

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

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at **6:00 p.m. on Monday, March 20, 2023** at Don Stroh Administration Building 5606 S. 147th St. Omaha, NE 68137.

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

Mike Kennedy
Secretary

3/17

ZNEZ

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

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

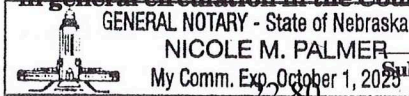
JASON W. HUFF and/or NIKLAUS STEWART

being duly sworn, deposes and say that they are the

PUBLISHER and/or 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
March 17, 2023

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



Subscribed in my presence and sworn to before
17th

Publisher's Fee \$ 22.80 me this 17th day of March 2023
Additional Copies \$
Total \$ 22.80

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

**ACKNOWLEDGMENT OF RECEIPT
OF NOTICE OF MEETING**

The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 6:00 P.M. on March 20, 2023, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

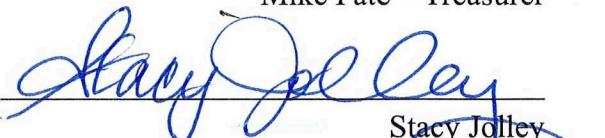
Dated this 20th day of March, 2023


Amanda McGill Johnson - President


Linda Poole - Vice President

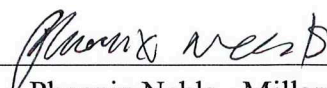

Mike Kennedy - Secretary


Mike Pate - Treasurer


Stacy Jolley


Lisa Schoenberger

CHARLOTTE PARKER
Charlotte Parker - Millard North


Phoenix Nehls - Millard South

Emily Ciesielski - Millard West

BOARD OF EDUCATION MEETING SIGN IN

March 20, 2023

NAME:

REPRESENTING:

Observing for
a Class? (Y/N)

Amy Butts

Kicker staff
to hear speech

Jessica Deden

UNO requirement

Will Ramsey

Omaha documentus

N

Xiaoli Brutter

Millard Employee

Mikayla Nielsen

UNO class

Reilly Schneider

UNO class

Tim ROYERS

MEA



**BOARD OF EDUCATION
MEETING**



March 20, 2023

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
MARCH 20, 2023
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. Showcase

E. 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.

F. Routine Matters

1. *Approval of Board of Education Minutes – March 6, 2023
2. *Approval of Bills and receive the Treasurer's Report and Place on File
3. Summary of the Board Committee of the Whole Meeting – March 13, 2023

G. Information Items

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

H. Unfinished Business - None

I. New Business

1. Administrator for Hire - Assistant Principal Central Middle School
2. Approval of Rule 4165.2: Human Resources – Certificated Staff – Contract Cancellation, Amendment, Renewal, Non-Renewal
3. Approval of Rule 4510.07: Human Resources - Perpetually Infectious Diseases
4. Approval of Rule 7100.4: Technology - Account Lifecycle Management
5. Reaffirm Policy 7500: Technology: Cellular Telephone, Telephone Equipment, and Telephone Systems - Acceptable Use
6. Approval of Rule 7500.1: Technology - Cellular Telephone, Telephone Equipment, and Telephone Systems
7. Approval of Rule 7500.2: Technology - Student Personal Digital Devices- Acceptable Use
8. Recognize Service Employees International Union Local 226 for the 2023-24 Custodial / Maintenance / Grounds Contract and Appoint the District's Bargaining Team
9. Approval of Contract for Central Middle School Rooftop Unit Replacement
10. Approval of Contract for Millard South High School Furniture Replacement
11. Approval of Retention Package for Employees

12. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda, Leave of Absence

J. Reports

1. Post Graduate Enrollment (Class of 2021), Degree Completion (Class of 2016), and College Preparatory (Class of 2019) Reports
2. Legislative Report

K. Future Agenda Items/ Board Calendar

1. Spring Break – No School April 3 - 7, 2023
2. District Office Closed on Friday, April 7, 2023
3. Committee of the Whole Meeting on Monday, April 10, 2023 at 6:00 p.m. at the DSAC
4. Board of Education Meeting on Monday, April 17, 2023 at 6:00 p.m. at the DSAC
5. Board of Education Meeting on Monday, May 1, 2023 at 6:00 p.m. at the DSAC
6. Employee Recognition Dinner on Wednesday, May 10, 2023 at UNO Scott's Center – Social at 5:30 p.m. and Dinner at 6:00 p.m.
7. Foundation Scholarship Event on Tuesday, May 9th at 6:00 p.m. at the Millard Airport
8. Committee of the Whole Meeting on Monday, May 8, 2023 at 6:00 p.m. at the DSAC
9. Board of Education Meeting on Monday, May 15, 2023 at 6:00 p.m. at the DSAC
10. High School Graduation on Saturday, May 27, 2023 at the Baxter Arena
MNHS at 9:00 a.m. / MSHS at 1:00 p.m. / MWHS at 5:00 p.m.

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

M. Adjournment

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
MARCH 20, 2023
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. Showcase

E. 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.

F.1* Motion by _____, seconded by _____, to approve the Board of Education Minutes from March 6, 2023.

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

F.3 Summary of the Board Committee of the Whole Meeting – March 13, 2023

G.1 Superintendent’s Comments

G.2 Board Comments/Announcements

G.3 Report from Student Representatives

H.1 Unfinished Business - None

I.1 Motion by _____, seconded by _____, to approve Trevor Wenger as the Assistant Principal at Central Middle School.

I.2 Motion by _____, seconded by _____, to approve Rule 4165.2: Human Resources – Certificated Staff – Contract Cancellation, Amendment, Renewal, Non-Renewal

I.3 Motion by _____, seconded by _____, to approve Rule 4510.7: Human Resources – Perpetually Infectious Diseases.

I.4 Motion by _____, seconded by _____, to approve Rule 7100.4: Technology - Account Lifecycle Management.

- I.5 Motion by _____, seconded by _____, to reaffirm Policy 7500: Technology: Cellular Telephone, Telephone Equipment, and Telephone Systems - Acceptable Use.
- I.6 Motion by _____, seconded by _____, to approve Rule 7500.1: Technology - Cellular Telephone, Telephone Equipment, and Telephone Systems.
- I.7 Motion by _____, seconded by _____, Rule 7500.2: Technology - Student Personal Digital Devices- Acceptable Use.
- I.8 Motion by _____, seconded by _____, that the District recognize Service Employees International Union Local 226 as the collective bargaining agent for custodial, maintenance, and grounds employees in the District for the 2023-24 contract and appoint the District's bargaining team as Chad Meisgeier, Kevin Chick, Mitch Mollring, and Jake Curtiss, with Chad Meisgeier as lead negotiator.
- I.9 Motion by _____, seconded by _____, that the contract for the Central Middle School Rooftop Unit Replacement be awarded to Fluid Mechanical, LLC in the amount of \$326,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- I.10 Motion by _____, seconded by _____, that the contract for the Millard South High School Furniture Replacement be awarded to Sheppard's Business Interiors, Meteor Education, and Virco on a per line item basis as set forth in the attached bid tab in the aggregate amount of \$ 389,624.10 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.
- I.11 Motion by _____, seconded by _____, to approve Retention Package for Employees as submitted.
- I.12 Motion by _____, seconded by _____, to approve Personnel Actions: Recommendation to Hire, Resignation Agenda, Leave of Absence.

J. Reports

1. Post Graduate Enrollment (Class of 2021), Degree Completion (Class of 2016), and College Preparatory (Class of 2019) Report
2. Legislative Report

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Please make sure a request form is given to the Board President before the meeting begins.

M. Adjournment

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

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO. 17

A meeting of the Board of Education of the School District No. 17, in the county of Douglas in the state of Nebraska was convened in open and public session at 6:00 p.m., Monday, March 6, 2023, at the Don Stroh Administration Center, 5606 South 147th Street.

Notice of this meeting was given in advance thereof by publication in the Daily Record on Friday, March 3, 2023 a copy of the publication is being attached to these minutes. Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgement of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of Education of this meeting. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

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

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

Mr. Kennedy arrived at 6:03 p.m.

Awards were presented to Employees of the Month Renee Broesch, Kindergarten Teacher at Abbott Elementary School and Pat Dober, Custodian at Andersen Middle School.

The Student Showcase highlighted Millard South cheerleading, Millard West cheerleading and Millard North dance team.

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

Motion was made by Mike Kennedy, seconded by Linda Poole, to approve the Board of Education minutes for February 6, 2023, and approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Mrs. Poole provided a summary of the Board Committee of the Whole Meeting on February 13, 2023.

Superintendent's Comments:

Dr. Schwartz said tomorrow is Nebraska Teacher Appreciation Day and is a great time to celebrate all the outstanding teachers in our district.

Dr. Schwartz said we are in the home stretch of the levy override election. All ballots must be received by 5:00 p.m. on March 14th which is a week from tomorrow. The election commission is recommending that all ballots are mailed by tomorrow to assure they are received by the deadline. Dr. Schwartz said he appreciates all the support of the staff, Millard Public Schools Foundation, and the Vote "Yes" group.

Board Comments:

Mr. Kennedy:

Mr. Kennedy congratulated all teachers and staff. Mr. Kennedy is disheartened by the nasty responses from the public regarding our teachers and district. Mr. Kennedy shared his frustration with the way school funding and the TEEOSA is handled by our legislature. Mr. Kennedy urges the community to get out and vote.

Mrs. Lisa Schoenberger:

Mrs. Schoenberger wished Linda Poole a happy belated birthday. Mrs. Schoenberger said that March is Women's History Month and she is pleased several schools are named after strong female leaders. Mrs. Schoenberger has confidence in our neighbors in regards to the levy override and that this is about our students.

Mrs. Poole:

Mrs. Poole thanked all those who work in education and said she knows first hand all the hard work that goes into it. She appreciates all that they do. Mrs. Poole also encourages all to vote yes for MPS. Mrs. Poole said she would appreciate everyone's support. Mrs. Poole also asked if anyone would be available to take her on school tours one day next week since it is her spring break.

Mrs. Poole shared that next Wednesday she was invited to present to the State Board of Education state assessment taskforce. Mrs. Poole said she is doing this in her role as a teacher in Papillion LaVista Community Schools not as a Millard board member.

Mr. Pate:

Mr. Pate thanked all of the educators and there is no more important job in this country than educating our students. Mr. Pate said we have the best staff around.

Mr. Pate said he has been approached by several people who support the levy but they have been surprised we have received so much positive press. Mr. Pate said his response has been that the facts don't lie and the positive press is well deserved. Mr. Pate encouraged people to get out and vote in support of the levy so we can continue the great work we are doing.

Mrs. Jolley:

Mrs. Jolley thanked all the teachers. Mrs. Jolley encourages people to reach out if they have questions about the levy override and she will be happy to answer questions.

Mrs. Jolley thanked Justin Wiley and his food service team. Mrs. Jolley shared a story about a food service worker at Millard North High that has impacted her daughter's life as well as so many other students by making all students feel special.

Mrs. McGill Johnson:

Mrs. McGill Johnson said she is thankful to the Millard Public Schools Foundation and all the parent volunteers who have supported the campaign. Mrs. McGill Johnson also thanked everyone working on legislative issues across the state. She is grateful for their work. Mrs. McGill Johnson thanked all of our teachers. She said this is her first year with a student in the district and she is getting to see the dedication.

Millard North High School and Phoenix Nehls, student representative from Millard South High School, Charlotte Parker, student representative from Millard North High School and Emily Ciesielski, student representative from Millard West High School, reported on the academic and athletic happenings at their school.

