SCHOOL DISTRICT NO. 17
A/K/A
MILLARD PUBLIC SCHOOL DISTRICT
NOTICE OF MEETING

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at **6:00 p.m.** on **Monday, January 5, 2026** 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

1/2 ZNEZ

The Daily Record

Proof of Publication

JASON W. HUFF, Publisher

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

JASON W. HUFF, being duly sworn, deposes and say that they are the PUBLISHER and/or MANAGING EDITOR of THE DAILY RECORD, of Omaha, a legal newspaper, printed and published daily in the English language, having a bona fide paid circulation in Douglas County in excess of 300 copies, and a general circulation in Sarpy, Lancaster, Cass and Dodge Counties, printed in Omaha, in said County of Douglas, Nebraska for more than fifty-two weeks last past; that the printed notice here-to attached was published in THE DAILY RECORD, of Omaha, for 1 consecutive weeks on:

1/2/26

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

GENERAL NOTARY - State of Nebraska
NICOLE M. PALMER
My Comm. Exp. October 1, 2029

Publisher's Fee $23.33

Additional Copies $

Filing Fee $

Total $23.33

Subscribed in my presence and sworn to before me this JANUARY 02 2026

Notary Public in and for
Douglas County, State of Nebraska

BOARD OF EDUCATION MEETING SIGN IN

January 5, 2026

NAME:	REPRESENTING:	Observing for a Class? (Y/N)
Kevin Bailey	CWP Architects	
Sam Nfor	Simpson Const	
Adam Hoerselheinrich	DR. Anderson / Parent	
Nick Porter	NRP construction	
Bob Sorby	CWP ARCH	
Stacy Kester-Pearson	MEA	
Brenden Trout	Self	N

ACKNOWLEDGMENT OF RECEIPT

OF NOTICE OF MEETING

The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 6:00 P.M. on January 5, 2026, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 5th day of January, 2026

Linda Poole – President

Mike Kennedy – Vice President

Lisa Schoenberger – Secretary

Amanda McGill Johnson – Treasurer

Justin Curtis

Stacy Jolley

Millard Public Schools

BOARD OF EDUCATION MEETING

January 5, 2026

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
JANUARY 5, 2026
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

AGENDA

A. **Call to Order**

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

B. **Pledge of Allegiance**

C. **Roll Call**

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

E. **Routine Matters**
1. Election of Officers
2. *Approval of Board of Education Minutes – December 1, 2025
3. *Approval of Bills and receive the Treasurer's Report and Place on File

F. **Information Items**
1. Superintendent's Comments
2. Board Comments/Announcements

G. **Unfinished Business**
1. Second Reading and Approval of Policy 4160: Human Resources - Evaluation
2. Second Reading and Approval of Policy 6635: Curriculum, Instruction, and Assessment - Students with Disabilities

H. **New Business**
1. Approval of Administrator for Hire - Director of Recruitment and Retention
2. Approval of Administrator for Hire - Assistant Director of Special Education
3. Reaffirm Rule 4160.1: Human Resources - Evaluation - Certificated Staff
4. Reaffirm Rule 4160.2: Human Resources - Evaluation - Non-Certificated Staff
5. Approval of Rule 4160.3: Human Resources - Evaluation - Administrative Staff
6. Reaffirm Policy 5400: Student Services - Student Discipline
7. Approval of Rule 5400.6: Student Services - Standards for Student Conduct
8. First Reading of Policy 8230: Internal Board Policies - Remuneration, Reimbursement, and Insurance Coverage
9. Designation of Official Newspaper
10. Designation of Official Depositories
11. Approval of Contract for Neihardt Elementary School Furniture Replacement Phase 2
12. Approval of Contract for Cather Elementary School Secure Vestibule
13. Approval of Guaranteed Maximum Price for Abbott Elementary School Secure Vestibule and Interior Renovation
14. Approval of Guaranteed Maximum Price for Russell Middle School Secure Vestibule
15. Approval of Contract for Black Elk Elementary School Secure Vestibule
16. Approval of Contract for Montclair Elementary School Secure Vestibule

17. Approval of Contract for Central Middle School Exterior Lighting Upgrades
18. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP), Leave of Absence
19. Executive Session - Negotiations

I. **Reports**
1. Engagement Results 2025-26
2. Strategic Plan Report

J. **Future Agenda Items/ Board Calendar**
1. Tuesday, January 6, 2026 - School Resumes
2. Monday, January 12, 2026 - Committee of the Whole Meeting - 6:00 p.m. at Cody Elementary School
3. Monday, January 19, 2026 - No School for Students - Martin Luther King Jr. Day / Professional Development Day
4. Monday, January 19, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
5. Sunday, January 25 - 26, 2026 - Legislative Issues Conference in Lincoln
6. Monday, February 2, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
7. Monday, February 9, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
8. Friday, February 13, 2026 - No School for Students - Teacher Professional Learning and Work Day
9. Monday, February 16, 2026 - No School for Students - Presidents' Day / New Staff Orientation Day

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

L. **Adjournment**

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
JANUARY 5, 2026
6:00 P.M.

DON STROH ADMINISTRATION CENTER
5606 SOUTH 147TH STREET

ADMINISTRATIVE MEMORANDUM

A. Call to Order

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

B. Pledge of Allegiance

C. Roll Call

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

E.1 Election of Officers - Election of Officers - This is done every year at the first Board of Education meeting in January. A secret ballot will be used, and Dr. Chick will assist with the collection of the ballots. An officer will be elected when one individual receives a majority of the votes cast for a position. By board policy, no Board member may serve more than two consecutive years in the same office. Current positions are:

- President - Linda Poole - 1 year
- Vice President - Mike Kennedy - 2 years
- Secretary - Lisa Schoenberger - 1 year
- Treasure - Amanda McGill Johnson Treasure - 2 years
- For the 2026 election, Mike Kennedy and Amanda McGill Johnson have reached a term limit for the current positions held.

E.2* Motion by _____, seconded by _____, to approve the Board of Education Minutes from December 1, 2025.

E.3* Approval of Bills and receive the Treasurer's Report and Place on File.

F.1 Superintendent's Comments

F.2 Board Comments/Announcements

G.1 Second Reading by _____. Motion by _____, seconded by _____, to approve Policy 4160 - Human Resources - Evaluation.

G.2 Second Reading by _____. Motion by _____, seconded by _____, to approve 6635: Curriculum, Instruction, and Assessment - Students with Disabilities.

H.1 Motion by _____, seconded by _____, to approve Dr. Colleen Ballard as the Director of Recruitment and Retention.

H.2 Motion by _____, seconded by _____, to approve Dr. Michelle Klug as the Assistant Director of Special Education.

H.3 Motion by _____, seconded by _____, to reaffirm Rule 4160.1: Human Resources - Evaluation.

H.4 Motion by _____, seconded by _____, to reaffirm Rule 4160.2: Human Resources - Evaluation - Non-Certificated.

H.5 Motion by _____, seconded by _____, to approve Rule 4160.3: Human Resources - Evaluation - Administrative Staff.

H.6 Motion by _____, seconded by _____, to reaffirm Policy 5400: Student Services - Student Discipline.

H.7 Motion by _____, seconded by _____, to approve Rule 5400.6: Student Services - Standards for Student Conduct.

H.8 First Reading of Policy 8230 – Internal Board Policies - Remuneration, Reimbursement, and Insurance Coverage

H.9 Motion by _____, seconded by _____, to approve The Daily Record as the Official Paper of Record.

H.10 Motion by _____, seconded by _____, that the district designate American National Bank and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of First National Bank, US Bank, and Core Bank for school activity fund deposits.

H.11 Motion by _____, seconded by _____, that the contract for the Neihardt Elementary School Furniture Replacement Phase 2 be awarded to Meteor in the amount of $151,811.07 and to Virco in the amount of $15,173.70 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.12 Motion by _____, seconded by _____, that the contract for the Cather Elementary School Secure Vestibule be awarded to D.R. Anderson Constructors in the amount of $1,517,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.13 Motion by _____, seconded by _____, that the Construction Manager at Risk's Guaranteed Maximum Price for the Abbott Elementary School Secure Vestibule and Interior Renovation of $3,265,655 be approved and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.14 Motion by _____, seconded by _____, that the Construction Manager at Risk's Guaranteed Maximum Price for the Russell Middle School Secure Vestibule of $3,758,649 be approved and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.15 Motion by _____, seconded by _____, that the contract for the Black Elk Elementary School Secure Vestibule be awarded to NRP Construction in the amount of $1,292,609 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.16 Motion by _____, seconded by _____, that the contract for the Montclair Elementary School Secure Vestibule be awarded to D.R. Anderson Constructors in the amount of $682,300 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.17 Motion by _____, seconded by _____, that the contract for the Central Middle School Exterior Lighting Upgrades be awarded to Downs Electric in the amount of $50,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

H.18 Motion by _____, seconded by _____, to approve Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP), Leave of Absence.

H.19 Motion by _____, seconded by _____, to go into Executive Session at ____p.m. for the purpose of Negotiations for the protection of the public's interest.

I. Reports
1. Engagement Results 2025-26
2. Strategic Plan Report

J. Future Agenda Items/ Board Calendar
1. Tuesday, January 6, 2026 - School Resumes
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K. Public Comments - This is the proper time for public questions and comments on any topic.
Please make sure a request form is given to the Board President before the meeting begins.

L. Adjournment

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

10. Sunday, January 25 - 26, 2026 - Legislative Issues Conference in Lincoln

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.

Motion by Stacy Jolley, seconded by Mike Kennedy, to go into Executive Session at 7:27 p.m. for the purpose of Personnel for the protection of the public's interest. 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. Executive Session ended at 7:58 p.m.

Secretary, Lisa Schoenberger

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, December 1, 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 26, 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.

Awards were presented to October Employees of the Month Jaci Henderson, Speech Pathologist at Aldrich Elementary School, and Michelle Wilbur, Office Para at North Middle School.

The Student Showcase highlighted District Middle School Spelling Bee from Millard North Middle, Millard South High School Cross Country, Millard North High School Softball and NSAA Believers and Achievers.

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 17, 2025, and approve the bills and receive the treasurer's report and place on file. 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.

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

Superintendent's Comments:
Dr. Schwartz said it is hard to believe we have less than three weeks until winter break. Dr. Schwartz said that we were reminded this past weekend and this morning that it is winter in Nebraska. Dr. Schwartz said that we sent out a winter weather blog a few weeks ago to help families understand how decisions are made. Dr. Schwartz said that he appreciates everyone's patience as we make winter-related decisions.

Dr. Schwartz congratulated students, staff, and families on our excellent rating in the state's accountability results that were just released last week.

Board Comments:

Mr. Curtis:
Mr. Curtis thanked the district for the opportunity to attend the NASB state conference.

Mr. Curtis congratulated Millard South High School for winning the Class A state football championship. That football team highlights the district value statement that opportunity ignites excellence.

Mr. Curts thanked the Millard North High School baseball coach for using athletics to build character. He said players were asked to call a family member to show their gratitude to them.

Mrs. Jolley:
Mrs. Jolley echoed Mr. Curtis' comments. Mrs. Jolley said that she is grateful to serve on this board.

Mr. Kennedy:
Mr. Kennedy said we have had a great year inside and outside of the classroom. He said Millard being classified as an excellence district is phenomenal. Mr. Kennedy said this is a testament to the great work by students, teachers, staff, parents, and administrators.

Mr. Kennedy congratulated Millard South on their state football championship.

Mrs. Schoenberger:
Mrs. Schoenberger is inspired by how humble the Employee of the Month winner always is.

Mrs. Schoenberger said she attended the Millard South state football championship game and it was fantastic.

Mrs. Schoenberger shared that she attended the Millard South Craft Fair this last weekend and was reminded of how great our parent volunteers are.

Mrs. McGill Johnson:
Mrs. McGill Johnson echoed board member sentiments regarding gratitude. Mrs. McGill Johnson said she is grateful to serve and be part of the Millard team.

Mrs. Poole:
Mrs. Poole shared that roughly 25% of school districts across the state receive the excellence rating. She said it is rare for a large district to receive this honor and she thanked the teachers, parents, and students for their hard work.

Mrs. Poole said she attended the NASB state conference and she wanted to congratulate NASB president, Stacy Jolley, on a great event. She also congratulated Dr. Schwartz on his Superintendent of the Year award and Dr. Saum-Mills for being honored for 30 years of NASB service.

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
Mr. Curtis gave the First Reading of Policy 4160 Human Resources - Evaluation.

Mrs. Jolley gave the First Reading of Policy 6635: Curriculum, Instruction, and Assessment - Students with Disabilities.

Motion by Mike Kennedy, seconded by Stacy Jolley, to reaffirm Policy 8220: Internal Board Policies - Opportunities for Development, Policy 8225: Internal Board Policies - Use of Public Funds, Policy 8260: Internal Board Policies - Employee Recognition, Policy 8270: Internal Board Policies - Remembrances and Congratulations, Policy 8320: Internal Board Policies - Formulation of Bylaws, Policy 8330: Internal Board Policies - Formulation of Administrative Regulations, Policy 8342: Internal Board Policies - Determining the Agenda. 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 Mike Kennedy, 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. 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 Amanda McGill Johnson, to approve the Administrator Evaluation Process. 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 Amanda McGill Johnson, to approve the 2026 Summer School Proposal. 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.

J.13 Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the Fiscal Year Ending 2025 Audit Report be received and filed in accordance with Nebraska law. *Chief Financial Officer Chad Meisgeier said Tim Lens with Bergan KDV was available to address questions and concerns from the Board. Mr. Lens provided the board with a brief summary.* 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 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. 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 Lisa Schoenberger, 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. 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 Amanda McGill Johnson, 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. 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 Amanda McGill Johnson, 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. 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 Amanda McGill Johnson, 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. 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 Lisa Schoenberger, 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. 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 Lisa Schoenberger, to approve Personnel Actions: Recommendation to Hire: Lauren E. Votta, Kylah L. Brewer, Annalise E. Smalley; Resignation Agenda: Suzanne L. Devney-Hankins, Kristen E. Rodenhausen, Olivia G. Meyers, Payton K. Perez, Cory L. McCormick, Jessica L. Zeran, Julie A. Coe, Heather N. Bieber, Sharon M. Eblen, Samantha I. Aulner, Andrea L. Parsons, Sheri D. Machuca; Voluntary Separation Program (VSP): Julie A.

Coe. 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.

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

Reports:

Insurance Report

The District has engaged the services of the FNIC as its insurance consultant. Each year, the consultant makes a report to the Board and addresses any questions the board members may have. Bill Unger, representative with FNIC, was available to give a short presentation.

NSCAS Report 2025

Executive Director of Assessment Dr. Darin Kelberlau shared that NSCAS is our state test, and this report provides the results from the test that was administered in April 2024. Dr. Kelberlau said the test administered for 11th grade students is the ACT test. Dr. Kelberlau said you will see that Millard continues to have strong achievement scores.

Summer School 2025

Assistant Superintendent for Educational Services Dr. Todd Tripple provided the board with the summer school report. Dr. Tripple said that 2371 students attended summer school in 2025.

Dr. Tripple said that at the high school level, 22 students were able to complete coursework needed to graduate.

It has been a great advantage for our students learning the English language to participate in summer school.

Dr. Tripple thanked the Coordinator of English Learner and Summer Programming Dr. Nicole Burton for her hard work with the planning and implementation of summer school. He also shared that our summer school is bigger than most Nebraska school districts.

Legislative Report

Director of Strategic Projects & External Affairs, Mr. Eric Grandgenett, with a legislative report.

Mr. Eric Grandgenett said that the 60-day session will begin on January 7th, 2025. In the first ten days, new bills will be heard. Committee hearings will continue until the end of February, and the Speaker has said the session could be done by April 10th, depending on any vetoes from the Governor.

Mr. Grandgenett shared that there were 715 bills introduced in 2025, with 205 of them passing. He also shared information about the state budget shortfall. An update on those up for reelection this year was provided.

Mr. Grandgenett shared that the School Finance Commission met last week and the phase 1 report was submitted today by statute.

Mr. Grandgenett shared that representatives from Mueller Robak will be attending the February Committee meeting.

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

Millard Public Schools

January 5, 2026

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 5, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524662	11/25/2025	145142	BRIGHT FUTURES CARE & ED STAFFING	$2,811.60
	524679	12/04/2025	143459	GREAT PLAINS COMMUNICATIONS HOLDING	$1,480.01
	524682	12/04/2025	064800	METRO UTILITIES DISTRICT OF OMAHA	$69,497.80
	524683	12/04/2025	108243	PIUS X HIGH SCHOOL	$776.00
	524684	12/04/2025	139797	US BANK NATIONAL ASSOCIATION	$966.00
	524685	12/04/2025	139738	WASTE MANAGEMENT OF ILLINOIS INC	$22,687.33
	524686	12/15/2025	141966	LAURIE L MOONEY	$200.00
	524687	12/15/2025	144781	KELLY M ARMSTRONG	$178.45
	524688	12/15/2025	144839	CONTROL INSTALLATIONS OF IOWA INC	$490.00
	524689	12/15/2025	145239	JENNIFER BEASON	$120.00
	524690	12/15/2025	144983	MICHAEL SCOTT BENOIT	$320.00
	524691	12/15/2025	144774	OMAHA PUBLIC SCHOOL DISTRICT	$63.00
	524692	12/15/2025	143369	CAPITAL SANITARY SUPPLY CO INC	$68.56
	524693	12/15/2025	145181	ANDREA H CLUSIAU	$253.77
	524694	12/15/2025	144401	WESLEY EARHART	$120.00
	524696	12/15/2025	141939	KATIE J GARCIA	$31.98
	524697	12/15/2025	145240	MARIN GOCHENOUR	$120.00
	524698	12/15/2025	100966	GREATER OMAHA LEAGUE OF DEBATE	$100.00
	524699	12/15/2025	049850	HY-VEE INC	$722.39
	524700	12/15/2025	144701	INDIANOLA COMMUNITY SCHOOL DISTRICT	$600.00
	524703	12/15/2025	145186	MIRACLE PLAYSYSTEMS III LLC	$3,257.26
	524704	12/15/2025	144026	MORNINGSIDE UNIVERSITY	$275.00
	524705	12/15/2025	145241	MELISSA MOULTON	$120.00
	524706	12/15/2025	144985	MICHELE NATTRASS	$60.00
	524707	12/15/2025	131476	NEBRASKA TURF PRODUCTS INC	$294.88
	524708	12/15/2025	107732	BRIAN L NELSON	$2,240.00
	524709	12/15/2025	141256	NORTHEAST AREA JAZZ ENSEMBLE	$150.00
	524710	12/15/2025	145242	JUAN PABLO	$120.00

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 5, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524711	12/15/2025	133419	PAPILLION-LAVISTA SOUTH HIGH SCHOOL	$64.00
	524713	12/15/2025	079310	ROCKBROOK CAMERA CENTER	$250.00
	524714	12/15/2025	145243	JACOB PAUL ANTHONY RUDLOFF	$320.00
	524715	12/15/2025	101476	SODEXO INC & AFFILIATES	$2,704.06
	524716	12/15/2025	090242	UNITED PARCEL SERVICE	$126.68
	524717	12/15/2025	145244	VERMILLION MUSIC BOOSTERS	$550.00
	524739	12/11/2025	143971	AMERICAN NATIONAL BANK MASTERCARD	$364.98
	524740	12/11/2025	145246	BRIAN AND JENNIFER HENNING	$3,998.00
	524741	12/11/2025	140383	SENTRY INSURANCE, A MUTUAL COMPANY	$84,771.24
	524742	12/11/2025	139797	US BANK NATIONAL ASSOCIATION	$167.00
	524743	12/11/2025	143347	VERIZON COMMUNICATIONS INC	$1,445.25
	524745	12/18/2025	108436	COX COMMUNICATIONS INC	$22,001.00
	524747	12/18/2025	106116	LANCASTER COUNTY SCHOOL DISTRICT	$1,215.00
	524748	12/18/2025	064800	METRO UTILITIES DISTRICT OF OMAHA	$56,634.20
	524749	12/18/2025	141155	NORRIS SCHOOL DISTRICT #160	$729.00
	524750	12/18/2025	071567	PAPILLION/LAVISTA HIGH SCHOOL	$408.00
	524751	12/18/2025	139797	US BANK NATIONAL ASSOCIATION	$1,633.00
	524752	12/18/2025	143347	VERIZON COMMUNICATIONS INC	$27.82
	524756	12/22/2025	145043	HONDA LEASE TRUST	$484.00
	524771	01/05/2026	143790	360 COMMUNITY SERVICES	$18,602.59
	524772	01/05/2026	143651	3D CONTROL SYSTEMS INC	$14,900.00
	524774	01/05/2026	143468	A-1 FLAGS, POLES & REPAIR LLC	$320.00
	524775	01/05/2026	107252	AA WHEEL & TRUCK SUPPLY INC	$666.34
	524776	01/05/2026	144764	ABOVE & BEYOND COMPLETE GROUNDS	$25,736.00
	524777	01/05/2026	010112	AE SUPPLY LLC	$65.00
	524778	01/05/2026	139362	AMANDA L AKSAMIT	$226.33
	524779	01/05/2026	144886	LYNNE M ALDANA	$71.76
	524780	01/05/2026	143318	HARTIN INVESTMENTS LLC	$5,347.87

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01	524781	01/05/2026	145256	ALYNAH HERN ALVARADO	$220.00
	524782	01/05/2026	144706	GABRIELA AMADO	$232.59
	524783	01/05/2026	012450	AMERICAN RED CROSS-HEALTH & SAFETY	$957.60
	524785	01/05/2026	143146	JUNE ANALCO	$200.00
	524787	01/05/2026	131265	JILL M ANDERSON	$152.60
	524788	01/05/2026	144493	LINDA K ANDREWS	$203.35
	524789	01/05/2026	143507	CALEB A ANNIN	$126.00
	524790	01/05/2026	143506	ANZALONE CRUSHR LLC	$3,655.00
	524792	01/05/2026	106436	AQUA-CHEM INC	$3,383.18
	524793	01/05/2026	145252	CECILIA ASTI	$70.00
	524794	01/05/2026	137528	BREANN C AVERY	$350.54
	524795	01/05/2026	144197	AVIS BUDGET GROUP INC	$644.18
	524796	01/05/2026	139888	MARIANN J BAKK	$257.60
	524797	01/05/2026	137482	KRISTINA A BAMESBERGER	$280.44
	524798	01/05/2026	145216	ANGELYN BANDIGAN	$70.00
	524800	01/05/2026	143990	KAITLYN FR BARRETT	$78.26
	524801	01/05/2026	144553	ANGELICA CHAVEZ BARRIGA	$115.50
	524802	01/05/2026	138305	MEAGAN L BASYE	$81.13
	524804	01/05/2026	141521	ERIKA J BECKLEY	$88.90
	524805	01/05/2026	145250	EMMA BEISTER	$754.60
	524806	01/05/2026	139889	DARLA G BELL	$295.26
	524807	01/05/2026	132146	BERGAN KDV LLC	$37,000.00
	524808	01/05/2026	144510	JACOB M BERGMEIER	$246.96
	524809	01/05/2026	139161	BERKLEY RISK ADMINISTRATORS CO LLC	$5,000.00
	524810	01/05/2026	142454	LAURA C BESHALER	$537.11
	524811	01/05/2026	144496	LUCAS BINGHAM	$56.70
	524812	01/05/2026	138712	RYANDEAN M BIRGE	$818.36
	524813	01/05/2026	142377	ABBY J BJORNSEN	$93.24

