and Approval of  
Policy 1120: Community: Board of Education Meetings

**Meeting Date:** October 7, 2019

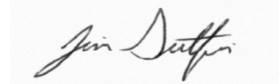
**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** Approve Policy 1120: Community: Board of Education Meetings

**Policy /  
Strategic Plan  
Reference:** NA

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

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Kim Saum-Mills", is written over a light gray rectangular background.



## Community

### Board of Education Meetings

1120

Meetings of the Board are conducted for the purpose of carrying on the business of the ~~schools~~ District and, therefore, are not public meetings, but meetings held in public.

Advanced publicized notice of the time, ~~and~~ place of each ~~and business matters to be acted upon at all school~~ Board meetings shall be published in the official newspaper as designated annually by the Board ~~of Education~~.

The Board will provide an avenue for citizens to express their interest in and concerns for the District and its schools. Citizens who wish to make requests, presentations or proposals to the Board are requested to direct these to the Superintendent ~~of Schools~~ who will ~~deal with~~ consider and act upon them according to rules adopted by the Board.

Board minutes shall be open to public inspection during normal business hours.

Legal Reference: ~~RRS~~ Neb. Rev. Stat. §§ 84-1408, 84-1411, 84-1412, 84-1413

Related Rules: 1102.1

Policy Adopted: February 17, 1975  
 Revised: February 18, 2002; October 7, 2019  
 Reaffirmed: May 21, 2012

Millard Public Schools  
 Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Second Reading and Approval of Policy 1125:  
Community: Communications with the Board of Education

**Meeting Date:** October 7, 2019

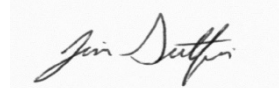
**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** Approve Policy 1125:  
Community: Communications with the Board of Education

**Policy /  
Strategic Plan  
Reference:** NA

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

**Superintendent's Signature:**

A handwritten signature in cursive script, appearing to read "Jim Daulton", is written in black ink on a light-colored rectangular background.

## Community

### Communications with the Board of Education

1125

Members of the Board, individually or collectively, recognize and welcome their responsibilities for listening to and seeking comments and suggestions from members of the community.

Board members individually will refer complaints, suggestions, and constructive criticism about policy and operational matters directly to the Superintendent for appropriate consideration and action. When a complaint concerning school personnel is made to a Board member individually, the Board member will explain the normal channel for complaints as written in [District](#) Rule 1310.1 or refer the complaint to the Superintendent.

No Board member may speak for, or in the name of, the total Board unless so directed.

Related Policies ~~&~~ [and](#) Rules: 1310, 1310.1, 1310.2

[Neb.](#) Rev. Stat. § 79-526

Policy Adopted: February 17, 1975

Revised: December 16, 2002; March 17, 2003

Reaffirmed: May 21, 2012; [October 7, 2019](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Second Reading and Approval of Policy 1215:  
Community: Citizens' Advisory Committees: For the Staff

**Meeting Date:** October 7, 2019

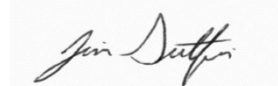
**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** Approve Policy 1215:  
Community: Citizens' Advisory Committees: For the Staff

**Policy /  
Strategic Plan  
Reference:** NA

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

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Jim Dauter", is written on a light gray rectangular background.

## Community

### Citizens' Advisory Committees: For the Staff

1215

School and District-level advisory committees shall be formed as needed to offer suggestions and advice to the staff in order to assist them in the decision-making process. The final responsibility for all decisions, however, rests with the Board ~~of Education~~ and Superintendent.

Legal Reference: Neb. Rev. Stat. [§ 79-526](#)

Related Policies and Rules: 1215.1, 10000, 10000.1

Policy Adopted: February 17, 1975

Revised: January 27, 2003; [October 7, 2019](#)

Reaffirmed: May 21, 2012

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Rule 1120.1: Community: Board of Education Meetings

**Meeting Date:** October 7, 2019


**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** Approval of Rule 1120.1: Community: Board of Education Meetings

**Policy /  
Strategic Plan  
Reference:** NA

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

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Jim Duffin", is written over a light gray rectangular background.

## Community

### Board of Education Meetings

**1120.1**

Residents of the ~~school~~ District who wish to have an item placed on the agenda must contact the Superintendent in writing by Monday of the week preceding the ~~b~~ Board meeting. After the request is received, the Superintendent and President of the Board will decide whether the matter is appropriate to be placed on the agenda.

Related Policy: 1120

Rules Approved: June 6, 1977

Revised: February 18, 2002; [October 7, 2019](#)

Reaffirmed: May 21, 2012

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Approval of Rule 1215.1:  
Community: Citizens Advisory Committees – For the Staff

**Meeting Date:** October 7, 2019

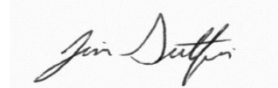
**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** Approve Rule 1215.1:  
Community: Citizens Advisory Committees – For the Staff

**Policy /  
Strategic Plan  
Reference:** NA

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

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Jim Dauter", is written over a light gray rectangular background.



## Community

### Citizens' Advisory Committees: For the Staff

**1215.1**

Staff members wishing to establish an advisory committee for a school shall prepare a proposal for such a committee for consideration by the Principal. Staff members wishing to establish an advisory committee for the District shall prepare a proposal for such a committee for consideration by the Superintendent or designee.

Each advisory committee shall be instructed as to:

1. The length of time each member is being asked to serve;
2. The service the staff wishes it to render;
3. The resources that the committee will have available to complete their task;
4. The approximate date for the finalization of the committee's work unless the committee is a standing committee; and
5. Board policies which might influence the assignment, function and product of the committee.

Related Policies and Rules: 1215, 10000, 10000.1

Rule Approved: February 17, 1975  
Revised: January 27, 2003; [October 7, 2019](#)  
Reaffirmed: May 21, 2012

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** First Reading Policy 2000:  
Administration: A Concept of Administration

**Meeting Date:** October 7, 2019

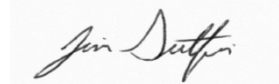
**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** First Reading Policy 2000:  
Administration: A Concept of Administration

**Policy /  
Strategic Plan  
Reference:** NA

**Responsible Person(s):** Dr. Jim Sutfin

**Superintendent's Signature:**

A handwritten signature in black ink that reads "Jim Sutfin". The signature is written in a cursive style and is positioned on a light gray rectangular background.

## Administration

### A Concept of Administration

**2000**

The administration of this school system is responsible for the direction, coordination and control of students and staff in their efforts to reach educational and system goals adopted by the Board within the guidelines established by Board policy, law and employee agreements.

The administrative staff, working as a management team under the direction of the **s**Superintendent of schools, will manage the affairs of the school system by specializing in:

1. **t**he process of decision-making and communication,
2. **p**lanning, organizing, implementing and evaluating, and
3. **t**he development and maintenance of close working relationships and channels of communication within the school system and community.

Legal Reference: Neb. Rev. Stat. §§ 79-501, 79-822

Policy **a**Adopted: February 4, 1974

Revised: January 19, 1998; December 6, 2004; [November 4, 2019](#)

Reaffirmed: January 21, 2013

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** First Reading Policy 2100:  
Administration: Administrative and Supervisory Personnel

**Meeting Date:** October 7, 2019

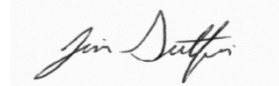
**Background/  
Description:** This policy is being reviewed based on the seven-year cycle.

**Action Desired:** First Reading Policy 2100:  
Administration: Administrative and Supervisory Personnel

**Policy /  
Strategic Plan  
Reference:** NA

**Responsible Person(s):** Dr. Jim Sutfin

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Jim Sutfin", is placed on a light gray rectangular background.

## Administration

2100

### Administrative and Supervisory Personnel

All administrative and supervisory positions in the school system are established initially by the Board, or by state law, or both.

The Superintendent is responsible for recommending to the Board a sufficient number of such positions to provide for the effective and efficient management of the school ~~system district~~.

In each case, the Board will approve the broad purpose and function of the position, in harmony with state law and regulations, and approve a written job description for the position.

The Superintendent will be responsible for developing and recommending to the Board all such job descriptions. To facilitate an effective management system, the Superintendent will also continuously maintain a comprehensive, coordinated set of job descriptions for all administrative and supervisory positions.

Legal Reference: Neb. Rev. Stat. §§ ~~79-807~~; 79-822

Related Policies & Rules: 2100.1, 2100.3, 2100.4, 2100.8, 2100.9, 2100.10, 2100.11, 2100.12, [2100.13](#), 2100.14, 2100.16, 2100.17, 2100.18, 2100.19, [2100.20](#), 2100.21, 2100.22, 2100.28, 2100.35, [2100.37](#), [2100.39](#), [2100.40](#), 2100.50, 2100.51, ~~2100.52, 2100.53, 2100.54, 2100.55, 2100.56, 2100.57~~

Policy ~~a~~<sup>A</sup>dopted: February 4, 1974

Revised: January 19, 1998; December 6, 2004; [November 4, 2019](#)

Reaffirmed: January 21, 2013

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Policy 3300 - Support Services – Purchasing – General

**Meeting Date:** October 7, 2019

**Background/  
Description:** Following District guidelines to review Policies every seven years, no changes are proposed to this Policy.

**Action Desired:** Reaffirm Policy 3300 - Support Services – Purchasing – General

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

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

**Superintendent's Signature:**

A handwritten signature in cursive script, appearing to read "Jim Daulton", is displayed within a light gray rectangular box.

**Category: Support Services**

**3300**

**Policy: Purchasing - General**

Purchasing of goods and services for the District shall be done efficiently, economically, competitively and without prejudice or favoritism towards any vendor. All purchases shall be made in a manner consistent with federal law, state law, and District policies, rules, and procedures.

**Date of Adoption:** February 3, 1992

**Revised:** September 6, 2011

**Reaffirmed:** [October 7, 2019](#)

**Legal Reference:** Neb. Rev. Stat. § 73-101 & § 73-106

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Rule 3300.1 - Support Services – Purchasing – Goods and Services

**Meeting Date:** October 7, 2019

**Background/  
Description:** Following District guidelines to review Rules every seven years, no changes are proposed to this Rules.

**Action Desired:** Reaffirm Policy 3300.1 - Support Services – Purchasing – Goods and Services

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

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

**Superintendent's Signature:**

A handwritten signature in cursive script, appearing to read "Jim Daulton", is written on a light gray rectangular background.



**Category: Support Services****3300.1****Rule: Purchasing – Goods and Services**

Purchasing of goods and services for the District shall be done efficiently, economically, competitively and without prejudice or favoritism towards any vendor. All purchases shall be made in a manner consistent with federal law, state law, and District policies, rules, and procedures.

In making purchasing decisions, consideration must be given to the quoted price but may also be given (when appropriate) to other factors including, but not limited to:

- A. Quality and reliability of the product or service
- B. Availability of repair services and replacement parts
- C. Availability and reliability of product support
- D. Economy and efficiency which may result from standardization
- E. Compatibility with the end user's needs
- F. Timely delivery
- G. Compliance of vendors with District policies and rules as well as applicable law

The superintendent (or designee) may develop administrative procedures consistent with this Rule. Such procedures may provide specific steps to be followed in purchasing certain goods and/or services. Upon publication of such administrative procedures, all purchases encompassed by the procedures shall thereafter be made in a manner consistent with such procedures.

In the event the superintendent (or designee) determines that a product or service has characteristics that are sufficiently unique to preclude price quotes from competing vendors, the superintendent (or designee) may proceed with negotiating a purchase of the product or service if, in his/her opinion, the purchase is nonetheless in the best interest of the District.

All payments for goods and services shall be presented to the Board of Education for approval prior to remittal except under the following circumstances: (a) the purchasing circumstances require immediate payment, (b) the district's payment schedule presents an undue hardship for the vendor, (c) early payment avoids a late charge or results in a discount for the District, and (d) the Board of Education cancels or reschedules a regular board meeting. The preceding exceptions shall apply only when there are no known disputes regarding the claim for payment.

**Date of Adoption:** December 17, 2012  
**Reaffirmed:** [October 7, 2019](#)

Millard Public Schools  
 Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** First Reading of Policy 3713 - Support Services – Food Service, Program Committee

**Meeting Date:** October 7, 2019

**Background/Description:** Following District guidelines to review Policies every seven years. The draft accompanying Rule with proposed amendments for the November 4, 2019 Board Meeting is attached for the Board's information.

**Action Desired:** First Reading of Policy 3713 - Support Services – Food Service, Program Committee

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

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

**Superintendent's Signature:**



**Support Services – Program – Committee****3713**

The District shall establish a Nutrition & Wellness Committee which shall be composed of students, parents, teachers, food service personnel, and others as determined by the administration. Such committee shall meet at least ~~annually~~ twice per year and make recommendations to the administration with regard to the District's programs related to nutrition and wellness.

The committee shall be composed of the following members:

- I. The ~~associate superintendent for general administration~~ chief financial officer
- II. A minimum of Five parents ~~nominated by building principals and~~ selected by the superintendent or designee
- III. A minimum of three student representatives ~~on the board of education~~ selected by the superintendent or designee
- IV. The curriculum facilitator for K-12 physical education
- V. The curriculum facilitator for K-5 health education
- VI. The curriculum facilitator for 6-12 health education
- VII. The general manager for K-12 food service
- VIII. ~~The f~~our building principals selected by the superintendent or designee ~~from the superintendent's cabinet~~
- IX. The executive director (or designee) of the Millard Public Schools Foundation

The ~~associate superintendent for general administration~~ chief financial officer shall serve as the chair of the committee.