Unfinished Business:

Second Reading by Lisa Schoenberger. Motion by Lisa Schoenberger, seconded by Mike Kennedy, to approve Policy 1430: Community Relations - Cooperation with Commercial Agencies. Voting in favor of said motion was: Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

New Business:

Motion by Linda Poole, seconded by Stacy Jolley, to approve Rule 1430.1: Community Relations - Cooperation with Commercial Agencies. Voting in favor of said motion was: Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Mike Pate, seconded by Stacy Jolley, to approve Jordan L. Siepker as the Assistant Principal at Kiewit Middle School. Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Stacy Jolley to approve Dr. Kristy Feden as the Coordinator of the Special Education Young Adult Program. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Mike Kennedy, that the District recognize the Millard Education Association as the collective bargaining agent for paraprofessional employees in the District for the 2023-24 contract and appoint the District's bargaining team as Chad Meisgeier, Kevin Chick, Mitch Mollring, and Jake Curtiss, with Chad Meisgeier as lead negotiator.

Voting in favor of said motion was: Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Linda Poole, to approve the Memorandum of Understanding with Methodist Nursing College. Voting in favor of said motion was: Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Stacy Jolley, that the contract for the Millard West High School Elevator Modernization be awarded to Schumacher Elevator in the amount of \$110,113 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. Voting in favor of said motion was: Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Linda Poole, that the contract for the Andersen Middle School Track Replacement be awarded to Nemaha Landscape Construction, Inc. in the amount of \$771,190 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Joe Zadina from Lamp Rynearson was available to address questions and concerns from the Board.* Voting in favor of said motion was: Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate, Mrs. Jolley, and Mr. Kennedy. Voting against were: None. Motion carried.

Motion by Linda Poole, seconded by Stacy Jolley, that the contract for the Kiewit Middle School Intercom Replacement be awarded to Tred-Mark Communications in the amount of \$155,500 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Jeff Hemji from Morrissey Engineering was available to address questions and concerns from the Board.* Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Linda Poole, that the contract for the Millard North High School Parking Improvements be awarded to TR Construction in the amount of \$73,149.59 and that the Chief Financial Officer be authorized to execute any and all documents related to such project. *Chief Financial Officer Chad Meisgeier said Joe Zadina from Lamp Rynearson was available to address questions and concerns from the Board.* Voting in favor of said motion was: Mr. Pate, Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Linda Poole, to approve Personnel Actions: Recommendation to Hire: Alexa K. Williams, Megan N. Broyles, Blakely A. Anderson, Elizabeth M. Clay, Julia S. Hill, Sydney A. Koudele, Lindsay A. Roberts, Bryce L. Trout, Scot R. Ahlers, Kelly M. Armstrong, John J. Fraser, Jennifer M. Parkhurst, Hannah W. Schmidt, Christy M. Roncka, Taylor M. Emmons, Patricia A. Meeker, Sarah R. Ray, Samantha L. Weber, Kristen L. Houdek; Resignation Agenda: Kylee J. Hamburger, Jeffrey T. Gehrke, Alexis M. Heddens, Jillian R. Johnson, Jillian L. Kilty, Kelsey M. Lang, Elizabeth A. Loghry, Angela T. Lowry, Hayley D. Mentzer, Krista L. Morrison, Lindsey L. Mueller, Dana R. Overfield, Michaela A. Pearson, Sarah M. Sempeck, Megan K. Septak, Stephanie D. Simon, Kayla L. Stappert; Voluntary Separation Program (VSP): Walter B. Mertz, Laurie A. Fitzpatrick, Stephanie A. Burdic; Leave of Absence: Jessica Watts, Aaris R. Nespor, Haley R. Douglas, Breanna R. Dudley; Contract Addendum: Amy R. Thornton, Beth C. Rips, Kristen L. Larson. Voting in favor of said motion was: Mrs. Jolley, Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, and Mr. Pate. Voting against were: None. Motion carried.

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

Reports:

Legislative Report

Executive Director of Activities, Athletics & External Affairs Chad Zimmerman provided the board with a legislative update. Mr. Zimmerman said today was the 39th day of the 90 day session. He shared that the deadline to designate committee and senator priority bills is March 14th. Mr. Zimmerman said that full day floor debate will begin on March 28th. The Nebraska

Economic Forecasting board met on February 24th and reported that tax revenue is holding steady with a projected 1.8 million dollar increase in state revenue expected. They will meet again in April prior to the budget being set. Mr. Zimmerman provided the board with a copy of the legislative bill summary sheet.

Mr. Zimmerman provided the board with an update on the school vouchers/tax credit bills:

- LB 165 (Geist) - Hearing on 3/2.
- LB 177 (Erdman) - Hearing not scheduled yet.
- LB 528 (Hansen) - Hearing on 2/28.
- LB 753 (Linehan) -Placed on General file on 2/10 and is Senator Linehan's priority bill.

Mr. Zimmerman provided the board with an update on the major school finance proposals:

- LB 320 (Brandt) - Hearing on 2/14
- LB 583 (Sanders at request of the Governor) - Hearing on 2/7
- LB 589 (Briese at request of Governor) -Hearing on 2/1 - AM212 filed by Briese
- LB 681 (Clements at request of Governor) - Hearing scheduled for 3/15

Dr. Schwartz's team along with the Lincoln Public Schools Superintendent had the opportunity to sit down with the Governor and his staff again to discuss our concerns with LB 583. The Governor had shared that his intent is for LB 583, LB 589 and LB 681 to move together. Mr. Zimmerman said our team continues to have a seat at the table and they are grateful for that.

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

At 7:42 p.m. Linda Poole made a motion to go into Executive Session, seconded by Mike Kennedy. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Linda Poole and seconded by Mike Kennedy to come out of Executive Session at 8:20 p.m.. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Poole, Mrs. McGill Johnson, Mr. Pate and Mrs. Jolley. Voting against were: None. Motion carried.

Future Agenda Items/ Board Calendar:

1. Committee of the Whole Meeting on Monday, March 13, 2023 at 6:00 p.m. at the DSAC
2. Teacher Work Day – No School for Students – March 17, 2023
3. Board of Education Meeting on Monday, March 20, 2023 at 6:00 p.m. at the DSAC
4. Spring Break – No School April 3 - 7, 2023
5. District Office Closed on Friday, April 7, 2023
6. Committee of the Whole Meeting on Monday, April 10, 2023 at 6:00 p.m. at the DSAC
7. Board of Education Meeting on Monday, April 17, 2023 at 6:00 p.m. at the DSAC
8. Board of Education Meeting on Monday, May 1, 2023 at 6:00 p.m. at the DSAC
9. Employee Recognition Dinner on Wednesday, May 10, 2023 at UNO Scott's Center – Social at 5:30 p.m. and Dinner at 6:00 p.m.


Secretary, Mike Kennedy

Millard Public Schools

March 06, 2023

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 20, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	497988	03/02/2023	138477	MIDWEST HARDWOODS	\$136.64
	497989	03/02/2023	038140	ELECTRONIC SOUND INC.	\$250.00
	497990	03/02/2023	140729	J F AHERN CO	\$148.00
	497991	03/02/2023	100058	LINCOLN EAST HIGH SCHOOL	\$244.90
	497993	03/02/2023	064800	METRO UTILITIES DISTRICT OF OMAHA	\$110,315.82
	498007	03/09/2023	143971	AMERICAN NATIONAL BANK MASTERCARD	\$5,233.26
	498009	03/09/2023	132625	NE SPEECH COMMUNICATION & THEATRE	\$270.00
	498010	03/09/2023	109843	T-MOBILE USA INC	\$3,887.99
	498080	03/20/2023	143352	CTBOOK HOLDINGS LLC	\$1,344.60
	498084	03/20/2023	143369	CAPITAL SANITARY SUPPLY CO INC	\$30,967.91
	498085	03/20/2023	133589	CDW GOVERNMENT, INC.	\$290.40
	498086	03/20/2023	143973	CHRYSLER CAPITAL	\$499.00
	498090	03/20/2023	139202	CINTAS CORPORATION	\$1,214.60
	498091	03/20/2023	108436	COX COMMUNICATIONS INC	\$33.82
	498092	03/20/2023	108436	COX COMMUNICATIONS INC	\$600.00
	498093	03/20/2023	108436	COX COMMUNICATIONS INC	\$422.24
	498094	03/20/2023	143691	FOLLETT CONTENT SOLUTIONS LLC	\$1,053.40
	498096	03/20/2023	133397	HY-VEE INC	\$56.37
	498097	03/20/2023	133397	HY-VEE INC	\$814.45
	498098	03/20/2023	133397	HY-VEE INC	\$589.90
	498099	03/20/2023	132878	HY-VEE INC	\$318.39
	498100	03/20/2023	049850	HY-VEE INC	\$265.64
	498103	03/20/2023	143609	JACKSON SERVICES INC	\$2,562.44
	498104	03/20/2023	100058	LINCOLN EAST HIGH SCHOOL	\$132.00
	498105	03/20/2023	142160	NEBRASKA SPEECH & DEBATE ASSN	\$550.00
	498106	03/20/2023	131412	NE DEPT OF HEALTH & HUMAN SERVICES	\$40.00
	498107	03/20/2023	143781	OMAHA PUBLIC SCHOOL DISTRICT	\$100.00
	498111	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$301.00

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 20, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	498112	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$200.00
	498113	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	498114	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$200.00
	498115	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	498116	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$101.00
	498117	03/20/2023	139797	US BANK NATIONAL ASSOCIATION	\$150.00
	498118	03/20/2023	143347	VERIZON COMMUNICATIONS INC	\$325.85
	498119	03/20/2023	135863	RUDOLPH A VLCEK III	\$78.75
	498120	03/20/2023	141432	WELLS FARGO FINANCIAL LEASNG INC	\$3,425.00
	498121	03/20/2023	144173	WESTSIDE COMMUNITY SCHOOLS	\$350.00
01 - Total					\$167,675.37
02	27157	03/20/2023	143574	ERIC AMADOR	\$174.00
	27158	03/20/2023	130674	BEADLE MIDDLE SCHOOL	\$222.86
	27159	03/20/2023	143577	TWILA L BOYSEN	\$76.13
	27160	03/20/2023	135036	BRYAN ELEMENTARY	\$60.68
	27161	03/20/2023	144144	AMY L BUTTS	\$56.99
	27162	03/20/2023	143654	JEREDITH BRANDS LLC	\$10,950.00
	27163	03/20/2023	133178	COTTONWOOD ELEMENTARY	\$61.11
	27164	03/20/2023	143575	AARON J GARRETT	\$54.38
	27165	03/20/2023	010670	GOODWIN TUCKER GROUP	\$1,815.10
	27166	03/20/2023	135041	HITCHCOCK ELEMENTARY	\$67.64
	27167	03/20/2023	131694	HOLLING HEIGHTS ELEMENTARY	\$102.66
	27168	03/20/2023	134284	KIEWIT MIDDLE SCHOOL	\$149.34
	27169	03/20/2023	131437	GRACE C KUBIK	\$59.61
	27170	03/20/2023	106392	MARKING REFRIGERATION INC	\$3,162.00
	27171	03/20/2023	065438	MILLARD NORTH HIGH SCHOOL	\$1,563.21
	27172	03/20/2023	065410	MILLARD PUB SCHL ADMIN ACTIVITY FND	\$210.66
27173	03/20/2023	065440	MILLARD SOUTH HIGH SCHOOL	\$775.94	

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 20, 2023

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
02	27174	03/20/2023	135042	MONTCLAIR ELEMENTARY	\$79.96
	27175	03/20/2023	133370	MORTON ELEMENTARY	\$42.08
	27176	03/20/2023	130091	NORTH MIDDLE SCHOOL	\$87.07
	27177	03/20/2023	143269	PATRIOT CRANE & RIGGING LLC	\$737.50
	27178	03/20/2023	143975	RYLEE M SCHROEDER	\$87.00
	27179	03/20/2023	143576	JOHN C SHUKIS	\$87.00
	27180	03/20/2023	135048	WHEELER ELEMENTARY	\$29.22
02 - Total					\$20,712.14
07	498110	03/20/2023	140085	SAMPSON CONSTRUCTION CO INC	\$62,292.00
07 - Total					\$62,292.00
11	497994	03/02/2023	144035	JUDITH B YOUNG	\$350.00
	498008	03/09/2023	144143	JOHN C SIEVERS	\$133.43
	498100	03/20/2023	049850	HY-VEE INC	\$20.70
	498109	03/20/2023	143701	WASTE CONNECTIONS OF NEBRASKA INC	\$90.41
11 - Total					\$594.54
50	498095	03/20/2023	139640	LINDA GAIL MCINNIS	\$11,181.71
	498108	03/20/2023	136739	JAMES W KUPER	\$1,324.80
50 - Total					\$12,506.51
99	498108	03/20/2023	136739	JAMES W KUPER	(\$51.20)
99 - Total					(\$51.20)
Overall - Total					\$263,729.36

Committee Meeting Minutes

March 13, 2023

The members of the Board of Education met as a Committee of the Whole on Monday, February 13, 2023 at the Don Stroh Administration Center, 5606 South 147th Street.

