SCHOOL DISTRICT NO. 17
a/k/a
MILLARD PUBLIC SCHOOL DISTRICT

NOTICE OF MEETING

Notice is hereby given of a Board of Education meeting of School District No. 17, in the County of Douglas, which will be held at **6:00 p.m.** on **Monday, March 2, 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.

Justin Curtis - Secretary

2/27 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:

2/27/26

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 FEBRUARY 27 2026

Notary Public in and for
Douglas County, State of Nebraska

ACKNOWLEDGMENT OF RECEIPT

OF NOTICE OF MEETING

The undersigned members of the Board of Education of Millard, District #017, Omaha, Nebraska, hereby acknowledge receipt of advance notice of a meeting of said Board of Education and the agenda for such meeting held at 6:00 P.M. on March 2, 2026, at the Don Stroh Administration Center, 5606 South 147 Street, Omaha, NE 68137

Dated this 2nd day of March, 2026

Linda Poole – President

Lisa Schoenberger – Vice President

Justin Curtis – Secretary

Stacy Jolley – Treasurer

Mike Kennedy

Amanda McGill Johnson

BOARD OF EDUCATION MEETING SIGN IN

March 2, 2026

NAME:	REPRESENTING:	Observing for a Class? (Y/N)
Stacy Kester-Pearson	MEA	N
Carrie Nelson	myself	N
Chris Jensen	Myself	N
Janet Ainsworth	myself	N
Matt Heys	MEA	N
Allison Kinney Walker	self	N

Millard Public Schools

BOARD OF EDUCATION MEETING

March 2, 2026

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
MARCH 2, 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. **Employee of the Month -** Jennifer Andersen, 1st Grade teacher at Upchurch Elementary, and Trisha Mandigo, Secretary at Andersen Middle School.

E. **Showcase -** Recognition of Students

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

G. **Routine Matters**
1. *Approval of Board of Education Minutes – February 2, 2026
2. *Approval of Bills and receive the Treasurer's Report and Place on File
3. Summary of the Board Committee of the Whole Meeting – February 9, 2026

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

I. **Unfinished Business -** None

J. **New Business**
1. Administrator for Hire - Assistant Principal - Central Middle School
2. Approval of Rule 4510.15: Human Resources - Pre-Retirement Planning Programs
3. Approval of Rule 5600.1: Student Services - Injury and Illness
4. Approval of Rule 5600.3: Student Services - Physical Examination, Visual Evaluation, Immunization, and Inspection
5. Approval of Rule 5600.4: Student Services - Contagious or Infectious Diseases
6. Approval of Rule 5600.6: Student Services - Student Health Procedures
7. Reaffirm Policy 5600: Student Services - Student Health
8. Reaffirm of Rule 5900.5: Student Services - Safe Student Transportation Plan
9. Approval of 2026-27 & 2027-28 Teachers and Nurses Agreement with the Millard Education Association
10. Approval of Contract for Hitchcock Elementary School Controls Replacement

11. Approval of Personnel Actions: Recommendation to Hire, Resignation Agenda, Voluntary Separation Program (VSP)

K. **Reports**
1. Legislative Update

L. **Future Agenda Items/ Board Calendar**
1. Monday, March 9, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
2. Thursday, March 12 - Monday, March 16, 2026 - No School for Students - Conferences/Teacher Work Day/ Professional Development
3. Monday, March 16, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
4. Monday, April 6 - Friday, April 10, 2026 - No School - Spring Break
5. Friday, April 10, 2026 - District Holiday - District Closed
6. Monday, April 13, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
7. Monday, April 20, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
8. Wednesday, April 29, 2025 - Employee Recognition Dinner - Social at 5:30 p.m. and Dinner at 6:00 p.m. at UNO Scott's Center *Please arrive by 5:15 p.m. to greet guests as they arrive.

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

N. **Adjournment**

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

BOARD OF EDUCATION
MILLARD PUBLIC SCHOOLS
OMAHA, NEBRASKA

BOARD MEETING
MARCH 2, 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. Employee of the Month - Jennifer Andersen, 1st Grade teacher at Upchurch Elementary, and Trisha Mandigo, Secretary at Andersen Middle School.

E. Showcase - Recognition of Students

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

G.1* Motion by _____, seconded by _____, to approve the Board of Education Minutes from February 2, 2026.

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

G.3 Summary of the Board Committee of the Whole Meeting – February 9, 2026

H.1 Superintendent's Comments

H.2 Board Comments/Announcements

H.3 Reports from Student Board Representatives

I.1 Unfinished Business - None

J.1 Motion by _____, seconded by _____, to approve Tyler McGee as the Assistant Principal of Central Middle School.

J.2 Motion by _____, seconded by _____, to approve Rule 4510.15: Human Resources - Pre-Retirement Planning Programs.

J.3 Motion by _____, seconded by _____, to approve Rule 5600.1: Student Services - Injury and Illness.

J.4 Motion by _____, seconded by _____, to approve Rule 5600.3: Student Services - Physical Examination, Visual Evaluation, Immunization, and Inspection.

J.5 Motion by _____, seconded by _____, to approve Rule 5600.4: Student Services - Contagious or Infectious Diseases.

J.6 Motion by _____, seconded by _____, to approve Rule 5600.6: Student Services - Student Health Procedures.

J.7 Motion by _____, seconded by _____, to reaffirm Policy 5600: Student Services - Student Health.

J.8 Motion by _____, seconded by _____, to reaffirm Rule 5900.5: Student Services - Safe Student Transportation Plan.

J.9 Motion by _____, seconded by _____, that the Negotiated Agreement for Teachers and Nurses with the Millard Education Association for the 2026-27 and the 2027-28 school years be approved and that the Superintendent or his designee be authorized to execute any and all documents related to such Agreement.

J.10 Motion by _____, seconded by _____, that the contract for the Hitchcock Elementary School Controls Replacement be awarded to Albireo Energy in the amount of $165,164 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

J.11 Motion by _____, seconded by _____, to approve Personnel Actions: Recommendation to Hire, Resignation Agenda, Leave of Absence.

K. Reports
1. Legislative Report

L. Future Agenda Items/ Board Calendar
1. Monday, March 9, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
2. Thursday, March 12 - Monday, March 16, 2026 - No School for Students - Conferences/Teacher Work Day/ Professional Development
3. Monday, March 16, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
4. Monday, April 6 - Friday, April 10, 2026 - No School - Spring Break
5. Friday, April 10, 2026 - District Holiday - District Closed
6. Monday, April 13, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
7. Monday, April 20, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
8. Wednesday, April 29, 2025 - Employee Recognition Dinner - Social at 5:30 p.m. and Dinner at 6:00 p.m. at UNO Scott's Center *Please arrive by 5:15 p.m. to greet guests as they arrive.

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

J.11 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.

N. Adjournment

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

MILLARD PUBLIC SCHOOLS
SCHOOL DISTRICT NO. 17

A meeting of the Board of Education of the School District No. 17, in the county of Douglas in the state of Nebraska was convened in open and public session at 6:00 p.m., Monday, February 2, 2026, 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, January 30, 2026 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.

Vice-President Lisa Schoenberger 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, Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, and Mr. Curtis were present.

Motion by Mike Kennedy, seconded by Amanda McGill Johnson, to excuse Linda Poole, from tonight's meeting for due cause. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Awards were presented to February Employees of the Month Brooke Landholm, 1st Grade Teacher at Wheeler Elementary School, and Theresa Neubauer, Food Services Manager at Kiewit Middle School.

The Student Showcase featured All-State Music from Aldrich Elementary, Andersen Middle, Beadle Middle, Central Middle, Kiewit Middle, Russell Middle, Millard North, Millard South, and Millard West; and Beadle Middle basketball.

Mrs. Schoenberger 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 Stacy Jolley, to approve the Board of Education minutes for January 19, 2026, and approve the bills and receive the treasurer's report and place on file. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Superintendent's Comments:
Dr. Schwartz said that School Board recognition week is a special time and a great opportunity to thank the six board members for their service to our community. He wanted to recognize the board for the hundreds of hours of service they provide reviewing documents and attending events. He said this shows how much you care about our community.

Mrs. Schoenberger welcomed the Scouts in the audience.

Board Comments:

Mrs. McGill Johnson:
Mrs. McGill Johnson shared that she attended the Legislative Issues Conference last week and was on the legislative call this morning. She said she is looking forward to hearing the legislative update report.

Mr. Kennedy:
Mr. Kennedy said thank you for honoring the board. It is appreciated. Mr. Kennedy said it is great to see the wonderful things our students are doing, and that is was impressive to see.

Mrs. Jolley:
Mrs. Jolley said tonight was a special night to see so many kids honored. She also said it is a testament to the community support they receive. She also thanked the coaches and sponsors for their support.

Mr. Curtis:
Mr. Curtis said he recently spent seven days on a mission trip in the Dominican Republic and Haiti. It was an interesting perspective to be in a first-world country, a developing country, and a third-world country in a span of a few days. He said there is definitely a difference between first-world and third-world problems, and it is important to keep that in mind. Mr. Curtis said one thing that holds true in all three is that education is important, empowering, and creates opportunities.

Mrs. Schoenberger:
Mrs. Schoenberger said it was wonderful to see the scouts in the audience. She told them we are counting on them to carry the baton in the future when we are done with our service.

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

Unfinished Business
Second Reading by Amanda McGill Johnson, . Motion by Amanda McGill Johnson, seconded by Amanda McGill Johnson, to approve Policy 6020: Curriculum, Instruction and Assessment - School Calendar. Voting in favor of said motion was: Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Jolley. Voting against were: None. Motion carried.

New Business
Motion by Stacy Jolley, seconded by Mike Kennedy, , to approve Brett Metzger as the Principal of Central Middle School. Voting in favor of said motion was: Mrs. Jolley, Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

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

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, to approve Rule 5800.1: Student Services - District Computers, Software, and Data Files: Compliance with Applicable Law and Use of District Computers. Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, Mr. Curtis, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, to approve Rule 5800.2: Student Services - District Computers, Software, and Data Files: Right of Access. Voting in favor of said motion was: Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, to approve Rule 6020.1: Curriculum, Instruction and Assessment - School Calendar. Voting in favor of said motion was: Mrs. Jolley, Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Mike Kennedy, seconded by Stacy Jolley, to reaffirm 4165: Human Resources - Resignation / Separation, 4165.1: Human Resources - Non-Certificated, Staff Resignation / Separation, Rule 4165.3: Human Resources - Resignation Notification Incentive, Policy 5800: Student Services - District Computers, Software, and Data Files, Rule 5800.3: Student Services - District Computers, Software, and Data Files: Access to Student Records, Rule 6020.2: Curriculum, Instruction and Assessment - School Calendar - Emergency Dismissal. Voting in favor of said motion was: Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the District adopt the attached Bond Resolution authorizing the issuance by the District of the Series 2026A Bonds and which also authorizes the Authorized Officers, or each individually, to set and to designate all other terms relating to the Series 2026A Bonds, all subject to the parameters set forth

in the Bond Resolution. *Chief Financial Officer Chad Meisgeier said Cody Wickham from DA Davidson and Josh Meyer from Kutak Rock were available to address questions and concerns from the Board.* Voting in favor of said motion was: Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, Mr. Curtis, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the District adopt the attached Purchase Resolution and the attached Bond Resolution. *Chief Financial Officer Chad Meisgeier said Cody Wickham from DA Davidson and Josh Meyer from Kutak Rock were available to address questions and concerns from the Board.* Voting in favor of said motion was: Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the contract for the Millard North Middle School Furniture Replacement be awarded to Meteor in the amount of $371,536.88 and Virco in the amount of $237,855.29 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. Jolley, Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the contract for the Ron Witt SSC CRAC Unit Replacement be awarded to Hayes Mechanical in the amount of $ 201,725 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. Schoenberger, Mrs. Jolley, Mr. Curtis, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the contract for the Multiple Site Door and Frame Replacements be awarded to Cormaci Construction in the amount of $87,500 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, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Jolley. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the contract for the Cody Elementary School Pavement Replacement be awarded to Mackie Construction, Inc. in the amount of $371,723.22 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. Jolley, Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, and Mrs. Schoenberger. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, that the contract for the Wheeler Elementary School Grading Improvements be awarded to Mackie Construction, Inc. in the amount of $113,597.45 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, Mr. Kennedy, Mrs. Schoenberger, 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 North Middle School GradingImprovements be awarded to M.E. Collins Contracting Co. in the amount of $61,477.50 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. Schoenberger, Mrs. Jolley, Mr. Curtis, and Mrs. McGill Johnson. Voting against were: None. Motion carried.

Motion by Stacy Jolley, seconded by Amanda McGill Johnson, to approve Recommendation to Hire, Contract Addendum, Resignation Agenda, Voluntary Separation Program (VSP). Voting in favor of said motion was: Mr. Curtis, Mrs. McGill Johnson, Mr. Kennedy, Mrs. Schoenberger, and Mrs. Jolley. Voting against were: None. Motion carried.

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

Reports:

Legislative Report

Director of Strategic Projects & External Affairs Eric Grandgenett presented a legislative report. Mr. Eric Grandgenett said that tomorrow will be the 19th day of the 60-day session. Mr. Eric Grandgenett said that floor debates continue in the morning with hearings in the afternoons. He said that each senator can designate one priority bill, and each committee can designate two priority bills. Deadline to designate is Thursday, February 19, 2026.

Mr. Eric Grandgenett said that bill introductions are complete. A total of 581 bills and constitutional amendments were introduced, with approximately 80 bills related to education. Mr. Grandgenett highlighted several bills of interest.

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

Future Agenda Items/ Board Calendar:

1. Monday, February 9, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
2. Friday, February 13, 2026 - No School for Students - Teacher Professional Learning and Work Day
3. Monday, February 16, 2026 - No School for Students - Presidents' Day / New Staff Orientation Day
4. Monday, March 2, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC
5. Monday, March 9, 2026 - Committee of the Whole Meeting - 6:00 p.m. at DSAC
6. Thursday, March 12 - Monday, March 16, 2026 - No School for Students - Conferences/Teacher Work Day/ Professional Development
7. Monday, March 16, 2026 - Board of Education Meeting - 6:00 p.m. at DSAC

Mrs. Schoenberger 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 Amanda McGill Johnson, to go into Executive Session at 7:22 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, Mr. Kennedy, Mrs. Schoenberger, Mrs. Jolley, and Mr. Curtis. Voting against were: None. Motion carried.

Executive session ended at 8:15 p.m.