**Related Rule:** 3713.1

**Date of Adoption:** August 15, 2005

**Date of Revision:** March 17, 2008; November 4, 2019

**Reaffirmed:** October 15, 2012

Millard Public Schools  
Omaha, NE

## Support Services – Food Service

### Program– Committee

3713.1

Pursuant to the requirements of the National School Lunch Program, the following rules, guidelines, and requirements are adopted for the administration of the District’s wellness policy and for the operation of the District’s Nutrition & Wellness Committee:

#### 1.0 Participation

- 1.1 In addition to representation on the District’s Nutrition & Wellness Committee as provided in Policy 3713, parents, staff, students, and others in the general public shall be provided an opportunity to participate in the development, implementation, review, and update of the local wellness policy as follows:
  - 1.1.1 The District’s website shall provide a link to an electronic means for individuals to share their thoughts, opinions, information, and suggestions with regard to the development, implementation, review, and update of the District’s wellness policy.
  - 1.1.2 The committee(s) established by the District to review and revise its curricula related to health and physical education shall share the information such committee(s) received during their review processes with the District’s Nutrition & Wellness Committee.

#### 2.0 Leadership

- 2.1 At the building level, the building principal shall have the authority and responsibility to ensure that his/her building is in compliance with the District’s wellness policies, rules, and procedures.
- 2.2 At the District level, the superintendent ~~(or designee)~~ shall have the authority and responsibility for ensuring compliance with the District’s wellness policies, rules, and procedures.

#### 3.0 Communications

- 3.1 All required communications related to the District’s wellness policy shall be conducted via the District’s website or some other reasonable avenue of communication approved by the superintendent ~~(or designee)~~.
- 3.2 The District may, at its discretion, also communicate optional information related to nutritional and wellness via its website or some other reasonable avenue of communication approved by the superintendent ~~(or designee)~~.

#### 4.0 Specific Goals

- 4.1 Sleep: Students will synthesize the benefits of sleep by incorporating these behaviors in order to ensure a healthy sleep routine. Progress will be monitored in a designated middle school course.

- 4.2 Exercise: Students will synthesize the benefits of vigorous exercise by incorporating these behaviors into their lifestyle. Progress will be measured in a designated middle school course.
  - 4.3 Nutrition: Students will synthesize the benefits of healthy, balanced eating habits by adopting healthy food choices. Progress will be measured in a designated middle school course.
  - 4.4 Stress: Students will synthesize the impact of stress by participating in ways that will enhance behaviors and eliminate and/or reduce health risks. Progress will be measured in a designated middle school course.
- 5.0 Nutrition Guidelines
- 5.1 The nutrient content of all foods and beverages served in the District’s breakfasts, lunches, and ~~snacks~~ a la carte shall be consistent with the nutritional standards for such programs.
  - 5.2 The nutrient content of all other foods and beverages sold ~~or made available~~ to students during the school day shall also be consistent with such standards. Pursuant to federal regulations, the term “School Day” shall include the time from midnight and until thirty-minutes after classes have been dismissed for the day.
- 6.0 Outside Food & Beverages
- 6.1 Outside foods and beverages (e.g., foods and beverages brought into the schools by parents or others for birthday parties, classroom snacks, incentive programs, etc.) shall meet the following provisions:
    - 6.1.1 Distribution of outside foods and beverages must receive prior approval from the building principal. Except as specifically approved by the building principal, such foods and beverages must be commercially purchased and packaged and shall not be distributed beyond the expiration date noted on the package.
    - 6.1.2 The building principal shall have the authority to prohibit distribution of any and/or all outside foods and beverages in his/her building.
- 7.0 Marketing/Advertising
- 7.1 Marketing and advertising for foods and beverages during the school day shall be limited to those items that meet the Smart Snacks in School nutrition standards.
- 8.0 Evaluation
- 8.1 The District shall assess its wellness policies, rules, and procedures at least once every three years to determine:
    - 8.1.1 The extent to which buildings are in compliance with the district’s policies, rules, and procedures.
    - 8.1.2 The extent to which the District’s policies, rules, and procedures compare to model policy, rules, and procedures.
    - 8.1.3 The progress made by students in attaining the goals noted hereinabove.

- 8.2 The District shall make its assessment results available to the public via its website or via some other reasonable means of communication.

Legal References:

The Child Nutrition and WIC Reauthorization Act of 2012  
The Child Nutrition Act (42 U.S.C. 1779)  
The Richard B. Russell National School Lunch Act (42 U.S.C. 1758, 1766)  
The Healthy, Hunger-Free Kids Act of 2010

Related Policies & Rules: 3713, 3714, 3714.1

Adopted: June 5, 2006

Revised: November 5, 2012; June 5, 2017; [November 4, 2019](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Policy 6510 Curriculum, Instruction and Assessment- Assessed Curriculum: Innovation /Program Change

**Meeting Date:** October 7, 2019

**Background/Description:** This policy is due for review based on our seven-year cycle.

**Action Desired:** Reaffirm Policy 6510 Curriculum, Instruction and Assessment- Assessed Curriculum: Innovation /Program Change

**Policy / Strategic Plan**

**Reference:** N/A

**Responsible Person:** Dr. Heather Phipps, Dr. Tony Weers, Mr. Andy DeFreece

**Superintendent's Signature:**

## Curriculum, Instruction, and Assessment

### Assessed Curriculum: Innovation /Program Change

6510

It is the policy of the Millard Public Schools that innovation and program change on a regular basis are critical to maintaining a quality learning program for students at both the elementary and secondary level. Planning for improvement of the District's educational program must always include a) innovative programs developed by the District's professional educators which are supported by sound educational philosophy and research, and b) the identification and district trial of those programs developed by others which seem to hold promise for district improvement.

The professional staff is encouraged to seek improvement of the educational programs in the schools through all appropriate means, including carefully designed pilot programs of an original nature and structured field studies developed by sources outside of the Millard Public Schools that are supported by existing data or research. Such innovations must be a part of the building site plan and must involve collaboration with appropriate representatives of the Department of Educational Services.

Related Policies & Rules: 6510.1

Policy Adopted:

Revised: July 20, 1992; July 26, 1999; December 4, 2006

Reaffirmed: February 4, 2013; [October 7, 2019](#)

Millard Public Schools

Omaha, NE



**AGENDA SUMMARY SHEET**

**Agenda Item:** Reaffirm Rule 6510.1 Curriculum, Instruction and Assessment- Assessed Curriculum: Innovation/Pilot Programs and Field Studies

**Meeting Date:** October 7, 2019

**Background/Description:** This rule is due for review based on our seven-year cycle.

**Action Desired:** Reaffirm Rule 6510.1 Curriculum, Instruction and Assessment- Assessed Curriculum: Innovation/Pilot Programs and Field Studies

**Policy / Strategic Plan**

**Reference:** N/A

**Responsible Person:** Dr. Heather Phipps, Dr. Tony Weers, Mr. Andy DeFreece

**Superintendent's Signature:**

## Curriculum, Instruction, and Assessment

### Assessed Curriculum: Innovation/Pilot Programs and Field Studies

6510.1

- I. Pilot program proposals and field study proposals will be submitted to the Office of the Superintendent and, if approved, to the Millard Board of Education for approval. Such proposals shall include, but not be limited to, the following:
  - A. Rationale
  - B. Compatibility with the District Strategic Plan
  - C. Compatibility with the District Curriculum Cycle
  - D. Existing research or data base
  - E. Clientele to be involved
  - F. Desired outcomes to be achieved
  - G. Strategies to be employed
  - H. Resources needed
  - I. Evaluation strategies
- II. Pilot programs and field studies will be viewed as being temporary. Project continuation or expansion will be based on the outcome of the project evaluation.
- III. Evaluation data will be presented to the Office of the Superintendent so that judgements can be made as to program success prior to the decision being made as to program continuation, modification, expansion or deletion.
- IV. Based on successful pilot programs or field studies, recommendations for program expansion into other levels and/or buildings shall be incorporated into the curricular framework format and shall be presented to the Board of Education by the Office of the Superintendent.
- V. The Office of the Superintendent will submit to the Board of Education a status report on all pilot studies as they are completed.

Related Policies & Rules: 6510

Rule Adopted: July 20, 1992

Revised: July 26, 1999; December 4, 2006

Reaffirmed: February 4, 2013; [October 7, 2019](#)

Millard Public Schools  
Omaha, NE

**AGENDA SUMMARY SHEET**

**Agenda Item:** 2020-21 Within District Transfer and Option Enrollment Capacity Standards

**Meeting Date:** October 7, 2019

**Background/  
Description:**

Based on current and predicted enrollments the recommendation to the Board is to open all elementary and secondary schools to both within district transfer and option enrollment until capacity limits are met.


**Action Desired:** Approval

**Policy /  
Strategic Plan  
Reference:**

N/A

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

**Superintendent's Signature:**

A handwritten signature in black ink, appearing to read "Jim Duffin", is written on a light-colored rectangular background.

**AGENDA SUMMARY  
SHEET**

**Agenda Item:** Approval of Custodial / Maintenance / Grounds Employees' Agreement with SEIU

**Meeting Date:** October 7, 2019

**Background/  
Description:** The District and the Service Employees International Union Local 226 ("SEIU") have reached tentative agreement for the 2019-20 school year. SEIU voted for approval of the tentative agreement on September 28, 2019. The estimated total package increase for this contract is 3.35%.

**Action Desired:** It is recommended that the Negotiated Agreement for Custodial / Maintenance / Grounds Employees with SEIU for the 2019-20 school year 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:**



## **COLLECTIVE BARGAINING AGREEMENT**

**THIS AGREEMENT**, made and entered into by and between the Service Employees International Union (A.F.L.-C.I.O.) Local 226, hereinafter referred to as the "Union", and the School District Number 17, Douglas County Nebraska, also known as the Millard School District, hereinafter referred to as the "District".

### **ARTICLE I Recognition**

The District recognizes the Union as the sole and exclusive bargaining agent for all permanent full-time and part-time employees employed as custodians, grounds maintenance personnel, maintenance personnel, and warehouse assistants / delivery drivers, excluding supervisors, any warehouse clerks, van drivers, and any substitute and/or summer seasonal employees.

### **ARTICLE II Management**

Section 1. The management and direction of the District are invested exclusively in the District, including but not limited to:

- (1) direction of the work force;
- (2) the right to set standards for work and conduct applicable to employees;
- (3) the right to hire, suspend, discharge, assign jobs;
- (4) the right to transfer employees within the District;
- (5) the right to increase and decrease the work force;
- (6) the right to contract out all or portions of the work previously done by this employee group, subject only to the limitation that if the contracting out provided in this subparagraph results in the layoff of an employee(s) or the reduction in scheduled hours of a full time employee(s), the District shall negotiate the effects on the impacted employee(s). Nothing in this subparagraph shall require any negotiations for an employee(s) terminated for just cause;
- (7) the right to add new work to this employee group;
- (8) the right to determine school calendar, hours of school;
- (9) the right to determine hours of work;
- (10) the right to set all other procedures necessary or desirable to provide for the education of the students of the District; and
- (11) the District specifically reserves all other rights and prerogatives not specifically abridged or delegated by this Agreement.

Section 2. The District agrees that there shall be no discrimination against applicants or employees because of race, color, religion, national origin, gender, marital status, disability, age, membership in or non-membership in any labor organization, or any other reason prohibited under Federal, State, or Local law.

### **ARTICLE III Definitions**

- “Partial-week” shall mean regularly scheduled work of less than 40 hours/week.  
 “Partial-year” shall mean regularly scheduled work of less than 12 months/year.  
 “Part-time” shall mean regularly scheduled work that is either partial-year or partial-week or both.  
 “Full-week” shall mean regularly scheduled work of at least 40 hours/week.  
 “Full-year” shall mean regularly scheduled work for 12 months/year.  
 “Full-time” shall mean regularly scheduled work of at least 40/hours/week for 12 months/year.

## **ARTICLE IV Holidays**

Full-time employees are eligible for 10 (ten) paid holidays and part-time employees are eligible for 7 (seven) paid holidays according to the following schedule:

<b>Full-time Employees</b>	<b>Part-time Employees</b>
Labor Day	Labor Day
Thanksgiving Day	Thanksgiving Day
Friday Following Thanksgiving	Friday Following Thanksgiving
December 24	December 24
December 25	December 25
December 31	
January 1	January 1
Spring Break (one day designated by Supt.)	
Memorial Day	Memorial Day
Fourth of July	

Employees must work 20 (twenty) days prior to being eligible for holiday pay. The holiday schedule shall be amended for summer ten month employees to ensure that seven paid holidays are provided.

When any of the above holidays falls on the employee's regular work day and such employee does not work on that day, he or she shall receive compensation based upon straight time pay equal to the hours scheduled to be worked by the employee had the day not been a holiday; provided however, that in order to be entitled to such holiday pay an employee must have worked his or her normally scheduled hours on both his or her regularly scheduled work days immediately preceding the holiday and on his or her regularly scheduled work day immediately following the holiday, unless he or she has been excused by the District for reason of illness or some other good cause.

## **ARTICLE V Vacation**

Full-time employees shall earn vacation with pay in accordance with the following schedule:

1. During the first four years of employment: 3.33 hours bi-weekly to a maximum of 80 hours per year.
2. During the fifth through fourteenth years of employment: 5 hours bi-weekly to a maximum of 120 hours per year.
3. During the fifteenth and subsequent years of employment: 6.67 hours bi-weekly to a maximum of 160 hours per year.

Usage of paid vacation is subject to supervisory approval and must normally be used in full-day increments unless otherwise specifically approved by the employee's supervisor. In an emergency, vacation may be used in full-hour increments.

Employees must give a minimum of five (5) business days notice of any requested vacation unless less notice is approved by a supervisor in an emergency situation. Employees are encouraged to give as much notice as possible for requested vacation to assist in scheduling. Employees may give a maximum of three (3) months notice of any requested vacation. The District shall respond to vacation requests within ten (10) working days of receipt.

Paid vacation is accrued each monthly pay period beginning with an employee's first full monthly pay period following his or her anniversary date. After 90 consecutive calendar days of absence due to illness or injury, the employee will no longer accrue additional vacation time.

