The Daily Record

Public Notice Placement Confirmation

*Please notify us of any changes ASAP at **legals@omahadailyrecord.com***

Scheduled Publication **11/28**

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, December 1, 2025** 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**.

Lisa Schoenberger
Secretary

11/28 ZNEZ

All notice submissions, changes and cancellations must be made by 12 p.m. two weekdays prior to publication, or by earlier deadlines noted in your confirmation email in advance of court holidays. Please note the The Daily Record reserves the right to delay publication if we are unable to reach you to resolve questions or concerns.

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 December 1, 2025, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 1st day of December, 2025

Linda Poole – President

Mike Kennedy – Vice President

Lisa Schoenberger – Secretary

Amanda McGill Johnson – Treasurer

Justin Curtis

Stacy Jolley

Shree Gullapalli - MNHS

Braelyn Bouton - MSHS

Kynzly Farr - MWHS

BOARD OF EDUCATION MEETING SIGN IN

December 1, 2025

NAME:	REPRESENTING:	Observing for a Class? (Y/N)
Sarah Svacina	Aldrich	No
Saturn Rina Newburn	Leadership Academy	Yes?
Jaci Henderson	Aldrich	N
John Cain	None	N
Bill Unger	FNIC Group	N
Eric Crouch	Crouch Rec	N
Brenden Trout	Self	N
Tim Lens	Bergan KDV	N
Tyson Chromy	Leadership Academy	N
Josh Roth	Morrissey Engineering	N
Caleb Van Wolfen	Lamp Rynearson	
Bridget Finnegan	~~Boys Hig~~	Y
Savanna Bradley	Salzman	Y
Lorrie Krejci	NMS	y
Brian Harris	Nemaha Sports Construction	N
Molly Heuk		y
Allison Kenney Walker	Self	n
Kennedy Grace	MHS	y
Sofia Marcelino	MMS	y
Gio Nyamedi	MHS	y

BOARD OF EDUCATION MEETING SIGN IN

December 1, 2025

NAME:	REPRESENTING:	Observing for a Class? (Y/N)
Nyapuka Buop	Marian	Yes
Jason West	None	Yes
Stacy Kester-Pearson	MEA	N

Millard Public Schools

BOARD OF EDUCATION MEETING

December 1, 2025

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
DECEMBER 1, 2025
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

AGENDA

A. **Call to Order**

The Public Meeting Act is posted on the wall and available for public inspection.

B. **Pledge of Allegiance**

C. **Roll Call**

D. **Employee of the Month -** Jaci Henderson, Speech Pathologist at Aldrich Elementary School, and Michelle Wilbur, Office Para at North Middle School.

E. **Showcase -** Recognition of Students

F. **Public Comments on agenda items** – This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President before the meeting begins.

G. **Routine Matters**
1. *Approval of Board of Education Minutes – November 17, 2025
2. *Approval of Bills and receive the Treasurer's Report and Place on File

H. **Information Items**
1. Superintendent's Comments
2. Board Comments/Announcements
3. Reports from Student Board Representatives

I. **Unfinished Business -** None

J. **New Business**
1. First Reading Policy 4160 Human Resources - Evaluation
2. First Reading Policy 6635: Curriculum, Instruction, and Assessment - Students with Disabilities
3. Reaffirm Policy 8220: Internal Board Policies - Opportunities for Development
4. Reaffirm Policy 8225: Internal Board Policies - Use of Public Funds
5. Reaffirm Policy 8260: Internal Board Policies - Employee Recognition
6. Reaffirm Policy 8270: Internal Board Policies - Remembrances and Congratulations
7. Reaffirm Policy 8320: Internal Board Policies - Formulation of Bylaws
8. Reaffirm Policy 8330: Internal Board Policies - Formulation of Administrative Regulations
9. Reaffirm Policy 8342: Internal Board Policies - Determining the Agenda
10. Approval of Consent of Landlord
11. Approval of Administrator Evaluation Process
12. Approval of the 2026 Summer School Proposal
13. Approval of Audit Report for Fiscal Year Ended 2025

14. Approval of Contract for Aldrich Elementary School Re-Roof
15. Approval of Contract for Cottonwood Elementary School Boiler Replacement
16. Approval of Contract for Cottonwood Elementary School Controls Replacement
17. Approval of Contract for Millard South High School Theatre Lights Replacement
18. Approval of Contract for Millard North High School Field Replacements
19. Approval of Contract for Millard West High School Field Replacements
20. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP)
21. Executive Session - Personnel

K. **Reports**

1. Insurance Report
2. NSCAS Report 2025
3. Summer School 2025
4. Legislative Report

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

1. Saturday, December 6, 2025 - Foundation Board Holiday Event - 6:30 p.m. at Foundation Office
2. Wednesday, December 10, 2025 - Board of Education Holiday Celebration - 5:00 p.m. at Foundation Office
3. Monday, December 22, 2025 - Friday, January 2, 2025 - No School - Winter Break
4. Monday, January 5, 2026 - Teacher Professional Learning and Work Day - No School for Students
5. Monday, January 5, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
6. Tuesday, January 6, 2026 - School Resumes
7. Monday, January 12, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
8. Monday, January 19, 2026 - No School for Students - Martin Luther King Jr. Day / Professional Development Day
9. Monday, January 19, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
10. Sunday, January 25 - 26, 2026 - Legislative Issues Conference in Lincoln

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

N. **Adjournment**

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
DECEMBER 1, 2025
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

ADMINISTRATIVE MEMORANDUM

A. Call to Order

The Public Meeting Act is posted on the wall and available for public inspection.

B. Pledge of Allegiance

C. Roll Call

D. Employee of the Month - Jaci Henderson, Speech Pathologist at Aldrich Elementary School, and Michelle Wilbur, Office Para at North Middle School.

E. Showcase - Recognition of Students

F. Public Comments on agenda items – This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President before the meeting begins.

G.1* Motion by _____, seconded by _____, to approve the Board of Education Minutes from November 17, 2025.

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

H.1 Superintendent's Comments

H.2 Board Comments/Announcements

H.3 Reports from Student Board Representatives

I.1 Unfinished Business - None

J.1 First Reading Policy 4160 Human Resources - Evaluation.

J.2 First Reading Policy 6635: Curriculum, Instruction, and Assessment - Students with Disabilities.

J.3 Motion by _____, seconded by _____, to reaffirm Policy 8220: Internal Board Policies - Opportunities for Development.

J.4 Motion by _____, seconded by _____, to reaffirm Policy 8225: Internal Board Policies - Use of Public Funds.

J.5 Motion by _____, seconded by _____, to reaffirm Policy 8260: Internal Board Policies - Employee Recognition.

J.6 Motion by _____, seconded by _____, to reaffirm Policy 8270: Internal Board Policies - Remembrances and Congratulations.

J.7 Motion by _____, seconded by _____, to reaffirm Policy 8320: Internal Board Policies - Formulation of Bylaws.

J.8 Motion by _____, seconded by _____, to reaffirm Policy 8330: Internal Board Policies - Formulation of Administrative Regulations.

J.9 Motion by _____, seconded by _____, to reaffirm Policy 8342: Internal Board Policies - Determining the Agenda.

J.10 Motion by _____, seconded by _____, for the Approval of and consent to Millard Public Schools Foundation executing a Deed of Trust for the Foundation's leasehold interest in connection with the Foundation's construction loan by Bankers Trust Company for construction of the complex, and approval of the Consent of Landlord of the assignment of lease by the School District.

J.11 Motion by _____, seconded by _____, to approve the Administrator Evaluation Process.

J.12 Motion by _____, seconded by _____, to approve the 2026 Summer School Proposal.

J.13 Motion by _____, seconded by _____, that the Fiscal Year Ending 2025 Audit Report be received and filed in accordance with Nebraska law.

J.14 Motion by _____, seconded by _____, that the contract for the Aldrich Elementary School Re-Roof be awarded to Black Hawk Roof of Nebraska in the amount of $463,200 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.15 Motion by _____, seconded by _____, that the contract for the Cottonwood Elementary School Boiler Replacement be awarded to Grunwald Mechanical in the amount of $69,091 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.16 Motion by _____, seconded by _____, that the contract for the Cottonwood Elementary School Controls Replacement be awarded to Engineered Controls, Inc. in the amount of $198,770 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.17 Motion by _____, seconded by _____, that the contract for the Millard South High School Theatre Lights Replacement be awarded to Downs Electric in the amount of $735,700 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.18 Motion by _____, seconded by _____, that the contract for the Millard North High School Field Replacements be awarded to Nemaha Sports Construction in the amount of $1,301,214.41 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.19 Motion by _____, seconded by _____, that the contract for the Millard West High School Field Replacements be awarded to Nemaha Sports Construction in the amount of $1,666,280.67 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.20 Motion by _____, seconded by _____, to approve Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP).

J.21 Motion by _____, seconded by _____, to go into Executive Session at ____p.m. for the purpose of Personnel for the protection of the public's interest.

K. Reports
1. Insurance Report
2. NSCAS Report 2025
3. Summer School 2025
4. Legislative Report

L. Future Agenda Items/ Board Calendar
1. Saturday, December 6, 2025 - Foundation Board Holiday Event - 6:30 p.m. at Foundation Office
2. Wednesday, December 10, 2025 - Board of Education Holiday Celebration - 5:00 p.m. at Foundation Office
3. Monday, December 22, 2025 - Friday, January 2, 2025 - No School - Winter Break
4. Monday, January 5, 2026 - Teacher Professional Learning and Work Day - No School for Students
5. Monday, January 5, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
6. Tuesday, January 6, 2026 - School Resumes
7. Monday, January 12, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
8. Monday, January 19, 2026 - No School for Students - Martin Luther King Jr. Day / Professional Development Day
9. Monday, January 19, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
10. Sunday, January 25 - 26, 2026 - Legislative Issues Conference in Lincoln

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

N. Adjournment

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

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO. 17

A meeting of the Board of Education of the School District No. 17, in the county of Douglas in the state of Nebraska was convened in open and public session at 6:00 p.m., Monday, November 17, 2025, 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, November 14, 2025 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 Linda Poole shared 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. McGill Johnson, Mrs. Schoenberger, Mr. Kenney, Mrs. Poole, Mrs. Jolley, and Mr. Curtis were present.

The Student Showcase highlighted National Merit Semifinalist and Commended students from Millard North High School, Millard South High School, and Millard West High School, and Perfect ACT from Millard North High School, as well as Russell Middle School Cross Country, and Central Middle School Football.

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

Motion by Mike Kennedy, seconded by Lisa Schoenberger, to approve the Board of Education minutes for November 3, 2025, and approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mr. Kennedy, Mrs. Poole, Mrs. Jolley, Mr. Curtis, Mrs. McGill Johnson, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Mrs. Poole asked the leadership academy members attending the meeting to stand, and she welcomed them.

Superintendent's Comments:
Dr. Schwartz congratulated the Millard Public Schools Foundation on a wonderful Jingle event this past Friday. He said it was a well-attended event that raised a fair amount of money to support the Foundation's mission.

Dr. Schwartz stated that we concluded our mid-year Superintendent Advisory meetings this past week. He said we had a great turnout and received good feedback from engaged parents.

Dr. Schwartz said he is looking forward to attending the NASB State Board Conference this week.

Board Comments:

Mrs. McGill Johnson:
Mrs. McGill Johnson said she has enjoyed the recent school visits. She also noted that the Millard Public Schools Foundation Jingle was a great event.

Mrs. Schoenberger: None

Mr. Kennedy:
Mr. Kennedy commended Millard South football on a dominating season. He also congratulated the high schools on their academic achievements thus far this year.

Mr. Kennedy expressed his concern regarding the truancy crisis that exists in all districts in the state.

Mrs. Poole:
Mrs. Poole said she was unable to attend the Jingle event, but heard great things about it. She thanked the Millard Public Schools Foundation board and staff for all their work, and she also expressed her gratitude to everyone who attended for their support.

Mrs. Poole echoed her congratulations to the Millard South football team. She also congratulated all fall sports for their accomplishments.

Mrs. Poole said she attended the recent Superintendent Parent Advisory, and she shared that truancy was a topic that came up.

Mrs. Pools said she is looking forward to attending the NASB State Board Conference, where Dr. Schwartz will be honored for his Superintendent of the Year award.

Mr. Curtis: None

Mrs. Jolley:
Mrs. Jolley echoed her congratulations to everyone honored tonight.

Mrs. Jolley shared that she, too, is looking forward to attending the NASB State Board Conference. She shared that she is the NASB president this year. She is looking forward to seeing Senator Deb Fischer, who is a former school board member.

Mrs. Jolley encouraged everyone to attend Legally Blonde at Millard North Middle School this coming weekend.

Kynzly Farr, student representative from Millard West High School, and Braelyn Bouton, student representative from Millard South High School, reported on the academic and athletic happenings at their respective schools.

Unfinished Business - None

New Business
Motion by Stacy Jolley, seconded by Amanda McGill Johnson, to approve Dr. Heidi Penke as the Assistant Superintendent of Human Resources. Voting in favor of said motion was: Mrs. McGill Johnson, Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Amanda McGill Johnson, seconded by Lisa Schoenberger, to adopt Rule 2100.24: Human Resources - Assistant Director of Special Education. Voting in favor of said motion was: Mr. Curtis, Mrs. McGill Johnson, Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Lisa Schoenberger, seconded by Stacy Jolley, to reaffirm Policy 5200: Student Services - Attendance. Rule 5490.1: Student Services - Use of Alcohol and other Drug Testing Technology, Policy 6040: Curriculum, Instruction, and Assessment: Ceremonies and Observances, Rule 6040.1: Curriculum, Instruction, and Assessment: Ceremonies and Observances - Flag Salute and Treatment, Rule 6040.2: Curriculum, Instruction, and Assessment: Ceremonies and Observances - Pledge of Allegiance, Policy 6660: Curriculum, Instruction, and Assessment: Problem-Solving Process. Voting in favor of said motion was: Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole, Mrs. Jolley, Mr. Curtis, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, to approve the High School and Middle School Handbook and Registration Guides 2026-27. Voting in favor of said motion was: Mrs. Jolley, Mr. Curtis, Mrs. McGill Johnson, Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Lisa Schoenberger, that the contract for the Aldrich Elementary School Fan Powered Box Replacement be awarded to Christopherson Mechanical in the amount of $224,718 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: Mr. Kennedy, Mrs. Poole, Mrs. Jolley, Mr. Curtis, Mrs. McGill Johnson, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Mike Kennedy, that the contract for the North High School Roof Top Unit Replacement be awarded to Eyman Plumbing in the amount of $335,501 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. McGill Johnson, Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Lisa Schoenberger, that the contract for the North Middle School Cafeteria Flooring Replacement be awarded to Workspace Flooring in the amount of $22,305 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: Mr. Curtis, Mrs. McGill Johnson, Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Mike Kennedy, to approve Personnel Actions: Recommendation to Hire: Candace M. Petry, Nicole M. Russell, Lauren R. von Freiberg, Madelyn L. Saub, Emily N. Nordby, Parker N. Lundgren, Eden F. Ryan, Savannah M. Turgeon, Danielle M. Krebs; Resignation Agenda: Emma J. Grandgenett, Rebecca S. Ehrhorn, Colleen M. Killeen, Rebecca L. Reger, Pamela S. Vanderloo, Kimberly S. Rannells, Stephen J. Kerkman, Jennifer J. Myers, Robert B. Meeker, Hanna M. Flores, Susan M. Keogh, Theresa J. Haywood, Michael A. Daubert, Kristina Bamesberger, Dennis C. Elledge, Traci S. Gunter, Kathryn E. Hastings;Voluntary Separation Program (VSP): Traci S. Gunter, Rebecca S. Ehrhorn, Kimberly S. Nissen, Pamela S. Vanderloo, Kimberly A. Bunnell, Kimberly S. Rannells. Voting in favor of said motion was: Mrs. McGill Johnson, Mrs. Schoenberger, Mr. Kennedy, Mrs. Poole, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Reports:

Graduating Class of 2025 ACT Report

Executive Director of Assessment Dr. Darin Kelberlau reminded the board that the information listed is the most recent ACT test scores. The District ACT composite average is 21.1, again higher than the state average of 19.2. Trendlines show Millard maintaining strong ACT results that consistently outperform the state and nation. The ACT culture in Millard encourages students to continue taking rigorous courses all four years of high school as well as retaking the ACT their senior year.

Dr. Kelberlau said it is important to note that while more than 99% of Millard Public Schools and 95% of Nebraska students participate on the ACT, only 36% of students nationally are included in the results. Nebraska had the highest composite score in the nation compared to other states that give the ACT to a high percentage of students.

Dr. Kelberlau shared the changes that will be coming to ACT next year.

EL End of Year 2024-25 Report

Assistant Superintendent for Educational Services Dr. Todd Tripple provided the board with an update on the English Language (EL) Program. Dr. Tripple said there are about 1,000 students in our EL program whose families speak over 82 different languages. Services are offered at twenty-two locations. Dr. Tripple said the goal of the program is to help the students to build proficiency in English language. Dr. Tripple noted that 22% of the students reach proficiency, which is higher than the state average. Dr. Tripple said that the report details the professional development and support provided to the EL teachers. Dr. Tripple thanked the Coordinator of English Learners and Summer Programming, Dr. Burton, and District EL Support Specialist Pam Erixson for all their work.

Millard Public Schools Foundation Campaign Report

Director of Communications Rebecca Kleeman said that this year the Foundation achieved participation of 56 percent, the second-highest participation rate recorded. Millard staff contributed a total of $50,646 to the Millard Public Schools Foundation.

Future Agenda Items/ Board Calendar:

1. Wednesday, November 19-21, 2025 - NASB State Education Conference - CHI Health Center
2. Wednesday, November 26 - Friday, November 28, 2025 - Thanksgiving Break – No School for Students

3. Wednesday, November 26 - New Staff Orientation Day
4. Monday, December 1, 2025 - Board of Education Meeting - 6:00 p.m. at DSAC
5. Saturday, December 6, 2025 - Foundation Board Holiday Event - 6:30 p.m. at the Foundation Office
6. Wednesday, December 10, 2025 - Board of Education Holiday Celebration - 5:00 p.m. at the Foundation Office
7. Monday, December 22, 2025 - Friday, January 2, 2025 - No School - Winter Break
8. Monday, January 5, 2026 - Teacher Professional Learning and Work Day - No School for Students
9. Monday, January 5, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
10. Tuesday, January 6, 2026 - School Resumes

Mrs. Poole 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.

The meeting was adjourned at 7:30 p.m.



Secretary, Lisa Schoenberger

Millard Public Schools

December 1, 2025

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524214	11/13/2025	143971	AMERICAN NATIONAL BANK MASTERCARD	$3,395.48
	524215	11/13/2025	145142	BRIGHT FUTURES CARE & ED STAFFING	$2,811.60
	524216	11/13/2025	144457	JOAN M EDWARDS LLC	$4,520.78
	524217	11/13/2025	064800	METRO UTILITIES DISTRICT OF OMAHA	$1,497.87
	524219	11/13/2025	145176	RAINWOOD DEVELOPMENT PARTNERS LLC	$10,000.00
	524220	11/13/2025	139797	US BANK NATIONAL ASSOCIATION	$1,317.00
	524221	11/17/2025	143971	AMERICAN NATIONAL BANK MASTERCARD	$237.04
	524222	11/20/2025	144574	ADVANCE SERVICES INC	$6,028.22
	524223	11/20/2025	108436	COX COMMUNICATIONS INC	$16,031.93
	524224	11/20/2025	108436	COX COMMUNICATIONS INC	$6,155.61
	524226	11/20/2025	064800	METRO UTILITIES DISTRICT OF OMAHA	$48,063.46
	524227	11/20/2025	133419	PAPILLION-LAVISTA SOUTH HIGH SCHOOL	$1,133.00
	524228	11/20/2025	143347	VERIZON COMMUNICATIONS INC	$27.82
	524229	11/20/2025	143347	VERIZON COMMUNICATIONS INC	$1,445.25
	524230	11/20/2025	141432	WELLS FARGO FINANCIAL LEASNG INC	$3,425.00
	524231	12/01/2025	143790	360 COMMUNITY SERVICES	$22,467.84
	524234	12/01/2025	133400	ABDO PUBLISHING COMPANY	$1,109.65
	524235	12/01/2025	144574	ADVANCE SERVICES INC	$746.24
	524236	12/01/2025	010112	AE SUPPLY LLC	$5,335.00
	524238	12/01/2025	108351	AIRGAS INC	$320.31
	524239	12/01/2025	144998	ENES AKBUGA	$710.85
	524240	12/01/2025	144280	CLAIRE M ALLEN	$644.16
	524241	12/01/2025	143318	HARTIN INVESTMENTS LLC	$1,288.37
	524242	12/01/2025	144706	GABRIELA AMADO	$232.59
	524243	12/01/2025	102430	AMI GROUP INC	$2,730.00
	524244	12/01/2025	145220	MAX APEL	$70.00
	524246	12/01/2025	142413	APPLE VALLEY SPEECH/DEBATE ALUM FDN	$100.00
	524247	12/01/2025	106436	AQUA-CHEM INC	$9,445.26

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524248	12/01/2025	137528	BREANN C AVERY	$42.84
	524250	12/01/2025	145216	ANGELYN BANDIGAN	$140.00
	524251	12/01/2025	143990	KAITLYN FR BARRETT	$42.42
	524252	12/01/2025	143824	EMMA M BAUMANN	$331.66
	524253	12/01/2025	145236	COLTON BAXTER	$100.00
	524255	12/01/2025	135223	AARON J BEARINGER	$82.11
	524256	12/01/2025	140903	EMMA BECK	$124.74
	524257	12/01/2025	141521	ERIKA J BECKLEY	$83.44
	524258	12/01/2025	139889	DARLA G BELL	$92.82
	524259	12/01/2025	144510	JACOB M BERGMEIER	$72.38
	524260	12/01/2025	134749	RHONDA R BETZOLD	$404.34
	524261	12/01/2025	142507	KALPANA BHUPATHI RAJU	$893.32
	524262	12/01/2025	144496	LUCAS BINGHAM	$108.29
	524263	12/01/2025	140887	RODNEY JOHNSON	$450.00
	524266	12/01/2025	134478	TIFFANY M BOCK SMITH	$111.23
	524267	12/01/2025	145209	SUSANTH BODDULURI	$300.00
	524268	12/01/2025	144296	BOILER CHILLER SYSTEMS LLC	$365.00
	524269	12/01/2025	143453	BOKF, NATIONAL ASSOCIATION	$1,750.00
	524270	12/01/2025	132829	BOLCHAZY-CARDUCCI PUBLISHERS INC	$2,065.23
	524271	12/01/2025	133647	BORDEN CONSULTING CORPORATION	$495.00
	524272	12/01/2025	139996	BOYS TOWN	$59,400.00
	524273	12/01/2025	141835	BRADCO COMPANY	$767.33
	524274	12/01/2025	139947	YESENIA BRAVO	$231.03
	524275	12/01/2025	139890	DOUGLAS J BREITER	$95.20
	524276	12/01/2025	140855	AMY E BREITER	$53.48
	524277	12/01/2025	145142	BRIGHT FUTURES CARE & ED STAFFING	$7,986.00
	524278	12/01/2025	143810	SAMUEL BROESCH	$160.85
	524279	12/01/2025	144774	OMAHA PUBLIC SCHOOL DISTRICT	$664.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524280	12/01/2025	144411	NANCY BUENNEMEYER	$100.00
	524281	12/01/2025	143352	CTBOOK HOLDINGS LLC	$987.75
	524282	12/01/2025	143658	QUINN BUNGER	$70.00
	524283	12/01/2025	144528	EVAN BURNS	$100.00
	524284	12/01/2025	139496	NICOLE E BURTON	$130.90
	524285	12/01/2025	144014	MEGAN M CALDERON	$34.02
	524289	12/01/2025	143369	CAPITAL SANITARY SUPPLY CO INC	$42,123.04
	524291	12/01/2025	145180	TARA CARREON	$209.72
	524292	12/01/2025	138630	CARRIER ENTERPRISE LLC	$162.60
	524293	12/01/2025	139436	MATTHEW JOSEPH CASAS	$100.00
	524294	12/01/2025	140956	JOHN BARRY CASTLE	($22.50)
	524295	12/01/2025	142741	EMMA CAVALIER	$70.00
	524296	12/01/2025	133970	CCS PRESENTATION SYSTEMS	$648.50
	524297	12/01/2025	133589	CDW GOVERNMENT, INC.	$87.27
	524299	12/01/2025	144792	CERRIS SYSTEMS NORTH CENTRAL	$10,125.88
	524300	12/01/2025	135648	SUSAN M CHADWICK	$125.94
	524301	12/01/2025	134043	MALCOLM K CHAI	$249.91
	524303	12/01/2025	140609	KELSEY L CHASTAIN	$96.60
	524304	12/01/2025	106851	CHILDREN'S HOME HEALTHCARE	$23,169.50
	524305	12/01/2025	131135	PATRICIA A CLIFTON	$116.34
	524306	12/01/2025	141655	WENDY L COALSON	$130.57
	524307	12/01/2025	137013	NANCY S COLE	$97.58
	524308	12/01/2025	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	$570.00
	524309	12/01/2025	132152	GOVCONNECTION INC	$283.00
	524310	12/01/2025	026057	CONTROL MASTERS INC	$4,813.92
	524311	12/01/2025	136518	JANET L COOK	$140.28
	524312	12/01/2025	144920	CAITLIN FLYNN COPENHAVER	$140.00
	524313	12/01/2025	143248	RANA R COREY	$55.16

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524315	12/01/2025	106893	WICHITA WATER CONDITIONING INC	$95.00
	524316	12/01/2025	027300	CUMMINS CENTRAL POWER LLC	$928.39
	524317	12/01/2025	145221	EMILY CUNNINGHAM	$130.00
	524318	12/01/2025	143319	MCKENNA H CUTLER	$49.91
	524319	12/01/2025	131483	JANET L DAHLGAARD	$25.48
	524320	12/01/2025	132671	JEAN T DAIGLE	$186.27
	524321	12/01/2025	134751	ANGELA M DAIGLE	$74.35
	524322	12/01/2025	131003	DAILY RECORD	$46.66
	524323	12/01/2025	145210	ETHAN DALY	$70.00
	524324	12/01/2025	140546	ALAN EUGENE DAVIS	$70.00
	524325	12/01/2025	032497	CHERYL R DECKER	$81.62
	524326	12/01/2025	143263	LINDA K DEEGAN	$46.34
	524327	12/01/2025	106713	ANDREW S DEFREECE	$115.36
	524328	12/01/2025	032872	DENNIS SUPPLY COMPANY	$17.28
	524329	12/01/2025	137331	BASTIAN DERICHS	$113.82
	524330	12/01/2025	132532	DAYNA C DERICHS	$104.93
	524331	12/01/2025	144529	DEVELOPMENTAL DISABILITY CENTER NE	$15,020.60
	524333	12/01/2025	132669	DIGITAL DOT SYSTEMS INC	$980.00
	524334	12/01/2025	135059	LYNN A DIURBA	$210.14
	524335	12/01/2025	135911	DOG & PONY PRODUCTIONS INC	$3,600.00
	524336	12/01/2025	139349	TERRIN D DORATHY	$39.55
	524339	12/01/2025	135689	SUSAN M DULANY	$174.52
	524340	12/01/2025	145182	ABIGAIL DURKAN	$64.40
	524341	12/01/2025	137117	JEANNE J DYMOND	$69.99
	524343	12/01/2025	141459	J & L SERVICES INC	$135.00
	524344	12/01/2025	052370	ECHO ELECTRIC SUPPLY CO	$1,111.30
	524345	12/01/2025	037525	EDUCATIONAL SERVICE UNIT #3	$402,869.62
	524346	12/01/2025	109135	EDUCATIONAL SERVICE UNIT 10	$120.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524347	12/01/2025	142874	EDUPOINT EDUCATIONAL SYSTEMS LLC	$20,958.00
	524348	12/01/2025	144457	JOAN M EDWARDS LLC	$5,984.53
	524349	12/01/2025	038023	EGAN SUPPLY COMPANY	$4,769.66
	524350	12/01/2025	133823	REBECCA S EHRHORN	$478.80
	524351	12/01/2025	108082	ELECTRONIC CONTRACTING COMPANY	$1,462.50
	524353	12/01/2025	141577	ELITE PROFESSIONALS HOME CARE LLC	$14,053.00
	524354	12/01/2025	135239	JAMY D ELKER	$300.00
	524355	12/01/2025	131007	ELMAN & CO INC	$9,215.00
	524356	12/01/2025	144298	HANNAH E ENGELKAMP	$135.00
	524358	12/01/2025	135360	PAMELA A ERIXON	$150.78
	524359	12/01/2025	109066	TED H ESSER	$111.93
	524360	12/01/2025	143301	EVANS CUSTOM APPAREL INC	$1,442.00
	524361	12/01/2025	145056	EVERWAY HOLDCO LLC	$55,248.67
	524362	12/01/2025	144733	LAUREN F FAIRWEATHER	$17.78
	524363	12/01/2025	143660	ABIGAIL FARIS	$70.00
	524364	12/01/2025	145114	AMY FILE	$142.80
	524365	12/01/2025	141469	FRANCO FIORINI	$355.84
	524366	12/01/2025	133960	FIREGUARD INC	$66.97
	524367	12/01/2025	142378	FIS CAPITAL MARKETS US LLC	$200.00
	524368	12/01/2025	145212	JACKSON W FISCHER	$139.44
	524369	12/01/2025	109855	SHANNON M FISCHER	$54.60
	524370	12/01/2025	141511	JENNIFER M FITZKE	$29.96
	524371	12/01/2025	056820	FIRST INSURANCE GROUP LLC	$9,309.25
	524372	12/01/2025	145171	FOLDSCOPE INSTRUMENTS INC	$46.61
	524374	12/01/2025	143691	FOLLETT CONTENT SOLUTIONS LLC	$18,192.76
	524375	12/01/2025	107364	FONTENELLE NATURE ASSOCIATION	$691.25
	524376	12/01/2025	135263	DANA L FRERKES	$32.16
	524377	12/01/2025	136317	KELLY L FREY	$106.61

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524378	12/01/2025	144858	ADIEL GARCIA	$750.00
	524379	12/01/2025	144483	SOPHIA GARCIA	$70.00
	524381	12/01/2025	144797	CECILIA GILLEN	$260.00
	524382	12/01/2025	139894	TRICIA L GILLETT	$297.11
	524383	12/01/2025	106660	GLASSMASTERS INC	$2,055.00
	524384	12/01/2025	145211	ANDREA J GOMEZ	$13.38
	524385	12/01/2025	133885	GREENLIFE GARDENS INC	$482.50
	524386	12/01/2025	144082	JORGE GRIMALDO SANCHEZ	$401.03
	524387	12/01/2025	138427	JEFF T GUSTAFSON	$29.40
	524388	12/01/2025	144491	HILLARY A HADDIX	$198.66
	524389	12/01/2025	140274	TALMADGE PROPERTIES INC	$1,990.00
	524390	12/01/2025	144382	CALEB E HARTHOORN	$122.70
	524391	12/01/2025	145215	LAURA R HARTMAN	$80.70
	524392	12/01/2025	137832	SCOTT R HAUG	$268.80
	524393	12/01/2025	140889	DEANNA L HAYES	$72.67
	524394	12/01/2025	048475	HEARTLAND FOUNDATION	$5,170.00
	524397	12/01/2025	109808	CHERYL L HEIMES	$50.68
	524398	12/01/2025	102842	HELGET GAS PRODUCTS INC	$4.65
	524400	12/01/2025	141513	MELISSA M HENNINGS	$194.04
	524401	12/01/2025	144364	HERITAGE LANDSCAPE SUPPLY GROUP INC	$5,446.35
	524402	12/01/2025	144736	CHELSEA J HEUER	$299.67
	524403	12/01/2025	142299	MARK R HILBURN	$71.82
	524404	12/01/2025	139849	DEANA A HILLIARD	$1,433.93
	524405	12/01/2025	144343	MICHELLE C HOLMBERG	$129.36
	524406	12/01/2025	142777	HD SUPPLY INC	$1,282.97
	524407	12/01/2025	142777	HD SUPPLY INC	$1,259.27
	524408	12/01/2025	142777	HD SUPPLY INC	$193.26
	524409	12/01/2025	145191	MEGAN M HOUDEK	$15.05

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524410	12/01/2025	109836	AMY L HOULTON	$131.82
	524411	12/01/2025	101533	DIANE F HOWARD	$72.80
	524412	12/01/2025	132590	HUB INTERNATIONAL GREAT PLAINS LLC	$6,000.00
	524413	12/01/2025	139211	AGILE SPORTS TECHNOLOGIES INC	$2,000.00
	524414	12/01/2025	137426	HUGHES MULCH PRODUCTS LLC	$4,400.00
	524415	12/01/2025	049844	HYDRONIC ENERGY INC	$876.38
	524416	12/01/2025	145160	LINDSEY J HYLAND	$100.94
	524417	12/01/2025	133397	HY-VEE INC	$36.30
	524418	12/01/2025	049851	HY-VEE INC	$39.95
	524419	12/01/2025	049850	HY-VEE INC	$106.91
	524420	12/01/2025	144055	INCIDENT IQ LLC	$68,016.66
	524421	12/01/2025	051549	INDUSTRIAL ARTS SUPPLY CO	$313.77
	524422	12/01/2025	051740	INLAND TRUCK PARTS CO.	$565.80
	524423	12/01/2025	145219	INTELLECTUS STATISTICS LLC	$4,000.00
	524424	12/01/2025	140729	J F AHERN CO	$13,781.00
	524425	12/01/2025	143609	JACKSON SERVICES INC	$88.03
	524426	12/01/2025	141135	KRISTA M JAMESON	$145.69
	524427	12/01/2025	138947	NICOLE R JAMISON	$49.35
	524428	12/01/2025	131157	CHRISTINE A JANOVEC-POEHLMAN	$148.61
	524429	12/01/2025	136953	DELI MANAGEMENT INC	$326.55
	524430	12/01/2025	135735	GEORGE W JELKIN	$233.03
	524432	12/01/2025	133037	JENSEN TIRE & AUTO #15	$14,290.95
	524433	12/01/2025	083400	JOHNSON CONTROLS US HOLDINGS LLC	$3,518.56
	524434	12/01/2025	054500	JOHNSON HARDWARE CO LLC	$84.26
	524435	12/01/2025	135373	LINDA K JOHNSON	$39.34
	524436	12/01/2025	140228	COLIN T JOHNSTON	$268.80
	524438	12/01/2025	137152	SARAH A KAHM	$13.97
	524440	12/01/2025	141326	MELISSA KEITH	$100.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524441	12/01/2025	140881	DARIN C KELBERLAU	$368.92
	524442	12/01/2025	056276	KELVIN LP	$489.00
	524443	12/01/2025	144408	NAVYA KHANDAVALLI	$70.00
	524444	12/01/2025	144366	OMAHA DISCOVERY TRUST	$360.00
	524446	12/01/2025	143858	KIRK A KINGSTON	$199.02
	524447	12/01/2025	132571	JULIA L KOLANDER	$98.00
	524448	12/01/2025	131826	ALICIA C KOTLARZ	$89.53
	524449	12/01/2025	141957	MELINDA S KRAUSE	$31.15
	524450	12/01/2025	135814	KELLI K KRAUSE	$445.93
	524451	12/01/2025	137385	JOSEPH R KUEHL	$51.10
	524452	12/01/2025	140667	LAURA A KUEHL	$21.92
	524453	12/01/2025	144111	K12 SIGN LANGUAGE SOLUTIONS LLC	$610.00
	524455	12/01/2025	142981	SADIE LANGEMO	$140.00
	524456	12/01/2025	071050	LEE BHM CORPORATION	$555.99
	524457	12/01/2025	144801	GWENYTH L LEFFLER	$70.00
	524458	12/01/2025	141510	CHRISTINE E LEONARD	$70.35
	524460	12/01/2025	132518	LANCASTER COUNTY SCHOOL DISTRICT	$1,920.00
	524461	12/01/2025	133643	JODY C LINDQUIST	$70.21
	524462	12/01/2025	142365	MARY C LOFTUS	$36.69
	524463	12/01/2025	138354	STEFANIE N LORENZEN	$125.88
	524465	12/01/2025	135376	CASEY I LUNDGREN	$91.42
	524466	12/01/2025	145213	NIA K LYONS	$65.17
	524467	12/01/2025	144385	AMY M MACH	$111.09
	524468	12/01/2025	099321	MACKIN BOOK CO	$748.82
	524469	12/01/2025	143953	JEREMY S MADSON	$43.82
	524470	12/01/2025	140184	STEPHEN P MAINELLI	$51.24
	524471	12/01/2025	137281	DMG INC	$220.77
	524472	12/01/2025	138473	KEITH W MALY	$257.60