Secretary, Justin Curtis

Millard Public Schools

March 02, 2026

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 2, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525634	01/29/2026	131352	DOUGLAS COUNTY SCHOOL DISTRICT 10	$657.00
	525635	01/29/2026	143459	GREAT PLAINS COMMUNICATIONS HOLDING	$1,396.24
	525636	01/29/2026	145283	GRETNA PUBLIC SCHOOL DISTRICT #37	$672.00
	525638	01/29/2026	137895	SIOUX FALLS SCHOOL DISTRICT	$746.00
	525639	01/29/2026	132518	LANCASTER COUNTY SCHOOL DISTRICT	$696.00
	525641	01/29/2026	064800	METRO UTILITIES DISTRICT OF OMAHA	$77,819.85
	525643	01/29/2026	106164	RAYMOND CENTRAL HIGH SCHOOL	$288.00
	525645	01/29/2026	141432	WELLS FARGO FINANCIAL LEASNG INC	$5,650.08
	525659	02/05/2026	064800	METRO UTILITIES DISTRICT OF OMAHA	$96,112.23
	525660	02/05/2026	145274	SHAUN MILLER	$150.00
	525661	02/05/2026	070800	OMAHA PUBLIC POWER DISTRICT	$304,900.16
	525662	02/05/2026	109843	T-MOBILE USA INC	$3,152.98
	525663	02/05/2026	139797	US BANK NATIONAL ASSOCIATION	$167.00
	525670	02/16/2026	012989	APPLE COMPUTER INC	$144.00
	525671	02/16/2026	106436	AQUA-CHEM INC	$300.00
	525673	02/16/2026	135082	OCCUPATIONAL HEALTH CTRS OF NE PC	$380.00
	525674	02/16/2026	037525	EDUCATIONAL SERVICE UNIT #3	$60,550.49
	525676	02/16/2026	131352	DOUGLAS COUNTY SCHOOL DISTRICT 10	$27.00
	525677	02/16/2026	099973	DODGE COUNTY SCHOOL DISTRICT 001	$24.00
	525678	02/16/2026	145283	GRETNA PUBLIC SCHOOL DISTRICT #37	$0.00
	525679	02/16/2026	145043	HONDA LEASE TRUST	$484.00
	525680	02/16/2026	106116	LANCASTER COUNTY SCHOOL DISTRICT	$109.00
	525681	02/16/2026	100888	LANCASTER COUNTY SCHOOL DISTRICT	$32.00
	525682	02/16/2026	144924	LANCASTER COUNTY SCHOOL DISTRICT	$175.00
	525683	02/16/2026	100006	LANCASTER COUNTY SCHOOL DISTRICT	$132.00
	525684	02/16/2026	132518	LANCASTER COUNTY SCHOOL DISTRICT	$40.00
	525686	02/16/2026	099928	NATIONAL FORENSIC LEAGUE	$0.00
	525687	02/16/2026	070810	OMAHA PUBLIC SCHOOL DISTRICT	$30.00

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 2, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525688	02/16/2026	106164	RAYMOND CENTRAL HIGH SCHOOL	$24.00
	525689	02/16/2026	130044	SCHOOL SOCIAL WORK ASSN OF NE	$20.00
	525690	02/16/2026	144096	THE STEPPING STONES GROUP LLC	$32,454.45
	525691	02/16/2026	145022	SUMMIT FIRE PROTECTION CO	$2,859.75
	525692	02/16/2026	106493	TRITZ PLUMBING, INC.	$300.00
	525693	02/16/2026	090242	UNITED PARCEL SERVICE	$166.23
	525694	02/12/2026	143971	AMERICAN NATIONAL BANK MASTERCARD	$274.47
	525695	02/12/2026	133636	BELLEVUE WEST HIGH SCHOOL	$1,551.00
	525696	02/12/2026	134281	LANCASTER COUNTY SCHOOL DISTRICT	$552.00
	525697	02/12/2026	100888	LANCASTER COUNTY SCHOOL DISTRICT	$1,044.00
	525698	02/12/2026	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	$13,874.52
	525699	02/12/2026	139797	US BANK NATIONAL ASSOCIATION	$1,633.00
	525700	02/12/2026	139738	WASTE MANAGEMENT OF ILLINOIS INC	$20,611.73
	525714	02/19/2026	108436	COX COMMUNICATIONS INC	$16,065.59
	525715	02/19/2026	064800	METRO UTILITIES DISTRICT OF OMAHA	$38,486.12
	525716	02/19/2026	142414	NSG LOGISTICS LLC	$15,418.09
	525717	02/19/2026	143347	VERIZON COMMUNICATIONS INC	$27.82
	525718	02/19/2026	141432	WELLS FARGO FINANCIAL LEASNG INC	$3,425.00
	525719	03/02/2026	143790	360 COMMUNITY SERVICES	$26,897.97
	525721	03/02/2026	144764	ABOVE & BEYOND COMPLETE GROUNDS	$385.00
	525722	03/02/2026	143129	ELYSE M ABRAHAMSON	$250.00
	525723	03/02/2026	010112	AE SUPPLY LLC	$1,000.00
	525725	03/02/2026	010808	AIR-SIDE COMPONENTS, INC.	$250.00
	525726	03/02/2026	144998	ENES AKBUGA	$159.00
	525727	03/02/2026	139362	AMANDA L AKSAMIT	$555.67
	525728	03/02/2026	142266	ROBERT L ALEXANDER	$270.00
	525729	03/02/2026	143318	HARTIN INVESTMENTS LLC	$5,732.63
	525730	03/02/2026	144706	GABRIELA AMADO	$282.43

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 2, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525731	03/02/2026	012450	AMERICAN RED CROSS-HEALTH & SAFETY	$259.20
	525732	03/02/2026	065425	ANDERSEN MIDDLE SCHOOL	$4,791.00
	525733	03/02/2026	145344	MAGGIE ANDERSON	$70.00
	525735	03/02/2026	143506	ANZALONE CRUSHR LLC	$1,615.00
	525736	03/02/2026	145220	MAX APEL	$70.00
	525737	03/02/2026	012989	APPLE COMPUTER INC	$2,224.00
	525738	03/02/2026	106436	AQUA-CHEM INC	$976.90
	525739	03/02/2026	137528	BREANN C AVERY	$45.46
	525741	03/02/2026	145346	KORYNN BALL	$140.00
	525742	03/02/2026	135852	COLLEEN D BALLARD	$35.84
	525743	03/02/2026	137482	KRISTINA A BAMESBERGER	$335.70
	525744	03/02/2026	143990	KAITLYN FR BARRETT	$33.35
	525745	03/02/2026	144553	ANGELICA CHAVEZ BARRIGA	$133.38
	525746	03/02/2026	141712	BRIDGET R BARRY	$70.00
	525747	03/02/2026	017923	BARTON SOLVENTS INC	$50.00
	525749	03/02/2026	141521	ERIKA J BECKLEY	$78.37
	525751	03/02/2026	145331	NATALIE BENDER	$75.00
	525752	03/02/2026	144983	MICHAEL SCOTT BENOIT	$400.00
	525753	03/02/2026	142454	LAURA C BESHALER	$729.37
	525754	03/02/2026	144513	BRENDA R BIERBOWER	$80.00
	525755	03/02/2026	144496	LUCAS BINGHAM	$369.02
	525756	03/02/2026	142377	ABBY J BJORNSEN	$50.00
	525758	03/02/2026	108047	ARR ROOFING LLC	$445.00
	525759	03/02/2026	143999	TAYLOR BOOSALIS	$4,004.06
	525760	03/02/2026	139996	BOYS TOWN	$39,900.00
	525762	03/02/2026	139947	YESENIA BRAVO	$244.44
	525763	03/02/2026	140520	JULIE K BREESE	$24.48
	525764	03/02/2026	139890	DOUGLAS J BREITER	$60.61

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525765	03/02/2026	140855	AMY E BREITER	$43.19
	525766	03/02/2026	145338	PAUL A BRENNAN	$5.47
	525767	03/02/2026	145257	KALLI BRIDGE	$215.00
	525768	03/02/2026	145142	BRIGHT FUTURES CARE & ED STAFFING	$8,998.44
	525769	03/02/2026	143810	SAMUEL J BROESCH	$52.64
	525770	03/02/2026	145253	HALEY BROOKS	$75.00
	525771	03/02/2026	145330	RACHEL N BUCHMANN	$72.40
	525772	03/02/2026	142939	MEREDITH E BUCKMAN	$192.01
	525773	03/02/2026	143352	CTBOOK HOLDINGS LLC	$6,012.48
	525774	03/02/2026	143658	QUINN BUNGER	$140.00
	525775	03/02/2026	139496	NICOLE E BURTON	$35.96
	525776	03/02/2026	133531	JANE E BYERS	$525.00
	525777	03/02/2026	145308	KOLBY CAMERON	$200.00
	525778	03/02/2026	143321	MIRANDA ARDEN CANNON-HUSEY	$100.00
	525783	03/02/2026	143369	CAPITAL SANITARY SUPPLY CO INC	$39,021.84
	525785	03/02/2026	145357	ELLEN M CARPENTER	$250.00
	525786	03/02/2026	140927	JESSICA M CARSON	$72.50
	525787	03/02/2026	145358	JENNA N CATON	$240.00
	525788	03/02/2026	142741	EMMA CAVALIER	$70.00
	525790	03/02/2026	133589	CDW GOVERNMENT, INC.	$216.00
	525791	03/02/2026	136560	CAITLIN CEDFELDT	$70.00
	525793	03/02/2026	144792	CERRIS SYSTEMS NORTH CENTRAL	$3,715.24
	525794	03/02/2026	134043	MALCOLM K CHAI	$251.65
	525795	03/02/2026	139345	JULIE M CHALOUPKA	$250.00
	525796	03/02/2026	144292	CHARLESTON INC	$2,481.55
	525797	03/02/2026	140609	KELSEY L CHASTAIN	$149.38
	525798	03/02/2026	106851	CHILDREN'S HOME HEALTHCARE	$18,124.50
	525799	03/02/2026	139924	CHOICE SOLUTIONS LLC	$13,750.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525800	03/02/2026	137013	NANCY S COLE	$106.50
	525802	03/02/2026	026057	CONTROL MASTERS INC	$1,297.75
	525803	03/02/2026	136518	JANET L COOK	$159.07
	525804	03/02/2026	141058	KOBE COOPER	$100.00
	525805	03/02/2026	143248	RANA R COREY	$16.02
	525806	03/02/2026	135992	DAVID J CORK	$69.60
	525807	03/02/2026	137922	MICHAEL CRADDUCK	$70.00
	525808	03/02/2026	145359	KAITLYN J CRAIG	$250.00
	525810	03/02/2026	138353	AFTON J CROKER	$250.00
	525811	03/02/2026	106893	WICHITA WATER CONDITIONING INC	$140.75
	525813	03/02/2026	027300	CUMMINS CENTRAL POWER LLC	$6,900.51
	525814	03/02/2026	143319	MCKENNA H CUTLER	$33.71
	525815	03/02/2026	131483	JANET L DAHLGAARD	$25.16
	525816	03/02/2026	132671	JEAN T DAIGLE	$126.80
	525817	03/02/2026	134751	ANGELA M DAIGLE	$53.13
	525818	03/02/2026	131003	DAILY RECORD	$47.33
	525819	03/02/2026	145210	ETHAN DALY	$140.00
	525820	03/02/2026	140546	ALAN EUGENE DAVIS	$70.00
	525821	03/02/2026	032497	CHERYL R DECKER	$65.10
	525822	03/02/2026	143263	LINDA K DEEGAN	$32.63
	525823	03/02/2026	106713	ANDREW S DEFREECE	$99.33
	525824	03/02/2026	135865	SABRINA DENNEY BULL	$140.87
	525825	03/02/2026	140497	JESSICA L DENTON	$250.00
	525826	03/02/2026	137331	BASTIAN DERICHS	$49.81
	525827	03/02/2026	132532	DAYNA C DERICHS	$107.04
	525828	03/02/2026	143704	ANUSHA DESHPANDE	$140.00
	525829	03/02/2026	140640	DESIGN 4 INC	$625.35
	525830	03/02/2026	142013	VICTORIA DEUEL	$350.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525831	03/02/2026	145260	RAGHU DEVARAPALLY	$492.80
	525832	03/02/2026	144529	DEVELOPMENTAL DISABILITY CENTER NE	$43,130.58
	525833	03/02/2026	132669	DIGITAL DOT SYSTEMS INC	$45.00
	525834	03/02/2026	141484	AMANDA K DISTEFANO	$298.51
	525835	03/02/2026	144072	FAIZAAN DOSSANI	$600.00
	525837	03/02/2026	135689	SUSAN M DULANY	$512.41
	525840	03/02/2026	144569	SUMMER DYKSTRA	$110.00
	525841	03/02/2026	142391	LESLIE EADES	$69.30
	525842	03/02/2026	138426	KELLY D EALY	$114.99
	525843	03/02/2026	052370	ECHO ELECTRIC SUPPLY CO	$20.74
	525844	03/02/2026	037525	EDUCATIONAL SERVICE UNIT #3	$329,868.74
	525845	03/02/2026	144457	JOAN M EDWARDS LLC	$6,247.36
	525846	03/02/2026	038023	EGAN SUPPLY COMPANY	$751.30
	525847	03/02/2026	133823	REBECCA S EHRHORN	$507.44
	525848	03/02/2026	038140	ELECTRONIC SOUND INC.	$6,570.00
	525849	03/02/2026	141577	ELITE PROFESSIONALS HOME CARE LLC	$4,094.00
	525850	03/02/2026	144734	TAYLOR M EMMONS	$43.52
	525851	03/02/2026	135360	PAMELA A ERIXON	$125.27
	525852	03/02/2026	109066	TED H ESSER	$65.52
	525854	03/02/2026	137950	MICHAEL D ETZELMILLER	$107.59
	525855	03/02/2026	143301	EVANS CUSTOM APPAREL INC	$480.00
	525856	03/02/2026	107575	MELISSA D EVERTS	$21.22
	525858	03/02/2026	144733	LAUREN F FAIRWEATHER	$48.14
	525859	03/02/2026	144732	ANDREA J FEES	$123.47
	525860	03/02/2026	138528	META E FELT	$24.36
	525861	03/02/2026	145114	AMY FILE	$147.90
	525862	03/02/2026	141469	FRANCO FIORINI	$5.58
	525863	03/02/2026	133960	FIREGUARD INC	$174.00

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01	525864	03/02/2026	130731	FIRST WIRELESS INC	$1,993.30
	525865	03/02/2026	142378	FIS CAPITAL MARKETS US LLC	$200.00
	525866	03/02/2026	142032	KATIANA E FISCHER	$250.00
	525867	03/02/2026	109855	SHANNON M FISCHER	$139.24
	525868	03/02/2026	145261	ANASTASIA JEANNE MARIE FITZGERALD	$75.00
	525869	03/02/2026	141511	JENNIFER M FITZKE	$255.20
	525870	03/02/2026	145361	MICHAELA J FLETCHER	$250.00
	525871	03/02/2026	056820	FIRST INSURANCE GROUP LLC	$9,264.25
	525872	03/02/2026	138877	KATHERINE L FOLK	$18.85
	525875	03/02/2026	143691	FOLLETT CONTENT SOLUTIONS LLC	$9,845.08
	525876	03/02/2026	145310	ZANE FRANK	$70.00
	525877	03/02/2026	145332	ASIA MARIE FRANKLIN	$140.00
	525878	03/02/2026	145360	AMBER V FRANTZ	$250.00
	525879	03/02/2026	136317	KELLY L FREY	$250.00
	525880	03/02/2026	144753	ANTHONY M GENTILE	$346.81
	525881	03/02/2026	145362	BRADLEY R GIBSON	$250.00
	525882	03/02/2026	144797	CECILIA GILLEN	$300.00
	525883	03/02/2026	139894	TRICIA L GILLETT	$107.94
	525884	03/02/2026	106660	GLASSMASTERS INC	$11,720.00
	525885	03/02/2026	140046	ELIZABETH A GLENN	$250.00
	525886	03/02/2026	145240	MARIN GOCHENOUR	$200.00
	525887	03/02/2026	145333	JAMISEN L GOODELL	$14.84
	525888	03/02/2026	143945	MALARIE L GRAHAM	$66.08
	525889	03/02/2026	136508	ERIC N GRANDGENETT	$775.90
	525890	03/02/2026	144062	REED A GREGER	$70.00
	525891	03/02/2026	145283	GRETNA PUBLIC SCHOOL DISTRICT #37	$48.00
	525892	03/02/2026	135100	CENTRAL PROGRAMS INC	$791.54
	525893	03/02/2026	144331	TORI A HAAS	$48.66

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01	525894	03/02/2026	145334	ZACHARY HAIN	$70.00
	525895	03/02/2026	143940	JOELLY A A HANSEN	$250.00
	525898	03/02/2026	145215	LAURA R HARTMAN	$250.00
	525899	03/02/2026	140889	DEANNA L HAYES	$34.80
	525900	03/02/2026	142777	HD SUPPLY INC	$925.02
	525901	03/02/2026	048475	HEARTLAND FOUNDATION	$4,465.00
	525902	03/02/2026	134944	STACY K HEISS	$250.00
	525903	03/02/2026	102842	HELGET GAS PRODUCTS INC	$4.65
	525904	03/02/2026	143359	JACI L HENDERSON	$250.00
	525905	03/02/2026	141513	MELISSA M HENNINGS	$369.26
	525907	03/02/2026	140000	TABITHA C HIGHTOWER	$250.00
	525908	03/02/2026	145335	KARA A HILL	$302.04
	525909	03/02/2026	144126	SHELBY JALYNN HINDMAN	$70.00
	525910	03/02/2026	144343	MICHELLE C HOLMBERG	$447.76
	525911	03/02/2026	145191	MEGAN M HOUDEK	$250.00
	525913	03/02/2026	101533	DIANE F HOWARD	$59.66
	525914	03/02/2026	139473	KATHLEEN A HRABAN	$47.87
	525915	03/02/2026	132590	HUB INTERNATIONAL GREAT PLAINS LLC	$6,180.00
	525916	03/02/2026	140205	JADE A HUGHES	$57.95
	525917	03/02/2026	144361	HUMANEX VENTURES LLC	$3,500.00
	525918	03/02/2026	145364	MICHELE C HUMPAL	$250.00
	525919	03/02/2026	144565	KELSEY J HUMPHREY	$250.00
	525921	03/02/2026	136349	SCOTT H INGWERSON	$42.91
	525922	03/02/2026	051740	INLAND TRUCK PARTS CO.	$170.24
	525923	03/02/2026	141293	INNOVATIVE LEARNING SOLUTIONS INC	$825.00
	525924	03/02/2026	102451	INTERNATIONAL BACCALAUREATE	$157.00
	525925	03/02/2026	144905	INTERSTATE POWER SYSTEMS INC	$539.61
	525926	03/02/2026	140729	J F AHERN CO	$23,289.24