The maximum amount of paid vacation which may be accrued is equal to the number of days earned in the previous 12 monthly pay periods. If an employee reaches the maximum amount of paid vacation, that employee will no longer accrue vacation until the employee is again below the maximum.

On leaving the employment of the District, employees shall be paid for any unused earned vacation.

## **ARTICLE VI Paid Leave**

Paid leave shall only be used for qualifying sick leave, qualifying death leave, or qualifying business and emergency leave. Qualifying sick leave shall be used only for personal illness, illness of a member of the employee's immediate family, or for leave as provided under the Family Medical Leave Act. The rules for use of leave are established by the District.

Management may require substantiation of the reason for requested paid leave including, but not limited to, doctor's certification verifying illness. Misuse of paid leave by an employee, including being untruthful about the reason for the leave or using leave for other than its designated purpose shall result in the following penalties:

1. First offense: a minimum penalty of a reprimand and a suspension of five (5) days without pay with a maximum penalty of termination of employment.
2. Second offense: the employee shall be terminated from employment.

Each employee shall earn paid leave per month (equal to the average daily hours scheduled per day in a five day work week) for each full month of completed service, and shall be allowed to accumulate such leave to a maximum of 736 hours. Paid leave will be credited at the end of each pay period up to a maximum of 24 pay periods per year (for each full month of service the employee works during the school year).

As of July 10<sup>th</sup> of each year, any employee with unused leave in excess of 600 hours shall be reimbursed for such excess leave and the leave accumulation shall be reduced to 600 hours which shall be carried forward into the following year. The rate of reimbursement for said excess leave shall be \$16.00 per hour. This payment for unused leave shall be included in the August payroll. The procedures for payment shall be established by the District.

Each employee retiring after 20 years of service in the District and who is at least 55 years of age shall receive reimbursement for each hour of unused accumulated paid leave at retirement. The rate of said reimbursement shall be \$16.00 per hour. The policies, procedures, implementation and all decisions related thereto shall be the sole responsibility of the District.

## **ARTICLE VII Hours of Work**

Section 1. The District will provide regular full-time employees with forty (40) hours of work per week.

Section 2. This District shall schedule hours of work at its sole discretion, including but not limited to required extra or overtime hours. All hours worked in excess of forty (40) hours in an employee's regular work week, except as hereinafter provided, shall be paid for at the rate of time and one half the regular rate, but premium pay shall not be pyramided. Hours worked per week shall include paid holidays, and approved paid vacation. In the event that the District makes a permanent change in an employee's work hours or days of work, the employee shall be provided notice of the changed hours or days at least thirty (30) calendar days prior to the change.

Section 3. Work shall be arranged such that, where possible, employee's scheduled workdays shall be on consecutive days.

Section 4. A lunch period without pay of one-half (0.5) hour to each employee will be given and the employee shall be free to leave the premises during such period. Eligible employees are those working five or more hours per day.

Section 5. Each employee will receive one (1) fifteen (15) minute break per four (4) hours worked as scheduled by the employee's direct supervisor. Breaks may not be taken within one (1) hour of the beginning or end of the shift. Paid break times, when applicable, may not be used to extend the employee's lunch period.

Section 6. All lunch periods will be unpaid, provided that any scheduled shift that begins between the hours of 2:30 p.m. through 4:00 a.m. shall receive a \$0.29 per hour shift differential payment in addition to their regular wage.

## ARTICLE VIII

### Insurance

**Full-time Employees:** For each eligible full-time employee the District shall pay the premium for health, dental, and life coverage in the same manner as provided to other employees. The District shall also pay the full premium for long-term disability coverage.

**Part-time Employees:** Each eligible part-time employee employed at least 20 hours per week shall be eligible to participate in the Health, Dental and Life Plans provided by the District subject to the same conditions and in the same manner as provided to other employees (other than different contribution levels specifically provided for part-time food service and paraprofessional employees).

**Cash Option:** Full-time employees who have been continuously employed full-time by the district during the 96-97 and subsequent school years (prior to July 31, 1997) may exercise a cash option in lieu of single or family health and dental insurance in accordance with the cash option plan adopted by the District subject to the same conditions and limitations as other employees. Full-time employees who have not been continuously employed full-time by the district during the 96-97 school year (prior July 31, 1997) will not be eligible to participate in the cash option plan.

## ARTICLE IX

### Seniority

The District recognizes the principle of seniority in connection with promotion, transfer, reorganization, reduction in force, reclassification of job description, layoff, or reemployment after layoff to the extent that where, in the judgment of the Administration, the qualification of the employees involved performing the work are substantially the same, the employee having the longer term of continuous service shall be given the preference as hereinafter provided in Article X, Section 3. Seniority shall be defined as the total length of continuous full-time service with the School District of Millard within the bargaining unit covered by this Agreement and shall date from the effective date of full-time employment within the bargaining unit covered by this Agreement. This District shall provide a seniority list to the Union on or before September 1 of each year.

## ARTICLE X

### Probation, Discharge, Demotion, Job Posting, and Reduction-in-Force

Section 1. **Probation:** Each beginning employee who is new to the District shall have a probationary period of one hundred and eighty (180) calendar days. Each beginning employee who is changing jobs within the positions covered by this agreement shall have a probationary period of one hundred and twenty (120) calendar days.

Section 2. **Discharge and Demotion:** No full-time employee covered by this agreement, who has successfully completed the probationary period, shall be demoted or discharged except for just cause. If at the end of the probationary period the District continues his or her employment, the full-time employee shall have all rights and privileges of a full-time employee covered by this agreement.

Section 3. **Job Posting:** In the event a job opening occurs by reason of retirement, transfer, death, discharge, resignation or creation of a new position, all employees will be notified of the opening by posting on a bulletin board, electronic mail, or electronic posting. In the event that electronic means are the sole method of posting jobs, the District shall maintain at least one computer at the support services building (or successor location). Any employee may then apply for that opening by notifying the District's Human Resources Office in writing. The assignment of a Department Head is exempt from Job Posting.



Job descriptions shall be provided to the Union upon request. When considering application for any position, an employee may request a copy of the relevant job description from the District or from the Union.

In the selection of an applicant by the School District to fill a job opening, consideration shall be on the basis of the most qualified applicant for the position which shall include, but not be limited to: training and experience in the type of work required by the position. The administration will review the qualifications of each applicant and determine who is the most qualified. In the event the administration determines the qualifications of the applicants to be substantially the same, the applicant having the greater seniority shall be selected to fill the position.

No full-time employee will be considered for a job opening in the same job description within a wage group who has not served at least one hundred and eighty (180) calendar days in the present job unless the new opening is for a shift change (night to days or days to nights). Any full-time employee who changes job assignments shall be granted a period of two (2) weeks from the first day of his or her performance of the new job assignment to return to his or her former assignment if he or she so desires.

**Section 4. Promotion:** When a full-time employee moves to a different full-time job description, the employee will be given ninety (90) calendar days from the first day of his or her performance of the new job assignment to demonstrate the ability to successfully perform the job responsibilities. An employee who does not demonstrate the ability to successfully perform the job responsibilities will be reassigned to the first available position for which he or she is qualified.

**Section 5. Reduction-in-force or Redeployment of Workforce:** In the event of reorganization, reclassification of job description, or for any other reason where the District may eliminate a position, the District may choose to engage in: (a) a reduction in force / layoff; or (b) a redeployment of the work force.

(a) In the event the District chooses to engage in a reduction of force or a layoff, the least senior person(s) within that job classification shall be the person laid-off. Any full-time employee whose position or job has been eliminated, or who has been replaced by a person with more seniority because of reorganization, reclassification of job description, reduction in force, or layoff shall, if qualified, be permitted to move into the existing position and replace another employee in the same or lower wage group who has less seniority, provided:

- (i) the less senior employee is within the same position; or
- (ii) the less senior employee is in a position that the more senior employee previously held at the District and the more senior employee meets the minimum qualifications and licensure required for the position.

Any employee who has been laid off shall be placed on a recall list in order of length of service for a period of twelve (12) months following his or her last day of work. When vacancies occur, after internal job changes, individuals on the recall list shall be given first priority for reemployment to any position for which he or she held previously. Notification of the vacancy shall be made in writing to the last known address of the persons involved with a copy to the Union. In lieu of a right of recall, an affected employee may choose to accept two weeks of severance pay.

(b) In the event that the District is reducing the total number of employees through attrition and a redeployment of the workforce, the District may redeploy the workforce among building locations through a reassignment of position(s) without posting or bidding of positions. The Union's designated representative shall be notified at least 30 calendar days in advance of any redeployment of the workforce under this paragraph. No redeployment under this paragraph shall result in a promotion in pay grade for any employee, unless approved by the Union. In the event of a redeployment of the workforce under this paragraph and person being moved from a building shall be selected in the following manner:

- (i) Volunteers shall be requested, and if only one person within the affected group volunteers, that person shall be transferred to the new location;

- (ii) If more than one person volunteers, the volunteer within the affected group of volunteers at that building with the most seniority shall be transferred to the new location;
- (iii) If no person volunteers, the person within the affected group at that building with the least seniority shall be transferred to the new location. In the event of an involuntary transfer under this paragraph, the 180 day limitation of Article X, Section 3 shall not apply to the transferred person.

## **ARTICLE XI Grievances**

Any Complaint alleging Discrimination or Harassment shall be pursuant to Board Rule 4001.2 as it existed on July 10, 2019. Any amendments to Board Rule 4001.2 which occurs after July 10, 2019 will be submitted to the Union for approval prior to implementation for employees covered by this Agreement.

Any other grievance, complaint, disagreement or difference of opinion between the District, the Union or the employees covered by the Agreement concerning application of the terms of this Agreement will be processed using the following grievance procedure:

- (A) Any Employee or the Union may present a Grievance. Any Grievance which is not presented within fifteen (15) days following the event giving rise to such a Grievance shall be forfeited and waived by the aggrieved party. The grievance form shall state the name of every employee authorizing the filing of the grievance, and all grievances shall be signed by at least one aggrieved employee. An aggrieved employee shall have the right to a Union Representative appointed by the Union.
- (B) The grievant shall first take up the Grievance by presenting it in writing to their immediate supervisor or designee. If the Grievance is not satisfactorily adjusted with five (5) days from the meeting with the supervisor, the Employee or the Union representative shall present the grievance in writing to the Chief Financial Officer or his or her designated representative.
- (C) The Chief Financial Officer or his or her designated representative shall within ten (10) days from the day it was received, make a determination and submit the determination to the aggrieved party in writing.
- (D) Each party reserves the right to litigate a question presented by the Grievance by bringing an original action in any court of competent jurisdiction in the event such party shall not be satisfied with the resolution of the Grievance. However, no such litigation may be maintained until all available steps under this grievance procedure have been pursued and exhausted. It is understood and agree to between the parties that the role of the Chief Financial Officer or his or her designee in the grievance procedure is not an exercise of a judicial or quasi-judicial function, but solely as a means to allow the parties to resolve disputes informally.
- (E) Definitions: Days shall mean calendar days.

**ARTICLE XII**  
**Wages**  
**Effective the first Payroll in September 2019**

Wage Group	Position	Hourly Rates			Including Long Service Increments			
		Year 1-4**	Year 1-4*	5-11*	12-16*	17-21*	22-26*	27+*
PART-TIME:								
PT	Employee	\$15.21	\$15.21	\$15.76	\$16.11	\$16.45	\$16.80	\$17.10
FULL-TIME:								
Group 1	Custodian I Athletics/Activities Custodian Custodial Floater	\$16.18	\$17.70	\$18.33	\$18.66	\$19.00	\$19.33	\$19.66
Group 2	District Grounds Assistant I	\$16.55	\$18.07	\$18.66	\$19.00	\$19.33	\$19.67	\$19.98
Group 3	High School 3 <sup>rd</sup> Shift Pool Custodian I Middle School Day Custodian I Delivery Driver High School Custodial Department Head General Laborer	\$16.66	\$18.19	\$18.82	\$19.15	\$19.49	\$19.84	\$20.13
Group 4	Custodian II (Elementary and DSAC) Special Projects Custodian	\$16.88	\$18.41	\$19.02	\$19.35	\$19.71	\$20.04	\$20.38
Group 5	Warehouse Assistant	\$17.23	\$18.76	\$19.36	\$19.72	\$20.06	\$20.41	\$20.72
Group 6	Custodian III (Middle School Engineer) District Grounds Assistant II Small Engine Repair Technician	\$17.99	\$19.53	\$20.12	\$20.47	\$20.80	\$21.15	\$21.48
Group 7	District Grounds Leader	\$18.60	\$20.13	\$20.81	\$21.16	\$21.48	\$21.82	\$22.18
Group 8	Senior High Engineer (Day or Night) Central Middle School Engineer Central Middle School Custodian/Engineer Custodian/Engineer Carpenter Assistant	\$20.89	\$20.89	\$21.49	\$21.84	\$22.17	\$22.53	\$22.84
Group 9	Painter I Apprentice Mech. Tech. I	\$22.43	\$22.43	\$23.06	\$23.40	\$23.73	\$24.08	\$24.37
Group 10	Painter II	\$25.01	\$25.01	\$25.62	\$25.97	\$26.32	\$26.67	\$26.98
Group 11	Carpenter Carpenter (Floors) Auto Mechanic Apprentice Mech. Tech. II	\$25.77	\$25.77	\$26.40	\$26.75	\$27.12	\$27.47	\$27.80
Group 12	Chief Engineer Mechanical Technician Plumber Controls Technician Journeyman Mech. Technician	\$32.91	\$32.91	\$33.60	\$34.00	\$34.41	\$34.80	\$35.16
Group 13	Electrician Master Mech. Technician	\$35.35	\$35.35	\$36.09	\$36.48	\$36.89	\$37.31	\$37.67

\* - All persons who have been continuously employed in this bargaining unit since July 31, 2017 shall be paid in accordance with the six payscales on the right side of the chart above.