Board Vice President, Linda Poole called the meeting to order at 6:00 p.m. Mrs. Poole announced that the open meeting laws are posted and available for public inspection and it is now the proper time for public questions and comments on agenda items only. There were no requests to speak.

Board members present were: Amanda McGill Johnson, Linda Poole, Mike Kennedy, Mike Pate, Stacy Jolley, and Lisa Schoenberger.

Developing & Retaining Staff Through Induction & Leadership Development

Director of Professional Learning Dr. Todd Tripple and Assistant Superintendent for Leadership, Planning & Evaluation Dr. Kim Saum-Mills provided the board with a report on developing and retaining staff through induction and leadership development. Dr. Saum-Mills shared that two of our belief statements in Millard 1) Excellence is worth the investment and 2) Our greatest resource are people. Dr. Saum-Mills said as the board knows from participating in Strategic Planning, Action Plan 2.1 is to Attract, retain, and develop high quality staff by maximizing systems and processes. Now more than ever before we are being intentional and planful on how to attract, retain and develop our staff.

Dr. Tripple shared that new teachers participate in a three year induction program as well as mentoring and induction coaching. Dr. Tripple provided an overview of the topic covered in each year of the induction program.

Dr. Saum-Mills shared that new admin interns and deans participate in a full day induction. During this time the focus is transitioning to their new leadership role. She shared that Andy DeFreece and the curriculum team meet with the elementary admin interns regularly throughout the year to help with their successful acclimation to their new roles.

Dr. Saum-Mills said that new administrators take part in a two year induction program. Year one focus is on surviving and thriving in their new role with a big focus on building relationships. Year two focus is on instructional leadership.

Dr. Saum-Mills shared other forms of leadership development vehicles that are used by the district including Leadership Academy, Principal Institute, and the monthly professional development that is provided to administrators.

MPS Enrollment

Superintendent Dr. John Schwartz said that the enrollment data shared during the Strategic Planning process lead to the development of Strategy Two. It was identified that stabilizing our enrollment is a critical issue for our district. Dr. Schwartz shared the key questions covered in the presentation:

- Why does student enrollment matter for the long-term financial stability of Millard Public Schools?
- What are the trends surrounding MPS enrollment that are important to know for long-term planning?
- What is the current reality for option enrollment in Millard Public Schools?
- What is the relative importance of option enrollment for Millard Public Schools now and in the future?

Dr. Schwartz shared the enrollment history PK-12 over the last 20 years. He also shared the grade level cohort numbers for 2022-23 student enrollment. Dr. Schwartz said that our enrollment has plateaued. Our district is built out with very little residential space available to expand. Dr. Schwartz shared that the typical growth pattern of a neighborhood is that there are fewer children as the neighborhood ages. This is not unique to Millard but is a nationwide trend. Dr. Schwartz said that our kindergarten cohort numbers are lower than expected. Dr. Schwartz said that we are seeing a drop in birth rates across the country as well as in Douglas County. Dr. Schwartz said the senior cohort numbers are always larger since this number includes students in the Young Adult program or 5th or 6th year seniors.

Dr. Schwartz shared the enrollment capacity at each level and an estimate of the percentage needed to operate at an optimal and functional capacity. We have the most room at the elementary schools. Dr. Schwartz said that stabilizing enrollment drives basic school funding within the state aid formula. Dr. Schwartz said that option enrollment helps to maintain financial stability and becomes a strategy that we need to think about.

Dr. Schwartz shared the district enrollment trends including the number of students who are option students. He shared the percentage rates of resident, transfer and option students by level. Dr. Schwartz said that the basics of the state aid formula is "Needs - Resources = State Aid". Dr. Schwartz said that we receive approximately \$9299 in basic funding for each student.

Dr. Schwartz shared the total enrollment including resident, option and optimal capacity for several of our schools. Many of these schools have programs that have drawn students to the school but some have not had the expected outcome of drawing option students that we have hoped for. Dr. Schwartz said the reasons students choose to leave Millard is one question we do not have the answer to since there is not a method of collecting this data currently in place.

Dr. Schwartz shared the considerations he had given to Strategy 2 during their action team process:

- Consider an action step which would compel the district to develop a system to regularly assess (survey) why families option in and out of MPS.
- Consider an action step which would require the district to comprehensively research future programs of choice at each level (elementary, middle, and high) which have the potential to attract and/or retain students.
- Consider an action step to review existing programs of choice to determine if they are meeting their desired objectives.
- Consider an action step which would research opportunities to improve school facility curb appeal and community spaces.
- Consider an action step to evaluate ways to strengthen high school activity programs and opportunities.

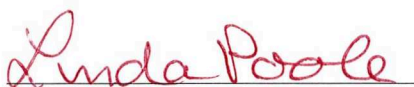
Dr. Schwartz also shared Strategy 2 and specific results that were approved in our new Strategic Plan.

Strategy 2 :We will be the destination school district of choice by strengthening our competitive programs and innovative offerings to retain and recruit students and staff.

- 2.1 - Attract, retain, and develop high quality staff by maximizing systems and processes.
- 2.2 - Evaluate and expand current and future programs of choice and activities to retain and attract students to Millard Public Schools.
- 2.3 - Identify, develop, and cultivate strategic partnerships to maximize the district's mission.
- 2.4 - Design, renovate, and maintain facilities to attract and retain students and staff.

Dr. Schwartz said he wants the board to know that there have been conversations with the leadership team on the importance of not losing sight of our core Millard education programs through this process. He said we need to do both concurrently and we need to be intentional. Dr. Schwartz said it is an exciting time for Millard that we are not spending time focusing on exponential growth so we can redirect our energy into our mission and be very strategic about it.

The meeting was adjourned at 7:35 p.m.


Chairman

AGENDA ITEM: Administrator Recommended for Hire

MEETING DATE: March 14, 2023

DEPARTMENT: Human Resources

TITLE & DESCRIPTION: Assistant Principal at Central Middle School

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally) and the NCSA website. Eleven internal and seventeen external applications were received. The applications were reviewed by Dr. Kevin Chick, Dr. John Schwartz and Dr. Michelle Klug. Two internal and two external candidates were interviewed for the position. The interview team included Dr. Kevin Chick, Dr. Michelle Klug, Dr. Kim Saum-Mills, Dr. Tony Weers, Brent Snow, Sean Carlson, Dr. Heather Daubert, Dr. Todd Tripple, Dr. Ted Esser, Mitch Mollring, Brett Metzger, Jill Anderson, Eric Benzel, Ben Harger, Mary Kok-Devries, Bob Monaco, and Rene Vairo.

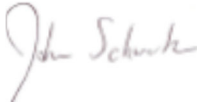
RECOMMENDATION The Superintendent's recommendation is approval of Trevor Wenger for Assistant Principal at Central Middle School. Previous Experience Includes; Dean of Students, Central Middle School (2021-Present); Teacher, Russell Middle School (2011-2021)

EDUCATION: BA – Grace University, Omaha - Elementary/Middle School Education (2011)
MA – University of Nebraska, Omaha - Educational Leadership and Supervision (2016)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

PERSON RECOMMENDING: Dr. Kevin Chick, Associate Superintendent of Human Resources

SUPERINTENDENT APPROVAL: 

AGENDA SUMMARY SHEET

Agenda Item: Approval of Rule 4165.2: Human Resources – Certificated Staff – Contract Cancellation, Amendment, Renewal, Non-Renewal


Meeting Date: March 20, 2023

**Background/
Description:** Changing the date certificated staff could be let of out of their contract for the following year from May 1 to April 15.

Action Desired: Approval

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

**Responsible
Person(s):** Dr. Kevin Chick, Assoc. Superintendent of Human Resources

**Superintendent's
Signature:**


Human Resources Certificated Staff

Contract Cancellation, Amendment, Renewal, Non-renewal

4165.2

Employment contracts between the District and administrators or teachers shall be deemed renewed from year to year and shall be amended, canceled, not renewed or terminated as specified below. Contracts of any certificated employee, including probationary teachers, permanent (tenured) teachers, and administrators, may be canceled or amended during the school year by agreement between the certificated employee, Superintendent or designee and approved by a majority of the members of the Board.

I. Renewal of Employment Contracts

- A. Each certificated staff member shall be notified of an offer for renewal of his or her contract on or before April 15 of each year as provided by law. Upon receipt of such notice, each certificated staff member shall notify the District Human Resources Office, in writing, or electronic acknowledgement, of the acceptance of the offer to continue the contract of employment for the ensuing school year. Failure to provide written acceptance of the offer of continued employment on or before the date designated in the notice shall be considered as a rejection of the offer of continued employment for the ensuing school year and shall operate as an irrevocable resignation.
- B. Release from an employment contract for the ensuing school year requested after ~~May 1~~ [April 15](#) shall not be approved due to the adverse effect upon students and the educational process.

II. Cancellation or Amendment of Contracts during the School Year

- A. Contracts of any certificated employee, including probationary teachers, permanent (tenured) teachers, and administrators, may be canceled or amended by a majority of the members of the Board during the school year for any of the reasons provided by law which include:
 1. Revocation or suspension of a certificate by the State Board of Education of any employee whose duties require a certificate.
 2. Breach of a material provision of the teacher's or administrator's contract.
 3. For any reasons set forth in the employment contract.
 4. Incompetency, neglect of duty, unprofessional conduct, insubordination, immorality or physical or mental incapacity.
- B. The following procedure shall be followed when it is determined that it is appropriate to consider cancellation of the employment contract during the school year:
 1. Written notice shall be given to the employee that the contract may be canceled and grounds for the cancellation.
 2. Within seven (7) calendar days of receipt of the notice, the certificated employee may make a written request in writing for a hearing to the secretary of the Board, Superintendent or Superintendent's designee.
 3. Prior to any requested hearing under this Rule, the notice of possible cancellation or amendment and the reasons therefor are deemed a confidential employment matter subject to Nebraska law and shall not be disclosed to the public or news media.
 4. During the pendency of a decision, a certificated employee may be suspended from duty with pay.
 5. A formal due process hearing as set forth in Section IV(C) of this Rule.