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01	525927	03/02/2026	145365	FELISHA JACKSON	$234.90
	525928	03/02/2026	138947	NICOLE R JAMISON	$49.62
	525929	03/02/2026	131157	CHRISTINE A JANOVEC-POEHLMAN	$140.14
	525930	03/02/2026	135735	GEORGE W JELKIN	$20.72
	525931	03/02/2026	133037	JENSEN TIRE & AUTO #15	$530.25
	525932	03/02/2026	083400	TYCO TECHNOLOGY GMBH	$513.00
	525933	03/02/2026	054500	JOHNSON HARDWARE CO LLC	$184.64
	525934	03/02/2026	135373	LINDA K JOHNSON	$38.64
	525935	03/02/2026	108171	CANDY R JONES	$182.79
	525937	03/02/2026	144084	JEERAPAT KAEWKAMPOL	$70.00
	525938	03/02/2026	145313	NOAH KAMMEYER	$140.00
	525939	03/02/2026	145303	ELLA J KAPPEL	$140.00
	525940	03/02/2026	137441	ANGELA C KARDELL	$250.00
	525941	03/02/2026	144345	SARAH J KATHOL	$41.86
	525943	03/02/2026	140881	DARIN C KELBERLAU	$157.15
	525945	03/02/2026	143858	KIRK A KINGSTON	$126.88
	525946	03/02/2026	141070	JODI A KLEIN	$250.00
	525947	03/02/2026	141208	ERINN R KOMP	$250.00
	525948	03/02/2026	131826	ALICIA C KOTLARZ	$72.45
	525949	03/02/2026	143655	STACEY J KOZISEK	$250.00
	525950	03/02/2026	135814	KELLI K KRAUSE	$1,466.86
	525951	03/02/2026	145366	BRITT E KRIZMANICH	$250.00
	525953	03/02/2026	137385	JOSEPH R KUEHL	$49.37
	525954	03/02/2026	144710	ALISSA E KUEHN-DYKEMA	$250.00
	525955	03/02/2026	141681	EMILY C KURZ	$250.00
	525956	03/02/2026	144111	K12 SIGN LANGUAGE SOLUTIONS LLC	$350.00
	525959	03/02/2026	143986	KESHIA K LANGE	$13.56
	525960	03/02/2026	142981	SADIE LANGEMO	$140.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	525961	03/02/2026	135257	LANGUAGE LINE SERVICES INC	$74.00
	525962	03/02/2026	145277	R & C AUTOMOTIVE INC	$1,068.96
	525963	03/02/2026	058861	B & K MECHANICAL CONTRACTORS LLC	$4,606.86
	525965	03/02/2026	135696	CHAD D LAWTON	$37.48
	525966	03/02/2026	144519	LAYER PLATFORM INC	$7,500.00
	525967	03/02/2026	071050	LEE BHM CORPORATION	$555.99
	525968	03/02/2026	141510	CHRISTINE E LEONARD	$250.00
	525969	03/02/2026	144765	LEXIA VOYAGER SOPRIS INC	$600.00
	525970	03/02/2026	134281	LANCASTER COUNTY SCHOOL DISTRICT	$72.00
	525971	03/02/2026	133643	JODY C LINDQUIST	$75.98
	525972	03/02/2026	145336	GUNNER LIPPOLD	$75.00
	525975	03/02/2026	145213	NIA K LYONS	$94.98
	525978	03/02/2026	099321	MACKIN BOOK CO	$2,011.48
	525979	03/02/2026	143953	JEREMY S MADSON	$37.19
	525980	03/02/2026	138473	KEITH W MALY	$135.72
	525981	03/02/2026	144806	SHALOM BREANNA MANYARA	$70.00
	525982	03/02/2026	100204	MARIAN HIGH SCHOOL	$755.00
	525984	03/02/2026	138341	MAXIM HEALTHCARE SERVICES HOLDINGS	$115,399.74
	525985	03/02/2026	140346	MEGAN N MCENANEY	$42.79
	525986	03/02/2026	140110	MCGRAW HILL/MAV HOLDING CORPORATION	$9,482.26
	525987	03/02/2026	137014	RYE L MCINTOSH	$81.85
	525988	03/02/2026	144743	NATHAN F MCMAINS	$11.34
	525989	03/02/2026	141523	KELLI M MCWILLIAMS	$21.46
	525990	03/02/2026	136470	CHAD M MEISGEIER	$118.44
	525991	03/02/2026	138691	MENARDS INC	$136.10
	525992	03/02/2026	064600	METAL DOORS & HARDWARE COMPANY INC	$2,195.92
	525994	03/02/2026	145367	LYDIA M MIKE	$240.00
	525995	03/02/2026	135398	JULIE A MILKS	$48.16

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01	525996	03/02/2026	065438	MILLARD NORTH HIGH SCHOOL	$15,344.50
	525997	03/02/2026	145317	MILLARD WEST DANCE TEAM INC	$376.92
	525998	03/02/2026	065443	MILLARD WEST HIGH SCHOOL	$3,065.00
	525999	03/02/2026	135388	ANNE C MILLER	$250.00
	526000	03/02/2026	145347	ALLIANA MILLER	$140.00
	526001	03/02/2026	140735	WMK LLC	$173.25
	526003	03/02/2026	136388	MITCHELL S MOLLRING	$69.68
	526004	03/02/2026	145342	MARGRETTE M MOODIE	$7.25
	526005	03/02/2026	145343	MICHELLE D MOODIE	$5.47
	526006	03/02/2026	140990	LAURA M MORRIS	$196.18
	526008	03/02/2026	143496	JERLENE J MOSLEY	$500.00
	526009	03/02/2026	142503	NITHYA MUDGAPALLI	$280.00
	526011	03/02/2026	144812	KEERTHNA NAIR	$70.00
	526012	03/02/2026	068020	NATIONAL SCIENCE TEACHERS ASSN	$3,841.00
	526014	03/02/2026	135490	NEBRASKA ASSN SCHOOL PERSONNEL ADMN	$950.00
	526015	03/02/2026	139807	NEBRASKA ASSOCIATION FOR CURRICULUM	$40.00
	526016	03/02/2026	068343	NEBRASKA ASSN OF SCHOOL BOARDS	$620.00
	526017	03/02/2026	136954	NEBRASKA CHILD SUPPORT PAYMENT CTR	$50.00
	526018	03/02/2026	068415	NEBRASKA COUNCIL SCHOOL ADMIN	$240.00
	526019	03/02/2026	131412	NE DEPT OF HEALTH & HUMAN SERVICES	$120.00
	526020	03/02/2026	134231	UNIVERSITY OF NEBRASKA AT KEARNEY	$1,100.00
	526021	03/02/2026	142414	NSG LOGISTICS LLC	$7,806.11
	526022	03/02/2026	145348	ARIAH A NEIGER	$70.00
	526023	03/02/2026	107732	BRIAN L NELSON	$1,560.00
	526024	03/02/2026	141949	VALERIE A NEWTON	$250.00
	526027	03/02/2026	145223	KORBEN OCKANDER	$70.00
	526028	03/02/2026	100013	ODP BUSINESS SOLUTIONS LLC	$840.22
	526029	03/02/2026	132778	MELANIE L OLSON	$15.59

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01	526030	03/02/2026	071053	OMAHA WORLD HERALD	$140.70
	526031	03/02/2026	137824	OMBUDSMAN EDUCATIONAL SVCS LTD	$391,155.00
	526032	03/02/2026	133850	ONE SOURCE ACQUISITION COMPANY LLC	$3,802.55
	526033	03/02/2026	144421	CHARLES E O'NEAL	$285.00
	526034	03/02/2026	145368	CHELSEY J O'NEILL	$221.00
	526035	03/02/2026	133368	KELLY R O'TOOLE	$93.50
	526036	03/02/2026	142290	OVERDRIVE INC	$6,500.00
	526037	03/02/2026	144474	PHILIP PAIDER	$140.00
	526038	03/02/2026	143235	PALMER HAMILTON LLC	$403.00
	526040	03/02/2026	071567	PAPILLION/LAVISTA HIGH SCHOOL	$380.00
	526041	03/02/2026	132006	ANDREA L PARSONS	$73.52
	526042	03/02/2026	145312	PARTNER ED SOLUTIONS	$4,250.00
	526043	03/02/2026	145311	TIMOTHY PASHEEV	$100.00
	526044	03/02/2026	107783	HEIDI T PENKE	$139.07
	526045	03/02/2026	139607	WEST MUSIC CO INC	$184.57
	526047	03/02/2026	145161	MEGHAN M PETERSEN	$35.00
	526049	03/02/2026	073040	PITNEY BOWES PRESORT SERVICES INC	$10,000.00
	526050	03/02/2026	144351	LAURA M PLAS	$75.15
	526051	03/02/2026	144746	HOLLIN D POEHLMAN	$250.00
	526052	03/02/2026	144380	ANDREW T POLINKO	$22.87
	526053	03/02/2026	143905	VICKI L PRIBIL	$1,224.00
	526054	03/02/2026	143687	PRIME HOME DDS INC	$15,702.49
	526055	03/02/2026	134598	PRIME COMMUNICATIONS INC	$148,905.12
	526056	03/02/2026	144622	PROPIO LANGUAGE SERVICES LLC	$753.87
	526057	03/02/2026	102241	PYRAMID SCHOOL PRODUCTS	$1,722.50
	526058	03/02/2026	145349	BRYSON RADER	$70.00
	526059	03/02/2026	078250	RALSTON PUBLIC SCHOOLS	$284,049.14
	526061	03/02/2026	141984	REBECCA L REGER	$18.27

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	526062	03/02/2026	145205	REMEDY ROAD LLC	$6,138.72
	526064	03/02/2026	145350	MACKENZIE RILEY	$70.00
	526065	03/02/2026	135282	DIANNA L RINGLEB	$34.49
	526066	03/02/2026	137125	LAUREN M ROEDER	$250.00
	526067	03/02/2026	144833	AMANDA M ROESENER	$250.00
	526068	03/02/2026	143689	TRICIA J ROHDE	$133.00
	526069	03/02/2026	136121	MELANIE E ROLL	$300.00
	526072	03/02/2026	145243	JACOB PAUL ANTHONY RUDLOFF	$200.00
	526073	03/02/2026	144745	JOSELYN M SAND	$27.91
	526074	03/02/2026	081725	KIMBERLEY K SAUM-MILLS	$102.73
	526075	03/02/2026	132192	JEAN A SAVAGE	$31.58
	526076	03/02/2026	143695	SCHUMACHER ELEVATOR COMPANY	$2,595.75
	526077	03/02/2026	137416	NICHOLE E SCHWAB	$317.01
	526078	03/02/2026	145318	RYLIE SCHWARZ	$60.00
	526080	03/02/2026	141962	SCOREVISION LLC	$5,800.00
	526081	03/02/2026	144492	JAMIE L SCOTT	$61.84
	526082	03/02/2026	109815	JENNIFER L SCOTT	$122.96
	526083	03/02/2026	145356	SEATTLE UNIVERSITY	$100.00
	526084	03/02/2026	144835	NORMA L SERRANO	$5.58
	526085	03/02/2026	145353	SHARISH SHAPKOTA	$70.00
	526086	03/02/2026	144053	SHREEYA SHAPKOTA	$70.00
	526087	03/02/2026	145193	ALEXANDER L SHARP	$108.82
	526088	03/02/2026	083175	SHEPPARD'S BUSINESS INTERIORS	$5,363.23
	526089	03/02/2026	142381	KELSEY O SHERIDAN	$250.00
	526090	03/02/2026	144377	LINDSAY A SHIELDS	$60.76
	526091	03/02/2026	140338	SHIRLEY K'S STORAGE TRAYS LLC	$2,598.99
	526092	03/02/2026	145249	STUTI SITESH	$100.00
	526093	03/02/2026	143266	NATHAN M SMITH	$48.43

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	526094	03/02/2026	101476	SODEXO INC & AFFILIATES	$129,847.21
	526098	03/02/2026	145238	PARKER SPECK	$140.00
	526100	03/02/2026	141988	LINDSEY J STAACK	$250.00
	526101	03/02/2026	141244	TYREE STARKS	($50.00)
	526102	03/02/2026	143504	BRANDON L STAVA	$5.74
	526103	03/02/2026	141088	STEMFINITY LLC	$5,996.00
	526104	03/02/2026	142151	JENNIFER STEPHENSON	$70.00
	526105	03/02/2026	144096	THE STEPPING STONES GROUP LLC	$47,268.90
	526106	03/02/2026	142102	STERLING COMPUTERS CORPORATION	$662.25
	526108	03/02/2026	145022	SUMMIT FIRE PROTECTION CO	$3,586.00
	526109	03/02/2026	145369	JENNIFER H SVOBODA	$250.00
	526111	03/02/2026	135006	STEVE D THRONE	$590.73
	526112	03/02/2026	144544	TIFCO INDUSTRIES INC	$2,090.49
	526113	03/02/2026	136578	PEGGI S TOMLINSON	$23.78
	526114	03/02/2026	137870	LINDSAY D TRAEGER	$516.71
	526115	03/02/2026	141557	TODD E TRIPPLE	$45.57
	526116	03/02/2026	107719	KIMBERLY P TRISLER	$48.65
	526117	03/02/2026	106493	TRITZ PLUMBING, INC.	$1,975.00
	526118	03/02/2026	142259	PAMELA K TUVESON	$304.79
	526119	03/02/2026	135505	OUTDOOR POWER GROUP INC	$315.88
	526120	03/02/2026	142462	JEFFREY S UHER	$36.06
	526121	03/02/2026	142309	UNANIMOUS INC	$1,490.00
	526128	03/02/2026	144550	UNIFIRST CORPORATION	$5,277.11
	526129	03/02/2026	090214	UNITED ELECTRIC SUPPLY CO INC	$0.20
	526130	03/02/2026	100923	UNIVERSITY OF NEBRASKA LINCOLN	$2,450.00
	526132	03/02/2026	068840	BOARD OF REGENTS UNIVERSITY OF NE	$1,500.00
	526133	03/02/2026	068875	UNIVERSITY OF NEBRASKA MED CENTER	$36,347.64
	526134	03/02/2026	068840	BOARD OF REGENTS UNIVERSITY OF NE	$900.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	526135	03/02/2026	138046	AUTO LUBE INC	$392.60
	526137	03/02/2026	145166	LAURA J VANDERWOUDE	$34.96
	526138	03/02/2026	083340	VERNE SIMMONDS COMPANY	$1,077.86
	526139	03/02/2026	144607	STEPHANIE VIK	$130.00
	526140	03/02/2026	135863	RUDOLPH A VLCEK III	$160.00
	526141	03/02/2026	093008	BARBARA N WALLER	$308.00
	526142	03/02/2026	145141	KATRINA M WATTON	$150.00
	526143	03/02/2026	133438	HEIDI J WEAVER	$160.36
	526144	03/02/2026	141464	ANTHONY J WEERS	$67.64
	526145	03/02/2026	144891	MAYA WEILER	$210.00
	526146	03/02/2026	140929	ERIC C WELTE	$94.83
	526148	03/02/2026	144108	JACOB WESTBY	$285.00
	526149	03/02/2026	131499	WESTERN BOWL LLC	$2,745.00
	526150	03/02/2026	094245	WESTLAKE ACE HARDWARE INC	$84.55
	526151	03/02/2026	145339	ELLERIE WHITE	$75.00
	526152	03/02/2026	094820	WHOLESALE HEATING & COOLING SUPPLY	$23.86
	526153	03/02/2026	138243	NANCY B WILLIAMS	$250.00
	526154	03/02/2026	145340	AVA WILLIAMS	$145.00
	526155	03/02/2026	144437	GRACELYN PAIGE WINGETT	$140.00
	526156	03/02/2026	145341	TYLER WONG	$220.00
	526157	03/02/2026	145167	MEGAN N WOOD	$250.00
	526158	03/02/2026	136943	MICHAELA M WRAGGE	$554.26
	526159	03/02/2026	109852	WURTH BAER SUPPLY CO	$1,331.38
	526160	03/02/2026	145354	CATHERINE YOUELL	$70.00
	526161	03/02/2026	096200	YOUNG & WHITE	$17,863.70
	526162	03/02/2026	143887	SAVANNA K YOUNG	$8.96
	526164	03/02/2026	142269	WHC NE LLC	$15,634.80
	526165	03/02/2026	143288	JESSICA M ZAGURSKI	$139.08