\*\* - All persons employed into this bargaining unit for the first time on or after August 1, 2017 shall be paid in accordance with the one payscale on the left side of the chart above.

### **Long Service Increment**

The wage scale includes recognition for long service with the district. Full-time employees shall be compensated based upon their years of service in the district as calculated from the employee's seniority date. Year 1 means the employee's first full year with the district as a full-time employee covered by this contract. Part-time employees year of service shall be calculated from the employee's date of hire as a part-time custodian. Wage adjustments due to a change in years of service shall be effective on the first September payroll of each year.

The District will pay to each qualified employee who has completed the required years of consecutive full-time service the hourly amount as provided for and included in the pay table. Long Service Increment pay increases will be effective in the first September payroll.

For purposes of the Long Service Increment, each current employee (an employee hired before September 1, 2009) will have his/her years of service rounded up (e.g. an employee who has completed 9 years and 1 month on September 1 of the year will be considered to have completed 10 years and will be paid on the 11-15 year pay range). This rounding will be only for purposes of the long service increment and the rounding will not affect any other seniority considerations under this contract.

Each employee hired on or after September 1, 2009 must have completed a full year increment as of September 1 of each year in order to be eligible for a Long Service Increment increase (e.g. an employee who has completed 9 years and eleven months of service on September 1 of the year will be in the 2-10 year pay range while an employee who has completed 10 years and 1 month will be paid in the 11-15 year pay range).

### **ARTICLE XIII Safety Committee**

The Union shall elect or appoint an employee covered by this agreement to serve on the District's Safety Committee. The term of this representative shall be two (2) years and reappointment may occur. Each employee covered by this agreement shall have the opportunity to express interest in serving on the Committee.

### **ARTICLE XIV Leaves of Absence**

Section 1. An employee in the military service will have reinstatement rights provided he or she qualifies for the provisions of the existing laws pertaining to the reinstatement of veterans.

Section 2. Any employee elected to public office may request a leave under Board Rule.

Section 3. Upon written request by the Union, the District may grant a special leave of absence to employees who accept a full-time job with the Local or International Union. Such special leave of absence shall be limited to a period of one (1) year, but will be renewed upon application to the District by employee before the expiration of his leave.

Section 4. Any employee granted a leave of absence under Sections 2 and 3 of this Article shall be re-employed at the expiration of the leave at the then current rate of pay if there is sufficient work available which he or she is capable of doing and to which he or she may be entitled on the basis of seniority. Seniority will accumulate during the period of such leaves.

Section 5. Upon written request by the Union, the District, will grant an unpaid leave of absence to employees for the conduct of Union business (such as attendance at conferences, conventions, and classes) subject to the following conditions:

- (a) The leave must not unreasonably interfere with the orderly performance of duties of the employees requesting such leave.

- (b) The employee shall request permission to be absent from his or her duties from the immediate supervisor at least five working days prior to the date of the requested leave, and such request shall not unreasonably be withheld provided, however, if the leave request is for Section 6 issues involving other employers and sufficient time does not allow for a written request, the request shall be oral. The oral request will be followed by a written confirmation of the request upon return to duty.
- (c) If permission is given, the employee shall accurately record the time and reason of the absence on his or her timecard. The District shall not compensate the employee for such approved absence. The time of the absence shall be deemed to be included as part of the work week under Article V; provided however, the employee shall at the discretion of his or her supervisor perform hours of work to compensate for the absent time in whole or in part.
- (d) No more than three employees on any date shall be on a leave of absence under this Section and the District is not required to grant leaves of absence to employees when such leaves of absence immediately follow a leave of absence granted to another employee.
- (e) No individual employee shall request or receive in any contract year more than eighty (80) hours leave of absence under this Section and the total number of hours granted for leaves of absence under this Section to all employees shall not exceed 240 hours during the contract year.
- (f) Leave under this section will not be considered a break in continuous service.

Section 6. The Union shall designate to the District in writing individual employees selected and/or appointed as Chief Steward, Assistant Chief Steward, Job Stewards, and officers of the Union. Such designated representatives shall be entitled to a leave of absence for the purposes of representing Millard District employees covered by this agreement in: (1) collective bargaining; (2) grievance hearings if requested by the grievant; (3) investigation of a grievance if requested by the grievant; and (4) if requested by the employee, attendance at a meeting between an employee and his or her supervisor where such employee reasonable believes the meeting might result in disciplinary action. Such leave will also be granted to such designated representatives for the purpose of representing non-Millard District employees in the four areas stated immediately above with other employers who have collective bargaining agreements with the Union. Such leave is subject to the following conditions:

- (a) The employee shall request permission to be absent from his or her duties from the immediate supervisor at least five working days prior to the date of the requested leave, and such request shall not unreasonably be withheld provided, however, if sufficient time does not allow for a written request, the request shall be oral. The oral request will be followed by a written confirmation of the request upon return to duty.
- (b) If permission is given, the employee shall accurately record the time and reason of the absence on his or her timecard. The District shall not compensate the employee for such approved absence. The time of the absence shall be deemed to be included as part of the work week under Article V; provided however, the employee shall at the discretion of his or her supervisor perform hours of work to compensate for the absent time in whole or in part.
- (c) No more than one representative shall be present at any meeting occurring in Article XIV, Section 6, purpose number (4).
- (d) Leave under this section will not be considered a break in continuous service.

**ARTICLE XV**  
**Acts in Violation of Laws or Orders**

Nothing in the Agreement shall be construed to require either party to act in violation of any State or Federal law of any Presidential Order and in the event such conditions should arise, this Agreement should be considered modified to the extent necessary to comply with the law.

**ARTICLE XVI**  
**Department Heads**

The Union recognizes the right of the District to select and assign members of the collective bargaining unit as a Department Head. An employee selected shall remain a member of the department for which the employee is to represent as the Department Head.

The selection of the employee shall be made by the District and no provision of this Agreement, whether job posting, seniority or otherwise, shall apply to, or limit the exercise of, this right by the District.

The Department Head shall continue to perform his or her assigned duties as a member of the Department, and as Department Head, may have additional duties and shall receive extra compensation for the performance of the additional duties as Department Head. The rate or amount of the compensation shall be determined and established by the District and is not to be construed or subject to any approval by the Union or duty by the District to negotiate or bargain with the Union with respect to the compensation.

**ARTICLE XVII**  
**Payroll Deductions**

Payroll deductions will be allowed for Union dues subject to rules and regulations set forth by District policy.

**ARTICLE XVIII**  
**Miscellaneous**

A separate bulletin board may be provided by the District where the Union may post notices pertaining to union affairs or, in the alternative, the District may permit electronic mail communications from the Union to members of the collective bargaining unit pertaining to union affairs. No scandalous or obscene matter, no matters not otherwise pertaining to proper Union business and affairs, will be posted or distributed via District electronic mail.

**ARTICLE XIX**  
**Term of Contract**

This agreement shall be in full force and effect from September 1, 2019 to and including August 31, 2020.

**IN WITNESS WHEREOF**, the parties hereto have caused this instrument to be executed on this \_\_\_\_ day of \_\_\_\_\_, 2019.

**SCHOOL DISTRICT NO. 17,**

**SERVICE EMPLOYEES INTERNATIONAL  
UNION (A.F.L. – C.I.O.) LOCAL 226**

**BY** \_\_\_\_\_

**BY** \_\_\_\_\_

## AGENDA SUMMARY SHEET

**Agenda Item:** Approval of the 2019-2020 Learning Community Superintendents' Early Childhood Plan Agreement

**Meeting Date:** October 7, 2019

**Background/  
Description:**

Cody and Sandoz Elementary will continue to serve as full implementation sites of the birth-third grade approach for the Superintendents' Early Childhood Plan. The full implementation option is an opportunity to both connect and strengthen our existing early childhood programs to provide seamless support for our students and families through the primary years. This program is designed to serve young children from birth through third grade who are living in high concentrations of poverty.

Our goals for full implementation at Cody and Sandoz include aligning systems of education and care that begin early and continue through elementary school to provide strong foundations for academic success. Specifically:

- Close the "gap" (achievement, knowledge, language, access).
- Develop a strong understanding of social emotional competence, oral language and vocabulary, and cognitive development from birth through the primary years.
- Improve early childhood and elementary school teaching and learning through job embedded, focused and sustained professional development.
- Participate in opportunities for instructional coaching, modeling, and reflective practice.
- Improve early childhood and elementary school teaching and learning through aligned curriculum, instruction and assessment.
- Enact improvement efforts that build upon the best practices of early childhood to strengthen our instructional programs in grades K-3 with a focus on literacy/numeracy, language and social emotional learning.
- Develop systems to facilitate family participation and education.
- Define a process for evaluating the impact on teaching, learning and achievement.

Services at Cody and Sandoz will be delivered via:

- Birth-age 3 home visiting staff, research-based curriculum, and school-based parent-child groups.
- Family facilitators to support continued home visiting and to help build strong family-school partnerships across preschool through third grade.
- Professional development and coaching that involves learning, applying and documenting instructional approaches designed to close the achievement gap.
- Stipends for staff who are not on contract during professional development sessions, or substitute teacher pay.

**Action Desired:** Approve the 2019-2020 Learning Community Superintendent's Early Childhood Plan Agreement and authorize the Associate Superintendent for Educational Services execute all documents related to this program.

**Policy / Strategic Plan**

**Reference:** Strategy 2: We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.

**Responsible Person(s):** Heather Phipps, Andy DeFreece, Terry Houlton, Jean Ubbelohde

**Superintendent's Signature:**



LEARNING COMMUNITY OF DOUGLAS AND SARPY COUNTIES

**PARTICIPANT AGREEMENT**

This PARTICIPANT AGREEMENT (“Agreement”) is entered into as of \_\_\_\_\_, 2019 by and between the **Learning Community of Douglas and Sarpy Counties**, a Nebraska political subdivision (“Learning Community”) and **Douglas County School District No. 17, aka Millard Public School District**, a Nebraska political subdivision (“District”).

WHEREAS, in an effort to improve learning and developmental outcomes for children, Learning Community and the Buffett Early Childhood Institute at the University of Nebraska (“Buffett Institute”) have entered into that certain Early Childhood Plan Agreement dated April 1, 2015 (the “Plan Agreement”) for purposes of implementing the Superintendent’s Early Childhood Plan (the “Plan”);

WHEREAS, Buffett Institute has identified District as a participant to further implementation of the Plan;

WHEREAS, District has submitted a proposal detailing its level and scope of participation in the Plan as contemplated in the Plan Agreement;

WHEREAS, Buffett Institute and Learning Community have approved the District’s proposal; and

WHEREAS, Learning Community and District desire to enter into this Agreement to effectuate the proposal.

NOW THEREFORE, in consideration of the mutual agreements, promises and covenants set forth herein, Learning Community and District (each referred to herein individually as “Party” and collectively as “the Parties”) agree as follows:

1. Statement of Work

a. Pursuant and subject to the terms and conditions set forth in this Agreement, Learning Community hereby agrees to provide funding and District agrees to undertake and conduct the program more specifically set forth in the proposal and budget as submitted by District and approved by Buffett Institute and Learning Community (the “Program”) attached hereto as “Exhibit A” and “Exhibit B” (collectively, the “Exhibits”) (all references to the “Agreement” include the Agreement as supplemented by the Exhibits in the form submitted by District and as amended by the parties).

b. Consistent with the Plan, the purpose of the Program is to further efforts to eliminate or reduce income-based social, cognitive, and achievement gaps among at-risk children living in the 11 school districts of the Learning Community, especially with respect to young children at risk.

2. Performance Period. District will commence its activities under the Program and conclude such work on a timeframe consistent with the dates identified in the Program (the “Program Term”), which dates may be extended by mutual written agreement of the parties hereto. Notwithstanding the foregoing, neither party to this Agreement shall hold the other party responsible for damages or delays in performance caused by acts of God, strikes, lockouts, accidents, or other events beyond the reasonable control of said party.



3. Fiscal Agent. District shall be the fiscal agent for the Program. As fiscal agent, District shall be solely responsible for compliance with the terms and conditions set forth in this Agreement related to the incurring of Program expenses, including the approval thereof, the payment of any and all bills and invoices related to the Program, and the submission of financial reports to Learning Community related to the Program.

4. Elementary Levy Program. The Program shall be implemented as an elementary program of Learning Community and District. Funding for the Program shall be provided by the Elementary Levy Funds Budget of Learning Community. Parties acknowledge and agree that the Program funding provided under this Agreement may not be the exclusive source of funding for the Program. The Learning Community's Executive Director, Elementary Learning Centers ("ELC ED") shall, on behalf of and for Learning Community, have general oversight of the Program with regard to compliance by District with the terms of this Agreement, but shall have no authority with regard to the implementation, day to day operations or staffing of the Program, which shall be the sole responsibility of District.

5. Participants. District shall determine how many students will enroll in the Program and select the students that will participate in the Program; provided, however, that the Program shall not have an official enrollment of less than fifty percent (50%) of the projected enrollment set forth in the Program.