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524473	12/01/2025	139232	HARWOOD PIZZA INC	$94.19
	524474	12/01/2025	144806	SHALOM BREANNA MANYARA	$160.00
	524476	12/01/2025	133505	SUSAN N MARLATT	$141.40
	524478	12/01/2025	137783	COURTNEY N MATULKA	$31.71
	524479	12/01/2025	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	$131,008.92
	524480	12/01/2025	145185	DAVID F MAY	$142.10
	524481	12/01/2025	144337	TERESA L MCANDREW	$28.87
	524482	12/01/2025	145217	LUKE MCDERMOTT	$100.00
	524483	12/01/2025	140110	MCGRAW HILL/MAV HOLDING CORPORATION	$1,590.53
	524484	12/01/2025	137014	RYE L MCINTOSH	$129.92
	524485	12/01/2025	140034	AMY B MCIVER	$193.93
	524486	12/01/2025	141523	KELLI M MCWILLIAMS	$18.90
	524487	12/01/2025	145218	JOHN HAILE MCWILLIAMS	$100.00
	524488	12/01/2025	064260	MECHANICAL SALES INC.	$23,198.05
	524489	12/01/2025	136470	CHAD M MEISGEIER	$26.04
	524490	12/01/2025	138691	MENARDS INC	$481.10
	524491	12/01/2025	140117	DANIEL J MEYER	$1,131.40
	524492	12/01/2025	137183	TERRY M MEYER	$87.57
	524493	12/01/2025	144040	CATELYN N MEYSENBURG	$177.10
	524494	12/01/2025	138760	MIDLANDS MECHANICAL INC	$8,717.00
	524495	12/01/2025	064950	MIDWEST METAL WORKS INC	$35.00
	524496	12/01/2025	144808	JOHN A MILITTI	$70.00
	524497	12/01/2025	065438	MILLARD NORTH HIGH SCHOOL	$263.96
	524498	12/01/2025	065440	MILLARD SOUTH HIGH SCHOOL	$400.00
	524499	12/01/2025	065443	MILLARD WEST HIGH SCHOOL	$18,703.00
	524500	12/01/2025	131328	MILLER ELECTRIC COMPANY	$8,496.24
	524501	12/01/2025	145222	BRIAN MOCK	$70.00
	524502	12/01/2025	140990	LAURA M MORRIS	$233.24

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524504	12/01/2025	142503	NITHYA MUDGAPALLI	$70.00
	524505	12/01/2025	143100	KARI R MURPHY	$776.38
	524507	12/01/2025	140385	NANOPAC INC	$374.00
	524509	12/01/2025	136954	NEBRASKA CHILD SUPPORT PAYMENT CTR	$22.50
	524510	12/01/2025	068440	NEBRASKA DEPARTMENT OF EDUCATION	$125.00
	524511	12/01/2025	068445	NEBRASKA FURNITURE MART INC	$0.00
	524513	12/01/2025	141558	JILL M NEELEY	$8.40
	524514	12/01/2025	145163	NEHER ENTERPRISES LLC	$2,000.00
	524515	12/01/2025	141138	AMANDA J NIEMIEC	$120.33
	524516	12/01/2025	107905	MELINDA C NOLLER	$64.75
	524517	12/01/2025	145223	KORBEN OCKANDER	$70.00
	524518	12/01/2025	145225	REMKEA R OCKANDER	$70.00
	524519	12/01/2025	100013	ODP BUSINESS SOLUTIONS LLC	$1,107.90
	524520	12/01/2025	070245	RICHELIEU AMERICA LTD	$34.27
	524521	12/01/2025	132778	MELANIE L OLSON	$8.75
	524522	12/01/2025	144193	OMAHA COMPOUND COMPANY	$3,687.50
	524523	12/01/2025	136405	OMAHA DOOR & WINDOW CO INC	$177.00
	524524	12/01/2025	101881	OMAHA ZOOLOGICAL SOCIETY	$30,523.00
	524525	12/01/2025	137824	OMBUDSMAN EDUCATIONAL SVCS LTD	$391,155.00
	524526	12/01/2025	133850	ONE SOURCE ACQUISITION COMPANY LLC	$4,595.60
	524527	12/01/2025	144248	CHARLES S ORLANDO	$137.20
	524528	12/01/2025	138662	KELLY D OSTRAND	$126.00
	524529	12/01/2025	133368	KELLY R O'TOOLE	$39.20
	524530	12/01/2025	142290	OVERDRIVE INC	$3,915.99
	524531	12/01/2025	145197	MARIA PACANA-BREDENKAMP	$89.32
	524533	12/01/2025	132006	ANDREA L PARSONS	$49.56
	524535	12/01/2025	107783	HEIDI T PENKE	$472.57
	524536	12/01/2025	145161	MEGHAN M PETERSEN	$28.49

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524537	12/01/2025	144424	KAITLYN JEAN PETERSON	$70.00
	524538	12/01/2025	132751	BETH A PFEIFFER	$48.72
	524539	12/01/2025	144351	LAURA M PLAS	$58.17
	524540	12/01/2025	139982	KATHRYNE C PLAZA	$161.41
	524541	12/01/2025	144746	HOLLIN D POEHLMAN	$168.77
	524542	12/01/2025	144380	ANDREW T POLINKO	$22.33
	524544	12/01/2025	073010	PORTER TRUSTIN CARLSON	$1,032.00
	524545	12/01/2025	143687	PRIME HOME DDS INC	$44,752.90
	524546	12/01/2025	134598	PRIME COMMUNICATIONS INC	$2,006.22
	524547	12/01/2025	145228	TRE PAISANO'S INC	$1,200.00
	524548	12/01/2025	102199	PRIORITY FITNESS INC	$900.00
	524549	12/01/2025	144622	PROPIO LANGUAGE SERVICES LLC	$1,943.43
	524552	12/01/2025	142847	READY TO KOOL LLC	$36,567.80
	524553	12/01/2025	142176	SUZANNE M REAVIS	$30.03
	524554	12/01/2025	141984	REBECCA L REGER	$17.01
	524555	12/01/2025	134858	JENNIFER L REID	$31.99
	524556	12/01/2025	145205	REMEDY ROAD LLC	$1,023.21
	524558	12/01/2025	138690	TIMOTHY P RICHT	$28.42
	524559	12/01/2025	079179	RIEKES EQUIPMENT CO	$383.40
	524560	12/01/2025	144428	ARNAV RISHI	$200.00
	524561	12/01/2025	143689	TRICIA J ROHDE	$22.40
	524563	12/01/2025	143241	MICHAEL J RUCKER	$106.40
	524564	12/01/2025	141972	ALLISON A RUTHERFORD	$64.96
	524565	12/01/2025	144745	JOSELYN M SAND	$42.21
	524566	12/01/2025	081725	KIMBERLEY K SAUM-MILLS	$99.05
	524567	12/01/2025	139520	BLAISE J SCHEEF	$52.22
	524568	12/01/2025	135433	MONTE G SCHEEF	$78.12
	524569	12/01/2025	131256	LOEL R SCHETTLER	$27.72

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524570	12/01/2025	143695	SCHUMACHER ELEVATOR COMPANY	$6,250.75
	524572	12/01/2025	134567	KAYE M SCHWEIGERT	$112.91
	524573	12/01/2025	145229	KARA L SCHWEISS	$50.00
	524574	12/01/2025	131699	SCOTT ENTERPRISES INC	$374.41
	524575	12/01/2025	144492	JAMIE L SCOTT	$42.28
	524576	12/01/2025	109815	JENNIFER L SCOTT	$102.97
	524577	12/01/2025	134189	JODY L SEMPEK	$55.86
	524578	12/01/2025	145193	ALEXANDER L SHARP	$131.46
	524579	12/01/2025	109800	AMY L SHATTUCK	$405.80
	524581	12/01/2025	142381	KELSEY O SHERIDAN	$134.47
	524582	12/01/2025	144377	LINDSAY A SHIELDS	$87.99
	524583	12/01/2025	142312	JULIE L SHIRK	$66.99
	524585	12/01/2025	143266	NATHAN M SMITH	$61.32
	524586	12/01/2025	101476	SODEXO INC & AFFILIATES	$129,976.33
	524587	12/01/2025	142226	MICHELLE R SOMERVILLE	$49.70
	524590	12/01/2025	101021	BRENDA L SPETHMAN	$40.60
	524591	12/01/2025	139805	SQUIRRELS LLC	$857.60
	524592	12/01/2025	144253	MATTHEW E STARKS	$511.98
	524593	12/01/2025	143504	BRANDON L STAVA	$5.49
	524594	12/01/2025	142151	JENNIFER STEPHENSON	$210.00
	524595	12/01/2025	144096	THE STEPPING STONES GROUP LLC	$38,071.53
	524596	12/01/2025	142102	STERLING COMPUTERS CORPORATION	$4,945.78
	524597	12/01/2025	137093	JAMIE R STINSON	$13.72
	524598	12/01/2025	145214	ALEXIS M STOLEN	$20.58
	524599	12/01/2025	145022	SUMMIT FIRE PROTECTION CO	$6,266.01
	524600	12/01/2025	145231	NATASJA SWANSON	$70.00
	524601	12/01/2025	141546	ALLISON C SWITZER	$404.84
	524603	12/01/2025	144073	VICTOR THOMS	$750.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524604	12/01/2025	144544	TIFCO INDUSTRIES INC	$3,567.83
	524606	12/01/2025	141524	SONIA E TIPP	$104.69
	524607	12/01/2025	142476	RON STEINER	$676.00
	524608	12/01/2025	106807	JEAN M TOOHER	$135.59
	524609	12/01/2025	137870	LINDSAY D TRAEGER	$125.23
	524611	12/01/2025	141557	TODD E TRIPPLE	$54.88
	524612	12/01/2025	107719	KIMBERLY P TRISLER	$36.54
	524613	12/01/2025	106493	TRITZ PLUMBING, INC.	$12,216.00
	524615	12/01/2025	142259	PAMELA K TUVESON	$292.11
	524616	12/01/2025	135505	OUTDOOR POWER GROUP INC	$927.97
	524617	12/01/2025	142309	UNANIMOUS INC	$4,935.00
	524626	12/01/2025	144550	UNIFIRST CORPORATION	$4,256.24
	524627	12/01/2025	090214	UNITED ELECTRIC SUPPLY CO INC	$1,728.42
	524628	12/01/2025	134849	UNITED RENTALS (NORTH AMERICA) INC	$1,719.00
	524630	12/01/2025	068875	UNIVERSITY OF NEBRASKA MED CENTER	$589.87
	524631	12/01/2025	068840	BOARD OF REGENTS UNIVERSITY OF NE	$975.00
	524632	12/01/2025	144349	SOFIA VALADEZ	$76.23
	524633	12/01/2025	138046	AUTO LUBE INC	$1,900.37
	524635	12/01/2025	145235	LUKE VANDENBUSSCHE	$100.00
	524636	12/01/2025	145166	LAURA J VANDERWOUDE	$41.10
	524637	12/01/2025	144712	MICHELLE R VEJVODA	$168.90
	524638	12/01/2025	143481	ERIN K VIOLI	$165.59
	524639	12/01/2025	135863	RUDOLPH A VLCEK III	$80.00
	524640	12/01/2025	145232	CECELIA VLIEGER	$70.00
	524642	12/01/2025	145141	KATRINA M WATTON	$120.00
	524643	12/01/2025	145233	GIONNA WEBER	$70.00
	524644	12/01/2025	141464	ANTHONY J WEERS	$62.23
	524645	12/01/2025	144891	MAYA WEILER	$70.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524647	12/01/2025	140929	ERIC C WELTE	$35.28
	524648	12/01/2025	144108	JACOB WESTBY	$70.00
	524649	12/01/2025	094245	WESTLAKE ACE HARDWARE INC	$117.96
	524650	12/01/2025	144480	CADEN MICHAEL WHELAN	$140.00
	524651	12/01/2025	094820	WHOLESALE HEATING & COOLING SUPPLY	$61.75
	524652	12/01/2025	137485	WENDY A WIGHT	$816.84
	524653	12/01/2025	144437	GRACELYN PAIGE WINGETT	$140.00
	524654	12/01/2025	145167	MEGAN N WOOD	$18.13
	524655	12/01/2025	109852	WURTH BAER SUPPLY CO	$118.84
	524656	12/01/2025	096200	YOUNG & WHITE	$21,243.00
	524657	12/01/2025	142269	WHC NE LLC	$18,751.30
	524658	12/01/2025	145234	JILL L ZEIGLE	$131.90
	524659	12/01/2025	144482	LIKANG ZHU	$100.00
	524660	12/01/2025	136468	MAUREEN F ZOHLEN	$73.20
	524661	12/01/2025	136855	PAUL R ZOHLEN	$57.26
	E108530	12/01/2025	102832	AOI	$567.15
	E108531	12/01/2025	102727	B & H PHOTO	$1,442.48
	E108532	12/01/2025	135991	BAKER DISTRIBUTING CO LLC	$38.16
	E108535	12/01/2025	019111	BISHOP BUSINESS EQUIPMENT	$51,172.82
	E108536	12/01/2025	099220	DICK BLICK CO	$486.98
	E108537	12/01/2025	019559	BOUND TO STAY BOUND BOOKS INC	$9,324.87
	E108538	12/01/2025	130289	CENTER FOR RESPONSIVE SCHOOLS INC	$4,000.00
	E108539	12/01/2025	143654	JEREDITH BRANDS LLC	$72,054.00
	E108540	12/01/2025	090270	CLEAN WATER GUYS INC	$10,934.95
	E108543	12/01/2025	032050	D B NEBRASKA SERVICE CO.	$6,722.78
	E108544	12/01/2025	032800	DEMCO INC	$768.04
	E108547	12/01/2025	033473	DIETZE MUSIC HOUSE INC	$3,062.53
	E108548	12/01/2025	139946	DOWNS ELECTRIC INC	$1,214.30

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E108549	12/01/2025	034120	DULTMEIER SALES LLC	$134.75
	E108550	12/01/2025	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	$32,568.00
	E108551	12/01/2025	132066	ENGINEERED CONTROLS INC	$730.00
	E108552	12/01/2025	131927	RILEY M HELLER	$321.71
	E108553	12/01/2025	040537	WOLSELEY INVESTMENTS INC	$3,295.70
	E108554	12/01/2025	133919	FILTER SHOP INC	$6,895.92
	E108555	12/01/2025	041086	FLINN SCIENTIFIC INC	$219.62
	E108556	12/01/2025	140791	FRONTLINE PRIVATE SECURITY LLC	$1,205.00
	E108557	12/01/2025	141358	FUN EXPRESS LLC	$45.13
	E108558	12/01/2025	131565	GARTNER & ASSOCIATES CO, INC.	$722.00
	E108560	12/01/2025	044950	GRAINGER INDUSTRIAL SUPPLY	$3,503.61
	E108561	12/01/2025	049700	HUGHES TREE SERVICE	$2,800.00
	E108563	12/01/2025	100928	J W PEPPER & SON INC.	$324.55
	E108564	12/01/2025	054630	JOHNSTONE SUPPLY	$2,343.33
	E108565	12/01/2025	142898	JUST FOR KIDS THERAPY INC	$348.50
	E108566	12/01/2025	138181	KIDWELL ELECTRIC COMPANY INC	$2,076.48
	E108567	12/01/2025	107192	FLYNN INNOVATIONS LLC	$223.15
	E108568	12/01/2025	059470	LIEN TERMITE & PEST CONTROL INC	$410.00
	E108569	12/01/2025	059560	MATHESON TRI-GAS INC	$947.60
	E108570	12/01/2025	137947	MECHANICAL SALES PARTS INC	$848.46
	E108571	12/01/2025	102560	MEDCO SUPPLY COMPANY	$436.92
	E108572	12/01/2025	068334	NEBRASKA AIR FILTER INC	$7,736.85
	E108573	12/01/2025	134725	OMAHA CASING CO INC	$2,623.00
	E108574	12/01/2025	071545	PAPER CORPORATION	$24,771.60
	E108575	12/01/2025	072760	PITSCO EDUCATION LLC	$949.58
	E108576	12/01/2025	132713	PROTEX CENTRAL INC	$260.00
	E108577	12/01/2025	137779	JARDINE QUALITY IRRIGATION INC	$1,685.84
	E108579	12/01/2025	139589	PANCIL LLC	$355.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E108581	12/01/2025	138304	TIME MANAGEMENT SYSTEMS	$4,550.00
	E108582	12/01/2025	106364	TRANE US INC	$588.95
	E108584	12/01/2025	137707	UTILITY TRENCHING INC	$750.00
	E108585	12/01/2025	138328	VEX ROBOTICS INC	$1,678.40
	E108588	12/01/2025	093765	WATER ENGINEERING, INC.	$1,951.97
	E108589	12/01/2025	137878	WHITE WOLF WEB PRINTERS INC	$902.97
01 - Total					**$2,298,764.58**
02	27629	12/01/2025	145187	AWOLYAK AKOTKUEL	$87.00
	27630	12/01/2025	010670	GENERAL PARTS LLC	$2,058.49
	27631	12/01/2025	145208	CRUZ DEMARCO PAXTON KESSLER	$21.75
	27632	12/01/2025	145188	ELIZABETH P LEMKEE	$90.63
	27633	12/01/2025	100082	MCCORMACK DISTRIBUTING CO INC	$365.00
	27634	12/01/2025	142660	MIDWEST EQUIP/ESPRESSO SPECIALIST	$150.00
	27635	12/01/2025	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	$19.00
	27636	12/01/2025	131328	MILLER ELECTRIC COMPANY	$7,799.79
	27637	12/01/2025	143969	RACHEL A MONTOYA	$21.07
	27638	12/01/2025	100013	ODP BUSINESS SOLUTIONS LLC	$276.21
	27639	12/01/2025	139832	PAMELA S OSTERMAN	$30.80
	27640	12/01/2025	144315	KYLE FLOYD RODDENBERRY	$195.75
	27641	12/01/2025	144898	SANTANA F RUBY	$42.00
	27642	12/01/2025	144750	NANCY S SAATHOFF	$13.44
	27643	12/01/2025	145189	PATRICK J SIMMONS	$87.00
	27644	12/01/2025	101476	SODEXO INC & AFFILIATES	$829,167.95
	27645	12/01/2025	144187	TUNE FACILITIES LLC	$1,360.00
	E30213	12/01/2025	019111	BISHOP BUSINESS EQUIPMENT	$177.00
02 - Total					**$841,962.88**
06	524333	12/01/2025	132669	DIGITAL DOT SYSTEMS INC	$320.00
	524437	12/01/2025	136678	K C PETERSEN CONSTRUCTION CO	$217,215.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
06	524557	12/01/2025	144570	REVOLUTION WRAPS LLC	$441.37
	524614	12/01/2025	144187	TUNE FACILITIES LLC	$1,900.00
06 - Total					**$219,876.37**
07	524232	12/01/2025	144840	7ER GROUP LLC	$107,782.23
	524233	12/01/2025	010040	A & D TECHNICAL SUPPLY CO INC	$1,994.55
	524254	12/01/2025	133480	BERINGER CIACCIO DENNELL MABREY	$129,293.93
	524264	12/01/2025	144931	BLACK HAWK ROOF OF NEBRASKA INC	$36,468.65
	524290	12/01/2025	139926	CARLSON WEST POVONDRA ARCHITECTS	$17,133.30
	524322	12/01/2025	131003	DAILY RECORD	$66.01
	524342	12/01/2025	133806	E & A CONSULTING GROUP INC	$6,800.00
	524352	12/01/2025	038140	ELECTRONIC SOUND INC.	$555.00
	524380	12/01/2025	143780	GENESIS CONTRACTING GROUP LLC	$372,286.85
	524395	12/01/2025	144846	ZWACQUISITION COMPANY INC	$2,000.00
	524396	12/01/2025	100782	HEARTLAND SCENIC STUDIO INC	$433.73
	524475	12/01/2025	142914	MARATHON REPROGRAPHICS INC	$1,364.50
	524500	12/01/2025	131328	MILLER ELECTRIC COMPANY	$22,421.70
	524503	12/01/2025	134532	MORRISSEY ENGINEERING INC	$38,110.00
	524550	12/01/2025	139972	PURDY & SLACK ARCHITECTS PC	$3,590.00
	524580	12/01/2025	083175	SHEPPARD'S BUSINESS INTERIORS	$4,989.00
	524589	12/01/2025	136932	SPECIALIZED AIR/HYDRONIC BALANCING	$2,665.00
	524614	12/01/2025	144187	TUNE FACILITIES LLC	$22,960.00
	524646	12/01/2025	143362	THE WEITZ GROUP LLC	$286,933.00
	E108533	12/01/2025	017670	RASMUSSEN MECHANICAL SERVICES INC	$21,441.00
	E108566	12/01/2025	138181	KIDWELL ELECTRIC COMPANY INC	$28,648.50
	E108578	12/01/2025	082350	SCHOOL SPECIALTY LLC	$40.74
	E108588	12/01/2025	093765	WATER ENGINEERING, INC.	$501.90
07 - Total					**$1,108,479.59**
11	524218	11/13/2025	143701	WASTE CONNECTIONS OF NEBRASKA INC	$149.58

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	524237	12/01/2025	144397	SCOT R AHLERS	$1,240.75
	524249	12/01/2025	138929	SUE ANN BAINTER	$100.00
	524265	12/01/2025	143275	BRIDGET K BLIEFERNICH	$149.99
	524281	12/01/2025	143352	CTBOOK HOLDINGS LLC	$754.50
	524284	12/01/2025	139496	NICOLE E BURTON	$239.89
	524289	12/01/2025	143369	CAPITAL SANITARY SUPPLY CO INC	$384.91
	524298	12/01/2025	144769	CENTER FOR COLLABORATIVE CLASSROOM	$1,479.60
	524314	12/01/2025	142971	JILL M CRAMER	$1,836.99
	524337	12/01/2025	130648	DOSTALS CONSTRUCTION CO INC	$6,250.00
	524338	12/01/2025	144693	BREANNA R DUDLEY	$2,326.67
	524345	12/01/2025	037525	EDUCATIONAL SERVICE UNIT #3	$1,673.88
	524357	12/01/2025	142344	KYLER ERICKSON	$3,000.00
	524358	12/01/2025	135360	PAMELA A ERIXON	$174.00
	524390	12/01/2025	144382	CALEB E HARTHOORN	$1,240.75
	524419	12/01/2025	049850	HY-VEE INC	$85.00
	524439	12/01/2025	143329	NOTABLE INC	$149.00
	524445	12/01/2025	144965	CHRISTINA S KILGORE	$237.50
	524459	12/01/2025	144765	LEXIA VOYAGER SOPRIS INC	$39,600.00
	524462	12/01/2025	142365	MARY C LOFTUS	$178.59
	524464	12/01/2025	144804	TAYLOR A LUBRANT	$1,786.99
	524473	12/01/2025	139232	HARWOOD PIZZA INC	$284.32
	524477	12/01/2025	142173	SARAH E MARTIN	$1,240.70
	524506	12/01/2025	144811	TRACEY ANN N MYERS	$1,786.99
	524508	12/01/2025	145224	NATIONAL CENTER FAMILIES LEARNING	$90.00
	524512	12/01/2025	136532	NEBRASKA LUTHERAN OUTDR MINISTRIES	$1,610.00
	524543	12/01/2025	145227	MIRANDA A PORTER	$35.05
	524551	12/01/2025	144426	BROOKE E RAVENSCRAFT	$242.68
	524571	12/01/2025	145052	GRACIE M SCHWEERS	$2,849.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	524576	12/01/2025	109815	JENNIFER L SCOTT	$271.09
	524586	12/01/2025	101476	SODEXO INC & AFFILIATES	$650.45
	524588	12/01/2025	145230	BLAIR E SOMMERFELD	$1,238.75
	524592	12/01/2025	144253	MATTHEW E STARKS	$96.95
	524605	12/01/2025	143335	TILL360 LLC	$4,750.00
	524610	12/01/2025	048960	TMK HAWK PARENT CORP	$1,337.76
	524629	12/01/2025	130264	UNIVERSITY OF NE STATE MUSEUM	$1,008.00
	524630	12/01/2025	068875	UNIVERSITY OF NEBRASKA MED CENTER	$51,348.00
	524634	12/01/2025	144617	TAYLOR F VAN VLIET	$1,867.99
	E108535	12/01/2025	019111	BISHOP BUSINESS EQUIPMENT	$1,007.00
	E108538	12/01/2025	130289	CENTER FOR RESPONSIVE SCHOOLS INC	$4,000.00
	E108542	12/01/2025	141787	KIRBEJ INC	$90.00
	E108544	12/01/2025	032800	DEMCO INC	$1,019.37
	E108569	12/01/2025	059560	MATHESON TRI-GAS INC	$310.50
11 - Total					**$140,173.19**
14	E108587	12/01/2025	130676	VISITING NURSE HEALTH SERVICES	$36,800.00
14 - Total					**$36,800.00**
17	524233	12/01/2025	010040	A & D TECHNICAL SUPPLY CO INC	$546.30
	524322	12/01/2025	131003	DAILY RECORD	$46.66
	524454	12/01/2025	058775	LAMP RYNEARSON ASSOCIATES INC	$1,500.00
	524500	12/01/2025	131328	MILLER ELECTRIC COMPANY	$8,220.42
	524503	12/01/2025	134532	MORRISSEY ENGINEERING INC	$36,300.00
	524511	12/01/2025	068445	NEBRASKA FURNITURE MART INC	$1,405.95
	524548	12/01/2025	102199	PRIORITY FITNESS INC	$4,390.00
	524596	12/01/2025	142102	STERLING COMPUTERS CORPORATION	$564.51
	524602	12/01/2025	132452	TERRACON CONSULTANTS INC	$5,525.00
	524605	12/01/2025	143335	TILL360 LLC	$5,250.00
	524617	12/01/2025	142309	UNANIMOUS INC	$2,000.00

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
17	E108559	12/01/2025	044891	THE PROPHET CORPORATION	$1,201.28
	E108562	12/01/2025	051573	POPCO INC	$30.00
	E108566	12/01/2025	138181	KIDWELL ELECTRIC COMPANY INC	$257.50
	E108577	12/01/2025	137779	JARDINE QUALITY IRRIGATION INC	$250.00
	E108586	12/01/2025	092323	VIRCO INC	$1,915.20
17 - Total					**$69,402.82**
50	524245	12/01/2025	012989	APPLE COMPUTER INC	$136.50
	524252	12/01/2025	143824	EMMA M BAUMANN	$810.59
	524281	12/01/2025	143352	CTBOOK HOLDINGS LLC	$754.50
	524294	12/01/2025	140956	JOHN BARRY CASTLE	$45.00
	524302	12/01/2025	138820	ANNE WINFIELD CHAPMAN	$4,000.00
	524332	12/01/2025	145177	DIAMOND GROUND PRODUCTS INC	$1,664.86
	524374	12/01/2025	143691	FOLLETT CONTENT SOLUTIONS LLC	$488.36
	524399	12/01/2025	145207	GAVIN HELM	$220.00
	524408	12/01/2025	142777	HD SUPPLY INC	$5,128.46
	524500	12/01/2025	131328	MILLER ELECTRIC COMPANY	$2,245.00
	524530	12/01/2025	142290	OVERDRIVE INC	$500.00
	524532	12/01/2025	136739	JAMES W KUPER	$1,804.50
	524534	12/01/2025	132166	PATRICIA M KUSEK	$240.00
	524562	12/01/2025	071023	OMAHA THEATER CO FOR YOUNG PEOPLE	$303.00
	524584	12/01/2025	144917	PAULA S SINNETT	$38.49
	524591	12/01/2025	139805	SQUIRRELS LLC	$177.54
	524641	12/01/2025	144980	RILEY WARD	$100.00
	E108541	12/01/2025	134039	CROUCH RECREATION INC	$4,537.00
	E108547	12/01/2025	033473	DIETZE MUSIC HOUSE INC	$2,697.64
	E108580	12/01/2025	138672	SWEETWATER SOUND HOLDINGS LLC	$5,324.44
	E108583	12/01/2025	138773	ULINE INC	$540.96
	E108586	12/01/2025	092323	VIRCO INC	$7,273.98

Millard Public Schools Check Register Prepared for the Board Meeting for Dec 1, 2025

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50 - Total					**$39,030.82**
99	524302	12/01/2025	138820	ANNE WINFIELD CHAPMAN	($160.00)
	524532	12/01/2025	136739	JAMES W KUPER	($70.38)
	524605	12/01/2025	143335	TILL360 LLC	($340.00)
99 - Total					**($570.38)**
Overall - Total					**$4,753,919.87**

AGENDA SUMMARY SHEET

Agenda Item: First Reading of Policy 4160 Evaluation

Meeting Date: December 1, 2025

Background/ Description: Following District guidelines to review policies every seven years.

Action Desired: Review. Second reading will be brought to our January 5, 2026 meeting.

Policy / Strategic Plan Reference: NA

Responsible Person:

Dr. Kevin Chick, Associate Superintendent for Human Resources
Dr. Kim Saum-Mills, Associate Superintendent for Administration
Mr. Joe Vonderhaar, Director of Professional Learning

Superintendent's Signature:



Human Resources

Evaluation 4160

All personnel shall be continuously evaluated by the appropriate supervisors to encourage improvement of the total school program.

The purpose of Millard Public Schools evaluation is three-fold: 1) accountability; 2) professional growth; and 3) school improvement.

The Millard Public School District shall provide procedures for the evaluation of staff: said evaluation shall serve as a basis for the improvement of performance and continued employment in the Millard School District. The procedures shall provide for a source of information for sound decision-making as well as for instructional coaching for ~~staff development~~ professional learning and for continual growth of all employees. The procedures shall provide not only for the identification and improvement of staff skills and abilities that enhance the learning process, but also for the orderly dismissal of those who do not meet the standards of the District.

Related Policies and Rules: 4160.1, 4160.2

Legal Reference: Neb. Rev. Stat § 79-318(5)(h) and § 79-828
Title 92, Nebraska Administrative Code, Chapter 10

Policy Adopted: January 2, 1979 Millard Public Schools
Revised: August 3, 1992; December 21, 1998; July 21, 2003, March 2, 2015
February 4, 2019; January 5, 2026 Omaha, Nebraska
Reaffirmed: June 1, 2009; May 17, 2010

Human Resources

Evaluation - Certificated Staff 4160.1

I. All certificated personnel shall be evaluated in accordance with the District's written procedures on appraisal forms provided by the District as follows:

A. Probationary certificated employees shall be evaluated at least once each semester in accordance with the procedures provided by law.

B. Permanent certificated employees shall be evaluated at least once every school year.

II. The District will obtain approval of its teacher evaluation policies and procedures from the Nebraska Department of Education as a requirement to legally operate as an accredited school district in Nebraska in accordance with Title 92, Nebraska Administrative Code, Chapter 10. In the event the District changes its policies or procedures for teacher evaluation, it shall re-submit the revised policies and procedures to the Nebraska Department of Education for approval. The policies and procedures submitted for the approval of the Nebraska Department of Education shall be in writing, shall be approved by the Millard Board of Education, and shall include the following:

A. A policy containing a statement of the purpose of teacher evaluation in the District.

B. A teacher evaluation procedure, which shall:

1. Contain specific criteria upon which teachers are to be evaluated. Evaluation instruments shall be designed primarily for the improvement of instruction and shall include, at a minimum: (1) instructional performance, (2) classroom organization and management, (3) professional conduct, and (4) personal conduct. Specific standards for measurement in each of these four areas shall be tied to the instructional goals of the District.

2. Describe the process to be used for evaluation, including the duration and frequency of the observations and the formal evaluations for probationary and permanent certificated teachers.

3. Provide for documenting the evaluation.

4. Communicate results of the evaluation annually, in writing, to those being evaluated.

5. Provide for written communication (commonly referred to as a growth plan) to the evaluated teacher on all noted deficiencies, specific means for the correction of the noted deficiencies, and an adequate timeline for the implementing the concrete suggestions for improvement.

6. Provide for the teacher to offer a written response to the evaluation.

7. Communicate the evaluation procedure annually, in writing, to those being evaluated.

8. Describe the District's plan for training evaluators.

III. All evaluators shall possess a valid Nebraska Administrative Certificate and shall be trained to use the evaluation system employed in the District.