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524814	01/05/2026	134478	TIFFANY M BOCK SMITH	$244.79
	524815	01/05/2026	144296	BOILER CHILLER SYSTEMS LLC	$365.00
	524816	01/05/2026	108047	ARR ROOFING LLC	$6,623.75
	524817	01/05/2026	143999	TAYLOR BOOSALIS	$2,009.00
	524818	01/05/2026	139996	BOYS TOWN	$47,700.00
	524819	01/05/2026	137805	MICHELLE M BRADY	$59.57
	524820	01/05/2026	139947	YESENIA BRAVO	$181.73
	524821	01/05/2026	139890	DOUGLAS J BREITER	$105.70
	524822	01/05/2026	145257	KALLI BRIDGE	$70.00
	524823	01/05/2026	145142	BRIGHT FUTURES CARE & ED STAFFING	$7,033.50
	524824	01/05/2026	143810	SAMUEL BROESCH	$67.41
	524825	01/05/2026	145253	HALEY BROOKS	$70.00
	524826	01/05/2026	143658	QUINN BUNGER	$70.00
	524827	01/05/2026	139496	NICOLE E BURTON	$88.43
	524828	01/05/2026	144014	MEGAN M CALDERON	$51.03
	524837	01/05/2026	143369	CAPITAL SANITARY SUPPLY CO INC	$64,537.94
	524838	01/05/2026	140320	SEAN M CARLSON	$1,224.00
	524839	01/05/2026	145180	TARA CARREON	$112.56
	524840	01/05/2026	140927	JESSICA M CARSON	$133.97
	524841	01/05/2026	142741	EMMA CAVALIER	$70.00
	524842	01/05/2026	133970	CCS PRESENTATION SYSTEMS	$6,191.57
	524843	01/05/2026	133589	CDW GOVERNMENT, INC.	$94,475.09
	524845	01/05/2026	144792	CERRIS SYSTEMS NORTH CENTRAL	$38,818.58
	524846	01/05/2026	135648	SUSAN M CHADWICK	$119.15
	524847	01/05/2026	144292	CHARLESTON INC	$389.68
	524849	01/05/2026	145258	ASHRITHA CHIGULURI	$70.00
	524850	01/05/2026	139115	ANDREA L CHLOPEK	$149.69
	524851	01/05/2026	131135	PATRICIA A CLIFTON	$188.30

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01	524852	01/05/2026	137013	NANCY S COLE	$92.54
	524853	01/05/2026	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	$570.00
	524854	01/05/2026	132152	GOVCONNECTION INC	$161.51
	524855	01/05/2026	026057	CONTROL MASTERS INC	$3,502.06
	524856	01/05/2026	136826	ANNE S COOKE	$53.06
	524857	01/05/2026	135296	SHANNON M COOLEY-LOVETT	$93.51
	524858	01/05/2026	144920	CAITLIN FLYNN COPENHAVER	$70.00
	524859	01/05/2026	144730	JENNIFER M CORDES	$246.54
	524860	01/05/2026	143248	RANA R COREY	$51.80
	524861	01/05/2026	132443	CORNERSTONES OF CARE	$50.00
	524863	01/05/2026	106893	WICHITA WATER CONDITIONING INC	$127.00
	524864	01/05/2026	027300	CUMMINS CENTRAL POWER LLC	$572.75
	524865	01/05/2026	141898	JACOB S CURTISS	$754.46
	524866	01/05/2026	143319	MCKENNA H CUTLER	$36.89
	524867	01/05/2026	132671	JEAN T DAIGLE	$360.57
	524868	01/05/2026	134751	ANGELA M DAIGLE	$85.19
	524869	01/05/2026	131003	DAILY RECORD	$23.33
	524870	01/05/2026	145210	ETHAN DALY	$70.00
	524871	01/05/2026	139391	KELLY A DAVIS	$8.61
	524872	01/05/2026	143263	LINDA K DEEGAN	$37.80
	524873	01/05/2026	106713	ANDREW S DEFREECE	$126.03
	524874	01/05/2026	135865	SABRINA DENNEY BULL	$37.38
	524875	01/05/2026	032872	DENNIS SUPPLY COMPANY	$1,361.24
	524877	01/05/2026	137331	BASTIAN DERICHS	$63.35
	524878	01/05/2026	145260	RAGHU DEVARAPALLY	$231.00
	524879	01/05/2026	144529	DEVELOPMENTAL DISABILITY CENTER NE	$12,016.48
	524880	01/05/2026	132669	DIGITAL DOT SYSTEMS INC	$650.00
	524881	01/05/2026	144004	KATHERINE J DITTMAN	$15.82

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	524882	01/05/2026	135059	LYNN A DIURBA	$59.85
	524884	01/05/2026	139349	TERRIN D DORATHY	$31.71
	524885	01/05/2026	144796	JACOB DRAKE	$70.00
	524886	01/05/2026	135689	SUSAN M DULANY	$154.77
	524887	01/05/2026	144569	SUMMER DYKSTRA	$250.00
	524888	01/05/2026	137117	JEANNE J DYMOND	$67.53
	524889	01/05/2026	142391	LESLIE EADES	$100.10
	524890	01/05/2026	141459	J & L SERVICES INC	$44.11
	524891	01/05/2026	144199	EAKES INC	$253.90
	524892	01/05/2026	138426	KELLY D EALY	$404.81
	524893	01/05/2026	052370	ECHO ELECTRIC SUPPLY CO	$2,462.07
	524894	01/05/2026	135656	EDUCATIONAL SERVICE UNIT	$50.00
	524895	01/05/2026	037525	EDUCATIONAL SERVICE UNIT #3	$402,332.59
	524896	01/05/2026	133823	REBECCA S EHRHORN	$422.03
	524897	01/05/2026	038140	ELECTRONIC SOUND INC.	$1,940.00
	524898	01/05/2026	141577	ELITE PROFESSIONALS HOME CARE LLC	$11,109.00
	524899	01/05/2026	145254	COREY MINCHOW	$5,748.25
	524900	01/05/2026	144080	ELEANAH ENEVOLDSEN	$70.00
	524901	01/05/2026	135360	PAMELA A ERIXON	$111.16
	524902	01/05/2026	143301	EVANS CUSTOM APPAREL INC	$140.00
	524903	01/05/2026	143721	ROBERT EXSTROM	$140.00
	524904	01/05/2026	144733	LAUREN F FAIRWEATHER	$38.57
	524905	01/05/2026	144732	ANDREA J FEES	$323.05
	524906	01/05/2026	144113	ALLISON C FIGGINS	$123.90
	524907	01/05/2026	145114	AMY FILE	$134.40
	524908	01/05/2026	132001	BETH L FINK	$163.18
	524909	01/05/2026	141469	FRANCO FIORINI	$144.10
	524911	01/05/2026	133960	FIREGUARD INC	$14,554.00

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01	524912	01/05/2026	130731	FIRST WIRELESS INC	$60.90
	524913	01/05/2026	142378	FIS CAPITAL MARKETS US LLC	$400.00
	524914	01/05/2026	145261	ANASTASIA JEANNE MARIE FITZGERALD	$70.00
	524915	01/05/2026	141511	JENNIFER M FITZKE	$54.32
	524916	01/05/2026	142215	F-M FORKLIFT SALES & SERVICE INC	$297.15
	524918	01/05/2026	143691	FOLLETT CONTENT SOLUTIONS LLC	$15,634.31
	524919	01/05/2026	145262	ADELINA FOSS	$70.00
	524920	01/05/2026	136317	KELLY L FREY	$47.04
	524921	01/05/2026	143700	AMANDA M FRISKOPP	$4,116.74
	524922	01/05/2026	144858	ADIEL GARCIA	$300.00
	524923	01/05/2026	106660	GLASSMASTERS INC	$1,730.00
	524924	01/05/2026	140770	ANTONIO A GONZALEZ	$106.05
	524925	01/05/2026	136508	ERIC N GRANDGENETT	$796.63
	524926	01/05/2026	133885	GREENLIFE GARDENS INC	$442.50
	524927	01/05/2026	144082	JORGE GRIMALDO SANCHEZ	$401.03
	524928	01/05/2026	145263	GRACE GUNDERSEN	$70.00
	524929	01/05/2026	138427	JEFF T GUSTAFSON	$15.40
	524930	01/05/2026	144533	CHRISTIAN HALL	$26.00
	524931	01/05/2026	145264	TREY HARMS	$70.00
	524932	01/05/2026	143270	VICTORIA L HASIAK	$65.03
	524933	01/05/2026	140889	DEANNA L HAYES	$63.50
	524934	01/05/2026	048475	HEARTLAND FOUNDATION	$3,995.00
	524935	01/05/2026	109808	CHERYL L HEIMES	$106.47
	524936	01/05/2026	102842	HELGET GAS PRODUCTS INC	$4.65
	524937	01/05/2026	141513	MELISSA M HENNINGS	$376.56
	524938	01/05/2026	144736	CHELSEA J HEUER	$121.13
	524939	01/05/2026	144876	GREGG RICHARD HIDDEN	$104.00
	524940	01/05/2026	145273	SEAN HIGGINS	$150.00

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01	524941	01/05/2026	145272	MADISON R HILBERT	$94.71
	524942	01/05/2026	142299	MARK R HILBURN	$876.49
	524943	01/05/2026	134988	LYNN M HILL	$151.20
	524944	01/05/2026	140246	THERESA I HOAG	$37.50
	524945	01/05/2026	144343	MICHELLE C HOLMBERG	$97.72
	524946	01/05/2026	135589	LLOYD M HOSHAW	$345.24
	524947	01/05/2026	109836	AMY L HOULTON	$227.15
	524948	01/05/2026	101533	DIANE F HOWARD	$35.07
	524949	01/05/2026	132590	HUB INTERNATIONAL GREAT PLAINS LLC	$6,000.00
	524950	01/05/2026	140205	JADE A HUGHES	$61.66
	524951	01/05/2026	107489	JAY W HUTFLES	$1,221.71
	524952	01/05/2026	145160	LINDSEY J HYLAND	$208.85
	524955	01/05/2026	133397	HY-VEE INC	$2,123.77
	524956	01/05/2026	049851	HY-VEE INC	$365.12
	524957	01/05/2026	049850	HY-VEE INC	$558.78
	524958	01/05/2026	145248	IDN GLOBAL INC LLC	$350.09
	524959	01/05/2026	142253	INDUSTRIAL PACKAGING CORPORATION	$6,072.80
	524960	01/05/2026	051740	INLAND TRUCK PARTS CO.	$4,211.33
	524961	01/05/2026	102451	INTERNATIONAL BACCALAUREATE	$310.00
	524962	01/05/2026	145265	REANNE ISOM	$70.00
	524963	01/05/2026	140729	J F AHERN CO	$2,827.00
	524964	01/05/2026	138947	NICOLE R JAMISON	$41.02
	524965	01/05/2026	131157	CHRISTINE A JANOVEC-POEHLMAN	$123.84
	524966	01/05/2026	133037	JENSEN TIRE & AUTO #15	$445.89
	524967	01/05/2026	054448	STEVEN K JOEKEL	$52.00
	524968	01/05/2026	083400	TYCO TECHNOLOGY GMBH	$2,630.96
	524969	01/05/2026	130994	JOHNSON CONTROLS INC	$852.50
	524970	01/05/2026	135373	LINDA K JOHNSON	$42.42

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01	524971	01/05/2026	108171	CANDY R JONES	$447.41
	524972	01/05/2026	145269	ELLA J KAPPEL	$70.00
	524973	01/05/2026	144407	AMARNATH KARRI	$300.00
	524976	01/05/2026	056276	KELVIN LP	$439.78
	524977	01/05/2026	144408	NAVYA KHANDAVALLI	$70.00
	524979	01/05/2026	143858	KIRK A KINGSTON	$96.39
	524980	01/05/2026	139396	KATIE A KINTZLE	$145.03
	524981	01/05/2026	132264	MICHELLE M KLUG	$365.00
	524983	01/05/2026	145266	VAIBHAUI KOTA	$70.00
	524984	01/05/2026	136285	MICHELLE L KRAFT	$110.60
	524985	01/05/2026	141957	MELINDA S KRAUSE	$89.81
	524986	01/05/2026	135814	KELLI K KRAUSE	$427.49
	524988	01/05/2026	143665	SKYLER KRULL	$70.00
	524989	01/05/2026	137385	JOSEPH R KUEHL	$25.41
	524990	01/05/2026	144800	ARPUN KUNNATH	$70.00
	524991	01/05/2026	144051	SYDNEY KWASA	$70.00
	524992	01/05/2026	144111	K12 SIGN LANGUAGE SOLUTIONS LLC	$711.75
	524993	01/05/2026	144863	JESSICA L LAHMAN	$20.97
	524995	01/05/2026	142981	SADIE LANGEMO	$70.00
	524996	01/05/2026	135257	LANGUAGE LINE SERVICES INC	$148.00
	524998	01/05/2026	059240	LENNOX INDUSTRIES INC	$420.00
	524999	01/05/2026	141510	CHRISTINE E LEONARD	$160.65
	525001	01/05/2026	106116	LANCASTER COUNTY SCHOOL DISTRICT	$401.00
	525002	01/05/2026	100006	LANCASTER COUNTY SCHOOL DISTRICT	$312.00
	525003	01/05/2026	132518	LANCASTER COUNTY SCHOOL DISTRICT	$110.00
	525004	01/05/2026	133643	JODY C LINDQUIST	$167.02
	525005	01/05/2026	142365	MARY C LOFTUS	$133.03
	525006	01/05/2026	136315	COURTNEY A LOHRENZ	$61.44

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01	525007	01/05/2026	145213	NIA K LYONS	$103.29
	525008	01/05/2026	141814	JEFFREY S MACHAL	$51.07
	525009	01/05/2026	099321	MACKIN BOOK CO	$1,514.49
	525010	01/05/2026	143953	JEREMY S MADSON	$34.72
	525011	01/05/2026	138473	KEITH W MALY	$529.66
	525012	01/05/2026	140459	COURTNEY L MANZITTO	$276.82
	525014	01/05/2026	133505	SUSAN N MARLATT	$51.80
	525015	01/05/2026	143765	KAREN D MARTINDALE	$293.67
	525017	01/05/2026	137783	COURTNEY N MATULKA	$318.80
	525018	01/05/2026	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	$119,189.68
	525019	01/05/2026	139237	MICHAEL C MCCAULEY	$6,195.00
	525020	01/05/2026	144807	ALEXIS MCDANIEL	$317.73
	525021	01/05/2026	140346	MEGAN N MCENANEY	$95.09
	525022	01/05/2026	144071	AMANDA MCGILL JOHNSON	$130.73
	525023	01/05/2026	137014	RYE L MCINTOSH	$185.29
	525024	01/05/2026	141523	KELLI M MCWILLIAMS	$33.74
	525026	01/05/2026	064600	METAL DOORS & HARDWARE COMPANY INC	$5,821.00
	525027	01/05/2026	144040	CATELYN N MEYSENBURG	$271.88
	525028	01/05/2026	132113	MID-PLAINS INSULATION	$1,775.00
	525030	01/05/2026	065438	MILLARD NORTH HIGH SCHOOL	$5,262.76
	525031	01/05/2026	065410	MILLARD PUB SCHL ADMIN ACTIVITY FND	$13.20
	525032	01/05/2026	065440	MILLARD SOUTH HIGH SCHOOL	$200.00
	525034	01/05/2026	131328	MILLER ELECTRIC COMPANY	$1,662.40
	525035	01/05/2026	145274	SHAUN MILLER	$150.00
	525036	01/05/2026	136388	MITCHELL S MOLLRING	$244.00
	525037	01/05/2026	143586	KRISTIN L MORGAN	$191.03
	525038	01/05/2026	140990	LAURA M MORRIS	$171.99
	525039	01/05/2026	142908	SCOTT M MORRIS	$36.00

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01	525040	01/05/2026	138838	SARAH L MORRISON	$64.09
	525042	01/05/2026	144130	ARJUN NAIR	$70.00
	525043	01/05/2026	144812	KEERTHNA NAIR	$70.00
	525044	01/05/2026	102522	NEBRASKA CTR EDUCATION OF CHILDREN	$150.00
	525045	01/05/2026	133487	PEARSON	$45,110.00
	525046	01/05/2026	139807	NEBRASKA ASSOCIATION FOR CURRICULUM	$250.00
	525047	01/05/2026	068343	NEBRASKA ASSN OF SCHOOL BOARDS	$4,102.00
	525049	01/05/2026	068445	NEBRASKA FURNITURE MART INC	$347.98
	525050	01/05/2026	136955	NEBRASKA LANGUAGES ASSOCIATION	$100.00
	525052	01/05/2026	108325	NEBRASKA STATE BANDMASTERS ASSN	$40.00
	525053	01/05/2026	134321	NEBRASKA STATE FIRE MARSHAL AGENCY	$468.00
	525054	01/05/2026	141558	JILL M NEELEY	$17.64
	525055	01/05/2026	145163	NEHER ENTERPRISES LLC	$2,000.00
	525056	01/05/2026	107928	KYRIE E NEHLS	$243.00
	525057	01/05/2026	132398	NEIHARDT ELEMENTARY SCHOOL	$250.48
	525059	01/05/2026	107732	BRIAN L NELSON	$1,420.00
	525060	01/05/2026	141138	AMANDA J NIEMIEC	$72.90
	525061	01/05/2026	107905	MELINDA C NOLLER	$44.24
	525062	01/05/2026	101008	NORFOLK HIGH SCHOOL	$135.00
	525063	01/05/2026	141155	NORRIS SCHOOL DISTRICT #160	$126.00
	525064	01/05/2026	144604	UNITED SEATING AND MOBILITY LLC	$6,260.00
	525065	01/05/2026	100013	ODP BUSINESS SOLUTIONS LLC	$629.31
	525066	01/05/2026	132778	MELANIE L OLSON	$36.05
	525067	01/05/2026	070810	OMAHA PUBLIC SCHOOL DISTRICT	$250.00
	525068	01/05/2026	133850	ONE SOURCE ACQUISITION COMPANY LLC	$3,477.85
	525069	01/05/2026	144421	CHARLES E O'NEAL	$70.00
	525070	01/05/2026	138662	KELLY D OSTRAND	$174.95
	525071	01/05/2026	133368	KELLY R O'TOOLE	$30.80

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525072	01/05/2026	071178	LG PLAYGROUNDS LLC	$260.70
	525073	01/05/2026	142290	OVERDRIVE INC	$15,050.00
	525074	01/05/2026	145271	RANDY M PAGE	$70.00
	525075	01/05/2026	145270	RHONDA K PAGE	$70.00
	525076	01/05/2026	071567	PAPILLION/LAVISTA HIGH SCHOOL	$104.00
	525077	01/05/2026	133419	PAPILLION-LAVISTA SOUTH HIGH SCHOOL	$160.00
	525078	01/05/2026	139358	AMANDA M PARKER	$35.77
	525079	01/05/2026	132006	ANDREA L PARSONS	$153.23
	525080	01/05/2026	107783	HEIDI T PENKE	$133.28
	525083	01/05/2026	073040	PITNEY BOWES PRESORT SERVICES INC	$5,000.00
	525084	01/05/2026	108243	PIUS X HIGH SCHOOL	$40.00
	525085	01/05/2026	144351	LAURA M PLAS	$55.23
	525086	01/05/2026	144746	HOLLIN D POEHLMAN	$23.49
	525087	01/05/2026	144380	ANDREW T POLINKO	$8.82
	525088	01/05/2026	144094	POMP'S TIRE SERVICE INC	$1,298.34
	525089	01/05/2026	133712	JOHN DEERE FINANCIAL FSB	$1,198.49
	525090	01/05/2026	143687	PRIME HOME DDS INC	$14,506.15
	525091	01/05/2026	134598	PRIME COMMUNICATIONS INC	$8,585.73
	525093	01/05/2026	141670	PRISM CORPORATE SOLUTIONS LLC	$2,142.50
	525094	01/05/2026	144622	PROPIO LANGUAGE SERVICES LLC	$951.63
	525096	01/05/2026	109810	BETHANY B RAY	$450.40
	525097	01/05/2026	078760	REGAL AWARDS INC	$1,706.20
	525098	01/05/2026	141984	REBECCA L REGER	$17.64
	525101	01/05/2026	109192	KIMBERLI R RICE	$242.34
	525102	01/05/2026	070245	RICHELIEU AMERICA LTD	$1,055.95
	525103	01/05/2026	138690	TIMOTHY P RICHT	$15.40
	525104	01/05/2026	079179	RIEKES EQUIPMENT CO	$1,832.56
	525105	01/05/2026	144441	KARISA J RIESSELMAN	$41.83