III. Probationary Certificated Employees, Probationary Period, Contract Amendment or Non-renewal

- A. During the first three years of full-time employment with the District or the part-time equivalent, a certificated employee shall be considered a probationary employee. His/her contract shall be deemed renewed and remain in full force and effect unless amended or not renewed as provided by law. The Board may determine to amend or not renew the contract for any reason it deems sufficient as provided by law, but such non-renewal shall not be for constitutionally or statutory impermissible reasons. If the Board, Superintendent or Superintendent's designee determines it is appropriate to consider the amendment or non-renewal of a probationary certificated employee's contract for the ensuing school year, the following procedure shall be followed:
1. Written notice shall be given to the employee on or before April 15 that the school Board will consider amendment or non-renewal of the employee's contract for the ensuing school year.
 2. Upon request, the reasons for the proposed amendment or the non-renewal shall be provided in writing.
 3. Within seven (7) calendar days after receipt of the written notice, the probationary employee may make a written request for a hearing to the secretary of the Board, Superintendent or Superintendent's designee.
 4. Prior to any requested hearing under this Rule, the notice of possible amendment or non-renewal and any reasons therefor shall be considered a confidential employment matter as provided in Nebraska law and shall not be disclosed to the public or news media.
 5. An informal hearing as set forth in Section III (B) of this Rule shall be held before the Board within thirty (30) days of the date of the request thereof unless otherwise agreed to by the parties in writing.
 6. If a hearing is not requested, the Board shall make a final determination. At any time prior to a hearing or final determination, the probationary employee may submit a letter of resignation which shall be accepted by the Board.
 7. Unless otherwise agreed upon by the parties, final action by the Board must be taken on or before May 15.
- B. The procedure for an informal hearing is as follows:
1. Notice, in writing, of the date, time and place of hearing shall be given five (5) days prior to the date of the hearing.
 2. The probationary employee, Superintendent, or his or her representative, shall have an opportunity to discuss and explain his or her position regarding continued employment, to present information, and to ask questions of those appearing on behalf of the District.
 3. The hearing shall be held in closed session, if requested by the probationary employee and upon affirmative vote by a majority of the Board members present and voting
 4. The formal action of the Board to amend or non-renew shall be taken in open session. Formal action shall be taken by a roll call vote.

IV. Permanent Certificated Employees, Contract Amendment or Termination

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

1. Just cause as defined by law.
 2. Reduction in force as provided by law or change of leave of absence policies.
 3. Failure upon written request of the District by the employee to accept employment for the ensuing school year within the time designated in the request, but not prior to March 15 of each year.
 4. Revocation, cancellation, suspension or termination of a certificate by the State Board of Education for an employee whose duties require a certificate.
- B. The procedure to be followed when it is determined that it is appropriate to consider the amendment or termination of the contract, is as follows:
1. Written notification that the contract may be amended or terminated, shall be provided on or before April 15.
 2. A hearing may be requested in writing to the secretary of the Board, Superintendent or Superintendent's designee within seven (7) calendar days of receipt of written notice.
 3. A formal hearing as set forth in Section IV (C) of this Rule shall be held before the Board within thirty (30) days of the date of the request thereof unless otherwise agreed to by the parties in writing.
 4. If no request is made, a final determination may be made by the Board.
 5. The employee shall be advised at least five (5) days prior to the date of the hearing of the date, time and place, all of which shall be in writing.
 6. The parties may extend the time for hearings or final determination by mutual agreement in writing.
 7. Final action by the Board must be taken on or before May 15, unless such time is extended by mutual agreement in writing.
 8. If a hearing is requested, it shall be a formal due process hearing as set forth in Section IV (C) of this rule.
- C. The procedure for a formal due process hearing is as follows:
1. At least five (5) days prior to the hearing the employee shall be notified in writing of the basis for the proposed termination or amendment of the employee's contract.
 2. Upon request, the employee shall be notified at least five (5) days prior to the hearing of witnesses to be called to testify against the employee.
 3. Upon request, the employee shall have the opportunity at least five (5) days prior to the hearing to examine any documents that will be presented at the hearing.
 4. The employee has the right to be represented.
 5. The employee shall have an opportunity to cross-examine all witnesses and to examine all documents.
 6. The employee shall have an opportunity to present evidence material to the issues.
 7. Upon request of the employee or his or her representative and the affirmative vote of a majority of the Board members, the hearing shall be conducted in a closed session. Formal action of the Board shall be taken in open session.

8. The decision to amend, cancel or non-renew of the Board shall be by roll call vote of a majority of members at the meeting based solely upon the evidence produced at the hearing. The majority shall reduce its findings and determinations to writing and provide a written copy to the employee.
9. After the opportunity for a hearing has been provided, except in the case of a reduction in force, and just cause has been shown, sanctions other than termination or amendment may be imposed by the Board as agreed upon by the parties.
10. The Board shall have the power to subpoena and compel the attendance of witnesses for purposes of testifying at the hearing and for the taking of depositions and to issue subpoenas for the production of documents.

Related Policies & Rules: 4165

Legal reference: Neb. Rev. Stat. §§ 84-1410, 79-817 through 79-849, 79-539, 79-8, 109

Rule Approved:

Revised: August 23, 1982; August 3, 1992; November 15, 1999; June 4, 2007,
October 7, 2013; September 16, 2019; June 6, 2022; [March 20, 2023](#)

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Approval of Rule 4510.7 – Human Resources – Perpetually Infectious Diseases

Meeting Date: March 20, 2023

**Background/
Description:** Review and update to Rule based on regulatory changes and current District practices.
This Rule has been reviewed by the District’s legal counsel.

Action Desired: Approval of Rule 4510.07 – Human Resources – Perpetually Infectious Diseases

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

**Responsible
Person(s):** Dr. Kevin Chick, Associate Superintendent of Human Resources
Jake Curtiss, Director of Employee Relations

Superintendent’s Signature:

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

Human Resources

Perpetually Infectious Diseases

4510.7

- I. It is the policy of the District that there shall be no discrimination against an employee because of disability. This policy shall apply to a disability which may arise from a perpetually infectious disease; provided, however, that due consideration must be given to the specific facts of each case and the possibility of harm to others.
- II. In all instances where an employee has a perpetually infectious disease, the employee's condition and identity will remain confidential unless the employee has consented to the release of such information.
- III. The provisions of Rule 4510.1 shall apply to eligible employees, as defined therein, with a perpetually infectious disease. In addition to the conditions set forth therein for use of sick leave days, such may also be used by persons with a perpetually infectious disease, if warranted to avoid opportunistic infections.
- IV. "Perpetually infectious diseases" are those diseases which are carried throughout life by the infected person and have the potential to be transmitted to other individuals. Examples and include, but are not limited to: those identified in Neb. Rev. Stat. §71-507. AIDS, ARC, CMV (as defined below), Tuberculosis, Hepatitis, and Herpes.
 - ~~A. Acquired Immune Deficiency Syndrome (AIDS) — infected with human T — lymphotropic virus type III/lymphadenopathy associated virus (HTLV — III/LAV). Persons infected with this virus are unable to fight off a variety of infections and rare illnesses. Symptoms include repeated infections that result in persistent diarrhea, swollen glands, fatigue, fevers or persistent cough which the body is unable to fight off, eventually resulting in a life threatening illness such as pneumonia or uncommon skin cancer. The disease is transmitted through blood to blood contact or intimate sexual contact.~~
 - ~~B. AIDS Related Complex (ARC) — a medical condition in which the body has repeated infections and is unable to protect itself from certain tumors and/or infections. Symptoms similar to AIDS are present but there has been no life threatening illness. This condition may progress to AIDS although the symptoms may be the result of other diseases. The disease is transmitted through blood to blood contact or intimate sexual contact.~~
 - ~~C. Cytomegalovirus (CMV) — common virus which is harmless to most persons. At greatest risk are fetuses and persons receiving medications which suppress their natural immunity to infections. It is transmitted by close person to person contact, body secretions and blood.~~
- V. The following procedures shall be followed with respect to an employee who is suspected of having or has a perpetually infectious disease.
 - A. Any employee who has or suspects that he/she has a perpetually infectious disease shall advise the Superintendent or Superintendent's designee. Such information shall be treated as confidential and will not be divulged to other persons or sources except to the extent necessary to take precautions to protect others from the disease.
 - B. The Superintendent or Superintendent's designee may require an employee to provide current medical information or to submit to a medical evaluation if he has a reasonable suspicion that an employee has a perpetually infectious disease.
 - C. If an employee has been diagnosed with a perpetually infectious disease, determination of whether the employee should be permitted to continue to be employed in his/her capacity will be made by a review of each individual case by a team (hereinafter "Team") established by the Superintendent or Superintendent's designee. The Team shall meet within seven (7) working days of the diagnosis and make a determination within ten (10) working days of the Team meeting.
 - D. The Team will consider the following factors in arriving at its recommendation as to the propriety of the employee's continued employment in his/her current capacity:
 1. The employee's work place and interaction with other persons;

2. The physical condition of the employee;
 3. Whether the employee's condition substantially interferes with his/her ability to perform essential job functions with reasonable accommodation; and
 4. Whether the employee poses a substantial possibility of harm to others.
- E. Upon diagnosis and prior to a decision by the Team, the Superintendent may remove the employee from the work place if he determines that the employee's presence in the work place poses a health threat.
- F. Based upon the information available to the Team, it may recommend:
1. Continued employment in his/her current capacity;
 2. Reassignment;
 3. Leave of absence;
 4. Reduction in amount of employment;
 5. Termination;
 6. Such other reasonable accommodations as may permit the employee to perform essential job functions;
or
 7. Any combination of the above.
- G. Based upon the Team's recommendation, the Superintendent or the Superintendent's designee shall take appropriate action. If the employee's employment status will be affected appropriate due process procedures as required by law shall be followed.

Legal References: 29 U.S.C. 794, Neb. Rev. Stat. [§48-1101](#), [§71-507](#)

Related Policies & Rules: 4100, 4510, 4510.1, 4510.6

Rule Approved: September 6, 1988

Rule Revised: September 7, 1993; March 17, 2003; February 21, 2011; [March 20, 2023](#)

Reaffirmed: November 6, 2017

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 7100.4 Technology: Account Lifecycle Management

Meeting Date: March 20, 2023

**Background/
Description:** Technology Division is Updating Policy and Rules

Action Desired: Adoption

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston

**Superintendent's
Signature:**

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

Technology

Account Lifecycle Management

7100.4

Millard Public Schools automates staff and student account creation, modification, and deactivation using an Identity Management System (IDM). The Superintendent or designee will create procedures for lifecycle management of staff and student accounts.

Related Policies & Rules: Policy 7100

Rule Adopted: March 20, 2023

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Policy 7500 Technology: Cellular Telephone, Telephone Equipment, and Telephone Systems: Acceptable Use

Meeting Date: March 20, 2023

**Background/
Description:** Technology Division is Updating Policy and Rules

Action Desired: Approval

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston

**Superintendent's
Signature:**

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

Technology**7500****Cellular Telephone, Telephone Equipment, and Telephone Systems: Acceptable Use**

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

Related Policies & Rules: 7500.1 & 7500.2

Policy Adopted: March 21, 2005

Revised: February 4, 2013, February 1, 2016

[Reaffirmed: February 20, 2023](#)

AGENDA SUMMARY SHEET

Agenda Item: Rule 7500.1 Technology: Cellular Telephone, Telephone Equipment, and Telephone Systems

Meeting Date: March 20, 2023

**Background/
Description:** Technology Division is Updating Policy and Rules

Action Desired: Approval

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston

**Superintendent's
Signature:**

Handwritten signature of John Schwartz in cursive script.

Technology

7500.1

Cellular Telephone, Telephone Equipment, and Telephone Systems

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

I. District-Owned Telecommunications Equipment and Systems.

- A. The District shall provide District-owned cellular telephones to employees designated by the Superintendent. Such cellular phones shall be used only for District business. The personal use of such District-owned cellular phones is prohibited, except for very limited use permitted by this Rule and by Nebraska statutes. A violation of the District's policy against personal use may be grounds for employee discipline and/or criminal sanctions as provided by Nebraska statutes.
- B. All telephones, cellular telephones, associated telephone and cellular equipment, faxes, pagers, voicemail, text messaging, and associated systems, and any messages contained with or generated by District-owned cellular telephones, telephone equipment and systems are the property of the District.
- C. All communications and records associated with the use of District-owned cellular telephones, telephone equipment or telephone systems may be public records and subject to public disclosure. Such communications and records are also subject to review and audit by the District. There is no individual right to privacy in the use of any District-owned cellular telephones, telephone equipment or telephone systems and any such use may be monitored as provided by this Rule
- D. All District-owned cellular telephones, telephone equipment and telephone systems are provided to assist employees in the performance of the duties and responsibilities during their employment with the District. Telephone communications should be limited in number and duration to those necessary to effectively conduct the business of the District.
- E. Employees may request the use of a District-owned cellular telephone or similar telecommunication device. Requests must be initially approved by the employee's supervisor and the budget manager responsible for said expenditure. Completed requests are submitted to the Superintendent or designee for final review, approval and processing.