Legal Reference: Neb. Rev. Stat. §§ 79-318(5)(h) and 79-828(2); Title 92, Nebraska Administrative Code, Chapter 10

Related Policies & Rules: 4160

Rule Approved: January 2, 1979 Millard Public Schools
Revised: November 21, 1983; August 3, 1992; Sept 7, 1993; Dec. 21, 1998 Omaha, Nebraska
July 21, 2003
Reaffirmed: June 1, 2009; May 17, 2010: March 2, 2015, February 4, 2019; January 5, 2026

Human Resources

Evaluation - Non-Certificated 4160.2

All non-certificated personnel shall be evaluated annually in accordance with written procedures and on appraisal forms provided by the Human Resources Office. The procedures shall contain: 1) specific criteria upon which each employee is to be evaluated, 2) provide opportunity for self-appraisal and, 3) provide for the employee to offer a written response to the evaluation.

Related Policies and Rules: 4160
Rule Approved: January 2, 1979 Millard Public Schools
Revised: November 21, 1983; August 3, 1992; July 21, 2003, February 4, 2019 Omaha, Nebraska
Reaffirmed: December 21, 1998; June 1, 2009; May 17, 2010; January 5, 2026

Human Resources

Evaluation – Administrative Staff 4160.3

I. All administrators shall be evaluated in accordance with the District's written procedures as follows:

A. Probationary certificated administrators shall be evaluated at least once each semester.

B. Non-certificated administrators shall be evaluated at least once every school year.

C. Permanent certificated administrators shall be evaluated at least once every school year.

II. The District will obtain approval of its administrator evaluation policies and procedures from the Nebraska Department of Education as a requirement to legally operate as an accredited school district in Nebraska in accordance with Title 92, Nebraska Administrative Code, Chapter 10. In the event the District changes its policies or procedures for administrator evaluation, it shall re-submit the revised policies and procedures to the Nebraska Department of Education for approval. The policies and procedures submitted for the approval of the Nebraska Department of Education shall be in writing, shall be approved by the Millard Board of Education, and shall include the following:

A. A policy containing a statement of the purpose of the administrator evaluation in the District and may:

1. Contain specific criteria upon which administrators are to be evaluated. ~~Evaluation instruments shall be designed to incorporate (1) Mutual Commitments and Key Performance Action Plans and (2) Leadership Dimensions.~~

2. Describe the process to be used for evaluation, including the duration and frequency of the observations.

3. Provide for documenting the evaluation.

4. Communicate results of the evaluation annually, in writing, to those being evaluated.

5. Provide for written communication (commonly referred to as a growth plan) to the evaluated administrator on all noted deficiencies, specific means for the correction of the noted deficiencies, and an adequate timeline for the implementing the concrete suggestions for improvement.

6. Provide for the administrator to offer a written response to the evaluation.

7. Communicate the evaluation procedure annually, in writing, to those being evaluated.

8. Describe the District's plan for training evaluators.

III. All evaluators shall possess a valid Nebraska Administrative Certificate and shall be trained to use the evaluation system employed in the District.

Legal Reference: Neb. Rev. Stat. §§79-824; Title 92, Nebraska Administrative Code, Chapter 10

Related Policies & Rules: 4160, 4160.1, 4160.2, 8410
Rule Approved: March 4, 2013 Millard Public Schools
Revised: May 4, 2015, February 4, 2019; January 5, 2026 Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: First reading of Policy 6635: Curriculum, Instruction, and Assessment – Students with Disabilities

Meeting Date: December 1, 2025

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

Action Desired: First reading of Policy 6635: Curriculum, Instruction, and Assessment – Students with Disabilities

Policy / Strategic Plan Reference: N/A

Responsible Person: Todd Tripple

Superintendent's Signature:



Curriculum, Instruction, and Assessment

Students with Disabilities 6635

All students with verified disabilities will be provided with a free appropriate public education, which includes special education and related services, in ~~conformity~~ alignment with individualized education programs.

Under the direction of the Superintendent, the administration shall establish and maintain procedures governing the provision of special education and related services to students with identified disabilities in compliance with the Individuals With Disabilities Education Act (IDEA), requirements of the Nebraska Department of Education, and all other applicable federal and state laws. regulations, and rules, as amended from time to time.

Legal References: 20 U.S.C. Section 1401 *et seq.*
Neb. Rev. Stat. § 79- 1101 *et seq.*
92NAC51, 92NAC52, 92NAC53, 92NAC55
34 C.F.R. Section 300.1 *et seq*.

Policy Adopted: Millard Public Schools
Revised: October 20, 1997; November 10, 1997; August 9, 1999; March 6, 2006; May 6, 2019, January 5, 2026 Omaha, Nebraska
Reaffirmed: March 5, 2012

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 8220: Internal Board Policies – Opportunities for Development

Meeting Date: December 1, 2025

Background/ Description: 7 Year Cycle of Policy Review

Action Desired: Reaffirm Policy 8220: Internal Board Policies – Opportunities for Development

Policy / Strategic Plan Reference: NA

Responsible Person(s): Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature: John Schuster

Internal Board Policies

Opportunities for Development 8220

The Board places a high priority on the importance of a planned and continuing program for the education of its members. The ultimate purpose of this program is to enhance the quality and effectiveness of public school governance in the Millard School District community and a well informed Board of Education is a key part in accomplishing that purpose.

Funds shall be budgeted annually to support this program. Board members shall be reimbursed for out-of-pocket costs incurred in participation in approved activities in accordance with District policy and State law. Members of the Board may select the method and means for improving the Board member's ability to perform Board duties and subject to the authority of the Board to approve or disapprove of the Board member's selection of means and methods of Board development.

The following are types of activities and services, among others, appropriate for implementing this Policy:

1. Participation in school board conferences, workshops, and conventions conducted by the Nebraska and the National School Boards Association.

2. District sponsored training sessions for Board members.

3. Publications provided by the District that address the concerns of Board members.

Policy Adopted: February 4, 1974 Millard Public Schools
Revised: December 16, 2002; December 3, 2018 Omaha, NE
Reaffirmed: October 3, 2011; December 1, 2025

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 8225: Internal Board Policies – Use of Public Funds

Meeting Date: December 1, 2025

Background/ Description: 7 Year Cycle of Policy Review

Action Desired: Reaffirm Policy 8225: Internal Board Policies – Use of Public Funds

Policy / Strategic Plan Reference: NA

Responsible Person(s): Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature: John Schuster

Internal Board Policies

Use of Public Funds 8225

The Board will follow state and federal laws and regulations governing the expenditures of public funds. The Local Government Miscellaneous Expenditure Act (Neb. Rev. Stat. §13-2201 through 13-2204) provides a legal basis for certain types of expenditures for which there previously had been no statutory authority or for which there had been questionable legal authority.

The Nebraska Accountability and Disclosure Commission has adopted a document entitled Use of Public Funds by Cities and Villages. The Board recognizes the following general guidelines of the Commission:

1. Public funds may be used to purchase plaques, certificates, and similar items of acknowledgement or appreciation for elected or appointed public officials, employees, or volunteers of the local government; provided however, the governing board shall, by official action after a public hearing, establish a uniform policy which sets a dollar limit on the value of any plaque, certificate of achievement, or item of value to be awarded. The policy may not be amended or altered more that once in any twelve-month period.

   The Board hereby establishes the following maximum dollar limits of value:

Plaques	$25.00
Certificates of achievement	$10.00
Retirement gift	$75.00
Thirty-year service recognition gift	$50.00

2. Public funds may not be expended for the expenses of a spouse of a public employee or public official in connection with attendance at a conference. The Local Government Miscellaneous Expenditure Act specifically prohibits using public funds to pay the expenses of a spouse of an elected or appointed official. The Accountability and Disclosure Act prohibits the use of public funds for the financial benefit of an immediate family member of a public official or public employee.

3. Public funds may not be expended for flowers and memorials for deceased elected officials, employees or their families.

4. Public funds may be expended for a recognition dinner for elected officials and employees. The Local Government Miscellaneous Expenditure Act provides that one recognition dinner each year may be held for elected and appointed officials, employees, or volunteers of the local government. It provides, however, that the maximum cost per person for the dinner must be established by formal action of the governing body and may not exceed $50. The Board hereby establishes the maximum cost per person at $50.

5. Monies received from vending machines on District property are public funds. The use of this money is subject to the same restrictions placed on any other public funds regardless of its source.

6. Monies received from recycling aluminum cans are not subject to restrictions placed on public funds, since the cans are the property of the purchasing consumer. It is permissible to allow the consumer to voluntarily deposit their aluminum cans in a receptacle on District property. The proceeds of the sale of the cans are not restricted.

Legal Reference: Neb. Rev. Stat. § 13-2201 through 13-2204, 49-14,101.01, 79-520; 79-546 and;
A Guideline to the Use of Public Funds by Cities and Villages - Revised, Adopted by the Nebraska Accountability and Disclosure Commission, September 17, 1993

Related Policies & Rules: 8260, 8240, 8240.1, 8270

Policy Adopted: September 9, 1996
Revised: August 3, 1998, November 19, 2018
Reaffirmed: February 17, 2003; September 19, 2011; December 1, 2025

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item:	Reaffirm Policy 8260: Internal Board Policies – Employee Recognition
Meeting Date:	December 1, 2025
Background/ Description:	7 Year Cycle of Policy Review
Action Desired:	Reaffirm Policy 8260: Internal Board Policies – Employee Recognition
Policy / Strategic Plan Reference:	NA
Responsible Person(s):	Dr. Kim Saum-Mills, Associate Superintendent for Administration
Superintendent's Signature:	John Schuster

Internal Board Policies

Employee Recognition 8260

Each year, employees who have served the District for 10 years, 15 years, 20 years, 25 years, 30 years, 35 years and beyond, in five-year increments, will be honored by a Board dinner. A plaque will be given to 10-year honorees. A plaque attachment designating years of service will be given to honorees as the honorees complete the service of each successive five year increment. Beginning with the 30th year, employees will receive a special gift designated by the Board. The budget for this employee recognition shall be set annually by the Board and will comply with expenditure rules established by the Nebraska Accountability and Disclosure Commission.

Related Policies & Rules: 8225P

Policy Adopted: September 9, 1996 Millard Public Schools
Revised: March 3, 2003 Omaha, NE
Reaffirmed: September 19, 2011, November 5, 2018; December 1, 2025

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 8270: Internal Board Policies – Remembrances and Congratulations

Meeting Date: December 1, 2025

Background/ Description: 7 Year Cycle of Policy Review

Action Desired: Reaffirm Policy 8270: Internal Board Policies – Remembrances and Congratulations

Policy / Strategic Plan Reference: NA

Responsible Person(s): Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature: John Schuster

Internal Board Policies

Remembrances and Congratulations 8270

Reasonable and appropriate expressions of sympathy or congratulations in the name of the District may be sent to members of the community, elected officials and employees of the District as directed by the Board President.

Related Policies & Rules: 8225

Policy Adopted: September 9, 1996
Revised: March 3, 2003
Reaffirmed: October 3, 2011, November 19, 2018; December 1, 2025

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 8320: Internal Board Policies – Formulation of Bylaws

Meeting Date: December 1, 2025

Background/ Description: 7 Year Cycle of Policy Review

Action Desired: Reaffirm Policy 8320: Internal Board Policies – Formulation of Bylaws

Policy / Strategic Plan Reference: NA

Responsible Person(s): Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature: John Schwartz

Internal Board Policies

Formulation of Bylaws 8320

The Board's bylaws are rules designed to organize and control its internal procedures and operations. Some bylaws are in accordance with requirements of statute. Other bylaws may be formulated and adopted by the Board itself as long as they are not inconsistent with any statutes.

In its deliberations leading to the establishment or amendment of its bylaws, the Board's concern and objective will be the increased efficiency and effectiveness in carrying out its legally mandated tasks and for the best interests of the District in performing its educational responsibilities.

The Board will formulate and adopt a bylaw safeguarding the right of Board members to be informed of and to participate fully in the discussion of each proposed new or amended bylaw. The Board's bylaws shall be amended, repealed or enacted after two readings. The readings shall be at successive regular meetings unless tabled in accordance with Robert's Rules of Order.

Neb. Rev. Stat. §79-520

Policy Adopted: February 4, 1974 Millard Public Schools
Revised: December 16, 2002, January 7, 2019 Omaha, NE
Reaffirmed: October 3, 2011; December 1, 2025

AGENDA SUMMARY SHEET

Agenda Item:	Reaffirm Policy 8330: Internal Board Policies – Formulation of Administrative Regulations
Meeting Date:	December 1, 2025
Background/ Description:	7 Year Cycle of Policy Review
Action Desired:	Reaffirm Policy 8330: Internal Board Policies – Formulation of Administrative Regulations
Policy / Strategic Plan Reference:	NA
Responsible Person(s):	Dr. Kim Saum-Mills, Associate Superintendent for Administration
Superintendent's Signature:	

Internal Board Policies

Formulation of Administrative Regulations 8330

The Superintendent shall implement the policies of the Board and provide for the District to meet the requirements of law. He or she shall, from time to time, formulate and enact rules and regulations for the operating of the schools of the District and District activities.

The rules and regulations shall be approved by the Board prior to the effective date of the rules and regulations.

The Superintendent may delegate to building principals and other administrators authority to formulate and establish rules and regulations for buildings and activities. The rules and regulations of the building principals and administrators shall be subject to the approval of the Superintendent and Board.

The Superintendent or his or her designee shall select the means of publication to inform persons and organizations to which the rules and regulations apply.

Policy Adopted: February 4, 1974
Revised: March 3, 2003
Reaffirmed: September 19, 2011, November 19, 2018; December 1, 2025

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Policy 8342: Internal Board Policies – Determining the Agenda

Meeting Date: December 1, 2025

Background/ Description: 7 Year Cycle of Policy Review

Action Desired: Reaffirm Policy 8342: Internal Board Policies – Determining the Agenda

Policy / Strategic Plan Reference: NA

Responsible Person(s): Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature: John Schuster

Internal Board Policies

Determining the Agenda 8342

The Superintendent of Schools and the President of the School Board shall have the responsibility for developing the agenda.

Policy Adopted: February 4, 1974 Millard Public Schools
Reaffirmed: December 16, 2002; October 3, 2011, December 3, 2018; December 1, 2025 Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Approval of Consent of Landlord

Meeting Date: December 1, 2025

Background/ Description: The Foundation and the District entered into a lease for the property at 210th and Q Street to build and provide a sports complex to benefit the District and community. The lease between the Foundation and the District provided for the right to assign the lease with written consent by the District. This is a necessary step for the Foundation to secure its loan with Bankers Trust Company.

Action Desired: Approval of and consent to Millard Public Schools Foundation executing a Deed of Trust for the Foundation's leasehold interest in connection with the Foundation's construction loan by Bankers Trust Company for construction of the complex, and approval of the Consent of Landlord of the assignment of lease by the School District.

Responsible Person(s): Dr. John Schwartz, Superintendent

Superintendent's Signature:



CONSENT OF LANDLORD

COMES NOW The Douglas County School District No. 17, a.k.a. the Millard Public School District, a Nebraska political subdivision ("Landlord") and in accordance with the terms and conditions of that certain Lease identified in the foregoing Assignment of Lease granted to Bankers Trust Company, an Iowa banking corporation ("Lender") by Millard Public Schools Foundation, Inc., a Nebraska non-profit corporation ("Borrower") for the purpose of securing the indebtedness evidenced by or arising under the Note or other loan documents identified in the foregoing Assignment of Lease, and does hereby agree and covenant as to the following:

1. In the event of a breach or default of the Borrower's obligations under the Assignment of Lease, the Note or other Related Documents (as defined in the Assignment of Lease) Lender may, at Lender's request be substituted as the named tenant under said Lease, in place of Borrower, provided that Lender shall provide Lender's written acceptance and adoption of all of the terms and provisions of the Lease.

2. In the event of any breach or default of the Borrower's obligations under the Lease, the Landlord covenants and agrees to give Lender copies of any and all written notices given to Borrower in connection therewith, concurrently with the giving of such notices to the Borrower, and the Landlord shall afford Lender an additional cure period of thirty days beyond the cure period provided to Borrower as set forth in the Lease (with, however, Lender having no obligation whatsoever to cure or attempt to cure such breach or default). The Landlord shall not commence any action to terminate the Lease prior to the expiration of Lender's cure period.

3. In addition to, and without any limitation of the Lender's rights, in the event the Landlord terminates the Lease for any reason whatsoever or in the event Borrower rejects the Lease in any bankruptcy or insolvency proceeding, the Landlord shall, upon written request by Lender made within ninety (90) days after receipt by Lender of written notice from Landlord or Borrower of such termination or rejection, as the case may be, enter into a new lease of the Leased Premises (as defined in the Lease) with Lender or any successor or assign of Lender, for the then remaining term of the Lease, on the same terms and conditions as the Lease. Concurrent with the execution of the new Lease, Lender shall cure all then existing monetary defaults under the Lease by Borrower of which the Landlord has given Lender prior written notice in accordance with Section 2 above and Lender shall commence and diligently prosecute to completion all non-monetary defaults of Borrower which may be cured by any party other than Borrower of which the Landlord has given Lender prior written notice in accordance with Section 2 above.

4. The Landlord represents and warrants to Lender that the Lease is in full force and effect and Landlord is unaware of any current condition constituting a default under the Lease or which would permit Landlord to terminate the Lease.

5. The Landlord hereby covenants and agrees that the Lease shall not be amended, modified, extended, renewed or restated without the prior written consent of Lender which shall not be unreasonably withheld, conditioned or delayed.

6. The Landlord acknowledges that Borrower has granted to Lender a security interest in all personal property and other assets of the Borrower and all proceeds or products related thereto or derived therefrom, whether now owned or hereafter acquired by the Borrower. ("Personal Property"). The Landlord hereby subordinates any lien or security interest (or claim arising therefrom) it may have in and to any Personal Property to any lien or security interest (or claim arising therefrom) of Lender in such Personal Property; provided, however, that this subordination shall not prevent Landlord from exercising any right or remedy against Borrower to which Landlord may be entitled under the Lease or as may be provided by applicable law; nor shall it prevent Landlord from realizing upon any lien it may have on any Personal Property, so long as Landlord recognizes Lender's prior rights, security interests and liens. Landlord further agrees to notify any purchaser of the Leased Premises, and any subsequent mortgagee or other encumbrance holder, of the existence of the foregoing subordination of Landlord's lien or security interest (or claim arising therefrom), which shall be binding upon the successors and assigns of Landlord, and shall inure to the benefit of the successors and assigns of Lender. The Landlord further agrees to provide Lender, upon reasonable notice, with access to the Leased Premises in connection with Lender's exercise of its rights under the Assignment of Lease and the Lender hereby agrees to use due care during any period it is on the Leased Premises.

EFFECTIVE this __ day of September, 2025.

DOUGLAS COUNTY SCHOOL
DISTRICT NO. 17, A.K.A. THE
MILLARD PUBLIC SCHOOL DISTRICT

By:_____
Name: _____
Title: _____

EXHIBIT "A"

Legal Description

Lot 1, MPS 210 & Q Campus, a Subdivision as surveyed, platted and recorded in Douglas County, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Approval of Administrator Evaluation Process

Meeting Date: December 1, 2025

Background/ Description: Millard Public Schools (MPS) operates under Strategic Plan Parameters, which serve as self-imposed guidelines for district decision-making—defining what we will always do and what we will never do.

In alignment with these parameters, no existing program, course, or significant operational practice is maintained unless it:

1. Meets a clearly demonstrated, mission-related need; and
2. Successfully undergoes a cost-benefit analysis and periodic evaluation.

Weeding the Garden is our district's *Operational Process Evaluation*. This past year we had a committee research, gather input and make decisions on a revised administrator evaluation process. Key milestones are listed below.

February 2025: Administrator survey conducted for feedback
Spring–Fall 2025: Committee research and study
Fall 2025: Recommendations submitted to Executive Cabinet & Superintendent
November 2025: Draft updates shared with administrators
Fall 2025–Spring 2026: Review and approval by NDE and Board of Education
May 2026: Professional learning for administrators during General Administration
2026–2027: Implementation of revised administrator evaluation process and revised Leadership Framework

Action Desired: Approval of Administrator Evaluation Process

Policy Board Policy 4160 and Board Rule 4160.3

Responsible Person(s): Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature: John Schuster

Millard Public Schools | Where Opportunity Ignites Excellence

Administrator Evaluation Handbook

****

2026-2027

TABLE OF CONTENTS

Overview of the Administrator Evaluation 3
Evaluation Procedures for All Administrators 3
Evaluation Criteria for Building Administrators 4
Evaluation Criteria for District Administrators 5
Appendix 7
Appendix A - NE Performance Standards For Principals 7
Appendix B - Job Descriptions 7
Appendix C - MPS Leadership Definition & Framework 7
Appendix D - Millard Public Schools Principal Supervisor Role & Responsibilities 8
Forms 9
Key Performance Action Plan 10
Recommendation for Intensive Assistance 11
Administrator's Plan for Improvement 12

Overview of the Administrator Evaluation

Purpose of Evaluation
All personnel are continuously evaluated by their supervisors to encourage improvement of the employee and the total school program. The purpose of Millard Public Schools evaluation is three-fold: 1) accountability; 2) professional growth; and 3) school improvement.

The District provides procedures for evaluating staff. These procedures serve as the basis for performance improvement and continued employment. They also provide information for sound decision-making, instructional coaching, professional learning, and the ongoing growth of all employees. In addition, the evaluation process identifies and develops staff skills that enhance student learning, while also providing an orderly process for the dismissal of employees who do not meet District standards. (MPS Policy 4160)

Evaluation Procedures for All Administrators

All administrators shall be evaluated in accordance with the District's written procedures. (MPS Rule 4160.3)

- Probationary certificated administrators are evaluated at least once each semester.
- Non-certificated administrators and permanent certificated administrators are evaluated at least once every school year.

Documenting the Evaluation
Administrator evaluations are recorded in TalentEd. Forms not included in this handbook are available in TalentEd. For more information, visit: https://millard.talentedk12.com/Perform/Login.aspx

Submission of Summative Evaluation & Signing the Evaluation
As described in this handbook, administrators complete a self-assessment each year, providing written evidence such as survey data, student achievement scores, board reports, or other artifacts. After the administrator and evaluator review and discuss the summative evaluation, both parties sign it electronically.

Supervisor Ratings
Based on observations from formative visits and data provided by the administrator, each administrator receives an overall rating of: 1) Meets Expectations; 2) Approaches Expectations; or 3) Unsatisfactory.
If an administrator receives a rating of Approaches Expectations or Unsatisfactory there will be growth areas identified for the following year.

Intensive Assistance
The Intensive Assistance Program will be initiated when it has been determined that an administrator is not performing satisfactorily. The evaluator will work with the Human Resources Department to investigate concerns raised by students, parents, or peers. The evaluator completes observations and collects data to document concerns. Concerns with performance must be verbally shared and discussed with the administrator.

If the determination is made that the administrator is not satisfactorily meeting his/her job responsibilities, a Recommendation for Intensive Assistance will be made. The forms for Intensive Assistance can be reviewed at the end of this document.

Training for Evaluators
Administrators receive annual training and support in the art and science of staff evaluation. New administrators receive more extensive training during their first two years through the MPS New Administrator Induction Program. Principal supervisors meet monthly throughout the school year to ensure consistent expectations and provide ongoing opportunities for growth.

Evaluation Criteria for Building Administrators

Evaluation expectations for building principals and assistant principals are based on their job descriptions and the Nebraska Principal Performance Standards. The MPS Leadership Framework is also used as a professional learning tool to guide personal and professional development goals.

Evaluation Process for Building Administrators
Self-reflection is an important part of growth. The evaluation process is a great opportunity to have a building administrator reflect on their own growth and the growth of the building in which they lead.

The process for the building administrator evaluation includes 3 formal evaluation meetings that are documented in the MPS TalentEd system.

Fall
- Building administrator reflects on the Nebraska Principal Performance Standards and their job description to inform goal setting. The administrator may also consult the MPS Leadership Framework as a professional growth tool to support goal setting.
- Building administrator provides a description of the progress made in their building on the following areas: Academic Priority Outcomes, Engagement, Behavior, Attendance, and Site Plan Implementation.
- Building administrator considers building data, the Nebraska Principal Performance Standards, and the MPS Leadership Framework to determine building goals and personal professional goals for the new school year. One building goal must target academic and student achievement.
- Draft goals are submitted to the supervisor for approval and discussion during the fall conference.

Mid-Year
- Supervisors provide formative feedback verbally or in writing throughout the year.
- A formal face-to-face meeting is held between the building administrator and their supervisor. The administrator leads the discussion, sharing progress on building goals and personal/professional goals. The supervisor records the date of the conference in TalentEd.
- Probationary certificated administrators also complete a formal mid-year evaluation in TalentEd to comply with Rule 10.

Summative
- At the end of the school year, the building administrator reflects on data and outcomes to evaluate this year's progress. They provide a summary that highlights achievements and outlines next steps for continual improvement. The evaluation focuses on: Academic Priority Outcomes; Engagement; Behavior & Attendance; and Site Plan Implementation.
- The building administrator will reflect on the building goals, personal/professional goals, and then draft new goals for the upcoming school year.
- Summative Evaluation includes a written evaluation and a final conference that is held by June 30.

*See Appendix A for a detailed description of the Nebraska Principal Performance Standards.
*See Appendix B for the job descriptions of Principal and Assistant Principal.
*See Appendix C for a copy of the MPS Leadership Definition and Framework.
*See Appendix D for a description of the roles and responsibilities of the principal supervisor.

Key Performance Action Plan

The Key Performance Action Plan (KPA) allows administrators to develop specific job targets, either self-initiated or assigned by the District. New and transitioning administrators create a KPA to support successful onboarding. Administrators may write KPAs independently, or the District and supervisors may assign them.

District-assigned KPAs may address Strategic Plan initiatives, changes in state law, accreditation requirements, curriculum implementation, critical needs, or other areas in the administrator's job description requiring special attention.

Administrators develop detailed action plans and provide evidence of successful completion. Focus areas are specified with clear objectives and steps. (See the Forms section for more information on the KPA.)

Evaluation Criteria for District Administrators

Self-reflection is a key part of professional growth. The evaluation process allows district administrators to reflect on their own development and on the progress of the district.

The evaluation process includes three formal meetings, all documented in TalentEd. Both Mutual Commitments and Key Performance Action Plans (KPAs) are included in the district administrator evaluation. Mutual Commitments are described below, and KPAs are described on page 5.

Fall

- District administrator reflects on their job description and the MPS Leadership Framework to inform goal setting.
- Draft Mutual Commitments are submitted to the supervisor for approval and discussion during the fall conference.

Mid-Year

- Supervisors provide formative feedback verbally or in writing throughout the year.
- A formal face-to-face meeting is held between the district administrator and their supervisor. The administrator leads the discussion, sharing progress on Mutual Commitments and personal/professional goals. The supervisor records the date of the conference in TalentEd.
- Probationary certificated administrators also complete a formal mid-year evaluation in TalentEd to comply with Rule 10.

Summative

- At the end of the school year, the district administrator reflects on data and outcomes to evaluate the year's progress. They share a summary highlighting achievements and identifying next steps for continuous improvement in personal and professional goals.
- The summative evaluation includes a written report and a final conference, held by June 30.

Evaluation Component - Mutual Commitments

Millard Public Schools district administrators and their supervisors establish performance expectations. These Mutual Commitments are created from position job descriptions, Board policy & procedures, and the implementation of the Strategic Plan. A personal professional growth goal is also mutually agreed upon.

The Mutual Commitments component of evaluation translates the job description into a more precise and operational format, identifying essential responsibilities for the successful operation of the district. The Mutual Commitments are based on the more general Job Description but have been refined to a greater level of specificity and, hopefully, more clearly define for administrators what the main points of the Job Description mean when put into an operational format. It is not all-inclusive in that administrators and/or supervisors may expand this list to include other job responsibilities they deem critical for their building's operation.

Table 1: Mutual Commitment Details for Central Office Administrator Evaluation

Mutual Commitment	Specific Action
Implement District Strategic Plan	
Personal Professional Growth Goal	
The rest of the Mutual Commitments are specific to each administrator’s job description.	

Appendix

Appendix A - NE Performance Standards For Principals

2020 Nebraska's Performance Standards For Principals

Appendix B - Job Descriptions

I. **Administrator Job Description 2100.50** - Title: Principal PK-12

II. **Administrator Job Description 2100.51** - Title: Assistant Principal PK-12

Appendix C - MPS Leadership Definition & Framework

MPS Leadership Definition & Framework (Revised 2025)

Appendix D - Millard Public Schools Principal Supervisor Role & Responsibilities

Common Understandings - The primary role of the principal supervisor is to support the performance of the principal in order to improve student achievement.

- Principal supervisors will be visible and should be informed by multiple quantitative and qualitative data sources obtained from formative observations and evidence gathering.
- Principal supervisors will have high expectations, ask reflective questions and listen effectively to empower and support the principal.
- Principal supervisors will shift from coach to supervisor and from supervisor to coach as needed.
- Principal supervisors will model culturally responsive best practice and effective leadership behaviors such as self-awareness, reflective practice, transparency and ethical behavior.
- Principal supervisors will develop positive and meaningful relationships with building principals.
- Principal supervisors will communicate concerns with the superintendent.

Essential Functions

- Use the MPS Administrator Evaluation Model to supervise, coach and evaluate principals.
- Use the MPS District Leadership Framework as a resource to collaborate with principals as they assess leadership skills and determine action steps needed to develop specific leadership skills.
- Plan and conduct regular visits to school sites to observe, monitor, and support principals.
- Utilize Fierce Leadership and other effective communication models to provide purposeful, timely, goal-aligned, and actionable feedback to principals.
- Participate in professional development for principals focused on instructional leadership and the other 4 leadership domains.
- Assist in resolving problems/issues with principals and their stakeholders. (MPS Rule 1310.1)
- Identify areas to support principals' efforts to improve teacher effectiveness, student learning and achievement.

  Examples listed below:

  1. Analyze building and district assessment results to determine school progress.
  2. Participate in instructional walk-throughs / observations to engage the principal in professional growth conversations.
  3. Review School Improvement Team minutes and support the principal in site based decision making.
     (MPS Rule 10,000.1)
- Evaluate the effectiveness of district systems to support buildings and student learning and provide feedback to central office staff about ways to improve services that support buildings.
- Participate in principal supervision professional development and meetings to ensure consistent and effective support of principals.

Resource Citation: Council of Chief State School Officers. (2015). *Model Principal Supervisor Professional Standards 2015*. Washington, DC:CCSSO.

Resource Citation: **Model Principal Supervisor Professional Standards 2015**

Forms

The summative administrator evaluation (and midyear evaluation for probationary administrators) is recorded via TalentEd. The administrator evaluator forms not included in this handbook can be found in TalentEd. For additional information please see the following URL: https://millard.talentedk12.com/Perform/Login.aspx

Key Performance Action Plan

Name _____ **Building** _____ **Year** _____

Key performance targets become "action plans". The action plan should answer the following questions:

1. What is the overall outcome to be achieved?
2. What objectives or steps are required to achieve this goal?
3. What resources are required--money, time, personnel, others?
4. What is the deadline for each step?
5. What will constitute evidence that the objective has been completed?

Evidence may be ratings, narratives, logs, diaries, observation data, and/or products. Evidence of completion or attainment of job targets is collected and placed in performance files.

1. Goal (Job Target): _____

Overall (Goal): Outcome			
Steps to Be Followed to Achieve Goal	*Resources Needed*	*Timeline*	*Evidence of Completion*

Recommendation for Intensive Assistance

Administrator's Name: _____

Date: _____

List the Mutual Commitments or other areas from the job description which are not being met.

Documentation:

Evaluator's Signature	Position	Date
Administrator's Signature	Position	Date

Signature acknowledges receipt only of this information.

Administrator's Plan for Improvement

1. Objective(s) to be accomplished:

2. Action Steps for achieving the objectives:

3. Assistance that will be provided (who, what, when, how):

4. Timeline for achieving objectives:

5. Type and frequency of feedback:

6. Evaluation Criteria:

_____	_____	_____
Evaluator's Signature	Position	Date
_____	_____	_____
Administrator's Signature	Position	Date

Signature acknowledges receipt only of this information.

AGENDA SUMMARY SHEET

Agenda Item: Approval of the 2026 Summer School Proposal

Meeting Date: December 1, 2025

Background/ Description:

June 8-June 30

Elementary SLAM (Summer Literacy and Mathematics) Sandoz Elementary
Bryan Elementary

This reading and mathematics program will be by invitation and will support students who are below grade level expectations on MAP as well as providing enrichment activities in the afternoon.

Excel and Explore for Middle School Kiewit Middle School

This reading and mathematics program will be by invitation and will support students who are below grade level expectations on MAP. In addition, all students can explore and grow with a variety of enrichment courses.

June 8-July 9

High School Summer School Millard South High School

The summer school format, as described in Nebraska Statute 79-1003.01, will remain the same. Classes will be three hours long.

June 8-June 25

Elementary STEAM Academy Ackerman Elementary

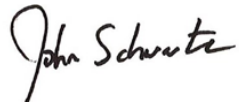
NO SCHOOL on June 19 and July 3 for all programs

Action Desired: Approve the 2026 Summer School Proposal

Policy/Strategic Plan Reference: **Strategy 1**: We value our changing demographics and will maximize our systems, educational programs, and instructional practices to ensure high levels of academic achievement and growth for all students.

Responsible Person(s): Todd Tripple, Anthony Weers, Andy DeFreece, and Nicole Burton

Superintendent's Signature:



2026 Summer Session Proposal

Summer school 2026 will maintain the requirements described in Nebraska Statute 79-1003.01. Classes will be three hours long, for at least 12 sessions.

The proposed tuition rates for 2025 are in the table below. **There are no proposed changes.**

Level	2025 Resident Tuition	2025 Non-Resident Tuition	2026 Proposed Resident Tuition	2026 Proposed Non-Resident Tuition
Elementary Summer Literacy and Mathematics (SLAM)	$0	NA	$0	NA
Middle School Excel	$0	NA	$0	NA
Middle School Explore Program	$175	$230	$175	$230
Middle School 1-week Babysitting	$134	$160	$134	$160
Middle School Wildlife Safari	$400	$500	$400	$500
High School	$175	$230	$175	$230
High School Mini-Course (ACT Prep)	$140	$165	$140	$165

In order to meet the needs of all students, attract many types of learners, and engage all students in their summer school courses, class offerings were revisited. Recommended changes and additions are below.

Elementary Summer Literacy and Mathematics (SLAM)

June 8-June 30, 2026 8:30 A.M. -3:30 P.M Sandoz Elementary
No School June 19 Bryan Elementary

- K-4 Students will be invited to attend based on winter MAP scores in Reading and Mathematics and not meeting the Nebraska reading threshold for their grade level.
- EL students will also be invited.
- The morning will be dedicated to reading, writing, and math instruction.
- The afternoon will be enrichment courses that incorporate reading, writing, and math such as:
    - Music, Movement, and Drama
    - Readers Theater
    - Art
    - Robotics
    - Puzzles and Logic
    - Science of the Senses
    - Rockets and Rovers (Engineering)
    - Other STEAM offerings
- Breakfast and lunch will be provided.
- Transportation will be provided.