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525106	01/05/2026	144872	ANNETTE C RINALDI	$178.86
	525107	01/05/2026	137470	AMBER E RIPA	$1,274.00
	525108	01/05/2026	138312	PAIGE E ROBERTS	$104.16
	525109	01/05/2026	142800	SARAH M ROZEBOOM	$1,224.00
	525110	01/05/2026	143241	MICHAEL J RUCKER	$247.32
	525111	01/05/2026	144831	KATHERINE J RUPE	$17.29
	525112	01/05/2026	145268	DAVYD SAMOILENKO	$70.00
	525113	01/05/2026	144745	JOSELYN M SAND	$16.10
	525114	01/05/2026	081725	KIMBERLEY K SAUM-MILLS	$280.08
	525115	01/05/2026	132192	JEAN A SAVAGE	$18.00
	525116	01/05/2026	144064	JENNIFER L SCHLOSSER	$39.76
	525120	01/05/2026	137012	SHELLEY L SCHMITZ	$76.80
	525121	01/05/2026	139904	CHARLENE M SCHUCHARDT	$163.94
	525122	01/05/2026	143695	SCHUMACHER ELEVATOR COMPANY	$617.50
	525123	01/05/2026	134567	KAYE M SCHWEIGERT	$312.46
	525124	01/05/2026	144492	JAMIE L SCOTT	$112.64
	525125	01/05/2026	140383	SENTRY INSURANCE, A MUTUAL COMPANY	$84,771.24
	525126	01/05/2026	136754	CCT ENTERPRISES LLC	$462.04
	525127	01/05/2026	145193	ALEXANDER L SHARP	$158.69
	525128	01/05/2026	109800	AMY L SHATTUCK	$130.21
	525130	01/05/2026	142381	KELSEY O SHERIDAN	$47.46
	525131	01/05/2026	144377	LINDSAY A SHIELDS	$42.14
	525132	01/05/2026	142312	JULIE L SHIRK	$679.70
	525133	01/05/2026	145249	STUTI SITESH	$100.00
	525134	01/05/2026	143266	NATHAN M SMITH	$49.07
	525135	01/05/2026	140068	LANCE M SMITH	$344.95
	525136	01/05/2026	101476	SODEXO INC & AFFILIATES	$129,106.49
	525138	01/05/2026	145238	PARKER SPECK	$140.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525139	01/05/2026	140701	BENJAMIN PETER STEWART	$390.00
	525140	01/05/2026	141988	LINDSEY J STAACK	$96.39
	525141	01/05/2026	145192	ANJELA A STANEK	$195.28
	525142	01/05/2026	144253	MATTHEW E STARKS	$1,274.00
	525143	01/05/2026	144096	THE STEPPING STONES GROUP LLC	$44,747.01
	525144	01/05/2026	142102	STERLING COMPUTERS CORPORATION	$2,594.50
	525145	01/05/2026	137093	JAMIE R STINSON	$70.09
	525146	01/05/2026	142516	THEODORE N STOCKING	$208.68
	525148	01/05/2026	145022	SUMMIT FIRE PROTECTION CO	$2,276.00
	525149	01/05/2026	141546	ALLISON C SWITZER	$153.44
	525151	01/05/2026	143889	MARGARET S THOMPSON	$67.19
	525152	01/05/2026	144073	VICTOR THOMS	$300.00
	525153	01/05/2026	135006	STEVE D THRONE	$714.26
	525154	01/05/2026	132493	GREGORY E TIEMANN	$588.66
	525155	01/05/2026	144544	TIFCO INDUSTRIES INC	$3,102.71
	525156	01/05/2026	141524	SONIA E TIPP	$180.04
	525157	01/05/2026	136578	PEGGI S TOMLINSON	$27.58
	525158	01/05/2026	106807	JEAN M TOOHER	$105.48
	525159	01/05/2026	137870	LINDSAY D TRAEGER	$129.08
	525160	01/05/2026	107719	KIMBERLY P TRISLER	$183.94
	525161	01/05/2026	106493	TRITZ PLUMBING, INC.	$3,345.40
	525163	01/05/2026	142259	PAMELA K TUVESON	$257.88
	525164	01/05/2026	135505	OUTDOOR POWER GROUP INC	$2,515.19
	525165	01/05/2026	142309	UNANIMOUS INC	$4,400.00
	525169	01/05/2026	144550	UNIFIRST CORPORATION	$2,872.31
	525170	01/05/2026	090214	UNITED ELECTRIC SUPPLY CO INC	$19.93
	525171	01/05/2026	100923	UNIVERSITY OF NEBRASKA LINCOLN	$370.00
	525172	01/05/2026	068834	BOARD OF REGENTS UNIVERSITY OF NE	$150.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525173	01/05/2026	068875	UNIVERSITY OF NEBRASKA MED CENTER	$89,936.67
	525174	01/05/2026	143105	RACHEL L VACEK	$74.40
	525175	01/05/2026	143653	VALIDATE ME INC	$225.00
	525176	01/05/2026	138046	AUTO LUBE INC	$56.92
	525177	01/05/2026	135863	RUDOLPH A VLCEK III	$160.00
	525178	01/05/2026	140828	JOSEPH P VONDERHAAR	$661.08
	525179	01/05/2026	144891	MAYA WEILER	$140.00
	525180	01/05/2026	094245	WESTLAKE ACE HARDWARE INC	$97.96
	525181	01/05/2026	139244	AMANDA L WHARTON-HUNT	$888.68
	525182	01/05/2026	139932	WILLIAM ROSS WHISTON	$75.60
	525183	01/05/2026	137485	WENDY A WIGHT	$120.47
	525184	01/05/2026	139618	AARON J WILLEMS	$27.96
	525185	01/05/2026	144437	GRACELYN PAIGE WINGETT	$70.00
	525186	01/05/2026	145167	MEGAN N WOOD	$41.44
	525187	01/05/2026	137966	NATHAN G WRAGGE	$1,366.24
	525188	01/05/2026	141413	LAURIE L WRIGHT	$7.37
	525189	01/05/2026	143991	GREGORY J WUNDERLICH	$1,224.00
	525190	01/05/2026	140186	BRITTANY L WUNDERLICH	$1,224.00
	525191	01/05/2026	096200	YOUNG & WHITE	$9,773.35
	525192	01/05/2026	142269	WHC NE LLC	$13,648.82
	525193	01/05/2026	143288	JESSICA M ZAGURSKI	$90.61
	525194	01/05/2026	145168	JONAH D ZIMMERMAN	$92.96
	525195	01/05/2026	136855	PAUL R ZOHLEN	$32.06
	525196	01/05/2026	135647	LACHELLE L ZUHLKE	$34.65
	E108592	12/15/2025	051573	POPCO INC	$60.00
	E108593	12/15/2025	137878	WHITE WOLF WEB PRINTERS INC	$439.69
	E108594	12/15/2025	145005	ZUM SERVICES TRANSPORTATION LLC	$6,947.27
	E108596	01/05/2026	102727	B & H PHOTO	$1,843.01

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E108598	01/05/2026	019111	BISHOP BUSINESS EQUIPMENT	$46,874.42
	E108599	01/05/2026	099220	DICK BLICK CO	$384.14
	E108600	01/05/2026	019559	BOUND TO STAY BOUND BOOKS INC	$1,475.20
	E108601	01/05/2026	090440	BSN SPORTS LLC	$503.00
	E108602	01/05/2026	143654	JEREDITH BRANDS LLC	$11,998.50
	E108603	01/05/2026	090270	CLEAN WATER GUYS INC	$937.75
	E108605	01/05/2026	032050	D B NEBRASKA SERVICE CO.	$925.00
	E108606	01/05/2026	032800	DEMCO INC	$683.23
	E108610	01/05/2026	033473	DIETZE MUSIC HOUSE INC	$318.68
	E108611	01/05/2026	135509	DIGIORGIO'S SPORTSWEAR INC	$350.00
	E108613	01/05/2026	034120	DULTMEIER SALES LLC	$191.00
	E108614	01/05/2026	073231	DXP ENTERPRISES INC	$301.53
	E108615	01/05/2026	131740	EAGLE SOFTWARE INC,	$13,896.29
	E108616	01/05/2026	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	$25,488.00
	E108618	01/05/2026	040537	WOLSELEY INVESTMENTS INC	$1,861.48
	E108619	01/05/2026	106956	FERRELLGAS LP	$66.00
	E108620	01/05/2026	133919	FILTER SHOP INC	$3,478.80
	E108621	01/05/2026	140791	FRONTLINE PRIVATE SECURITY LLC	$1,010.00
	E108622	01/05/2026	131565	GARTNER & ASSOCIATES CO, INC.	$58.00
	E108623	01/05/2026	044950	GRAINGER INDUSTRIAL SUPPLY	$273.80
	E108624	01/05/2026	049700	HUGHES TREE SERVICE	$5,800.00
	E108625	01/05/2026	051573	POPCO INC	$60.00
	E108626	01/05/2026	138560	IXL LEARNING INC	$450.00
	E108627	01/05/2026	100928	J W PEPPER & SON INC.	$765.13
	E108628	01/05/2026	054630	JOHNSTONE SUPPLY	$1,021.06
	E108629	01/05/2026	026300	JP COOKE COMPANY	$68.00
	E108630	01/05/2026	142898	JUST FOR KIDS THERAPY INC	$205.00
	E108631	01/05/2026	138181	KIDWELL ELECTRIC COMPANY INC	$1,395.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E108632	01/05/2026	107192	FLYNN INNOVATIONS LLC	$1,023.00
	E108634	01/05/2026	137296	LIBERTY HARDWOODS INC	$1,520.30
	E108635	01/05/2026	059470	LIEN TERMITE & PEST CONTROL INC	$331.50
	E108636	01/05/2026	060111	LOVELESS MACHINE & GRINDING SVC INC	$97.50
	E108637	01/05/2026	059560	MATHESON TRI-GAS INC	$375.63
	E108638	01/05/2026	137947	MECHANICAL SALES PARTS INC	$525.00
	E108639	01/05/2026	107539	MUELLER ROBAK LLC	$300.00
	E108640	01/05/2026	068334	NEBRASKA AIR FILTER INC	$6,705.31
	E108641	01/05/2026	134725	OMAHA CASING CO INC	$1,455.00
	E108642	01/05/2026	071545	PAPER CORPORATION	$25,074.00
	E108643	01/05/2026	072760	PITSCO EDUCATION LLC	$125.13
	E108644	01/05/2026	137779	JARDINE QUALITY IRRIGATION INC	$1,007.96
	E108645	01/05/2026	078420	RAWSON & SONS ROOFING, INC.	$4,413.00
	E108647	01/05/2026	082350	SCHOOL SPECIALTY LLC	$492.74
	E108650	01/05/2026	138304	TIME MANAGEMENT SYSTEMS	$4,550.00
	E108651	01/05/2026	138773	ULINE INC	$645.70
	E108652	01/05/2026	137707	UTILITY TRENCHING INC	$2,678.24
	E108653	01/05/2026	093765	WATER ENGINEERING, INC.	$3,192.51
	E108655	01/05/2026	137878	WHITE WOLF WEB PRINTERS INC	$1,613.61
	E108657	01/05/2026	145005	ZUM SERVICES TRANSPORTATION LLC	$1,431,114.40
01 - Total					**$3,503,667.20**
02	27646	01/05/2026	145187	AWOLYAK AKOTKUEL	$76.13
	27647	01/05/2026	145255	KAREN S BECKER	$60.00
	27648	01/05/2026	010670	GENERAL PARTS LLC	$1,761.61
	27649	01/05/2026	143254	ITW FOOD EQUIPMENT GROUP LLC	$1,109.74
	27650	01/05/2026	145188	ELIZABETH P LEMKEE	$87.00
	27651	01/05/2026	106392	MARKING REFRIGERATION INC	$755.00
	27652	01/05/2026	136279	MILLARD PUBLIC SCHOOL CLEARING ACCT	$657.20

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
02	27653	01/05/2026	143969	RACHEL A MONTOYA	$15.89
	27654	01/05/2026	145251	JOSE JESUS MURILLO LOPEZ	$60.00
	27655	01/05/2026	100013	ODP BUSINESS SOLUTIONS LLC	$77.37
	27656	01/05/2026	139832	PAMELA S OSTERMAN	$29.26
	27657	01/05/2026	144315	KYLE FLOYD RODDENBERRY	$174.00
	27658	01/05/2026	144898	SANTANA F RUBY	$33.60
	27659	01/05/2026	144750	NANCY S SAATHOFF	$8.40
	27660	01/05/2026	145189	PATRICK J SIMMONS	$76.13
	27661	01/05/2026	101476	SODEXO INC & AFFILIATES	$744,954.05
02 - Total					**$749,935.38**
06	524842	01/05/2026	133970	CCS PRESENTATION SYSTEMS	$10,195.40
	524880	01/05/2026	132669	DIGITAL DOT SYSTEMS INC	$240.00
	525034	01/05/2026	131328	MILLER ELECTRIC COMPANY	$778.00
06 - Total					**$11,213.40**
07	524773	01/05/2026	010040	A & D TECHNICAL SUPPLY CO INC	$137.30
	524784	01/05/2026	102430	AMI GROUP INC	$600.00
	524803	01/05/2026	133480	BERINGER CIACCIO DENNELL MABREY	$77,551.96
	524842	01/05/2026	133970	CCS PRESENTATION SYSTEMS	$1,207.50
	524869	01/05/2026	131003	DAILY RECORD	$340.67
	524974	01/05/2026	140623	KE FLEX CONTRACTING LLC	$50,932.40
	524994	01/05/2026	058775	LAMP RYNEARSON ASSOCIATES INC	$12,000.00
	525013	01/05/2026	142914	MARATHON REPROGRAPHICS INC	$1,364.50
	525025	01/05/2026	136104	MECHANICAL SYSTEMS INC	$44,753.60
	525041	01/05/2026	134532	MORRISSEY ENGINEERING INC	$17,150.00
	525082	01/05/2026	136568	PERFORMANCE ENGINEERING INC	$343.22
	525091	01/05/2026	134598	PRIME COMMUNICATIONS INC	$9,558.02
	525100	01/05/2026	144570	REVOLUTION WRAPS LLC	$4,238.50
	525129	01/05/2026	083175	SHEPPARD'S BUSINESS INTERIORS	$24,668.76

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
07	525150	01/05/2026	132452	TERRACON CONSULTANTS INC	$281.25
	525162	01/05/2026	144187	TUNE FACILITIES LLC	$2,820.00
	E108612	01/05/2026	139946	DOWNS ELECTRIC INC	$180,853.80
07 - Total					**$428,801.48**
11	524695	12/15/2025	137839	FAMILY,CAREER & COMMUNITY LEADERS	$33.00
	524746	12/18/2025	139987	HUGH O'BRIAN YOUTH LEADERSHIP	$650.00
	524786	01/05/2026	137549	ANATOMICAL WORLDWIDE LLC	$1,091.54
	524844	01/05/2026	144769	CENTER FOR COLLABORATIVE CLASSROOM	$62,888.00
	524862	01/05/2026	144795	LYDIA J CROCKER	$3,342.00
	524895	01/05/2026	037525	EDUCATIONAL SERVICE UNIT #3	$485.00
	524957	01/05/2026	049850	HY-VEE INC	$265.04
	524978	01/05/2026	144965	CHRISTINA S KILGORE	$314.60
	524982	01/05/2026	144409	KARLIE J KNOEPFLER	$1,659.92
	524997	01/05/2026	144970	JANICE LEE	$450.00
	525000	01/05/2026	144765	LEXIA VOYAGER SOPRIS INC	$1,200.00
	525033	01/05/2026	065443	MILLARD WEST HIGH SCHOOL	$125.24
	525048	01/05/2026	141492	NEBRASKA FCCLA ASSOCIATION	$85.00
	525051	01/05/2026	068684	DRX BIO LLC	$1,201.25
	525058	01/05/2026	145105	ANDREA NELSON	$175.00
	525093	01/05/2026	141670	PRISM CORPORATE SOLUTIONS LLC	$2,142.50
	525131	01/05/2026	144377	LINDSAY A SHIELDS	$13.38
	525136	01/05/2026	101476	SODEXO INC & AFFILIATES	$372.99
	525137	01/05/2026	144541	AMANDA M SORENSEN	$1,240.75
	525145	01/05/2026	137093	JAMIE R STINSON	$17.99
	525147	01/05/2026	143371	STUKENT INC	$2,695.00
	E108595	01/05/2026	136961	ABANTE LLC	$1,283.19
	E108606	01/05/2026	032800	DEMCO INC	$768.32
	E108617	01/05/2026	131927	RILEY M HELLER	$245.04

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	E108627	01/05/2026	100928	J W PEPPER & SON INC.	$777.59
	E108629	01/05/2026	026300	JP COOKE COMPANY	$418.50
	E108657	01/05/2026	145005	ZUM SERVICES TRANSPORTATION LLC	$469.65
11 - Total					**$84,410.49**
14	524701	12/15/2025	145237	ALKEME INSURANCE SERVICES INC	$13,122.00
	524712	12/15/2025	142167	PRISM HEALTH GROUP LLC	$3,792.00
	524848	01/05/2026	144277	ALEGENT HEALTH CREIGHTON ST JOSEPH	$8,220.00
	524975	01/05/2026	145237	ALKEME INSURANCE SERVICES INC	$4,347.00
	525092	01/05/2026	142167	PRISM HEALTH GROUP LLC	$4,121.25
	525095	01/05/2026	144356	PRUDENTRX LLC	$618.87
14 - Total					**$34,221.12**
17	524702	12/15/2025	013226	LATIMER ASSOCIATES INC	$8,199.00
	524773	01/05/2026	010040	A & D TECHNICAL SUPPLY CO INC	$296.15
	524869	01/05/2026	131003	DAILY RECORD	$45.34
	524883	01/05/2026	133268	DOCUMENT FINISHING RESOURCES INC	$1,899.00
	525029	01/05/2026	131899	MIDWEST STORAGE SOLUTIONS	$9,513.41
	525041	01/05/2026	134532	MORRISSEY ENGINEERING INC	$20,300.00
	525119	01/05/2026	081891	PAUL A SCHMITT MUSIC CO	$1,325.00
	525129	01/05/2026	083175	SHEPPARD'S BUSINESS INTERIORS	$13,857.55
	E108604	01/05/2026	134039	CROUCH RECREATION INC	$1,572.00
	E108610	01/05/2026	033473	DIETZE MUSIC HOUSE INC	$2,532.00
	E108625	01/05/2026	051573	POPCO INC	$30.00
17 - Total					**$59,569.45**
50	524744	12/18/2025	012989	APPLE COMPUTER INC	$924.00
	524753	12/18/2025	138820	ANNE WINFIELD CHAPMAN	$1,000.00
	524754	12/18/2025	136739	JAMES W KUPER	$1,030.50
	524755	12/18/2025	144626	JAXON ROBERTS-MOXLEY	$300.00
	524757	12/22/2025	144626	JAXON ROBERTS-MOXLEY	$1,500.00

Millard Public Schools Check Register Prepared for the Board Meeting for Jan 5, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	524783	01/05/2026	012450	AMERICAN RED CROSS-HEALTH & SAFETY	$72.00
	524791	01/05/2026	012989	APPLE COMPUTER INC	$453.95
	524799	01/05/2026	145196	BARBIZON LIGHT OF THE ROCKIES INC	$3,959.42
	524876	01/05/2026	145259	GAVIN DENTON	$100.00
	524918	01/05/2026	143691	FOLLETT CONTENT SOLUTIONS LLC	$109.95
	524955	01/05/2026	133397	HY-VEE INC	$1,100.03
	524987	01/05/2026	135103	RON KROENKE	$440.00
	525016	01/05/2026	145267	BRAXTON MATTOX	$100.00
	525081	01/05/2026	139607	WEST MUSIC CO INC	$345.90
	525099	01/05/2026	132406	KERRI L REID	$700.00
	525119	01/05/2026	081891	PAUL A SCHMITT MUSIC CO	($1,293.00)
	E108600	01/05/2026	019559	BOUND TO STAY BOUND BOOKS INC	$370.69
	E108604	01/05/2026	134039	CROUCH RECREATION INC	$33,688.00
	E108610	01/05/2026	033473	DIETZE MUSIC HOUSE INC	$2,787.24
	E108629	01/05/2026	026300	JP COOKE COMPANY	$39.40
	E108633	01/05/2026	099217	LAKESHORE EQUIPMENT CO	$119.94
	E108646	01/05/2026	100642	REALLY GOOD STUFF LLC	$99.35
	E108648	01/05/2026	084930	SUPER DUPER INC	$79.95
	E108649	01/05/2026	138672	SWEETWATER SOUND HOLDINGS LLC	$5,324.44
	E108651	01/05/2026	138773	ULINE INC	$585.70
	E108654	01/05/2026	094130	WENGER CORPORATION	$14,801.21
50 - Total					**$68,738.67**
99	524753	12/18/2025	138820	ANNE WINFIELD CHAPMAN	($40.00)
	524754	12/18/2025	136739	JAMES W KUPER	($39.42)
	524755	12/18/2025	144626	JAXON ROBERTS-MOXLEY	($12.00)
	524757	12/22/2025	144626	JAXON ROBERTS-MOXLEY	($60.00)
99 - Total					**($151.42)**
Overall - Total					**$4,940,405.77**

Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due : **12/30/2025** BOE Meeting Date: **1/5/2026** Sale or Disposals Scheduled After: **1/5/2026**

Lot	Quantity	Description
1	1	Danby mini Refrigerator
2	517	Cisco 7821 Phones
3	1	Dell R740
4	1	Dell R440
5	1	Dell R730
6	2	Super Micro NX-8235 G7
7	2	Super Micro NX-3155G G7
8	5	Nvidia Grid M10
9	2834	Dell Latitude 3190
10	1928	Apple iPads
11	1564	Apple Sync Cords USB C - Lighting
12	558	Apple Sync Cords USB A - Lighting
13	34	Apple Sync Cords USB A - Lighting
14	1235	Apple Power Adapter - USB-C 20W
15	667	Apple Power Adapter - USB-A 12w
16	76	Apple Power Adapter - USB-A 12w
17	85	Apple Power Adapter - USB-A 10w
18	46	Apple Power Extenders for Mac
19	73	Apple Power Extenders for Mac
20	6	Apple Mac Power Air (2015) MagSafe
21	115	Apple Mac USB-A Keyboard Silver
22	139	Apple Mac Wired Mice - White (USB-A)
23		
24		
25		
26		
27		
28		
29		
30		

AGENDA SUMMARY SHEET

Agenda Item: Second Reading and Approval of Policy 4160 Human Resources: Evaluation

Meeting Date: January 5, 2026

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

Action Desired: Approval

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

AGENDA SUMMARY SHEET

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

Meeting Date: January 5, 2026

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

Action Desired: Second 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 ITEM: Administrator Recommended for Hire

MEETING DATE: January 5, 2026

DEPARTMENT: Human Resources

TITLE & ESCRIPTION: Director of Recruitment and Retention

ACTION DESIRED: Approval

BACKGROUND: The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Three internal and eight external applications were received. The applications were reviewed by Dr. Kevin Chick, Dr. Heidi Penke and Dr. John Schwartz. Three internal candidates and one external candidate were interviewed for the position. The interview team included Dr. John Schwartz, Dr. Heidi Penke, Dr. Kim Saum-Mills, Dr. Michelle Klug, Dr. Todd Tripple, Dr. Aaron Bearinger, Bill Jelkin, Eric Grandgenett, Sarah Rozeboom, Laura Malcom, Joe Vonderhaar, Chad Zimmerman, Mitch Mollring, Jake Curtiss, J.D., Yesica Bearden, Cindi Alberico, Karen Porter, Ally Figgins, Sara Lawless and Shelley Shafer.