II. Cellular ~~Telephones~~Smartphones, Superintendent, Administrators, & Other Designated Staff

- A. The Superintendent, all administrators, and any other employees as may be designated by the Superintendent which, in the Superintendent's judgment, are

required to be readily available to conduct District business, may, in lieu of using a District-owned cellular phone, elect to purchase a cellular smartphone device, provided that such cellular ~~smartphone~~ device is capable of receiving both voice and data service, ~~and further,~~ has a service plan that includes both voice and data service, and is capable of meeting the technology (e.g., email) and security (e.g., MFA) requirements of the District.

Those employees who elect to purchase a personal cellular smartphone device in lieu of receiving a District-owned cellular phone, ~~shall purchase a cellular phone that is capable of receiving both voice and data service. The District may be shall~~ provided ~~those employees~~ a monthly stipend, ~~of \$80.00 for monthly service plan charges.~~ Such cellular phones shall be the property of the employee and any stipend shall be included as part of the employee's compensation. No other reimbursements above the stipend amount shall be allowed.

- III. The Technology Division shall be responsible for acquisition, installation, maintenance, and repair of all District-owned cellular telephones, telephone equipment and telephone systems. The Technology Division shall also be responsible for the administration of all of the District's cellular telephones, telephones, and voicemail accounts.
- IV. Department supervisors are responsible for overseeing the use and policy compliance of District-owned cellular telephones, telephone equipment, and telephone systems. The Technology Division shall be notified by the Department Supervisors of any needed additions, moves, or changes required to telephone communication services.
- V. District-owned landline telephones shall have voicemail service for designated staff. All voicemail boxes will be protected with a PIN (personal identification number). PINs shall not be shared with others unless approved to do so by their department's supervisor. Voicemail is to be used as a backup in the event one is not available to answer a call. Each user is expected to respond to voicemail messages in a timely manner. When away from the office for an extended period of time the user should change their voicemail greeting to reflect this fact and direct callers to alternate contacts if possible.
- VI. Use of 411 directory assistance should be avoided since a fee is incurred with each use. Print or online directories should be consulted first.
- VII. Use of other pay-for-use telephone services (e.g. busy signal redial, last call return activation - *69, etc.) should only be used to facilitate the safety and security of District students and staff.
- VIII. Unacceptable Use. Personal use of District-owned cellular telephones, telephone equipment and telephone systems is prohibited, except for very limited personal use permitted by this Rule and by Nebraska state statutes. District-owned cellular phones, telephone equipment and telephone systems shall also not be used for the following purposes:
 - ~~IX.A.~~ IX.A. Transmitting communications and messages that are obscene, profane, or offensive or transmitting any communications and messages while engaging in any illegal activity.

- ~~XI.B.~~ XII.B. Transmitting communications and messages that violate the District's anti-harassment policy or transmitting communications and messages that create an intimidating or hostile work environment;
- ~~XI.C.~~ XII.C. Any unauthorized use of a PIN or other password;
- ~~XII.D.~~ XIII.D. Solicitation or proselytization for commercial, religious, political, personal or any other reason not related to the conduct of the employee's job duties;
- ~~XIII.E.~~ XIV.E. Soliciting to buy or sell goods or services unrelated to the business of the District;
- ~~XIV.F.~~ XV.F. Calling 1-900 and similar pay-for-service phone numbers.
- ~~XV.IX.~~ XVI.IX. Limited Personal Use. Personal use of District-owned cellular phones, telephone equipment or telephone systems is permitted to contact a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Such personal use shall be kept to a minimum and shall not interfere with the performance of District business. Employees shall reimburse the District for any additional cost charged to the District as a result of any acceptable personal use. Any other personal use of District-owned cellular phones, telephone equipment or telephone systems is strictly prohibited
- ~~XVI.X.~~ XVII.X. Monitoring. The District reserves the right to monitor, review and audit the use of all District-owned cellular telephones, telephone equipment and telephone systems. The monitoring of such equipment or systems may be done for any reasons. The District further reserves the right to search District-owned cellular phones, telephone equipment and telephone systems as part of any investigation into unauthorized use or as part of an investigation into any unauthorized or illegal conduct.
- ~~XVII.XI.~~ XVIII.XI. Supported Services and Repair. District-owned cellular telephones and telephone equipment that is damaged, lost, or stolen must be reported immediately to the Technology Division ~~HelpDesk~~. If said equipment is damaged, lost, or stolen through acts of negligence, the employee who was assigned such damaged, lost, or stolen cellular phone or telephone equipment will be responsible for reimbursing the District for all repair and/or replacements costs.
- ~~XVIII.XII.~~ XIX.XII. Compliance. Use of District-owned cellular telephones, telephone equipment and telephone systems shall comply with all applicable policies and rules of the District, and with all applicable state and federal statutes. The District will provide all users with appropriate training for the use of such equipment.

Related Policy: 7500

Legal Reference: Neb. Rev. Stat. § 49-14, 101.01 (3)

Policy Approved: March 21, 2005

Revision: November 1, 2010; April 18, 2011, February 1, 2016, [March 20, 2023](#)

AGENDA SUMMARY SHEET

Agenda Item: Rule 7500.2 Technology: Student Personal Digital Devices- Acceptable Use

Meeting Date: March 20, 2023

**Background/
Description:** Technology Division is Updating Policy and Rules

Action Desired: Approval

**Policy /
Strategic Plan
Reference:**

**Responsible
Person(s):** Dr. Kent Kingston

**Superintendent's
Signature:**

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

Technology

Student Personal Digital Devices- Acceptable Use

7500.2

Each student ~~in middle or high school~~ will be provided a District issued digital device (e.g. laptop, Chromebook, iPad) to be used inside and outside of school to facilitate learning.

Unless directed by the teacher to support a learning objective, personal digital devices (e.g. cell phones, personal laptops) are not permitted during class time.

The building principal, working in conjunction with building leadership, will develop cell phone or personal digital device expectations for their building and include them in the student handbook. The expectations will include:

1. The use of the device(s) during non-instructional times
2. Specific locations in the building where the device(s) may be used.
3. Consistent plan for storage of the device during instructional times
4. Annual review of expectations with students and staff members.

Classroom teachers will develop rules consistent with the building expectations and communicate the rules with students.

The building principal will develop a communication plan for cell phone use and disseminate that information to parents, students, and teachers.

Policy Adopted: February 3, 2020

[Policy Revised: March 20, 2023](#)

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Recognize Service Employees International Union Local 226 for the 2023-24 Custodial / Maintenance / Grounds Contract and Appoint the District's Bargaining Team

Meeting Date: March 20, 2023

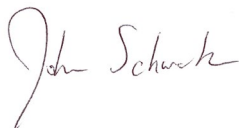
Background/Description: Under Nebraska law, either party (the District or the Union) may request the commencement of collective bargaining. A copy of the letter from Service Employees International Union Local 226 requesting the commencement of bargaining for the FYE24 contract is attached.

Action Desired: It is recommended that the District recognize Service Employees International Union Local 226 as the collective bargaining agent for custodial, maintenance, and grounds employees in the District for the 2023-24 contract and appoint the District's bargaining team as Chad Meisgeier, Kevin Chick, Mitch Mollring, and Jake Curtiss, with Chad Meisgeier as lead negotiator.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:





Stronger Together

**Service Employees
International Union
Local 226**

5408 No 99th St, Suite B
Omaha, NE 68134
(402) 733-8775
FAX: (402) 731-3432

President

Steve Owens

Vice President

Brian Stenzel

Recording Secretary

Doug Bush

Financial Secretary

Diane Chizek

Chief Steward

Otto Stennis

Asst. Chief Stewards

Sharon Block

Dan Foote

Steve Rys

Trustees

Doug Meyer

Shawn Reeh

Craig Schlenker

Sergeant-at-Arms

Executive Board Reps

Robert Brown

Janine Burrows

Tom Bush

Melody Collins

Gary Gould

Queen Mercer

Calvin Munsinger

Cindy Perez

Merle Watson

March 7th, 2023

Mr. Chad Meisgeier
Millard Public Schools
5606 South 147th Street
Omaha, NE 68005

Dear Mr. Meisgeier:

Service Employees International Union Local 226 is requesting the opening of negotiations for the following bargaining unit:

- Maintenance
- Custodial

We would very much appreciate acknowledgement of receipt of this letter. Please contact Dan Foote, Assistant Chief Steward, to arrange a date, time, and location for this meeting. Dan Foote can be reached at 402-510-0764. Or contact the office via phone (402) 733-8775 or email us at office@SEIU226.org.

Sincerely,

Steve Owens

Steve Owens, President
SEIU Local 226

cc: Otto Stennis, Chief Steward
Dan Foote, Assistant Chief Steward

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Central Middle School Rooftop Unit Replacement

Meeting Date: March 20, 2023

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

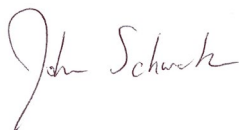
Copies of the engineer's letter and the bid tab are attached. A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Central Middle School Rooftop Unit Replacement be awarded to Fluid Mechanical, LLC in the amount of \$326,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

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

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

Superintendent's Signature:



March 7, 2023

Millard Public Schools
13906 F Street
Omaha, NE 68137

Attn: John Brennan

Project #22409: Central Middle School RTU-2 Replacement
RE: Bid Proposals dated March 2, 2023

John:

Bids were received for the Central Middle School RTU-2 Replacement Project at MPS Support Services Center on March 2, 2023 at 10:00 a.m. The project includes the replacement of gas-fired DX VAV rooftop unit and remote condensing unit. The MPS initial estimate for the project was \$375,000.

Per the attached bid tab, seven bids were received. The low base bid was submitted by Fluid Mechanical, LLC in the amount of \$326,000.

Fluid Mechanical has satisfactorily completed several projects with Morrissey Engineering in the past including the Millard West High School Chiller Replacement project in 2021. Our estimate for the project construction cost was \$375,000 (three-hundred, seventy-five thousand dollars). Therefore, we are recommending accepting the base bid from Fluid Mechanical, LLC in the amount of \$326,000 (three-hundred twenty-six thousand dollars).

Fluid Mechanical, LLC indicated on their Bid Proposal they would complete the project by July 31st, 2024 per the specifications.

Please advise if you require any additional information.

Sincerely,



Nick Limpach, PE

Enclosure

PROJECT: MPS CMS RTU-2 Replacement
BID DATE: 3/2/2023
BID TIME: 10:00 AM
MEI PROJECT NO.: 22409



BID TABULATION

BIDDER	Base Bid	Addendum #1	Addendum #2	Addendum #3	Bid Bond	Comments
B&K Mechanical Contractors (Grunwald)	\$351,849	YES	YES	YES	YES	
Fluid Mechanical	\$326,000	YES	YES	YES	YES	
Sol Lewis Eng. Co.	\$370,000	YES	YES	YES	YES	
Mechanical Systems, Inc	\$404,000	YES	YES	YES	YES	
Prairie Mechanical Co.	\$369,339	YES	YES	YES	YES	
MMC Mechanical Contractors, Inc	\$354,754	YES	YES	YES	YES	
Ray Martin	\$394,000	YES	YES	YES	YES	

Bids to replace the Rooftop unit 2 at CMS as described in construction documents dated 02/03/23, addendum 1 dated 02/16/23, addendum 2 dated 02/21/23, and addendum 3 dated 02/24/23.