Elementary STEAM Academy
June 8-June 25, 2026 8:30 A.M.-11:50 A.M. Ackerman Elementary
No School June 19

- Demand is great for courses related to Science, Technology, Engineering, Art and Mathematics (STEAM). The STEAM Academy allows the elementary summer courses to be current and engaging. Courses from 2025 will be continued in 2026 with the exception of Google Expeditions.

Middle School Excel and Explore
June 8-June 30, 2026 8:00-11:15 A.M., 11:50-3:00 P.M. Kiewit Middle School
No School June 19

- Excel: program to meet the needs of invited students below grade level in reading and mathematics.
    - Students will be invited based on Spring, Fall, and Winter MAP assessment results.
    - No tuition for invited students.
    - Transportation provided.
- Explore: Enrichment courses offered at the same location
    - Open to all students.
    - students can choose morning and afternoon courses.
    - Tuition will be charged.

High School
June 8-July 9, 2026 7:45-10:50 A.M., 11:25-2:30 P.M. Millard South High School
No School June 19, July 3

- High School course offerings remain the same.

AGENDA SUMMARY SHEET

Agenda Item: Fiscal Year Ending 2025 Audit Report

Meeting Date: December 1, 2025

Background/ Description: Public schools are required to employ independent auditors to review their financial records each year. The District employed the auditing firm of BerganKDV for the Fiscal Year Ending 2025 audit.

A copy of the Audit Report is attached. A representative from BerganKDV will be present at the meeting to address the board and answer questions.

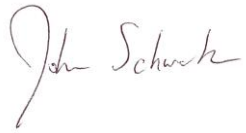
Copies of the Audit Report are also filed with the Nebraska Department of Education and the Nebraska Auditor of Public Accounts.

Action Desired: It is recommended the Fiscal Year Ending 2025 Audit Report be received and filed in accordance with Nebraska law.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:



Required Communication

Board of Education
School District No. 17 - Millard Public Schools
Douglas County, Nebraska

We have audited the basic financial statements of the governmental activities and each major fund of School District No. 17 – Millard Public Schools, Douglas County, Nebraska (the "District") as of and for the year ended August 31, 2025. Professional standards require that we advise you of the following matters relating to our audit.

Our Responsibility in Relation to the Financial Statement Audit
As communicated in our engagement letter dated May 12, 2025, our responsibility, as described by professional standards, is to form and express opinions about whether the basic financial statements that have been prepared by management with your oversight are presented fairly, in all material respects, in accordance with the cash basis of accounting described in Note 1 of the financial statements. Our audit of the basic financial statements does not relieve you or management of your respective responsibilities.

Our responsibility, as prescribed by professional standards, is to plan and perform our audit to obtain reasonable, rather than absolute, assurance about whether the basic financial statements are free of material misstatement. An audit of the basic financial statements includes consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control over financial reporting. Accordingly, as part of our audit, we considered the internal control of the District solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are also responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures for the purpose of identifying other matters to communicate to you.

Our Responsibility in Relation to *Government Auditing Standards*
As communicated in our engagement letter, part of obtaining reasonable assurance about whether the basic financial statements are free of material misstatement, we performed tests of the District's compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of basic financial statement amounts. However, the objective of our tests was not to provide an opinion on compliance with such provisions.

Our responsibility for the supplementary information accompanying the basic financial statements, as described in relation to the basic financial statements as a whole and to report on whether the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

School District No. 17 - Millard Public Schools
Required Communication

Planned Scope and Timing of the Audit
We conducted our audit consistent with the planned scope and timing we previously communicated to you.

Compliance with All Ethics Requirements Regarding Independence
The engagement team, others in our firm, as appropriate, and have complied with relevant ethical requirements regarding independence.

As part of our audit as described in our engagement letter, we assist the District with preparation of financial statements. In order to ensure that appropriate review of your financial statements is completed, we provide your management with a draft of the financial statements to review, and we also have a qualified team member from our firm not part of your audit team also review the financial statements.

Significant Risks
We addressed the following significant risks of material misstatement identified in our planning procedures:

- Management Override of Control - Oversight of the District results in errors or fraud that may occur through journal entries or access to underlying data.
- Revenue Recognition Risk - Risk that receipts will not be recorded in the correct period.
- Misappropriation of Assets - Assets of the District could be misappropriated by error or fraud using the manual journal process.
- Pension Valuation - Net pension liability, deferred outflows of recourses related to pensions, and deferred inflows of resources related to pensions are generally material to the financial statements and involve significant estimates.
- Risk of Fraudulent Employees – Risk that fraudulent employees exist in the District’s payroll system.

Qualitative Aspects of the District's Significant Accounting Policies

Significant Accounting Policies
Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the District are described in Note 1 to the basic financial statements. No new accounting policies were adopted and the application of existing policies was not changed during the fiscal year ended August 31, 2025. We noted no transactions entered into by the District during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period. No matters have come to our attention that would require us, under professional standards, to inform you about (1) the methods used to account for significant unusual transactions and (2) the effect of significant accounting policies in controversial or emerging areas for which there is a lack of authoritative guidance or consensus.

School District No. 17 - Millard Public Schools
Required Communication

Qualitative Aspects of the District's Significant Accounting Policies (Continued)

Significant Accounting Estimates and Related Disclosures
Accounting estimates and related disclosures are an integral part of the basic financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the basic financial statements and because of the possibility that future events affecting them may differ significantly from management's current judgements. The most sensitive accounting estimates affecting the notes to the financial statements are related to the pension valuation. Management's estimate of the pension valuation is based on a third-party actuarial evaluation. We evaluated factors and assumptions used to develop the pension valuation and determined that it is reasonable in relation to the basic financial statements taken as a whole and in relation to the applicable opinion units.

We evaluated the key factors and assumptions used to develop the accounting estimates and determined that they are reasonable in relation to the basic financial statements taken as a whole and in relation to the applicable opinion units.

Financial Statement Disclosures
Certain basic financial statement disclosures are particularly sensitive because of their significance to basic financial statement users. The most sensitive disclosures affecting the basic financial statements relate to risks associated with deposits and commitments and contingencies of the District and are particularly sensitive because of their significance to the financial statement users.

The financial statement disclosures are neutral, consistent, and clear.

Significant Unusual Transactions
For purposes of this communication, professional standards require us to communicate to you significant unusual transactions identified during our audit. The were no significant unusual transactions identified as a result of our audit procedures.

Significant Difficulties Encountered During our Audit
We encountered no significant difficulties in dealing with management relating to the performance of the audit.

Uncorrected and Corrected Misstatements
For purposes of this communication, professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that we believe are trivial, and communicate them to the appropriate level of management. Further, professional standards require us to also communicate the effect of uncorrected misstatements related to prior periods on the relevant classes of transactions, account balances or disclosures, and the basic financial statements as a whole. The following bullet point summarize the uncorrected financial statement misstatement whose effects in the current and prior periods, as determined by management, are immaterial, both individually and the aggregate, to the financial statements taken as whole and each applicable opinion unit. Uncorrected misstatements or matters underlying those uncorrected misstatements could potentially cause future-period financial statements to be materially misstated, even though the uncorrected misstatements are immaterial to the financial statements currently under audit.

School District No. 17 - Millard Public Schools
Required Communication

Uncorrected and Corrected Misstatements (Continued)

- General fund interest revenues were underbooked. The amount is immaterial, not requiring a correction. The underbooked amount was a timing issue only affecting in which fiscal year the revenue should be booked (booked in September instead of August).

In addition, professional standards require us to communicate to you all material, corrected misstatements that were brought to the attention of management as a result of our audit procedures. We did not identify any material misstatements in the course of the audit that needed to be corrected by management.

Disagreements with Management
For purposes of this letter, professional standards define a disagreement with management as a matter, whether or not resolved to our satisfaction, concerning a financial accounting, reporting, or auditing matter, which could be significant to the District's basic financial statements or the auditor's report. No such disagreements arose during the course of the audit.

Circumstances that Affect the Form and Content of the Auditor's Report
For purposes of this letter, professional standards require that we communicate any circumstances that affect the form and content of our auditor's report. No such circumstances arose during the course of the audit.

Representations Requested from Management
We have requested certain written representations from management, which are included in the management representation letter dated November 4, 2025.

Management's Consultations with Other Accountants
In some cases, management may decide to consult with other accountants about auditing and accounting matters. Management informed us that, and to our knowledge, there were no consultations with other accountants regarding auditing and accounting matters.

Other Significant Matters, Findings, or Issues
In the normal course of our professional association with the District, we generally discuss a variety of matters, including the application of accounting principles and auditing standards, significant events or transactions that occurred during the year, operating and regulatory conditions affecting the District, and operational plans and strategies that may affect the risks of material misstatement. None of the matters discussed resulted in a condition to our retention as the District's auditors.

Other Information Included in Annual Reports
Pursuant to professional standards, our responsibility as auditors for other information, whether financial or nonfinancial, included in the District's annual reports, does not extend beyond the information identified in the audit report, and we are not required to perform any procedures to corroborate such other information.

School District No. 17 - Millard Public Schools
Required Communication

Other Information Included in Annual Reports (Continued)
With respect to this supplementary information, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with the cash basis of accounting described in Note 1 of the basic financial statements, the method of preparing this schedule has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the basic financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the basic financial statements or to the basic financial statements themselves.

We were not engaged to report on the other supplementary information accompanying the basic financial statements. Such information has not been subjected to the auditing procedures applied in the audit of the basic financial statements, and accordingly, we do not express an opinion or provide any assurance on it.

Our responsibility also includes communicating to you any information which we believe is a material misstatement of fact. Nothing came to our attention that caused us to believe that such information, or its manner of presentation, is materially inconsistent with the information, or manner of its presentation, appearing in the basic financial statements.

Restriction on Use
This information is intended solely for the use of the Board of Education and management of the District and is not intended to be, and should not be, used by anyone other than these specified parties.

BerganKDV, LLC

Omaha, Nebraska
November 4, 2025

School District No. 17 – Millard Public Schools
Douglas County, Nebraska

Basic Financial Statements

August 31, 2025

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Table of Contents

Independent Auditor's Report 1

Basic Financial Statements
Government-Wide Financial Statements
Statement of Net Position – Cash Basis 5
Statement of Activities – Cash Basis 6
Fund Financial Statements
Statement of Assets and Fund Balances – Cash Basis - Governmental Funds 7
Statement of Receipts, Disbursements, and Changes in Fund Balances – Cash Basis – Governmental Funds 9
Notes to Basic Financial Statements 11

Supplementary Information
Budgetary Comparison Schedule – Cash Basis – General Fund 27
Budgetary Comparison Schedule – Cash Basis – Special Building Fund 29
Budgetary Comparison Schedule – Cash Basis – School Nutrition Fund 30
Budgetary Comparison Schedule – Cash Basis – Employee Benefit Fund 31
Budgetary Comparison Schedule – Cash Basis – Depreciation Fund 32
Budgetary Comparison Schedule – Cash Basis – Contingency Fund 33
Budgetary Comparison Schedule – Cash Basis – Activities Fund 34
Budgetary Comparison Schedule – Cash Basis – Student Fee Fund 35
Budgetary Comparison Schedule – Cash Basis – Debt Service Fund 36
Notes to Supplementary Information - Budgetary Comparison Schedules 37

Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standard*s 38

Independent Auditor's Report

Board of Education
School District No. 17 – Millard Public Schools
Douglas County, Nebraska

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying cash basic financial statements of the governmental activities and each major fund of the School District No. 17 – Millard Public Schools, Douglas County, Nebraska (the "District"), as of and for the year ended August 31, 2025, and the related notes to the basic financial statements, which collectively comprise the District's basic financial statements as listed in the Table of Contents.

In our opinion, the accompanying basic financial statements present fairly, in all material respects, the respective cash basis financial position of the governmental activities and each major fund of the District as of August 31, 2025, and the respective changes in financial position-cash basis, thereof, for the year then ended in accordance with the cash basis of accounting described in Note 1.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 of the basic financial statements, which describes the basis of accounting. The basic financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinions are not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management of the District is responsible for the preparation and fair presentation of the basic financial statements in accordance with the cash basis of accounting described in Note 1, and for determining that the cash basis of accounting is an acceptable basis for the preparation of the basic financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the basic financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the basic financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, and *Governmental Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, and *Governmental Auditing Standards* we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control–related matters that we identified during the audit.

Supplementary Information
Our audit was conducted for the purpose of forming opinions on the basic financial statements that collectively comprise the District's basic financial statements. The accompanying supplementary information identified in the Table of Contents is presented for the purpose of additional analysis and is not a required part of the basic financial statements.

The supplemental information presented is the responsibility of management and has not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on it.

Other Reporting Required by *Government Auditing Standards*
In accordance with *Government Auditing Standards*, we have also issued our report dated November 4, 2025, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control over financial reporting and compliance.

BerganKDV, LLC

Omaha, Nebraska
November 4, 2025

BASIC FINANCIAL STATEMENTS

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Statement of Net Position - Cash Basis
August 31, 2025

	Governmental Activities
Assets	
Cash	$ 18,108,047
Investments	183,314,324
Total assets	$ 201,422,371
Net Position	
Restricted	
Capital projects	$ 57,747,820
School nutrition	5,254,247
Debt service	20,646,748
Unrestricted	
Board designated	
Employee benefit	14,700,165
Depreciation	20,215,186
Student activities	4,996,217
Student fees	535,628
Contingency	2,775,704
Undesignated	74,550,656
Total net position	$ 201,422,371

See notes to basic financial statements.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Statement of Activities - Cash Basis
Year Ended August 31, 2025

Functions/Programs	Cash Disbursements	Program Cash Receipts: Charges for Services	Program Cash Receipts: Operating Grants and Contributions	Net (Disbursements) Receipts and Changes in Net Position
Governmental activities				
Instructional services	$ 182,455,376	$ 758,679	$ 16,425,407	$ (165,271,290)
Support services and facilities	98,384,332	-	-	(98,384,332)
Food services	13,241,090	6,875,488	5,483,927	(881,675)
Building and site acquisition and improvement	26,036,714	-	-	(26,036,714)
Principal and interest on indebtedness	21,598,740	-	-	(21,598,740)
Other	10,805,060	-	-	(10,805,060)
Total governmental activities	$ 352,521,312	$ 7,634,167	$ 21,909,334	(322,977,811)
General revenues				
Taxes collected				151,667,778
County receipts				677,397
State aid-formula grants				157,608,922
Other general receipts				11,779,295
Investment income				6,000,885
Proceeds from issuing bonds				26,980,000
Bond premium				3,701,318
Total general receipts				358,415,595
Change in net position				35,437,784
Net position - beginning of year				165,984,587
Net position - end of year				$ 201,422,371

See notes to basic financial statements.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Statement of Assets and Fund Balances - Cash Basis - Governmental Funds
August 31, 2025

	General Fund	Special Building	School Nutrition	Activities Fund
Assets				
Cash	$ 7,306,535	$ -	$ 5,585,582	$ 4,680,302
Investments	104,603,841	57,747,820	-	315,915
Due from (to) other funds	331,335	-	(331,335)	-
Total assets	$ 112,241,711	$ 57,747,820	$ 5,254,247	$ 4,996,217
Fund Balances				
Restricted				
Capital projects	$ -	$ 57,747,820	$ -	$ -
School nutrition	-	-	5,254,247	-
Debt service	-	-	-	-
Committed				
Depreciation	20,215,186	-	-	-
Activities	-	-	-	4,996,217
Student fees	-	-	-	-
Assigned				
Contingency	2,775,704	-	-	-
Employee benefits	14,700,165	-	-	-
Unassigned	74,550,656	-	-	-
Total fund balance - cash basis	$ 112,241,711	$ 57,747,820	$ 5,254,247	$ 4,996,217

See notes to basic financial statements.

Student Fees Fund	Debt Service Fund	Total Governmental Funds
$ 535,628	$ -	$ 18,108,047
-	20,646,748	183,314,324
-	-	-
$ 535,628	$ 20,646,748	$ 201,422,371
$ -	$ -	$ 57,747,820
-	-	5,254,247
-	20,646,748	20,646,748
-	-	20,215,186
-	-	4,996,217
535,628	-	535,628
-	-	2,775,704
-	-	14,700,165
-	-	74,550,656
$ 535,628	$ 20,646,748	$ 201,422,371

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Statement of Receipts, Disbursements, and
Changes in Fund Balances - Cash Basis - Governmental Funds
Year Ended August 31, 2025

	General Fund	Special Building	School Nutrition	Activities Fund
Receipts				
Local receipts	$ 129,943,468	$ 4,851,595	$ 410,483	$ -
County receipts	677,397	-	-	-
State receipts	154,113,258	1,868,272	53,896	-
Federal receipts	14,779,726	644,256	5,384,616	-
Sales of lunch	-	-	6,510,420	-
Interest	2,595,125	2,503,023	-	-
Categorical grants from corporations and other private interests	1,760,004	-	-	-
Non-revenue receipts	976,690	300,606	-	8,951,773
Total receipts	304,845,668	10,167,752	12,359,415	8,951,773
Disbursements				
Instructional services	145,580,078	-	-	-
Support services and facilities	98,384,332	-	-	-
Other salaries and benefits	-	-	5,393,913	-
Supplies and materials	-	6,376	33,573	-
Purchased services	36,875,298	2,645,214	7,787,042	-
Capital outlay	2,501,532	864,879	-	-
Building and site acquisition and improvement	1,788,938	18,202,649	-	-
Other	1,524,468	-	1,686	8,757,098
District support services	27,126	-	-	-
Redemption of principal	-	-	-	-
Debt service interest and fiscal charges	-	795,708	-	-
Total disbursements	286,681,772	22,514,826	13,241,090	8,757,098
Excess (deficiency) of receipts over disbursements	18,163,896	(12,347,074)	(881,675)	194,675
Other Financing Sources				
Proceeds from sale of capital assets	-	-	10,000	-
Proceeds from the issuance of bonds	-	26,980,000	-	-
Bond premium	-	3,701,318	-	-
Total other financing sources	-	30,681,318	10,000	-
Excess (deficiency) of receipts and other financing sources over disbursements and other financing uses	18,163,896	18,334,244	(871,675)	194,675
Fund balance - beginning of year	94,077,815	39,413,576	6,125,922	4,801,542
Fund balance - end of year	$ 112,241,711	$ 57,747,820	$ 5,254,247	$ 4,996,217

See notes to basic financial statements.

Student Fees Fund	Debt Service Fund	Total Governmental Funds
$ -	$ 17,853,551	$ 153,059,097
-	-	677,397
-	1,627,358	157,662,784
-	-	20,808,598
-	-	6,510,420
-	902,737	6,000,885
-	-	1,760,004
559,524	-	10,788,593
559,524	20,383,646	357,267,778
-	-	145,580,078
-	-	98,384,332
-	-	5,393,913
-	-	39,949
-	-	47,307,554
-	-	3,366,411
-	-	19,991,587
523,494	-	10,806,746
-	-	27,126
-	15,215,000	15,215,000
-	5,588,032	6,383,740
523,494	20,803,032	352,521,312
36,030	(419,386)	4,746,466
-	-	10,000
-	-	26,980,000
-	-	3,701,318
-	-	30,691,318
36,030	(419,386)	35,437,784
499,598	21,066,134	165,984,587
$ 535,628	$ 20,646,748	$ 201,422,371

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Organization

School District No. 17 - Millard Public Schools, Douglas County, Nebraska (the "District") is a tax-exempt political subdivision and a Class 3 school district of the State of Nebraska.

B. Reporting Entity

The District's basic financial statements are presented as the primary government and include all significant schools, departments, activities, and organizations for which the District is financially accountable. The District has determined that there are no potential component units that meet the criteria for inclusion in the basic financial statements.

C. Basis of Presentation

Government-Wide Financial Statements – The Statement of Net Position – Cash Basis and Statement of Activities – Cash Basis display information about the reporting government as a whole. They include all funds of the reporting entity. The statements present the District's basic financial statements as governmental activities. Governmental activities generally are financed through taxes, intergovernmental revenues, and other non-exchange revenues. Alternatively, business-type activities are financed in whole or in part by fees charged to external parties for goods or services. The District does not operate any business-type activities.

Fund Financial Statements – Fund financial statements of the reporting entity are organized into funds, each of which is considered to be a separate accounting entity. Each fund is accounted for by providing a separate set of self-balancing accounts that constitute its cash, cash held by County Treasurers, investments, fund balance, receipts, and disbursements. All of the District's funds are presented as governmental funds. The District currently has no proprietary or fiduciary funds. An emphasis is placed on major funds within the governmental categories. A fund is considered major if it is the primary operating fund of the District, meets specific mathematical criteria set forth by Governmental Accounting Standards Board (GASB) or is identified as a major fund by the District's management. In addition to the District's funds meeting the required criteria, the District's management has designated all remaining funds to be presented as major funds for financial reporting purposes.

The funds of the financial reporting entity are described below:

Governmental Fund Activities:

General Fund – This fund is the primary operating fund of the District and is always classified as a major fund. It is used to account for all financing resources except those required to be accounted for in other funds. The District has three additional special revenue funds: contingency, employee and depreciation. However, in accordance with GASB Financial Reporting Standards, these funds have been consolidated into the general fund since their revenues are mainly transfers from the general fund. The contingency fund accounts for the reserve of money for unexpected events, the depreciation fund accounts for resources designated and maintained for the eventual purchase of capital assets and the employee benefit fund accounts for the reserve of money for the benefit of District employees for fringe benefits.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

C. Basis of Presentation (Continued)

Governmental Fund Activities: (Continued)

Special Revenue Funds – These funds are used to account for the proceeds of specific revenue sources that are either legally restricted to disbursements for specified purposes or designated to finance particular functions or activities of the District. The reporting entity includes the following special revenue funds:

- Special Building Fund – This fund accounts for taxes levied and other revenues specifically maintained to acquire or improve sites and/or to erect, alter or improve buildings.
- School Nutrition Fund – This fund accounts for the operations of the District's child nutrition programs.
- Activities Fund – This fund is used to account for assets held by the District in a trustee capacity for various school organizations and activities.
- Student Fees Fund – This fund is used to account for money collected from students that shall be expended for the purpose for which it was collected from the students.

Debt Service Fund – This fund is used to account for the accumulation of resources for, and the payment of, general long-term obligations principal, interest, and related costs.

D. Measurement Focus and Basis of Accounting

Measurement focus is a term used to describe "which" transactions are recorded within the various financial statements. Basis of accounting refers to "when" transactions are recorded, regardless of the measurement focus applied.

Measurement Focus - In both the government-wide financial statements and the fund financial statements, the governmental activities are presented using a cash basis measurement focus. Their reported net position/fund balance is considered a measure of "available cash and investments." The operating statements focus on cash received and cash disbursed.

Basis of Accounting - In the government-wide and the fund financial statements, the District prepares its financial statements using the cash basis of accounting. Accordingly, receipts are recognized when cash is received by the District and expenditures are recognized when cash is disbursed. This basis of accounting is applied to all transactions, including the disbursements for capital assets, receipt of proceeds from issuance of debt and the retirement of debt, except for reporting a bond refunding. The refunding of bonds are not presented in the financial statements as the District reports the original bond proceeds as revenues when the cash is received, records expenditures as the bond proceeds are spent and reports the payments of bond principal and interest payments as expenditures through maturity of the bonds. This basis is a comprehensive basis of accounting other than generally accepted accounting principles in the United States of America.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

E. Equity Classification

Government-Wide Statements
Equity is classified as net position and displayed in two components:

- Restricted Net Position – Consists of net position with constraints placed on the use either by 1) external groups, such as creditors, grantors, contributors or laws and regulations of other governments; or 2) law through constitutional provisions or enabling legislation.

- Unrestricted Net Position – All other net position that do not meet the definition of "restricted." However, if the funds have been designated by the Board of Education, these funds have been shown separately to distinguish their designation.

It is the District's policy to first use restricted net positions, first, prior to the use of unrestricted net position, when a disbursement is made for purposes in which both restricted and unrestricted net positions are available.

Fund Financial Statements
Governmental fund equity is reported as fund balance within each respective fund. For governmental funds, the fund balance is divided into five classifications based primarily on the extent to which the District is bound to observe constraints imposed upon the use of the resources in the governmental funds. The classifications are as follows:

- Nonspendable – This fund balance category includes amounts that cannot be spent because they are not in spendable form, or legally or contractually required to be maintained intact. The "not in spendable form" criterion includes items that are not expected to be converted to cash. As of August 31, 2025, the District did not have any nonspendable funds.

- Restricted – Fund balance is reported as restricted when constraints placed on the use of resources are either externally imposed by creditors (such as through debt covenants), grantors, contributors, or laws or regulations of other governments or is imposed by law through constitutional provisions or enabling legislation. Enabling legislation authorizes the Board of Education to assess, levy, charge, or otherwise mandate payment of resources (from external resource providers) and includes a legally enforceable requirement that those resources be used only for the specific purposes stipulated in the legislation. Legal enforceability means that the District can be compelled by an external party-such as citizens, public interest groups, or the judiciary to use resources created by enabling legislation only for the purposes specified by the legislation.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

E. Equity Classification (Continued)

Government-Wide Statements (Continued)

- Committed – This fund balance classification includes amounts that can only be used for the specific purposes imposed by formal action (resolution) of the Board of Education. Those committed amounts cannot be used for any other purpose unless the Board of Education removes or changes the specified use by taking the same type of action (resolution) it employed to previously commit those amounts. In contrast to fund balance that is restricted by enabling legislation, committed fund balance classification may be redeployed for other purposes with appropriate due process. Constraints imposed on the use of committed amounts are imposed by the Board of Education, separate from the authorization to raise the underlying revenue; therefore, compliance with these constraints is not considered to be legally enforceable. Committed fund balance also incorporates contractual obligations to the extent that existing resources in the fund have been specifically committed for use in satisfying those contractual requirements.

- Assigned – Amounts in the assigned fund balance classification are intended to be used by the District for specific purposes but do not meet the criteria to be classified as restricted or committed. In governmental funds other than the General Fund, assigned fund balance represents the remaining amount that is not restricted or committed. In the General Fund, assigned amounts represent intended uses established by Board of Education or a District Administrator delegated that authority by the Board of Education.

- Unassigned – This fund balance is the residual classification for the General Fund and includes all spendable amounts not contained in the other classifications. In other governmental funds, the unassigned classification is used only to report a deficit balance resulting from overspending for specific purposes for which amounts had been restricted, committed, or assigned.

The District applies restricted resources first when expenditures are incurred for purposes for which either restricted or unrestricted (committed, assigned, and unassigned) amounts are available. Similarly, within unrestricted fund balance, committed amounts are reduced first followed by assigned, and then unassigned amounts when expenditures are incurred for purposes for which amounts in any of the unrestricted fund balance classifications could be used.

F. Internal and Interfund Balances and Activities

In the process of aggregating the financial information for the government-wide financial statements, some amounts reported as interfund activity and balances in the fund financial statements have been eliminated or reclassified. Interfund transfers, the flow of assets from one fund to another where repayment is not expected, are reported as cash receipts and disbursements. During the year ended August 31, 2025, the District transferred $37,048,088 from the General Fund to the Employee Benefit Fund and $2,525,075 to the Depreciation Fund. These transfers were made to fund anticipated expenses related to each fund's purpose and they have been eliminated in the government-wide financial statements and are also not shown on the fund financial statements as the Employee Benefit and Depreciation funds are part of the General Fund.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 2 – BUDGET PROCESS AND PROPERTY TAXES

The District is required by state law to adopt annual budgets for the General Fund, Special Building Fund, School Nutrition Fund, Employee Benefit Fund, Contingency Fund, Depreciation Fund, Activities Fund, Student Fees Fund, and Debt Service Fund. Each budget is presented on the cash basis of accounting, which is consistent with the requirements of the state budget act.

State Statues of the Nebraska Budget Act provide the prescribed budget practices and procedures that governing bodies are required to follow. The amounts that may be budgeted for certain specific funds are subject to various expenditure and/or tax levy limitations.

The District follows these procedures in establishing the budgetary data reflected in the accompanying financial statements:

- The Superintendent submits to the Board of Education a proposed operating budget for the fiscal year commencing September 1. The operating budget includes proposed expenditures and the means of financing them.

- A public hearing is conducted at a public meeting to obtain taxpayer comments.

- The budget is legally adopted by the Board of Education through passage of a resolution and is filed with the appropriate agencies on or before September 30.

- Total fund expenditures may not legally exceed total appropriations at the fund level or for "regular education" in the general fund without holding a public budget hearing and obtaining approval from the Board of Education. Appropriations lapse at fiscal year-end and any revisions require Board approval.

The District had no budget amendments for the 2024-2025 fiscal year.

The property tax requirement resulting from the budget process is utilized by the County Assessor to establish the tax levy in accordance with State Statues, which tax levy attaches as an enforceable lien on property within the District as of December 31. The tax becomes due at that date with the first half becoming delinquent on April 1 and the second half becoming delinquent on August 1 following the levy date.

The 2025 property tax valuation was $16,289,710,634. The combined tax rate of the District for the year ended August 31, 2025, was 1.118010 per $100 of assessed valuation.

NOTE 3 – DEPOSITS AND INVESTMENTS

Nebraska Statutes §§ 79-408, 79-1042 and 79-1043 provide that the District may, by and with the consent of the Board of Education of the District, invest the funds of the District in securities, including repurchase agreements, the nature of which individuals of prudence, discretion, and intelligence acquire or retain in dealing with the property of another.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 3 – DEPOSITS AND INVESTMENTS (CONTINUED)

A. Deposits
As of August 31, 2025, the carrying amount of the District's deposits was $18,108,047 and the bank balance was $19,879,461.

While the District maintains separate bank accounts for individual funds for cash flow and investment purposes, the District occasionally pools cash as part of their cash management procedures.

B. Investments
Investments include $136,175,215 in Nebraska School District Liquid Asset Fund, which is similar in nature to an open-end mutual fund designed specifically for Nebraska school entities, investing only in those securities allowable for such entities under Nebraska Law. These investments are reported at cost.

Investments also include $26,492,362 in money market funds and $20,646,747 invested in a short-term cash fund. These investments are reported at cost.

C. Risks
The District attempts to mitigate the following types of deposit and investment risks through compliance with the State Statues referred to above. The three types of deposit and investment risks are as follows:

- Custodial Credit Risk: This is for deposits and investments; custodial credit risk is the risk that in the event of the failure of a bank or other counterparty, the District will not be able to recover the value of its deposits, investments or collateral securities in the possession of a third-party.

- Credit Risk: This is for deposits and investments; credit risk is the risk that a bank or other counterparty defaults on its principal and/or interest payments owed to the District.

- Interest Rate Risk: This is for deposits and investments; interest rate risk is the risk that the value of deposits and investments will decrease as a result of a rise in interest rates.

The bank balances of the District's deposits, which includes the savings and money market accounts held at banks, are insured through Federal Depository Insurance Corporation (FDIC) coverage or collateral held by the District's agent in the District's name. As of August 31, 2025, the District had $1,183,732 that was not collateralized.

The District's investment policy does not restrict investment maturities. The District minimizes its interest rate risk by structuring its investment portfolio so that securities mature to meet the District's cash needs, which is accomplished in part by investing primarily in short-term investments or in investment vehicles that allow for monthly cash draws.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 4 – FUNDS HELD BY COUNTY TREASURER

The following balances were held by Douglas and Sarpy County Treasurers for the District as of August 31, 2025. The monies were transferred to the District subsequent to August 31, 2025, and are not included as receipts or cash balances in the financial statements:

	Sarpy County	Douglas County
General Fund	$ 830,980	$ 4,678,001
Debt Service Fund	72,608	1,969,506
Building Fund	16,274	437,468
Total	$ 919,862	$ 7,084,975

NOTE 5 – NEBRASKA SCHOOL EMPLOYES RETIREMENT SYSTEM

A. Plan Description

The District contributes to the Nebraska School Employees Retirement System, a cost–sharing multiple–employer defined benefit pension plan administered by the Nebraska Public Employees Retirement System (NPERS). NPERS provides retirement and disability benefits to plan members and beneficiaries. The School Employees Retirement Act establishes benefit provisions.

In 1945, the Nebraska Legislature enacted the law establishing a retirement plan for school employees of the State. During NPERS fiscal year ended June 30, 2024, there were 263 participating school districts. These were the districts that had contributions during the fiscal year. All regular public school employees in Nebraska, other than those who have their own retirement plans (Class V school districts, Nebraska State Colleges, University of Nebraska, Community Colleges), are members of the plan.

Normal retirement is at age 65. For an employee who became a member before July 1, 2013, the monthly benefit is equal to the greater of the following: 1) the sum of a savings annuity, which is the actuarial equivalent of the member's accumulated contributions and a service annuity equal to $3.50 per year of service; or 2) the average of the three 12-month periods of service as a school employee in which such compensation was the greatest, multiplied by total years of creditable service, multiplied by a formula factor of 2%, and an actuarial factor based on age.

For an employee who became a member on or after July 1, 2013, the monthly benefit is equal to the greater of the following: 1) the sum of a savings annuity, which is the actuarial equivalent of the member's accumulated contributions and a service annuity equal to $3.50 per year of service; or 2) the average of the five 12-month periods of service as a school employee in which such compensation was the greatest, multiplied by total years of creditable service, multiplied by a formula factor of 2%, and an actuarial factor based on age.

Employees benefits are vested after five years of plan participation or when termination occurs at age 65 or later. Vested members are eligible to receive an unreduced retirement benefit at age 65.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 5 – NEBRASKA SCHOOL EMPLOYEES RETIREMENT SYSTEM (CONTINUED)

A. Plan Description (Continued)
A member's age will determine eligibility to begin receiving monthly benefits and if those benefits are reduced or unreduced. Benefit calculations vary with early retirement. At ages 55 to 64, members who are in tiers one, two, or three may qualify to receive unreduced benefits under the "Rule of 85" if the member's attained age plus creditable service equals 85 or greater. At aged 60 to 64, members may qualify to receive unreduced benefits under the tier four "Rule of 85" if the member's attained age plus creditable service equals 85 or greater.

For employees who became members prior to July 1, 2013, the benefit paid to a retired member or beneficiary receives an annual cost of living adjustment, which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or 2.5%. The current benefit paid to a retired member or beneficiary is adjusted so that the purchasing power of the benefit being paid is not less than 75% of the purchasing power of the initial benefit.