6. Program Funding.

a. Learning Community shall provide District with funding for the services performed and costs incurred, whether by District or by a third party contracted by District, related to the Program in a total amount identified on Exhibit B ("Program Amount"). The Program Amount will be funded in monthly installments over the course of the Program Term and paid in arrears pursuant to statements submitted to the Learning Community for costs incurred and services rendered by District during the previous calendar month. Such statements will be provided to the Learning Community on or before the fifth (5th) calendar day of the month following the month to which such statement applies, with the first such statement to be received by Learning Community on or before October 5, 2019. Upon the written request of Learning Community, District will provide accurate and reasonable documentation substantiating all itemized expenses set forth in such statements. Payment of approved statements (or portion(s) thereof) will be made by Learning Community on or before the twentieth (20th) day of the month following the month in which the applicable services were provided.

b. Upon termination of the Program or expiration of the Program Term, whichever occurs first, District will submit its final report to Learning Community pursuant to Section 7.b. of the Agreement. The final report will include a statement for Program services provided during the Program Term which statement will set forth an itemized listing of expenses actually incurred by or on behalf of District in the performance of the services related to the Program and will be accompanied by documentation substantiating all itemized expenses set forth on such statement. Learning Community will, after review and approval of the statement submitted by District, remit the final monthly payment to District within 30 days after receipt of the final report; provided, however, that the amount remitted in the final installment will not result in the total amount paid to District exceeding either the lesser of the budget amounts reflected on Exhibit B of the Agreement or the total amount of Program expenses actually incurred by or on behalf of District in the performance of the services related to the Program. If, at the conclusion of the Program Term, upon receipt and review of the final report, Learning Community has, after application of all remittances made pursuant to Section 6.a. of the Agreement, made payments to District which exceed the total amount

of Program expenses actually incurred by or on behalf of District, District will refund to Learning Community the amount by which the total remittances made by Learning Community exceed total expenses actually incurred.

c. The amount(s) to be paid by Learning Community as provided under Section 6.a and 6.b. shall constitute the entire amount of funding by Learning Community for the Program. Learning Community shall not be liable for any further costs, including, but not limited to, such items as overhead, social security, pension, employment compensation, taxes, or any other expenses, incurred by District in the performance of the services related to the Program.

d. Learning Community reserves the right to withhold or suspend any payment(s) to be made by Learning Community pursuant to this Agreement, or to require a total or partial refund of Learning Community funds, if, as determined by Learning Community in its sole discretion, such action is necessary: (i) because District has not complied with the terms and conditions of this Agreement; (ii) to protect the purposes and objectives of the Program as represented in its Proposal; or (iii) to comply with the requirements of any law or regulation applicable to Learning Community, District, or the Program.

e. District expressly agrees and acknowledges that the enactment of legislation by the Nebraska Legislature subsequent to the date of this Agreement which either eliminates or reduces the levy authority of Learning Community pursuant to Neb. Rev. Stat. § 77-3442(2)(i) may result in the termination of this Agreement by Learning Community in accordance with Section 10 herein.

#### 7. Reporting.

a. Within 60 days of the termination of the Program or expiration of the Program Term, whichever occurs first, District shall collect and report to the Buffett Institute's evaluation team comprised of the Buffett Institute, the University of Nebraska Lincoln, the Munroe-Meyer Institute for Genetics and Rehabilitation, University of Nebraska Medical Center, or such other qualified third-party evaluator retained by Learning Community who is compliant with the Family Educational Rights and Privacy Act, as amended ("FERPA") (all members of the evaluation team collectively referred to as the "Evaluator"), specified demographic and Program evaluation data, as follows: (i) that data specified in the Program; and (ii) data mutually agreed upon by District, Learning Community and Evaluator. Learning Community acknowledges and agrees that any personally identifiable student information obtained by Evaluator from District pursuant to this Agreement is subject to FERPA, and in accordance with District's position thereon, such personally identifiable information shall not be disclosed to Learning Community, and Learning Community will not be provided access to such personally identifiable information.

b. Within 60 days of Program completion, District shall prepare and submit to Learning Community a written final Program report ("Report"). The Report shall include a narrative description of Program's activities and accomplishments, including progress made on student learning outcomes and evaluation data described in the Program, and a detailed accounting of all expenditures made from payments received pursuant to Section 6.a. Said Report shall be submitted to the ELC ED. At the request of the Learning Community, District shall make a live presentation of the Report to the Learning Community Coordinating Council, Achievement Subcouncil No. 4, and the Elementary Learning Centers Task Force.

#### 8. Obligations of District.

a. District is responsible for administering and conducting the Program in accordance with the District's Proposal and this Agreement and for maintaining documentation of all actions taken and expenditures incurred with regard to the Program. District acknowledges that failure to comply with the requirements of this Agreement could result in suspension or termination of the Program Amount by Learning Community and could result in District being required to return Learning Community funds to Learning Community.

b. The ELC ED, or other designated representative of the Learning Community, will be permitted to conduct pre-arranged site visit(s) to the Program during the Program Term in order to evaluate the Program, the provision of services, and the administration and implementation of the Program. For purposes of this Section 8.b, such site visits shall be scheduled by the ELC ED, or other designated representative of the Learning Community, with District not less than 24 hours in advance.

c. Absent express approval from Learning Community, funds provided by Learning Community pursuant to this Agreement shall be accounted for separately in the financial books and records of District. District shall be responsible for establishing and maintaining adequate financial records for the Program, which records shall include a systematic accounting of the receipt and disbursement of Learning Community funds, and shall retain original substantiating documents related to specific expenditures of Learning Community funds and shall make these records available for review by Learning Community, or its designated representatives, upon request. District shall keep all financial records with respect to this Program for at least four (4) years following the year during which the Program Term ended. Learning Community, or a designated representative thereof, reserves the right, upon prior written notice, to audit District's books and records relating to the expenditure of any funds provided by Learning Community related to the Program.

d. District shall assure that all District employees providing services in conjunction with the Program shall have the appropriate credentialing or other licenses required by state law. District shall require, via contract with any contracted provider of Program services, that such third party shall require that its employees have the appropriate credentialing or other licenses required by state law.

e. District shall conduct, for its employees providing Program services who will, or may, directly interact with children a criminal background check, a national sex offender registry check, and a Nebraska Sex Offender Registry check, and District shall require, via contract with any contracted provider of Program services, that such third party conduct said checks on all officers, employees and volunteers of said contracted provider involved with the Program who will, or may, directly interact with children. Neither District nor, if applicable, a contracted entity shall knowingly permit the involvement with the Program of any officer, employee or volunteer of said entity who does not pass all checks.

f. If applicable, District shall assure that all entities with whom District contracts to provide services for the Program have a license to operate in Nebraska.

g. District shall procure and maintain at all times during the Program Term, and, if applicable, shall require that all contracted service providers with whom District contracts for the Program procure and maintain at all times during the Program Term, the following minimum types and amounts of insurance:

i. Commercial General Liability insurance providing coverage to District and naming the Learning Community as Additional Insured on a primary and non-contributing

basis, including completed operations, with limits of not less than \$1,000,000 per occurrence, \$2,000,000 general aggregate, \$2,000,000 product and completed operations aggregate, and \$1,000,000 personal and advertising injury. District shall waive its rights of recovery against the Learning Community and will obtain such waiver of subrogation from its insurer. Such waiver of subrogation shall be endorsed to the policy in favor of the Learning Community;

ii. Sexual Abuse & Molestation coverage with a limit of not less than \$500,000 each occurrence and \$1,000,000 in the annual aggregate;

iii. Professional or Educator's Legal Liability insurance with a limit of not less than \$1,000,000 each claim;

iv. Automobile Liability insurance with a combined single limit for bodily injury, death and property damage of not less than \$1,000,000 per accident, which coverage shall apply to all owned, hired and non-owned vehicles used by District, its employees, agents, representatives, volunteers in conducting the Program;

v. Workers' Compensation Insurance covering District and its employees for all costs and statutory benefits and liabilities under the Nebraska Workers Compensation Act and any similar laws for its employees, and Employer's Liability Insurance with limits of not less than \$100,000 each employee injury, \$100,000 each employee disease, and \$500,000 policy limit for all accident injury or disease. District shall waive its rights of recovery and obtain such waiver of subrogation from its insurer in favor of the Learning Community; and

vi. Umbrella / Excess Liability Insurance with limits of not less than \$1,000,000 each occurrence which shall provide additional liability coverage in excess of the Commercial General Liability, Auto Liability and Employer's Liability.

Before District or any contracted service provider shall be permitted to begin work or provide services, District and all such contracted service providers shall provide Learning Community with evidence of such insurance issued on a standard ACORD Certificate of Insurance as will meet all insurance requirements stated in this Agreement. It is the sole responsibility of District and any contracted service provider to provide Learning Community with written notice should any required insurance pursuant to this section be cancelled or non-renewed. Failure of District or a contracted service provider to provide and maintain all insurance required, or failure to provide written notice, shall not relieve District or such contracted service provider of its obligation under this Agreement.

By requiring insurance under this Agreement, Learning Community does not represent that the coverage and limits required will necessarily be adequate to protect the District or its contracted service providers for all claims or amounts of loss. Such coverage and limits shall not be deemed or construed to be any limitation of the District's, or its contracted service provider's, liabilities under any indemnification obligations provided to Learning Community under this Agreement.

h. Learning Community may include information regarding the Program in any external communications of the Learning Community and the District may acknowledge that the Learning Community provided funding support for the Program in any of its external communications. Learning Community may include information regarding the Program, any photographs provided by

the parties, and any general information about the parties and their activities in any external communications of Learning Community; provided, however, that the use of any photographs of any of the District's students complies with the Family Education Records Protection Act (FERPA) and Learning Community shall not use any District logos or trademarks without the prior approval of District.

9. Warranties & Representations. District hereby warrants and represents to Learning Community that:

a. The Program and use of Learning Community funds will comply with the terms of this Agreement, as well as all applicable laws, rules and regulations applicable to District and the Program.

b. There is no fact known to District, its board members, officials, employees, representatives or agents which would materially affect the decision of Learning Community to enter into this Agreement which had not been disclosed to Learning Community.

c. District is responsible for administering the Program in accordance with this Agreement and for maintaining documentation of all actions taken and expenditures incurred with regard to the Program. District acknowledges that failure to comply with the requirements of this Agreement could result in suspension or termination of the Program Amount by Learning Community and could result in District being required to return Learning Community funds to Learning Community.

10. Termination. Either party may terminate this Agreement, with or without cause, at any time upon sixty (60) days prior written notice to the other party; provided, however, that performance may be terminated with immediate effect by Learning Community upon delivery of written notice to District if Learning Community determines, in its sole discretion, that District is in breach of this Agreement.

11. Notice. Any notice required to be given by this Agreement shall be sufficient if communicated in writing and sent by hand delivery or by certified United States Mail, postage prepaid, or by facsimile transmission. Notice shall be given as follows:

If to Learning Community:	Chief Executive Officer Learning Community of Douglas and Sarpy Counties 1612 North 24 <sup>th</sup> Street Omaha, Nebraska 68110 FAX: (402) 964-2478
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If to District:	Dr. James Sutfin, Superintendent Millard Public School District 5606 South 147 <sup>th</sup> Street Omaha, Nebraska 68137
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or to such other address as any party hereto may, from time to time, give notice of to the other party in the above manner.

12. Independent Contractor. The parties hereto are independent contractors in their relationship to one another and are not, by virtue of this Agreement or otherwise, made agents,

(except for the limited purposes of Section 13, below), employees, employers, or joint ventures of one another. Neither party shall have any authority to bind the other party hereto.

13. Indemnification. For the limited purposes of this Section 13, the Parties acknowledge and agree that Learning Community shall be considered an agent of District. To the extent permitted by law, specifically, Neb. Rev. Stat. § 79-516, the District covenants and agrees to indemnify and hold harmless Learning Community, its Council members, officers, consultants, agents, employees and representatives, and their successors and assigns, individually and collectively, (collectively, the “Indemnified Parties”) from and against any and all costs, expenses, liabilities, losses, damages, suits, actions, fines, penalties, demands or claims of any kind, including, but not limited to, attorney’s fees, in any way arising out of or based upon the negligent or willful acts or omissions of District, its employees or agents in administering the Program as specified in this Agreement, and District further agrees to pay all expenses in defending against any claims made against the Indemnified Parties to the extent permitted by law, specifically, Neb. Rev. Stat. § 79-516; provided, however, that District shall not be liable for any injury, damage or loss occasioned by the negligence or willful misconduct of the Indemnified Parties.

14. Non-Discrimination. The parties to this Agreement shall not, in the performance of this Agreement, discriminate or permit discrimination in violation of federal or state laws or local ordinances because of race, color, religion, sex, sexual orientation, national origin, disability, age, marital status, citizenship status, or economic status.

15. Governing Law. This Agreement shall be interpreted according to the law of the State of Nebraska.

16. Citizenship Verification. District agrees and acknowledges that it shall use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska pursuant to Neb. Rev. Stat. § 4-108 to 4-114, as amended.

17. Compliance with Applicable Laws. The parties hereto shall comply with all applicable federal, state and local laws and ordinances applicable to the Program, including, but not limited to, FERPA and Neb. Rev. Stat. § 84-712 to 84-712.09, as amended.

18. Amendment. This Agreement may only be amended or modified by written agreement of all parties hereto. The parties hereto agree that amendments or modifications to the Program services, activities or budget which do not increase the total Program Amount set forth in this Agreement may be approved on behalf of Learning Community by Learning Community’s Chief Executive Officer or Executive Director.

19. Severability. Should any part hereof or any sections of this Agreement be rendered or declared illegal, invalid or unenforceable by any court of competent jurisdiction, the remaining portions of this Agreement shall not be affected thereby.

20. Waiver. Any waiver by either party of a breach of any provision of this Agreement shall not operate as or be construed as a waiver of any other provision or any subsequent breach.

21. Assignment. This Agreement may not be assigned or transferred by either party to this Agreement except by written agreement of the non-assigning party.

22. Time is of the Essence. The Parties acknowledge and agree that time is of the essence with respect to the final execution of this Agreement. As such, in the event District fails to provide Learning Community with an executed copy of this Agreement within sixty (60) days of District's receipt of the same, Learning Community may, in its discretion, cancel the Agreement. At the discretion of Learning Community, this may result in the funding identified in this Agreement being reallocated to other districts within the subcouncil.

23. Entire Agreement. This Agreement, together with any exhibits or schedules hereto, which are incorporated herein by this reference, constitutes the entire agreement between the parties as to the subject matter hereof, and replaces all prior written and oral statements and understandings.

*[Signature page follows]*

IN WITNESS WHEREOF, this Agreement has been executed in duplicate on the respective dates set forth below.