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Millard South High School Furniture Replacement

Meeting Date: March 20, 2023

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

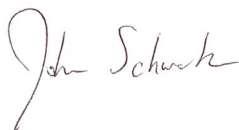
Copies of the project manager's memorandum and the bid tab are attached.

Action Desired: It is recommended that the contract for the Millard South High School Furniture Replacement be awarded to Sheppard's Business Interiors, Meteor Education, and Virco on a per line item basis as set forth in the attached bid tab in the aggregate amount of \$ 389,624.10 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

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

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

Superintendent's Signature:



Memo

To: Chad Meisgeier
From: Steve Mainelli
CC: John Brennan
Date: 3/14/2023
Re: South High Phase One Furniture Replacement

Chad:

Bids were received on March 7, 2022 for the South High School Phase One Furniture Replacement project. Per the attached bid tab, seven bids were received. The total estimated budget for this project is \$360,971.

Bidders were asked to submit their bids on a line item basis. Please note that some of the bids were based on products not included in the project specifications, and in one case the bidder is proposing a project installation timeline outside of the project specifications.

The sum total of the recommended low acceptable bids for each individual line item is \$389,624.10 and would result in the project being divided among three vendors.

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

SBI in the amount of \$207,974

Meteor in the amount of \$54,754.84

Virco in the amount of \$126,895.26

SOUTH HIGH FURNITURE REPLACEMENT PHASE 1 - BID TABULATION 3/7/2023
BID ITEM #1 - TEACHER DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	TDB3060SP		54	\$ 1,121.79	\$ 60,576.66	43	\$ 34.78	\$ 1,495.54	\$ 62,072.20
SBI	Scholar Craft	TDB3060SP		54	\$ 1,071.00	\$ 57,834.00	43	\$ 29.00	\$ 1,247.00	\$ 59,081.00
Virco				54	\$ -	\$ -	43	\$ -	\$ -	No Bid
School Specialty	Classroom Select		No	54	\$ 1,075.63	\$ 58,084.02	43	\$ 35.00	\$ 1,505.00	\$ 59,589.02
OID				54	\$ -	\$ -	43		\$ -	No Bid
Quality Specialty Products	Albatros		No	54	\$ 334.00	\$ 18,036.00	43	\$ 1.00	\$ 6.00	\$ 18,042.00
Midwest Storage				54		\$ -	43	\$ 26.50	\$ 1,139.50	No Bid
ESTIMATE				54	\$ 983.11	\$ 53,087.94	43	\$ 64.69	\$ 2,781.67	\$ 55,869.61

BID ITEM #1A - TEACHER DESK- Office

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	TD3060SP		2	\$ 1,083.11	\$ 2,166.22	0	\$ -	\$ -	\$ 2,166.22
SBI	Scholar Craft	TD3060SP		2	\$ 1,040.00	\$ 2,080.00	0	\$ -	\$ -	\$ 2,080.00
Virco				2	\$ -	\$ -	0	\$ -	\$ -	No Bid
School Specialty	AIS		No	2	\$ 975.94	\$ 1,951.88	0	\$ -	\$ -	\$ 1,951.88
OID				2		\$ -	0		\$ -	No Bid
Quality Specialty Products	Albatros		No	2	\$ 158.00	\$ 316.00	0	\$ -	\$ -	\$ 316.00
Midwest Storage				2		\$ -	0		\$ -	No Bid
ESTIMATE				2	\$ 983.11	\$ 1,966.22	0	\$ -	\$ -	\$ 1,966.22

BID ITEM #2 - MOBILE LECTERN

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	TDCRLECTERN		38	\$ 765.91	\$ 29,104.58	0	\$ -	\$ -	\$ 29,104.58
SBI	Scholar Craft	TDCRLECTERN		38	\$ 727.00	\$ 27,626.00	0	\$ -	\$ -	\$ 27,626.00
Virco				38	\$ -	\$ -	0	\$ -	\$ -	No Bid
School Specialty	Classroom Select		No	38	\$ 385.85	\$ 14,662.30	0	\$ -	\$ -	\$ 14,662.30
OID				38		\$ -	0	\$ -	\$ -	No Bid
Quality Specialty Products	Albatros		No	38	\$ 158.00	\$ 6,004.00	0	\$ -	\$ -	\$ 6,004.00
Midwest Storage				38		\$ -	0	\$ -	\$ -	No Bid
ESTIMATE				38	\$ 658.17	\$ 25,010.46	0	\$ -	\$ -	\$ 25,010.46

BID ITEM #3 -TEACHER CHAIR

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholr Craft	SC310XL-P		101	\$ 230.16	\$ 23,246.16	88	\$ 6.76	\$ 594.88	\$ 23,841.04
SBI	Scholr Craft	SC310XL-P		101	\$ 232.00	\$ 23,432.00	88	\$ 14.00	\$ 1,232.00	\$ 24,664.00
Virco	Virco	SGTask 18P		101	\$ 316.11	\$ 31,927.11	88	\$ -	\$ -	\$ 31,927.11
School Specialty	Classroom Select		No	101	\$ 142.34	\$ 14,376.34	88	\$ 12.00	\$ 1,056.00	\$ 15,432.34
OID				101		\$ -	88		\$ -	No Bid
Quality Specialty Products	Albatros		No	101	\$ 72.00	\$ 7,272.00	88	\$ 88.00	\$ 7,744.00	\$ 15,016.00

Midwest Storage				101		\$ -	88	\$ 5.50	\$ 484.00	No Bid
ESTIMATE				101	\$ 183.26	\$ 18,509.26	88	\$ 26.54	\$ 2,335.52	\$ 20,844.78

BID ITEM #3A -TEACHER ACTIVITY CHAIR

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	CS3118CL-C		16	\$ 118.99	\$ 1,903.84	12	\$ 6.76	\$ 81.12	\$ 1,984.96
SBI	Scholar Craft	CS3118XL-C		16	\$ 142.00	\$ 2,272.00	12	\$ 36.00	\$ 432.00	\$ 2,704.00
Virco	Virco			16	\$ 169.71	\$ 2,715.36	12	\$ -	\$ -	\$ 2,715.36
School Specialty	Classroom Select		No	16	\$ 121.30	\$ 1,940.80	12	\$ 12.00	\$ 144.00	\$ 2,084.80
OID				16		\$ -	12		\$ -	No Bid
Quality Specialty Products	Albatros		No	16	\$ 52.00	\$ 832.00	12	\$ 12.00	\$ 144.00	\$ 976.00
Midwest Storage	Hon	HSS4L-18B		16	\$ 118.25	\$ 1,892.00	12	\$ 5.50	\$ 66.00	\$ 1,958.00
ESTIMATE				16	\$ 138.93	\$ 2,222.88	12	\$ 36.67	\$ 440.04	\$ 2,662.92

BID ITEM #4 -FILE CABINET - 2 DRAWER

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Global	28-202		38	\$ 455.49	\$ 17,308.62	36	\$ 13.69	\$ 492.84	\$ 17,801.46
SBI	Global	28-202		38	\$ 355.00	\$ 13,490.00	36	\$ 19.00	\$ 684.00	\$ 14,174.00
Virco	Virco			38	\$ 618.76	\$ 23,512.88	36	\$ -	\$ -	\$ 23,512.88
School Specialty	Classroom Select		No	38	\$ 177.68	\$ 6,751.84	36	\$ 24.00	\$ 864.00	\$ 7,615.84
OID				38		\$ -	36		\$ -	No Bid
Quality Specialty Products	Albatros		No	38	\$ 120.00	\$ 4,560.00	36	\$ 36.00	\$ 1,296.00	\$ 5,856.00
Midwest Storage	Global	28-202		38	\$ 314.40	\$ 11,947.20	36	\$ 10.75	\$ 387.00	\$ 12,334.20
ESTIMATE				38	\$ 329.63	\$ 12,525.94	36	\$ 34.50	\$ 1,242.00	\$ 13,767.94

BID ITEM #5 -STUDENT DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	SC4550SP		143	\$ 196.50	\$ 28,099.50	29	\$ 14.00	\$ 406.00	\$ 28,505.50
SBI	Scholar Craft	SC4550SP		143	\$ 224.00	\$ 32,032.00	29	\$ 18.00	\$ 522.00	\$ 32,554.00
SBI	Alumni	D-SDRD-2026-PC-HP		143	\$ 141.00	\$ 20,163.00	29	\$ 18.00	\$ 522.00	\$ 20,685.00
Virco	Virco			143	\$ 218.61	\$ 31,261.23	29	\$ -	\$ -	\$ 31,261.23
School Specialty	Classroom Select		No	143	\$ 238.04	\$ 34,039.72	29	\$ 35.00	\$ 1,015.00	\$ 35,054.72
OID	Alumni	D-SDRD-2026-PC-HP		143	\$ 143.93	\$ 20,581.99	29	\$ 88.63	\$ 2,570.27	\$ 23,152.26
Quality Specialty Products	Albatros		No	143	\$ 98.00	\$ 14,014.00	29	\$ 29.00	\$ 841.00	\$ 14,855.00
Midwest Storage	Alumni	D-SDRD-2026-PC-HP		143	\$ 115.86	\$ 16,567.98	29	\$ 10.75	\$ 311.75	\$ 16,879.73
ESTIMATE				143	\$ 201.55	\$ 28,821.65	29	\$ 8.87	\$ 257.23	\$ 29,078.88

BID ITEM #5A -COMBO DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				0	\$ -	\$ -	571	\$ 14.00	\$ 7,994.00	\$ 7,994.00

SBI				0	\$ -	\$ -	571	\$ 7.00	\$ 3,997.00	\$ 3,997.00
Virco				0	\$ -	\$ -	571	\$ -	\$ -	No Bid
School Specialty				0	\$ -	\$ -	571	\$ 35.00	\$ 19,985.00	\$ 19,985.00
OID				0		\$ -	571		\$ -	No Bid
Quality Specialty Products				0		\$ -	571	\$ -	\$ -	No Bid
Midwest Storage				0		\$ -	571	\$ 10.75	\$ 6,138.25	\$ 6,138.25
ESTIMATE				0	\$ -	\$ -	571	\$ 20.00	\$ 11,420.00	\$ 11,420.00

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

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	FS679RE2460-FX		307	\$ 502.72	\$ 154,335.04	75	\$ 14.00	\$ 1,050.00	\$ 155,385.04
SBI	Scholar Craft	FS679RE2460-FX		307	\$ 508.00	\$ 155,956.00	75	\$ 51.00	\$ 3,825.00	\$ 159,781.00
SBI	Alumni	T-HR-3060-PC-PHL1-PVC		307	\$ 352.00	\$ 108,064.00	75	\$ 51.00	\$ 3,825.00	\$ 111,889.00
Virco	Virco			307	\$ 319.72	\$ 98,154.04	75	\$ -	\$ -	\$ 98,154.04
School Specialty	Classroom Select	5003660		307	\$ 470.98	\$ 144,590.86	75	\$ 24.00	\$ 1,800.00	\$ 146,390.86
OID	Alumi	T-HR-3060-PC-PHL1-PVC		307	\$ 318.62	\$ 97,816.34	75	\$ 73.57	\$ 5,517.75	\$ 103,334.09
Quality Specialty Products	Albatros		No	307	\$ 188.00	\$ 57,716.00	75	\$ -	\$ -	\$ 57,716.00
Midwest Storage	Wisconsin Bench	LOB6071-FX		307	\$ 351.36	\$ 107,867.52	75	\$ 10.75	\$ 806.25	\$ 108,673.77
ESTIMATE				307	\$ 250.00	\$ 76,750.00	75	\$ 28.56	\$ 2,142.00	\$ 78,892.00