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	526166	03/02/2026	144482	LIKANG ZHU	$200.00
	526167	03/02/2026	145352	MATTHEW J ZIEGLER	$5.80
	526168	03/02/2026	136855	PAUL R ZOHLEN	$36.54
	526169	03/02/2026	135647	LACHELLE L ZUHLKE	$30.96
	E108703	02/16/2026	139056	AMERICAN SOCIETY OF COMPOSERS	$459.08
	E108704	02/16/2026	131927	RILEY M HELLER	$274.65
	E108705	02/16/2026	100928	J W PEPPER & SON INC.	$211.97
	E108706	03/02/2026	102727	B & H PHOTO	$297.41
	E108707	03/02/2026	132475	BIO CORPORATION	$740.00
	E108708	03/02/2026	132976	BIO-RAD LABORATORIES	$506.87
	E108709	03/02/2026	019111	BISHOP BUSINESS EQUIPMENT	$47,479.85
	E108710	03/02/2026	019559	BOUND TO STAY BOUND BOOKS INC	$8,640.17
	E108711	03/02/2026	143654	JEREDITH BRANDS LLC	$22,604.50
	E108712	03/02/2026	090270	CLEAN WATER GUYS INC	$592.75
	E108713	03/02/2026	140678	SKL ENTERPRISES LLC	$550.00
	E108715	03/02/2026	033473	DIETZE MUSIC HOUSE INC	$683.11
	E108716	03/02/2026	136179	DIGITAL EXPRESS INC	$5,070.71
	E108717	03/02/2026	131740	EAGLE SOFTWARE INC,	$950.00
	E108718	03/02/2026	036520	EASTERN NEBRASKA HUMAN SVCS AGENCY	$22,420.00
	E108719	03/02/2026	038100	CONSOLIDATED ELECTRICAL DISTR INC	$2,677.40
	E108720	03/02/2026	132066	ENGINEERED CONTROLS INC	$2,977.08
	E108721	03/02/2026	133919	FILTER SHOP INC	$11,888.64
	E108722	03/02/2026	140791	FRONTLINE PRIVATE SECURITY LLC	$730.00
	E108723	03/02/2026	131565	GARTNER & ASSOCIATES CO, INC.	$1,352.00
	E108724	03/02/2026	044950	GRAINGER INDUSTRIAL SUPPLY	$9,011.82
	E108725	03/02/2026	048786	HILLYARD INC	$298.42
	E108726	03/02/2026	130990	HORWATH LAUNDRY MACHINERY CO	$444.84
	E108727	03/02/2026	051573	POPCO INC	$60.00

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
01	E108728	03/02/2026	100928	J W PEPPER & SON INC.	$103.90
	E108729	03/02/2026	138509	JONES SCHOOL SUPPLY CO INC	$853.86
	E108730	03/02/2026	026300	JP COOKE COMPANY	$108.00
	E108732	03/02/2026	099217	LAKESHORE EQUIPMENT CO	$84.53
	E108733	03/02/2026	137296	LIBERTY HARDWOODS INC	$755.05
	E108734	03/02/2026	059470	LIEN TERMITE & PEST CONTROL INC	$326.50
	E108735	03/02/2026	059560	MATHESON TRI-GAS INC	$585.78
	E108736	03/02/2026	137947	MECHANICAL SALES PARTS INC	$2,566.85
	E108737	03/02/2026	068334	NEBRASKA AIR FILTER INC	$5,356.75
	E108738	03/02/2026	071545	PAPER CORPORATION	$25,183.20
	E108739	03/02/2026	073427	PRO-ED INC	$2,674.10
	E108740	03/02/2026	132713	PROTEX CENTRAL INC	$2,274.00
	E108741	03/02/2026	078420	RAWSON & SONS ROOFING, INC.	$8,935.00
	E108742	03/02/2026	131376	ROBERT BROOKE & ASSOCIATES INC.	$232.80
	E108743	03/02/2026	100577	TRAVEL TAGS INC	$51.31
	E108744	03/02/2026	133969	TENNANT SALES & SERVICE COMPANY	$3,967.14
	E108745	03/02/2026	138304	TIME MANAGEMENT SYSTEMS	$4,550.00
	E108747	03/02/2026	137707	UTILITY TRENCHING INC	$18,436.15
	E108749	03/02/2026	093650	VWR INTERNATIONAL LLC	$110.46
	E108750	03/02/2026	093765	WATER ENGINEERING, INC.	$2,333.35
	E108751	03/02/2026	139185	WEST OMAHA WINSUPPLY CO	$1,276.14
01 - Total					**$2,972,846.64**
02	27701	03/02/2026	130674	BEADLE MIDDLE SCHOOL	$552.30
	27702	03/02/2026	135036	BRYAN ELEMENTARY	$132.19
	27703	03/02/2026	133178	COTTONWOOD ELEMENTARY	$134.95
	27704	03/02/2026	100951	EXTREME CLEANING INC	$813.20
	27705	03/02/2026	010670	GENERAL PARTS LLC	$3,429.91
	27706	03/02/2026	144749	KATRINA A GREENFIELD	$13.20

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
02	27707	03/02/2026	135041	HITCHCOCK ELEMENTARY	$141.32
	27708	03/02/2026	131694	HOLLING HEIGHTS ELEMENTARY	$160.22
	27709	03/02/2026	134284	KIEWIT MIDDLE SCHOOL	$188.79
	27710	03/02/2026	145188	ELIZABETH P LEMKEE	$87.00
	27711	03/02/2026	065438	MILLARD NORTH HIGH SCHOOL	$2,212.44
	27712	03/02/2026	065410	MILLARD PUB SCHL ADMIN ACTIVITY FND	$819.72
	27713	03/02/2026	065440	MILLARD SOUTH HIGH SCHOOL	$632.60
	27714	03/02/2026	135042	MONTCLAIR ELEMENTARY	$126.78
	27715	03/02/2026	143969	RACHEL A MONTOYA	$22.85
	27716	03/02/2026	133370	MORTON ELEMENTARY	$32.41
	27717	03/02/2026	143265	THERESA M NEUBAUER	$34.44
	27718	03/02/2026	130091	NORTH MIDDLE SCHOOL	$161.82
	27719	03/02/2026	139832	PAMELA S OSTERMAN	$20.30
	27720	03/02/2026	145326	JENESIS A RAMIREZ	$21.75
	27721	03/02/2026	144315	KYLE FLOYD RODDENBERRY	$97.88
	27722	03/02/2026	144898	SANTANA F RUBY	$36.98
	27723	03/02/2026	144750	NANCY S SAATHOFF	$13.92
	27724	03/02/2026	145189	PATRICK J SIMMONS	$97.88
	27725	03/02/2026	101476	SODEXO INC & AFFILIATES	$633,696.16
	27726	03/02/2026	145327	MYA N THOMPSON	$87.00
02 - Total					**$643,768.01**
06	525672	02/16/2026	139924	CHOICE SOLUTIONS LLC	$104,922.44
	525748	03/02/2026	133480	BERINGER CIACCIO DENNELL MABREY	$4,920.00
	525789	03/02/2026	133970	CCS PRESENTATION SYSTEMS	$177,071.50
	525801	03/02/2026	130646	COMMONWEALTH ELECTRIC	$5,850.00
	525936	03/02/2026	136678	K C PETERSEN CONSTRUCTION CO	$41,175.00
	525964	03/02/2026	013226	LATIMER ASSOCIATES INC	$5,977.70
06 - Total					**$339,916.64**

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
07	525720	03/02/2026	010040	A & D TECHNICAL SUPPLY CO INC	$1,029.61
	525748	03/02/2026	133480	BERINGER CIACCIO DENNELL MABREY	$49,992.46
	525784	03/02/2026	139926	CARLSON WEST POVONDRA ARCHITECTS	$2,889.38
	525857	03/02/2026	133044	EYMAN PLUMBING	$108,220.10
	525957	03/02/2026	058775	LAMP RYNEARSON ASSOCIATES INC	$9,000.00
	526007	03/02/2026	134532	MORRISSEY ENGINEERING INC	$30,125.00
	526013	03/02/2026	145307	NAVITAS LLC	$7,200.00
	526026	03/02/2026	144981	NICHOLAS PORTER	$27,900.00
	526046	03/02/2026	136568	PERFORMANCE ENGINEERING INC	$2,221.31
	526055	03/02/2026	134598	PRIME COMMUNICATIONS INC	$4,016.42
	526063	03/02/2026	144570	REVOLUTION WRAPS LLC	$23,275.70
	526095	03/02/2026	084019	SOL LEWIS ENGINEERING COMPANY	$8,311.12
	526097	03/02/2026	136932	SPECIALIZED AIR/HYDRONIC BALANCING	$2,535.00
	526110	03/02/2026	132452	TERRACON CONSULTANTS INC	$1,344.25
	E108731	03/02/2026	138181	KIDWELL ELECTRIC COMPANY INC	$2,015.00
07 - Total					**$280,075.35**
11	525637	01/29/2026	144133	GRUPO DE DANZA RAICES DE MEXICO	$500.00
	525642	01/29/2026	145315	NANCY PINZON	$350.00
	525644	01/29/2026	142676	TURCO INC	$1,140.00
	525662	02/05/2026	109843	T-MOBILE USA INC	$29.49
	525675	02/16/2026	145322	PHI DELTA KAPPA INTERNATIONAL	$175.00
	525685	02/16/2026	145324	LUTHERAN FAMILY SERVICES NEBRASKA	$2,000.00
	525724	03/02/2026	144397	SCOT R AHLERS	$1,240.75
	525734	03/02/2026	143507	CALEB A ANNIN	$70.47
	525740	03/02/2026	138929	SUE ANN BAINTER	$137.50
	525750	03/02/2026	144598	TRUDY H BEERY	$1,448.25
	525757	03/02/2026	144630	JACQUELINE M BLAKE	$3,042.50
	525761	03/02/2026	136495	GRANT R BRASSETTE	$56.90

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	525775	03/02/2026	139496	NICOLE E BURTON	$78.74
	525792	03/02/2026	144769	CENTER FOR COLLABORATIVE CLASSROOM	$5,292.00
	525809	03/02/2026	144795	LYDIA J CROCKER	$3,342.00
	525836	03/02/2026	144693	BREANNA R DUDLEY	$2,421.00
	525838	03/02/2026	140463	JOSHUA C DUNCAN	$73.68
	525839	03/02/2026	132106	GREGORY L DUNN	$77.31
	525897	03/02/2026	144382	CALEB E HARTHOORN	$1,240.75
	525906	03/02/2026	144406	LAUREN MS HEWITT	$3,732.00
	525912	03/02/2026	145363	RACHEL E HOVIOUS	$3,570.00
	525920	03/02/2026	144756	JOHN HUNSBERGER	$250.00
	525944	03/02/2026	145314	MICHELLE R KILDARE	$125.00
	525958	03/02/2026	144612	BREANNA M LANE	$2,477.50
	525969	03/02/2026	144765	LEXIA VOYAGER SOPRIS INC	$8,800.00
	525973	03/02/2026	144804	TAYLOR A LUBRANT	$1,786.99
	525974	03/02/2026	145337	GRACIE E LUEBBE	$1,240.75
	525976	03/02/2026	141814	JEFFREY S MACHAL	$456.00
	525983	03/02/2026	142173	SARAH E MARTIN	$1,240.75
	525993	03/02/2026	138462	MIDLAND UNIVERSITY	$5,325.00
	526002	03/02/2026	144101	MODERN IMAGES INC	$165.00
	526010	03/02/2026	144811	TRACEY ANN N MYERS	$1,786.99
	526025	03/02/2026	135043	NORRIS ELEMENTARY	$297.00
	526060	03/02/2026	137478	REALLY GREAT READING COMPANY LLC	$198.00
	526070	03/02/2026	144154	NICOLE E ROOT	$36.00
	526079	03/02/2026	145052	GRACIE M SCHWEERS	$2,442.00
	526094	03/02/2026	101476	SODEXO INC & AFFILIATES	$542.23
	526096	03/02/2026	144541	AMANDA M SORENSEN	$1,240.75
	526107	03/02/2026	137093	JAMIE R STINSON	$59.30
	526131	03/02/2026	068840	BOARD OF REGENTS UNIVERSITY OF NE	$1,927.73

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Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
11	526136	03/02/2026	144617	TAYLOR F VAN VLIET	$1,927.73
	526147	03/02/2026	145158	JASON WEST	$500.00
	526163	03/02/2026	135890	YOUTH FRONTIERS INC	$1,425.00
	E108748	03/02/2026	138328	VEX ROBOTICS INC	$14,090.13
11 - Total					**$78,358.19**
14	525942	03/02/2026	145237	ALKEME INSURANCE SERVICES INC	$4,375.50
14 - Total					**$4,375.50**
17	525864	03/02/2026	130731	FIRST WIRELESS INC	$800.70
	525957	03/02/2026	058775	LAMP RYNEARSON ASSOCIATES INC	$162,000.00
	526007	03/02/2026	134532	MORRISSEY ENGINEERING INC	$2,000.00
	E108727	03/02/2026	051573	POPCO INC	$30.00
17 - Total					**$164,830.70**
50	525662	02/05/2026	109843	T-MOBILE USA INC	$36.94
	525773	03/02/2026	143352	CTBOOK HOLDINGS LLC	$3,010.24
	525853	03/02/2026	143041	CHRISTOPHER ETHEN	$100.00
	525864	03/02/2026	130731	FIRST WIRELESS INC	$7,473.20
	525875	03/02/2026	143691	FOLLETT CONTENT SOLUTIONS LLC	$302.18
	525896	03/02/2026	144938	JASON HARSTICK	$100.00
	525952	03/02/2026	135103	RON KROENKE	$860.00
	525977	03/02/2026	145370	BREANNA MACK	$1,000.00
	525991	03/02/2026	138691	MENARDS INC	$878.88
	526002	03/02/2026	144101	MODERN IMAGES INC	$1,237.50
	526039	03/02/2026	136739	JAMES W KUPER	$999.00
	526048	03/02/2026	144588	MICHAEL RAY PHILLIPS JR	$90.00
	526071	03/02/2026	071023	OMAHA THEATER CO FOR YOUNG PEOPLE	$321.00
	526099	03/02/2026	141321	SPHERO INC	$1,787.14
	526101	03/02/2026	141244	TYREE STARKS	$100.00
	E108710	03/02/2026	019559	BOUND TO STAY BOUND BOOKS INC	$58.96

Millard Public Schools Check Register Prepared for the Board Meeting for Mar 2, 2026

Fund	Check Number	Check Date	Vendor Number	Vendor Name	Transaction Amount
50	E108715	03/02/2026	033473	DIETZE MUSIC HOUSE INC	$1,270.22
	E108746	03/02/2026	138773	ULINE INC	$3,365.91
50 - Total					**$22,991.17**
99	526039	03/02/2026	136739	JAMES W KUPER	($38.16)
	526042	03/02/2026	145312	PARTNER ED SOLUTIONS	($130.00)
99 - Total					**($168.16)**
Overall - Total					**$4,506,994.04**

Millard Public Schools - Planned Disposition of Surplus Property

BOE Packet Due: **2/25/2026** BOE Meeting Date: **3/2/2026** Sale or Disposal Scheduled After: **3/2/2026**

Lot	Quantity	Description
1	140	Cisco 7821 telephones
2		
3		
4		
5		
6		
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8		
9		
10		
11		
12		
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Committee Meeting Minutes
February 9, 2026

The members of the Board of Education met as a Committee of the Whole on Monday, February 9, 2026 at the Don Stroh Administration Center, 5606 South 147th Street.

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

Board members present were: Mike Kennedy, Justin Curtis, Stacy Jolley, Amanda McGill Johnson, and Lisa Schoenberger.

Legislative Update

Director of Strategic Projects & External Affairs Mr. Eric Grandgenett, along with Tim Hruza and Kristen Hassebrook from Mueller Robak Schaefer Hruza and Hassebrook provided the board with a legislative update. Mr. Grandgenett thanked Mueller Robak for all the work they do on our part. He said they are great partners and he appreciates all that they do.

Mrs. Hassebrook shared that they are the next generation of the firm, as they purchased the firm from Bill Mueller and Kim Robak. Mueller and Robak are still engaged in the firm and plan to be for a few years to come. Mrs. Hassebrook thanked Millard for having such a great reputation and for all they did in Lincoln. The Millard administration is trusted in Lincoln. They do their homework and are responsive to senators.

Mrs. Hassebrook said that the session is 38% done. She said from this point forward in the session, the focus will be the priority bills of the Senators, Committees, and the Speaker, and a few general file bills. She said we can anticipate that any of the general file bills that have come out of committee will be amended into other bills.

Mrs. Hassebrook stated that the priority bill designation deadline is February 19th. The Speaker bill designation forms are due by the 17th, and the Speaker will announce those bills on February 20th.

Mrs. Hassebrook said that morning debates and afternoon hearings will continue until the end of February, and all day hearing will begin in March.

Mrs. Hassebrook said that there is a $471 million dollar budget shortage. She said in Nebraska, we have a balanced budget requirement, so they will have to figure out how to fill that hole. Special Education funding is something that will be navigated in this budget discussion. Mrs. Hassebrook said that the budget must be on general file by March 9th and passed by March 25th. The Speaker has said that the budget will take several weeks. The Forecasting report is due at the end of February. The budget is important since all bills that have a fiscal note have to wait until the budget is passed.

Mrs. Hassebrook shared that it is an election year. She said ten senators are term-limited and two more who will not run again. She said the Speaker, Appropriations, and Education chairs are all term-limited. Governor Pillen is also up for re-election.

Learning Community District Initiatives 2.0

Assistant Superintendent of Educational Services Dr. Todd Tripple provided a report on the Learning Community District Initiatives 2.0. Dr. Tripple said that we are grateful for the support of the three Learning Community-supported programs in Millard Public Schools. Dr. Tripple said tonight's focus will be on Targeted Literacy Development.