For employees who became members on or after July 1, 2013, the benefit paid to a retired member or beneficiary receives an annual cost-of-living adjustment, which is increased by the lesser of the percentage change in the Consumer Price Index for Urban Wage Earners and Clerical Workers or 1%. There is no purchasing power floor for employees who fall under this tier.

For the District's year ended August 31, 2025, the District's total payroll for all employees was $171,345,299. Total covered payroll was $165,494,135 Covered payroll refers to all compensation paid by the District to active employees covered by the Plan.

B. Contributions
The State's contribution is based on an annual actuarial valuation. In addition, the State contributes an amount equal to 2% of the compensation of all members. This contribution is considered a non-employer contribution since school employees are not employees of the State. The employee contribution was equal to 9.78% from July 1, 2023, to June 30, 2024, (and from July 1, 2024, through June 30, 2025). As of July 1, 2025, the contribution rate was adjusted to 8%. The school district (employer) contribution is 101% of the employee contribution. The District's contribution to the Plan for its year ended August 31, 2025, was $15,560,493.

C. Pension Asset
At June 30, 2024, the District had an asset of $30,245,880 for its proportionate share of the net pension asset. (This asset is not recorded in the accompanying cash basis financial statements.) The net pension asset was measured as of June 30, 2024, and the total pension liability used to calculate the net pension asset was determined using an actuarial valuation as of that date. The NPERS School Plan was 103.34% funded as of June 30, 2024, based on actuarial calculations comparing total pension liability to the plan fiduciary net position. The District's proportion of the net pension asset was based on a projection of the District's long-term share of contributions to the pension plan relative to the projected contributions of all participating entities, actuarially determined. At June 30, 2024, the District's proportion was 5.494819%, which was a decrease of 0.045684% from its proportion measured as of June 30, 2023.

For the year ended June 30, 2024, the District’s and allocated pension income was $5,811,697.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 5 – NEBRASKA SCHOOL EMPLOYEES RETIREMENT SYSTEM (CONTINUED)

D. Actuarial Assumptions
The total pension liability in the June 30, 2024, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Valuation Date	July 1, 2024
Actuarial cost method	Entry Age Normal
Amortization method	Level Percent of Payroll, Closed
Single equivalent amortization period	1 year
Asset valuation method	5 Year Smoothed Market
Inflation	2.35%
Investment rate of return, net of Investment expense and including inflation	7.00%
Salary increases, including wage inflation	2.85%-12.85%
Cost-of-living adjustment (COLA)	2.00% with a floor benefit equal to 75% purchasing power of original benefit*

* *1% and no floor benefit for members joining on or after July 1, 2013.*

The School Plan's pre-retirement mortality rates for retirees were based on the Pub-2010 General Members (Above Median) Employee Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

The School Plan's post-retirement mortality rates for retirees were based on the Pub-2010 General Members (Above Median) Employee Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

The School Plan's post-retirement mortality rates for beneficiaries were based on the Pub-2010 General Members (Above Median) Contingent Survivor Mortality Table (100% of male rates, 95% of female rates), both male and female rates set back one year, projected generationally using MP-2019 modified to 75% of the ultimate rates.

The School Plan's disability mortality rates were based on the Pub-2010 Non-Safety Disabled Retiree Mortality Table (static table).

The actuarial assumptions used in the July 1, 2024, valuations for the School Plan is based on the results of the most recent actuarial experience study, which covered the four-year period ending June 30, 2019. The experience study report is dated December 31, 2020.

NOTE 5 – NEBRASKA SCHOOL EMPLOYEES RETIREMENT SYSTEM (CONTINUED)

D. Actuarial Assumptions (Continued)

The long-term expected real rate of return on pension plan investments was based upon the expected long-term investment returns provided by a consultant of the Nebraska Investment Council, who is responsible for investing the pension plan assets. The return assumptions were developed using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. Best estimates of arithmetic real rates of return for each major asset class included in the pension plans' target asset allocation as of June 30, 2024, (see the discussion of the pension plan's investment policy) are summarized in the table on the following page.

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return*
U.S. Equity	27.00 %	4.50 %
Global Equity	19.00	5.30
Non-U.S. Equity	11.50	5.80
Fixed Income	30.00	0.70
Private Equity	5.00	7.40
Real Estate	7.50	4.20
Total	100.00 %	

* *Arithmetic mean, net of investment expenses.*

E. Discount Rate

The discount rate used to measure the Total Pension Liability at June 30, 2024, was 7.00%. The discount rate is reviewed as part of the actuarial experience study, which was last performed for the period July 1, 2015, through June 30, 2019. The actuarial experience study is reviewed by the NPERS Board, which must vote to change the discount rate.

The projection of cash flows used to determine the discount rate assumed that contributions from plan members will be made at the current contribution rate and contributions from employers and non-employers will be made at the contractually required rates, actuarially determined. Based on those assumptions, the pension plans' fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payment to determine the total pension liability. The projected future benefit payment for all current plan members was projected through 2123.

NOTE 5 – NEBRASKA SCHOOL EMPLOYEES RETIREMENT SYSTEM (CONTINUED)

F. Sensitivity of the District's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

The following presents the District's proportionate share of the net pension liability/(asset) calculated using the discount rate of 7.0%, as well as what the District's proportionate share of the net pension liability/(asset) would be if it were calculated using a discount rate that is one percent lower (6.0%) or one percent higher (8.0%) than the current rate:

District Proportionate Share of Net Pension Liability (Asset)		
1% Decrease in Discount Rate (6.0%)	Current Discount Rate (7.0%)	1% Increase in Discount Rate (8.0%)
$ 95,578,443	$ (30,245,880)	$ (133,410,475)

G. Plan Fiduciary Net Position

Detailed information about the Plan's fiduciary net position is available in the separately issued Nebraska Public Employees Retirement Systems Plan financial report. NPERS issues a publicly available financial report that includes financial statements and required supplementary information for NPERS. That report may be obtained by writing the NPERS, P.O. Box 94816, Lincoln, NE 68509-4816, by calling 1-800-245-5712, or via the internet at http://www.auditors.nebraska.gov.

NOTE 6 – LONG-TERM DEBT

A. Bonds Payable

The following is a summary of changes in general obligation transactions of the District for the year ended August 31, 2025:

Balance, August 31, 2024	$ 179,280,000
Additions	
New obligations	26,980,000
Deductions	
Payment of principal	(15,215,000)
Balance August 31, 2025	$ 191,045,000

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 6 – LONG-TERM DEBT (CONTINUED)

A. Bonds Payable (Continued)
The following is the indebtedness of the District as of August 31, 2025.

Issue Date	Final Maturity Year	Interest Rate	Amount
June 21, 2017	2028	2.00% - 4.00%	$ 14,965,000
July 1, 2020	2034	1.462% - 2.336%	31,205,000
August 19, 2020	2041	2.00% - 5.00%	65,595,000
September 15, 2021	2035	1.048% - 2.192%	26,480,000
March 31, 2022	2042	4.00%	9,480,000
December 29, 2023	2043	4.00%	9,995,000
February 22, 2024	2034	3.00% - 5.00%	6,345,000
December 30, 2024	2040	5.00%	26,980,000
Total			$ 191,045,000

Aggregate principal and interest payments applicable to the District's bonds subsequent to August 31, 2025, are as follows:

Year Ended August 31,	Bonds Payable		
	Principal	Interest	Total
2026	$ 9,675,000	$ 5,906,476	$ 15,581,476
2027	13,635,000	5,656,314	19,291,314
2028	10,970,000	5,323,159	16,293,159
2029	10,315,000	4,980,849	15,295,849
2030	10,295,000	4,630,725	14,925,725
2031-2035	58,720,000	17,880,898	76,600,898
2036-2040	54,605,000	8,415,550	63,020,550
2041-2043	22,830,000	993,950	23,823,950
Total	$ 191,045,000	$ 53,787,921	$ 244,832,921

On December 30, 2024, the District issued $26,980,000 of General Obligation Bonds, Series 2024 with an interest rate of 5.00%. The purpose of these bonds is to provide funds to pay for a portion of the costs of various capital projects approved by the voters of the District. These bonds were issued at a premium of $3,701,318 and bond issue costs of $278,375, resulting in net proceeds of $30,402,943.

NOTE 6 – LONG-TERM DEBT (CONTINUED)

B. Lease Commitment
The District has non-cancelable lease agreements for the following:

- Twelve vans used for transportation of students in special education programs expiring on various dates through February 2027.
- Vehicles used by administration and maintenance. These leases expire on various dates through May 2028.
- Several copiers used throughout the District expiring on various dates through 2029.

Future minimum lease payments for all leases are as follows:

Year Ended August 31,	Lease Commitments
2026	$ 31,471
2027	11,798
2028	6,248
2029	2,376
Total	$ 51,893

The total paid for lease commitments for the year ended August 31, 2025, was $77,144 all of which was paid-out of the General Fund.

NOTE 7 – COMMITMENTS AND CONTINGENCIES

A. Grant Program Involvement
The District participates in a number of state and federally assisted programs. These programs are subject to financial and compliance audits of various agencies and departments, many of which have not yet been performed. The District's management believes that the amount of expenditures, if any, which may be disallowed by the granting agencies, would not be significant.

B. Compensated Absences
As a result of the District's use of the cash basis of accounting, accrued liabilities related to compensated absences (sick leave only; vacation does not vest) and any employer-related costs earned and unpaid, are not reflected in the government-wide or fund financial statements. Under the District plan, faculty, administrators, and some support staff are paid between $80 to a daily rate of pay per day for any sick leave accumulated over 80 days. Employees receive 12 days of sick leave per year and cannot accumulate over 87 days. Faculty and administrators accumulated sick leave over 75 days is paid at the end of the fiscal year.

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 7 – COMMITENTS AND CONTINGENCIES (CONTINUED)

B. Compensated Absences (Continued)
The District's approximate liability for earned sick leave and vacation leave payable to employees at August 31, 2025 is as follows:

Type of Benefit	Amount
Sick Leave	$ 5,335,861
Vacation	293,744
Total	$ 5,629,605

C. Voluntary Early Separation Plan
The District has established a Voluntary Separation Plan that allows certain employees to receive benefits from the District when they take voluntary separation for a period of up to 24 months. As of August 31, 2025, the District estimates their liability under this plan at approximately $1.01 million with the final obligations payable in fiscal year 2027.

D. Litigation
The District is involved in various legal actions whereby certain parties are making claims for damages. Management believes the outcome of these proceedings will not have any material financial impact on the District.

E. Arbitrage
Investment earnings from bond proceeds during the current fiscal year could be subject to arbitrage rebate and other tax matters. Currently, the District's management believes that there is no liability at year-end.

F. Risk Management
The District is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; employees health and life; and natural disasters.

Type of Loss	Method Managed	Risk of Loss Retained
Torts, errors and omissions	Self-funded and purchased insurance	Deductible
Health	Self-funded and purchased insurance	Stop-loss
Workers compensation-employee injuries	Purchased commercial insurance	None
General liability	Self-funded and purchased insurance	Stop-loss
Auto liability	Self-funded and purchased insurance	Stop-loss
School Board liability	Self-funded and purchased insurance	Stop-loss
Physical property loss and natural disasters	Purchased commercial insurance	Deductible

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Basic Financial Statements

NOTE 6 – COMMITENTS AND CONTINGENCIES (CONTINUED)

G. Risk Management (Continued)
Management believes such coverage is sufficient to preclude any significant uninsured losses to the District. Settled claims resulting from these risks have not exceeded commercial insurance coverage in any of the past three fiscal years.

H. Construction Contracts
During the year, the District entered into contracts for the construction and renovation of several school buildings. The amount of the contracts outstanding at August 31, 2025, was $3,646,255.

NOTE 8 – SUBSEQUENT EVENTS

Management has evaluated subsequent events through November 4, 2025, the date which these financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - General Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Local sources			
1100 Local property taxes	$ 156,109,173	$ 109,653,062	$ (46,456,111)
1115 Carline tax	6,500	6,619	119
1120 Public power district sales tax	3,900,000	4,979,464	1,079,464
1125 Motor vehicle taxes	13,800,000	14,776,555	976,555
1312 Tuition received from individuals - summer school	-	233,462	233,462
1710 Gifts/donations	-	100	100
1921 Local fines and license fees	225,000	290,076	65,076
1925 Categorical grants from corporations and private interests	1,665,000	1,758,004	93,004
Total local sources	175,705,673	131,697,342	(44,008,331)
County sources			
2110 Fines and licenses	500,000	677,397	177,397
State sources			
3110 State aid	63,915,262	63,915,262	-
3120 Special education	25,000,000	26,226,123	1,226,123
3125 Special education transportation	1,975,000	2,180,131	205,131
3130 Homestead exemption	-	4,606,059	4,606,059
3131 Personal property tax	-	46,771,332	46,771,332
3166 Flex funding school age support services	-	1,621,243	1,621,243
3180 Pro-rata motor vehicle	250,000	283,590	33,590
3400 State apportionment	4,000,000	8,262,540	4,262,540
3535 Payments for high ability learners	150,000	166,332	16,332
3541 Early childhood endowment grants	80,000	77,917	(2,083)
3599 State categorical programs - other	-	3,800	3,800
3990 Other state receipts	-	929	929
Total state sources	95,370,262	154,115,258	58,740,267
Federal sources			
4416 IDEA Part C, planning region team grant	30,000	29,237	(763)
4418 IDEA Part B, PEaK projects	180,000	180,135	135
4505 Title I, Part A	1,800,000	1,605,223	(194,777)
4509 Title II, Part A	380,000	341,125	(38,875)
4516 IDEA Preschool (619)	100,686	100,063	(623)
4518 IDEA Part B (611)	4,960,313	4,853,239	(107,074)
4521 IDEA Part B proportionate share	187,494	185,315	(2,179)
4524 Other federal non-categorical receipts	200,000	94,108	(105,892)
4525 Vocational education	160,000	209,145	49,145
4527 Title III, Part A	160,000	82,992	(77,008)
4528 Title III, Immigrant education	95,000	69,581	(25,419)
4708 Medicaid	500,000	603,651	103,651
4709 Medicaid administrative activities	250,000	155,028	(94,972)
4969 Title IV, Part A	100,000	90,172	(9,828)
4993 American Rescue Plan - homeless children and youth I	-	30,000	30,000
4994 American Rescue Plan - homeless children and youth II	-	46,531	46,531
4995 Presidential declared disaster aid	-	110,683	110,683
4998 ESSER III	-	5,993,498	5,993,498
Total federal sources	9,103,493	14,779,726	5,676,861
1510 Interest	496,865	1,282,458	1,232,458
Non-revenue sources			
5320 Sale of property	-	600	600
5690 Non-revenue receipts	-	200,687	200,687
Total receipts	$ 281,176,293	$ 302,753,468	$ 21,577,175

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - General Fund (Continued)
Year Ended August 31, 2025

	Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Disbursements			
1100 Regular instructional programs	$ 131,955,000	$ 128,992,400	$ (2,962,600)
1125 Regular instructional programs school age (flex-spending)	2,000,000	2,097,464	97,464
1150 Limited english proficiency programs	2,687,000	3,003,143	316,143
1160 Poverty programs	4,216,230	4,873,872	657,642
1190 Early childhood educational programs	-	517,216	517,216
1195 Regular instructional programs below age five	225,000	231,844	6,844
1200 Special education instruction programs	36,939,000	30,083,201	(6,855,799)
1291 Special education instruction programs - ages 3-5	3,578,000	526,071	(3,051,929)
1292 Special education instruction programs - ages 0-2	-	76,734	76,734
1300 Summer school	155,000	1,448,886	1,293,886
2100 Support Services - Students	12,258,000	17,264,849	5,006,849
2200 Support Services - Instruction	6,929,000	6,662,661	(266,339)
2300 Support Services - General Administration	15,017,800	19,980,817	4,963,017
2400 Support Services - School Administration	15,911,060	14,508,705	(1,402,355)
2500 Central Services	10,037,600	9,377,377	(660,223)
2600 Support Services - Maintenance and Operation of Building and Site	27,991,310	27,121,753	(869,557)
27RG Support services - regular pupil transportation	1,246,400	1,694,411	448,011
27SP Support services - school age special education transportation	3,716,200	4,562,863	846,663
3300 Community Services Operations	17,300	12,644	(4,656)
3400 Categorical grants from corporations/private interests	1,103,300	1,935,259	831,959
3500 State categorical programs	70,111	155,525	85,414
4000 Facilities	-	1,189,838	1,189,838
6000 Federal programs and other categorical aid	9,148,600	8,744,581	(404,019)
Total disbursements	285,201,911	285,062,114	(139,797)
Excess (deficiency) of receipts over disbursements	$ (4,025,618)	17,691,354	$ 21,716,972
Budgetary fund balance, September 1, 2024		$ 56,859,061	
Budgetary fund balance, August 31, 2025		$ 74,550,415	
Analysis of fund balance			
Cash in bank			
Checking accounts		$ 7,306,535	
Investment		66,912,786	
Due from school nutrition fund		331,335	
Total fund balance		$ 74,550,656	
AFR rounding variances included in disbursements		$ (241)	
Cash at county treasurer's, not included above:			
County Treasurer's			
Douglas County		$ 4,678,001	
Sarpy County		830,980	
Total		$ 5,508,981	

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Building Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Local sources			
Local property taxes	$ 5,644,385	$ 4,184,623	$ (1,459,762)
Carline tax	-	244	244
Public power district sales tax	200,000	213,660	13,660
Other local receipts	-	453,068	453,068
Total local sources	5,844,385	4,851,595	(992,790)
State reimbursement			
Homestead exemption	-	166,530	166,530
Property tax credit	-	1,691,092	1,691,092
Pro rata motor vehicle	10,000	10,650	650
Total state sources	10,000	1,868,272	1,858,272
Federal sources			
Other federal receipts	-	644,256	644,256
Interest	1,000,000	2,503,023	1,503,023
Non-revenue sources			
Other	-	300,606	300,606
Total non-revenue sources	-	300,606	300,606
Total receipts	6,854,385	10,167,752	3,313,367
Disbursements			
Purchased services	-	2,651,590	2,651,590
Capital outlays	-	864,879	864,879
Buildings, acquisition and improvement	72,922,399	18,202,649	(54,719,750)
Other	-	-	-
Debt service	-	795,708	795,708
Total disbursements	72,922,399	22,514,826	(50,407,573)
Excess (deficiency) of receipts over disbursements	$ (66,068,014)	(12,347,074)	$ 53,720,940
Other Financing Sources (Uses)			
Bond issuance	30,000,000	26,980,000	(3,020,000)
Bond premium	-	3,701,318	3,701,318
Total other financing sources (uses)	30,000,000	30,681,318	681,318
Net change in fund balances	$ (36,068,014)	18,334,244	$ 54,402,258
Budgetary fund balance, September 1, 2024		39,413,576	
Budgetary fund balance, August 31, 2025		$ 57,747,820	
Analysis of Fund Balance			
Cash in bank			
Investments		$ 57,747,820	
Total fund balance		$ 57,747,820	
Cash at County Treasurer's, not included above			
County Treasurer's			
Douglas County		$ 437,468	
Sarpy County		16,274	
Total		$ 453,742	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - School Nutrition Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Sale of lunches/milk	$ 8,000,000	$ 6,510,420	$ (1,489,580)
Interest	75,000	-	(75,000)
County receipts	-	-	-
State reimbursement	100,000	53,896	(46,104)
Federal reimbursement	7,000,000	5,384,616	(1,615,384)
Local receipts	300,000	410,483	110,483
Total receipts	15,475,000	12,359,415	(3,115,585)
Disbursements			
Salaries and benefits	7,250,000	5,393,913	(1,856,087)
Supplies and materials	225,000	33,573	(191,427)
Contracted services	8,500,000	7,787,042	(712,958)
Equipment	500,000	24,876	(475,124)
Total disbursements	16,475,000	13,241,090	(3,233,910)
Excess (deficiency) of receipts over disbursements	$ (1,000,000)	(881,675)	$ 118,325
Other Financing Sources (Uses)			
Proceeds from sale of capital assets	-	10,000	10,000
Total other financing sources (uses)	-	10,000	10,000
Net change in fund balances	$ (1,000,000)	(871,675)	$ 128,325
Budgetary fund balance, September 1, 2024		6,125,922	
Budgetary fund balance, August 31, 2025		$ 5,254,247	
Analysis of Fund Balance			
Cash in bank			
Checking accounts		$ 5,585,582	
Due to other funds		(331,335)	
Total fund balance		$ 5,254,247	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Employee Benefit Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Interest	$ 500,000	$ 528,391	$ 28,391
Other receipts	850,000	747,774	(102,226)
Operational transfers from the General Fund	35,000,000	37,048,088	2,048,088
Total receipts	36,350,000	38,324,253	1,974,253
Disbursements			
Purchased services	45,350,000	36,826,693	(8,523,307)
Other	-	62,808	62,808
Total disbursements	45,350,000	36,889,501	(8,460,499)
Excess (deficiency) of receipts over disbursements	$ (9,000,000)	1,434,752	$ 10,434,752
Budgetary fund balance, September 1, 2024		13,265,413	
Budgetary fund balance, August 31, 2025		$ 14,700,165	
Analysis of Fund Balance			
Cash in bank			
Investments		$ 14,700,165	
Total fund balance		$ 14,700,165	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Depreciation Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Interest	$ -	$ 686,634	$ 686,634
Operational Transfers from the General Fund	-	2,525,075	2,525,075
Total receipts	-	3,211,709	3,211,709
Disbursements			
Capital outlays			
Furniture and equipment	11,468,176	2,501,503	(8,966,673)
Building and site acquisition and improvement	-	1,788,938	1,788,938
Total disbursements	11,468,176	4,290,441	(7,177,735)
Excess (deficiency) of receipts over disbursements	$ (11,468,176)	(1,078,732)	$ 10,389,444
Budgetary fund balance, September 1, 2024		21,293,918	
Budgetary fund balance, August 31, 2025		$ 20,215,186	
Analysis of Fund Balance			
Cash in bank			
Investments		$ 20,215,186	
Total fund balance		$ 20,215,186	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Contingency Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Interest	$ -	$ 97,642	$ 97,642
Other	-	31,759	31,759
Total receipts	-	129,401	129,401
Disbursements			
Judgments	-	3,000	3,000
Insurance Claims	2,477,561	9,940	(2,467,621)
Total disbursements	2,477,561	12,940	(2,464,621)
Excess (deficiency) of receipts over disbursements	$ (2,477,561)	116,461	$ 2,594,022
Budgetary fund balance, September 1, 2024		2,659,243	
Budgetary fund balance, August 31, 2025		$ 2,775,704	
Analysis of Fund Balance			
Cash in bank			
Investments		$ 2,775,704	
Total fund balance		$ 2,775,704	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Activities Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Activities revenue	$ 11,000,000	$ 8,951,773	$ (2,048,227)
Total receipts	11,000,000	8,951,773	(2,048,227)
Disbursements			
Purchased services	12,200,000	8,757,098	(3,442,902)
Total disbursements	12,200,000	8,757,098	(3,442,902)
Excess (deficiency) of receipts over disbursements	$ (1,200,000)	194,675	$ 1,394,675
Budgetary fund balance, September 1, 2024		4,801,542	
Budgetary fund balance, August 31, 2025		$ 4,996,217	
Analysis of Fund Balance			
Cash in bank			
Checking accounts		$ 4,680,302	
Investments		315,915	
Total fund balance		$ 4,996,217	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Student Fees Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Activity fees	$ 900,000	$ 559,524	$ (340,476)
Total receipts	900,000	559,524	(340,476)
Disbursements			
Support Services	900,000	523,494	(376,506)
Total disbursements	900,000	523,494	(376,506)
Excess (deficiency) of receipts over disbursements	$ -	36,030	$ 36,030
Budgetary fund balance, September 1, 2024		499,598	
Budgetary fund balance, August 31, 2025		$ 535,628	
Analysis of Fund Balance			
Cash in bank			
Checking accounts		$ 535,628	
Total fund balance		$ 535,628	

See notes to supplementary information – budgetary comparison schedules.

School District No. 17 - Millard Public Schools
Douglas County, Nebraska
Budgetary Comparison Schedule - Cash Basis - Debt Service Fund
Year Ended August 31, 2025

	Original and Final Budget	Actual Amounts	Variance with Final Budget - Over (Under)
Receipts			
Local sources			
Local property taxes	$ 18,545,836	$ 17,853,551	$ (692,285)
Total local sources	18,545,836	17,853,551	(692,285)
State Sources			
Homestead exemption	-	544,550	544,550
Property tax relief	-	1,048,692	1,048,692
Pro-rata motor vehicle	30,000	34,006	4,006
Agriculture state tax credit	-	110	110
Total state sources	30,000	1,627,358	1,597,358
Interest	750,000	902,737	152,737
Total receipts	19,325,836	20,383,646	4,722,983
Disbursements			
Redemption of principal on bonds payable	25,215,000	15,215,000	(10,000,000)
Debt service interest	5,200,000	5,588,032	388,032
Other expenses	100,000	-	(100,000)
Total disbursements	30,515,000	20,803,032	(9,711,968)
Excess (deficiency) of receipts over disbursements	$ (11,189,164)	(419,386)	$ 9,019,683
Other Financing Sources (Uses)			
Bond refunding	10,000,000	-	(10,000,000)
Total other financing sources (uses)	10,000,000	-	(10,000,000)
Net change in fund balances	$ (1,189,164)	(419,386)	$ (980,317)
Budgetary fund balance, September 1, 2024		21,066,134	
Budgetary fund balance, August 31, 2025		$ 20,646,748	
Analysis of Fund Balance			
Cash in bank			
Investments		$ 20,646,748	
Total fund balance		$ 20,646,748	
Cash at County Treasurer's, not included above			
County Treasurer's			
Douglas County		$ 1,969,506	
Sarpy County		72,608	
Total		$ 2,042,114	

School District No. 17 – Millard Public Schools
Douglas County, Nebraska
Notes to Supplementary Information –
Budgetary Comparison Schedules

NOTE 1 – BUDGETARY ACCOUNTING

The District prepares its budget for the Governmental Funds on the cash basis of accounting. This basis is consistent with the basis of accounting used in presenting the basic financial statements. Under this method of accounting, all unexpended appropriations lapse at the end of the budget year.

The term "Budgetary Fund Balance" used in these supplementary schedules is synonymous with the term "Fund Balance – Cash Basis" used in the basic financial statements.

NOTE 2 – PRESENTATION

Government Auditing Standards requires that for reporting purposes, the General Fund include all activity of funds that do not generate a significant amount of revenues from outside sources. Therefore, in the fund financial statements, the Depreciation Fund, Employee Benefit Fund and Contingency Fund have been included in the General Fund since their revenues are mainly derived from transfers from the General Fund. However, since the Depreciation Fund, Employee Benefit Fund and Contingency Fund are required by state law to adopt their own budget, their respective budgetary schedules have been included here. The presentation follows the same major function codes as those that are used by the District to prepare their annual financial report, which the District submits to the Nebraska Department of Education.

Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Independent Auditor's Report

To the Board of Education
School District No. 17 – Millard Public Schools
Douglas County, Nebraska

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States *(Government Auditing Standards)*, the financial statements of the governmental activities and each major fund of the School District No. 17 – Millard Public Schools, Douglas County, Nebraska (the "District"), as of and for the year ending August 31, 2025, and the related notes to the basic financial statements, which collectively comprise the District's basic financial statements and have issued our report thereon dated November 4, 2025.

Report on Internal Control over Financial Reporting
In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

A *deficiency* in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the District's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters
As part of obtaining reasonable assurance about whether the District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report
The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the result of that testing, and not to provide an opinion on the effectiveness of the District's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the District's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

BerganKDV, LLC

Omaha, Nebraska
November 4, 2025

Board of Education
School District No. 17 - Millard Public Schools
Douglas County, Nebraska

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and each major fund of Millard Public Schools (the "School District"), as of and for the year ended August 31, 2025, and the related notes to the financial statements, which collectively comprise the School District's basic financial statements, and have issued our report thereon dated November 4, 2025.

As part of obtaining reasonable assurance about whether the School District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

As requested by the Nebraska Department of Education, during the performance of our audit fieldwork for the year ended August 31, 2025, we performed the following procedures regarding the District's student membership and attendance reporting related to the District's compliance with Nebraska Department of Education's Title 92, Chapter 1, 003.03:

1) We documented the District's policies and procedures for collecting student membership and attendance data.

2) Our testing demonstrated the District was following its policies and procedures for collecting student census data.

3) Our testing demonstrated attendance at the District is collected at least daily and calculated to the nearest hundredth of a day.

4) Our testing demonstrated the District maintains a cumulative attendance and membership record for each student.

5) The cumulative attendance and membership records we tested contain the date of enrollment, number of days or partial days in attendance and absent during each school year enrolled, and the date of withdrawal or graduation.

6) We selected an appropriate sample, for tests of compliance in accordance with applicable auditing standards, of students from the District's attendance records for the year ended August 31, 2025, and traced the students to their student enrollment files to verify that the student was documented as an enrolled student of the District for the dates claimed in the attendance record.

7) The Nebraska Department of Education's online system captures the attendance information through the State's Advisor program directly through the District's census recordkeeping system. We traced the quarterly Student Summary Attendance reports from Nebraska Department of Education to the District's census recordkeeping system.

Additionally, as requested by the Nebraska Department of Education, during the performance of our audit fieldwork for the year ended August 31, 2025, we tested a sample of District expense allocations verifying appropriate allocation to the school building level as it relates to the District's compliance with Nebraska Department of Education's Title 92, Chapter 1, 003.03D.

The purpose of this letter is solely to describe the scope of our testing of compliance as it relates to the Nebraska Department of Education's Title 92, Chapter 1 rules and regulations, and the results of that testing, and not to provide an opinion on the effectiveness of the School District's internal control or on compliance. This communication is not suitable for any other purpose.

BerganKDV, LLC

Omaha, Nebraska
November 4, 2025

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Aldrich Elementary School Re-Roof

Meeting Date: December 1, 2025

Background/ Description: This is a summer project funded from bond proceeds.

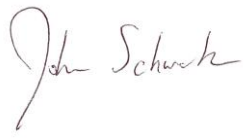
A representative from BCDM Architects will be present to answer any questions.

Action Desired: It is recommended that the contract for the Aldrich Elementary School Re-Roof be awarded to Black Hawk Roof of Nebraska in the amount of $463,200 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:



BCDM architects

November 13, 2025

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

RE: Aldrich Elementary School – Reroof
BCDM Project No. 3003-04

Dear Mr. Meisgeier:

On November 11, 2025, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, seven (7) bids were received with a **low Base Bid $463,200 from Black Hawk Roof of Nebraska.** The project construction budget was estimated at **$460,000.**

The Base Bid provides for adhering a Rapid Lock coverboard to the existing roof and then applying a FleeceBACK membrane to that coverboard (creating a system much like Velcro). No adhesive is used for the membrane attachment to the coverboard which allows for the roof to be installed quicker than a traditional adhered EPDM membrane (which is what was provided under Alternate No. 1). The FleeceBACK membrane is 145-mil thick, compared to 90-mil thick EPDM membrane provided under the alternate system. This added thickness of the membrane provides excellent puncture resistance. This Rapid Lock / FleeceBACK system was utilized over the past two summers at nine MPS reroof projects and the MPS staff is very happy with the results.

Black Hawk Roof of Nebraska was present at the mandatory pre-bid conference held on October 29, 2025. Black Hawk has worked with MPS in the past, completing the MPS West High School Reroof – Final Phase last summer. BCDM had a follow up phone call with Black Hawk and confirmed that they are comfortable with their bid and the schedule of the project. We have also reviewed the bids received with MPS staff and **would recommend a contract be awarded to Black Hawk Roof of Nebraska for the Base Bid amount of $463,200 for the Aldrich Elementary School – Reroof.**

Please let me know if you should have any questions or concerns.

Sincerely,

Pat Carson
Architect, AIA
Attachment: Bid Tab, Project Memorandum
e-copy: File: 3003-04_5-2

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

November 11, 2025

BID TABULATION: ***ALDRICH ELEMENTARY SCHOOL - REROOF***

BCDM No. 3003-04

	BLACKHAWK ROOF OF NEBRASKA	DREY ROOFING	GLOBAL ROOFING	INDEPENDENT ROOFING	MARTINO ROOFING
Lump Sum Base Bid	$463,200.00	No Bid	$694,400.00	No Bid	$579,219.00
Addenda (1)	X		X		X
Bid Security	X		X		X
ALTERNATES					
Alternate No. 1: Adhere coverboard and 90-mil membrane.	$450,000.00		$561,400.00		$512,659.00
UNIT COSTS					
Remove and replace any roof insulation and/or roof membrane that is damaged, compromised, or wet	$13.50 / SF		$4.00 / SF		$7.50 / SF
Voluntary Substitutions	None		None		None

	MCKINNIS ROOFING	MURRAY ROOFING	SCOTT ENTERPRISES	TURBO ROOFING	
Lump Sum Base Bid	$522,924.00	$670,000.00	$467,492.00	$529,966.60	
Addenda (1)	X	X	X	X	
Bid Security	X	X	X	X	
ALTERNATES					
Alternate No. 1: Adhere coverboard and 90-mil membrane.	$504,000.00	$560,000.00	$486,146.00	$480,999.90	
UNIT COSTS					
Remove and replace any roof insulation and/or roof membrane that is damaged, compromised, or wet	$12.00 / SF	$17.00 / SF	$13.68 / SF	$6..00 / SF	
Voluntary Substitutions	None	None	None	None	

Base Bid:

Under the Base Bid: Existing insulation and BUR roofing system to remain. Remove all loose aggregate. Adhere ½" SecurShield HD Rapid Lock coverboard to the existing BUR roofing system as required to achieve the warranty as noted in the Project Manual. Install new 145-mil FleeceBACK Rapid Lock EPDM membrane over the coverboard.

Alternates:

1. Under this alternate: In lieu of the Base Bid FleeceBACK Rapid Lock system, adhere ½" HD coverboard to the existing membrane as required to achieve the warranty as noted in the Project Manual and then adhere the new 90-mil EPDM membrane to the ½" HD coverboard.