BID ITEM #7A - STUDENT TABLE -Accessible

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	FS679RE2460		27	\$ 561.21	\$ 15,152.67	0	\$ -	\$ -	\$ 15,152.67
SBI	Scholar Craft	FS679RE2460		27	\$ 578.00	\$ 15,606.00	0	\$ -	\$ -	\$ 15,606.00
SBI	Alumni	T-HR-3060-PC-PHL1-PVC		27	\$ 369.00	\$ 9,963.00	0	\$ -	\$ -	\$ 9,963.00
Virco	Virco			27	\$ 329.56	\$ 8,898.12	0	\$ -	\$ -	\$ 8,898.12
School Specialty	Classroom Select	5003665		27	\$ 415.63	\$ 11,222.01	0	\$ -	\$ -	\$ 11,222.01
OID	Alumni	T-HR-3060-PC-PHL1-PV		27	\$ 316.97	\$ 8,558.19	0	\$ -	\$ -	\$ 8,558.19
Quality Specialty Products	Albatros		No	27	\$ 188.00	\$ 5,076.00	0	\$ -	\$ -	\$ 5,076.00
Midwest Storage	Wisconsin Bench	LOB6071-ADJ		27	\$ 361.11	\$ 9,749.97	0	\$ -	\$ -	\$ 9,749.97
ESTIMATE				27	\$ 250.00	\$ 6,750.00	0	\$ -	\$ -	\$ 6,750.00

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

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	SC3418COCT		964	\$ 113.72	\$ 109,626.08	384	\$ 4.22	\$ 1,620.48	\$ 111,246.56
SBI	Scholar Craft	SC3418COCT		964	\$ 102.00	\$ 98,328.00	384	\$ 7.00	\$ 2,688.00	\$ 101,016.00
SBI	Alumni	C-EXP-CANT18-CH-SC		964	\$ 98.00	\$ 94,472.00	384	\$ 7.00	\$ 2,688.00	\$ 97,160.00
Virco	Virco			964	\$ 147.06	\$ 141,765.84	384	\$ -	\$ -	\$ 141,765.84
School Specialty	Classroom Select	SSL#1496367		964	\$ 113.63	\$ 109,539.32	384	\$ 12.00	\$ 4,608.00	\$ 114,147.32
OID	Alumni	C-EXP-CANT18-CH-SC		964	\$ 94.84	\$ 91,425.76	384	\$ 45.12	\$ 17,326.08	\$ 108,751.84
Quality Specialty Products	Albatros		No	964	\$ 48.00	\$ 46,272.00	384	\$ 1.00	\$ 384.00	\$ 46,656.00
Midwest Storage	Alumni	C-EXP-CANT18-CH-SC		964	\$ 83.41	\$ 80,407.24	384	\$ 3.50	\$ 1,344.00	\$ 81,751.24
ESTIMATE				964	\$ 95.54	\$ 92,100.56	384	\$ 11.77	\$ 4,519.68	\$ 96,620.24

BID ITEM #11 - HORSESHOE TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	FS949HS6066-8600		1	\$ 423.34	\$ 423.34	0	\$ -	\$ -	\$ 423.34
SBI	Scholar Craft	FS949HS6066-2140		1	\$ 428.00	\$ 428.00	0	\$ -	\$ -	\$ 428.00
SBI	Alumni	T-NINSP-HS6066-PC		1	\$ 479.00	\$ 479.00	0	\$ -	\$ -	\$ 479.00
Virco	Virco			1	\$ 467.43	\$ 467.43	0	\$ -	\$ -	\$ 467.43
School Specialty	Classroom Select	SSL 1334868		1	\$ 423.46	\$ 423.46	0	\$ -	\$ -	\$ 423.46
OID	Alumni	T-NINSP-HS6066-PC		1	\$ 791.73	\$ 791.73	0	\$ -	\$ -	\$ 791.73
Quality Specialty Products	Albatros		No	1	\$ 190.00	\$ 190.00	0	\$ -	\$ -	\$ 190.00
Midwest Storage	Wisconsin Bench	ACT6240-ALS		1	\$ 616.87	\$ 616.87	0	\$ -	\$ -	\$ 616.87
ESTIMATE				1	\$ 408.95	\$ 408.95	0	\$ -	\$ -	\$ 408.95

BID ITEM #12B - UTILITY TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Scholar Craft	FS679RE3060		62	\$ 520.81	\$ 32,290.22	71	\$ 14.00	\$ 994.00	\$ 33,284.22
SBI	Scholar Craft	FS679RE3060		62	\$ 509.00	\$ 31,558.00	71	\$ 24.00	\$ 1,704.00	\$ 33,262.00
SBI	Alumni	T-HR-3060-PC-HPL1-PVC		62	\$ 337.00	\$ 20,894.00	71	\$ 24.00	\$ 1,704.00	\$ 22,598.00
Virco	Virco	683060		62	\$ 320.05	\$ 19,843.10	71	\$ -	\$ -	\$ 19,843.10
School Specialty	Classroom Select	5003671		62	\$ 460.18	\$ 28,531.16	71	\$ 17.00	\$ 1,207.00	\$ 29,738.16
OID	Alumni	T-HR-3060-PC-HPL1-PVC		62	\$ 318.11	\$ 19,722.82	71	\$ 15.70	\$ 1,114.70	\$ 20,837.52
Quality Specialty Products	Albatros		No	62	\$ 279.00	\$ 17,298.00	71	\$ 1.00	\$ 71.00	\$ 17,369.00
Midwest Storage	Wisconsin Bench	LOB6082-FX		62	\$ 390.04	\$ 24,182.48	71	\$ 10.75	\$ 763.25	\$ 24,945.73
ESTIMATE				62	\$ 215.12	\$ 13,337.44	71	\$ 61.15	\$ 4,341.65	\$ 17,679.09

ESTIMATE \$ 360,971.09

Low Line Item Bids:

Virco	\$ 126,895.26
	\$ -
SBI	\$ 207,974.00
	\$ -
Meteor	\$ 54,754.84
	\$ -
Total	\$ 389,624.10

AGENDA SUMMARY SHEET

Agenda Item:	Approval of Retention Package for Employees
Meeting Date:	March 20, 2023
Background/ Description:	In order to increase employee retention during a time when there are staffing shortages impacting the operation of our schools, the administration is recommending a retention stipend for regular employees in the amount of \$1,200. The payments will be made in the current fiscal year (FYE23) in exchange for an employee's commitment to work the entire 2023-24 school year. The stipend will be paid for out of unused budget authority for the FYE23 school year caused by vacant positions throughout the school year.
Action Desired:	<p>It is recommended that the District's administration be authorized to offer a retention stipend to current employees under the following conditions:</p> <ol style="list-style-type: none"> (1) The retention stipend shall be \$1,200, prorated for full time equivalency; (2) The retention stipend will be split into two payments occurring on or about May 5, 2023 and August 4, 2023. (3) The retention stipend shall be offered to all regular employees employed on May 30, 2023 (not temporary, seasonal, substitute, or extra duty only employees) other than the Superintendent, Associate Superintendents, Assistant Superintendent, and the Chief Financial Officer; (4) The stipend will be conditioned on the employee's agreement to work the entire 2023-24 school year. Any employee agreeing to work the entire 2023-24 school year, who resigns prior to the conclusion of the 2023-24 school year will be required to repay the full retention stipend; (5) The retention stipend will be offered to non-union and union employees, with union employees' stipends being conditioned upon agreement by their collective bargaining agent; and (6) The administration shall be tasked with setting procedures for implementation of the retention stipend as described above.
Policy / Strategic Plan Reference:	n/a
Responsible Person(s):	Chad Meisgeier, Chief Financial Officer & Kevin Chick, Associate Superintendent of Human Resources

Superintendent's Signature:

John Schuck

AGENDA SUMMARY SHEET

Agenda Item: Human Resources

Meeting Date: March 20, 2023

Background

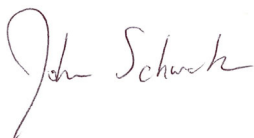
Description: Personnel Items: (1) Recommendation to Hire, (2) Resignation Agenda, (3) Leave Agenda

Action Desired: Approval

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

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

Superintendent's Signature



March 20, 2023

TEACHER RECOMMENDED FOR HIRE

Recommend: The following teachers be hired for the 2023-2024 school year:

1. Michaela E. Sievers – MA – Creighton University. School Counselor at Millard South High School for the 2023-2024 school year. Previous Experience: Roncalli High School (2021-Present)
2. Rebecca A. Terrell – MA – University of Nebraska, Omaha. Library Teacher at Millard North High School for the 2023-2024 school year. Previous Experience: Millard Public Schools, (2007-2022 and 1999-2001), Omaha Public Schools District (1992-1997)
3. Emily G. Ruda – BA – University of Nebraska, Omaha. Social Studies teacher at Millard North High School for the 2023-2024 school year. Previous Experience: Millard Public Schools – Short-Term Contract (2022-2023)
4. Kristen E. Rodenhausen – BA – University of Nebraska, Omaha. Science teacher at Millard South High School for the 2023-2024 school year.
5. Anthony M. Anderson – Education from University of Nebraska, Lincoln. Skilled and Technical Sciences (STS) teacher at Millard West High School for the 2023-2024 school year. Previous Experience: Omaha Public Schools District (2016-2022)
6. Anthony M. Gentile – MA+36 – University of Nebraska, Omaha. Administrative Intern at Disney Elementary School for the 2023-2024 school year. Previous Experience: Papillion-La Vista Public Schools District (2015-Present)
7. Breanna M. Lane – BA – University of Nebraska, Omaha. Preschool teacher at Disney Elementary School for the 2023-2024 school year.
8. Andrew T. Polinko – Education Specialist – University of Nebraska, Kearney. School Psychologist for the 2023-2024 school year. Previous Experience: Omaha Public Schools District (2022-Present); Lincoln Public Schools District (2019-2022)
9. Khyla A. Backer – Education Specialist – University of Nebraska, Kearney. School Psychologist at Black Elk Elementary School for the 2023-2024 school year. Previous Experience: Fremont Public Schools (2019-Present)
10. Gabrielle N. Breeling – BA – University of Nebraska, Omaha. Grade 5 teacher at Rockwell Elementary School for the 2023-2024 school year. Previous Experience: Bennington Public Schools (2021-Present)
11. Valerie M. Kemp – MA – University of Nebraska, Lincoln. Music teacher (.5) at Wheeler Elementary School for the 2023-2024 school year. Previous Experience: Millard Public Schools (2010-2014)

March 20, 2023

RESIGNATIONS

Recommend: The following resignation(s) be accepted:

1. Thomas W. Dobkins – Social Studies teacher at Millard South High School. Resigning at the end of the 2022-2023 school year for employment outside of education.
2. Monica M. Fisher – Special Education Resource teacher at Rohwer Elementary School. Resigning at the end of the 2022-2023 school year for employment with Westside Community Schools.
3. Victoria A. Lane – Family and Consumer Science teacher at Millard South High School. Resigning at the end of the 2022-2023 school year for personal reasons.
4. Emily A. Welch – Science teacher at Millard South High School. Resigning at the end of the 2022-2023 school year because of family relocation.
5. Sarah P. Siedlik – Business teacher at Millard South High School. Resigning at the end of the 2022-2023 school year for employment outside of education.
6. Lincoln B. Chamberlin – Language Arts teacher at Central Middle School. Resigning at the end of the 2022-2023 school year to take a teaching position with Lincoln Public Schools.
7. Christina M. Modrell – Math teacher at Millard West High School. Resigning at the end of the 2022-2023 school year to take a teaching position with Gretna Public Schools.
8. Makenna L. O’Neal – Social Studies teacher at Central Middle School. Resigning at the end of the 2022-2023 school year for personal reasons.
9. Aimee L. Coleman – Grade 3 teacher at Morton Elementary School. Resigning at the end of the 2022-2023 school year for personal family reasons. (Currently on a Leave of Absence)
10. Kayla E. Pitt – Spanish teacher at Millard North High School. Resigning at the end of the 2022-2023 school year to take a Dean of Students position with Omaha Public Schools District.
11. Bethany H. Grimm – Speech Pathologist at Upchurch Elementary School. Resigning at the end of the 2022-2023 school year for employment outside of education.
12. Emma Collins – Grade 3 teacher at Cather Elementary School. Resigning at the end of the 2022-2023 school year for personal family reasons.
13. Caitlyn Curnyn – Language Arts teacher at Millard South High School. Resigning at the end of the 2022-2023 school year for employment outside of education.
14. Kelli J. Cumberledge – Language Arts teacher at Millard South High School. Resigning at the end of the 2022-2023 school year for employment outside of education.