RECOMMENDATION: The Superintendent's recommendation is approval of Dr. Colleen Ballard for Director of Recruitment and Retention for Millard Public Schools. Previous Experience includes; Elementary Principal, Millard Public Schools ((2013-Present); and also the following positions for Millard Public Schools; Administrative Intern and Classroom Teacher (1998-2010)

EDUCATION:

BA - University of Nebraska, Lincoln	- Elementary Education (1998)
MA – St. Catherine University, MN	- Montessori Education (2002)
MA – University of Nebraska, Omaha	- Educational Administration (2008)
Education Specialist – Doane University	- Educational Leadership (2018)
Doctorate – Doane University	- Educational Leadership (2022)

OPTIONS & ALTERNATIVES: N/A

RECOMMENDATION: Approval

PERSON RECOMMENDING: Dr. John Schwartz, Superintendent, Millard Public Schools

SUPERINTENDENT APPROVAL: 

AGENDA ITEM:	Administrator Recommended for Hire
MEETING DATE:	January 5, 2026
DEPARTMENT:	Human Resources
TITLE & ESCRIPTION:	Assistant Director of Special Education
ACTION DESIRED:	Approval
BACKGROUND:	The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Two internal and six external applications were received. The applications were reviewed by Dr. Kevin Chick, Dr. Heidi Penke and Dr. John Schwartz. Two internal candidates and one external candidate were interviewed for the position. The interview team included Dr. John Schwartz, Dr. Kim Saum-Mills, Andy DeFreece, Dr. Tony Weers, Heidi Weaver, Marshall Smith, Dr. Colleen Ballard, Dr. Tara Cooper, Dr. Nicole Burton, Mitch Mollring, Dr. Amanda Wharton-Hunt, Tricia Gillett, Anne Keith, Susie Chadwick, Kaye Schweigert, Courtney Lohrenz, Wendy Wight, Dr. Carrie Novotny-Buss, Dr. Todd Tripple, and Dr. Heidi Penke.
RECOMMENDATION:	The Superintendent's recommendation is approval of Dr. Michelle Klug for Assistant Director of Special Education for Millard Public Schools. Previous Experience includes the following positions for Millard Public Schools; Principal at Central Middle School, Assistant Principal at Millard South High School, Special Education Teacher at Millard South High School (2001-Present), Special Education Teacher at Lincoln Public Schools (2000-2001)
EDUCATION:	BA - University of Nebraska, Lincoln - Psychology (2000) MA – University of Nebraska, Lincoln - Special Education (2001) MA – Doane University - Educational Leadership (2008) Doctorate – University of Nebraska, Omaha - Educational Administration (2021)
OPTIONS & ALTERNATIVES:	N/A
RECOMMENDATION:	Approval
PERSON RECOMMENDING:	Dr. John Schwartz, Superintendent, Millard Public Schools
SUPERINTENDENT APPROVAL:	

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Rule 4160.1: Human Resources - Evaluation

Meeting Date: January 5, 2026

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

Action Desired: Reaffirm

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 - 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

AGENDA SUMMARY SHEET

Agenda Item: Reaffirm Rule 4160.2: Human Resources - Evaluation - Non-Certificated

Meeting Date: January 5, 2026

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

Action Desired: Reaffirm

Policy / Strategic Plan Reference: NA

Responsible Person: Dr. Kevin Chick, Associate Superintendent for Human Resources

Superintendent's Signature:



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

AGENDA SUMMARY SHEET

Agenda Item: Approve Rule 4160.3: Human Resources - Evaluation - Administrative Staff

Meeting Date: January 5, 2026

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

Action Desired: Approval

Policy / Strategic Plan Reference: NA

Responsible Person:

Dr. Kevin Chick, Associate Superintendent for Human Resources
Dr. Kim Saum-Mills, Associate Superintendent for Administration

Superintendent's Signature:



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: Policy 5400 Student Discipline

Meeting Date: January 5, 2026

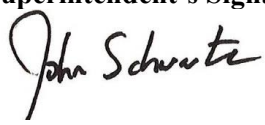
Background/ Description: Year Seven Review

Action Desired: Approval

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Student Discipline **5400**

The goal and intention of the District is to enable students to obtain an education within a safe and disciplined environment, free of violence or the threat of violence, illegal drugs, alcohol, weapons, or any conduct, which interferes or disrupts the educational process.

The purpose of this Policy is to assure students' constitutional and statutory rights within the context of an orderly and effective educational process.

Whenever any student is on District property or is in any manner subject to the control or supervision of the District, the student is absolutely prohibited from possessing illegal drugs, alcohol, weapons or any objects, materials, or substances that are illegal by law or prohibited by District policy or rule.

All District student discipline shall be done in accordance with the procedures and requirements of the Student Discipline Act, and any other governing law, District policy, and/or District rule.

Related Policies and Rules: 5400.1, 5400.2, 5400.3, 5400.4, 5400.5, 5400.6

Legal Reference: Neb. Rev. Stat. § 79-254 et seq.

Policy Approved: July 5, 1994
Revised: September 11, 1995; June 1, 1998; September 25, 2000; May 6, 2019
Reaffirmed: April 19, 2010; January 5, 2026

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item: Rule 5400.6: Standards for Student Conduct

Meeting Date: January 5, 2026

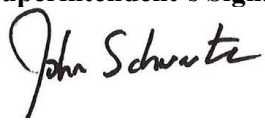
Background/ Description: Annual update

Action Desired: Approval

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Standards for Student Conduct

5400.6

I. Introduction.

A. Policy Statement. Every District student has the right to an education. The following Standards have been instituted to ensure that right within the context of an orderly and effective educational process. Each student and their parents are required, on their own, to become familiar with these Standards, and to help provide an atmosphere conducive to learning.

B. Grounds for Exclusion. A student may be excluded from school if there is reasonable information that the student has committed a prohibited act listed below while on District property, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct.

C. Exclusion from School Grounds and Activities. A student who is excluded from school for a suspension, expulsion, or emergency exclusion shall not enter upon District property, or ride in a vehicle owned, leased, or contracted by the District being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or participate in or attend a school-sponsored activity or athletic event. Expelled students and students suspended for ten (10) school days or more may enter upon District property for the sole purpose of attending alternative education at a location and time designated by the Executive Director of Student Services.

D. Length of Expulsions. Unless specified otherwise within these Standards, the expulsion of a student shall be for the remainder of the semester in which it took effect unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or within ten (10) school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year. Neb. Rev. Stat. §79-283(2).

E. Length of Suspension. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.

F. Contact of Legal Authorities. The principal of a school or the principal's designee shall notify as soon as possible the appropriate law enforcement authorities of the county or city in which the school is located, of any act of a student described in Neb. Rev. Stat. §79-267 which the principal or designee knows, or suspects is a violation of the Nebraska Criminal Code. Neb. Rev. Stat. §§79-262(1) and 293(1).

G. Sanction to be Followed. If minimum and maximum sanctions are not specified for a specific prohibited act, the recommended sanction shall be imposed.

H. Expulsion as Sanction. Expulsion is specified as a sanction for particular conduct because the District's Board of Education finds that the type of conduct for which expulsion is specified has the potential to seriously affect the health, safety, or welfare of the student, other students, staff members, or other persons, or to otherwise seriously interfere with the educational process. Neb. Rev. Stat. §79-262(1).

I. Students with Disabilities. Disciplinary procedures for students who have disabilities as defined by the Individuals with Disabilities Education Act and Section 504 of the Rehabilitation Act of 1973 shall be subject to the disciplinary procedures set forth in District Rules 5400.2 and 5400.3 and applicable federal and state law.

J. Students in Pre-Kindergarten through Second Grade. Students in pre-kindergarten through second grade shall not be suspended from school, and such students shall instead be subject to

disciplinary measures inside the school as an alternative to suspension. Provided however, if such a student brings a deadly weapon as defined in subsection IX (G) of this Rule, on to school grounds, or in a vehicle owned, leased, or contracted by the District being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or to a school-sponsored activity or athletic event, then the student may be suspended in accordance with subsections II(D)(1) through (4) of this Rule as may be applicable. Neb. Rev. Stat. § 28-109(7); Neb. Rev. Stat. § 79-265.01.

K. Mandatory Compliance. Students and their parent(s) or guardian(s) are hereby notified that compliance with the District's Standards for Student Conduct is mandatory. It is the responsibility of all students and their parent(s) or guardian(s) to become familiar with these Standards.

II. Violations Against Persons.

A. Use of Violence. Use of violence, force, coercion, threat, intimidation, or similar conduct in a manner that constitutes a substantial interference with school purposes.

1. Pushing, Shoving, Aggressive, or other Physical Contact Related to Non-injurious Behaviors.

a. Maximum Sanction. Short-term suspension.

b. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

2. Fighting. ~~Mutual a~~Attempting to physically harm another person through mutual combative physical contact.

a. First Offense.

(1) Minimum Sanction. Short-term suspension. There is no mandated minimum sanction below grade six (6).

(2) Maximum Sanction. Long-term suspension.

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

(4) Report to Law Enforcement. Legal authorities shall be contacted if substantial personal injuries are involved, an involved student or parent requests that a report to law enforcement be made, or a report is required or requested by law enforcement or the county attorney. Neb. Rev. Stat. §28-310(2); Neb. Rev. Stat. §§79-262(1), 267(1) and 293.

b. Additional Offenses.

(1) Minimum Sanction. Long-term suspension.

(2) Maximum Sanction. Expulsion.

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

(4) Report to Law Enforcement. Legal authorities shall be contacted if substantial personal injuries are involved, an involved student or parent requests that a report to law enforcement be made, or a report is required or requested by law enforcement or the county attorney. Neb. Rev. Stat. §28-310(2); Neb. Rev. Stat. §§79-262(1), 267(1) and 293.

3. Physical Assault. Initiation of a violent act against another person through aggressive

physical contact.

a. Minimum Sanction. Long-term suspension. There is no mandated minimum sanction below grade six (6).

b. Maximum Sanction. Expulsion.

c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

d. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-308 to 310; Neb. Rev. Stat. §§79-262(1), 267(1) and 293.

B. Personal Injury to District Employees, Volunteers, and Students. Causing or attempting to cause personal injury to an employee, a school volunteer, or to any student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this provision. Neb. Rev. Stat. §§79-267(3) and 283(3).

1. Sanctions on School Grounds.

a. Maximum Sanction. Expulsion for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the expulsion shall remain in effect for summer school and may remain in effect for the first semester of the following school year. Neb. Rev. Stat. §79-283 (3).

b. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

c. Report to Law Enforcement. Legal authorities shall be contacted if substantial personal injuries are involved. Neb. Rev. Stat. §§ 28-308 to 310; Neb. Rev. Stat. §§79-262(1), 267(3) and 293.

2. Sanctions off School Grounds.

a. Citation during the academic school year or the student admits that he or she has violated subsection II (B).

b. Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the curtailment shall remain in effect for summer school and may remain in effect for the first semester of the following school year.

C. Use of Threats or Intimidation.

1. Use of Threats (Verbal, ~~and~~ Written and Electronic). All threats, including those alleged to be jokes, will always be taken seriously and are subject to the following disciplinary action.

a. Level One Threat (Transient). Using a threat as part of a common expression or in a context that the recipient does not feel threatened, frightened, or coerced (e.g., “Oh, I could just kill you for that” or “I will punch you in the nose”).

(1) Maximum Sanction. Short-term suspension.

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

b. Level Two Threat (Serious Substantive). Using an expression or an implied or veiled threat with the intent of threatening, frightening, or coercing another or the recipient feels threatened, frightened, or coerced (e.g., "I will kill you").

(1) Minimum Sanction. Short-term suspension. There is no mandated minimum sanction below grade four (4).

(2) Maximum Sanction. Long-term suspension.

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

(4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. § 28-310; Neb. Rev. Stat. §§79-262(1), 267(1) and 293.

c. Level Three Threat (Very Serious Substantive). Threatening to kill or injure another person or threatening to damage property with potential for personal injury, without possessing a weapon or other object that could kill or injure the threatened or intimidated person, and the student describes how it will be done, including any threats that concern dangerous chemical substances, biochemical attacks, bioterrorism, bombs, or any type of explosive or incendiary device.

(1) Minimum Sanction. Long-term suspension. There is no mandated minimum sanction below grade four (4).

(2) Maximum Sanction. Expulsion.

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

(4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-310, 311.01 and 907; Neb. Rev. Stat. §§79-262(1), 267(1) and 293.

d. Threatening with an Object. Threatening with an object which looks like a weapon or an object that could be used to injure someone. To qualify as a look-a-like weapon, the object must closely resemble a real weapon in size, shape, and color even when examined up close.

(1) Minimum Sanction. Long-term suspension.

(2) Maximum Sanction. Expulsion.

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

D. Firearms, Explosives, and Weapons.

1. Firearms, Etc. Knowingly possessing, handling, transmitting, using, intimidating with, or threatening with any firearm, explosive, or destructive device. For the purposes of this subsection II(D)(1), firearm means any weapon, including a starter gun, which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, or the frame or receiver of any such weapon, or any firearm muffler or firearm silencer, or any destructive device. Such term does not include an antique firearm.

a. Sanctions on School Grounds.

(1) Minimum Sanction. Mandatory expulsion for one (1) year.

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.

(3) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04, 1215, 1216 and 1220; Neb. Rev. Stat. §§79-262(1), 267 (5) and 293.

b. Sanctions off School Grounds.

(1) Citation for illegal possession of a weapon during the academic school year or the student admits that he or she has violated subsection II(D).

(2) Extracurricular Sanction. Curtailment of extracurricular activities for one (1) year.

2. Use and Possession of Dangerous Weapons. Using, intimidating with, threatening with, handling, transmitting, possessing on one's person or in one's vehicle any dangerous weapon, including but not limited to any stun gun, paint ball gun, taser, air soft gun, B.B. gun, or pellet gun.

a. Sanctions on School Grounds.

(1) Minimum Sanction. Twenty (20) school day expulsion.

(2) Maximum Sanction. Expulsion for one (1) year.

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.

(4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04; Neb. Rev. Stat. §§79-262 (1), 267 (5) and 293.

b. Sanctions off School Grounds.

(1) Citation for illegal possession of a weapon during the academic school year or the student admits that he or she has violated subsection II (D).

(2) Extracurricular Minimum Sanction. Curtailment of extracurricular activities for twenty (20) school days.

(3) Extracurricular Maximum Sanction. Curtailment of extracurricular activities for one (1) year.

3. Other Dangerous Weapons. Using or threatening with a knife, throwing star, brass knuckles, chemical substances (including, but not limited to, mace, pepper spray, and bleach), and any other objects that could be used to injure a person.

a. Sanctions on School Grounds.

(1) Minimum Sanction. Long-term suspension.

(2) Maximum Sanction. Expulsion for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the expulsion shall remain in effect for summer school and may remain in effect for the first semester of the following school year. Neb. Rev. Stat. §79-283 (3).

(3) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

(4) Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-1202 to 1204.04; Neb. Rev. Stat. §§79-262(1), 267 (5) and 293.

b. Sanctions off School Grounds.

(1) Citation during the academic school year or the student admits that he or she has violated subsection II (D).

(2) Extracurricular Minimum Sanction. Curtailment of extracurricular activities for six (6) school days.

(3) Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the school year if the misconduct occurs during the first semester. If the misconduct occurs during the second semester the curtailment shall remain in effect for summer school and may remain in effect for the first semester of the following school year.

4. Possession of Certain Prohibited Objects. Knowingly possessing, handling, or transmitting knives, throwing stars, brass knuckles, or other objects not enumerated above which could cause injury.

a. Minimum Sanction. Short-term suspension.

b. Maximum Sanction. Expulsion.

c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

5. Possession of Look-a-Like Weapons. Knowingly possessing a look-a-like weapon. The object must closely resemble a real weapon in size, shape, and color even when examined up close.

a. Minimum Sanction. Short-term suspension.

b. Maximum Sanction. Long-term suspension.

c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

6. Exception for Certain Firearms. Subsection II(D) shall not apply to:

a. The issuance of firearms to or possession of firearms by members of the Reserve Officers Training Corps when training;

b. Firearms which may lawfully be possessed by the person receiving instruction under the immediate supervision of an adult instructor who may lawfully possess firearms; or

c. Firearms and guns which may lawfully be possessed and used off school grounds, not at a school function, activity, or event.

E. Extortion. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

F. Sexual Assault or Attempted Sexual Assault. Any sexual assault or attempt to sexually assault any person. Sexual assault shall mean sexual assault in the first or second degree as defined in Section IX (~~EE~~FF) of this Rule and Neb. Rev. Stat. §§28-319 and 320, or sexual assault of a child in the first, second or third degree as defined in Section IX (~~EE~~FF) of this Rule and Neb. Rev. Stat. §§28-319.01 and 320.01. Neb. Rev. Stat. §79-267(9).

1. Sanctions on School Grounds.

   a. Minimum Sanction. Mandatory expulsion for one (1) year and possible reassignment upon return.

   b. Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.

   c. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-319 to 320.01; Neb. Rev. Stat. §§79-262(1), 267(9) and 293.

2. Sanctions off School Grounds.

   a. Minimum Sanction. Curtailment of extracurricular activities for one (1) year.

   b. Maximum Sanction. Expulsion for one (1) year. A complaint must have been filed by a prosecutor in a court of competent jurisdiction alleging that the student has sexually assaulted or attempted to sexually assault any person off school grounds not at a school function, activity, or event, and the student's presence at school has a direct and immediate effect on maintaining discipline, order, or safety in the school. Neb. Rev. Stat. §79-267(9).

   c. Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.

G. Non-consensual Sexual Contact. The intentional touching of another person's sexual or intimate parts or the intentional touching of another person's clothing covering the immediate area of the other person's sexual or intimate parts, without the consent of the other person. Sexual contact also includes the non-consensual touching by the other person of the actor's sexual or intimate parts or the clothing covering the immediate area of the actor's sexual or intimate parts when such touching is intentionally caused by the actor. The sexual contact must be such that it can be reasonably construed as being for the purpose of sexual arousal or gratification of either party. Neb. Rev. Stat. §§28-318(5) and 320.

1. Sanctions on School Grounds.

   a. Minimum Sanction. Short-term suspension.

   b. Maximum Sanction. Expulsion.

   c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

   d. Report to Law Enforcement. Legal authorities must be contacted upon the request of the offended party. Neb. Rev. Stat. §§79-262(1) and 293.

2. Sanctions off School Grounds.

   a. Citation during the academic school year or the student admits that he or she has violated subsection II (G).

   b. Extracurricular Minimum Sanction. Curtailment of extracurricular activities for up to five (5) school days.

c. Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.

H. Consensual Sexual Contact. Touching of another person's sexual or intimate parts or touching of another person's clothing covering the immediate area of the other person's sexual or intimate parts, with the consent of the other person. Engaging in consensual sexual intercourse or other sexual acts on school grounds.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

~~H.~~I. Sexual Harassment. Unwanted or unwelcome activity of a sexual nature which materially interferes with or substantially disrupts the educational process. This may include, but is not limited to, unwanted touching, pinching, patting, verbal comments of a sexual nature, sexual name-calling, pressure to engage in sexual activity, repeated propositions, written messages, notes, cartoons or graffiti of a sexual nature, and unwanted body contact.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

J. Harassment. Any ~~intentionally~~ hurtful, demeaning, or disparaging acts, words, symbolic representations, or behavior used by a student or students against another student, students or staff member(s) that is disruptive to the educational process. This includes, but is not limited to, verbal, physical, visual, or graphic actions such as name-calling, taunting, mocking, slandering, humiliating, defaming, teasing, pestering, and making derogatory remarks, demeaning jokes, disparaging drawings or notes.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

K. Bullying. Any ongoing ~~intentionally~~ hostile or offensive verbal, written, graphic, demonstrative, electronic, or physical act used by a student or student(s) against another student or student(s) that has the purpose of exerting domination over another student through the act of intimidating, frightening, oppressing, retaliating, or adversely controlling the student, and that is disruptive of the educational process or any ongoing pattern of physical, verbal, written, graphic, demonstrative or electronic abuse, on District property, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct. This may include, but is not limited to, verbal, graphic, written or electronic activities such as name-calling, taunting, blackmailing, inciting to fight, terrorizing, threatening, or physical or demonstrative activities such as poking, blocking or impeding, following, hair pulling, mock hitting motions, intentionally bumping, tripping, and damaging clothing.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

L. Hazing. Any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation

with, or continued membership with or participation in any group or activity. Such hazing activity shall include, but shall not be limited to the following: whipping; beating; branding; forced and prolonged calisthenics; prolonged exposure to the elements; forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption; prolonged sleep deprivation; harassing by exacting unnecessary or disagreeable work, banter, ridicule, or criticism; or any brutal treatment or the performance of any unlawful act which endangers the physical or mental health or safety of any person. Consent to the hazing by the student(s) shall not be a defense to hazing.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

III. Violations Against Public Health and Safety.

A. Possession, Use or Under the Influence of Alcohol or other Drugs. Possession, use or being intoxicated or under the influence of an illegal narcotic drug, controlled substance, marijuana, mood-altering or behavior-affecting substance, look-a-like substance, or alcohol, or possession, use or being intoxicated, or under the influence of a prescribed medication by a student for whom the prescribed medication was not prescribed, or possession or use of drug paraphernalia.

1. Sanctions on School Grounds.

a. First Offense. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular activities).

b. Additional Offenses. Mandatory expulsion. Prior violations of subsections III (A), (B), (C), or (D), will be included as previous offenses.

c. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

d. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-416, 53-180 and 180.02; Neb. Rev. Stat. §§79-262 (1), 267(6) and 293.

2. Sanctions off School Grounds.

a. Citation during the academic school year or the student admits that he or she has violated subsection III (A).

(1) First Offense. Curtailment of extracurricular activities for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days curtailment of extracurricular activities).

(i) Students who self-report to a building administrator or coach or extracurricular activity sponsor, that he or she has violated subsection III(A), by self-reporting their violation the morning of the next school day following the violation, or if the next day following the violation is not a school day but extracurricular

practices, activities, or games are being held and the student self-reports to a building administrator or coach or sponsor before the extracurricular practices, activities, or games commence, then the curtailment of extracurricular activities will be reduced to seventeen (17) school days with the possibility of reduction to eight (8) school days upon the completion of the District-approved suspension reduction program.

(2) Additional Offenses. Prior violations of subsections III(A), (B), (C), or (D), on or off school grounds will be included as previous offenses.

(i) Extracurricular Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.