BCDM architects

PROJECT MEMORANDUM

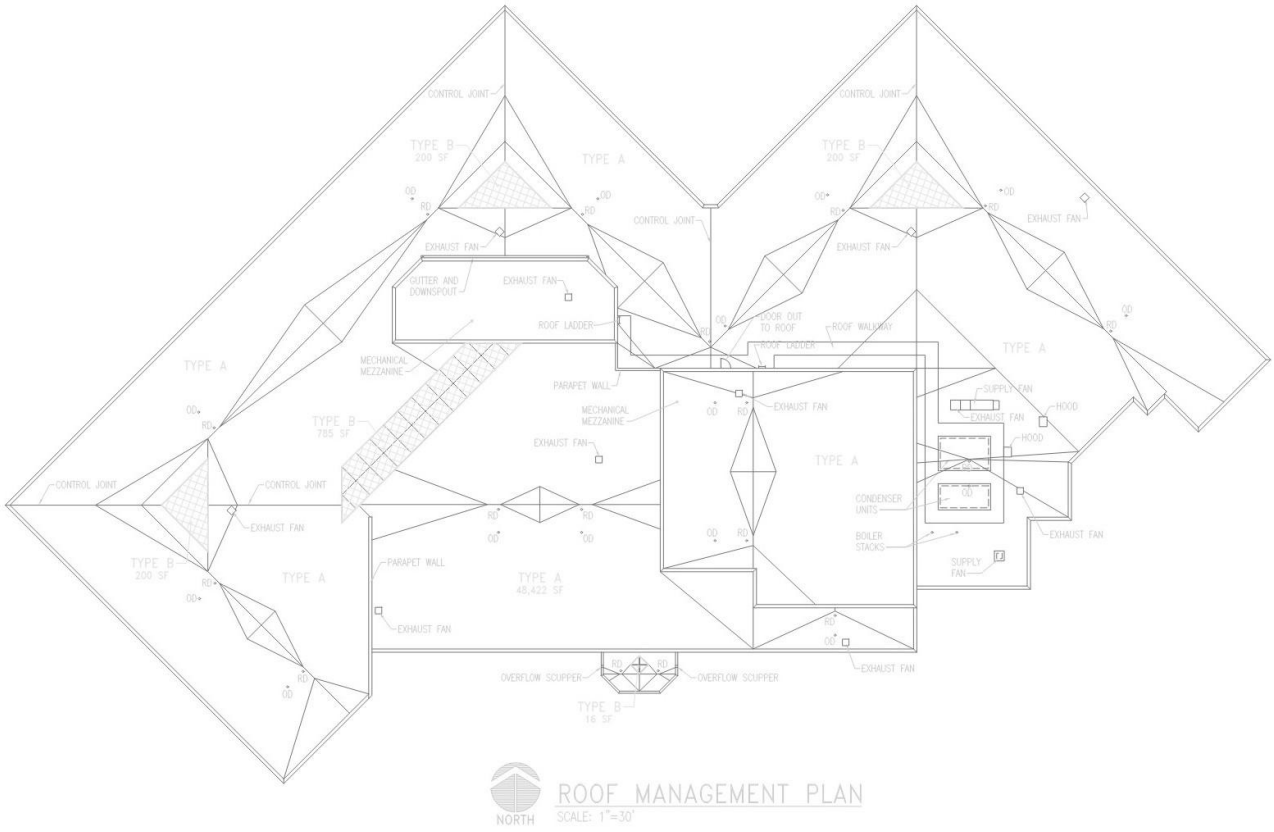
Aldrich Elementary School – Reroof **DATE: November 13, 2024**
BCDM Project: 3003-04

PROJECT NARRATIVE:

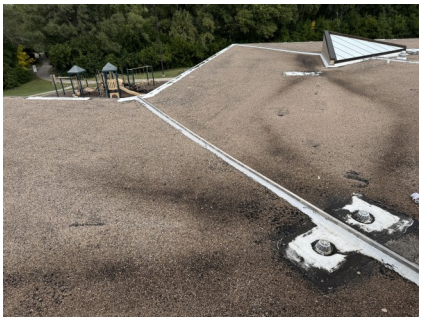
The reroof project at Aldrich Elementary School involves the entire roof of the building.

The existing roofing system is to remain in place. All loose aggregate is to be removed. A Rapid Lock coverboard will be adhered to the existing roof as required to achieve the 20-year warranty. A new 145-mil FleeceBACK EPDM membrane will be applied over the coverboard. New roof edge flashing will be installed to match the existing roof edge flashing.

Below are images of the current roof condition as well as the roof plan showing the scope of the work.









AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Cottonwood Elementary School Boiler Replacement

Meeting Date: December 1, 2025

Background/ Description: This is a summer project funded from bond proceeds.

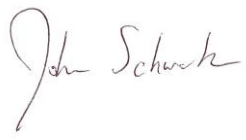
A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Cottonwood Elementary School Boiler Replacement be awarded to Grunwald Mechanical in the amount of $69,091 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:



morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

November 19, 2025

Millard Public Schools
5606 South 147th Street
Omaha, NE 68137

Attn: Chad Meisgeier

Project #25298: MPS Cottonwood Elementary School Boiler Addition

RE: Bid Proposals dated November 18, 2025

Chad:

Bids were received for the Cottonwood Elementary School Boiler Addition project at the Support Services Center Conference Room on November 18, 2025, at 10:30 a.m. The project includes the addition of a boiler serving the heat pump loop for the school.

The MPS budget for the project was $100,000. The opinion of probable cost by Morrissey Engineering was $80,000. Per the attached bid tab, ten bids were received. The low bid was submitted by Grunwald Mechanical in the amount of $69,091.

Grunwald Mechanical has been awarded several projects for MPS at both the primary and sub-contractor level and has completed these projects in a satisfactory manner. Therefore, we recommend accepting the bid from Grunwald Mechanical in the amount of $69,091 (sixty-nine thousand, ninety-one dollars).

Please advise me if you require any additional information.

Sincerely,

Josh Roth

Josh Roth, P.E.
Project Engineer

Enclosure
cc: Steve Mainelli - Millard Public Schools

4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com

PROJECT: MPS Cottonwood Elementary School Boiler Addition
BID DATE: 11/18/2025
BID TIME: 10:30 AM
MEI PROJECT NO.: 25298

morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

BID TABULATION

BIDDER	Base Bid	Addendum #1	Bid Bond	Comments
Boiler Chiller Systems	$99,650	Y	Y	
Hayes Mechanical	$74,800	Y	Y	
Christopherson Mechanical	$73,230	Y	Y	
Sol Lewis	$81,980	Y	Y	
Grunwald	$69,091	Y	Y	
Cerris	$81,800	Y	Y	
Ray Martin Co	$99,950	Y	Y	
Mechanical Systems	$142,000	Y	Y	
Eyman Plumbing	$93,984	Y	Y	
Fluid Mechanical	$77,744	Y	Y	

Bids for all labor and material as required to add a boiler and accessories per construction documents dated 10/27/25.

morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

memorandum

attn:	Steve Mainelli	**from:**	Josh Roth
company:	Millard Public Schools	**date:**	11/19/2025
project name:	MPS Cottonwood ES Boiler Addition		
mei project:	25298		
re:	Project Narrative		

Steve,

The Cottonwood Elementary School Boiler Addition project adds a second boiler to the existing heat-pump loop to restore the system's intended redundancy. When the original paired boilers were removed in 2018, only one replacement unit was installed, with the plan to add the matching boiler later. The new boiler completes that design strategy, providing backup capacity and improving system reliability should one unit fail.

Photo of the existing boiler for reference:



4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Cottonwood Elementary School Controls Replacement

Meeting Date: December 1, 2025

Background/ Description: This is a summer project funded from bond proceeds.

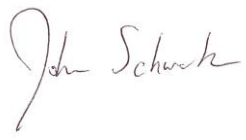
A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Cottonwood Elementary School Controls Replacement be awarded to Engineered Controls, Inc. in the amount of $198,770 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:



morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

November 19, 2025

Millard Public Schools
5606 South 147th Street
Omaha, NE 68137

Attn: Chad Meisgeier

Project #25299: MPS Cottonwood Elementary School – Temperature Control Replacement

RE: Bid Proposals dated November 18, 2025

Chad:

Bids were received for the Cottonwood Elementary School Temperature Control Replacement project at the Support Services Center Conference Room on November 18, 2025, at 10:00 a.m. The project includes the complete replacement of the existing temperature control system.

The MPS budget for the project was $220,000. The opinion of probable cost by Morrissey Engineering was $245,000. Per the attached bid tab, three bids were received – this represents all approved products / contractors. The low bid was submitted by Engineered Controls, Inc. (ECI) in the amount of $198,770.

ECI has installed and maintains temperature control systems in several buildings for MPS. Therefore, we recommend accepting the bid from ECI in the amount of $198,770 (one hundred ninety-eight thousand, seven hundred seventy dollars).

Please advise me if you require any additional information.

Sincerely,

Nate Sheets, P.E.
Mechanical Partner

Enclosure
cc: Steve Mainelli - Millard Public Schools

4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com

PROJECT: MPS Cottonwood Elementary School
Temperature Control Replacement

BID DATE: 11/18/2025
BID TIME: 10:00 AM
MEI PROJECT NO.: 25299

morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

BID TABULATION

BIDDER	Base Bid	Addendum #1	Bid Bond	Comments
Engineered Controls, Inc.	**$198,770**	**Yes**	**Yes**	**Unit Price: $494 (deduct offered for fail-in-place)**
Albireo Energy	**$218,295**	**Yes**	**Yes**	**Unit Price: $1,014**
Johnson Controls	**$352,454**	**Yes**	**Yes**	**Unit Price: $600**

Bids for all labor and material as required to replace the temperature control system per Construction Documents dated 10/23/25.

morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

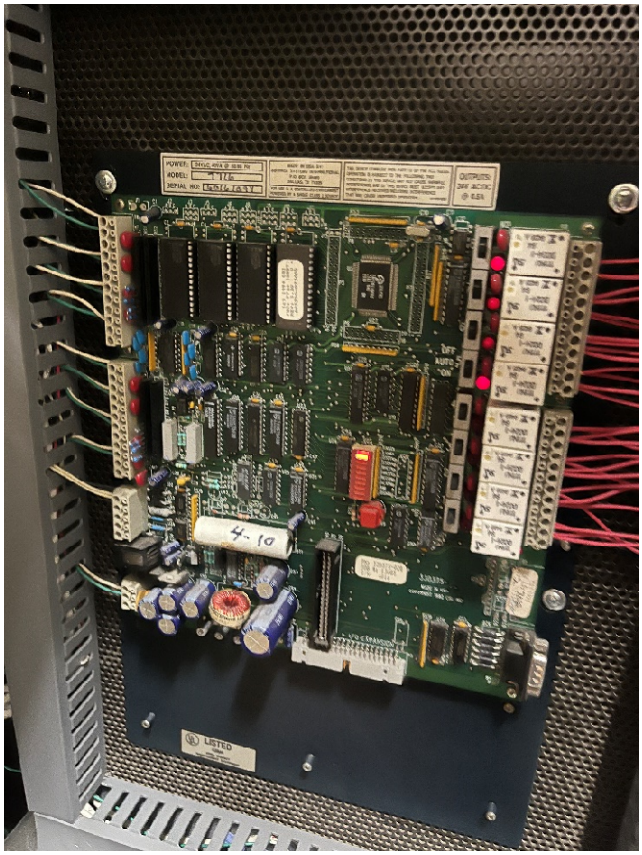
memorandum

attn:	Steve Mainelli	**from:**	Nate Sheets
company:	Millard Public Schools	**date:**	11/19/2025
project name:	MPS Cottonwood Elementary School – Temperature Control Replacement		
mei project:	25299		
re:	Project Narrative		

Steve,

The existing temperature control system at Cottonwood Elementary School is near the end of its useful life. The local contractor able to maintain the system has become unreliable / unresponsive making operation, maintenance, and capital improvements difficult.

This project replaces the system in its entirety, allowing only pre-approved products and contractors deemed reliable to bid the project.



4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com

AGENDA SUMMARY SHEET

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

Meeting Date: December 1, 2025

Background/ Description: This is a project funded from District depreciation and/or building fund proceeds (non-bond funds).

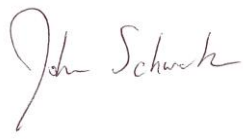
A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Millard South High School Theatre Lights Replacement be awarded to Downs Electric in the amount of $735,700 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:



morrissey engineering inc

mechanical | electrical | technology | commissioning

November 19, 2025

Millard Public Schools
5606 South 147th Street
Omaha, NE 68137

Attn: Steve Mainelli

Project #25482: Millard South Theater Lighting Upgrade
RE: Bid Proposals dated November 18, 2025

Mr. Mainelli:

Bids were received for the Millard South High School Theater Lighting Upgrade at MPS Support Services Center on November 18th, 2025 at 11:00 a.m. Per the attached bid tab, one bid was received from Downs Electric in the Amount of $710,700.

The total bid amount of $710,700 is below the original project estimate of $1,000,000.

There was one add alternate to use a higher quality light in the black box theater to match the ones in the main theater space.

We recommend accepting the base bid plus add alternate and award Downs a Contract for $735,700.

Downs Electric indicated on their Bid Proposal they would finish by July 31st, 2026 per the specifications.

Please advise if you require any additional information.

Sincerely,



Andrew Lang, PE

Enclosure

4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com

PROJECT: MPS Millard South High School Theatrical Lighting Upgrade

BID DATE: 11/18/2025
BID TIME: 1:00 AM
MEI PROJECT NO.: 25482

morrissey engineering inc
mechanical | electrical | technology | commissioning

BID TABULATION

BIDDERS	Base Bid	Add Alternate #1	Addendum 01	Bid Bond	Comments
Downs Electric	**$710,700**	**$25,000**	**Y**	**Y**	

morrissey engineering inc
mechanical | electrical | lighting | technology | sustainability

memorandum

attn:	Steve Mainelli	**from:**	Andrew Lang
company:	Millard Public Schools	**date:**	11/19/2025
project name:	MPS Millard South Theatrical Lighting Upgrade		
mei project:	25482		
re:	Project Narrative		

Steve,

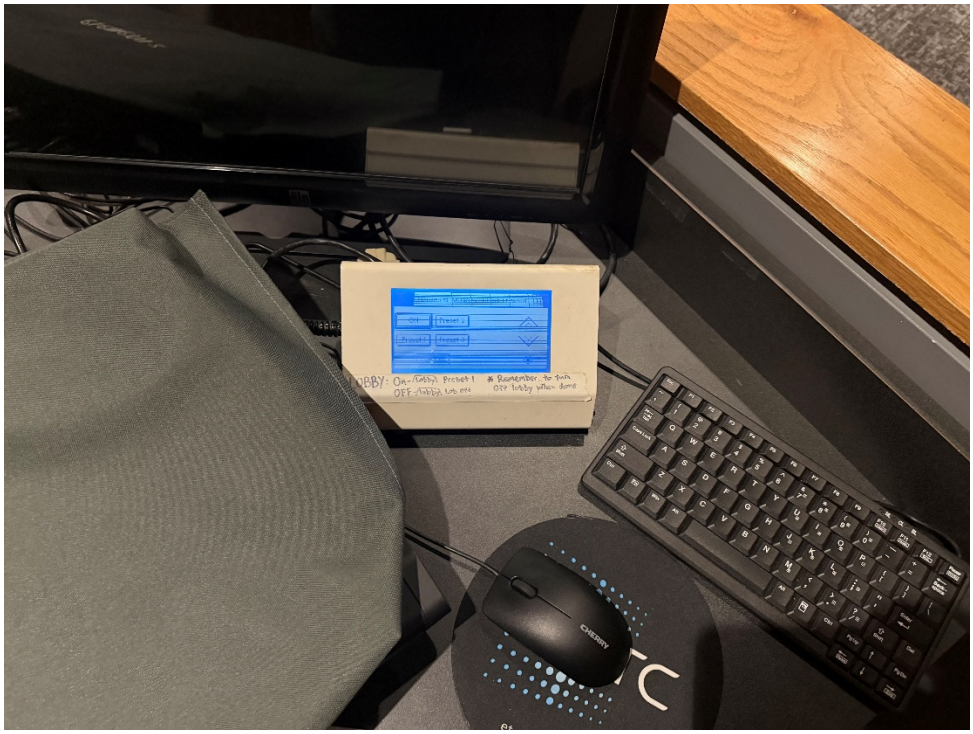
This project replaces the existing theatrical lighting fixtures and dimming system. The existing system consists of incandescent fixtures and a dimming rack that are antiquated.

New LED theatrical lighting will allow students to learn on current technology, reduce energy consumption, eliminate the need to change incandescent lamps, and eliminate the need for use of consumables like gels (sheets of colored acrylic installed in incandescent fixtures to change the color).

The dimming rack will be replaced with relays which are smaller, consume less energy, and are low maintenance. It will also have a new controller allowing for the existing broken touch screens to be replaced.

Photos of the existing equipment below for reference.

4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com



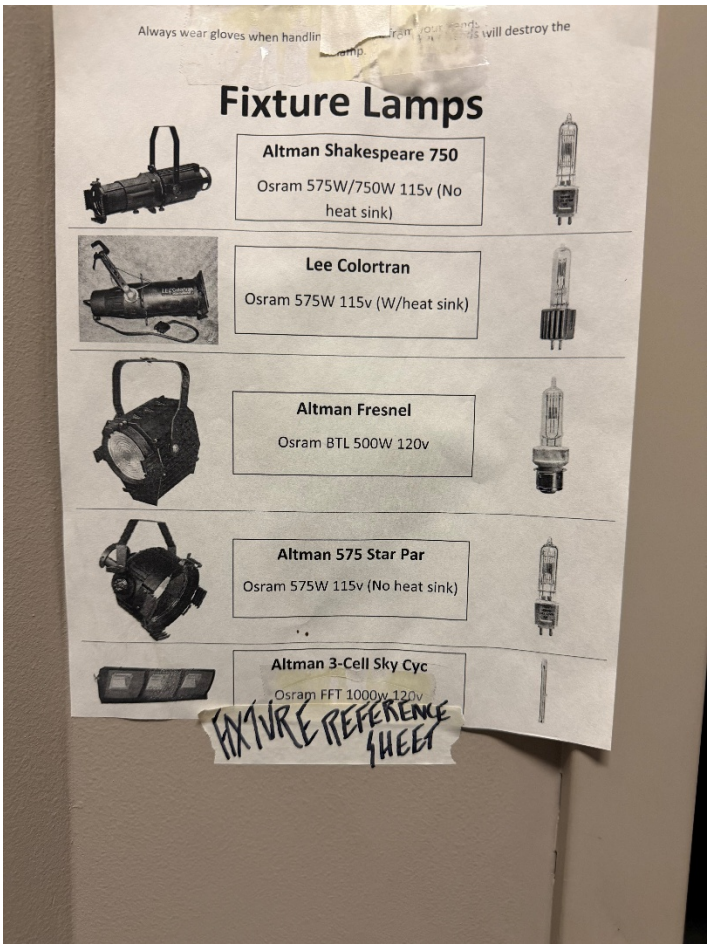
Existing Broken Touch Screen in Booth



Existing Broken Touch Screen at Stage Manager's Position



Existing Sensor Dimming System (Sensor 3 is Current Technology)



Existing Fixture Types and Various Lamps Needed to Maintain

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Millard North High School Field Replacements

Meeting Date: December 1, 2025

Background/ Description: This is a project funded from District depreciation or building funds (non-bond funds).

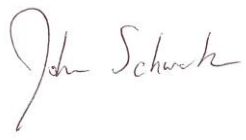
A representative from Lamp Rynearson will be present to answer any questions.

Action Desired: It is recommended that the contract for the Millard North High School Field Replacements be awarded to Nemaha Sports Construction in the amount of $1,301,214.41 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:



LAMP RYNEARSON

14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
[P] 402.496.2498
[F] 402.496.2730
LampRynearson.com

November 19, 2025

Mr. John Brennan
Project Manager
Millard Public Schools
13906 F Street
Omaha, NE 68137

REFERENCE: Millard Public Schools (Millard North High School)
Baseball and Softball Field Improvements
Job No. 0125165.01-320

Dear Mr. Brennan:

Bids were opened on Thursday, November 13, 2025, for the above-mentioned project. The construction budget was $1,065,000.00. During scope definition and design, the engineer's estimate for the project was projected to be $1,370,000.00. The District has decided to accept Alternate No. 1 and reject Alternate No. 2. Mammoth Sports Construction, Inc. submitted the low base bid of $1,083,094.93, but did not submit a unit price for Alternate No. 1. The low bid including Alternate No. 1 was submitted by Nemaha Sports Construction in the amount of $1,301,214.41. Enclosed are the tabulation of bids and a copy of the proposal from Nemaha Sports Construction.

Mammoth Sports Construction, Inc. did not submit a bid for Alternate No. 1 and therefore will not be considered for bid award. Nemaha Sports Construction has previously and successfully completed this type of work for Millard Public Schools and is qualified to complete this project within the required time. We recommend award of the work to Nemaha Sports Construction.

Please inform us if award of the work is to be made, so we can make the necessary arrangements.

Sincerely,

LAMP RYNEARSON

Matt Nelson, P.E., ENV-SP
Senior Construction Engineer

Enclosures

tm\L:\Engineering\0125165 MPS North BB and SB Field Improvements\CONSTRUCTION\BID PROP MPS NHS NEMAHA 251119.docx

				MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
1	MOBILIZATION/DEMOBILIZATION	1	LS	$13,093.94	~~$13,095.44~~ $13,093.94	$145,145.67	$145,145.67	$75,000.00	$75,000.00
2	CHEMICAL SUBGRADE STABILIZATION	5,050	SY	$12.05	$60,852.50	$5.56	$28,078.00	$8.40	$42,420.00
3	UTILITY RELOCATION ALLOWANCE	1	LS	$20,000.00	$20,000.00	$20,000.00	$20,000.00	$20,000.00	$20,000.00
4	INSTALL CONSTRUCTION ENTRANCE	2	EA	$4,754.38	$9,508.76	$990.00	$1,980.00	$5,040.00	$10,080.00
5	REMOVE SYNTHETIC TURF CARPET WITH INFILL (ESTABLISHED QUANTITY)	27,500	SF	$0.49	$13,475.00	$0.72	$19,800.00	$0.56	$15,400.00
6	REMOVE AND REPLACE UNSUITABLE MATERIAL (ASSUMED)	200	CY	$100.52	$20,104.00	$24.20	$4,840.00	$61.60	$12,320.00
7	REMOVE FOUL POLE	2	EA	$971.65	$1,943.30	$990.00	$1,980.00	$1,200.00	$2,400.00
8	REMOVE CHAIN LINK FENCE	575	LF	$2.55	$1,466.25	$13.20	$7,590.00	$6.00	$3,450.00
9	REMOVE PAVEMENT	15	SY	$114.26	$1,713.90	$22.00	$330.00	$184.80	$2,772.00
10	REMOVE MODULAR BLOCK WALL	15	SF	$156.82	$2,352.30	$22.00	$330.00	$84.00	$1,260.00
11	REMOVE STORM SEWER	30	LF	$78.41	$2,352.30	$30.47	$914.10	$56.00	$1,680.00
12	EARTHWORK - ESTABLISHED QUANTITY (CUT - HAUL OFF)	3,660	CY	$19.11	$69,942.60	$44.20	$161,772.00	$20.20	$73,932.00
13	EXPLORATORY EXCAVATION	20	HR	$268.94	$5,378.80	$150.00	$3,000.00	$168.00	$3,360.00
14	SUBGRADE PREPARATION	5,050	SY	$0.90	$4,545.00	$3.36	$16,968.00	$4.50	$22,725.00
15	CONSTRUCT 8" STORM SEWER TAP	1	EA	$5,511.07	$5,511.07	$1.00	$1.00	$560.00	$560.00
16	CONSTRUCT 15" STORM SEWER TAP	1	EA	$5,511.09	$5,511.09	$1.00	$1.00	$6,720.00	$6,720.00
17	CONSTRUCT 12" PERFORATED COLLECTOR PIPE WITH FITTINGS AND GRAVEL FILL PIPE BEDDING	920	LF	$52.48	$48,281.60	$1.00	$920.00	$50.00	$46,000.00
18	CONSTRUCT 12" X 1" FLAT DRAIN LATERAL WITH FABRIC	1,840	LF	$4.03	$7,415.20	$1.00	$1,840.00	$33.60	$61,824.00
19	CONSTRUCT 8" STORM SEWER WITH PIPE BEDDING	205	LF	$70.95	$14,544.75	$1.00	$205.00	$229.60	$47,068.00
20	CONSTRUCT 15" STORM SEWER WITH PIPE BEDDING	85	LF	$167.22	$14,213.70	$1.00	$85.00	$39.20	$3,332.00
21	CONSTRUCT 10" NYLOPLAST DRAIN BASIN WITH STANDARD	3	EA	$2,116.33	$6,348.99	$1.00	$3.00	$1,344.00	$4,032.00
22	CONSTRUCT 10" NYLOPLAST DRAIN BASIN WITH DOME GRATE	1	EA	$1,786.71	$1,786.71	$1.00	$1.00	$1,680.00	$1,680.00
23	CONSTRUCT 15" NYLOPLAST DRAIN BASIN WITH SOLID COVER	1	EA	$2,094.77	$2,094.77	$1.00	$1.00	$3,360.00	$3,360.00
24	CONSTRUCT BURIED 18" NYLOPLAST DRAIN BASIN WITH SOLID COVER	1	EA	$3,594.12	$3,594.12	$1.00	$1.00	$3,360.00	$3,360.00
25	CONSTRUCT 12" X 10" REINFORCED PC CONCRETE CURB	720	LF	$44.00	$31,680.00	$1.00	$720.00	$35.85	$25,812.00
26	CONSTRUCT SYNTHETIC TURF WITH INFILL AND MARKINGS	73,000	SF	$5.16	$376,680.00	$8.18	$597,140.00	$7.05	$514,650.00
27	CONSTRUCT PLAYING FIELD, LATERAL TRENCH, AND PERIMETER DRAIN TRENCH MOISTURE BARRIER (SOFTBALL)	5,050	SY	$5.40	$27,270.00	$1.00	$5,050.00	$15.15	$76,507.50
28	CONSTRUCT 6" BASE STONE (SOFTBALL)	5,050	SY	$19.89	$100,444.50	$1.00	$5,050.00	$25.00	$126,250.00
29	CONSTRUCT FINISHING STONE FOR LEVELING - ASSUMED (BASEBALL)	50	TN	$170.80	$8,540.00	$1.00	$50.00	$168.00	$8,400.00
30	CONSTRUCT NAILER BOARD (SOFTBALL)	825	LF	$9.07	$7,482.75	$3.06	$2,524.50	$5.50	$4,537.50

ENGINEERS ESTIMATE:$XXXXX
BID BOND AMOUNT:5% OF TOTAL BID AMOUNT

				MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
31	REMOVE AND REPLACE NAILER BOARD - ASSUMED (BASEBALL)	300	LF	$14.32	$4,296.00	$5.15	$1,545.00	$7.50	$2,250.00
32	CONSTRUCT PERMANENT PITCHING MOUND WITH PITCHING RUBBER, SPORTSFIELD SPECIALTY BASEBALL PITCHING MOUND FORMING SYSTEM (PRODUCT # PMFSB)	1	EA	$18,246.23	$18,246.23	$14,074.50	$14,074.50	$18,350.00	$18,350.00
33	CONSTRUCT PERMANENT PITCHING CIRCLE WITH PITCHING RUBBER, SPORTSFIELD SPECIALTY SOFTBALL PITCHING MOUND FORMING SYSTEM (PRODUCT # PMFSS)	1	EA	$7,269.20	$7,269.20	$5,584.15	$5,584.15	$10,350.00	$10,350.00
34	CONSTRUCT BASE WITH GROUND ANCHOR AND GLUED DOWN RUBBER PAD	6	EA	$701.51	$4,209.06	$1,612.78	$9,676.68	$2,100.00	$12,600.00
35	CONSTRUCT HOME PLATE WITH GROUND ANCHOR AND GLUED DOWN RUBBER PAD	2	EA	$1,824.72	$3,649.44	$5,427.54	$10,855.08	$11,650.00	$23,300.00
36	CONSTRUCT FOUL POLE	2	EA	$4,297.76	~~$8,595.52~~ $8,595.53	$5,151.64	$10,303.28	$4,500.00	$9,000.00
37	CONSTRUCT 48" CHAIN LINK FENCE	105	LF	$52.99	$5,563.95	$60.50	$6,352.50	$40.00	$4,200.00
38	CONSTRUCT 72" CHAIN LINK FENCE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP & SALVAGED BLUE SLATS	510	LF	$62.84	$32,048.40	$49.50	$25,245.00	$50.00	$25,500.00
39	CONSTRUCT 72" CHAIN LINK FENCE	40	LF	$67.77	$2,710.80	$66.00	$2,640.00	$45.00	$1,800.00
40	CONSTRUCT 144" CHAIN LINK FENCE	90	LF	$135.54	$12,198.60	$82.50	$7,425.00	$125.00	$11,250.00
41	CONSTRUCT 72" TALL X 12' WIDE DOUBLE SWING CHAIN LINK GATE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP	1	EA	$1,478.86	$1,478.86	$1,540.00	$1,540.00	$4,500.00	$4,500.00
42	CONSTRUCT 72" TALL X 5' WIDE CHAIN LINK GATE	2	EA	$55.11	$110.22	$1,375.00	$2,750.00	$1,750.00	$3,500.00
43	CONSTRUCT BOTTOM RAIL ON EXISTING CHAIN LINK FENCE	1,140	LF	$7.98	$9,097.20	$16.50	$18,810.00	$6.00	$6,840.00
44	INSTALL A #36 KNOTTED NYLON NETTING BATTING CAGE ON CHAIN LINK FENCE	1	LS	$7,834.69	$7,834.69	$4,950.00	$4,950.00	$8,000.00	$8,000.00
45	CONSTRUCT 5" THICK PC CONCRETE	3,570	SF	$7.20	$25,704.00	$8.03	$28,667.10	$7.85	$28,024.50
46	CONSTRUCT SEGMENTAL RETAINING WALL	365	SF	$49.60	$18,104.00	$44.53	$16,253.45	$42.50	$15,512.50
47	INSTALL SODDING TYPE "HGT BLUEGRASS"	200	SF	$2.71	$542.00	$10.16	$2,032.00	$0.75	$150.00
48	INSTALL SEEDING - TYPE IRRIGATED LAWN AND TURF	780	SY	$2.15	$1,677.00	$3.39	$2,644.20	$7.00	$5,460.00
49	INSTALL ROLLED EROSION CONTROL, TYPE II	780	SY	$5.53	$4,313.40	$2.29	$1,786.20	$4.00	$3,120.00
50	RELOCATE EXISTING UNDERGROUND ELECTRICAL SCOREBOARD AND LIGHTING POWER FEED TO ACCOMMODATE NEW BATTING CAGE	1	LS	$13,571.95	$13,571.95	$13,200.00	$13,200.00	$15,000.00	$15,000.00
51	CONSTRUCT NO-INFILL SYNTHETIC TURF 5MM PRODUCT	950	SF	$14.47	$13,746.50	$11.00	$10,450.00	$8.00	$7,600.00
	ALTERNATE NO. 1 (ADD)								

				MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
101	CONSTRUCT PIVOT PERFORMANCE SYNTHETIC TURF WITH FIELD MARKINGS & SHOCK PAD - ESTABLISHED QUANTITY (BASEBALL & SOFTBALL)	73,000	SF	no bid	no bid	$1.07	~~$78,379.57~~ $78,110.00	$4.25	$310,250.00
	ALTERNATE NO. 2 (ADD)								
102	STADIUM LIGHTING UPDGRADES (BASEBALL)	1	LS	$309,259.71	$309,259.71	$305,140.75	$305,140.75	$267,344.00	$267,344.00
	TOTAL BID AMOUNT (BASE BID)				~~$1,082,472.00~~ **$1,083,094.93**		**$1,223,104.41**		**$1,437,199.00**
	TOTAL BID AMOUNT (BASE BID + ALTERNATE NO. 1)				**no bid**		**$1,301,214.41**		**$1,747,449.00**
	TOTAL BID AMOUNT (BASE BID + ALTERNATE NO. 2)				**$1,392,354.64**		**$1,528,245.16**		**$1,704,543.00**
	TOTAL BID AMOUNT (BASE BID + ALTERNATE NO.1 + ALTERNATE NO. 2)				**no bid**		**$1,606,355.16**		**$2,014,793.00**

LAMP RYNEARSON
14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
402.496.2498
LampRynearson.com

PROJECT MEMORANDUM

MPS – North High School Baseball and Softball Field 2026

Project Narrative:

Millard North High School currently has a synthetic turf baseball infield and a natural grass and clay softball field. This project replaces the synthetic turf at the baseball field and converts the entire softball field to snytheitc turf.

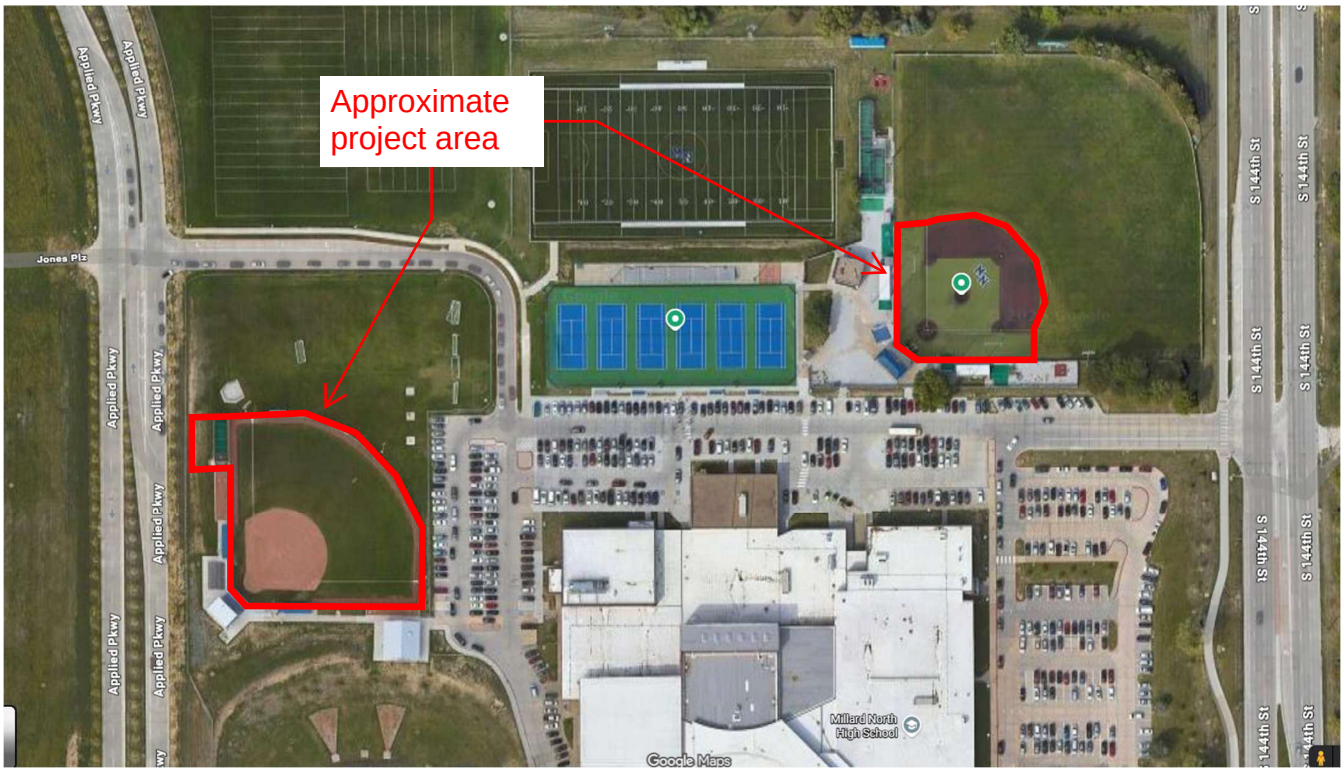
The softball field portion of the project will remove infield clay and natural grass along with removal of the irrigation system. We will also remove and replace approximately half of the fence. We will then install synthetic turf. The synthetic turf system includes 6" of base stone on a compacted subbase, storm sewer piping, and the turf. This will provide project drainage along with field playability for the athletes. The softball field is also adding one more batting cage to achieve equity between the MPS bat and ball sports and schools. The baseball field is replacing the existing snytheitc turf which is at the end of its useful life. Both baseball and softball will use the same turf system.