**DOUGLAS COUNTY SCHOOL DISTRICT NO. 17,**  
**aka MILLARD PUBLIC SCHOOL DISTRICT, a**  
Nebraska political subdivision

**LEARNING COMMUNITY OF DOUGLAS AND**  
**SARPY COUNTIES, a Nebraska political**  
subdivision

By: \_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

Its: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_



**PARTICIPANT AGREEMENT**

Exhibit "A"

Proposal



## LEARNING COMMUNITY OF DOUGLAS AND SARPY COUNTIES

### Superintendents' Early Childhood Plan Proposal

Summary			
<b>Electronic File Name:</b>	2019-2020.MillardPublicSchools Learningcommunitybudget		
<b>School District/Organization Name:</b>	Millard Public Schools / Sandoz & Cody Elementary		
<b>Program Name:</b>	Superintendents Early Childhood Plan for Millard – Sandoz and Cody Elementary		
<b>Program Category</b> (choose only one)	<input checked="" type="checkbox"/> Full Implementation Birth – Third Grade <input type="checkbox"/> Professional Development <input type="checkbox"/> Technical Assistance		
<b>Amount Requested:</b>	\$228,897.00		
<b>Program Start Date:</b>	September 1, 2019	<b>Program End Date:</b>	August 31, 2020
<b>Please complete the following fields, as applicable:</b>		<b>Total Cost of Program:</b>	\$274,397.00
<b># of Weeks Per Year of Program:</b>	36	<b># Program Hours Per Week:</b>	30
<b># of Students in Program:</b>	490	<b>Cost Per Child Per Program Hr:</b>	\$560.00
		<input checked="" type="checkbox"/> By submission of this proposal, Buffett Institute acknowledges that the school district / organization has been made aware of its obligation to fully participate in an external evaluation and to otherwise share program information with the Buffett Institute evaluation team.	
		If the anticipated participant is <u>not</u> a school district, Buffett Institute has or will provide <u>all</u> of the following: <input type="checkbox"/> letter of support from cooperating school district, <input type="checkbox"/> most recent organization audit from the organization's legal fiscal agent, and <input type="checkbox"/> copies of accreditation or credentials of program staff supporting organizations' ability to deliver program.	
		<input checked="" type="checkbox"/> Complete the budget summary included as Attachment A	
<b>Executive Summary:</b> Describe how services will be delivered, population to be served and organizational experience and capacity in the space to the right.	<p>Cody and Sandoz Elementary will continue to serve as full implementation sites of the birth-third grade approach for the Superintendents' Early Childhood Plan. The full implementation option is an opportunity to both connect and strengthen our existing early childhood programs to provide seamless support for our students and families through the primary years. This program will be designed to serve young children from birth through third grade who are living in high concentrations of poverty.</p> <p>Our goals for full implementation at Cody and Sandoz include aligning systems of education and care that begin early and continue through elementary school to provide strong foundations for academic success. Specifically:</p> <ul style="list-style-type: none"> <li>• Close the "gap" (achievement, knowledge, language, access).</li> <li>• Develop a strong understanding of social emotional competence, oral language and vocabulary, and cognitive development from birth through the primary years.</li> <li>• Improve early childhood and elementary school teaching and learning through job embedded, focused and sustained professional development.</li> <li>• Participate in opportunities for instructional coaching, modeling and reflective practice. Improve early childhood and elementary school teaching and learning through aligned curriculum, instruction and assessment.</li> <li>• Enact improvement efforts that build upon the best practices of early childhood to strengthen our instructional programs in grades K-3 with a focus on literacy/numeracy, language and social emotional learning.</li> </ul>		

	<ul style="list-style-type: none"> <li>• Develop systems to facilitate family participation and education.</li> <li>• Define a process for evaluating the impact on teaching, learning and achievement.</li> </ul> <p>Services at Sandoz are delivered via:</p> <ul style="list-style-type: none"> <li>• Birth-age 3 home visiting staff, research-based curriculum, and school-based parent-child socialization groups.</li> <li>• Family facilitators to support continued home visiting and to help build strong family-school partnerships.</li> <li>• Professional development and coaching that involves learning, applying and documenting instructional approaches designed to close the achievement gap.</li> <li>• Stipends for staff who are not on contract during professional development sessions, or substitute teacher pay.</li> </ul> <p>Services at Cody are delivered via:</p> <ul style="list-style-type: none"> <li>• Birth-age 3 home visiting with a research-based curriculum.</li> <li>• School-based parent-child socialization groups.</li> <li>• Strong family-school partnerships.</li> <li>• Personal visits for children and families starting at age 3 and until they enter preschool.</li> <li>• Professional development and coaching that involves learning, applying and documenting instructional approaches designed to close the achievement gap.</li> <li>• Stipends for staff who are not on contract during professional development sessions, or substitute teacher pay.</li> </ul>
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Contact Information for School District / Organization	
<b>Name and Title:</b>	Dr. Heather Phipps, Associate Superintendent of Educational Services
<b>School District / Organization:</b>	Millard Public Schools
<b>Email:</b>	<a href="mailto:ephipps@mpsomaha.org">ephipps@mpsomaha.org</a>
<b>Phone:</b>	(402) 715-8306
<b>Street Address:</b>	5606 S. 147 <sup>th</sup> Street
<b>City, State and ZIP Code:</b>	Omaha, NE 68137

**PARTICIPANT AGREEMENT**

Exhibit "B"

Program Budget

<b>PROGRAM BUDGET</b>		
<b>Program Revenue and Request</b>	<b>Amount</b>	<b>Comment</b>
Non-Learning Community Revenue (including in-kind)	\$ 45,500.00	
Learning Community Request	\$ 228,897.00	
<b>Total Program Revenue</b>	<b>\$ 274,397.00</b>	
<b>Program Expenses</b>		
<b>Program Expenses</b>	<b>Amount</b>	<b>Comment</b>
Salaries & Wages Home Visitor salary Family Facilitator salary	\$ 116,625.00	2% increase over 2018-19 amount
Insurance Benefits	\$ 78,054.00	2% increase over 2018-19 amount
Transportation Costs	\$ 2,000.00	Same as 2018-19 rate
Professional Learning	\$ 26,218.00	2% increase over 2018-19 amount; specify allocation within categories below
Teacher Stipends		
Conference fees/travel		
Substitute teacher		
Training	\$	
Equipment	\$	
Supplies	\$ 6,000.00	Same as 2018-19 amount
Printing & Copying	\$	
Telephone & Internet	\$	
Postage	\$	
Rent & Utilities	\$	
In-Kind	\$ 45,500.00	In-kind includes a portion of administrative salaries (principal, coordinator, director, etc.), a portion of support staff (secretaries, accountant), space, materials & interpreters.
Other (please specify)	\$	
<b>Total Program Expenses</b>	<b>\$ 274,397.00</b>	

Total Cost of Program	# of Weeks Per Year of Program	# of Children in Program	Cost Per Child Per Program Year
\$274,397.00	36	490	\$560.00

**Total Allocation from Learning Community for this Program = \$228,897.00**

A handwritten signature in black ink, appearing to read "D. J. Bell", is centered on the page.

## AGENDA SUMMARY SHEET

<b>AGENDA ITEM:</b>	Advanced Placement Program Report
<b>MEETING DATE:</b>	October 7, 2019
<b>BACKGROUND/ DESCRIPTION:</b>	<p>Supporting data indicates that the Advanced Placement culture continues to serve many of our high school students.</p> <ul style="list-style-type: none"> <li>• The number of students taking an AP Exam increased from 2204 during the 2017-18 school year to 2215 last school year.</li> <li>• Of our 2019 Millard graduates, 59% completed at least one AP course while in high school.</li> <li>• The number of AP Scholars remained strong with 527 students named as scholars as a result of 2018-2019 testing. Included in the 527 AP Scholars, 153 students received AP Scholars with Distinction. The male State Scholar was from Millard West High School.</li> </ul> <p>The financial support provided by the Millard Public Schools Foundation continued to assist in the exam costs taken during the 2018-2019 school year.</p> <ul style="list-style-type: none"> <li>• The cost of taking an AP exam in 2019 was \$94.00. Beginning with the 2011-2012 school year, the Foundation has paid for all AP exams not funded through UNO Dual Enrollment course registration. In 2018-2019 this was a financial commitment of \$344,738, which includes fee reductions. This is a decrease of \$17,350.</li> <li>• Beginning with the 2016-2017 year, the Foundation no longer funds AP Exams for courses that we do not offer or for courses in which a student is not enrolled.</li> </ul>
<b>ACTION DESIRED:</b>	Information Only
<b>POLICY/ STRATEGIC PLAN:</b>	<p>The 2004 Strategic Plan established action plans calling for the creation of an AP culture. The 2009 Strategic Plan called to support promoting personal excellence, increasing student achievement, and engaging students. In the 2018 Strategic Plan the parameter “We will always expect each student to set and achieve challenging educational and career goals tailored to his/her abilities, interests, and aspirations.” was added to emphasize this continued focus. This report is one way we measure our Strategic Objective: The percentage of students participating in and performing at high levels on measures of national and/or international educational excellence will increase annually.</p>
<b>RESPONSIBLE PERSONS:</b>	Dr. Heather Phipps, Dr. Anthony Weers, and Dr. Melanie Olson
<b>SUPERINTENDENT’S APPROVAL:</b>	



### **Points of Interest**

- The number of students taking AP exams continues to increase, 2,215 students took AP exams in 18-19 compared to 2,204 students in 17-18.
- Of the 3907 exams that Millard students took, 59% earned a score of 3, 4, or 5.
- The number of students recognized by College Board as AP Scholars remained strong at 527 students.
- In 2018-2019, the male Nebraska State Scholar was from Millard West High School.
- Of our 2019 Millard graduates, 59% completed at least one AP course while in high school.
- In 2018-2019, Millard students accounted for 26% (2907/15,273) of the exams taken in Nebraska.
- During the 2018-2019 academic year, Millard high schools provided 26 of the 38 possible AP courses.
- Students took a total 3907 Advanced Placement exams. Forty-nine AP exams were taken in areas for which AP courses are not currently offered in Millard.

### **Number of AP Exams taken in Millard**

	North High School			South High School			West High School			District Totals		
	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19	16-17	17-18	18-19
<b>Course Completion</b>	1518	1486	1549	1334	1381	1499	1608	1555	1425	4460	4422	4473
<b>Test Enrollment*</b>	1471	1499	1512	1142	1248	1329	1303	1265	1017	3916	4012	3858
<b>No Course Test Enrollment**</b>	8	8	21	15	25	20	2	3	8	25	36	49
<b>Total Tests Taken</b>	1479	1507	1533	1157	1273	1349	1305	1268	1025	3941	4048	3907

\* Number of tests taken for courses offered in Millard. Students may take an AP Exam without enrolling in the corresponding course.

\*\* Number of tests for which no AP course is offered in Millard, not included in the Test Enrollment counts.



### **Advanced Placement Strategy & Action Plans**

The 2004 Strategic Plan established action plans that were activated in 2005 calling for the creation of an AP culture, providing systematic training and support for AP teachers, and ensuring the AP curriculum for AP courses is aligned with College Board standards for Advanced Placement exams.

The 2009 Strategic Plan including Strategy 2, Action Plan 3 call to actively engage students, families and staff to improve student achievement and attain personal excellence, and Strategy 4, Action Plan 4 to utilize instructional best practices, formative and summative assessments, and student data designed to ensure high achievement for all students and all demographic subgroups, which both support promoting personal excellence, increasing student achievement, and engaging students. Advanced Placement<sup>®</sup> courses provide the opportunity for students to achieve personal excellence by engaging in rigorous courses. In the 2018 Strategic Plan the parameter “We will always expect each student to set and achieve challenging educational and career goals tailored to his/her abilities, interests, and aspirations.” was added to emphasize this continued focus.

### **Advanced Placement<sup>®</sup> Courses**

Advanced Placement<sup>®</sup> Courses follow the curriculum recommendations of the College Board. The course and corresponding exam provide for a rigorous, fast paced, college level class. During the 2018-2019 school year, Millard offered 26 Advanced Placement<sup>®</sup> courses. Courses are listed below with the number of exams taken.

- English Language & Composition: 452
- English Literature & Composition: 252
- German Language: 27
- French Language: 20
- Spanish Language: 85
- Computer Science Principles: 33
- Latin Vergil: 16
- Statistics: 258
- Calculus AB: 184
- Calculus BC: 136
- Computer Science A: 35
- Chemistry: 77
- Comparative Govt. & Politics: 11
- Biology: 114
- Environmental Science: 40
- Physics 1: Algebra-Based: 160
- Physics 2: Algebra-Based: 71
- United States Govt. & Politics: 283
- World History: 385
- United States History: 403
- European History: 44
- Psychology: 188
- Human Geography: 447
- Macroeconomics: 65
- Microeconomics: 54
- Music Theory: 18

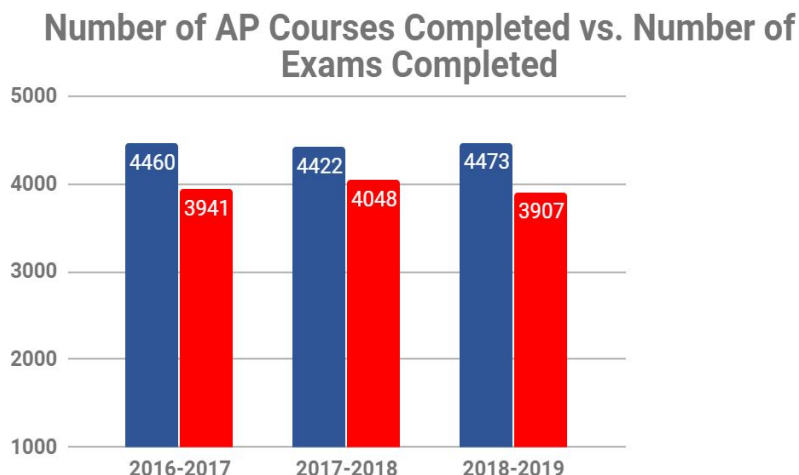
Students may elect to take exams even though the District does not provide a corresponding course. Forty-nine non-course exams were completed by Millard students during 2018-2019.