B. Distribution of Alcohol or other Drugs. Distribution or attempted distribution to or receipt or attempted receipt from, any other person, of any illegal narcotic drug, controlled substance, marijuana, look-a-like substance, mood-altering or behavior affecting substance, or alcohol.

1. Sanctions on School Grounds.

a. Minimum Sanction. Expulsion.

b. Extracurricular Sanction. Suspension from extracurricular activities during the time of expulsion.

c. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§ 28-416, 53-180 and 180.02; Neb. Rev. Stat. §§79-262(1), 267(6) and 293.

2. Sanctions off School Grounds.

a. Citation during the academic school year or the student admits that he or she has violated subsection III (B).

b. Extracurricular Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.

C. Possession, Use and Transportation of Medications. The possession, use, and transportation of prescribed and non-prescribed medications shall be in accordance with the following rules.

1. Possession of Medications **(Preschool and Elementary Levels).** Possession of prescribed or non-prescribed medications, or possession of prescribed or non-prescribed medications on school grounds during transportation to and from school, is prohibited. Elementary school students may possess and use glucose tablets and inhalers according to the provisions of Rule 5600.2.

a. First Offense.

(1) Maximum Sanction. Suspension for nineteen (19) school days.

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

b. Additional Offenses.

(1) Maximum Sanction. Expulsion. Prior violations of subsections III (A), (B), (C), or (D), will be included as previous offenses.

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

2. Possession of Medications **(Middle School Level)**. Possession of prescribed or non-prescribed medications, or possession of prescribed medications on school grounds during transportation to and from school, is prohibited. Middle school students may transport non-prescribed medications to and from school but must turn it into the nurse upon arrival at school. Middle school students may possess and use glucose tablets and inhalers according to the provisions of Rule 5600.2.

a. First Offense.

(1) Maximum Sanction. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular activities).

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

b. Additional Offenses.

(1) Maximum Sanction. Expulsion. Prior violations of subsections III (A), (B), (C), or (D), will be included as previous offenses.

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

3. Possession of Medications **(High School Level)**. Possession of prescribed medications is prohibited. High school students may possess non-prescribed medications, but they may not possess prescribed medications except in transport to and from school. Prescribed medications must be turned into the nurse upon arrival at school. High school students may possess and use glucose tablets and inhalers according to the provisions of Rule 5600.2.

a. First Offense.

(1) Maximum Sanction. Suspension for nineteen (19) school days. Parents, at their own expense, may choose to participate in a District-approved suspension reduction program. Successful completion of this program may reduce the suspension and curtailment of extracurricular activities by a maximum of nine (9) school days (results in a total of ten (10) school days suspension and curtailment of extracurricular activities).

(2) Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

b. Additional Offenses.

(1) Maximum Sanction. Expulsion. Prior violations of subsections III (A), (B), (C), or (D), will be included as previous offenses.

(2) Extracurricular Sanction. Suspension from extracurricular activities

during the time of suspension or expulsion.

D. Distribution of Prescribed Medications. Distribution or attempted distribution to or receipt or attempted receipt from any other person, of any prescribed medication.

1. Minimum Sanction. Long-term suspension.

2. Maximum Sanction. Expulsion.

3. Additional Offenses.

a. Minimum Sanction. Expulsion.

4. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

5. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. § 28-416; Neb. Rev. Stat. §§79-262(1), 267(6) and 293.

E. Distribution of Non-Prescribed Medications. Distribution or attempted distribution to or receipt or attempted receipt from any other person, of any non-prescribed medication.

1. First Offense. Short-term suspension.

2. Additional Offenses.

a. Minimum Sanction. Long-term suspension.

b. Maximum Sanction. Expulsion.

3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

F. Exposure to Bodily Fluids. Intentionally spitting, throwing, wiping, or otherwise dispersing bodily fluids or excrement on or to another student or staff member for the purpose of infecting, inciting, demeaning, or intimidating that person.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

G. Tobacco and E-Cigarette Products. Possession or use of tobacco products or e-cigarette type products.

1. First Offense. Suspension for three (3) school days. Students, may choose to complete the District-approved suspension reduction education module. Successful completion of the module will reduce the suspension and curtailment of extracurricular activities by a maximum of one (1) school day.

2. Maximum Sanction. Long-term suspension.

3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

H. Possession or Use of Fireworks. Possession or use of fireworks of any description.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

IV. Violations against Public Decency and Good Morals.

A. Public Indecency. Behavior resulting in public indecency (see definition). This subsection shall apply only to students above grade five (5). Neb. Rev. Stat. §79-267(7).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

B. Profanity and Obscenity. Verbal, written or electronic language, communications, pictures, photos, videos, digital images, drawings or materials of any kind that are reasonably offensive or repulsive to the person hearing, viewing or receiving the same and which is disruptive to the educational process.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

C. Pornography. ~~Any~~ Possession or distribution of any picture, photo, video, digital image, drawing or materials of any kind that in the reasonable judgment of school administrators constitute child pornography, pornography, or obscene materials pursuant to Neb. Rev. Stat. §§ 28-807, 808, 1463.02 or 1463.03, whether or not a citation is issued by a law enforcement officer or prosecuting authority.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

D. Disparaging Language/Symbolism. Disparaging or demeaning language or symbolic actions of any kind including, but not limited to gestures or language that ~~is intended to~~ disparages, demeans, or subjects another student or staff member to ridicule.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

E. Secret Organizations/Gangs. Participation or membership in any secret fraternity, sorority, club, association, or organization is prohibited. The wearing of any ring, pin, or insignia of such a secret organization is also prohibited. Organizations or gangs, which initiate, advocate, or promote violence, drug or alcohol use, sex, criminal activity, or activities which disrupt the school environment or threaten the safety or wellbeing of persons or property, and which identify themselves through the use of a name, geographic territory, unique appearance, or language, are a substantial disruption to and material interference with the educational environment, and are prohibited. The use of hand signals, graffiti, or the presence of any apparel, jewelry, accessory, or manner of grooming which, by virtue of its color, arrangement, trademark, symbol, or other attributes indicates or implies membership in or affiliation with such a group, constitutes a substantial disruption to and material interference with the educational environment, and are prohibited.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

V. Violations against Property.

A. Damage to Property. Willfully causing or attempting to cause substantial damage or participating in behavior that results in negligent damage to property, or repeated damage to property. This shall include school property lent to the student which the student damages. As to any such damaged property, the student's parent(s) or guardian(s) shall be liable for the damage to the school property. Neb. Rev. Stat. §79-267(2).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

3. Report to Law Enforcement. Legal authorities shall be contacted when the value of the property is five hundred dollars ($500.00) or more. Neb. Rev. Stat. §28-519; Neb. Rev. Stat. §§79-262(1), 267(2) and 293.

B. Theft/Larceny. Stealing or attempting to steal property, or repeated theft of property. This will include school property lent to a student that is not returned upon demand by an authorized staff member and for which there is no reasonable justification for the failure to return the property. Neb. Rev. Stat. §79-267(2).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

3. Report to Law Enforcement. Legal authorities shall be contacted when the value of the property is five hundred dollars ($500.00) or more. Neb. Rev. Stat. §§28-511 and 518; Neb. Rev. Stat. §§79-262(1), 267(2) and 293.

4. Sanctions off School Grounds. Committing burglary or theft which constitutes a felony provided the student has received a citation by a law enforcement officer which involves the offense subject to this subsection or the student admits that he or she has violated subsection V(B).

a. Extracurricular Maximum Sanction. Curtailment of extracurricular activities for the remainder of the semester unless the misconduct occurred within ten (10) school days prior to the end of the first semester, in which case the curtailment shall remain in effect through the second semester.

C. Arson or False Fire Alarm. Intentionally starting a fire. Use of any fire causing agents to start or attempt to start a fire. Purposely or knowingly causing a false fire alarm. Neb. Rev. Stat. §§28-502 to 504 and 907; Neb. Rev. Stat. §79-267(10).

1. Minimum Sanction. Short-term suspension.

2. Maximum Sanction. Expulsion.

3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

4. Report to Law Enforcement. Legal authorities (Police and Fire) shall be contacted if it is believed the arson was criminal. Neb. Rev. Stat. §§28-502 to 504 and 907; Neb. Rev. Stat. §§79-262(1), 267(10) and 293.

D. False Alarm or Report. Purposely making a false alarm or false report, or purposely furnishing false information or making a communication or statement, whether verbal, written or electronic, concerning the existence of any bomb, explosive device, weapon, firearm, dangerous chemical substance, or biochemical or terroristic device, or concerning an intent or attempt to be made to kill, injure, or intimidate any individual or to use, possess, or bring on to District property or to any District activity or event any bomb, explosive device, weapon, firearm, dangerous chemical

substance, or biochemical or terroristic device, or concerning the need for medical, police, or emergency services or procedures. Neb. Rev. Stat. §§28-907 and 1221; Neb. Rev. Stat. §79-267(10).

1. Minimum Sanction. Short-term suspension.

2. Maximum Sanction. Expulsion.

3. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

4. Report to Law Enforcement. Legal authorities shall be contacted. Neb. Rev. Stat. §§28-907 and 1221; Neb. Rev. Stat. §§79-262(1), 267(10) and 293.

E. Misuse of Technology. Direct or indirect use of personal technology devices, artificial intelligence programs, District computers, computer networks, or computer systems, which involves offensive, personal, commercial, and/or religious messages, or any unauthorized access or use of personal technology devices, District computers, computer networks, or computer systems which violates District policy or state or federal law. Neb. Rev. Stat. §§28-1341 to 1348; Neb. Rev. Stat. §79-267(10).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

3. Report to Law Enforcement. Legal authorities shall be contacted if the action constitutes a felony. Neb. Rev. Stat. §§28-1341 to 1348; Neb. Rev. Stat. §§79-262(1), 267(10) and 293.

F. Trespass. Entering or secretly remaining in any District building or on any District property or facility, or any separately secured portion thereof, without authorization. Neb. Rev. Stat. §28-520(1)(a).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

3. Mandatory Action. Legal authorities shall be contacted. Neb. Rev. Stat. §28-520(1)(a); Neb. Rev. Stat. §§79-267(10) and 293.

VI. Violations against School Administration.

A. Tardy/Truancy/Elopement. Unauthorized absence from school. Neb. Rev. Stat. §§79-201 and 209.

1. Maximum Sanction. Short-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

B. Gambling. Playing any game of chance for money or other stakes. Neb. Rev. Stat. §79-267(10).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

C. Dishonesty. Dishonesty that interferes with the educational process.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

D. Dress Code Violation. Failure to comply with the established building dress code.

1. Maximum Sanction. Long-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

E. Failure to Report. Failure to comply with assigned discipline consequence.

1. Maximum Sanction. Long-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

F. Failure to Comply. Failure to follow established building rules and procedures.

1. Maximum Sanction. Long-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

G. Open Campus/Unauthorized Area Violation. Violating established open campus rules and/or being in an unauthorized location without permission.

1. Maximum Sanction. Long-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

H. Cheating or Plagiarism. Cheating on examinations including but not limited to ELO examinations. Plagiarism on projects including but not limited to reports, research papers, and portfolios.

1. Maximum Sanction. Long-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

I. Insubordination/Defiance/Non-Compliance. Disrespect for, defying authority of, or refusing to obey requests or directions of teachers, school officials or school employees.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

J. Disruptive Behavior. Behavior or possession of any item that materially interferes with or substantially disrupts class work, school activities, or the educational process.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

K. Nuisance Items. Any item in a student's possession that is sufficiently annoying, offensive, unpleasant, or obnoxious that it substantially interferes with or materially interrupts the educational process. These items may include but are not limited to all electronic devices and

toys.

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

L. Unlawful Activity. Engaging in any unlawful activity not specifically covered herein, which constitutes a danger to other students or school personnel or interferes with school purposes or the educational process. Neb. Rev. Stat. §79-267(10).

1. Maximum Sanction. Expulsion.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension or expulsion.

M. False Complaints. False accusations or complaints against another student or staff member.

1. Maximum Sanction. Long-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

N. Student Identification. Failure of a high school student to present the school approved student identification card upon the request of a District staff member while on District property, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct.

1. Maximum Sanction. Short-term suspension.

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

O. Elopement/Runaway. Leaving an assigned supervised area without permission. This can include leaving a classroom, school grounds or any assigned area.

1. Maximum Sanction. Short-term Suspension

2. Extracurricular Sanction. Suspension from extracurricular activities during the time of suspension.

VII. Repeated Offenses or Series of Prohibited Conduct.

A. Two (2) or more violations of prohibited conduct or violation of two (2) or more of the acts prohibited herein within the current building level, which constitute a substantial interference with school purposes. Neb. Rev. Stat. §79-267(11).

1. Sanction. Unless otherwise provided herein, prohibited conduct otherwise subject to short-term suspension may be subject to long-term suspension; conduct otherwise subject to long-term suspension may be subject to expulsion; prohibited conduct initially subject to expulsion may be again subject to expulsion.

VIII. Curtailment of Extracurricular Activities.

A. General Statement. When reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process, the District shall curtail a student's participation in District extracurricular activities. Students shall not be permitted to be on District property or participate in or attend District-sponsored extracurricular activities during the time period that the

student is excluded from school for disciplinary reasons. In addition, students may be curtailed from extracurricular activities for misconduct taking place off school grounds and not at a school function, activity, or event. Curtailment may also occur outside the academic school year if the misconduct takes place on District property or during a school-sponsored activity pursuant to the provisions of this section.

B. Period of Ineligibility for Conduct on School Grounds.

1. Period of Ineligibility. During any time period that a student is excluded from school due to short-term suspension, long-term suspension, expulsion, or emergency exclusion for conduct occurring on District property, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct, the student so excluded shall also be ineligible for participation in extracurricular activities for the entire period of exclusion from school, and will also be prohibited from being on District property or attending any District-sponsored extracurricular events during the period of exclusion from school.

C. Period of Ineligibility for Conduct off School Grounds.

1. Period of Ineligibility. The prohibited conduct contained in Sections II (B), (D), (F), and (G), III (A), and (B), and V (B) of this Rule, shall subject the student to the periods of ineligibility for extracurricular activities therein provided for conduct occurring off school grounds and not at a school event during the academic school year.

D. District Events During Ineligibility Period. Students who are ineligible for participation in extracurricular activities will also be prohibited from attending any District-sponsored extracurricular events during the ineligibility period.

E. Effective Following Semester if Necessary. The ineligibility period shall remain in effect during the following semester (including the following school year) if there are insufficient school days in the semester to complete the ineligibility period.

F. Extracurricular Commutation. Penalties assigned under this section may be reduced by the Superintendent or Superintendent's designee upon the successful completion of counseling, community service, or other alternatives to curtailment set by the District. The District shall have the sole discretion in determining whether the student is eligible for commutation, and what form the counseling, community service, or other alternatives to curtailment must be successfully completed before commutation may take place. Any costs associated with counseling, community service, or other alternatives to curtailment shall be borne by the student or the student's parent(s) or guardian(s).

G. Effective Date. The effective date of the curtailment of extracurricular activities shall be the date that the principal or principal's designee provides the student with the oral or written notice of the charges, except the principal shall not issue a letter of curtailment until there is a student admission, court decision or citation.

IX. DEFINITIONS.

A. "Academic school year" shall mean the time students are in school during the dates and times set by the school calendar and adopted by the Board, including summer school.

B. "Alcoholic beverage" shall mean any substance subject to the jurisdiction of the Nebraska Liquor Commission.

C. "Citation" shall mean a written complaint, writ, summons, requirement to appear, ticket, uniform citation form, decree, notice, warrant, indictment, information, or other legal process issued by a law enforcement officer or prosecuting authority, which charges the student with committing an offense

against the law, whether given directly to the student or the student's parent or guardian, or forwarded to a federal, state, county, or municipal attorney, prosecutor, or prosecuting authority.

D. "Controlled substance" shall mean opiates, opium derivatives, depressants, stimulants, and the substances and derivatives as defined by Neb. Rev. Stat. §28-401(4) including, but not limited to, "uppers", "downers", barbiturates, amphetamines, LSD, heroin, hashish, hallucinogenic substances, cocaine, and substances such as glue, to the extent any such substance is used for the purpose of mood or behavior alteration by a student, and any other substance which alters the mood or behavior and which is not taken for medical purposes (e.g., steroids).

E. "Current building level" shall mean the current education level in which the student is enrolled (i.e., grades 9-12 are the high school building level, grades 6-8 are the middle school building level, and grades K-5 are the elementary school building level).

F. "Curtailment of extracurricular activities" shall mean that the student is ineligible for participation in or attending any extracurricular activities. During any time that a student is excluded from school for conduct occurring while within school jurisdiction, the student is ineligible for participation in or attending any extracurricular activities.

G. "Deadly weapon" shall mean any firearm, knife, bludgeon, or other device, instrument, material, or substance, whether animate or inanimate, which in the manner it is used or intended to be used is capable of producing death or serious bodily injury. Neb. Rev. Stat. § 28-109(7); Neb. Rev. Stat. §79-265.01.

H. "Destructive device" shall mean (1) any explosive, incendiary, chemical or biological poison, or poison gas-bomb, grenade, rocket having a propellant charge of more than four (4) ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine, booby trap, Molotov cocktail, bottle or pipe bomb, vessel or container intentionally caused to rupture or mechanically explode or device similar to any of the devices described in the proceeding clauses; (2) any type of weapon (other than a shotgun shell which is generally recognized as particularly suitable for sporting purposes) by whatever name known which will, or which may be readily converted to expel a projectile by the action of an explosive or other propellant, and which has any barrel with a bore of more than one-half inch in diameter; and (3) any combination of parts either designed or intended for use in converting any device into any destructive device or from which a destructive device may be readily assembled.

I. "Distribution or attempted distribution to or receipt or attempted receipt from, any other person" shall mean all actions, activities, and communications, whether verbal, written, or electronic, involved with the transfer or attempt to transfer, or the receipt or attempt to receive any illegal narcotic drug, controlled substance, marijuana, look-a-like substance, mood-altering or behavior affecting substance, alcohol, prescribed medications, or non-prescribed medications. These terms shall be broadly construed and interpreted to include, but not be limited to, any and all actions, activities, and communications concerning the sale, transfer, trading, offering, gifting, receiving, purchasing, soliciting, and/or acceptance of the aforesaid substances, whether or not a transfer is actually made, and whether or not the student comes into actual possession thereof.

J. "Drug paraphernalia" shall mean all equipment, products, materials, and items which are used, intended for use, altered for use, or designed for use, in manufacturing, injecting, ingesting, inhaling, vaporizing, or otherwise introducing into the human body any controlled substance.

K. "Exclusion" shall mean that time period a student is excluded from school during short-term suspension, long-term suspension, emergency exclusion, or expulsion. It may also mean that time period that the student is mandatorily reassigned.

L. "Expulsion" shall mean exclusion from all schools in the District (except the location designated for alternative education).

M. "Extracurricular activities" shall mean all athletic teams, activities, groups, clubs, homecomings, proms, dances, graduation ceremonies, and all other organizations or events sponsored by or associated

with the District which are not part of the District curriculum.

N. "Firearms" shall mean (1) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (2) the frame or receiver of any such weapon; (3) any firearm muffler or firearm silencer; or (4) any destructive device. Such term does not include an antique firearm.

O. **"**Illegal narcotic drug**"** shall mean the illegal substances as defined by Neb. Rev. Stat. §28-401(15).

P. "Ineligibility period" shall mean that period of time that a District student is prohibited from participating in and/or attending any District extracurricular activities.

Q. "Injury" shall mean damage to a person that results in a specific wound or wounds that requires first aid treatment or a physician's care.

R. **"**Long-term suspension**"** shall mean exclusion from all schools in the District for more than five (5) school days but less than twenty (20) school days. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.

S. "Look-a-like substance" (also known as imitation controlled substance) shall mean any substance which is not a controlled substance, but which by its appearance (including, but not limited to, color, shape, size, markings, or packaging) or by representations made, induce or are intended to induce, persons to believe that the substance is a controlled substance. "Look-a-like substance" shall include any beverage containing alcohol or a beverage that is represented to contain alcohol.

T. **"**Medication**"** shall be broadly defined and shall mean all prescribed medications, over the counter and other non-prescribed medications, and all chemical substances, compounds, homeopathic substances, herbs, vitamins, and/or devices, which purport to aid in a person's health or well-being or are intended for use in the diagnoses, cure, mitigation, treatment, or prevention of diseases, or are intended to affect the structure or any function of the body; and any device, instrument, apparatus, implement, machine, contrivance, implant, or other similar or related article, including any component part or accessory, which is prescribed by a physician, physician assistant, or advanced practice registered nurse, and dispensed by a pharmacist or other person authorized by law.

U. **"**Non-prescribed medication**"** shall mean all medications which are available without a prescription or order from a person who is licensed under the laws of Nebraska to prescribe medications.

V. "On school grounds" shall mean on District property, in a vehicle owned, leased, or contracted by the District being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct.

W. **"**One year**"** shall mean the three hundred sixty-five (365) days that follow the acts at issue.

X. "Possession of a substance" shall mean situations where a student has on his or her person, within his or her personal property, within his or her vehicle, within school property assigned to him or her or under his or her control, a substance prohibited under this Rule, while on District property, in a vehicle owned, leased, or contracted by the District being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event. Small or trace amounts of a prohibited substance constitute possession of a substance, and positive results from alcohol or other drug screening and testing technology are evidence of the possession of prohibited substances. Constructive and/or joint possession applies to situations where a student knowing remains in a location where a substance prohibited under this Rule is being used, possessed, and/or handled.

Y. **"**Prescribed medication**"** shall mean all medications which are available only with a prescription or order from a person who is licensed under the laws of Nebraska to prescribe medications.

Z. "Prior violations" shall mean violations of the cited subsections, which occurred while the student is in the current building level. Student conduct violations which occurred in another school district at the current building level shall be included as prior violations. For suspension, expulsion, or reassignment purposes, prior violations shall only include previous student conduct violations which occurred on school grounds. For curtailment of extracurricular activities purposes, prior violations shall include previous student conduct violations which occurred on or off school grounds.

AA. "Public indecency" shall mean performing, procuring, or assisting any other person to perform, in a public place and where the conduct may reasonably be expected to be publicly viewed: (1) an act of sexual penetration; (2) an exposure of the genitals, female breasts or buttocks of the body done with intent to affront or alarm any person; or (3) a lewd fondling or caressing of the body of another person of the same or opposite sex.