Project Photos





Project Map:


Approximate project area
Applied Pkwy
Jones Plz
S 144th St
Millard North High School
Google Maps

Sincerely,

LAMP RYNEARSON, INC.



Caleb Van Weelden, P.E.
Senior Project Manager

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Millard West High School Field Replacements

Meeting Date: December 1, 2025

Background/ Description: This is a project funded from District depreciation or building funds (non-bond funds).

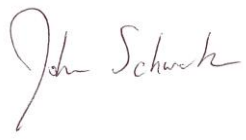
A representative from Lamp Rynearson will be present to answer any questions.

Action Desired: It is recommended that the contract for the Millard West High School Field Replacements be awarded to Nemaha Sports Construction in the amount of $1,666,280.67 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:



LAMP RYNEARSON

14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
[P] 402.496.2498
[F] 402.496.2730
LampRynearson.com

November 19, 2025

Mr. Jeremy Madson
Project Manager
Millard Public Schools
13906 F Street
Omaha, NE 68137

REFERENCE: Millard Public Schools (Millard West High School)
Baseball and Softball Field Improvements
Job No. 0125164.01-320

Dear Mr. Madson:

Bids were opened on Thursday, November 13, 2025, for the above-mentioned project. The construction budget is $1,242,500. During scope definition and design, the engineer's estimate for the project was projected to be $1,800,000.00. The District has decided to accept Alternate No. 1 and reject Alternate No. 2. Mammoth Sports Construction, Inc. submitted the low base bid of $1,509,040.11, and did not submit a unit price for Alternate No. 1. The low bid including Alternate No. 1 was submitted by Nemaha Sports Construction in the amount of $1,666,280.67. Enclosed are the tabulation of bids and a copy of the proposal from Nemaha Sports Construction.

Mammoth Sports Construction, Inc. did not submit a bid for Alternate No. 1 and therefore will not be considered for bid award. Nemaha Sports Construction has previously and successfully completed this type of work for Millard Public Schools and is qualified to complete this project within the required time. We recommend award of the work to Nemaha Sports Construction.

Please inform us if award of the work is to be made, so we can make the necessary arrangements.

Sincerely,

LAMP RYNEARSON

Matt Nelson, P.E., ENV-SP
Senior Construction Engineer

Enclosures

tm\L:\Engineering\0125164 MPS West BB and SB Field Improvements\CONSTRUCTION\BID PROP MPS WHS NEMAHA 251119.docx

				MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
1	MOBILIZATION/DEMOBILIZATION	1	LS	$11,702.00	$11,702.00	$198,052.80	$198,052.80	$75,000.00	$75,000.00
2	CHEMICAL SUBGRADE STABILIZATION	9,033	SY	$11.48	~~$103,733.00~~ $103,698.84	$5.66	$51,126.78	$8.40	$75,877.20
3	UTILITY RELOCATION ALLOWANCE	1	LS	$20,000.00	$20,000.00	$20,000.00	$20,000.00	$20,000.00	$20,000.00
4	INSTALL CONSTRUCTION ENTRANCE	1	EA	$5,104.00	$5,104.00	$1,650.00	$1,650.00	$8,400.00	$8,400.00
5	REMOVE FOUL POLES (SOFTBALL)	2	EA	$964.00	$1,928.00	$880.00	$1,760.00	$1,200.00	$2,400.00
6	REMOVE AND REPLACE UNSUITABLE MATERIAL (ASSUMED)	200	CY	$106.05	$21,210.00	$24.20	$4,840.00	$61.00	$12,200.00
7	REMOVE CHAIN LINK FENCE	880	LF	$4.32	~~$3,802.00~~ $3,801.60	$13.20	$11,616.00	$6.00	$5,280.00
8	REMOVE AND SALVAGE ABOVE GROUND DUGOUT (SALVAGE INCLUDES ROOFING, AND FENCE FABRIC)	2	EA	$5,468.50	$10,937.00	$1,704.63	$3,409.26	$7,500.00	$15,000.00
9	REMOVE PAVEMENT	112	SY	$33.95	~~$3,802.00~~ $3,802.40	$14.74	$1,650.88	$50.00	$5,600.00
10	FRAISE MOW TOP 2" OF OUTFIELD AND RESPREAD (STOCKPILE ONSITE)	600	CY	$28.74	~~$17,243.00~~ $17,244.00	$25.52	$15,312.00	$50.00	$30,000.00
11	INSTALL AGRI-LIME OUTFIELD SURFACING (3" THICK) - ODEY'S DIAMOND PRO	55	CY	$109.60	~~$6,028.08~~ $6,028.00	$468.42	$25,763.10	$255.00	$14,025.00
12	EARTHWORK - ESTABLISHED QUANTITY (CUT - HAUL OFF)	3,000	CY	$25.56	~~$76,667.00~~ $76,680.00	$64.74	$194,220.00	$20.15	$60,450.00
13	EARTHWORK (HAUL IN AMENDED SOIL MATERIAL) - ESTABLISHED QUANTITY	1,145	CY	$34.56	~~$39,571.00~~ $39,571.20	$42.97	$49,200.65	$140.00	$160,300.00
14	EXPLORATORY EXCAVATION	20	HR	$775.90	$15,518.00	$150.00	$3,000.00	$168.00	$3,360.00
15	SUBGRADE PREPARATION	9,033	SY	$1.50	~~$13,506.00~~ $13,549.50	$3.28	$29,628.24	$3.50	$31,615.50
16	CONSTRUCT SALVAGED DUGOUTS WITH NEW SUPPORT POSTS (WITH CHAIN LINK FENCING)	2	EA	$13,846.00	$27,692.00	$9,568.88	$19,137.76	$7,500.00	$15,000.00
17	CONSTRUCT USS 38' PLAYERS BENCH WITH DOUBLE UPPER SHELF	2	EA	$4,167.00	$8,334.00	$4,360.75	$8,721.50	$7,000.00	$14,000.00
18	CONSTRUCT 15" TAP INTO EXISTING AREA INLET	1	EA	$5,497.00	$5,497.00	$1.00	$1.00	$6,720.00	$6,720.00
19	CONSTRUCT 12" PERFORATED COLLECTOR PIPE WITH FITTINGS AND GRAVEL FILL PIPE BEDDING	1,500	LF	$49.35	~~$74,026.00~~ $74,025.00	$1.00	$1,500.00	$61.60	$92,400.00

ENGINEERS ESTIMATE:$1,889,255.67
BID BOND AMOUNT:5% OF TOTAL BID AMOUNT

				MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
20	CONSTRUCT 12" X 1" FLAT DRAIN LATERAL WITH FABRIC	3,200	LF	$3.96	~~$12,656.00~~ $12,672.00	$1.00	$3,200.00	$35.84	$114,688.00
21	CONSTRUCT 15" STORM SEWER WITH PIPE BEDDING	1,895	LF	$59.45	~~$112,661.00~~ $112,657.75	$1.00	$1,895.00	$61.60	$116,732.00
22	CONSTRUCT BURIED 18" NYLOPLAST DRAIN BASIN WITH SOLID COVER	1	EA	$3,024.00	$3,024.00	$1.00	$1.00	$4,480.00	$4,480.00
23	CONSTRUCT BURIED 24" NYLOPLAST DRAIN BASIN WITH SOLID COVER	1	EA	$4,499.00	$4,499.00	$1.00	$1.00	$7,840.00	$7,840.00
24	CONSTRUCT 15" FES WITH TYPE "B" RIP-RAP	1	EA	$7,834.00	$7,834.00	$1.00	$1.00	$6,720.00	$6,720.00
25	CONSTRUCT 12" X 10" REINFORCED PC CONCRETE CURB	1,110	LF	$39.11	~~$43,414.00~~ $43,412.10	$1.00	$1,110.00	$35.85	$39,793.50
26	CONSTRUCT 12" X 8" REINFORCED PC CONCRETE CURB	370	LF	$42.95	~~$15,892.00~~ $15,891.50	$1.00	$370.00	$32.50	$12,025.00
27	CONSTRUCT SYNTHETIC TURF WITH FIELD MARKINGS - ESTABLISHED QUANTITY (BASEBALL & SOFTBALL)	81,300	SF	$5.19	~~$421,672.00~~ $421,947.00	$8.56	$695,928.00	$6.70	$544,710.00
28	CONSTRUCT PLAYING FIELD, LATERAL TRENCH, AND PERIMETER DRAIN TRENCH MOISTURE BARRIER	9,033	SY	$4.63	~~$41,811.00~~ $41,822.79	$1.00	$9,033.00	$15.15	$136,849.95
29	CONSTRUCT 6" BASE STONE	9,033	SY	$19.12	~~$172,729.00~~ $172,710.96	$1.00	$9,033.00	$25.00	$225,825.00
30	CONSTRUCT NAILER BOARD	1,110	LF	$8.90	$9,879.00	$3.06	$3,396.60	$5.50	$6,105.00
31	CONSTRUCT HOME PLATE WITH BASE GROUND ANCHOR AND GLUED DOWN RUBBER PAD	2	EA	$2,323.00	$4,646.00	$5,427.54	$10,855.08	$11,650.00	$23,300.00
32	CONSTRUCT FOUL POLE	2	EA	$4,284.50	$8,569.00	$5,151.64	$10,303.28	$4,500.00	$9,000.00
33	CONSTRUCT PERMANENT PITCHING MOUND WITH PITCHING RUBBER, SPORTSFIELD SPECIALTY BASEBALL PITCHING MOUND FORMING SYSTEM (PRODUCT # PMFSB)	1	EA	$18,113.00	$18,113.00	$14,074.50	$14,074.50	$18,350.00	$18,350.00
34	CONSTRUCT PERMANENT PITCHING CIRCLE WITH PITCHING RUBBER, SPORTSFIELD SPECIALTY SOFTBALL PITCHING CIRCLE FORMING SYSTEM (PRODUCT # PMFSS)	1	EA	$7,231.00	$7,231.00	$5,584.15	$5,584.15	$10,350.00	$10,350.00
35	CONSTRUCT BASE WITH GROUND ANCHOR AND GLUED DOWN RUBBER PAD	6	EA	$727.50	$4,365.00	$1,612.78	$9,676.68	$585.00	$3,510.00

				MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY		UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
36	CONSTRUCT 48" TALL CHAIN LINK FENCE WITH SALVAGED PADDING ADJACENT TO DUGOUT	80	LF	$48.38	~~$3,870.00~~ $3,870.40	$60.50	$4,840.00	$85.00	$6,800.00
37	CONSTRUCT 72" CHAIN LINK FENCE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP	290	LF	$61.68	~~17,888.00~~ $17,887.20	$44.00	$12,760.00	$50.00	$14,500.00
38	CONSTRUCT 72" CHAIN LINK FENCE WITH SALVAGE YELLOW CORRUGATED PVC TOP CAP & GREEN SLATS	370	LF	$61.68	~~$22,822.00~~ $22,821.60	$49.50	$18,315.00	$65.00	$24,050.00
39	CONSTRUCT 72" TALL X 5' WIDE SINGLE SWING CHAIN LINK GATE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP	1	EA	$550.00	$550.00	$1,375.00	$1,375.00	$1,750.00	$1,750.00
40	CONSTRUCT 72" TALL X 8' WIDE SINGLE SWING CHAIN LINK GATE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP	1	EA	$880.00	$880.00	$1,540.00	$1,540.00	$2,900.00	$2,900.00
41	CONSTRUCT 96" CHAIN LINK FENCE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP	227	LF	$85.87	~~$19,493.00~~ $19,492.49	$49.50	$11,236.50	$75.00	$17,025.00
42	CONSTRUCT 96" TALL X 12' WIDE DOUBLE SWING CHAIN LINK GATE WITH SALVAGED YELLOW CORRUGATED PVC TOP CAP	1	EA	$1,539.00	$1,539.00	$1,760.00	$1,760.00	$4,500.00	$4,500.00
43	CONSTRUCT BOTTOM RAIL ON EXISTING FENCE	1,050	LF	$7.97	~~$8,366.00~~ $8,368.50	$17.76	$18,648.00	$6.00	$6,300.00
44	CONSTRUCT 5" THICK PC CONCRETE	2,950	SF	$7.18	~~$21,183.00~~ $21,181.00	$8.30	$24,485.00	$0.00	$0.00
45	INSTALL SODDING TYPE "HGT BLUEGRASS"	92,560	SF	$0.58	~~$53,936.00~~ $53,684.80	$0.65	$60,164.00	$0.75	$69,420.00
46	INSTALL SEEDING - TYPE IRRIGATED LAWN AND TURF	483	SY	$2.18	~~$1,051.00~~ $1,052.94	$5.13	$2,477.79	$7.00	$3,381.00
47	INSTALL ROLLED EROSION CONTROL, TYPE II	483	SY	$4.38	~~$2,117.00~~ $2,115.54	$3.64	$1,758.12	$4.00	$1,932.00
	ALTERNATE NO. 1 (ADD)								
101	CONSTRUCT PIVOT PERFORMANCE SYNTHETIC TURF WITH FIELD MARKINGS AND SHOCK PAD - ESTABLISHED QUANTITY (BASEBALL & SOFTBALL)	81,300	SF	no bid	no bid	$1.13	~~$91,503.18~~ $91,869.00	$4.25	$345,525.00
	ALTERNATE NO. 2 (ADD)								
102	STADIUM LIGHTING UPGRADES	1	LS	$265,000.00	$265,000.00	$255,647.70	$255,647.70	$267,344.00	$267,344.00

			MAMMOTH		NEMAHA		MACK BROS	
ITEM NO.	DESCRIPTION	APPROXIMATE QUANTITY	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT	UNIT PRICE	AMOUNT
				~~$1,509,000.00~~				
	TOTAL BID AMOUNT (BASE BID)			$1,509,040.11		$1,574,411.67		$2,080,464.15
	TOTAL BID AMOUNT (BASE BID + ALTERNATE NO. 1)			no bid		$1,666,280.67		$2,425,989.15
	TOTAL BID AMOUNT (BASE BID + ALTERNATE NO. 2)			$1,774,040.11		$1,830,059.37		$2,347,808.15
	TOTAL BID AMOUNT (BASE BID + ALTERNATE NO.1 + ALTERNATE NO. 2)			no bid		$1,921,928.37		$2,693,333.15

ENGINEERS ESTIMATE:$1,889,255.67
BID BOND AMOUNT:5% OF TOTAL BID AMOUNT

LAMP RYNEARSON

14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
402.496.2498
LampRynearson.com

PROJECT MEMORANDUM

MPS – West High School Baseball and Softball Field 2026

Project Narrative:

Millard West High School currently has a natural grass and clay baseball field and a natural grass and clay softball field. This project converts the infield of the baseball field to synthetic turf and converts the entire softball field to snytheitc turf.

The softball field portion of the project will remove infield clay and natural grass along with removal of the irrigation system. We will also replace approximately half of the fence. We will then install synthetic turf. The synthetic turf system includes 6" of base stone on a compacted subbase, storm sewer piping, and the turf. This will provide project drainage along with field playability for the athletes. We are also replacing the dugouts at the softball field. These have heaved significantly over the years and need replacement. The baseball field will remove infield clay and natural grass along with the irrigation system. We will then install synthetic turf. This project also includes regrading the baseball outfield. The baseball outfield is currently uneven, and portions of the outfield hold water. We will regrade to promote drainage and establish new irrigation and sod. Both baseball and softball will use the same turf system.

Project Photos





LAMP RYNEARSON

14710 W. Dodge Rd., Ste. 100
Omaha, NE 68154
402.496.2498
LampRynearson.com

Project Map:

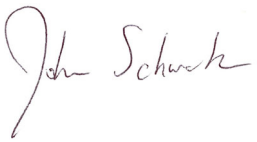


Sincerely,

LAMP RYNEARSON, INC.

Caleb Van Weelden, P.E.
Senior Project Manager

AGENDA SUMMARY SHEET

Agenda Item:	**Human Resources**
Meeting Date:	**December 1, 2025**
Background	
Description:	**Personnel Items: (1) Recommendation to Hire Agenda; (2) Resignation Agenda; (3) Voluntary Separation Program (VSP)**
Action Desired:	**Approval**
Policy / Strategic Plan Reference:	**N/A**
Responsible Person(s):	**Dr Kevin Chick** **Associate Superintendent of Human Resources**
Superintendent's Signature	

December 1, 2025

TEACHER RECOMMENDED FOR HIRE

Recommend: The following teachers be hired for the 2025-2026 school year:

1. Lauren E. Votta – BA – Wayne State College. Elementary teacher starting January 5, 2026 for the 2025-2026 school year.
2. Kylah L. Brewer – BA – University of Nebraska, Omaha. Elementary teacher starting January 5, 2026 for the 2025-2026 school year.
3. Annalise E. Smalley – BA – University of Nebraska, Omaha. Elementary teacher starting January 5, 2026 for the 2025-2026 school year.

December 1, 2025

RESIGNATIONS

Recommend: The following resignation(s) be accepted:

1. Suzanne L. Devney-Hankins – Grade 6 teacher at Kiewit Middle School. Resigning at the end of the 2025-2026 school year.
2. Kristen E. Rodenhausen – Science teacher at Millard South High School. Resigning at the end of the 2025-2026 school year for employment outside of education.
3. Olivia G. Meyers – Spanish teacher at Russell Middle School. Resigning at the end of the 2025-2026 school year because of family relocation.
4. Payton K. Perez – Special Education teacher at Morton Elementary School. Resigning at the end of the 2025-2026 school year for personal reasons.
5. Cory L. McCormick – Physical Education teacher at Ackerman Elementary School. Retiring at the end of the 2025-2026 school year.
6. Jessica L. Zeran – Science teacher at Keith Lutz Horizon High School. Resigning at the end of the 2025-2026 school year for personal family reasons.
7. Julie A. Coe – Grade 4 teacher at Holling Heights Elementary School. Retiring at the end of the 2025-2026 school year.
8. Heather N. Bieber – Science teacher at Millard North High School. Retiring at the end of the 2025-2026 school year for personal reasons.
9. Sharon M. Eblen – Science teacher at Millard North High School. Resigning at the end of the 2025-2026 school year because of family relocation.
10. Samantha I. Aulner – School Counselor at Norris Elementary School. Resigning at the end of the 2025-2026 school year because of personal family reasons.
11. Andrea L. Parsons – Speech Pathologist at Cody Elementary School. Resigning at the end of the 2025-2026 school year for employment outside of education.
12. Sheri D. Machuca – Grade 4 teacher at Upchurch Elementary School. Retiring at the end of the 2025-2026 school year.

December 1, 2025

Voluntary Separation Program (VSP)

Recommend: The following qualified candidates be approved to participate in the District's Voluntary Separation Program.

13. Julie A. Coe – Grade 4 teacher at Holling Heights Elementary School
    ~ 24 years of service

fnic Trusted insurance advisors

Board of Education Meeting



School District #17 of Douglas County, Nebraska

Millard Public Schools

November 2025

Bill Unger
Sr. Vice President
bill.unger@fnicgroup.com | 402.861.7076

Table of Contents

I. Commercial Insurance Risk Management Report

a. Executive Summary 2025-2026 Term

b. Insurance Program Overview

c. Future Insurance Market for Millard Public Schools & 2026 Commercial Insurance Market – Anticipated Trends and Pricing

II. Exhibit 1 – 2025 Insurance Premium Recap

III. Exhibit 2 – 2025 Deductible/Retention Summary

IV. Exhibit 3 – Loss Illustration

Commercial Insurance Risk Management Report

Executive Summary

2025 Property & Casualty Insurance Renewal

The District's property and casualty insurance program was successfully renewed on June 1, 2025, with stable pricing and continued strong carrier relationships. The most notable development in this year's renewal was within the property coverage.

Property Insurance Highlights

- Total Insured Value increased by $85 million, bringing the District's total insured assets to over $1.035 billion.
- The rate per $100 of value remained consistent at $0.22, resulting in property premiums just over $2.3 million.
- The property program continues to offer a $250 million per-loss limit, with a 2% wind/hail deductible.
- Underwriting for school districts is becoming more granular, with increased focus on:
    - Valuation density and asset concentration
    - Geographic exposure to CAT perils (wind/hail)
    - Construction mitigation and claim avoidance strategies

In 2024, a wind event impacted several schools. While most sustained minor damage, North Middle School experienced significant roof damage to its gymnasium. The insurance claim payout exceeded $500,000 after deductible application.

Casualty Program Overview

- Casualty lines saw modest premium increases between 5% and 10%.
- General Liability and School Board Legal Liability remain favorable, supported by low loss activity.
- Despite Millard's strong performance, national trends show rising claims and verdicts in the education sector, contributing to upward pressure on premiums.

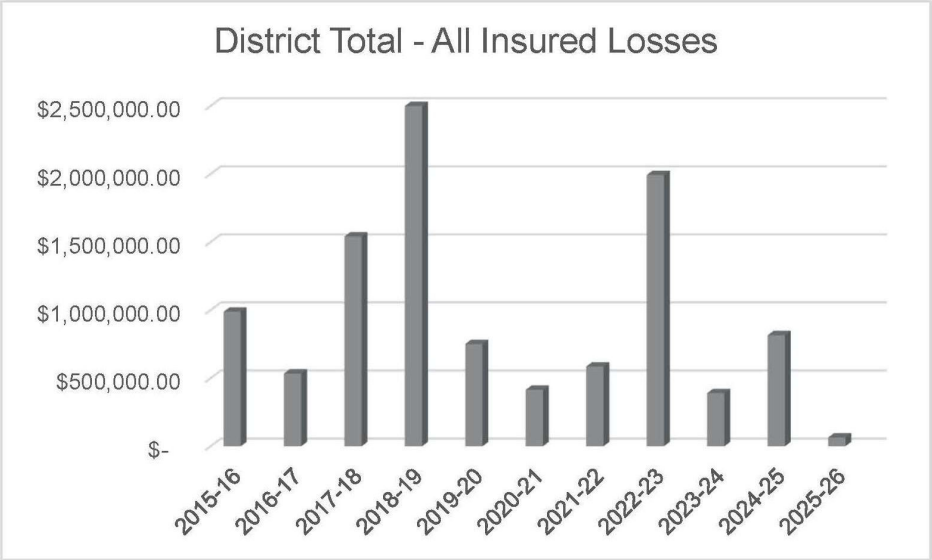
Workers' Compensation Performance

- The District continues to see positive results in workers' compensation.
- While injury frequency remains steady, severity is low, with no major claims.
- Active claims management and early resolution strategies have led to meaningful savings.
- Losses are trending at approximately 50% of forecasted levels for 2023–2025 terms.

Market Conditions & Strategic Positioning

- The insurance market for school districts remains narrow, with carriers maintaining selective appetites.
- However, the market has stabilized, and Millard's renewal was in line with Midwest regional trends.

- The District benefits from long-term carrier relationships, favorable pricing, and strong coverage terms.
- Millard's program continues to reflect positive loss experience, with larger retentions and deductibles contributing to cost efficiency.
- Premiums and rates remain in the lower quartile nationally, underscoring the District's strong risk profile.



2025 Insurance Program Overview

Cost of Risk Update

In 2025, Millard Public Schools experienced a 10% overall increase in total cost of risk, driven primarily by valuation adjustments in the Property insurance program.

The most significant change was a $372,290 increase in Property premium, which reflects both market conditions and a strategic update to our insured values. Specifically:

- The total insured property valuation increased by approximately $84 million from 2024 to 2025.
- Of the total premium increase, nearly $192,000 was directly attributable to this valuation adjustment.

This increase is part of a deliberate and ongoing effort to align our building replacement cost estimates with current market realities. We are gradually updating our Statement of Values to reflect more accurate replacement cost per square foot, ensuring that our coverage remains adequate and responsive to potential future losses.

These incremental adjustments are being made at each renewal to maintain fiscal responsibility while improving the accuracy of our insured asset base.

2025 Insurance Premium Recap - Net Property Rate

School District #17 of Douglas County, Nebraska - Millard Public Schools

Policy Year	2020	2021	2022	2023	2024	2025	Variance $	Variance %
Premium	$ 627,656	$ 749,798	$ 859,129	$ 1,560,031	$ 1,995,872	$ 2,368,162	$ 372,290	18.60%
Total Insured Value	$ 698,435,281	$ 741,378,521	$ 777,822,457	$ 892,620,819	$ 951,667,307	$ 1,035,946,590	$ 84,279,283	8.80%
Net Rate per $100	**$ 0.0899**	**$ 0.1011**	**$ 0.1105**	**$ 0.1748**	**$ 0.2090**	**$ 0.2280**	**$ 0.0190**	**9.00%**

Workers' Compensation Program Update – 2025 Renewal

The District's Workers' Compensation program continues to be a strong performer within the overall insurance portfolio. Despite a 3% increase in payroll, premiums decreased by nearly 4%, reflecting favorable underwriting results and strong program management.

Millard Public Schools operate under a self-insured large deductible structure, with a $350,000 per-occurrence deductible. The program is administered by Sentry Insurance, which oversees all aspects of claims management and program execution.

A key feature of our program is the pre-funded annual loss forecast. Each year, the District deposits funds based on projected losses. As claims are incurred, payments are made from this fund. Any unused funds are returned to the District, creating a direct financial incentive to reduce losses and oversee effective claims management.

Over the past three years (2023, 2024, and year-to-date 2025), actual losses have consistently come in at just 50% of the forecasted amount, underscoring the strength of the District's safety efforts and early intervention strategies. While 2025 is trending positively, we remain cautious heading into winter, as slip-and-fall incidents continue to represent our highest-cost claims.

Workers' Compensation represents 27% of the District's total property/casualty insurance spend, a figure that is lower than comparable school districts and major employers. Given our size and consistent performance, the large deductible model remains the most cost-effective and sustainable option.

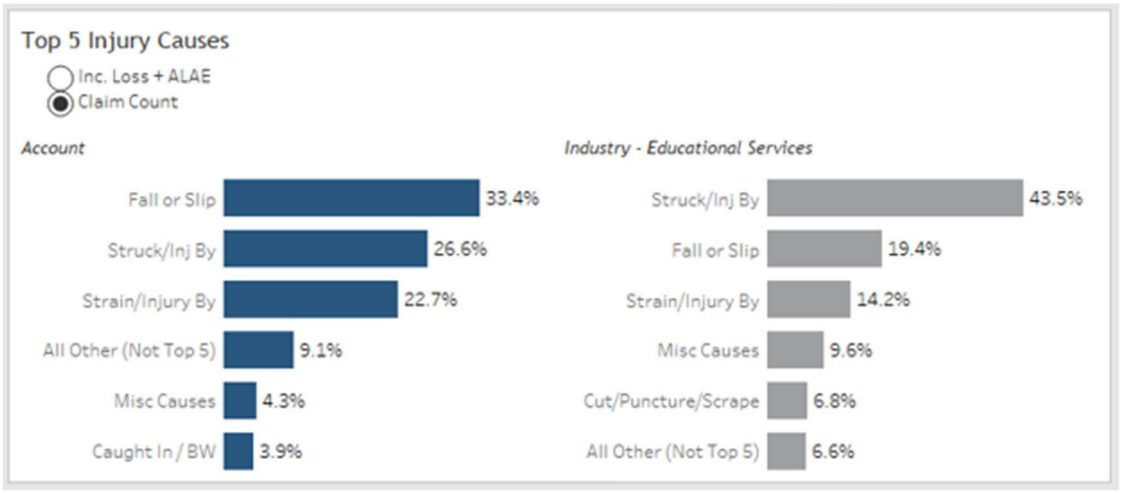
The District is trending favorably for the 2025–2026 policy year, and our continued focus on safety, early resolution, and proactive claims management is yielding measurable financial benefits.

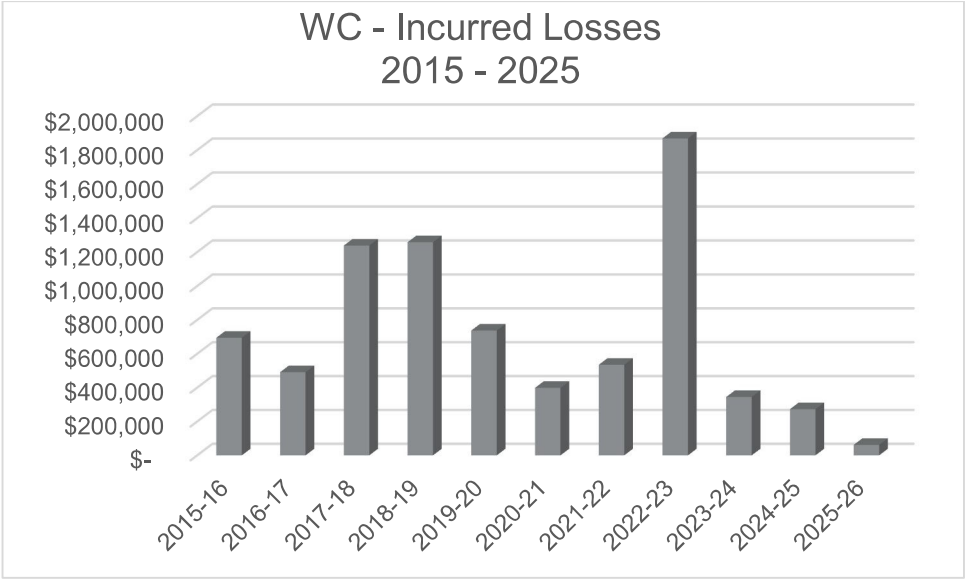
2025 Insurance Premium Recap - Net Workers' Compensation Rate

School District #17 of Douglas County, Nebraska - Millard Public Schools

Policy Year	2019	2020	2021	2022	2023	2024	2025	Variance $	Variance %
Premium	$ 1,116,942	$ 1,163,730	$ 1,222,038	$ 1,635,835	$ 1,032,412	$ 1,142,510	$ 1,099,297	$ (43,213)	-3.78%
Losses	$ 715,727	$ 264,791	$ 460,319	$ 460,319				$ -	0.00%
Loss Fund	$ 939,724	$ 983,967	$ 1,042,275	$ 841,653	$ 832,548	$ 935,845	$ 906,064	$ (29,781)	-3.18%
Incurred Losses	$ 737,258	$ 398,628	$ 534,879	$ 1,868,857	$ 344,801	$ 272,994	$ 62,023		0.00%
Total Payroll	$ 141,435,162	$ 146,268,137	$ 146,268,137	$ 157,999,921	$ 162,623,085	$ 168,157,065	$ 172,375,000	$ 4,217,935	2.51%
Net Rate per $100 in Payroll	**$ 0.79**	**$ 0.80**	**$ 0.84**	**$ 1.04**	**$ 0.63**	**$ 0.68**	**$ 0.64**	$ (0)	-6.14%

Premium = fixed cost premium plus pre-paid forecasted losses





WC Total Incurred provided by Sentry

Casualty Program Overview – 2025 Renewal

Millard Public Schools maintains a comprehensive casualty insurance program that includes coverage for public school liability, school board legal liability, auto liability, auto physical damage, cyber liability, crime, pollution liability, and workers' compensation. At the June 2025 renewal, these lines experienced a modest premium increase of 5% to 10%, with no material changes to coverage and continued support from high-quality carriers.

Liability & Legal Coverage

- The District's public liability, school board legal liability, auto liability, and umbrella policies are insured through United Educators under a loss-sensitive program with a $150,000 self-insured retention. This retention includes both defense and litigation costs.
- Coverage limits include:

- $5 million for Public Liability
- $5 million for School Board Legal Liability, with defense costs outside the limit of liability

- Public Schools Liability claims performance remains strong, with average incurred losses of only $3,000 per **year** across these lines.
- Berkley Risk serves as the District's third-party administrator (TPA) for public liability claims, ensuring efficient and professional claims handling.

Workers' Compensation

- Coverage is provided by Sentry Insurance Company, with a $350,000 per occurrence retention.
- The program continues to perform well, with no significant losses or changes since the last Board report.
- Active claims management and early resolution strategies contribute to favorable outcomes and cost control.

Cyber Liability

- The District's cyber/network security/privacy liability coverage is placed with Crum & Forster Insurance Company with a $2M limit.
- The education sector remains a high-priority target for cyber threats, but Millard Public Schools consistently receives positive underwriting evaluations.
- Coverage includes protection against ransomware, extortion, and breach response costs, with a $2 million limit.
- The 2025 renewal was favorable, with a flat premium of $39,036.

Benchmarking & Cost Efficiency

Millard Public Schools continues to outperform national benchmarks in terms of insurance cost efficiency. According to the Advisen 2025 RIMS Benchmark Survey (year ending 2024), which evaluates insurance metrics across industries:

- The District's total cost of risk is 15% lower than the national average for educational institutions with revenues under $1 billion.
- Insurance costs represent just over 1.4% of total revenue, placing Millard in a competitive position nationally.