Dr. Tripple shared that this ties nicely with Strategy 1.1, which focused on systems and instructional practices. He said as part of this work, we have been examining schools in Millard that are performing at an incredibly high level. Research was done in these buildings to identify some common themes. The use of master scheduling and the utilization of the staff were strongly used in the four schools performing at the highest level. This model was used to help develop our targeted literacy development initiative. Dr. Tripple said that the foundation of our Targeted Literacy Development Model, which we hope will lead to high levels of student engagement and achievement are as follows:

- Highly trained staff using evidence-based practices.

- Quality instruction and intervention materials.
- Targeted systems of support that are informed by data.

Dr. Tripple said that Bryan, Norris, Rockwell, and Neihardt elementary schools were selected to participate based on a variety of factors, including achievement, demographics, as well conditions where a new initiative had a good chance of success.

Director of Professional Learning Joe Vonderhaar shared the implementation timeline. He said we are in year two of this implementation. Mr. Vonderhaar said that year one's focus was on building the foundation. Year one was also focused on who needed to be hired for these roles and working with Human Resources and the building principals.

Director of Elementary and Early Childhood Education Andy DeFreece shared that another major focus of year one implementation was purchasing quality instructional materials. SIPPS is what was selected and purchased. SIPPS includes systematic instruction in phonological awareness, phonics, and sight words. Mr. DeFreece said that a lot of professional learning has taken place and will continue to take place. Mr. DeFreece also shared the 2025-2026 goals of the program.

Literacy Development Facilitator Nicole Jamison shared that the focus of professional learning was the science of reading. One way we have supported this work is by offering staff in these buildings the opportunity to participate in a two-year LETRS training. She said that fifty percent of the building staff participated in this optional training.

Mrs. Jamison said that a primary goal of this initiative was to increase the amount of time students receive direct instruction from an adult. She shared that on average, students received 159 minutes of targeted small group instruction time. She also shared that literacy paras have specialized literacy training.

Mrs. Jamison said that data is being reviewed closely to tell us about the success of the model. She shared that the number of students being labeled at risk per the Nebraska Reading Improvement Act has shown a significant decrease in kindergarten. While the others may not be as significant, the progress in kindergarten is exciting.

Mrs. Jamison shared that we are working on expanding the use of SIPPS curriculum to other Millard buildings. There are currently six elementary schools using SIPPS outside of the reading initiative.

Dr. Tripple shared information about the Learning Community Initiative 1.0 where Millard has utilized three literacy coaches in select elementary schools. Dr. Tripple said that literacy coaches are placed in a building for two years. Data is used to determine where to place the literacy coach for the next two years. They are currently at Morton, Sandoz, and Bryan Elementary Schools.

Mrs. Schoenberger said that now is the proper time for public questions and comments on non-agenda items only. There were no requests to speak.

The meeting was adjourned at 7:20 p.m.

Chairman

AGENDA ITEM:	Administrator Recommended for Hire
MEETING DATE:	March 2, 2026
DEPARTMENT:	Human Resources
TITLE & ESCRIPTION:	Assistant Principal at Central Middle School
ACTION DESIRED:	Approval
BACKGROUND:	The position was advertised on Millard's job posting website, Career Link (Regionally and Nationally), LinkedIn, and the NCSA website. Ten internal and seventeen external applications were received. The applications were reviewed by Dr. Kevin Chick, Dr. Heidi Penke and Dr. John Schwartz. Five internal candidates and one external candidate were interviewed for the position. The interview team included Dr. Heidi Penke, Dr. Kim Saum-Mills, Brett Metzger, Dr. Ted Esser, Dr. Tony Weers, Bill Jelkin, Chad Zimmerman, Brad Millard, Jordan Siepker, Heather Spessard-Schroer, Jackson Fischer, Erin Aguirre, Sara Loberg, Ben Harger, Shannon Fischer, Amanda Hansen, Trevor Wenger and Mitch Mollring.
RECOMMENDATION:	The Superintendent's recommendation is approval of Tyler McGee for Assistant Principal of Central Middle School. Previous Experience Includes; Dean of Students (2025-Present); Teacher/AD, Council Bluffs Public Schools (2016-2025)
EDUCATION:	BA – University of Northern Iowa - Education, Social Sciences/5-12 (2015) MA – Wayne State College - Administration (2022)
OPTIONS & ALTERNATIVES:	N/A
RECOMMENDATION:	Approval
PERSON RECOMMENDING:	Dr. John Schwartz, Superintendent, Millard Public Schools

SUPERINTENDENT APPROVAL: 

AGENDA SUMMARY SHEET

Agenda Item:	Approval of Rule 4510.5 – Human Resources - Pre Retirement Planning Programs
Meeting Date:	March 2, 2026
Background/ Description:	Review and update to Rule based on updates to relevant statutes and internal references. This Rule has been reviewed by the District's legal counsel.
Action Desired:	Approval of Rule 4510.5 – Human Resources - Pre Retirement Planning Programs
Policy / Strategic Plan Reference:	N/A
Responsible Person(s):	Dr. Kevin Chick, Associate Superintendent of Human Resources Jake Curtiss, Director of Employee Relations

Superintendent's Signature:



Human Resources

Pre-Retirement Planning Programs 4510.15

I. Any employee who participates in the Nebraska ~~School~~ Public Employees Retirement System (NPERS) and has vested in the School ~~Employees Retirement~~ Plan may attend or participate in pre-retirement planning programs sponsored by ~~The Nebraska School Employees Retirement System~~ NPERS while employed by the District. The employee is responsible for paying his or her own expenses for any pre-retirement planning programs.

II. Attendance at any pre-retirement planning program is voluntary. An employee who is qualified and registered to attend a planning program can do so without loss of pay. Planning programs may be conducted in-person or via live-broadcast webinars. Planning programs do not include information that can be accessed at any time via electronic means. Each employee may attend up to two days or sixteen (16) hours of planning programs without loss of pay. A qualified employee may choose to attend additional planning programs, but such leave shall be without pay and shall be at the discretion of the Human Resources Department~~Superintendent or his/her designee~~.

III. An employee desiring to attend a pre-retirement planning program must submit the proper request form to the ~~Superintendent or his/her designee~~ Human Resources Department and receive approval to attend prior to his or her attendance. An employee who attends must verify his or her attendance with the Human Resources Department~~Superintendent or his/her designee~~. The Human Resources Department ~~Superintendent or his/her designee~~ reserves the right to limit attendance at any planning program based upon the ability of the District to deliver the educational program. If attendance is limited, preference will be given to those employees who are nearest retirement.

IV. Employees wishing to attend pre-retirement planning programs outside of those events specifically sponsored by ~~The Nebraska School Employees Retirement System~~ NPERS must use personal leave, vacation, or take leave without pay.

Legal Reference: Neb. Rev. Stat. § 84-1511

Related Policies & Rules: 4510

Rule Approved: October 5, 1987 Millard Public Schools
Revised: September 7, 1993; November 17, 1997; February 21, 2011; November 6, 2017; April 19, 2021; November 21, 2022; March 2, 2026 Omaha, Nebraska
Reaffirmed: March 17, 2003

AGENDA SUMMARY SHEET

Agenda Item: Rule 5600.1 Injury and Illness

Meeting Date: March 2, 2026

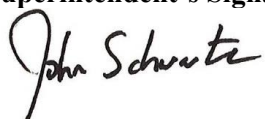
Background/ Description: Year seven review

Action Desired: Approval

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Student Health - Injury and Illness **5600.1**

I. Injury. In cases of student injury, the following procedures will be implemented:

A. The student will be made comfortable and not moved until attended by District personnel who have been trained in first aid. The principal, ~~school nurse~~school healthcare provider, or health aid will be notified.

B. Call 911 immediately when in the judgment of the principal, the school healthcare provider~~school nurse~~, or a staff member trained in first aid, the injury requires the attention of emergency medical personnel. District personnel will remain with the student whenever practical until relieved or excused by emergency medical personnel.

C. Unless the injury is of a minor nature that does not require first aid, the student's parents or guardian will be notified.

1. When the parents or guardian are notified of injuries resulting from an accident, they will be told what has happened and what has been done.

2. In addition, the parents or guardian will be given any other relevant information that the District possesses.

3. If the parents or guardian cannot be reached, the student's emergency contact person will be notified.

D. An accident resulting in injury considered to be more than minor in nature requires the completion of a District accident report and the incident will be reported to the building principal or District head nurse and the Executive Director of Student ~~-~~Services and School Safety.

II. Illness. In cases of student illness, the following procedures will be implemented:

A. Call 911 immediately when in the judgment of the principal, the school healthcare provider~~school nurse~~, or a staff member trained in first aid, the illness requires the attention of emergency medical personnel. District personnel will remain with the student whenever practical until relieved or excused by emergency medical personnel or when trained District personnel respond in accordance with procedures for life-threatening asthma attacks and systemic allergic reactions and they are relieved by emergency medical personnel.

B. Unless the illness is of a minor nature that does not require first aid, the student's parents or guardian will be notified.

1. When the parents or guardian are notified of an illness, they will be told what has happened and what has been done.

2. In addition, the parents or guardian will be given any other relevant information that the District possesses.

3. If the parents or guardian cannot be reached, the student's emergency contact person will be notified.

C. Except in cases of minor illnesses, illnesses will be reported to the building principal or school healthcare provider~~nurse~~ and the Executive Director of Student Services and School Safety.

III. Definitions.

A. Emergency medical personnel. Emergency medical personnel shall mean medical personnel who can respond to a medical emergency.

B. Minor injury. Minor injury shall mean an injury which does not require the attention of a physician, an advanced practice registered nurse, or a physician's assistant; is not life threatening; does not pose a health risk; and can be effectively treated with first aid which can be performed by a school ~~nurse~~ healthcare provider or a health aid who has been trained in first aid.

C. Physician. Physician shall mean individuals who are licensed by the Department of Health and Human Services Regulation and Licensure as:

1. Medical Doctors (M.D.) who practice medicine and/or surgery; or

2. Osteopathic Physicians (D.O.) who are also authorized to prescribe medications.

D. Advanced practice registered nurse. Advanced practice registered nurse shall mean individuals who are licensed and practicing under and in accordance with the Advanced Practice Registered Nurse Act.

E. Physician assistant. Physician assistant shall mean individuals who are licensed under Neb. Rev. Stat. §§ 38-2046 through 38-2055 to perform medical services under the supervision of a licensed physician.

Related Policy: 5600

Rule Approved: February 4, 1974
Revised: November 20, 1995; December 4, 2000; December 15, 2003; July 8, 2019; March 2, 2026
June 15, 2009; May 5, 2014

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Rule 5600.3 Physical Examination, Visual Evaluation, Immunization and Inspection

Meeting Date: March 2, 2026

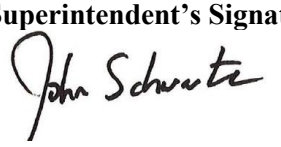
Background/ Description: Year seven review with no substantive changes. The language added in section II simply aligns with existing State law.

Action Desired: Approval

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student **Services**

Student Health - Physical Examination, Visual Evaluation, Immunization and Inspection 5600.3

I. Physical Examination and Visual Evaluation. Prior to the entrance of any student into kindergarten and the seventh grade or, in the case of a transfer from out of state, to any other grade in any District school, the parents or guardian must submit written evidence of a physical examination of the student by a physician, physician assistant, or advanced practice registered nurse.

A. The physical examination must have been performed within six (6) months of the date of enrollment. Either a completed, signed and dated physical exam report, or a printed or typewritten form signed by a qualified examiner indicating that a physical examination was administered on a specific date within the previous six (6) month period for the named student, constitutes sufficient evidence of compliance.

B. The cost of such physical examination is to be borne by the parents or guardian of each child examined.

C. No physical examination shall be required of any student whose parents or guardian objects thereto in writing.

D. All kindergarteners and out of state transfer students will be required to submit written evidence of a visual evaluation by a physician, physician assistant, advanced practice registered nurse, or optometrist within six (6) months prior to admission. The visual evaluation shall consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity. A visual evaluation report that is signed and dated by a qualified examiner and including at a minimum the specific required tests, constitutes sufficient evidence of compliance. No such visual evaluation shall be required of any child whose parent or guardian objects in writing. The cost of such visual evaluation shall be borne by the parent or guardian of each child who is examined.

II. Immunization. All students by law are required to be protected by immunization against measles, mumps, rubella, varicella (chicken pox), poliomyelitis, diphtheria, pertussis, tetanus, Haemophilus influenza type b (Hib), Hepatitis B, and invasive pneumococcal disease (for students 2-5 years of age), prior to enrollment and in accordance with the immunization standards prescribed in Title 173, Nebraska Administrative Code, Chapter 3-008. All students entering 7th grade and beyond are required to receive one dose of tetanus, diphtheria, acellular pertussis (Tdap).

A. Any student who does not comply with this provision shall not be permitted to continue in school until the student complies unless the student falls within the two (2) exceptions contained in this Rule.

B. Unless exempted by state law, the cost of such immunization shall be borne by the parents or guardian of each student who is immunized or by the Department of Health and Human Services for those students whose parents or guardian are unable to meet such cost.

C. Immunization shall not be required for enrollment if either of the following is submitted to the District:

1. A statement signed by a physician, physician assistant, or advanced practice registered nurse stating that, in the health care provider's opinion, the immunizations required would

be injurious to the health and well-being of the student or any member of the student's family or household; or

2. A notarized affidavit signed by the student or, if the student is a minor, by a legally authorized representative of the student, stating that the immunization conflicts with the tenets and practice of a recognized religious denomination of which the student is an adherent or member or that immunization conflicts with the personal and sincerely followed religious beliefs of the student.

3. The physician's statement or affidavit shall be kept in the student's file.

D. A student may be provisionally enrolled in the District in the following circumstances*:*

1. The student has begun the immunizations required by state law and the student is receiving the necessary immunizations as rapidly as is medically feasible and in accordance with the requirements of Title 173, Nebraska Administrative Code, Chapter 3-010.02; or

2. The student is the child or legal ward of an active member of any of the military services of the United States or of his or her spouse, and the student is enrolling in the District following residence in another state or in a foreign country, and the parents or guardian of the student provide the District with a signed written statement certifying that the student has completed the immunizations required by state law. The student's parents or guardian must thereafter provide the District with written evidence that the student has completed the immunizations required by state law, and if such written evidence is not provided to the District within sixty (60) days of the date of the provisional enrollment, then the student shall not thereafter be permitted to continue in school until such written evidence of compliance is provided.

III. Required Evidence of Immunization. For the purposes of compliance with the immunization requirements of state law, the student's parents or guardian shall be required to present to the District the following evidence of immunization:

A. An immunization history containing the name of the vaccine, the month and year of administration (the month, day, and year for MMR vaccine), the name of the health practitioner, the agency where the immunization was obtained, and the signature of the physician, parent, guardian, or of such other person maintaining the immunization history of the student, verifying that the student has received these vaccines; or

B. Laboratory evidence of circulating antibodies for measles, mumps, or rubella shall constitute evidence of immunity against those diseases provided the following information is supplied: name of laboratory, name of test, test result, test date, signature of laboratory technician performing the test or of the laboratory director, and date of signature.

C. For purposes of compliance with this Rule, clinical history of measles, mumps, or rubella without laboratory or epidemiologic confirmation does not constitute evidence of immunity. Epidemiologic confirmation of a diagnosis means that the clinical history of measles, mumps, or rubella is corroborated by association with laboratory proven case(s) and that such epidemiologic case(s) have been reported to and counted by the Department of Health and Human Services.

IV. Health Screenings. ~~.~~ Students in District schools must be screened periodically for vision, hearing, and dental health. In addition, the Department of Health and Human Services prescribes height and weight measurement for the purpose of monitoring weight/height status at intervals for all students.

A. If such health screening indicates a need for further evaluation and the necessity of professional attendance, the District shall notify the parents or guardian in writing and explain the necessity for further evaluation and professional attendance for such student.

B. A student is not required to submit to health screenings if the student's parents or guardian provide a written statement signed by a physician, physician assistant, or advanced practice registered nurse attesting that the student underwent the required hearing, vision, and/or dental screening within the last six (6) months. For height and weight screenings, the written statement must object to such screening and be signed and dated by the student's parents or guardian and be submitted before each time such screening is conducted.~~.~~

C. The District's health screenings shall be conducted ~~during the first quarter of~~ each school year for students then in attendance. Thereafter, as students enter the District during the year, such health screenings shall be made immediately upon their entrance.

V. Parental Notification and Opportunity to Opt out of Participation. Pursuant to the Protection of Pupil Rights Amendment, 20 U.S.C. §1232h, the District shall provide reasonable notice at the beginning of the school year, directly to the parents and guardians of students enrolled in District schools, of the specific or approximate dates of any nonemergency invasive physical examination or screening that is required as a condition of attendance and administered by the District and scheduled in advance, and which is not necessary to protect the immediate health and safety of the student or other students.