Examples this past year included: Art History (2), Chinese Language and Culture (11), Physics C: Electricity and Magnetism (14), Physics C: Mechanics (20), Italian (1), and Spanish Literature (1).

### Student Course and Test Enrollment

Overall, there has been an increase in completion of Advanced Placement® classes since the AP Plan was implemented. AP course enrollment increased by 47 while exam completion decreased by 141 in the 2018-2019 school year as noted in the chart below. The focus of testing is to provide students the opportunity to take a national test, which is utilized as a measure to predict success in college. Students may compare their test results with students nationally who are taking the same exam.

The chart below shows the number of students as a district who completed AP courses compared to the number of exams taken as a result of participation in the provided courses.



During the 2018-2019 school year, 2215 students took 3907 AP Exams. This represents an increase of 11 students and a decrease of 141 exams from the 2017-2018 school year. The chart below shows the number of students who took an AP course and the number of students who took an AP Exam in the 16-17, 17-18, and 18-19 school years.

<b>Number of Students Taking AP Courses and AP Exams</b>												
	<b>2016-2017</b>				<b>2017-2018</b>				<b>2018-2019</b>			
	NHS	SHS	WHS	Dist	NHS	SHS	WHS	Dist	NHS	SHS	WHS	Dist
# of students taking one or more AP course	860	798	896	2554	847	760	848	2455	904	799	828	2531
# of students taking one or more AP Exam	799	697	765	2261	804	698	702	2204	843	729	643	2215

The following table documents the number of Millard graduates who completed at least one AP course while in high school.

<b>Graduates Who Took at Least One AP Course</b>				
<b>Year of Graduation</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Number of graduates who completed at least one AP course	875	936	1024	1096
Total Number of Graduates	1605	1759	1735	1852
Percent of graduates who completed at least one AP course	54.5%	53%	59%	59%

### **Test Scores**

Advanced Placement<sup>®</sup> Examination grades are reported on a five-point scale as follows:

- 5 = Extremely well qualified;
- 4 = Well qualified;
- 3 = Qualified;
- 2 = Possibly qualified;
- 1 = No recommendation

These grade categories are designed to reflect achievement scores in the AP course that is analogous to performance in a comparable college course. 59% percent of the exams taken by Millard students had a score of 3, 4 or 5 in 2018-2019 compared with 58% in 2017-2018.

<b>Comparison of Local, State, and Global Percentages of Exams Earning 3, 4, 5</b>						
	2017-2018			2018-2019		
	Local	State	Global	Local	State	Global
Percent of Exams Earning 3, 4, 5	58%	56%	63%	59%	57%	62%

### **AP Scholars**

The College Board recognizes students who have distinguished themselves academically by announcing AP award recipients.

- AP Scholars = Scores of 3 or higher on 3 or more AP exams (full year courses)
- AP Scholars with Honors = Average score of 3.25 or higher on all AP exams taken and scores of 3 or higher on 4 or more exams (full year courses)
- AP Scholars with Distinction = Average score of 3.5 on all AP exams taken and scores of 3 or higher on 5 or more exams (full year courses)

<b>Number of Millard Students Recognized as College Board Scholars</b>									
09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
223	254	296	347	348	395	477	479	534	527

Included in the 527 scholars for the district were 112 students recognized as AP Scholars with Honors and 153 students achieved AP Scholars with Distinction.

In addition, the College Board designates 2 State Scholars per state, one male and one female, with grades of 3 or higher on the greatest number of AP Exams, and then the highest average grade (at least 3.5) on all AP Exams taken. The 2018-1 Nebraska State Male Scholar was from Millard West High School.

The College Board designates National AP Scholars to students who receive an average score of at least 4 on all AP Exams taken, and scores of 4 or higher in eight or more of these exams. This past year, NHS had twenty-one, WHS had five, and SHS had four for a district total of thirty, which was an increase of two from 2017-2018.

#### **MPS Foundation Advanced Placement® Support**

As the number of Millard students taking AP Exams has increased, a greater need for financial support has continued. The financial support provided by the Millard Public Schools Foundation continued to assist in paying for exams taken during the 2018-2019 school year. The cost of taking an AP exam in 2019 was \$94.00. Beginning with the 2011-2012 school year, the Foundation paid for all AP exams for which students completed a class and not funded through UNO Dual Enrollment course registration.

	<i>Amount Funded</i>	<i>Number of Exams</i>	<i>Number of Students</i>
2018-2019	\$344,738.00	3807	2356
2017-2018	\$362,088.00	3852	1982
2016-2017	\$ 342,891.00	3687	2013
2015-2016	\$ 328,000.00	3604 of 3701*	2321
2014-2015	\$ 328,965.00	3615	2073
2013-2014	\$ 239,677.00	2693	1497
2012-2013	\$ 227,751.00	2559	1328
2011-2012	\$ 214,455.00	2465	1265
2010-2011	\$ 51,417.00	591	292
2009-2010	\$ 44,118.00	513	240
2008-2009	\$ 38,700.00	450	185
2007-2008	\$ 22,428.00	267	114

\*The Foundation allocated a fixed amount of \$328,000.00 to support AP exams taken in 2016.

## AGENDA SUMMARY SHEET

**Agenda Item:** Dual Enrollment Program Report

**Meeting Date:** October 7, 2019

**Background/  
Description:**

On August 11, 2003, Millard Public Schools approved the first dual enrollment options for students. Through this opportunity, students enroll in selected Advanced Placement<sup>®</sup> courses take the course for high school credit and, at the same time, pay tuition and receive transferable credit through UNO.

Dual enrollment opportunities now include seven non-Advanced Placement<sup>®</sup> courses at UNO and courses completed through Metropolitan Community College (MCC) by participation in a Millard Career Academy, an MCC Career Academy, or Early College. The ability to offer dual enrollment varies for each building every year based on teacher credentials and the criteria established by UNO and MCC.

The total savings through UNO and MCC due to reduced tuition of \$1,421,800 benefits students, their families and the MPS Foundation. The MPS Foundation paid \$42,500 for Early College Scholarships in 2018-2019.

The MPS Foundation has allocated \$50,000 for Early College Scholarships for 2019-2020.

**Action Desired:** Information Only

**Policy/**

**Strategic Plan Reference:** Strategic Plan Strategy 2

**Responsible Person(s):** Dr. Heather Phipps, Dr. Anthony Weers and Dr. Melanie Olson

**Superintendent's Approval:**



## Dual Enrollment Trends

<b>Dual Enrollment through Metropolitan Community College MCC and MPS Academies</b>					
	<b>North</b>	<b>South</b>	<b>West</b>	<b>Total Enrollments</b>	<b>Credits Earned</b>
2012-2013	288	258	447	993	4467
2013-2014	216	330	536	1082	4985
2014-2015	161	263	582	1006	4766
2015-2016	139	271	550	960	4605.5
2016-2017	217	305	612	1134	5305
2017- 2018	265	313	717	1295	6209
2018-2019	204	192	712	1108	5497.5

Dual enrollment tuition at Metropolitan Community College is \$48.00 per course for most career academy courses. Students who took Emergency Medical Technician (EMT), Accounting and Legal Issues for the Entrepreneur courses paid \$37.00 per credit hour. MCC tuition for a full time student is \$69.00 per credit hour. This represents a savings of \$326,143 for the 5497.5 MCC credits earned by Millard academy students.

<b>Dual Enrollment through Metropolitan Community College Early College</b>		
	<b>Students</b>	<b>Credits Earned</b>
2015-2016	215	3762
2016-2017	260	5998
2017-2018	453	7798
2018-2019	567	13063

Early College dual enrollment tuition at Metropolitan Community College was \$36 per course to create a savings of \$769,839 for the 13,063 MCC credits earned by Millard Early College participants.

The combined savings for all MCC dual enrollment opportunities is \$1,095,982 for the 18,560.5 MCC credits earned by Millard students.

<b>Dual Enrollment through University of Nebraska at Omaha</b>						
	<b>North</b>	<b>South</b>	<b>West</b>	<b>Acad</b>	<b>Total Enrollments</b>	<b>Credits Earned</b>
2012-2013	180	150	369		699	2501
2013-2014	264	182	380		826	2835
2014-2015	150	196	389		735	2554
2015-2016	179	219	305		703	2359
2016-2017	139	178	264		581	2033
2017-2018	106	151	210		493	1701
2018-2019	86	136	256	161	639	2175

Dual enrollment tuition at UNO is \$250 per course, regardless of the number of credits. UNO tuition for a full time undergraduate student is \$223.25 per credit hour. This represents a savings of \$325,818 for the 2175 UNO credits earned by Millard students.

The total savings through UNO and MCC due to reduced tuition of \$1,421,800 benefits students, their families and the MPS Foundation.

## Metropolitan Community College Early College

Early College students participate in an array of courses depending on individual progress toward fulfillment of requirements to earn a Millard diploma. The following table identifies the Millard courses that align with Metropolitan Community College courses to enable students to complete dual enrollment at Metropolitan Community College while fulfilling the requirements of a Millard diploma.

<b>MPS-MCC Course Alignment 2018-2019</b>	
<b>Millard Course</b>	<b>MCC Course</b>
Academic Seminar	Human Relations Skills
Algebra II A/B, Honors Algebra II A/B	Intermediate Algebra
AP Calculus AB A/B	Calculus I
AP English Language & Composition	English Composition I
AP English Literature & Composition	Introduction to Literature
AP French	Intermediate French III
AP German	Special Topics in German
AP Psychology	Introduction to Psychology
AP Spanish	Special Topics in Spanish
AP US History A	US History to 1877
AP US History B	US History 1865 to Present
Biology	Introduction to Biology
Calculus III/Differential Equations A	Calculus III
Calculus III/Differential Equations B	Differential Equations
Chemistry	College Chemistry
College Algebra, Pre-Calculus A or Honors Pre-Calculus A	College Algebra
Drawing	Elementary Drawing
Honors English 10 or English 11	American Literature I
Honors English 10 or English 11	English Composition I
Honors French III	Beginning French II
Honors German II	Elementary German I
Honors German IV/V	Elementary German II
Honors French IV/V	Intermediate French II
Honors Spanish IV/IV B	Intermediate Spanish II
Honors Spanish IV/V A	Intermediate Spanish I
Information Technology Applications	Information Systems and Literacy
Music Connections	Music Appreciation
Pre-Calculus B or Honors Pre-Calculus B	Trigonometry
Research Methods	English Composition II
Speech	Public Speaking
US Government & Economics, AP US Government	American National Government
World History A or AP World History A	World Civil. Prehistoric to 1500
World History B or AP World History B	World Civ. 1500 to Present

University of Nebraska- Omaha							
2018-2019 Courses	MNHS	MSHS	MWHS	MACAD	Total Students	Credit Hours	Total Credits
AP English Literature - 1	15	7	0	0	22	3	66
AP English Literature- 2	13	7	0	0	20	3	60
AP Calculus - 1 (AB/BC MATH 1950)	14	11	40	0	65	5	325
AP Calculus - 2 (BC MATH 1960)	1	6	7	0	14	5	70
AP US History - 1	0	6	27	0	33	3	99
AP US History - 2	0	5	22	0	27	3	81
AP European History - 1	0	0	0	0	0	3	0
AP European History - 2	0	0	0	0	0	3	0
AP Physics - 1	1	14	0	0	15	4	60
AP Physics - 1 LAB	1	14	0	0	15	1	15
AP Physics - 2	1	3	2	0	6	4	24
AP Physics - 2 LAB	1	0	3	0	4	1	4
AP Psychology	9	5	4	60	78	3	234
AP German	1	0	3	0	4	3	12
AP French	0	0	2	0	2	3	6
AP Spanish	0	1	16	0	17	3	51
AP Biology - 1	11	8	11	0	30	5	150
AP Biology - 2	9	7	11	0	27	5	135
AP Statistics	5	15	43	0	63	3	189
AP Environmental Science	0	0	0	0	0	4	0
AP Music Theory	0	0	0	0	0	3	0
AP US Govt-Comparative	0	0	1	0	1	3	3
AP US Govt - US	1	9	17	0	27	3	81
AP World History	0	0	33	0	33	3	99
<b>Non AP &amp; Academy Courses</b>							
Athletic Training & Sports Injuries Internship	3	1	0	0	4	3	12
Introduction to Business	0	0	0	0	0	3	0
Introduction to Spec.Educ.	0	0	0	23	23	3	69



World Religion	0	0	0	22	22	3	66
AP Micro Economics	0	7	5	19	31	3	93
AP Macro Economics	0	10	6	16	32	3	96
Introduction to Education	0	0	0	21	21	3	63
Calculus III	0	0	3	0	3	4	12
<b>Total</b>	<b>86</b>	<b>136</b>	<b>256</b>	<b>161</b>	<b>639</b>		<b>2175</b>

<b>2017-2018 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students (enrollments)</b>	<b>Credit Hours</b>	<b>Total Credits</b>
AP English Literature - 1 ENGL 1010	6	11	2	19	3	57
AP English Literature- 2 ENGL 1020	6	6	2	14	3	42
AP Calculus - 1 MATH 1950	11	10	24	45	5	225
AP Calculus - 2 MATH 1960	1	3	5	9	5	45
AP US History - 1 HIST 1110		9	20	29	3	87
AP US History - 2 HIST 1120		7	17	24	3	72
AP Physics - 1 PHYS 1110	7	25		32	4	128
AP Physics - 1 LAB PHYS 1154	5	2		7	1	7
AP Physics - 2 PHYS 1120		5	2	7	4	28
AP Physics - 2 LAB PHYS 1164			2	2	1	2
AP Psychology PSYCH 1010	9	13	12	36	3	108
AP German GERM 2120			3	3	3	9
AP French FREN 2120		1	4	5	3	15
AP Spanish SPAN 2120		1	7	8	3	24
AP Biology - 1 BIOL 1450	15	7	3	25	5	125
AP Biology - 2 BIOL 1750	13	5	2	20	5	100
AP Statistics CIST 2500	9	24	7	40	3	120
AP Environmental Science GEOG 1050	3			3	4	12
AP Music Theory	3		1	4	3	12