2025 Insurance Premium Recap – Cost of Risk

School District #17 of Douglas County, Nebraska - Millard Public Schools

Description of Coverage	2020 Audited	2021 Audited	2022 Audited	2023 Audited	2024 Audited	2025 Estimated	Variance ($)	Variance (%)
Total Premium + Fee	$ 2,234,539	$ 2,425,457	$ 2,397,359	$ 3,101,552	$ 3,630,064.05	$ 4,004,412.25	$ 374,348.20	10.31%
Gross Revenues	$ 240,800,000	$ 255,000,000	$ 274,150,172	$ 280,000,000	$ 285,000,000	$ 285,000,000	$ -	0.00%
Net Rate per $100 of Payroll	$ 1.4928	$ 1.6582	$ 1.5173	$ 1.9645	$ 2.1587	$ 2.3231	$ 0.16	7.61%
Net Rate per $1000 of Revenue	0.93%	0.95%	0.87%	1.11%	1.27%	1.41%	$ 0.00	10.31%
Net Rate per Student	$ 99.05	$ 106.03	$ 105.33	$ 137.02	$ 155.50	$ 172.26	$ 16.76	10.78%

[1]Excludes $300,000 Personal Property of
[2]Includes LCF (Loss Conversion Factor), MSF (Medical Savings Fees), LDF (Loss
[3]Pollution: 3 year term 6/1/2024-2027 for

2026 Insurance Market Outlook – Millard Public Schools Perspective

As we look ahead to 2026, the property and casualty (P&C) insurance market is showing signs of stabilization following several years of volatility and rate increases. This environment presents both opportunities and challenges for public entities like Millard Public Schools.

Overall Market Direction

- The U.S. P&C market is transitioning from a prolonged hard market into a more stable and competitive landscape.
- Premium growth is slowing, with average increases expected to decline from 5.5% in 2025 to 4% in 2026, indicating a return to more normalized pricing trends.

Property Insurance Outlook

- Underwriting continues to evolve, with carriers placing greater emphasis on:
    - Accurate valuation of assets
    - Geographic exposure to catastrophic (CAT) risks
    - Construction quality and mitigation efforts
- In the Midwest, convective storms and hail remain key concerns, but no major spike in catastrophe activity is anticipated for 2026.
- Rate stability is expected, with property premiums projected to increase around 5%, assuming no severe losses or national CAT events.

Casualty Insurance Outlook

- Casualty lines remain firm due to social inflation and rising litigation costs, with 2025 rate increases averaging 12%.
- Excess casualty continues to face capacity constraints and pricing pressure.
- Workers' Compensation remains a bright spot, especially in the Midwest, with stable rates and favorable loss trends.
- Casualty rates are expected to rise modestly, with a 5%–10% increase forecasted for 2026.

Cyber & Emerging Risks

- Cyber liability remains a critical focus, particularly for public entities and educational institutions.
- Coverage is expanding, but underwriting remains rigorous due to the sector's vulnerability.
- The use of AI and data analytics is enhancing underwriting precision and enabling more customized coverage solutions.
- Cyber rates are expected to remain relatively stable, with 1%–5% increases projected.

Competitiveness & Strategic Positioning

Millard Public Schools is well-positioned in the current market:

- The District's loss history, facility management, and overall risk profile are strong, contributing to favorable underwriting outcomes.

- The Midwest market is increasingly competitive, and Millard is considered best-in-class, with positive policy years in 2024 and 2025.
- Continued strong performance in Workers' Compensation and Public Liability supports a positive cost of risk outlook, even with larger self-insured retentions.
- Premiums and rates remain in line with regional trends, and Millard's strong loss history enables negotiation of favorable renewals.
- According to the 2025 RIMS Benchmark Survey, Millard Public Schools continues to outperform national averages in cost of risk efficiency, spending 15% less than peers and maintaining a cost of risk of just over 1.4% per $1 of revenue.

Education Trends

COVERAGE	RATES	AVAIL-ABILITY	CAPACITY	UNDER-WRITING SCRUTINY	COMMENTS
Commercial Auto	●	○	○	●	Rates will continue to trend upward. Challenges of profitability in this line of business will heighten underwriting scrutiny
Cyber Liability	○	○	○	○	Conditions are stable across the board, with favorable availability and pricing for policyholders with sound cybersecurity controls.
Educators Legal Liability	○	○	○	○	Carriers continue to ask for increased retentions on new and renewal business.
General Liability	●	○	○	●	We anticipate stability among the carriers offering this coverage and the amount they'll allocate to an individual account. Rates will continue to climb, and accounts will be subject to a high level of underwriting scrutiny. Expect detailed underwriting questions on applications.
Sexual Abuse and Molestation	●	●	●	●	The number of markets willing to offer this coverage is limited. Prepare for in-depth underwriting questions, underwriting scrutiny and double-digit rate increases.
Property	○	○	○	○	Carriers will continue to push for insurance-to-value, larger deductibles and separate deductibles on risks such as water damage. Rate increases will be similar to 2024 and contingent on location relative to exposure to catastrophe-prone areas.
Umbrella/ Excess Liability	●	○	○	○	Conditions will be similar to 2024 due to the rising number of multimillion dollar claims. Prepare for price increases, conservative underwriting, higher deductibles and limitations on the capacity underwriters will allocate per account.
Workers' Compensation	○	○	○	○	Conditions in this line will likely remain favorable for policyholders with good loss histories.

Source: Alera Group Market Survey

Exhibit 1

School District #17 of Douglas County, Nebraska - Millard Public Schools
2025 Insurance Premium Recap

fnic Trusted insurance advisors

Coverage	2018 Premium*	2019 Premium	2020 Premium	2021 Premium	2022 Premium	2023 Premium	2024 Premium	2025 Premium	Variance ($)	Variance (%)
Property	$ 445,681	$ 478,100	$ 627,656	$ 749,798	$ 859,129	$ 1,560,031	$ 1,995,872	$ 2,368,162	$ 372,290	18.65%
Property - Wind/Hail Deductible Buy Down	$ 28,183	$ 26,919	N/A	N/A	N/A	N/A	N/A	N/A		
Inland Marine - Equipment	$ 9,191	$ 9,695	$ 10,721	$ 4,610	$ 6,555	$ 6,329	$ 6,393	$ 6,645	$ 252	3.94%
Boiler & Machinery/Equipment Breakdown	$ 41,068	$ 44,403	$ 49,039	$ 14,374	$ 14,881	$ 19,584	$ 20,742	$ 23,979	$ 3,237	15.61%
Blanket Installation Floater	N/A	N/A	N/A						$ -	#DIV/0!
Builders Risk	$ 6,149	$ 3,357	$ 2,231	$ 21,762	$ 2,500	$ 2,500	$ 2,500	$ 2,500	$ -	0.00%
Crime	$ 9,985	$ 9,904	$ 9,495	$ 9,635	$ 9,557	$ 9,521	$ 8,815	$ 8,375	$ (440)	-4.99%
Casualty Policy (General Liability, Auto Liability, School Board Legal Liability, Umbrella, Nurses Professional, Fiduciary)	$ 217,058	$ 219,881	$ 217,499	$ 259,750	$ 289,345	$ 301,430	$ 300,395	$ 327,439	$ 27,044	9.00%
Automobile – Physical Damage	$ 38,606	$ 39,023	$ 44,391	$ 29,636	$ 25,070	$ 26,188	$ 29,722	$ 35,997	$ 6,275	21.11%
Workers' Compensation	$ 975,967	$ 1,116,942	$ 1,163,730	$ 1,222,038	$ 1,035,835	$ 1,032,412	$ 1,142,510	$ 1,099,297	$ (43,213)	-3.78%
Excess Employers Liability	$ 7,725	$ 8,101	$ 9,815	$ 12,875	$ 13,854	$ 14,652	$ 15,795	$ 16,866	$ 1,071	6.78%
Cyber Liability	$ 18,638	$ 16,723	$ 20,030	$ 36,665	$ 51,131	$ 51,130	$ 39,036	$ 39,036	$ -	0.00%
Pollution/Mold Liability	$ 30,104	$ 30,104	$ 28,877	$ 13,258	$ 13,258	$ 13,258	$ 13,258	$ 13,604	$ 346	2.61%
Sub Total**	**$ 1,828,355**	**$ 2,003,152**	**$ 2,183,484**	**$ 2,374,401**	**$ 2,321,115**	**$ 3,037,035**	**$ 3,575,038**	**$ 3,941,900**	**$ 366,862**	**10.26%**
FNIC Consulting Fee	$ 51,055	$ 51,055	$ 51,055	$ 51,055	$ 51,055	$ 54,680	$ 54,680	$ 54,680	$ -	0.00%
Total Cost with Consulting Fee	**$ 1,879,410**	**$ 2,054,207**	**$ 2,234,539**	**$ 2,425,456**	**$ 2,372,170**	**$ 3,091,715**	**$ 3,629,718**	**$ 3,996,580**	**$ 366,862**	**10.11%**

*Audited premium, WC retrospective valuation is as of 12/31/2019

**All policies are written "net commission" to FNIC Group

School District #17 of Douglas County - Millard Public Schools
Exhibit 2 - 2025 Deductible/Retention Summary

Property			
Travelers	Building/Contents/Electronic Data Processing Equipment	Insured Value : $1,035,946,590 ($250M loss limit/per Occ)	Deductible: $50,000; Wind/Hail Deductible: 2% of SOV, $250,000 minimum aggregate per occurrence
Travelers	Scheduled Equipment	Limit: $1,114,600	Deductible: $1,000
Equipment Breakdown			
Hartford Steam Boiler	Equipment Breakdown	Limit: $100,000,000	Direct Deductible: $5,000
Crime			
Travelers	Crime	Limit: $1,000,000	Retention: $5,000
Auto – Physical Damage			
Acuity	Auto-Physical Damage	Limit: Actual Cash Value or Cost of Repair	Deductible: $1,000
Casualty (Liability) **After $1,000,000 policy retention has been paid, retention changes to $5,000 per occurrence*			
United Educators	General Liability/Auto Liability/Miscellaneous Professional Liability	Limit: $5,000,000	Retention: $150,000
United Educators	School Board Legal	Limit: $5,000,000	Retention: $150,000
United Educators	Fiduciary Liability	Limit $2,000,000	Retention: $150,000
Workers' Compensation/Employers Liability **Applies per policy*			
Sentry Casualty Company	Workers' Compensation	Limit: Statutory	Deductible: $350,000 Aggregate: $5,000,000*
Sentry Casualty Company	Employers Liability	Limit: $1,000,000 Each Accident $1,000,000 Disease-Policy Limit $1,000,000 Disease-Each Employee	Deductible: $350,000 Aggregate: $5,000,000*
Excess Employers Liability			
The Princeton Excess and Surplus Lines Insurance Company		Limit: $4,000,000	Deductible: None
Cyber Liability/Network Security			
Crum & Forster Specialty Insurance Co.		Limit: $2,000,000	Retention: $50,000
Pollution Liability			
Berkley		Limit: $1,000,000 Aggregate: $2,000,000	Retention: $25,000; Mold: Per Classroom - $10,000; Common Area - $50,000 / $150,000 SIR aggregate

School District #17 of Douglas County, Nebraska - Millard Public Schools

Exhibit 3 - Loss Illustration

Coverage	Workers' Compensation[1]		Property/Equipment Breakdown		Auto Liability and Physical Damage		Public School Liability[2]		School Board Legal[3]		Umbrella/Excess	
Policy Year	# of Claims	Incurred Losses Paid & Reserved	# of Claims	Incurred Losses Paid & Reserved	# of Claims	Incurred Losses Paid & Reserved	# of Claims	Incurred Losses Paid & Reserved	# of Claims	Incurred Losses Paid & Reserved	# of Claims	Incurred Losses Paid & Reserved
2002-03	164	$ 541,629	4	$ 2,445	7	$ 1,141	27	$ 27,237	1	$ -	0	$ -
2003-04	168	$ 515,257	1	$ -	6	$ 11,047	26	$ 36,821	1	$ -	0	$ -
2004-05	168	$ 234,014	0	$ -	7	$ 19,557	27	$ 80,868	0	$ -	0	$ -
2005-06	138	$ 311,017	1	$ -	1	$ 475	21	$ 18,840	1	$ 1,055	0	$ -
2006-07	158	$ 425,374	0	$ -	7	$ 15,291	35	$ 86,016	0	$ -	0	$ -
2007-08	158	$ 521,618	1	$ 2,004	10	$ 24,785	36	$ 216,112	2	$ -	0	$ -
2008-09	108	$ 401,864	2	$ 2,637	12	$ 18,945	31	$ 128,948	0	$ -	0	$ -
2009-10	111	$ 762,605	1	$ -	14	$ 8,460	35	$ 10,078	5	$ 62,821	0	$ -
2010-11	108	$ 1,687,381	1	$ -	6	$ 9,961	24	$ 16,684	1	$ -	0	$ -
2011-12	99	$ 581,768	1	$ 1,467,254	4	$ 13,641	11	$ 12,127	1	$ -	0	$ -
2012-13	103	$ 443,152	1	$ 1,312,729	5	$ 41,427	7	$ 38,951	1	$ -	0	$ -
2013-14	111	$ 570,096	1	$ 35,125	5	$ 7,386	9	$ 9,133	2	$ -	0	$ -
2014-15	101	$ 690,895	0	$ -	5	$ 31,515	1	$ -	1	$ 27,318	0	$ -
2015-16	117	$ 694,834	3	$ 114,106	3	$ 11,799	1	$ 167,514	2	$ -	0	$ -
2016-17	88	$ 491,204	0	$ -	11	$ 36,299	10	$ 7,013	1	$ -	0	$ -
2017-18	138	$ 1,238,234	2	$ 55,044	6	$ 13,121	2	$ 234,447	2	$ -	0	$ -
2018-19	116	$ 1,257,750	1	$ 3,664,240	6	$ 20,875	11	$ 12,142	1	$ -	0	$ -
2019-20	96	$ 737,258	0	$ -	3	$ 10,126	1	$ 4,058	2	$ -	0	$ -
2020-21	81	$ 398,628	0	$ -	7	$ 13,993	1	$ 2,083	0	$ -	0	$ -
2021-22	105	$ 534,879	1	$ 11,181	5	$ 37,600	2	$ 2,403	0	$ -	0	$ -
2022-23	104	$ 1,868,857	1	$ 66,553	4	$ 48,803	2	$ 8,714	0	$ -	0	$ -
2023-24	99	$ 344,801	0	$ -	10	$ 43,647	2	$ 1,991	0	$ -	0	$ -
2024-25	102	$ 272,994	1	$ 505,000	4	$ 37,464	2	$ 563	0	$ -	0	$ -
2025-26	29	$ 62,023	0	$ -	1	$ 870	1	$ 1,748	0	$ -	0	$ -
5 Year Average *(2020-2025)*	87	$ 580,364	1	$ 97,122	5	$ 30,396	2	$ 2,917	0	$ -	0	$ -
10 Year Average *(2015-2025)*	98	$ 718,315	1	$ 401,466	5	$ 24,963	3	$ 40,243	1	$ -	0	$ -
20 Year Average *(2005 to 2025)*	108	$ 680,821	1	$ 344,565	6	$ 21,261	12	$ 46,646	1	$ 4,343	0	$ -

Losses Valued as of October 2025

WC claim count includes record only reports

Public School Liability includes reported claims (2014-current) including those within the $100,000 retention and closed without payout

School Board Legal Liability includes: employment related allegations, reported claims (2014-current) including those within the $100,000 retention and closed without payout

Insurance Companies

Acuity: Auto Physical Damage only (2021 to Present)

Liberty Mutual: Workers' Compensation (2000-2007, 2011-2014)

United Heartland: Workers' Compensation (2008-2010)

Sentry Ins. Co.: Workers' Compensation (2014-present) $350,000 deductible per occurrence

Travelers: Property, General Liability, Auto, Umbrella (2002-2011); Property, Auto Physical Damage (2011-2020); Property only (2021-2025)

United Educators: General Liability, Auto Liability, School Board Legal, Umbrella, Nurses Professional, Fiduciary ($100,000 SIR 2011-2023) ($150,000 SIR in 2024 and 2025)

Year - Total ALL Losses by Year		
2013	$	621,740.29
2014	$	749,728.00
2015	$	988,252.71
2016	$	534,515.93
2017	$	1,540,846.08
2018	$	2,500,000.00
2019	$	751,441.67
2020	$	414,704.09
2021	$	586,063.13
2022	$	1,992,927.00
2023	$	390,439.00

AGENDA SUMMARY SHEET

Agenda Item: NSCAS 2024-25 Results

Meeting Date: December 1, 2025

Background/ Description: Aggregate results of the 2025 State English Language Arts (ELA) Assessment and State Mathematics Assessment for grades 3-8 and 11, and State Science Assessment for grades 5 and 8 are presented in the following pages.

As a requirement for the Nebraska Department of Education, each spring students in grades 3, 4, 5, 6, 7, 8, and 11 are required to participate in state ELA and mathematics testing, and students in grades 5, 8, and 11 participate in state science testing. Summary tables NSCAS (Nebraska Student-Centered Assessment System) - ELA (English Language Arts), M (Math), S (Science) results are listed on the following pages.

Note: The 11th-grade NSCAS test is the ACT test administered in March 2025. The ACT is given to all students in their 3rd year of high school. It is not based on credit count / class standing.

Action Desired: Information / Discussion

Policy / Strategic Plan Reference: Supports the mission of the district.

Responsible Person(s): Dr. Todd Tripple and Dr. Darin Kelberlau

Superintendent's Signature:



English Language Arts

2024-25 Results

For grades 3-8, the Statewide assessment for English Language Arts is essentially grade level adaptive. The performance levels are “Developing,” “On-Track,” and “Advanced”. The test continues to assess College and Career Readiness standards which are much more rigorous than previous years.

Note: Due to updated standards in grades 3-8, new cuts were set during the summer of 2023. One should not compare 2022-23 and beyond grades 3-8 results with previous years. The previous set of cuts are indicated with a smaller font.

11th grade results (ACT) remain comparable.

% of Students On Track or Advanced							
MPS	**3rd**	**4th**	**5th**	**6th**	**7th**	**8th**	**11th**
2020-21	64%	69%	60%	53%	54%	58%	62%
2021-22	67%	67%	66%	55%	52%	56%	64%
2022-23	80%	71%	74%	66%	67%	71%	66%
2023-24	77%	76%	74%	72%	71%	76%	60%
2024-25	72%	75%	73%	72%	71%	73%	56%

NE	**3rd**	**4th**	**5th**	**6th**	**7th**	**8th**	**11th**
2020-21	50%	54%	46%	45%	44%	50%	46%
2021-22	50%	53%	47%	44%	42%	46%	46%
2022-23	62%	55%	57%	55%	54%	63%	46%
2023-24	59%	59%	57%	58%	58%	63%	45%
2024-25	57%	60%	56%	59%	58%	63%	43%

Mathematics

2024-25 Results

The performance levels and adaptive nature are the same as the ELA test.

Note: Due to a flaw in the previous standard setting process, it was determined that new cuts would be established during the summer of 2023. Like ELA, one should not compare results from 2022-23 to previous years in grades 3-8. The previous set of cuts are indicated with a smaller font.

Also, due to new mathematics standards, new cuts were set in the summer of 2024. Therefore, results from 2023-24 are a new baseline year. (2022-23 are indicated in italics.)

11th grade remains comparable throughout.

% of Students On Track or Advanced							
MPS	**3rd**	**4th**	**5th**	**6th**	**7th**	**8th**	**11th**
2020-21	63%	60%	61%	54%	58%	53%	59%
2021-22	66%	63%	66%	59%	56%	56%	60%
2022-23	*75%*	*74%*	*79%*	*73%*	*77%*	*73%*	58%
2023-24	75%	76%	76%	71%	72%	72%	57%
2024-25	73%	74%	74%	69%	66%	70%	56%

NE	**3rd**	**4th**	**5th**	**6th**	**7th**	**8th**	**11th**
2020-21	47%	46%	46%	47%	46%	45%	44%
2021-22	50%	46%	49%	46%	44%	41%	44%
2022-23	*58%*	*58%*	*65%*	*57%*	*65%*	*61%*	42%
2023-24	61%	60%	61%	56%	55%	57%	42%
2024-25	60%	61%	59%	56%	55%	57%	41%

Science

2024-25 Results

Science is now aligned to College and Career Ready level of expectations. In 2020-21, Nebraska students completed pilot tests, therefore no results were reported. The spring 2022 was the first year for the new Science statewide test.

Percent of Students “On Track” & “Advanced”						
	5th		8th		11th	
	MPS	NE	MPS	NE	MPS	NE
2020-21	Piloting				66%	50%
2021-22	83%	71%	73%	63%	67%	48%
2022-23	87%	76%	76%	64%	67%	49%
2023-24	93%	83%	77%	66%	64%	49%
2024-25	92%	83%	84%	76%	62%	48%

AGENDA SUMMARY SHEET

Agenda Item: Summer School Report

Meeting Date: December 1, 2025

Background/ Description:

2371 Students attended MPS Summer School in 2025. 2239 attended in 2024.	**399** Middle School mathematics and reading courses were taken.
37% Of all summer school students qualified for free or reduced priced meals.	#BeKind MILLARD PUBLIC SCHOOLS
22 Students Graduated	Courses taken in 2025: **3885** 3765 courses taken in 2024
Summer School Millard PUBLIC SCHOOLS	**772** Current and former English Learners took summer courses in 2025

Action Desired: Information Only

Policy/Strategic Plan Reference: We will always operate safe, caring, and supportive environments to ensure student learning.

Responsible Persons: Todd Tripple, Andy DeFreece, Tony Weers, Nicole Burton

Superintendent's Signature:

John Schuster

2025 Summer School Data

	Elementary SLAM[3]			STEAM Academy			Middle School			High School		
	2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**	2023	2024	**2025**
Courses Held	22	17	**18**	18	18	**20**	26	23	**28**	36	39	**35**
Sections Held	118	110	**99**	28	23	**26**	60	67	**71**	53	54	**53**
Students Enrolled	688	645	**612**	587	406	**482**	428	476	**608**	690	712	**669**
Course Enrollments	1262	1197	**1115**	587	406	**482**	940	1069	**1213**	1051	1093	**1075**
In-District Tuition	$0	$0	$0	$155	$155	$155	$175[1]	$175[1]	$175[1]	$175[1]	$175[1]	$175[1]
Out-of-District Tuition $	$0	$0	$0	$205	$205	$205	$230[2]	$230[2]	$230[2]	$230[2]	$230[2]	$230[2]
Out-of-District Students	0	0	**0**	22	22	**41**	11	12	**12**	12	17	**15**
Free/Reduced Students	338	310	**311**	116	113	**136**	177	178	**179**	196	248	**241**
Graduates										23	29	**22**

MS
1 In-district tuition rate of $175 for 5 week classes. In-district tuition rate of $134 for 1 week class.
2 Out-of-district tuition rate for 5 week class was $230. Out-of-district tuition rate for 1 week class was $160.

HS
1 In-district tuition rate of $175 for 5 week classes. In-district tuition rate of $140 for 1 week class.
2 Out-of-district tuition rate for 5 week class was $230. Out-of-district tuition rate for 1 week class was $165.
4 Does not include Credit Recovery Academy. See report for details

SLAM
3 Full-day, 5-week program. There were two locations, Bryan and Norris

Summer School Tuition						
	2023		2024		2025	
	Resident	Non-Resident	Resident	Non-Resident	Resident	Non-Resident
Elementary SLAM	NA	NA	$0	NA	$0	NA
Elementary STEM	$155	$205	$155	$205	$155	$205
Middle School	$155	$230	$155	$230	$175	$230
Middle School 1 Week Course	$134	$160	$134	$160	$134	$160
High School	$175	$230	$175	$230	$175	$230
High School 3 Week Course	$155	$205	$155	$205	$155	$205
High School 1 Week Course	$140	$165	$140	$165	$140	$165

- In 2025 there were a total of 1,605 course enrollments by students who qualified for free or reduced price lunches. This was 41% of all course enrollments for all of the summer programs, which is an increase from 34% in 2024.

ELEMENTARY SUMMER LITERACY AND MATHEMATICS (SLAM)-Norris Elementary

Summary Information

Location:	Norris Elementary
Dates:	June 4 - July 9, M-Th
Time:	8:00-3:30
Administrators:	Mitchell Fricke, Meghan Lenzi
Total Number of Students:	299
AM only	40
Full-Day	259

The following Reading and Math courses (sections) were held during the 5-week summer session:

Reading and Math Skills Kg (4)
Reading and Math Skills 1 (5)
Reading and Math Skills 2 (6)
Reading and Math Skills 3 (4)
Reading and Math Skills 4 (4)
EL Reading and Math Skills (2)
Montessori Reading and Math K-2 (1)
Montessori Reading and Math 3-5 (1)

Afternoon Enrichment courses included:

Engineering-Bubbles
Reader's Theater
Drawing and Drama
Claymation
Art and Culture
Spanish
Drama
Earth Habitats
Puzzles and Logic
Engineering-Windmills
Music and Movement
Engineering-Play Dough
Computer Coding

Points of Special Note:

- Students were invited to participate in the SLAM program based on student data in reading and mathematics. Leveled Literacy Intervention was the curriculum used for reading intervention with foundational skills support from the University of Florida Literacy Institute (UFLI). Into Math was used for mathematics.
- Average class size was 11.
- 612 students participated in the elementary SLAM program. This is 30.4% of the students invited to attend.
- 174 students, or 58%, were eligible for free or reduced priced meals.
- 87 English Learners (29%) participated in SLAM at Norris.
- 111 or 37% of students attending were students with a disability.
- The counselor provided student and family support along with lessons and activities to support social and emotional learning.
- All students in enrichment had one period of engineering and one other course related to fine arts, technology, or Spanish.
- Students from the following schools attended SLAM at Norris: Montclair, Abbott, Aldrich, Cather, Cody, Cottonwood, Disney, Ezra, Harvey Oaks, Hitchcock, Holling Heights, Morton, and Norris.
- The average daily attendance was 90.02%.

ELEMENTARY SUMMER LITERACY AND MATHEMATICS (SLAM)-Rockwell Elementary

Summary Information

Location:	Rockwell Elementary
Dates:	June 4 - July 9, M-Th
Time:	8:00-3:30
Administrators:	Renagah Ramiah, Saturinna Newburn
Total Number of Students	313
AM only	69
Full-Day	244
Summer Foundations (Alt. Curriculum)	12

The following Reading and Math courses (sections) were held during the 5-week summer session:

Reading and Math Skills Kg (6)
Reading and Math Skills 1 (5)
Reading and Math Skills 2 (4)
Reading and Math Skills 3 (5)
Reading and Math Skills 4 (5)
English learners (2)

Afternoon Enrichment courses included:

Engineering-Bubbles
Designing Windmills
Puzzles
Drawing and Drama
Claymation
Spanish
Drama
Readers Theater
Earth Habitats
Puzzles and Logic
What's Your Canvas
Music and Movement
Computer Coding
Bubble Making

Points of Special Note:

- Students were invited to participate in the SLAM program based on student data in reading and mathematics. Leveled Literacy Intervention was the curriculum used for reading intervention with foundational skills support from the University of Florida Literacy Institute (UFLI). Into Math was used for mathematics.
- Average class size was 11.
- 137 students, or 44%, were eligible for free or reduced priced meals.
- 51 (21%) English Learners participated in SLAM at Rockwell.
- 145 (45%) Special Education students participated. This was an increase of 10% from the previous year.
- The counselor provided student and family support along with lessons and activities to support social and emotional learning.
- All students in enrichment had one period of engineering and one other course related to fine arts, technology, or Spanish.
- Students from the following schools attended SLAM at Rockwell: Ackerman, Black Elk, Bryan, Neihardt, Reagan, Reeder, Rockwell, Rohwer, Sandoz, Upchurch, Wheeler, and Willowdale.
- The average daily attendance was 90.02%.

Elementary STEAM Academy

Summary Information

Location:	Montclair Elementary
Dates:	June 4 - June 26, Monday-Thursday
Time:	8:30-11:50
Administrator:	Melissa Croom, Chelsy Cary
Number of Students:	482

The following 26 courses (sections) were held during the 3-week summer session

Bubble Bonanza (2)
Science of the Senses (1)
Science of Super Powers (1)
Intro to Computer Coding and Robotics (2)
Lego Technics and Math Applications (2)
Unleash Your Wild Side (1)
Plants and Seeds (1)
Computer Coding and Robotics (1)
Learning with Minecraft (3)
Roving Reporter with Green Screen (1)
Rockets and Rovers (1)
Claymation Movie Making (1)
Science of Magic (1)
Digital Programming and Storytelling (2)
Animation Station (1)
The Sky's the Limit (1)
Invent-an-App (1)
Problem Solving in a Makerspace (1)
Grossology (1)
Problem Solving in a Maker Space (1)

Points of Special Note:

- On average, 91.45% of enrolled students were in attendance.
- Average class size was 18.5 students.
- 136, or 28%, of students who attended were eligible for free or reduced priced meals. In 2024, 28% were eligible for free or reduced-priced meals.
- 41 English Language Learners attended the STEAM Academy.
- The STEAM Academy Technology Facilitator offered frequent sessions so that students and teachers could see new apps or activities in action. Topics covered included:

    - Shadow Puppets
    - Biology (Owl Pellets)
    - Book Creator
    - Dash and Dot
    - OPPD Solar, Wind lessons
    - Virtual Field Trips
    - Science of Weather
    - Merge Cubes
    - Therapy Dogs
    - Chatterbox
    - Stop Motion Animation

MIDDLE SCHOOL EXCEL AND EXPLORE SUMMER SCHOOL

Summary Information

Location:	Millard North Middle School
Dates:	June 4 - July 9, Monday-Thursday
Time:	7:45-11:30, 11:35-3:15
Administrator:	Benjamin Carder, Shannon Janicek
Counselor:	1
Number of Sections:	71
Number of Students:	608
Number of Course Enrollments:	1213

The following courses (sections) were held during the 5 week <u>Excel</u> summer session

6 Grade Reading and Writing (5)
7 Grade Reading and Writing (3)
8 Grade Reading and Writing (4)
6 Grade Math Skills and Applications (6)
7 Grade Math Skills and Applications (4)
8 Grade Math Skills and Applications (4)

Students could take Reading and Writing and/or Mathematics for the five-week session.

The following courses (sections) were held during the 5 week <u>Explore</u> (Enrichment) summer session:

6 Grade Prep for Pre-Algebra (1)
Archery and Orienteering (2)
Art Expressions (3)
Be Cool in Middle School (2)
Drama (2)
Computer Coding and Robotics (2)
Computer Coding and Robotics 2 (2)
Creative Spark (1)
App Inventor (2)
Cool Chemistry (4)
Entrepreneurship (1)
Exploring Engineering (2)
Food and Textiles for Teens (2)
Forensic Science (3)
Minecraft for Middle School (4)
Rocket League (2)
Wildlife Safari (1)
Babysitting Basics (3)
Sports for All (2)
Video Production (2)
English Learners (1)
ELD Mathematics (1)

Students participating in Explore courses took one course the first 2 1/2 half weeks and a second course the final 2 1/2 weeks in order to equal 5 weeks. Tuition of $175 was for 5 weeks or the two courses. If not taking a reading or math course, students could take 2 or 4 STEM courses. Virtual Explorations was cancelled due to low enrollment.

Points of Special Note:

- Students participating in Excel, the Reading and Math Skills and Applications courses, were invited based on student MAP data. These students were not charged tuition. Transportation is also provided.
- Students took 399 five-week remedial reading and mathematics courses. This is an increase from 256 courses in 2024. This is the first year that middle school parents have been able to enroll online via a Google registration form.

- Two hundred sixty three students participated in either a reading or mathematics course. This is 24.2% of the students invited to participate in Excel.
- The number of courses taken which qualified for tuition waivers due to students qualifying for free or reduced price lunch was 491. This is 40.5% of all middle school courses taken in 2025, this is comparable to 2024.
- Two hundred forty seven incoming sixth grade students accounted for 495 course enrollments or 41% of all middle school course enrollments.
- The English Learner course is for Level 1, or beginning English Learners. Nineteen middle level students participated in 2025. In addition, one section of ELD Mathematics was offered with 12 students enrolled.
- Average class size was 17 students.
- The average daily attendance rate was 96.9%.

HIGH SCHOOL SUMMER SCHOOL

The high school program offers students the opportunity to repeat courses they have not yet passed, to take courses that may be difficult to schedule during the regular school year, to take courses out of interest, or to work towards completion of graduation requirements.

Summary Information:

Location:	Millard South High School
Dates:	June 4 - July 9, Monday-Friday
Time:	7:45-10:50, 11:25-2:30
Administrator:	Emily Murphy, Jennifer Prasch
Number of Students:	669
Number of Course Enrollments:	1075
Students with 1 Course:	257
Students with 2 Courses:	398

The following courses were held during the 5 week summer session: (number of sections)

English 9, 1st and 2nd semester (1 ea)
English 10, 1st and 2nd semester (1 ea)
English 11, 1st and 2nd semester (1 ea)
Speech (2)
Creative Writing (2)
Algebra 1 (1)
Algebra 2 (1)
Algebra 3 (1)
Algebra Probability & Stats. (1)
Geometry 1 (1)
Geometry 2 (1)
Biology, 1st and 2nd semester (1 ea)
Physical Science: Physics (1)
Environmental Science (1)
US Government & Economics (2)
World History (1)
Intro to Behavior Sciences (1)
World Geography (1)
Law Studies (1)
Personal Finance (4)
Business Technologies (2)
Intro to Foods and Nutrition (1)
Healthy Living (4)
Intro to 2D Art (1)
Intro to 3D Art (1)
Sport Skills and Fitness (3)
Cross Training (2)
Lifetime Fitness (3)
English Learners (2)
ELD Mathematics (1)
Odysseyware Classroom (2)
ACT Prep (one week)

The following courses had low enrollment but were offered via Odysseyware.
Physical Science: Chemistry
World History: 2nd Semester
US History: 1st and 2nd Semester

Points of Special Note:

- The number of courses taken which qualified for tuition waivers due to students qualifying for the free or reduced-price lunch program was 397. This is 37% of all high school courses taken, compared to 36% in 2024.
- 209 courses were taken for credit recovery which is 19% of all courses taken.
- In 2025 there were 17 beginning EL high school students who took the English Learner course. In addition, ELD mathematics was offered and 17 students participated.
- There were 22 students who completed their graduation requirements during the summer and received their diploma on July 9, 2025.
- Twenty eight courses were completed on Odysseyware during summer school.
- 237 students participated in 8 sections of physical education. PE enrollments accounted for 22% of all high school course enrollments.
- Popular courses include Personal Finance and Healthy Living, with student enrollments of 96 and 97 respectively.
- Students received a grade of 2 or above on 72% of the courses taken for credit in 2023.

2023 HS Summer School Grade Distribution						
1	**2**	**3**	**4**	**5**	**Pass**	**Fail**
609	149	122	98	50	26	1

- The number of courses failed in Summer School 2025 was 51. These failures are 5% of all courses taken for credit.
- Student participation by school

School	**Number of students**
Millard North High School	349
Millard South High School	165
Millard West High School	110
Horizon High School	30
Out of District	15

- The average daily attendance rate was 96.30%.