A. An invasive physical examination is any medical examination that involves the exposure of private body parts, or any act during such an examination which includes incision, insertion, or injection into the body, but does not include a hearing, vision, dental, or scoliosis screening, or any physical examination or screening permitted or required by state law.

B. Parents, guardians, and students who are eighteen (18) years old or emancipated under state law, may opt out of participation in any such invasive physical examination by providing the District with a signed written statement which declines participation in any such invasive physical examination.

VI. Physical Examinations for Student Athletes. Students participating in activities sponsored by the Nebraska Schools Activities Association, athletics, cheerleading, or dance team, shall obtain a physical examination by a physician after May 1st, and shall submit the same to the District prior to participation.

A. The requirement of the obtaining and submission of a physical examination will be in force each year a student participates in student athletics.

B. Student athletes must also be covered by accident insurance prior to participation on any team. Student athletes are eligible to purchase insurance made available by the District.

VII. Definitions.

A. Student Athletics. Student athletics shall mean extracurricular school sponsored competitive interscholastic sports.

B. Physician. Physician shall mean individuals who are licensed by the Department of Health and Human Services Regulation and Licensure as:

1. Medical Doctors (M.D.) who practice medicine and/or surgery; or

2. Osteopathic Physicians (D.O.) who are also authorized to prescribe medications.

C. Advanced practice registered nurse. Advanced practice registered nurse shall mean individuals who are licensed and practicing under and in accordance with the Advanced Practice Registered Nurse Act.

D. Physician assistant. Physician assistant shall mean individuals who are licensed under Neb. Rev. Stat. §§ 38-2046 through 38-2055 to perform medical services under the supervision of a licensed physician.

Related Policy: 5600

Legal References: 20 U.S.C. § 1232h
Neb. Rev. Stat. § 79-214 (2)
Neb. Rev. Stat. §§ 79-217 through 223
Neb. Rev. Stat. §§ 79-248 through 253
Title 173, Nebraska Administrative Code, Chapters 3 and 7

Rule Approved: July 20, 1992
Revised: November 20, 1995; December 4, 2000; July 16, 2001;
December 15, 2003; May 3, 2004; June 15, 2009; May 5, 2014; July 8, 2019; March 2, 2026

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Rule 5600.4 Contagious or Infectious Diseases

Meeting Date: March 2, 2026

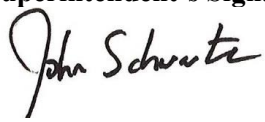
Background/ Description: Year seven review

Action Desired: Approval

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Student Health - Contagious or Infectious Diseases 5600.4

I. General Statement. If a student has symptoms of a contagious or infectious disease, such student shall be sent home immediately or as soon as safe and proper transportation can be arranged, and the District's Executive Director of Student Services and School Safety and District ~~H~~head ~~N~~nurse shall be at once notified. The ~~Director of Student Services~~District ~~H~~head ~~N~~nurse shall notify the student's parents or guardian and the student will be excluded from school in accordance with the provisions of this Rule.

A. Students with a contagious or infectious disease may return to school when the symptoms disappear, and when the minimum isolation period has elapsed, provided however that students with HIV disease or Hepatitis B have complied with the procedures of Section III below.

B. The isolation period shall be in accordance with rules and regulations adopted by the Department of Health and Human Services.

C. This section shall not restrict or prohibit the District's authority to otherwise limit a student's activities in school where such limitation is necessary for the health or safety of the student or others.

II. Attending School. Students diagnosed with HIV disease or Hepatitis B will be allowed to attend school without restriction unless they manifest severe or unusually aggressive behavior, such as biting, or if they have weeping skin sores that cannot be covered.

A. In such instances, the student's parents or guardian will be notified and the student will be excluded from school.

B. Immediately thereafter, a determination of the appropriate educational setting will be made by a team consisting of the District head nurse, school ~~nurse~~ healthcare provider, ~~school medical advisor~~, student's physician, school principal and student's teacher (hereinafter "Team"). The Team shall consider the following when determining the educational setting:

1. Behavior of student;

2. Neurologic development;

3. Physical condition;

4. Existence of open sores that cannot be covered; and/or

5. Risk of transmission through normal school contacts.

C. A regular classroom setting will be provided unless, based on the considerations set forth in the preceding paragraph, it is determined that there is a risk of transmission through normal school contacts. If that risk exists, the student shall be removed from the classroom and placed in an appropriate alternate education program.

III. Removal from Classroom. A student temporarily removed from the classroom for severe or unusually aggressive behavior will be immediately referred to the aforesaid Team for assessment and the development of an appropriate program, if warranted.

A. A student temporarily removed from a classroom for weeping skin sores which cannot be covered may be provided homebound instruction, and will be re-admitted only when there is medical documentation that the risk no longer exists.

B. Removal from the classroom should not be the only response to reduce risk of transmission. The District will attempt to use the least restrictive means to accommodate the student's needs.

C. The student may return to the classroom when the Team determines that the risk of transmission through the reasonably expected school contacts has abated.

D. The removal shall be reviewed by the Team once per month unless there is no reasonable medical need for medical review.

E. A student with HIV disease may be removed from the classroom for the student's protection when cases of life-threatening diseases (e.g., measles, chicken pox) arise in school.

1. The decision to remove the student will be made by the student's physician. The District may obtain a second opinion, at District expense, and the District will elect which opinion to follow if the District's second opinion conflicts with the student's physician's opinion.

2. In cases where the student is removed for the student's protection, the student may return to the classroom when the risk is abated.

F. The District head nurse ~~school nurse~~ will act as a liaison between the Team members, assist the student in problem resolution and answer the student's questions, and act as the coordinator of services provided by other staff members.

V. Privacy. The student's right to privacy shall be honored. Only those persons directly involved with a student with HIV disease or Hepatitis B will be advised of the student's condition. Such persons shall not divulge any of the information concerning the infected student to any other person unless authorized by law.

VI. Handling Body Fluids. Routine procedures for handling blood, body fluids, vomitus and fecal or urinary incontinence should be followed regardless of whether there are any students with an infectious disease attending school.

VI. Definitions

A. HIV Disease. HIV disease is a severe, life threatening disease that progressively damages the immune system. The onset of clinical illness is usually insidious and characterized by nonspecific symptoms such as malaise, anorexia, fatigue, diarrhea, weight loss, lymphadenopathy, and fever. Eventually, the patient is afflicted with serious infections, frequently opportunistic. It is spread primarily by saliva, urine, blood, and semen.

B. Hepatitis B. Hepatitis B is a disease of the liver, usually has an insidious onset with anorexia, vague abdominal pain, nausea and vomiting, and occasionally joint pain and rash. Jaundice is often present, but fever may be absent or mild. It is spread primarily by saliva, urine, blood, and semen.

C. Physician. Physician shall mean individuals who are licensed by the Department of Health and Human Services Regulation and Licensure as:

1. Medical Doctors (M.D.) who practice medicine and/or surgery; or

2. Osteopathic Physicians (D.O.) who are also authorized to prescribe medications.

Legal References: Neb. Rev. Stat. § 79-248,
Title 173, Nebraska Administrative Code, Chapter 3

Related Policy: 5600

Rule Approved: November 20, 1995
Revised: December 4, 2000; May 5, 2014; July 8, 2019; March 2, 2026
Reaffirmed: December 15, 2003; June 15, 2009

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Rule 5600.6 Student Health – Procedures for the Use of Cardiopulmonary Resuscitation and Automated External Defibrillators

Meeting Date: March 2, 2026

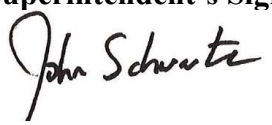
Background/ Description: Year seven review

Action Desired: Approval

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Student Health - Procedures for the Use of Cardiopulmonary Resuscitation and Automated External Defibrillators 5600.6

I. Distribution and Placement of Automated External Defibrillators.

A. Introduction. Cardiac arrest is a threat for students, staff, or visitors to our schools and when it occurs, can leave only minutes to save a life. To maximize the chances that emergency response will result in full recovery, Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AEDs) may be used. AEDs will be placed in each school, and trained designated school personnel will use AEDs according to procedures that have been approved by the Executive Director of Student Services and School Safety, or the District head nurse ~~or designee~~.

B. AEDs will be distributed to every school within the District:

1. Each District high school will have, at minimum, three (3) AEDs readily accessible in designated area(s) where they are available for all students, staff and visitors.

2. Each District middle school will have, at minimum, two (2) AEDs readily accessible in designated area(s) where they are available for all students, staff and visitors.

3. Each District elementary school and the Keith Lutz Horizon High School will have, at minimum, one (1) AED readily accessible in designated area(s) where they are available for all students, staff and visitors.

4. The placement of AEDs will be determined by the principal. The principal will take into consideration that coverage must be provided for all activities and school functions that occur not only during the school day, but after school hours for school related activities.

   a. AEDs will be placed in supervised areas where they can be observed by supervisory personnel or by surveillance cameras.
   b. Each AED will be secured by an alarm device.
   c. AEDs will not be placed in locked rooms or areas that limit availability after school hours.
   d. Signs will be posted in each classroom, commons area, the office, and other areas of the building where students or staff congregate advising where the nearest AED is located.

5. AEDs will not be taken on field trips or other activities away from the school building unless an extra AED is solely dedicated for that purpose, the AED's absence does not affect coverage at school, and the AED is under the constant direct supervision of a staff member trained in its use.

6. Groups, organizations, or individuals renting or using school facilities when school personnel are not present will be informed of the requirements for the use of AEDs.

C. Designated school personnel will be trained by qualified personnel to administer CPR and AEDs.

D. Parents, guardians, and emancipated students will be notified ~~on the District's Emergency Health Form~~ as part of the District's annual online update process and as part of the District's online enrollment process that in case of cardiac arrest, CPR and an AED may be administered to students for life-saving purposes.

II. AED Maintenance and Use. The following will govern the maintenance and use of AEDs:

A. AEDs will be maintained and tested in accordance with the operational guidelines of the manufacturer and monitored by personnel designated by the principal.

B. AEDs will be stored with the carrying case, one (1) extra set of pads, razor, latex or vinyl gloves, mouth barrier, and three (3) towelettes designed for use with the AED.

C. All AED pads that have exceeded the manufacturer's recommended shelf life will be replaced.

D. Each AED will be inspected, at a minimum, monthly by the principal or designee to assure it is in proper working order and ready for immediate use. The AED will be inspected after each use to ensure that the equipment is in proper working order and is ready for the next usage.

E. Each AED will be marked with a District identification number.

F. The school ~~nurse~~ healthcare professional will maintain an inventory which includes the identification number of the AED, its location, and when it was last inspected.

III. Operating Procedures.

A. Unless the subject's medical conditions and/or circumstances dictate otherwise, the following standing procedures for emergency response cardiac arrest will be followed.

1. Call 911.
2. Administer the AED following the instructions on the AED.
3. Administer CPR as directed by the AED.

B. Notify the parents or guardians immediately at the first sign of a cardiac arrest. If trained designated staff members are involved in life-saving procedures, personnel not administering emergency treatment should provide the notice to the parents or guardians.

C. CPR and the AED will be administered by trained personnel to students, staff members, or visitors only when emergency life threatening events occur resulting from cardiac arrest.

IV. AED Training and Implementation.

A. The following designated staff members from each school will be trained on the use of CPR and AED(s):
1. School healthcare providers ~~nurses~~;
2. Certified Nursing Assistants (CNA) and Certified Medical Assistants (CMA)
3. Full-time health room paraprofessionals;
4. One staff member from each Early Childhood classroom;
5. Coaches and assistant coaches;
6. Athletic trainers;
7. Extracurricular supervisors who supervise physical activities; and
8. A minimum of three (3) additional designated staff members from each school.

B. Designated staff members from each school will be appointed by the building principal or designee.

C. Training of the designated staff members will be conducted and completed prior to the distribution of AEDs within the schools.

D. Designated and trained staff members must maintain current CPR/AED certification in order to continue serving as a designated staff member.

E. Training for the administration of CPR and AEDs will be provided by a certified CPR/AED instructor.

V. Purchase of AEDs.

A. All AEDs will be purchased through the District purchasing agent.

B. All AEDs will meet District specifications.

C. All AEDs will be of the same model and manufacturer.

D. Additional AEDs may be purchased and placed at any time by the individual school, if all of the requirements of this Rule are met.

VI. Post-Use Record. As soon as reasonably practical following the emergency administration of an AED, the designated staff members shall provide the Executive Director of Student Services and School Safety with a written report that should include, at a minimum, the following:

A. The circumstances giving rise to the administration of AED;

B. The results; and

C. The recommended changes in the procedures or forms used by the District in its administration of AEDs, if any.

VII. Annual Review. On an annual basis, the Executive Director of Student Services and School Safety or designee will conduct a review of the effectiveness of this Rule, procedures utilized, forms adopted pursuant to this Rule, the post-use records of the District's designated staff members, and any other materials relevant to improving the District's use of CPR and AEDs. The review will include, if practicable, the following:

A. The results of the use;

B. The recommendations from the District's Medical Advisory Committee or other qualified organization as it pertains to CPR and AEDs; and

C. Upon the completion of the review, the Executive Director of Student Services and School Safety shall provide the Board with ~~the Director's~~ his/her findings and recommendations.

VIII. Definitions.

A. AED. AED shall mean Automated External Defibrillator.

B. CPR. CPR shall mean cardiopulmonary resuscitation.

C. Qualified Personnel. Qualified personnel shall mean individuals who have met an educational and/or legal requirement necessary to provide instruction on the use of CPR and AEDs.

Related Policies & Rules: 5600

Rule Approved: April 21, 2003
Revised: December 16, 2003; August 7, 2006; July 2, 2012; May 5, 2014; August 19, 2019; March 2, 2026
Reaffirmed: June 15, 2009

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Policy 5600 Student Health

Meeting Date: March 2, 2026

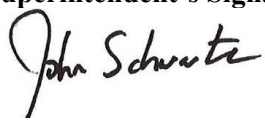
Background/ Description: Seven Year Review

Action Desired: Reaffirm

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Student Health **5600**

The District will provide an environment that promotes healthy conditions for students which is intended to: eliminate or minimize the risk of obtaining an infectious disease or illness; identify safety concerns for the purpose of eliminating accidents; respond to life-threatening asthma and systemic allergic reactions; prevent unauthorized use of medications on school grounds or at school activities; keep relevant medical information in order to respond to medical emergencies; and comply with applicable laws and regulations concerning student health and safety.

Related Rules: 5600.1, 5600.2, 5600.3, 5600.4, 5600.5, 5600.6

Policy Approved: February 4, 1974
Revised: November 20, 1995; December 4, 2000; December 15, 2003; July 10, 2017
Reaffirmed: June 15, 2009; July 8, 2019; March 2, 2026

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Rule 5900.5 Safe Student Transportation Plan

Meeting Date: March 2, 2026

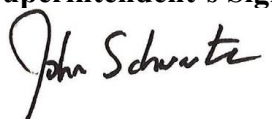
Background/ Description: Year seven review

Action Desired: Reaffirm

Policy / Strategic Plan Reference: N/A

Responsible Person(s): Bill Jelkin, Student Services

Superintendent's Signature:



Student Services

Safe Student Transportation Plan 5900.5

This Safe Student Transportation Plan sets forth the District's plan for providing safe transportation to students being transported in vehicles on regular routes assigned through the District transportation plan.

I. **Weapons.** Student transportation vehicles shall not transport any items, materials, weapons or look-a-like weapons, explosive devices or bomb-related materials or equipment which could endanger the lives, health, or safety of the students, other passengers, and the driver. Look-a-like weapons associated with a school-sponsored or approved activity may be transported with written permission of an administrator of the District. If possible, these items should be secured and not visible or accessible to students while in the vehicle.

Upon becoming aware of a weapon aboard a student transportation vehicle, the driver will make every attempt to:

A. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone (after parking on a shoulder or otherwise not moving) or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community service agency, etc.

B. Pull the vehicle over to a safe and secure area.

C. Confiscate the weapon (if doing so does not jeopardize student or driver safety).

D. Give a description of the weapon and the participating parties to dispatch.

E. Dispatch will immediately notify the appropriate law enforcement agencies and school administration.

II. **Student Behavior.** Students are expected to follow student conduct rules while in a student transportation vehicle. The driver is responsible for controlling behavior which affects safety and for reporting rule violations to school administration. In the event a student violates Board policy regarding student conduct standards or otherwise engages in behavior that jeopardizes safety, the driver will make every attempt to:

A. First seek to resolve the incident through discussion with the student(s) involved.

B. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community agency, etc.

C. Activate emergency flashers.

D. Bring vehicle to a safe stop. Seek to resolve the incident, using physical force only as necessary to protect students or yourself.

E. Report and document discipline problems to the school administrator. Use a Bus Conduct Report/Incident Form, if available.

III. **Terrorist Threats.** A person commits a terroristic threat if the person threatens to commit a crime of violence with the intent to terrorize another or with the intent of causing evacuation of a building, place of assembly or the vehicle or in reckless disregard of the risk of causing such terror or evacuation. Upon

becoming aware of a terroristic threat relating to a student transportation vehicle, the driver will make every attempt to:

A. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community agency, etc.