MUS 1400						
AP US Govt-Comparative PSCI 2500			4	4	3	12
AP US Govt - US PSCI 110	5		10	15	3	45
AP World History HIST 1010			19	19	3	57
<b>Non AP &amp; Academy Courses</b>						
Athletic Training & Sports Injuries Internship PE 3040	1	1	1	3	3	9
Introduction to Business				0	3	0
Introduction to Spec. Educ.	2	2	11	15	3	45
World Religion RELI 1010	4	4	18	26	3	78
AP Micro Economics ECON 2200	2	6	9	29	3	87
AP Macro Economics ECON 2220	0	5	7	24	3	72
Introduction to Education TED 1010	4	4	18	26	3	78
Total	106	151	210	493		1701
<b>2016-2017 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students</b>	<b>Credit Hours</b>	<b>Total Credits</b>
AP English Literature - 1	18	8	3	29	3	87
AP English Literature- 2	15	7	3	25	3	75
AP Calculus - 1	10	16	32	58	5	290
AP Calculus - 2	1	10	5	16	5	80
AP US History - 1	0	14	26	40	3	120
AP US History - 2	0	9	23	32	3	96
AP European History - 1	0	0	7	7	3	21
AP European History - 2	0	0	7	7	3	21
AP Physics - 1	5	8	0	13	4	52
AP Physics - 1 LAB	2	0		2	1	2
AP Physics - 2	0	0	5	5	4	20
AP Physics - 2 LAB	0	0	4	4	1	4
AP Psychology	14	14	18	46	3	138
AP German	1	1	4	6	3	18
AP French	0	0	4	4	3	12
AP Spanish	0	4	1	5	3	15
AP Biology - 1	18	17	4	39	5	195
AP Biology - 2	15	10	4	29	5	145
AP Statistics	14	21	13	48	3	144
AP Environmental Science	1	0	0	1	3	3
AP Music Theory	2	0	0	2	3	6
AP US Govt - US	4	0	4	8	3	24

AP Micro Economics	4	11	10	25	3	75
AP Macro Economics	2	6	10	18	3	54
AP World History	0	0	23	23	3	69
<b>Non AP &amp; Academy Courses</b>						
Athletic Training & Sports Injuries Internship		3	3	6	3	18
Introduction to Business	7	7	12	26	3	78
Introduction to Spec.Educ.	2	4	13	19	3	57
World Religion	2	4	13	19	3	57
Introduction to Education	2	4	13	19	3	57
Total	139	178	264	581		2033

### Metropolitan Community College

#### Millard Public Schools Career Academies

2018-2019 Courses	MNHS	MSHS	MWHS	Total Students	Credit Hours	Total Credits
English 11-College Comp I	5	8	29	42	4.5	189
American Literature I	5	8	29	42	4.5	189
Child Development (Education)	2	5	15	22	4.5	99
Pre-school Child Development	2	5	15	22	1.5	33
Professional Speaking	2	5	15	22	4.5	99
College Composition & Research	5	8	24	37	4.5	166.5
Behavior Modif. & Principles of Learning	4	3	14	21	4.5	94.5
Accounting I	3	3	14	20	8	160
Accounting II	4	3	10	17	4	68
Wealth Building & Personal Finance	3	3	14	20	4.5	90
Introduction to Entrepreneurship	3	3	14	20	4.5	90
Legal Issues for the Entrepreneur	3	3	14	20	4.5	90
Entrepreneurship Feasibility Study	4	3	10	17	4.5	76.5
Marketing for the Entrepreneur	4	3	10	17	4.5	76.5
Principles of Management	4	3	10	17	4.5	76.5
Principles of Marketing	4	3	10	17	4.5	76.5
Human Anatomy & Physiology	13	7	40	60	5	300
Medical Terminology I	13	7	40	60	4.5	270
Medical Terminology II	13	7	40	60	4.5	270
CPR and First Aid/AED	13	7	40	60	1	60
Foundations of Health Careers	13	7	40	60	4.5	270
Introduction Medical Law & Ethics	13	7	40	60	4.5	270
Nutrition in the Life Cycle	13	7	40	60	4.5	270
Disease Processes	13	7	40	60	4.5	270
Introduction to Business	0	3	3	6	4.5	27
Industrial Safety & Health	0	3	3	6	4.5	27
Introduction to Distribution	0	3	3	6	4.5	27
Mechanical Print Reading	1	5	10	16	4.5	72
Business Logistics	1	5	10	16	4.5	72

Purchasing & Material Management	1	5	10	16	4.5	72
Problem Solving	1	5	10	16	4.5	72
Long Term Care/Certified Nursing Assist.	10	12	28	50	6.5	325
Genetics	10	12	28	50	4.5	225
Emergency Medical Technician-Basic	10	12	28	50	10	500
Total	195	190	700	1085		5073
<b>2017-2018 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students</b>	<b>Credit Hours</b>	<b>Total Credits</b>
English 11-College Comp I	12	17	39	68	4.5	306
American Literature I	12	17	39	68	4.5	306
Child Development (Education)	4	4	18	26	4.5	117
Preschool Child Development	4	4	18	26	1.5	39
Professional Speaking	4	4	18	26	4.5	117
College Composition & Research	10	9	18	37	4.5	166.5
Behavior Modif. & Principles of Learning	2	4	12	18	4.5	81
Accounting I	6	6	10	22	8	176
Accounting II	6	6	10	22	4	88
Wealth Building & Personal Finance	6	6	10	22	4.5	99
Introduction to Entrepreneurship	6	6	10	22	4.5	99
Legal Issues for the Entrepreneur	6	6	10	22	4.5	99
Entrepreneurship Feasibility Study	4	6	9	19	4.5	85.5
Marketing for the Entrepreneur	4	6	9	19	4.5	85.5
Principles of Management	8	5	6	19	4.5	85.5
Principles of Marketing	12	11	15	38	4.5	171
Human Anatomy & Physiology	11	13	36	60	5	300
Medical Terminology I	11	13	36	60	4.5	270
Medical Terminology II	11	13	36	60	4.5	270
CPR and First Aid/AED	11	13	36	60	1	60
Foundations of Health Careers	11	13	36	60	4.5	270
Introduction Medical Law & Ethics	11	13	36	60	4.5	270
Nutrition in the Life Cycle	11	13	36	60	4.5	270
Disease Processes	11	13	36	60	4.5	270
Introduction to Business	8	13	21	42	4.5	189
Industrial Safety & Health	2	6	11	19	4.5	85.5
Introduction to Distribution	2	6	11	19	4.5	85.5
Mechanical Print Reading	2	6	11	19	4.5	85.5
Business Logistics	8	5	6	19	4.5	85.5
Purchasing & Material Management	8	5	6	19	4.5	85.5
Problem Solving	8	5	6	19	4.5	85.5
Long Term Care/Certified Nursing Assist.	10	15	32	57	6.5	370.5
Genetics	10	15	32	57	4.5	256.5
Emergency Medical Technician-Basic	10	15	32	57	10	570

Total	262	312	707	1281		6000
<b>2016-2017 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students</b>	<b>Credit Hours</b>	<b>Total Credits</b>
English 11-College Comp I	17	15	32	64	4.5	288
American Literature I	17	15	32	64	4.5	288
Child Development (Education)	2	4	13	19	4.5	85.5
Preschool Child Development	2	4	13	19	1.5	28.5
Professional Speaking	2	4	13	19	4.5	85.5
College Composition & Research	3	12	13	28	4.5	126
Behavior Modif. & Principles of Learning	2	7	13	22	4.5	99
Accounting I	7	7	12	26	8	208
Accounting II	7	7	12	26	4	104
Wealth Building & Personal Finance	7	7	12	26	4.5	117
Introduction to Entrepreneurship	7	7	12	26	4.5	117
Legal Issues for the Entrepreneur	7	7	12	26	4.5	117
Entrepreneurship Feasibility Study	1	4	8	13	4.5	58.5
Marketing for the Entrepreneur	1	4	8	13	4.5	58.5
Principles of Management	7	7	12	26	4.5	117
Principles of Marketing	7	7	12	26	4.5	117
Human Anatomy & Physiology	10	15	33	58	5	290
Medical Terminology I	10	15	33	58	4.5	261
Medical Terminology II	10	15	33	58	4.5	261
CPR and First Aid/AED	10	15	33	58	1	58
Foundations of Health Careers	10	15	33	58	4.5	261
Introduction Medical Law & Ethics	10	15	33	58	4.5	261
Nutrition in the Life Cycle	10	15	33	58	4.5	261
Disease Processes	10	15	33	58	4.5	261
Introduction to Business	8	5	7	20	4.5	90
Industrial Safety & Health	8	5	7	20	4.5	90
Introduction to Distribution	8	5	7	20	4.5	90
Mechanical Print Reading	1	5	7	13	4.5	58.5
Business Logistics	1	5	7	13	4.5	58.5
Purchasing & Material Management	1	5	7	13	4.5	58.5
Problem Solving	1	5	7	13	4.5	58.5
Long Term Care/Certified Nursing Assist.	4	10	22	36	6.5	234
Genetics	4	10	22	36	4.5	162
Emergency Medical Technician-Basic	4	10	22	36	10	360
Total	216	303	608	1127		5188.5
<b>Metropolitan Community College</b>						
<b>Metropolitan Community College Academies</b>						

<b>2018-2019 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students</b>	<b>Credit Hours</b>	<b>Total Credits</b>
Auto Collision Tech Yr 1 and 2	1		2	3	18	54
Auto Technology Yr 1 and 2			1	1	17.5	17.5
Criminal Justice			1	1	18	18
Diesel Technology Yr 1 and 2	2			2	14	28
Digital Cinema/Film Making			3	3	18	54
Electrical Technology Yr 1 and 2			1	1	26	26
Emergency Med. Tech (EMT)	1	1		2	27.5	65
Fire Science Tech Yr 1 and 2	3			3	20	60
Pre-Apprenticeship Plumbing				0	26.5	
Theatre Technology Yr 1 and 2	1			1	24	24
Utility Line Tech.				0	25.5	
Welding Tech Year I and 2	1	1	2	4	19.5	78
<b>Total</b>	<b>9</b>	<b>2</b>	<b>12</b>	<b>23</b>		<b>424.5</b>
<b>2017-2018 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students</b>	<b>Credit Hours</b>	<b>Total Credits</b>
Auto Body			2	2	18	36
Auto Tech			2	2	17.5	35
Criminal Justice	1		3	4	18	72
Film Making		1	2	3	18	54
Theatre Technology	1		1	2	24	48
Welding Tech Year I	1			1	19.5	19.5
<b>Total</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>14</b>		<b>209</b>
<b>2016-2017 Courses</b>	<b>MNHS</b>	<b>MSHS</b>	<b>MWHS</b>	<b>Total Students</b>	<b>Credit Hours</b>	<b>Total Credits</b>
Auto Tech		1	1	2	17.5	35
Criminal Justice			1	1	18	18
Diesel			1	1	14	14
Electrical Technology	1			1	24.5	24.5
Plumbing		1		1	25.5	25.5
Theatre Technology			1	1	24	
<b>Total</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>7</b>		<b>117</b>

**AGENDA SUMMARY SHEET**

**Agenda Item:** Legislative Standing Positions Report

**Meeting Date:** October 7, 2019

**Background/  
Description:** Each year the Board adopts Legislative Positions which guide the lobbying efforts on bills and amendments to bills.

**Action Desired:** Information Only

**Policy /  
Strategic Plan  
Reference:**

**Responsible Person(s):** Nolan Beyer

**Superintendent's Signature:**



## Millard Public Schools 2020 Standing Positions

1. The Millard Public Schools supports that school boards should set compensation for all district personnel (2018).
2. State and local taxpayers share the responsibility for the Pre-K through 12th grade educational program. The funding should reflect an adequate and equitable distribution of state revenue based on the unique needs of each district (2001, 2018).
3. The Millard Public Schools supports continuous improvement of safety and security for all aspects of the educational program (2017).
4. The Millard Public Schools supports legislation that holds all school Districts accountable for their results (2016).
5. The Millard Public Schools supports legislation that creates an incentive for districts to adopt programs which increase educational rigor and relevancy, including, but not limited to, programs of excellence (e.g. AP, IB, etc.), dual-enrollment courses, and career academies (2016).
6. The Millard Public Schools opposes legislation that establishes tuition tax credits, vouchers, and private charter schools. Rationale: The District has opposed all attempts to channel public money to private schools and circumvent the control of the local Board of Education (2015).
7. The Millard Public Schools supports legislation that would repeal the Learning Community Law. Rationale: The Learning Community is not necessary and is not benefiting students in the Metropolitan area or accomplishing the goals that were listed when it was established in 2008 (2012).
8. The Millard Public Schools supports the independence of established Class III school districts (2009).
9. The authority to levy for the general fund should remain with locally elected school boards. Rationale: Locally elected boards are in the best position to make decisions on levies and taxes (2009).
10. Locally elected school boards should have the ultimate authority to approve diversity and poverty plans. Rationale: Locally elected boards are more responsive to local needs (2009).
11. State aid decisions should not be reconsidered after the February 1<sup>st</sup> certification date. Rationale: School districts need time in order to make proper plans for funding school systems. The rules for state aid should not change after districts have established their budgets and levies (2009).
12. State funding should be sufficient to keep teacher's salaries regionally competitive (2003).
13. School districts should be encouraged to support ongoing maintenance of school buildings; therefore spending and levy restrictions should be removed from the building fund (2001).
14. Federal and state governments should never impose unfunded mandates (2001).
15. Local boards of education are accountable to their community for making decisions regarding the educational program and are in the best position to make decisions on curriculum, management and funding (2001).