BB. "Reasonable information that the student has committed a prohibited act" shall mean such amount of information from which a reasonable school administrator who is not acting based on improper motives such as discrimination, retaliation, revenge, or retribution, could reasonably conclude that the student engaged in the prohibited acts in question. Such amount of information shall not be evidence beyond all reasonable doubt, or clear and convincing evidence, or even a preponderance of the evidence. Such reasonable information shall be evaluated within the context of an orderly and effective educational process, and shall not be evaluated within the context of any laws, regulations, rules, practices, or procedures which may be applicable in any criminal or civil judicial proceedings, administrative officer proceedings, law enforcement or administrative agency investigation proceedings, or formal evidentiary proceedings.

CC. "School day" shall mean any day that school is in session and students are attending academic courses. It does not include days that practices for extracurricular activities are held during the summer, or weekends and vacations that occur during the academic school year.

DD. "School jurisdiction" shall mean on District property, in a vehicle owned, leased, or contracted by the District being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event, or any other place where the governing law permits the District to discipline students for prohibited conduct.

EE. "Semester" shall mean the equivalent of one half of the required student instructional days.

FF. "Sexual assault" shall mean sexual assault in the first or second degree as defined in Neb. Rev. Stat. §§28-319 and 320, or sexual assault of a child in the first, second or third degree as defined in Neb. Rev. Stat. §§28-319.01 and 320.01, as such statutes now provide or may hereafter be amended. Sexual assault in the first degree occurs when a person subjects another person to sexual penetration without the consent of the victim, or when a person who is nineteen years of age or older subjects another person who is at least twelve but less than sixteen years of age to sexual penetration. Neb. Rev. Stat. §28-319. Sexual assault in the second degree occurs when a person subjects another person to sexual contact without the consent of the victim and the actor causes serious personal injury to the victim. Neb. Rev. Stat. §28-320. Sexual assault of a child in the first degree occurs when a person who is nineteen years of age or older subjects another person under twelve years of age to sexual penetration. Neb. Rev. Stat. §28-319.01. Sexual assault of a child in the second degree occurs when a person who is nineteen years of age or older subjects another person fourteen years of age or younger to sexual contact and the actor causes serious personal injury to the victim. Neb. Rev. Stat. §28-320.01. Sexual assault of a child in the third degree occurs when a person who is nineteen years of age or older subjects another person fourteen years of age or younger to sexual contact and the actor does not cause personal injury to the victim. Neb. Rev. Stat. §28-320.01.

GG. "Sexual or intimate parts" shall mean the genital area, groin, inner thighs, buttocks or breasts.

HH. "Short-term suspension" shall mean exclusion from all schools in the District not to exceed five (5) school days. If there are insufficient school days in the first semester to complete the suspension period, the suspension period will be carried over to the second semester.

II. "Under the influence**"** shall mean the manifestation of physical and physiological symptoms or

reactions caused by the use of any illegal narcotic drug, controlled substance, marijuana, mood-altering or behavior- affecting substance, prescribed medication by a student for whom the prescribed medication was not prescribed, or alcohol. Factors which may be taken into consideration are: the odor of a prohibited substance on the student's breath or clothes, glassy eyes, slurred speech, physical mobility, and such other factors which the training of school administrators indicates as being evidence of the use of prohibited substances or being under the influence of the same. Positive results from alcohol or other drug screening and testing technology are evidence of the use and possession of prohibited substances or being under the influence of the same.

JJ. "Use of substance" shall mean situations where there is reasonable suspicion to believe a student has assimilated a prohibited substance or is under the influence of the same while on District property, in a vehicle owned, leased, or contracted by the District being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or his or her designee, or at a school-sponsored activity or athletic event. Factors which may be taken into consideration are: the odor of a prohibited substance on the student's breath or clothes, glassy eyes, slurred speech, physical mobility, and such other factors which the training of school administrators indicates as being evidence of the use of prohibited substances or being under the influence of the same. Positive results from alcohol or other drug screening and testing technology are evidence of the use and possession of prohibited substances or being under the influence of the same.

Legal Reference: Neb. Rev. Stat. §§28-319, 319.01, 320 and 320.01
Neb. Rev. Stat. §28-401
Neb. Rev. Stat. §§28-502 and 504
Neb. Rev. Stat. §§28-511, 518 and 519
Neb. Rev. Stat. §28-907
Neb. Rev. Stat. §28-1202 *et seq.*
Neb. Rev. Stat. §28-1341
Neb. Rev. Stat. §79-254 *et seq.*
Neb. Rev. Stat. §79-265.01
Related Rules: 5300.3, 5400.1, 5400.2, 5400.3, 5400.4, 5400.5, 5410.1, 5470.1, 5480.1, 5490.1, 5600.2

Rule Approved: May 7, 2001

Revised: April 15, 2002; May 5, 2003; March 15, 2004; June 5, 2006; July 9, 2007; June 2, 2008; February 2, 2009; May 18, 2009; May 17, 2010; April 4, 2011, April 16, 2012; April 22, 2013; November 4, 2013; January 6, 2014; April 21, 2014; April 20, 2015; April 18, 2016; April 17, 2017; May 6, 2019; April 20, 2020; January 3, 2022; January 9, 2023; August 21, 2023; January 15, 2024; January 13, 2025; January 5, 2026

Reaffirmed: January 4, 2021

Millard Public Schools
Omaha, Nebraska

AGENDA SUMMARY SHEET

Agenda Item:	First Reading of Policy 8230 – Internal Board Policies - Remuneration, Reimbursement, and Insurance Coverage
Meeting Date:	January 5, 2026
Background/ Description:	Review and update to Policy and underlying Rules to allow coverage of current Board members to enroll in District offered benefits, paid 100% by the Board member, as permitted by statute. This Policy has been reviewed by the District's legal counsel.
Action Desired:	First Reading of Policy 8230 – Internal Board Policies - Remuneration, Reimbursement, and Insurance Coverage
Policy / Strategic Plan Reference:	N/A
Responsible Person(s):	Dr. John Schwartz, Superintendent Jake Curtiss, Director of Employee Relations

Superintendent's Signature:



Internal Board Policies

Remuneration, ~~and~~ Reimbursement, and Insurance Coverage **8230**

Members of the Board shall be reimbursed for all necessary expenses incurred in attending any meetings or in making any trips on official business for the School District when so authorized by the Board. Members of the Board may participate in the School District's hospitalization, medical, surgical, accident, sickness, or term life insurance coverage or any one or more of such coverages as permitted by law and in accordance with District policies and rules.

Policy Adopted: February 4, 1974 Millard Public Schools
Revised: September 9, 1996 Omaha, NE
August 3, 1998
March 3, 2003
January 19, 2026

Reaffirmed: October 3, 2011
January 9, 2017

Legal Reference
Neb. Rev. Stat. § 79-807 Board of Education; compensation, ~~and;~~
Neb. Rev. Stat. § 79-546 Association of school boards, membership dues; payment authorized,
Neb. Rev. Stat. § 79-506 Insurance coverage; authorized

Internal Board Policies

Remuneration, ~~and~~ Reimbursement, and Insurance Coverage **8230.1**

Reimbursements, and remuneration to board members shall be made through the board treasurer. Members of the Board may participate in the School District's hospitalization, medical, surgical, accident, sickness, or term life insurance coverage or any one or more of such coverages as permitted under Nebraska law

1. Each board member may attend one major convention per fiscal year; provided, however, that the board member has notified the board in a regular or special meeting of the intention to attend the meeting and the identification thereof. Attendance at any additional meetings or events for which the board member wishes to be reimbursed for expenses shall be approved by the board before the expenses are incurred.

2. Car rental expenses related to the board member's attendance at meetings will be reimbursed.

3. Board members will pay expenses for spouses or family members who might accompany him or her on a trip, if that expense would not have been otherwise incurred by the board member.

4. Lodging, registration, and reservations may be made through the Superintendent's secretary.

5. Board members will be reimbursed for reasonable and necessary expenses incurred when traveling. Board members will be reimbursed at the current rate established by the Nebraska Department of Administrative Services for use of his or her automobile while on board business and in accordance with rules and opinions of the Nebraska Accountability and Disclosure Commission. A mileage report will be submitted to the District for reimbursement.

6. Board members will be reimbursed for materials purchased, which are deemed necessary by the board for Board purposes, such as books and other publications. Those materials will become property of the District and will become part of the board library.

7. Office supplies will be obtained from the central office. A board member will not be reimbursed for the purchase of any supplies by that board member without prior approval of the board.

8. Actual and necessary expenses for long distance telephone calls and broadband internet access will be reimbursed when approved by the board. Installation and monthly charges for a broadband internet connection that is to be used exclusively for communication with constituents, internet access, and other board business will be reimbursable. Bills are to be submitted to the District.

9. A computer meeting the "district standard" shall be loaned to each requesting board member during his or her term of office to assist in fulfilling their responsibilities as a board member. Upon retiring from the Board of Education, the board member will be offered the opportunity to purchase the loaned computer based on fair market value. Board members will also be offered the opportunity to purchase the computer based on fair market value should the computer be replaced during their term of office. Such sales must be approved by a two-thirds vote of the entire board.

10. During their term of office, members of the Board may, pursuant to the School District's procedures, elect to participate in the School District's hospitalization, medical, surgical, accident, sickness, or term life insurance coverage or any one or more of such coverages as permitted by Nebraska law and subject to the following terms and conditions:

A. Any hospitalization, medical, surgical, accident, sickness, or term life insurance coverage available to persons serving as Board members during their term of office shall be identical to any such coverages that are offered to District employees and shall be subject to the same terms and conditions applicable to District employees;

B. Board Members electing to participate in any hospitalization, medical, surgical, accident, sickness, or term life insurance coverage shall pay to the District the entire premium cost, including both the employee and the employer portions of any premiums for such coverage;

C. The payment of such premium amounts shall be made by the Board member in a timely manner and in accordance with payment terms established by Human Resources. Failure to make timely premium payments shall result in termination of coverage.

D. The District shall report quarterly at a Board of Education meeting the identity of the Board members who have elected to participate in any hospitalization, medical, surgical, accident, sickness, or term life insurance coverage in accordance with Nebraska law and such report shall be made available in the District office for review by the public upon request.

E. Board members who elect to participate in any hospitalization, medical, surgical, accident, sickness, or term life insurance coverage shall comply with all mandatory reporting and disclosure requirements as required by Nebraska law.

F. Eligibility for any coverage provided under this rule shall terminate upon a person ceasing to be a member of the Millard Public School Board of Education. Persons who elected coverage while a member of the Board shall no longer be eligible for coverage after the month they cease being a Board member and shall not have the option to continue coverage.

Adopted: September 9, 1996
Revised: August 3, 1998
August 3, 1998
March 3, 2003
January 19, 2026

Millard Public Schools
Omaha, NE

Reaffirmed: October 3, 2011
January 9, 2017

Legal Reference
Neb. Rev. Stat. § 79-807 Board of Education; compensation, ~~and;~~
Neb. Rev. Stat. § 79-546 Association of school boards, membership dues; payment authorized,
Neb. Rev. Stat. § 79-506 Insurance coverage; authorized

AGENDA SUMMARY SHEET

Agenda Item: Designation of the Official Newspaper of Record

Meeting Date: Monday, January 5, 2026

Background/
Description: In accordance with Nebraska law and district policy, advance publicized notice is made before regular and special Board of Education meetings by a method designated by the Board and recorded in the minutes.

Since January 12, 2004, *The Daily Record* has been designated as the official paper of record. *The Daily Record* also is the official paper for the City of Omaha, the County of Douglas, the Fourth Judicial District Court, the County Court of Douglas County, the Separate Juvenile Court of Douglas County, the Nebraska Department of Roads, the Nebraska Public Service Commission, the Omaha Bar Association, the Omaha Barristers Club, the Omaha Legal Professionals Association, and the Nebraska Association of Legal Assistants. *The Daily Record* charges 67¢ for the first line and 58¢ for each line thereafter. A $10 proofing charge is also included with each order.

In the event that a special meeting is called after the deadline has passed for *The Daily Record*, the meeting is advertised in the *Omaha World-Herald* or the *Midlands Business Journal*.

The *Omaha World-Herald's* cost per line is 55¢ for the first run and decreases to 47¢ for additional runs. Other costs include a $10 online upload fee, a $20 Lee Enterprises processing fee, and a processing fee from Column, the third-party company managing the notices. This second processing fee is a percentage of the total order.

The *Midlands Business Journal* charges $1.25 per line per week, plus a $10 affidavit fee. They also use Column, and include a ten percent fee to cover that service.

The average notice in Millard is approximately ten lines. In addition to publication in the official newspaper, the Board of Education meeting schedule is listed on the district calendar which can be viewed on the front page of the district website and on the district app.

Action Desired: Approval of *The Daily Record* as the Official Paper of Record

Policy /
Strategic Plan
Reference: Parameter: We will always communicate effectively, both internally and externally, in order to implement our strategic plan, operate our schools, and maintain high levels of community support.

Responsible Person(s): Rebecca Kleeman, Director of Communications

Superintendent's Signature:



AGENDA SUMMARY SHEET

Agenda Item: Designation of Official Depositories

Meeting Date: January 5, 2026

Background/ Description: School districts are required by Nebraska statutes to officially designate the financial institutions they will be using for the purpose of depositing funds. This action is taken in January of each year.

Currently, American National Bank is providing our banking services except for some activity fund related services which are provided by First National Bank, US Bank, and Core Bank. Millard West High School is the only school using Core Bank as a depository and has begun a transition to First National Bank, meaning the Core Bank will likely not be on the list of approved depositories for next year (2027).

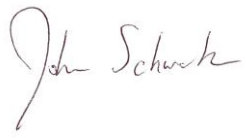
School district funds are also invested in the Nebraska Liquid Asset Fund. This is a statewide investment pool that provides secured short-term investment opportunities for Nebraska school districts and ESUs.

Action Desired: It is recommended that the district designate American National Bank and the Nebraska Liquid Asset Fund as the primary depositories for school district funds with the further designation of First National Bank, US Bank, and Core Bank for school activity fund deposits.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:



AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Neihardt Elementary School Furniture Replacement Phase 2

Meeting Date: January 5, 2026

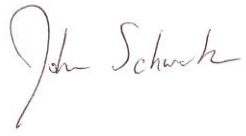
Background/ Description: This is a summer project funded with the proceeds from the 2020 bond issue.

Action Desired: It is recommended that the contract for the Neihardt Elementary School Furniture Replacement Phase 2 be awarded to Meteor in the amount of $151,811.07 and to Virco in the amount of $15,173.70 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:



MPS
SUPPORT SERVICES CENTER

Memo

To: Chad Meisgeier

From: Steve Mainelli

CC: John Brennan

Date: 12/5/2025

Re: **Neihardt Phase 2 Furniture Replacement**

Chad:

Bids were received on December 4, 2025 for the Neihardt Phase 2 Furniture Replacement project. Per the attached bid tab, four bids were received and one of those bidders proposed two different manufacturers. The estimated cost for this project is $175,352.

Bidders were asked to submit their bids on a line item basis. Two of the bids based their proposal on a non-approved manufacturer and were not considered. The sum total of low bids for each individual line item from the remaining bidders is $166,984.77. Sheppards Business Interiors were the low bidder on two line items but have asked to withdraw their proposal since they would have to modify their pricing based on such a small scope of work. Excluding SBI, Meteor was the low bidder on all but two line items and Virco was low bidder on the other two items.

Based on these results and in order to maintain consistency in the products received as well as their past performance, we recommend the project be awarded to Meteor in the amount of $151,811.07 and Virco in the amount of $15,173.70.

NEIHARDT PHASE 2 FURNITURE REPLACEMENT - BID TABULATION

N - Product does not meet specifications (typical)

BID ITEM #1 - TEACHER DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	17	$ 1,139.05	$ 19,363.85	4	$ -	$ -	$ 19,363.85
Meteor	Scholar Craft	TDB3060SP	Y	17	$ 1,093.95	$ 18,597.15	4	$ 26.67	$ 106.68	$ 18,703.83
SBI	Scholar Craft		Y	17	$ 1,167.00	$ 19,839.00	4	$ 15.84	$ 63.36	$ 19,902.36
SBI	Smith System		N	17	$ 677.00	$ 11,509.00	4	$ 15.84	$ 63.36	$ 11,572.36
ESTIMATE				17	$ 1,125.00	$ 19,125.00	4	$ 30.00	$ 120.00	$ 19,245.00

BID ITEM #2 - MOBILE LECTERN

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	18	$ 949.05	$ 17,082.90	0	$ -	$ -	$ 17,082.90
Meteor	Scholar Craft	TDCRLECTERN	Y	18	$ 757.35	$ 13,632.30	0	$ -	$ -	$ 13,632.30
SBI	Scholar Craft		Y	18	$ 810.00	$ 14,580.00	0	$ -	$ -	$ 14,580.00
SBI	Smith System		N	18	$ 440.00	$ 7,920.00	0	$ -	$ -	$ 7,920.00
ESTIMATE				18	$ 775.00	$ 13,950.00	0	$ -	$ -	$ 13,950.00

BID ITEM #3 -TEACHER CHAIR

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	20	$ 189.05	$ 3,781.00	17	$ -	$ -	$ 3,781.00
Meteor	Scholar Craft	SC310XL-P	Y	20	$ 213.81	$ 4,276.20	17	$ 6.67	$ 113.39	$ 4,389.59
SBI	Scholar Craft			20	$ 208.00	$ 4,160.00	17	$ 7.92	$ 134.64	$ 4,294.64
Virco	Virco		Y	20	$ 311.05	$ 6,221.00	17	$ -	$ -	$ 6,221.00
ESTIMATE				20	$ 220.00	$ 4,400.00	17	$ 8.50	$ 144.50	$ 4,544.50

BID ITEM #3A -TEACHER ACTIVITY CHAIR

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	38	$ 189.05	$ 7,183.90	40	$ -	$ -	$ 7,183.90
Meteor	Scholar Craft	Ovation SC3118XL-C	Y	38	$ 117.04	$ 4,447.52	40	$ 6.67	$ 266.80	$ 4,714.32
SBI	Scholar Craft			38	$ 117.00	$ 4,446.00	40	$ 7.92	$ 316.80	$ 4,762.80
SBI	Smith System		N	38	$ 111.00	$ 4,218.00	40	$ 7.92	$ 316.80	$ 4,534.80
Virco	Virco		Y	38	$ 166.09	$ 6,311.42	40	$ -	$ -	$ 6,311.42
ESTIMATE				38	$ 120.00	$ 4,560.00	40	$ 8.50	$ 340.00	$ 4,900.00

BID ITEM #4 -FILE CABINET - 2 DRAWER

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor	Great Openings	EL-Pull 5309 Paint	Y	19	$ 353.43	$ 6,715.17	13	$ 13.33	$ 173.29	$ 6,888.46
SBI	Global		Y	19	$ 298.00	$ 5,662.00	13	$ 7.92	$ 102.96	$ 5,764.96
ESTIMATE				19	$ 320.00	$ 6,080.00	13	$ 20.00	$ 260.00	$ 6,340.00

BID ITEM #5 -STUDENT DESK

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**187**	$ 464.55	$ 86,870.85	**154**	$ -	$ -	$ 86,870.85
Meteor	Scholar Craft	SC4510SP	Y	**187**	$ 213.97	$ 40,012.39	**154**	$ 13.33	$ 2,052.82	$ 42,065.21
SBI	Scholar Craft			**187**	$ 233.00	$ 43,571.00	**154**	$ 7.92	$ 1,219.68	$ 44,790.68
SBI	Smith System		N	**187**	$ 191.00	$ 35,717.00	**154**	$ 7.92	$ 1,219.68	$ 36,936.68
Virco	Virco		Y	**187**	$ 224.38	$ 41,959.06	**154**	$ -	$ -	$ 41,959.06
ESTIMATE				**187**	$ 210.00	$ 39,270.00	**154**	$ 15.00	$ 2,310.00	$ 41,580.00

BID ITEM #6 - STUDENT TABLE (30' x 60")

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**48**	$ 284.05	$ 13,634.40	**16**	$ -	$ -	$ 13,634.40
Meteor	Scholar Craft	FS949RE3060-2140	Y	**48**	$ 208.31	$ 9,998.88	**16**	$ 13.33	$ 213.28	$ 10,212.16
SBI	Scholar Craft		Y	**48**	$ 242.00	$ 11,616.00	**16**	$ 15.84	$ 253.44	$ 11,869.44
SBI	Smith System		Y	**48**	$ 258.00	$ 12,384.00	**16**	$ 15.84	$ 253.44	$ 12,637.44
Virco	Virco	483060	Y	**48**	$ 205.05	$ 9,842.40	**16**	$ -	$ -	$ 9,842.40
ESTIMATE				**48**	$ 225.00	$ 10,800.00	**16**	$ 20.00	$ 320.00	$ 11,120.00

BID ITEM #6A - TRAPEZOID TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				**0**	$ -	$ -	**22**	$ 13.33	$ 293.26	$ 293.26
SBI				**0**	$ -	$ -	**22**	$ 15.84	$ 348.48	$ 348.48
ESTIMATE				**0**	$ 235.00	$ -	**22**	$ 20.00	$ 440.00	$ 440.00

BID ITEM #8A - STUDENT CHAIR (13")

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**272**	$ 64.59	$ 17,568.48	**0**	$ -	$ -	$ 17,568.48
Meteor	Scholar Craft	SC3414COCT	Y	**272**	$ 97.23	$ 26,446.56	**0**	$ -	$ -	$ 26,446.56
SBI	Scholar Craft		Y	**272**	$ 100.00	$ 27,200.00	**0**	$ -	$ -	$ 27,200.00
SBI	Smith System		N	**272**	$ 123.00	$ 33,456.00	**0**	$ -	$ -	$ 33,456.00
Virco	Virco		Y	**272**	$ 128.46	$ 34,941.12	**0**	$ -	$ -	$ 34,941.12
ESTIMATE				**272**	$ 110.00	$ 29,920.00	**0**	$ 7.50	$ -	$ 29,920.00

BID ITEM #8B - STUDENT CHAIR (15")

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**107**	$ 78.84	$ 8,435.88	**0**	$ -	$ -	$ 8,435.88
Meteor	Scholar Craft	SC3416COCT	Y	**107**	$ 107.18	$ 11,468.26	**0**	$ -	$ -	$ 11,468.26

SBI	Scholar Craft		Y	**107**	$ 109.00	$ 11,663.00	**0**	$ -	$ -	$ 11,663.00
SBI	Smith System		N	**107**	$ 127.00	$ 13,589.00	**0**	$ -	$ -	$ 13,589.00
Virco			Y	**107**	$ 133.78	$ 14,314.46	**0**	$ -	$ -	$ 14,314.46
ESTIMATE				**107**	$ 110.00	$ 11,770.00	**0**	$ 7.50	$ -	$ 11,770.00