March 20, 2023

LEAVE OF ABSENCE

Recommend: The following Leave of Absence be accepted:

1. Jennifer R. Robak – Grade 5 teacher at Ezra Elementary School. Requesting a Leave of Absence for personal reasons for the 2023-2024 school year.
2. Johanna M. Hon – Language Arts teacher at Millard South High School. Requesting a Leave of Absence for personal reasons for the 2023-2023 school year.
3. Meredith G. Grit – Grade 5 teacher at Ezra Elementary School. Requesting a Leave of Absence for personal reasons for the 2023-2023 school year.

AGENDA SUMMARY SHEET

Agenda Item:	Post Graduate Enrollment (Class of 2021), Degree Completion (Class of 2016), and College Preparatory (Class of 2019) Reports
Meeting Date:	March 20, 2023
Background/ Description:	<p>Included in this report is trend data for postsecondary enrollment and degree completion of Millard graduates. This report presents data to compare the post-secondary participation of Millard graduates with state and national data for College-going Rate and Degree Completion. This information is obtained from data collected by Nebraska Department of Education (NDE) from the National Student Clearinghouse (NSC).</p> <ul style="list-style-type: none"> ● The Millard College-Going Rate for the Class of 2021, represented by enrollment in post-secondary education within the first year after graduation from high school is 80% compared to the Nebraska College-going Rate of 73%. ● The Millard degree completion for the Class of 2016 is 63%, which represents both two and four year degrees. The Nebraska degree completion rate is 52% representing both two and four year degrees. The National degree completion rate is 62% which represents both two and four year degrees. <p>A summary of results from the Millard College Preparatory Survey completed for the first time in the Spring of 2020 with the Class of 2017 is included with an update for the Class of 2019. As we have reviewed these data points over the past few years, we have wondered about how our students felt about their preparation for post secondary education. The survey is a measure to determine how prepared our students felt, so we can make adjustments to improve the educational program.</p>
Action Desired:	Information Only
Strategic Plan Reference:	Parameter: We will always expect each student to set and achieve challenging educational and career goals tailored to his/her abilities, interests, and aspirations.
Responsible Persons:	Dr. Heather Phipps, Dr. Anthony Weers, Dr. Melanie Olson, & Mrs. Tami Whitted
Superintendent's Signature:	



Post Graduate Enrollment Report (Class of 2021)

This graduate follow-up report presents data to compare the post-secondary participation of Millard graduates with state and national data for College-going Rate and Degree Completion. This information is obtained from data collected by the Nebraska Department of Education (NDE) from the National Student Clearinghouse (NSC). There is no charge to the district for data obtained from NDE.

College-going Rate for Class of 2021

The College-going Rate for Nebraska and Millard is measured by the number of students enrolled in a postsecondary institution between August 15, 2021 and October 15, 2022 and was obtained from the Nebraska High School Feedback Report from the Nebraska Department of Education. Postsecondary enrollment is considered after high school graduation, therefore student enrollment during high school in dual enrollment opportunities such as Academies or the Early College High School program are not considered as part of this data. The National College-going rate is dependent upon data from the National Center for Education Statistics and is measured by the number of students enrolled in 2-or 4-year colleges in the fall immediately after completing high school and represents a year behind the Nebraska and Millard Class specified.

College Going Rate

Class	National	Nebraska	Millard District
2021	63%	73%	80%
2020	66%	73%	80%
2019	69%	75%	83%
2018	69%	76%	82%
2017	67%	70%	82%

College Going Rate

The following chart represents Millard graduates enrolled any time during the first year after graduation.

College Going Rate by Ethnicity

Class	American Indian/ Alaskan Native	Asian	Pacific Islander	Black or African American	Hispanic	Two or More Races	White (Not Hispanic)
2021	100%	92%	100%	84%	66%	74%	81%
2020	67%	90%	67%	84%	68%	88%	80%
2019	67%	92%	75%	76%	83%	80%	83%
2018	80%	95%	80%	69%	81%	78%	82%
2017	60%	95%	80%	69%	81%	80%	82%

College Going Rate by Economic Status

The following chart shows college going rate by students participating in the Free or Reduced price lunch program. Graduates enrolled any time during the first year after graduation.

College Going Rate by Economic Status

Class	District Overall	Free/Reduced Lunch Qualifying
2021	80%	64%
2020	80%	65%
2019	83%	75%
2018	82%	63%
2017	82%	63%

Enrollment Institutions

The information in the tables below represents a profile of college-going graduates from Millard compared to college-going graduates in the state of Nebraska. Students may attend multiple institutions in the year immediately following high school.

Profile of College-Going Graduates

Name	MPS Class of 2021	Nebraska Class of 2021	MPS Class of 2020	Nebraska Class of 2020
In-state Colleges	76%	83%	78%	83%
Out of state Colleges	15%	9%	15%	10%
Both In and Out of state colleges	9%	8%	7%	7%
Private Colleges	10%	6%	10%	7%
Public Colleges	84%	86%	85%	86%
Both Private and Public Colleges	6%	8%	5%	7%
2-year Colleges	26%	39%	26%	39%
4-year Colleges	49%	33%	51%	33%
Both 2 and 4 year colleges	25%	28%	23%	28%

Degree Completion for Class of 2016

Degree Completion is measured by the number of people who completed an Associates or Bachelors degree **within six years**; certificates are not included. Students are only counted once even if they have earned multiple degrees, for example the Class of 2016 had many students earning advanced degrees including Doctor of Jurisprudence, Doctor of Pharmacy, and Educational Specialist. National data and Millard data include students who completed their degree at any college. Nebraska data includes only students who completed their degree at the same college. Eighty-one percent of the Class of 2016 enrolled in post-secondary education within a year after they graduated high school.

Degree Completion Rate

Class	National	Nebraska	Millard
2016	62%	52%*	63%
2015	62%	50%	62%
2014	61%	50%	61%
2013	61%	50%	63%
2012	58%	54%	63%

National Data: Causey, J., Lee, S., Ryu, M., Scheetz, A., & Shapiro, D. (Nov 2022), Completing College: National and State Report with Longitudinal Data Dashboard on Six- and Eight-Year Completion Rates. (Signature Report 21), Herndon, VA: National Student Clearinghouse Research Center.

*Nebraska Data: Nebraska's Coordinating Commission for Postsecondary Education – 2022 Progress Report, Table A10.1, Most recent data available through 2019-2020 school year based on National Center for Education Statistics, IPEDS 2010 through 2020 surveys

Millard Data: From the National Student Clearinghouse data, provided by the Nebraska Department of Education.

Post-secondary Activity of Students Not Reported

More than 3,600 colleges and universities, enrolling over 97% of all students in public and private U.S. institutions, participate in the National Student Clearinghouse. These institutions permit the Clearinghouse to make their information available, in full compliance with FERPA, to educational organizations, such as outreach programs, for the betterment of education.

Graduates not represented may have gone directly to work, enrolled in the military, or enrolled in one of the 2% of the institutions not represented by the Clearinghouse.

Millard College Preparatory Survey Results

In the spring of 2022 a survey was conducted by the UNL Bureau of Sociological Research (BOSR) in which members of the Millard graduating class of 2019 were contacted. Of the 946 graduates sampled, 14.9% (141 individuals) completed the survey. The participants were asked a variety of questions including: coursework while in high school, preparation for post-secondary, attendance at post-secondary institutions after high school, and given a chance to provide open-ended written responses.

Survey participants were asked about coursework while in high school.

High School Course Work	Postsecondary: <ul style="list-style-type: none"> ● Enrolled in a 4-year University experience 			Postsecondary: <ul style="list-style-type: none"> ● Did not enroll in a post-secondary experience ● Enrolled in Postsecondary but did not continue ● Enrolled in a 2-year college experience ● Enrolled in vocational or technical school experience 		
	Class of 2019 (106 responses)	Class of 2018 (123 responses)	Class of 2017 (212 responses)	Class of 2019 (38 responses)	Class of 2018 (41 responses)	Class of 2017 (62 responses)
Took four years of high school mathematics	82%	73%	73%	89%	50%	61%
Took at least one Advanced Placement course	85%	80%	84%	76%	29%	39%
Took a dual enrollment course	42%	34%	31%	53%	12%	13%
Earned 11 or more college credit hours while in high school	46%	35%	40%	34%	2%	6%
Felt prepared or very prepared for success after high school	84%	80%	76%	58%	24%	39%

Post-secondary experience was the next area asked about on the survey.

Of the eight (6%) respondents who never enrolled in a post-secondary experience the reasons most cited were*:

- I began a career (75%)
- I could not decide on a major (63%)
- I was not adequately prepared to take classes at a post-secondary institution (50%)
- It was too overwhelming (50%)
- It was no longer financially feasible (38%)
- I had family commitments (0%)
- Classes were too difficult and/or I was not able to maintain the needed GPA (0%)

Postsecondary experience	Post-secondary:		
	Class of 2019 (133 responses)	Class of 2018 (148 responses)	Class of 2017 (260 responses)
Did not have to take any non-credit or remedial courses while in college.	92%	84%	80%
Felt very prepared to somewhat prepared BEFORE taking college classes.	82%	68%	73%
Felt very prepared to somewhat prepared AFTER taking college classes	88%	73%	79%

Sixteen percent of respondents (22) indicated they were enrolled in a post-secondary institution but did not continue this experience. Of those respondents:

- The reasons they indicated for not continuing were* :
 - I graduated (59%)
 - I began a career (41%)
 - It was too overwhelming (23%)
 - It was no longer financially feasible (23%)
 - I was not adequately prepared to take classes at a post-secondary institution (18%)
- When they stopped taking classes was:
 - 28% during their first year
 - 14% sometime after the first year
 - 59% did not specify when they stopped taking classes.

Participants who did enroll in a post-secondary were asked about their experiences.

Of the seventy-eight percent (106) of respondents who enrolled in a four-year university post-secondary experience:

- 93% were satisfied with their decision to attend a four-year institution rather than a two-year college.
- Reasons most cited for being satisfied with their decision to attend a four-year institution include*:
 - Specific Degree (40)
 - Environment (12)
 - Personal goal (11)
 - Well rounded education (7)

The courses or subject areas the respondents indicated most prepared them for college*:

- Mathematics (29)
- English Language Arts (25)
- Science (25)
- Social Studies (9)

Participants were asked if there were any courses or subject areas they should have taken or that should have been offered that would have helped prepare them for college*:

- Finance (10)
- Science (10)
- Life Skills (8)
- None (24)

The life skills that most prepared them for college*:

- Citizenship and Personal Responsibility (35)
- Collaboration and Teamwork (20)
- Critical Thinking and Problem Solving Skills (19)

Life skills that would have been helpful to learn to prepare for college*:

- Citizenship and Personal Responsibility (42)
 - Critical Thinking and Problem Solving (12)
-

Respondents were offered the opportunity to submit free responses to numerous questions.

Common themes among the responses:

- Satisfaction in courses offered in Millard
- Benefits of dual credit courses and programs
- The need for financial literacy
- More information about college costs and financial aid
- More instruction on study skills such as time management and organization
- Additional experiences with basic life skills such as bill paying, taxes, and pursuing a career
- Increased support for mental health issues such as anxiety and family conflict

*Respondents could select more than one answer