B. Make every attempt to keep passengers calm (this may mean complying with the terrorist).

C. Dispatch will immediately notify the appropriate law enforcement agencies and school administration.

D. Driver should wait for instructions from dispatch.

IV. **Severe Weather.** Upon becoming aware of severe weather while aboard a student transportation vehicle, the driver will make every attempt to:

A. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community agency, etc.

B. Return to the school if less than five minutes away and follow the directions of the school administrator.

C. If more than five minutes away from school, go to the nearest school and follow the directions of the school administrator.

D. If more than five minutes away from the nearest school or there is immediate danger, get to the nearest basement or underground shelter with all students.

E. If there is no shelter and there is immediate danger the driver and passengers are to follow evacuation procedures and get everyone off the vehicle and into the nearest ditch or culvert at least 100 feet away from the vehicle.

V. **Hazardous Materials and Unattended Items.** Upon becoming aware of a hazardous material aboard a student transportation vehicle, the driver will make every attempt to:

A. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community agency, etc.

B. Pull the vehicle over to a safe and secure area.

C. Give a description of the hazardous materials in question to dispatch.

D. Dispatch will immediately notify the appropriate law enforcement agencies and school administration.

E. Driver should wait for instructions from dispatch.

In the event an unattended item is discovered on or near the vehicle, the driver will seek to determine who the item belongs to and whether the item could be hazardous to the safety of those in the vehicle. Any unattended item that would break or could cause injury if tossed about the inside of the vehicle when involved in an accident or sudden stop shall be secured. If it is determined that the item is not hazardous

and need not be secured, the driver will not allow the item to distract the driver's attention to the task of operating the vehicle.

VI. **Medical Emergencies.** Upon becoming aware of a medical emergency aboard a student transportation vehicle, the driver will make every attempt to:

A. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community agency, etc.

B. Dispatch will immediately notify the appropriate medical agencies and school administration.

C. Driver should follow instructions from dispatch, school officials, and parents when such information can be obtained quickly. If not available, follow emergency first aid procedures.

D. Only if necessary, the driver should move passengers only enough to get them out of danger of traffic or fire. If moved, the driver and aide are to keep the passengers where placed until a medical agency arrives, unless a parent has taken charge of their child.

E. Driver should try to keep student passengers as calm as possible.

VII. **Procedures in the Event of Mechanical Breakdowns of the Vehicle.** Upon becoming aware of a mechanical breakdown aboard a student transportation vehicle, the driver will make every attempt to:

A. Pull the vehicle over to a safe and secure area if possible.

B. Contact dispatch and notify them of the situation if possible**.** If not possible, the driver will make every attempt to telephone dispatch from a cell phone or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community agency, etc.

C. Activate emergency flashers and place warning flares/reflectors in accordance with safety guidelines, if not in a secure area.

D. Driver should try to keep student passengers as calm as possible.

E. Dispatch will arrange for assistance and a relief vehicle ***if needed***.

VIII. **Procedures in the Event the Drop-off Location is Uncertain or Appears Unsafe to Leave Students.** In the event the drop-off location is uncertain or appears unsafe to leave students, the driver will make every attempt to:

A. Contact or otherwise communicate with dispatch to notify them of the situation.

B. Release students only if an adult responsible for the student is present. If not, keep students who are to be released in the vehicle, continue with route, and return students who were to be released to the school.

C. Dispatch will notify the appropriate law enforcement agencies and school administration if appropriate given the circumstances.

IX. **Transportation of Unsafe Items.** Drivers shall not permit student transportation vehicles to transport any items, animals, materials, weapons or look-a-like weapons, or equipment which in any way would endanger the lives, health or safety of the students or other passengers and the driver. Look-a-like weapons associated with a school sponsored or approved activity may be transported only with written permission of a school

administrator. Any items that would break or could cause injury if tossed about the inside of the vehicle when involved in an accident or sudden stop shall be secured.

X. **Functional Capacity of Student Transportation Drivers.** All student transportation drivers must pass a functional capacity assessment to confirm a driver's ability to perform the requirements of the job.

XI. **Documentation under Safe Student Transportation Plan.** Each student transportation driver is required to complete and submit to the school administration a bus conduct report or incident report involving the student transportation vehicle operated by the driver or any students transported in it. Documentation is to include the occurrence of any of the following events: weapons, student behavior which affects safety, terroristic threats, severe weather, hazardous materials, or medical emergencies. Documentation of such events shall be completed and submitted as soon as practicable after the incident.

XII. **Supplemental Information.** A copy of this Plan shall be placed in each student transportation vehicle, kept at each school building, and made available upon request. Supplemental information with respect to operational and procedural guidelines used to administer this Plan can be found in the District's Safety and Security Plan adopted pursuant to 92 Nebraska Administrative Code Chapter 10 and in the Nebraska Department of Education Student Transportation Guide.

XIII. **Drivers of Small Vehicles on Activity Trips.** The District will provide drivers of small vehicles on activity trips with instruction on and guidance for emergency evacuation procedures, first aid, and emergency equipment. Drivers of small vehicles on activity trips are generally expected to follow this Plan in the event of an emergency evacuation. The District's Director of Transportation may provide additional guidance for drivers of small vehicles on activity trips to increase student safety.

XIV. **Student Instruction**. At least twice during each school year, each student who is transported in a school vehicle shall be instructed in safe riding practices and participate in emergency evacuation drills.

Legal Reference: Neb. Rev. Stat. §§ 79-318(12), 79-602, 79-607 and 79-608
Title 92, Nebraska Administrative Code, Chapters 91 and 92

Date of Adoption: December 2, 2019
Reaffirmed: March 2, 2026

Millard Public Schools
Omaha, NE

AGENDA SUMMARY SHEET

Agenda Item: Approval of 2026-27 & 2027-28 Teachers and Nurses Agreement with the Millard Education Association

Meeting Date: March 2, 2026

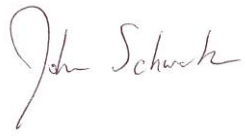
Background/ Description: The District and the Millard Education Association ("MEA") have reached tentative agreement for the 2026-27 and the 2027-28 school years for Teachers and Nurses. The MEA voted for approval of the tentative agreement on February 27, 2026. The estimated total package increase for this contract is an average of 3.55% per year. Other changes include a new provision on how to pay teachers who receive and alternative certification and a new stipend for teachers qualified to teach dual enrollment courses.

Action Desired: It is recommended that the Negotiated Agreement for Teachers and Nurses with the Millard Education Association for the 2026-27 and the 2027-28 school years be approved and that the Superintendent or his designee be authorized to execute any and all documents related to such Agreement.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:



2026-2028
COLLECTIVE BARGAINING AGREEMENT
between Millard Public Schools
and the Millard Education Association

THIS AGREEMENT made and entered into this ____ day of _____, 2026 by and between School District Number 17, Douglas County, Nebraska, also known as the Millard Public Schools (hereinafter called "District"), and the Millard Education Association (hereinafter called "Association").

WHEREAS, the parties have from time to time met and negotiated the terms and conditions of employment for teachers and nurses for the 2026-27 and the 2027-28 school years; and

WHEREAS, the parties have reached an agreement with respect to the terms and conditions of the employment for teachers and nurses for the 2026-27 and the 2027-28 school years;

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

ARTICLE I
RECOGNITION

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

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

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

ARTICLE II
TERMS FOR REOPENING OR MODIFYING THIS AGREEMENT

a) **GOVERNMENTAL ACTION.** Neither the District nor Association shall unreasonably withhold consent to reopen the Agreement, upon request by the other party, in the event,

   i) the District is unexpectedly confronted by, or either party reasonably anticipates, Federal or State action with the potential to materially degrade those financial resources anticipated to have been available to the District at the time of this Agreement's ratification. Any legislative, judicial, administrative, or civil action with the potential to render harm or that actually renders harm to the District or its employees, including judgments or damages rendered from litigation undertaken against the District, shall qualify for consideration under this section, and in light of such consideration either party may request the other reopen the Agreement to address only the practical or financial impact of those legislative, administrative, or judicial changes and civil actions;

b) **BENEFIT FUND DEPLETION.** Neither the District nor Association shall unreasonably withhold consent of a request by the other party to reopen the Agreement in the event,

   i) the balance of the District Employee Benefit Fund falls below $3,000,000, not including any loans into the Fund by the District or any amounts borrowed out of the Fund by the District, as measured on May 1 in the first year of a two-year Agreement and is communicated to the Association by the District on or before May 30, in which case those provisions of the Agreement pertaining to the cost of health benefits otherwise slated to take effect in the subsequent year shall be subject to renegotiation; and

   ii) should the parties reopen talks pursuant to this subsection, but fail to reach a tentative agreement on or before August 15 of the first year of a two-year Agreement, the District may, beginning in Year Two, continue to calculate employee salaries using the base salary values described in the Agreement for Year One rather than adopt those intended for Year Two.

c) **FISCAL CONDITIONS.** Neither the District nor the Association shall unreasonably withhold consent to reopen the Agreement in the event either party reasonably anticipates the District's Grand Total of All General Fund Receipts will increase by less than 2.5% from the fiscal year ending in Year One of a two-year agreement to the fiscal year ending in Year Two of a two-year agreement, in which case either party may reopen the Agreement for the sole purpose of renegotiating salary and benefits. For purposes of this paragraph, "Grand Total of All General Fund Receipts" shall mean total receipts reported by the District and enumerated in the Nebraska Department of Education's Annual Financial Report ("AFR"), including receipts associated with any tax levy override revenue. Should the parties reopen talks pursuant to this subsection, but fail to reach a tentative agreement on or before August 15 of the first year of a two-year Agreement, the District may, beginning in Year Two, continue to calculate employee salaries using the base salary values described in the Agreement for Year One rather than adopt those intended for Year Two.

d) **RETIREMENT CONTRIBUTIONS.** The salary formula factors in Appendix B of this Agreement are based on the assumption that the mandatory Nebraska Public Employees Retirement ("NPERS") District contribution rate will be 7.32% in both years of this Agreement. Effective for the 2027-28 school year (Year Two), if the District's contribution to NPERS is established at a rate different than 7.32%, the following adjustments shall be made:

i) If the employer's contribution rate for NPERS increases to 8.08%, the Year Two wage formula factors listed in Appendix B (base, year of experience value, and per graduate credit hour value), shall be decreased for each level (BA, MA, EdS, and Doc) by 0.71% for purposes of salary calculation, rounded to the nearest dollar. In no event shall such change lower any teacher's 2027-28 daily rate of pay below the teacher's 2026-27 daily rate of pay.

ii) If the employer's contribution rate for NPERS increases to 8.84%, the Year Two wage formula factors listed in Appendix B (base, year of experience value, and per graduate credit hour value), shall be decreased for each level (BA, MA, EdS, and Doc) by 1.41% for purposes of salary calculation, rounded to the nearest dollar. In no event shall such change lower any teacher's 2027-28 daily rate of pay below the teacher's 2026-27 daily rate of pay.

iii) If the employer's contribution rate for NPERS is established at a rate other than 7.32%, 8.08%, or 8.84%, the Year Two wage formula factors listed in Appendix B (base, year of experience value, and per graduate credit hour

value), shall be increased or decreased for each level (BA, MA, EdS, and Doc) in a proportion necessary to maintain the total package cost contemplated by the parties using the adjustments appearing in subsections (i) and (ii) above as the basis for the proportionate increase or decrease.

ARTICLE III
BARGAINING UNIT CLARIFICATION:

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

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

c) ALTERNATIVE CERTIFICATION HIRES: Alternatively certificated teachers shall be included in the bargaining unit. The District may, at its sole discretion, evaluate a candidate's relevant private sector experiences, professional licenses, and industry training in setting the pay rate of an alternatively certificated teacher. In addition, under the terms of this Agreement, the District may subsequently re-evaluate and adjust an alternatively certificated teacher's salary, provided that any such adjustment that may result in a decrease in compensation is first approved by the Association. In no event shall the District provide compensation to an alternatively certificated teacher that is less than the minimum salary values or more than the maximum salary values described in Appendix B. The District shall notify the Association, upon request, of awards and adjustments in pay for alternatively certificated teachers. The notification shall include the experience, education, and other factors used for purposes of determining pay. The District will accept ongoing Association input regarding the valuation of those outside credentials.

ARTICLE IV
PROCEDURE AND PROTOCOL
FOR NEGOTIATION OF SUCCESSOR AGREEMENTS

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

ARTICLE V
TERMS AND CONDITIONS

(1) TERM

DURATION. This contract shall begin on August 1, 2026 and terminate on July 31, 2028. If upon the expiration of this Agreement on the 31st day of July, 2028, the parties hereto have not agreed to a collective bargaining agreement for the school year 2028-29, the terms of this Agreement shall continue in full force and effect, so long as the parties are continuing to engage in good faith collective bargaining.

CONTRACTED DAYS, NEW HIRES AND RETURNING TEACHERS. In Year One of the Agreement, the contract shall consist of 192 teacher days for returning teachers and 194 days for new teacher hires. In Year Two of the Agreement, the contract shall consist of 191 teacher days for returning teachers and 193 days for new teacher hires. The District may require any new teacher hire to work the two additional days of his or her contract without additional compensation, provided those days are scheduled after the commencement of the regular teacher work calendar. Each new teacher hire who attends new teacher workshops before the commencement of the regular teacher work calendar shall be compensated for each day of attendance at a rate of $200 per day. New teacher hire workshop compensation shall be rendered as a stipend and tracked separately from total salary for the purposes of calculating the new teacher hire's daily rate of pay.

CONTRACTED DAYS, NEW HIRES AND RETURNING NURSES. In Year One of the Agreement, the contract shall consist of 191 days for nurses, including returning nurses and new nurse hires. In Year Two of the Agreement, the contract shall consist of 190 days for nurses, including returning nurses and new nurse hires.

CALLBACK DAYS. The District may require any employee covered by this agreement to work up to five additional days, provided that the employee is given a minimum of 90 days' advance notice. An employee may be excused without pay from working the

additional day(s) by providing good cause; good cause shall include any of the leave of absence reasons set forth in Board Policy and Rule. Failure to show good cause may result in disciplinary action. In determining how many additional days the District may require of an employee, the District shall disregard work offered and voluntarily accepted by the employee, including optional workdays to meet compliance for eligible Special Education teachers. Teachers called back under this provision shall be compensated at the daily rate. Nurses called back under this provision shall be compensated at a rate of $288 per day (or portion thereof at $36 hourly).

(2) SALARY AND COMPENSATION

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

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

a) **FORMULA**. A returning teacher's salary shall be the greater of: (i) his or her formula salary in Appendix B; or (ii) the previous year's salary, prorated for FTE or extended contracts; and

b) **NEW HIRES**. Any teacher newly hired to the District shall receive a salary as set forth in Appendix B, prorated for FTE, extended contracts, and / or mid-year hires.

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

a) **FORMULA**. A returning nurse's salary in 2026-27 shall be the formula salary in Appendix D, provided that no returning nurse shall receive less than a 2% salary increase or more than a 6.2% salary increase. A returning nurse's salary in 2027-28 shall be the formula salary in Appendix D, provided that no returning nurse shall receive less than a 2% salary increase or more than a 7% salary increase; and

b) **NEW HIRES**. Any nurse newly hired to the District shall receive a salary as set forth in Appendix D, prorated for FTE, extended contracts, and/or mid-year hires.

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

a) **FINAL SALARY**. To the extent there is an alleged difference between an employee's salary as predicted by the calculations described in this Agreement and the amount disbursed to the employee as payment, the employee may notify the District's Human Resources office in writing within the contract year in which the alleged difference occurs. Notwithstanding any other provision of this contract, and specifically not withstanding subsection a above, each employee's salary shall become final and agreed upon on September 1 of the subsequent school year (e.g. a 2026-27 salary becomes final and agreed upon on September 1 of 2027), even if said salary is different (higher or lower) than the computation of the formula salary in this Agreement or the same salary as the employee's previous year's salary. In the event of a large discrepancy between the salary paid and final under this paragraph and the salary calculated under subsection (a) above (i.e. more than 1/12 of the affected employee's annual salary), the District and the Association shall open the contract solely for the purposes of negotiating the affected employee's salary only. If an employee notifies the District's Human Resources office in writing of an alleged discrepancy in pay before September 1 of the subsequent year, the salary shall not become final until said alleged discrepancy is investigated by Human Resources.

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

SIGNING BONUS FOR TEACHER NEW HIRES. A newly hired teacher shall receive a one-time, lump sum hiring bonus in the amount of $1,000. The signing bonus shall be adjusted for FTE and length of contract less than 192 days (191 days in Year Two of this Agreement), and be paid within two (2) pay periods of the employee's start of service.