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

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**7**	$ 93.09	$ 651.63	**354**	$ -	$ -	$ 651.63
Meteor	Scholar Craft	SC3418COCT	Y	**7**	$ 112.91	$ 790.37	**354**	$ 4.00	$ 1,416.00	$ 2,206.37
SBI	Scholar Craft		Y	**7**	$ 111.00	$ 777.00	**354**	$ 7.92	$ 2,803.68	$ 3,580.68
SBI	Smith System		N	**7**	$ 131.00	$ 917.00	**354**	$ 7.92	$ 2,803.68	$ 3,720.68
Virco	Virco		Y	**7**	$ 144.65	$ 1,012.55	**354**	$ -	$ -	$ 1,012.55
ESTIMATE				**7**	$ 110.00	$ 770.00	**354**	$ 7.50	$ 2,655.00	$ 3,425.00

BID ITEM #9 - RECTANGULAR TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**26**	$ 284.05	$ 7,385.30	**16**	$ -	$ -	$ 7,385.30
Meteor	Scholar Craft	FS949RE3060-2140	Y	**26**	$ 208.31	$ 5,416.06	**16**	$ 13.33	$ 213.28	$ 5,629.34
SBI	Scholar Craft		Y	**26**	$ 242.00	$ 6,292.00	**16**	$ 15.84	$ 253.44	$ 6,545.44
SBI	Smith System		Y	**26**	$ 261.00	$ 6,786.00	**16**	$ 15.84	$ 253.44	$ 7,039.44
Virco	Virco	483060	Y	**26**	$ 205.05	$ 5,331.30	**16**	$ -	$ -	$ 5,331.30
ESTIMATE				**26**	$ 220.00	$ 5,720.00	**16**	$ 20.00	$ 320.00	$ 6,040.00

BID ITEM #10 - KIDNEY TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		N	**19**	$ 417.05	$ 7,923.95	**14**	$ -	$ -	$ 7,923.95
Meteor	Scholar Craft	FS949KD4872-2140	Y	**19**	$ 335.30	$ 6,370.70	**14**	$ 13.33	$ 186.62	$ 6,557.32
SBI	Scholar Craft		Y	**19**	$ 370.00	$ 7,030.00	**14**	$ 15.84	$ 221.76	$ 7,251.76
SBI	Smith System		Y	**19**	$ 377.00	$ 7,163.00	**14**	$ 15.84	$ 221.76	$ 7,384.76
Virco	Virco		Y	**19**	$ 407.69	$ 7,746.11	**14**	$ -	$ -	$ 7,746.11
ESTIMATE				**19**	$ 350.00	$ 6,650.00	**14**	$ 25.00	$ 350.00	$ 7,000.00

BID ITEM #11 - HORSESHOE TABLE

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Meteor				**0**	$ -	$ -	**4**	$ 13.33	$ 53.32	$ 53.32
SBI				**0**	$ -	$ -	**4**	$ 15.84	$ 63.36	$ 63.36
ESTIMATE				**0**	$ 430.00	$ -	**4**	$ 25.00	$ 100.00	$ 100.00

BID ITEM #13A - STOOL

VENDOR	MANUFACTURER	MODEL #	PRIOR APP'D	NEW QTY	NEW UNIT PRICE	NEW TOTAL	TRADE IN QTY	TRADE UNIT PRICE	TRADE IN TOTAL	NET TOTAL COST
Lakeshore Learning	Lakeshore		n	**132**	$ 122.55	$ 16,176.60	**61**	$ -	$ -	$ 16,176.60
Meteor	Scholar Craft	SC318	Y	**132**	$ 105.95	$ 13,985.40	**61**	$ 6.67	$ 406.87	$ 14,392.27
SBI	Scholar Craft		Y	**132**	$ 114.00	$ 15,048.00	**61**	$ 7.92	$ 483.12	$ 15,531.12
SBI	Smith System		**N**	**132**	$ 86.00	$ 11,352.00	**61**	$ 7.92	$ 483.12	$ 11,835.12
Virco	Virco		Y	**132**	$ 128.35	$ 16,942.20	**61**	$ -	$ -	$ 16,942.20
ESTIMATE				**132**	$ 110.00	$ 14,520.00	**61**	$ 7.50	$ 457.50	$ 14,977.50

ESTIMATE	$	175,352.00

Low Line Item Bids:

Meteor	$	151,811.07
Virco	$	15,173.70
Total	**$**	**166,984.77**

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Cather Elementary School Secure Vestibule

Meeting Date: January 5, 2026

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

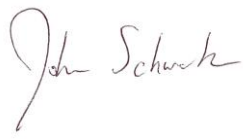
A representative from Carlson West Povondra Architects will be present to answer any questions.

Action Desired: It is recommended that the contract for the Cather Elementary School Secure Vestibule be awarded to D.R. Anderson Constructors in the amount of $1,517,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:



CARLSON
WEST
POVONDRA
ARCHITECTS

5060 Dodge Street
Omaha, Nebraska 68132
402.551.1500

cwparchitects.com

December 18, 2025

Mr. Chad Meisgeier
CFO, Millard Public Schools
5606 S. 147th St.
Omaha NE 68137

RE: Millard Public Schools – Cather Elementary
Secure Vestibule and Administrative Suite
CWP Project No. 25124

Dear Mr. Meisgeier,

On Tuesday, November 18, 2025, bids were received to construct a new secure vestibule and administrative suite at Cather Elementary School. The project has no bid alternates.

A total of six (6) bids were received for this work. The lowest bid received was from Prairie Construction in the amount of $1,474,000.00. After the District's follow-up on past project performance for the two low bidders, review of post-bid information provided by the two low bidders, and then conducting separate in-person meetings with the two lowest bidders, **it is being recommended that the bid be awarded to the second low bidder, D.R. Anderson Constructors Co., in the amount of $1,517,000.00 if funds are available.** Their project bid amount is 0.0018% above the original estimate of $1,514,200.00, but within the project budget of $1,521,125.00.

Bob Soukup from Carlson West Povondra will be attending the School Board meeting on January 5, 2026 should any questions arise.

A copy of the bid tab is attached.

Respectfully,

CARLSON WEST POVONDRA ARCHITECTURE

Bob Soukup

Bob Soukup, AIA

Enclosure

cc: Steve Mainelli - MPS

CARLSON WEST POVONDRA ARCHITECTS

5060 Dodge Street
Omaha, Nebraska 68132
402.551.1500

cwparchitects.com

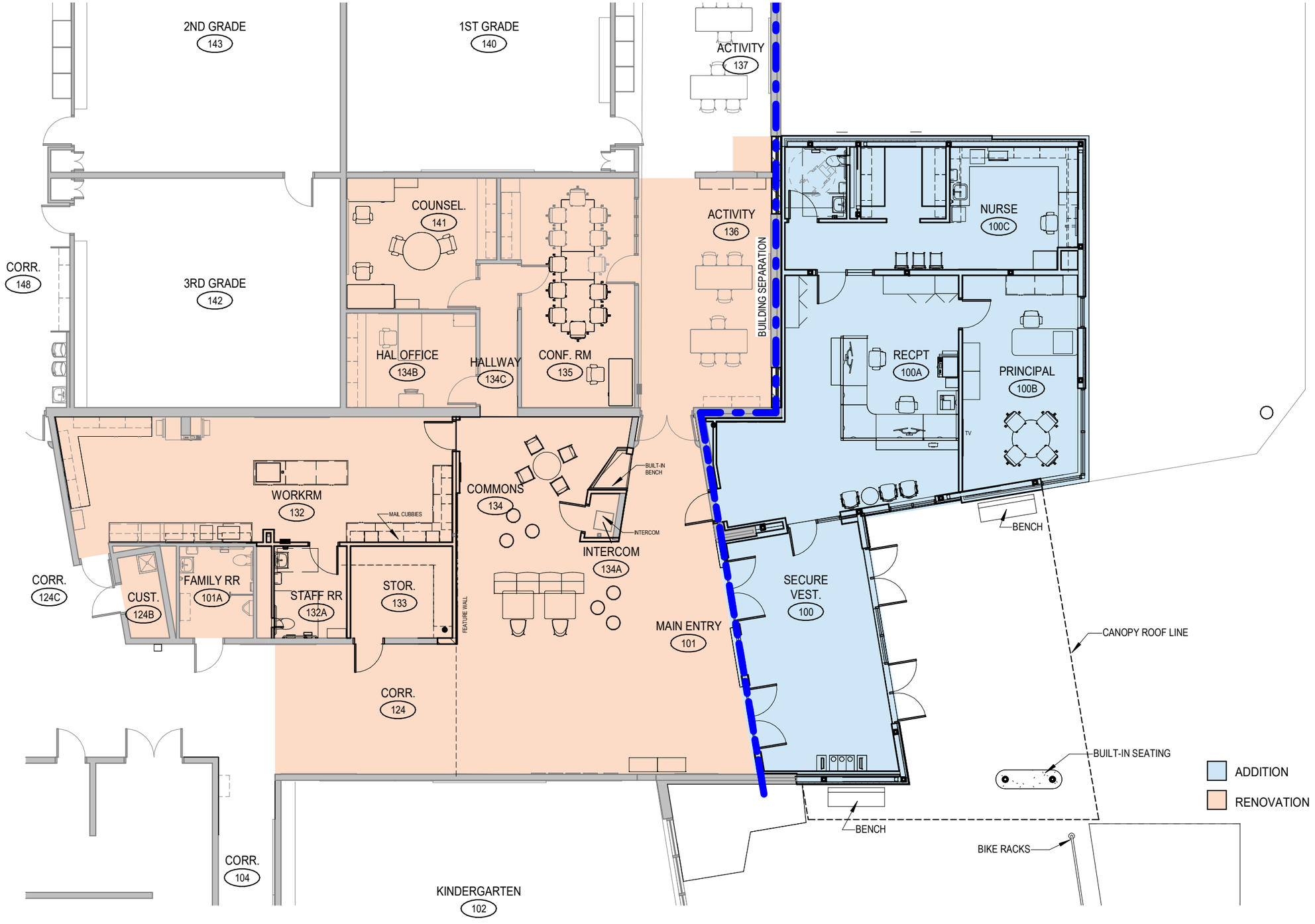
Date: November 18, 2025 1:00 pm

Tabulation of Bids

Milard Public Schools
Cather Elementary – Secure Vestibule & Administrative Suite
3030 S 139th Plaza
Omaha, NE 68144

CWP 25124

General Contract Bidders	Bid Bond Received	Addendums Acknowledged	Base Bid Lump Sum	Notes
Kingery Construction Co.	YES	1, 2	$1,518,800.00	Written and numeric values did not match on bid form.
KEFlex Contracting LLC	YES	1, 2	$1,821,782.00	
7ER Group LLC	YES	1, 2	$1,626,000.00	
DR Anderson Constructors Co.	YES	1, 2	$1,517,000.00	
Prairie Construction	YES	1, 2	$1,474,000.00	
C2 Building Company, LLC	YES	1, 2	$1,526,491.00	



FLOOR PLAN

CATHER ELEMENTARY SECURE VESTIBULE & ADMIN. SUITE // MILLARD PUBLIC SCHOOLS

1/5/25

CARLSON WEST POVONDRA ARCHITECTS



RENDERING - SOUTHEAST APPROACH

CATHER ELEMENTARY SECURE VESTIBULE & ADMIN. SUITE // MILLARD PUBLIC SCHOOLS

1/5/25

CARLSON WEST POVONDRA ARCHITECTS

AGENDA SUMMARY SHEET

Agenda Item: Approval of Guaranteed Maximum Price for Abbott Elementary School Secure Vestibule and Interior Renovation

Meeting Date: January 5, 2026

Background/ Description:

The progressive steps for Construction Manager at Risk ("CMR") projects are generally as follows:

1. Schematic Design (SD) * *Board Meeting Presentation*
   - "50 thousand feet view" – initial design and cost estimates
2. Design Development (DD)
   - "10 thousand feet view" – refined design and cost estimates
3. Approval of Construction Manager at Risk's Guaranteed Maximum Price * *Board Meeting Presentation*
4. Contract Administration (CA)
   - Supervision and documentation of the construction project.

The Abbott Elementary School Secure Vestibule and Interior Renovation projects budgeted in the 2025 bond.

The budget construction cost during the bond preparation process was $2,883,926. The estimate at Schematic Design was $3,216,054. The Guaranteed Maximum Price proposed by the Construction Manager at Risk (Sampson) is $3,265,655.

Under our more traditional approach, the architect would be coming to the Board to present a Bid Summary document showing the various lump sum bids of several contractors. Under the CMR approach, we already have our contractor identified (Sampson Construction). The attached documents break out the costs that Sampson has developed. These costs have been reviewed by the architect (BCDM Architects). The proposed guaranteed maximum price from Sampson is a "not-to-exceed number" for the agreed scope. If there are future savings identified or if internal contingency is not used, any unused funds would be credited back to the District at the end of the project.

Copies of the architect's letter and supporting documents are attached. A representative from BCDM Architects and a representative from the Sampson Construction will be present to answer any questions.

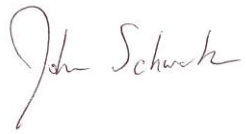
Action Desired: It is recommended that the Construction Manager at Risk's Guaranteed Maximum Price for the Abbott Elementary School Secure Vestibule and Interior Renovation of $3,265,655 be approved and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

Policy /

Strategic Plan Reference: n/a

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

Superintendent's Signature:



BCDM architects

19 December 2025

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

RE: MPS Abbott Elementary Secure Vestibule & Interior Renovation
BCDM Project No. 3001-13

Dear Chad:

As you are aware, on August 18, 2025, the School Board approved Sampson Construction to act as Construction Manager at Risk (CMR) for the Abbott Elementary School Secure Vestibule and Interior Renovation project. Since that time, BCDM and MPS Staff have been working together with Sampson to develop and document the specific project scope, project details, and projected construction timelines to bring this project forward. MPS, BCDM and Sampson met on December 12th to review the project bids and the result was a **Guaranteed Maximum Price (GMP) for Abbott ES of $3,265,655.** The project construction budget was originally established at $2,883,926 and the latest cost estimate was at $3,216,054.

This GMP process has been very collaborative, and BCDM has been directly involved in reviewing the details of Sampson's proposal. We have also reviewed these GMP figures with MPS staff and **recommend that approval be given to Sampson Construction to proceed with a GMP of $3,265,655 for the proposed Abbott Elementary School Secure Vestibule and Interior Renovation project.**

Upon your approval, we can proceed with moving the project forward. Please let me know if you should have any questions or concerns.

Sincerely,

Jamie Wietfeld

Jamie Wietfeld
Architect, AIA

e-copy: File: 3001-13_5-2

PROJECT ESTIMATE SUMMARY

Project: MPS Grace Abbott Elementary - Addition and Renovations
Owner: Millard Public School District
Architect: BCDM Architects
Estimate: GMP Summary
Duration: 8 Months (5mo Addition/Reno 2026 and 3mo Reno 2027)

December 17, 2025

DIRECT COSTS SUMMARY

Division	Division Description	Cost
01	General Requirements	$477,588
02	Existing Conditions	$169,430
03	Building Concrete	$53,345
04	Masonry	$49,461
05	Metals	$45,894
06	Wood, Plastics, Composites	$104,989
07	Thermal & Moisture Protection	$142,203
08	Doors & Windows	$100,572
09	Finishes	$631,169
10	Specialties	$121,360
11	Equipment	$0
12	Furnishings	$12,562
13	Special Construction	$0
14	Conveying Equipment	$0
21	Fire Suppression	$57,545
22	Plumbing (See HVAC)	$0
23	Heating, Ventilation, Air Conditioning	$511,035
26	Electrical	$309,402
27	Communications (See Electrical)	$0
28	Electronic Safety & Security (See Electrical)	$0
29	Site Support	$376,894
30	Allowances	$19,000
TOTAL BUILDING COSTS		**$3,182,449**

Division	Division Description	
31	Earthwork	$38,728
32	Exterior Improvements	$44,478
33	Site Utilities	$0
TOTAL SITE COSTS		**$83,206**

GMP PROJECT TOTAL COSTS	**$3,265,655**



GRACE ABBOTT ELEMENTARY - ADDITION & RENOVATION

MILLARD PUBLIC SCHOOLS

BCDM NO. 3001-13 SEPTEMBER 26, 2025

Millard Public Schools

BCDM architects

AGENDA SUMMARY SHEET

Agenda Item: Approval of Guaranteed Maximum Price for Russell Middle School Secure Vestibule

Meeting Date: January 5, 2026

Background/ Description:

The progressive steps for Construction Manager at Risk ("CMR") projects are generally as follows:

1. Schematic Design (SD) * *Board Meeting Presentation*
   - "50 thousand feet view" – initial design and cost estimates
2. Design Development (DD)
   - "10 thousand feet view" – refined design and cost estimates
3. Approval of Construction Manager at Risk's Guaranteed Maximum Price * *Board Meeting Presentation*
4. Contract Administration (CA)
   - Supervision and documentation of the construction project.

The Approval of Guaranteed Maximum Price for Russell Middle School Secure Vestibule was budgeted in the 2025 bond.

The budget construction cost during the bond preparation process was $3,144,375. The estimate at Schematic Design was $3,426,016. The Guaranteed Maximum Price proposed by the Construction Manager at Risk (Sampson) is $3,758,649.

Under our more traditional approach, the architect would be coming to the Board to present a Bid Summary document showing the various lump sum bids of several contractors. Under the CMR approach, we already have our contractor identified (Sampson Construction). The attached documents break out the costs that Sampson has developed. These costs have been reviewed by the architect (BCDM Architects). The proposed guaranteed maximum price from Sampson is a "not-to-exceed number" for the agreed scope. If there are future savings identified or if internal contingency is not used, any unused funds would be credited back to the District at the end of the project.

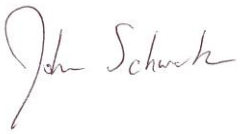
Copies of the architect's letter and supporting documents are attached. A representative from BCDM Architects and a representative from the Sampson Construction will be present to answer any questions.

Action Desired: It is recommended that the Construction Manager at Risk's Guaranteed Maximum Price for the Russell Middle School Secure Vestibule of $3,758,649 be approved 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

19 December 2025

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

RE: MPS Russell MS Secure Vestibule Project
BCDM Project No. 3028-07

Dear Chad:

As you are aware, on August 18, 2025, the School Board approved Sampson Construction to act as Construction Manager at Risk (CMR) for the Russell Middle School Secure Vestibule project. Since that time, BCDM and MPS Staff have been working together with Sampson to develop and document the specific project scope, project details, and projected construction timelines to bring this project forward. MPS, BCDM and Sampson met on December 8th and December 17th to review the project bids and potential cost savings options and the result was a **Guaranteed Maximum Price (GMP) for Russell MS of $3,758,649.** The project construction budget was originally established at $3,144,375 and the latest cost estimate was $3,426,016

This GMP process has been very collaborative, and BCDM has been directly involved in reviewing the details of Sampson's proposal. We have also reviewed these GMP figures with MPS staff and **recommend that approval be given to Sampson Construction to proceed with a GMP of $3,758,649 for the proposed Russell Middle School Secure Vestibule project.**

Upon your approval, we can proceed with moving the project forward. Please let me know if you should have any questions or concerns.

Sincerely,

Jamie Wietfeld

Jamie Wietfeld
Architect, AIA

e-copy: File: 3001-13_5-2

PROJECT ESTIMATE SUMMARY

Project: MPS Russell Middle School - Addition and Renovations
Owner: Millard Public School District
Architect: BCDM Architects
Estimate: GMP Summary
Duration: 12 Months

December 17, 2025

DIRECT COSTS SUMMARY

Division	Division Description	Cost
01	General Requirements	$696,663
02	Existing Conditions	$84,494
03	Building Concrete	$153,844
04	Masonry	$105,883
05	Metals	$157,910
06	Wood, Plastics, Composites	$72,473
07	Thermal & Moisture Protection	$300,423
08	Doors & Windows	$438,717
09	Finishes	$426,236
10	Specialties	$22,358
11	Equipment	$0
12	Furnishings	$7,104
13	Special Construction	$0
14	Conveying Equipment	$0
21	Fire Suppression	$47,251
22	Plumbing (See HVAC)	$0
23	Heating, Ventilation, Air Conditioning	$391,316
26	Electrical	$319,844
27	Communications (See Electrical)	$0
28	Electronic Safety & Security (See Electrical)	$0
29	Site Support	$266,325
30	Allowances	$16,000
TOTAL BUILDING COSTS		**$3,506,844**

Division	Division Description	
31	Earthwork	$137,066
32	Exterior Improvements	$47,459
33	Site Utilities	$67,280
TOTAL SITE COSTS		**$251,805**

TOTAL DIRECT & INDIRECT COSTS	**$3,758,649**



RUSSELL MIDDLE SCHOOL - ADDITION & RENOVATION

MILLARD PUBLIC SCHOOL

BCDM NO. 3028-07 OCTOBER 01, 2025

Millard Public Schools

BCDM architects

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Black Elk Elementary School Secure Vestibule

Meeting Date: January 5, 2026

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

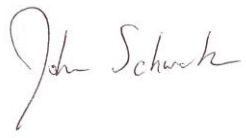
A representative from BCDM Architects will be present to answer any questions.

Action Desired: It is recommended that the contract for the Black Elk Elementary School Secure Vestibule be awarded to NRP Construction in the amount of $1,292,609 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

18 December 2025

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

RE: MPS Black Elk Elementary School – Secure Vestibule Addition
BCDM Project No. 3004-13

Dear Mr. Meisgeier:

On November 13, 2025, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, four (4) bids were received with a **low bid of $1,292,609 from NRP Construction (Base Bid plus Alternate 1 to replace the exterior bollard lighting).** The original project construction budget was $1,693,125 and our last opinion of probable cost was estimated to be $1,545,608.

Since the time of the bid opening, BCDM and MPS staff have met on November 13th and November 25th with representatives from NRP Construction to confirm they are comfortable with their bid, to review their proposed personnel and major sub-contractors, and to have initial discussion on other project logistics. Per those discussions, **we recommend a contract be awarded to NRP Construction in the amount of $1,292,609 for the MPS Black Elk Secure Vestibule Addition project.**

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

Sincerely,

Jamie Wietfeld

Jamie Wietfeld
Architect, AIA

Attachment: Bid Tab

e-copy: File: 3004-13_5-2

BCDM architects

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

November 13, 2025

BID TABULATION - MILLARD PUBLIC SCHOOLS - BLACK ELK ELEMENTARY SECURE VESTIBULE ADDITION

BCDM No. 3004-13

	C2 BUILDING CO.	KE FLEX CONTRACTING	NRP CONSTRUCTION	7ER CONSTRUCTION
Lump Sum Base Bid	$1,350,000	$1,533,069	$1,270,439	$1,309,000
Addenda (1 and 2)	Yes	Yes	Yes	Yes
Bid Security	Yes	Yes	Yes	Yes
Alternates:				
No. 1: Remove existing light bollards and replace with new bollards.	$19,910	$32,878	$22,170	$9,012

Alternates

1. Remove existing light bollards and replace with new bollards, pole lights, and wall packs as noted on the electrical drawings.



BLACK ELK ELEMENTARY - SECURE VESTIBULE ADDITION

MILLARD PUBLIC SCHOOLS

BCDM NO. 3004-13 SEPTEMBER 26, 2025

Millard Public Schools

BCDM architects

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Montclair Elementary School Secure Vestibule

Meeting Date: January 5, 2026

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

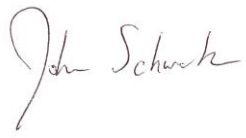
A representative from BCDM Architects will be present to answer any questions.

Action Desired: It is recommended that the contract for the Montclair Elementary School Secure Vestibule be awarded to D.R. Anderson Constructors in the amount of $682,300 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

18 December 2025

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

RE: MPS Montclair Elementary School – Secure Vestibule Addition
BCDM Project No. 3014-11

Dear Mr. Meisgeier:

On November 6, 2025, bids were received for the above referenced project at the MPS Support Services Center. Per the attached bid tabulation sheet, five (5) bids were received with a **low bid of $682,300 from D.R. Anderson Constructors (Base Bid plus Alternate 4 to provide additional landscaping).** The original project construction budget was $908,375 and our last opinion of probable cost was estimated to be $887,200.

Since the time of the bid opening, BCDM and MPS staff have met on November 12th and November 25th with representatives from D.R. Anderson Constructors to confirm they are comfortable with their bid, to review their proposed personnel and major sub-contractors, and to have initial discussion on other project logistics. Per those discussions, **we recommend a contract be awarded to D.R. Anderson Constructors in the amount of $682,300 for the MPS Montclair Secure Vestibule Addition project.**

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

Sincerely,

Jamie Wietfeld

Jamie Wietfeld
Architect, AIA

Attachment: Bid Tab

e-copy: File: 3014-11_5-2

BCDM architects

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

November 6, 2025

BID TABULATION - MPS - MONTCLAIR ELEMENTARY SCHOOL - SECURE VESTIBULE ADDITION

BCDM No. 3014-11

	DR ANDERSON CONSTRUCTORS	KE FLEX CONTRACTING	MARK VII ENTERPRISES	NRP CONSTRUCTION	7ER CONSTRUCTION
Lump Sum Base Bid	$675,000	$733,515	$736,900	$699,700	$682,187
Addenda (1 and 2)	Yes	Yes	Yes	Yes	Yes
Bid Security	Yes	Yes	Yes	Yes	Yes
Alternates:					
No. 4: Provide additional landscaping.	$7,300	$7,020	$7,700	$7,895	$8,947

Alternates:

4. Provide additional landscaping, as noted on Sheet C1-3.



MONTCLAIR ELEMENTARY SCHOOL - SECURE VEST. ADDITION

MILLARD PUBLIC SCHOOLS

BCDM NO. 3014-11 SEPTEMBER 26, 2025

Millard Public Schools

BCDM architects

AGENDA SUMMARY SHEET

Agenda Item: Approval of Contract for Central Middle School Exterior Lighting Upgrades

Meeting Date: January 5, 2026

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

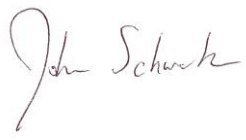
A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Central Middle School Exterior Lighting Upgrades be awarded to Downs Electric in the amount of $50,000 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:



morrissey engineering inc

mechanical | electrical | technology | commissioning

December 18, 2025

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

Attn: John Brennan

Project #25359: Central Middle School Exterior Lighting Improvements
RE: Bid Proposals dated December 18, 2025

Mr. Brennan:

Bids were received for the Millard Central Middle School Exterior Lighting Improvements project at MPS Support Services Center on December 18th, 2025, at 11:00 a.m. Per the attached bid tab, four bids were received. The low bid was submitted by Downs Electric in the amount of $50,000.

The total bid amount is slightly below the project estimate of $55,000.

Downs Electric has successfully completed multiple projects for MPS in the past. We recommend accepting the bid and awarding the contract to Downs in the amount of $50,000.

Please advise if you require any additional information.

Sincerely,



Jeff Hemje, PE

Enclosure

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

PROJECT: MPS Central Middle School Exterior Lighting Improvements

BID DATE: 12/18/2025
BID TIME: 11:00 AM
MEI PROJECT NO.: 25359

morrissey engineering inc
mechanical | electrical | technology | commissioning

BID TABULATION

BIDDERS	Base Bid	Addendum #1	Bid Bond	Comments
Vierregger Electric	$58,690	YES	YES	
Power Tech	$54,020	YES	YES	
Superior Lighting	$53,740	YES	YES	
Downs Electric	$50,000	YES	YES	

Bids to improve exterior lighting around Central Middle School per the bid documents dated 11/10/2025

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

memorandum

attn:	John Brennan	**from:**	Jeff Hemje
company:	Millard Public Schools	**date:**	12/18/2025
project name:	MPS Millard Central Middle School Exterior Lighting Improvements		
mei project:	25359		
re:	Project Narrative		

Mr. Brennan,

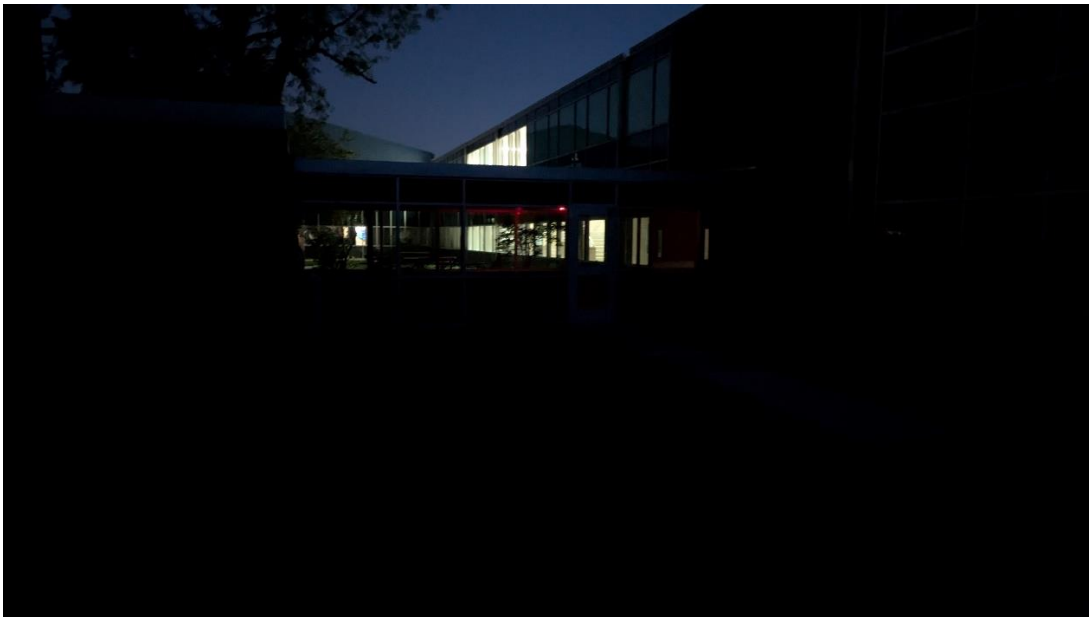
The exterior lighting around Central Middle School ranges from appropriate light levels to zero lighting. Some areas around the west side of the school are illuminated from overly tall poles that create nuisance light spill onto neighboring properties and do not provide quality coverage.

This project removes the nuisance lighting while adding new LED lighting in areas where necessary to provide additional safety and security around the building perimeter. New lighting will consist of LED wall packs around perimeter areas, surface lights near building exits and pedestrian scale pole lighting in courtyards or other sidewalks.

All new lighting and controls will connect into the existing system that was upgraded around 2015 and is working properly.

Photos of the existing conditions below for reference.

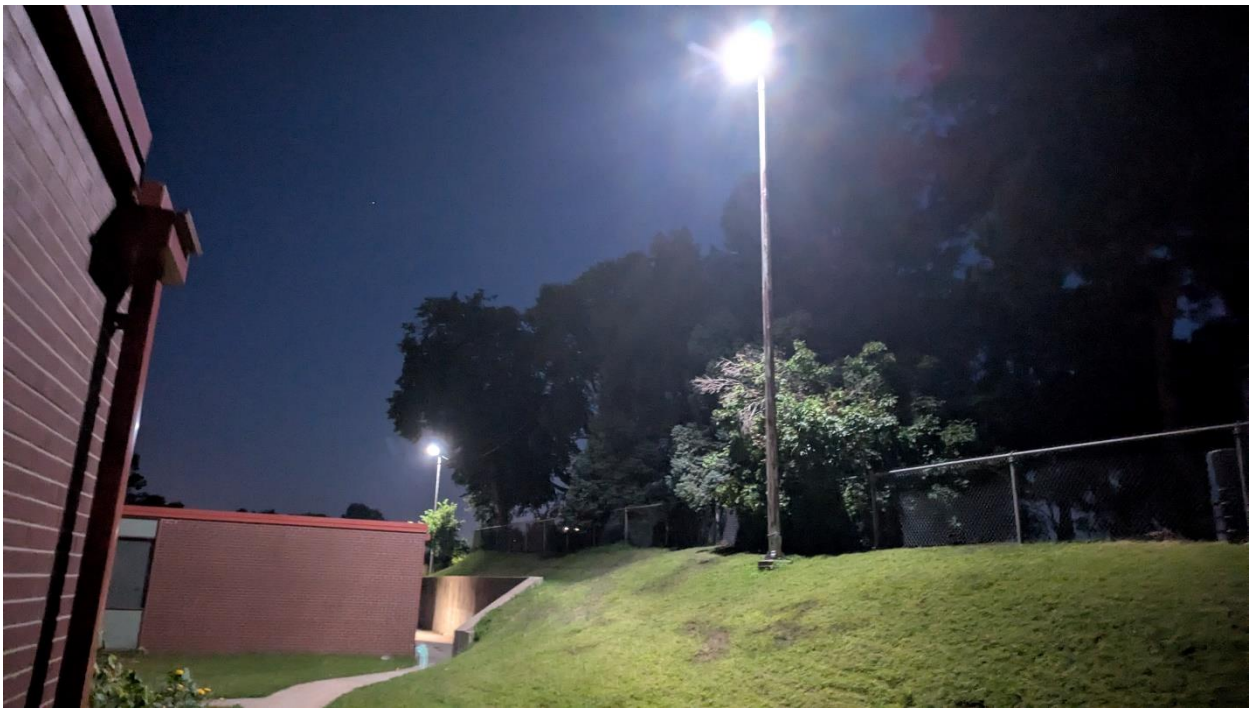
4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com



East Courtyard. No current exterior lighting present.

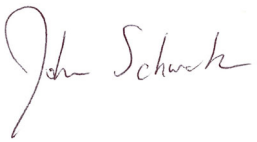


North exterior. Minimal exterior lighting present.



West tall pole / flood lights.

AGENDA SUMMARY SHEET

Agenda Item:	**Human Resources**
Meeting Date:	**January 5, 2026**
Background	
Description:	**Personnel Items: (1) Recommendation to Hire Agenda; (2) Resignation Agenda; (3) Voluntary Separation Program (VSP); (4) Leave of Absence Agenda**
Action Desired:	**Approval**
Policy / Strategic Plan Reference:	**N/A**
Responsible Person(s):	**Dr Kevin Chick** **Associate Superintendent of Human Resources**
Superintendent's Signature	

January 5, 2026

TEACHER RECOMMENDED FOR HIRE

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

1. Jennifer J. Gilg – BA – University of Nebraska, Kearney. Special Education teacher starting January 5, 2026 for the 2025-2026 school year.
2. Parker T. Janky – BA – Fort Hays University. Math teacher at Millard West High School starting January 5, 2026 for the 2025-2026 school year.
3. Mya E. Bartman – BA – University of Nebraska, Kearney. Math teacher at Millard West High School starting January 5, 2026 for the 2025-2026 school year.

Recommend: The following teachers be hired for the 2026-2027 school year:

4. Nickalus G. Davis – BA – University of Nebraska, Lincoln. Math teacher at Millard West High School for the 2026-2027 school year. Previous Experience: Omaha Public Schools (2025-Present)
5. Megan T. Cave – BA – University of Nebraska, Omaha. English Learner (EL) teacher at Millard West High School for the 2026-2027 school year.
6. Alicia M. Gausden – MA+21 – Doane University. Social Studies teacher at Kiewit Middle School for the 2026-2027 school year.

January 5, 2026

RESIGNATIONS

Recommend: The following resignation(s) be accepted:

1. Kyah L. Anderson – Kindergarten teacher at Upchurch Elementary School. Resigning effective immediately for personal reasons.
2. Kelsey R. Thompson – Grade 3 teacher at Cody Elementary School. Resigning at the end of the 2025-2026 school year to take a teaching position with Gretna Public Schools.
3. Keith J. Gomez – Special Education teacher at Millard North High School. Resigning effective January 30, 2026 because of family relocation.

January 5, 2026

Voluntary Separation Program (VSP)

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

14. Colleen M. Killeen – Title I Preschool teacher at Bryan Elementary School
    ~ 29.5 years of service

January 5, 2026

LEAVE OF ABSENCE

Recommend: The following Leave of Absence be accepted:

1. Nicholas S. Uy Bico – Math teacher at Millard West High School. Requesting a Leave of Absence starting December 19, 2025 for the remainder of the 2025-2026 school year for personal family reasons.
2. Stacy M. Nash – Grade 5 teacher at Rohwer Elementary School. Requesting a Leave of Absence starting December 19, 2025, for the remainder of the 2025-2026 school year for personal family reasons.

AGENDA SUMMARY SHEET

Agenda Item: Engagement Results Fall 2025

Meeting Date: January 5, 2026

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

Engagement Overall Means (out of 4)					
		Students			
	Staff	4th-5th	6th-8th	9th-12th	Parents
2022	3.31	3.41	3.10	3.03	3.35
2023	3.31	3.41	3.08	3.02	3.34
2024	3.34	3.37	3.11	3.03	3.36
2025	3.38	3.41	3.14	3.11	3.42

Action Desired: Approval ____ Discussion _____ Information Only __x__

Policy / Strategic Plan Reference: Strategy 1.2 (2018 Strategic Plan)

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

Superintendent's Signature:



Introduction and Purpose

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

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

Two-Dimensional Approach

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

I.) MPS Themes Measured

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

II.) MPS Lens Measured

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

Participation

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

Number of Surveys Completed			
Survey Year	***Staff***	***Parents***	***Students****
2022	1,479	4,352	11,687
2023	1,838	3,494	11,523
2024	1,877	5,330	11,686
2025	1,840	4,060	11,816

*The student survey includes students in grades 4-12.

Survey Results

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

The "Top 2" consists of the positive categories: "Strongly Agree" **and** "Agree" grouped together.

Student Engagement Results

MPS Themes Measured

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

*Only for secondary students

MPS Lens Measured

- Building
- Self

ELEMENTARY RESULTS

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

	Mean				Top 2 Percentages "Strongly Agree / Agree"			
Themes	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Academics / Study	3.43	3.42	3.39	3.42	94%	94%	93%	94%
Future	3.47	3.48	3.43	3.45	94%	94%	93%	94%
Safety / Kindness	3.38	3.38	3.34	3.38	92%	92%	91%	92%

MIDDLE SCHOOL RESULTS

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

	Mean				Top 2 Percentages "Strongly Agree / Agree"			
Themes	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Academics / Study	3.04	3.05	3.07	3.11	84%	84%	86%	87%
Activities / Athletics	2.92	2.93	2.96	2.95	73%	73%	74%	74%
Future	3.12	3.12	3.16	3.19	84%	84%	86%	87%
Safety / Kindness	3.10	3.11	3.13	3.16	85%	85%	85%	87%

HIGH SCHOOL RESULTS

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

	Mean				Top 2 Percentages "Strongly Agree / Agree"			
Themes	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Academics / Study	2.96	2.94	2.95	3.06	86%	86%	87%	89%
Activities / Athletics	3.02	3.00	2.98	3.05	77%	77%	76%	79%
Future	3.13	3.12	3.13	3.21	86%	86%	87%	89%
Safety / Kindness	3.01	3.01	3.02	3.10	81%	82%	83%	86%

Staff Engagement Results

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

	Mean				Top 2 Percentages "Strongly Agree / Agree"			
Themes	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Basic Needs	3.19	3.21	3.23	3.27	87%	88%	89%	91%
Climate & Culture	3.32	3.25	3.34	3.32	92%	91%	92%	93%
Communication	3.36	3.38	3.37	3.41	94%	94%	94%	96%
Instructional*	3.52	3.47	3.50	3.52	98%	97%	98%	98%
Leadership	3.25	3.27	3.30	3.36	86%	86%	87%	90%
Professional Growth	3.27	3.20	3.31	3.30	91%	91%	93%	94%

*Answered only by instructional staff

Percent of Staff Members Giving an A or B to….			
	District	Building	Own Engagement
2022	93%	87%	99%
2023	93%	86%	99%
2024	94%	89%	99%
2025	96%	91%	99%

Parent Engagement Results

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

	Mean				Top 2 Percentages "Strongly Agree / Agree"			
Themes	**2022**	**2023**	**2024**	**2025**	**2022**	**2023**	**2024**	**2025**
Basic Needs	3.26	3.25	3.28	3.33	90%	90%	91%	92%
Climate & Culture	3.37	3.37	3.38	3.43	93%	93%	93%	94%
Communication	3.31	3.30	3.32	3.38	91%	90%	91%	92%
Leadership	3.23	3.22	3.26	3.34	90%	89%	91%	93%

Percent of Parents Giving an A or B to….			
	District	Building	Own Engagement
2022	90%	92%	89%
2023	90%	91%	88%
2024	91%	91%	87%
2025	93%	93%	89%

AGENDA SUMMARY SHEET

Agenda Item: Update on Millard Public Schools Strategic Planning

Meeting Date: January 5, 2026

Background/ Millard has used Strategic Planning and Site Planning as the mechanism for school improvement since the 1989-1990 school year. We wrote a new Strategic Plan in 2022-2023 and began implementation in 2023-2024. This is year four of our implementation of our five year Strategic Plan and in 2026-2027 we will be in our final year of implementation.

Description: On November 12, 2025 approximately two dozen internal stakeholders came together to review our Strategic Plan implementation status for the 2026-27 school year. Action Plans 1.1, 1.2, 2.2, 2.3, 3.1 and 3.2 will be in active implementation through the end of this strategic plan.

Action Desired: Information Only

Policy / Strategic Plan Reference: **Parameter:** *We will always communicate effectively, both internally and externally, in order to implement our Strategic Plan, operate our schools, and maintain high levels of student, staff, family and community support.*

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

Superintendent's Signature:



Millard Public Schools 2023 Strategic Plan Update

Millard Public Schools has benefited from three decades of District strategic planning. MPS strategic planning has pushed our District to more than just improvement. Millard has created systematic, organizational, and climate changes based on the work of valued internal and external stakeholders.

One of our Strategic Planning parameters is *"We will always communicate effectively, both internally and externally, in order to implement our Strategic Plan, operate our schools, and maintain high levels of student, staff, family and community support."* Communicating the progress of our Strategic Plan is one way to meet this parameter. In 2024-2025 we implemented six action plans. Members from our senior leadership have been tasked with leading the work for each of these action plans. Linked below are their summary reports.

Progress Check Reports - November 12, 2025		
Progress Check 1.1	Progress Check 1.2	Progress Check 2.1
Progress Check 2.2	Progress Check 2.3	Progress Check 3.2
Progress Check 3.3		

The Millard Strategic Plan has a five year implementation window. The Implementation Schedule below outlines the status of each action plan as determined on November 12, 2025 at our District Progress Check.

MPS Strategic Planning Implementation Schedule 2023-2027

Research, Begin Implementation, Active Implementation, Operational, Abandoned
(A box will be blank if the Action Plan has not been started yet.)

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.

Specific Result	2023-24	2024-25	2025-26	2026-27
1.1 Refine our current educational practices to address various learning needs and ensure rigorous instruction.		***Begin Implementation***	***Active Implementation***	***Active Implementation***
1.2 Maximize support for diverse learners by integrating data resources to optimize our academic and behavior systems.	***Begin Implementation***	***Active Implementation***	***Active Implementation***	***Active Implementation***

1.3 Evaluate and refine allocation systems for staffing and resources based on building and district metrics that will positively impact student learning.	***Begin Implementation***	***Active Implementation***	***Operational***	**Operational**

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

Specific Result	2023-24	2024-25	2025-26	2026-27
2.1 Attract, retain, and develop high-quality staff by maximizing systems and processes.			***Begin Implementation***	***Operational***
2.2 Evaluate and expand current and future programs of choice and activities to retain and attract students to Millard Public Schools.	***Begin Implementation***	***Active Implementation***	***Active Implementation***	***Active Implementation***
2.3 Identify, develop, and cultivate strategic partnerships to maximize the district's mission.			***Begin Implementation***	***Active Implementation***
2.4 Design, renovate, and maintain facilities to attract and retain students and staff.	***Begin Implementation***	***Active Implementation***	***Operational***	**Operational**

Strategy 3: In partnership with our community, we will effectively tell the story of Millard's excellence and increase support for our district and public education.

Specific Result	2023-24	2024-25	2025-26	2026-27
3.1 Activate stakeholder groups to advocate for Millard Public Schools and public education.				
3.2 Maximize our communication systems to ensure access and transparency of information and to spotlight Millard Public Schools.		***Begin Implementation***	***Active Implementation***	***Active Implementation***
3.3 Develop and expand avenues to unite Millard Public Schools' alumni and community members to amplify our story of excellence to the community and beyond.			***Begin Implementation***	***Active Implementation***

We offer a varied approach to the communication of our Strategic Plan. One of our belief's statements is *Transparency builds trust and confidence.* The Millard Public Schools website has a wealth of information about our school district including a page dedicated to our district strategic planning and building site planning. (https://www.mpsomaha.org/about/strategic-planning) We will review our progress and future plans with our administration team at our spring 2026 General Administration meetings and this spring we will determine a communication plan for staff for 2026-27.