22 YEAR CAREER TEACHING SERVICE STIPEND. Each teacher or nurse employed by the District for twenty two (22) or more years, shall receive a stipend of $1,500 as flat salary. The stipend shall be prorated for FTE and length of contract. The Career Service Stipend shall be paid on a monthly basis and will be calculated separately from the employee's base salary calculation. The Career Service Stipend will not be considered part of salary for the purposes of determining future salary computations.

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

a) when a new teacher hire works extra days as provided for in Article V, Section 1 of this agreement they shall be paid in accordance with said article;

b) when non-teaching/nursing duties are offered and accepted during non-contract days (e.g. painting, maintenance, moving furniture, configuration and setup of computers, etc.), the rate of pay shall be at the sole discretion of the District;

c) when teaching duties involving direct delivery of instruction are required or offered and performed in addition to a teacher's normal classroom responsibilities (e.g. summer school or advancement placement review), the District may set a rate of pay which shall not be less than $296 per day ($37 hourly);

d) when duties related to teaching but not involving direct delivery of instruction are required or offered and performed in addition to a teacher's normal classroom responsibilities (e.g. curriculum writing, required staff development, Special Education compliance, assessment development, etc.), the District may set a rate of pay which shall not be less than $240 per day ($30 hourly);

e) when duties related specifically to phase I or phase II curriculum writing (as defined by the District), are offered and performed in addition to a teacher's normal classroom responsibilities, the District may set a rate of pay which shall not be less than $328 a day ($41 hourly);

f) when duties involve athletic training related to a District sanctioned athletic event or practice requiring an athletic trainer be in attendance, the District may set a rate of pay which shall not be less than $192 per day ($24 hourly);

g) when nursing duties are required or offered and performed in addition to a nurse's normal responsibilities, the District may set a rate of pay which shall not be less than $288 per day ($36 hourly);

h) event supervision duties during the year shall be $30 per assignment;

i) the District may offer optional staff development during off-contract time (such optional staff development may be offered to participating employees with or without a monetary incentive, or other incentive as offered by the District); and

j) in the event duties are performed for less than a full day, the District may set a comparable hourly rate by dividing the daily rate by eight (8) or a one-half daily rate set by dividing the daily rate by 2. In no event shall the totals of an hourly rate or of a one-half daily rate exceed the daily rate for any one day worked.

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

(3) OTHER COMPENSATION

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

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

HIGH NEED DEGREES, HOURS, AND ENDORSEMENTS PROGRAM. The District shall allocate a minimum of $50,000 in each year of this Agreement to provide expense reimbursement for teachers pursuing degrees, graduate hours, or endorsements in designated subject areas. The District will solicit input from the Association prior to implementation and during any annual review or revision to the

program. The policies, procedures, implementation, and all decisions related thereto, including the designation of applicable degrees and graduate hour subject areas or endorsements, shall be the sole responsibility of the District.

SPEECH LANGUAGE PATHOLOGIST LICENSURE AND CREDENTIALLING FEE REIMBURSEMENT. The District shall pay any fees specifically pertaining to the certification of a Speech Language Pathologist as follows:

a) State Licensure: fees for obtaining, reinstating, or renewing a Speech-Language Pathology License issued by the Nebraska Department of Health and Human Services, up to a maximum of $140 every two (2) years; and

b) Clinical Competence: fees for the Certificate of Clinical Competence ("CCC") issued by the American Speech-Language-Hearing Association ("ASHA"), including the annual renewal fee up to a maximum of $250 a year and the initial certification up to a maximum of $490 per year.

DUAL ENROLLMENT CREDENTIAL STIPEND. Each teacher who is approved to teach Dual Enrollment courses shall receive an annual stipend of $1,000 in Year One of this Agreement and $1,500 in Year Two of this Agreement, prorated for part-time contract or less than full contract days worked. Any teacher seeking this stipend must apply to Human Resources. Although dual enrollment credentialing requires the participation of the District's college and university partners, the ultimate determination of a teacher's suitability for an instructional role in a District dual enrollment setting remains at the sole discretion of the District. Verification of credentials and submission of transcripts shall be governed by the timelines set forth in Appendix C and application procedures for the dual enrollment stipend shall be developed by the District at its sole discretion, with input from the Association.

EXTRA DUTY COMPENSATION. The schedule for extra duty compensation is attached hereto as Appendix E and by reference incorporated and made a part of the contract. Extra duty may be paid proportionately over the remaining contract beginning when the extra duty is assigned and when the District Human Resources office is notified of the extra duty assignment and ending in August. In the event a teacher is permitted to withdraw from an extra duty assignment, any payments previously paid will be deducted from the employee's compensation. The District may, with input from the Association, create, assign, and compensate new extra duty positions at its sole discretion during the term of this Agreement. Any new extra duty positions so created shall be subject to the normal terms of collective bargaining between the District and the Association for the 2028-2029 contract year. The District and the Association may also negotiate amendments to existing extra duty positions, including compensation, during the term of this Agreement.

(4) INSURANCE

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

RIGHTS WAIVED BY THE ASSOCIATION. Except as provided for in the "Fiscal Conditions Benefit Reopener" paragraph of this section and Article II of the Agreement, the Association shall waive its right to negotiate health and dental plan design provisions until January 1, 2029. The District may, therefore, under the terms of this Agreement, set or negotiate the benefit premiums for current employees and adopt, at its sole discretion, a District rate schedule and benefits for qualifying retirees. The Association shall not unreasonably withhold consent to reopen the Agreement for the purposes of incorporating the benefits structure changes in the event that the District chooses a new health insurance carrier.

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

SPECIFIC PLAN DESIGN POWERS OF MANAGEMENT. Specifically, until January 1, 2029, the District, at management's discretion, may alter or amend health and dental plan provisions through the adoption of a fully funded insurance plan or by changing the terms of a self-funded insurance plan. Those health or dental plan design provisions so maintained or amended under this Agreement may include the termination of the District's contract with its insurance carrier and the adoption of a self- or fully-funded plan with a new carrier, the auditing of dependent eligibility, enrolling employees or their eligible dependents in the insurance plan contrary to the carrier's policy guidance, adjusting lists of drug formularies, adopting mandatory generic drug programs, revising the dollar amounts associated with emergency room or urgent care co-pays, changing drug co-pay amounts, limiting the number of certain enumerated medical procedures, determining the medical necessity of procedures (including whether a procedure is deemed experimental or investigational), revising the

list of authorized network providers, instituting a multi-tiered network for the health plan, setting dental coverage parameters, and other plan changes not specifically contained in Appendix F.

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

(1) the District may not unilaterally alter those terms specifically set forth in Appendix F of this Agreement detailing deductibles, co-insurance percentages, health savings account contributions, in- and out-of-network percentage costs, and maximum out-of-pocket amounts;

(2) the District may not alter the eligibility criteria of qualified dependents (spouses and children) currently provided coverage;

(3) the District may not, without the Association’s consent, enter into an agreement with a new health insurance carrier which fails to credit employees' and dependents’ deductible usage and of credit towards out-of-pocket maximums from the old carrier to the new;

(4) the District shall seek in its negotiations with any prospective health insurance carrier the consultation and input, though not the direct participation of the Association, for the purpose of determining the comparability of the new carrier’s health insurance plans to the coverage in effect at the adoption of this Agreement; provided that such consultation shall not be construed by the Association as limiting the District’s final power to adopt a new carrier;

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

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

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

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

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

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

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

HEALTH INSURANCE FOR NEW EMPLOYEES. At the District's sole discretion, premium contribution levels for eligible full-time employees newly hired to the District may be calculated using the wellness or non-wellness amount, unless the employee participated in the District's wellness program as a dependent of another District employee during the prior year (in which case the wellness premium contribution will be deducted). The District may, at its sole discretion, eliminate the conventional deductible (MPS Plan #1) plan design option for new employees with a start date on or after July 1, 2026.

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

a) the District shall provide the Association with a written description of the terms and conditions of the wellness program including: (i) enrollment procedures; (ii) minimum participation criteria; (iii) scoring methodology; (iv) any appeals process; and (v) a list of all laboratory tests used as a part of the health screening;

b) The District shall communicate to the Association: (i) the number of teachers/nurses enrolled in the wellness program; (ii) the number of teachers/nurses not meeting the participation criteria; and (iii) aggregate data setting forth the reasons the teachers/nurses did not meet the participation criteria;

c) The District and the District's agent(s) shall maintain the confidentiality of all private health information in accordance with applicable federal, state, and local laws;

d) Employee participation in the wellness program shall be voluntary. The wellness program shall provide an alternative participation standard in compliance with applicable law for any employee who, due to a medical condition and / or disability, is unable to meet the wellness program's criteria. Any employee completely exempted from any participation in the wellness program, including inability to meet any alternative participation standard, due to requirement of law (e.g. Americans with Disabilities Act), will not be charged designated premium amounts for non-participation or failure to meet the criteria of the wellness plan;

e) For the term of this Agreement, the District may:

   i) maintain a health screening for the premium incentive; or

   ii) discontinue the wellness program and, subject to the terms arrived at by both parties in the negotiation of any successor Agreement, calculate premiums for the years after the discontinuance of the program based on the employee's participation or non-participation in the final year of the program.

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

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

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

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

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

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

continued eligibility for cash option payments, the District may require proof of health insurance from employees exercising cash option.

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

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

(5) LEAVES OF ABSENCE

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

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

PART-TIME EMPLOYEES AND LEAVE ADJUSTMENTS. Employees working less than 1.0 Full-Time Equivalency (FTE) shall accrue and accumulate leave on a prorated basis. If an employee's FTE increases, the employee's maximum accumulation limit shall increase proportionately. If an employee's FTE decreases, resulting in an accumulated leave balance that exceeds the new, lower maximum limit, the excess days shall be held in reserve. For example, if an employee with 87 days of accumulated leave reduces a 1.0 FTE schedule to 0.5 FTE, the new active accumulation limit becomes 43.5 days; the remaining 43.5 excess days are held in reserve and, while unavailable for daily use, remain eligible for buyback upon separation. Conversely, if the employee

subsequently returns to a 1.0 FTE schedule, the maximum accumulation limit returns to eighty-seven (87) days, and the days held in reserve are restored to the active leave balance.

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

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

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

a) BORROWED PERSONAL ILLNESS LEAVE. Each eligible employee who has used his or her current and accumulated paid leave may borrow up to ten (10) days from the next school year's paid leave allotment. Employees shall not be allowed to borrow leave in two consecutive years. If the employee resigns before receiving sufficient additional paid leave days during the succeeding year(s) to repay the borrowed leave, the employee shall be required to repay the District for the salary received for the borrowed leave. The salary repayment will be at the employee's daily rate at the time of repayment for each borrowed day of paid leave and shall, if possible, be deducted from the employee's last paycheck. Should personal illness be the reason leading to resignation or termination of the employee, the employee shall not be required to pay back the salary for the borrowed days.

b) TEACHER SUBSTITUTE DEDUCT PAY. A teacher who will qualify for long-term disability and who has fully used all of the teacher’s paid leave and any applicable borrowed personal illness leave, as identified in Paragraph (a) above, prior to being eligible to receive long-term disability benefits, will be eligible for substitute-deduct leave. During substitute-deduct leave, the teacher shall

continue to receive regular salary reduced by the cost to the District of the substitute employed to replace the teacher.

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

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

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

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

ASSOCIATION PRESIDENT LEAVE. The President of the Association representing the employees covered by this Agreement, at the request of the Association, will be given leave with pay during such President's term of office; provided however, the Association shall reimburse the District the full cost of salary and fringe benefits of the Association President. The leave shall be for no less than one semester. The Association must provide the District a ninety (90) day notice in advance of such leave request. Upon returning to employment, reasonable efforts will be made by the District to place the President in the same or comparable position held when the leave commenced. The President will be advanced on the salary schedule as other employees and without any limitation because of the leave granted.

(6) PLANNING

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

COMPENSATION FOR LOST PLANNING TIME. A teacher covered by this Agreement shall not normally be required to supervise a class for another teacher during his or her individual planning time when a substitute is authorized and available. However, when a substitute is not reasonably available, a teacher scheduled for planning time may be required by his or her principal, or their designee, to supervise a class. In these circumstances the teacher losing his or her individual planning time shall be paid for each clock hour (or portion thereof, rounded to the nearest one-fourth hour) at the rate of $30 per hour. If no teacher with planning time is available and students are reassigned to other teachers' classes, such reassignment shall be divided equally among all teachers in the building over the course of the academic year.

(7) FACILITY USE

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

material which violates the Policies or Rules of the District will be permitted to be either distributed through the staff mailboxes or placed on faculty lounge bulletin boards.

(8) GRIEVANCES

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

a) Board Rule 4001.2 for allegations of Non-Discrimination and Harassment;

b) State Law for suspension without pay, contract amendment, contract non-renewal, contract termination, or contract cancellation; or

c) Board Rule 4325.1 for all other grievances.

If the District amends Board Rule 4325.1 after May 1, 2026, the Association may, in its sole discretion, accept the amendments or retain the former version of the Board Rule for purposes of its member grievances. The Board may amend Board Rule 4001.2 at any time at is sole discretion and such amendments will become immediately effective for persons covered by this Agreement.

(9) COMMITTEES

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

(10) RATIFICATION

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

Millard School District School District No. 17 Douglas County, Nebraska	Millard Education Association
by _____	by _____

APPENDIX A

PROCEDURE AND PROTOCOL
FOR CONTRACT NEGOTIATIONS

1) Upon notice by either party to the other, the parties agree to enter into negotiations for the purpose of entering into a contract and agreement for teacher and nurse salaries and terms and conditions of employment which are either required by law or made the subject of negotiations by agreement of the parties.

2) Either party, upon giving notice to the other party, may include with such notice its proposals to be included in the contract to be negotiated by the parties.

3) The parties shall conduct negotiations in such a manner as to permit each of the parties to provide the other party with an explanation of its proposals, presentation of relevant data, dialogue and exchange of points of view.

4) Each of the parties may make proposals and counter proposals during the negotiations.

5) Either party may utilize the services of outside consultants to assist in negotiations.

6) Both parties shall designate and appoint representatives of that party for the conduct of negotiations.

7) Unless otherwise agreed upon, the negotiations shall be conducted in closed sessions and no releases shall be made to any of the news media as to the progress of negotiations until the contract has been accepted by both parties, whereupon the media will be given a joint statement.

8) If the parties fail to reach an agreement after good faith negotiations, the parties shall proceed in accordance with law.

9) If the representatives of the parties reach an agreement, the agreement shall be reduced to writing and submitted to the Board of Education of the District and to the membership of the Association for approval and acceptance and as approved and accepted by both parties, the Agreement shall be signed by the duly authorized officers of both parties.

10) The agreement shall constitute the full and complete agreement between the parties. If any of the specific terms or conditions of this agreement conflict with

the policies, rules, regulations, procedures, or practices of the District's Board of Education, the Agreement shall take precedence. Any policies, rules, regulations, procedures, or practices of the District that are not specifically covered by this agreement may be established, amended, superseded, or changed at the discretion of the District.

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

APPENDIX B

TEACHER SALARY CALCULATION
YEAR ONE OF TWO
(2026-2027)

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

GENERATOR and BASE. The Base Bachelor's (BA) Salary shall be $45,015 (the total of the BA generator salary of $44,550 and the dollar value of the first year of creditable service valued at $465);

SERVICE. Each Year of Experience at the BA level shall add $465 to the generator salary of $44,550, up to a maximum of eight (8) years. The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the BA level shall add $195 to the generator salary of $44,550, up to a maximum of 36 hours (or 39 hours if a District-approved course or program)

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

GENERATOR and BASE. The Base Master's (MA) Salary shall be $53,351 (the total of the MA generator salary of $52,310 and the dollar value of the first year of creditable service valued at $1,041);

SERVICE. Each Year of Experience at the MA level shall add $1,041 to the generator salary of $52,310, up to a maximum of twenty-five (25) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

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

(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District; and
(4) any teacher with an original hire date of August 1, 2025 or later shall be credited with no more than seventeen (17) years of experience outside the District.

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

CREDIT HOURS. Each Approved Graduate Credit Hour at the MA level shall add $290 to the generator salary of $52,310, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

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

GENERATOR and BASE. The Base Educational Specialist's (EdSpec) Salary shall be $64,176 (the total of the EdSpec generator salary of $63,115 and the dollar value of the first year of creditable service valued at $1,061);

SERVICE. Each Year of Experience at the EdSpec level shall add $1,061 to the generator salary of $63,115 up to a maximum of twenty-five (25) additional years. No EdSpec teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

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

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

CREDIT HOURS. Each Approved Graduate Credit Hour at the EdSpec level shall add $290 to the generator salary of $63,115, up to a maximum of three (3) hours, if a District-approved course or program.

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

GENERATOR and BASE. The Base Doctoral (Doc) Salary shall be $64,196 (the total of the Doc generator salary of $63,115 and the dollar value of the first year of creditable service valued at $1,081);

SERVICE. Each Year of Experience at the Doc level shall add $1,081 to the generator salary of $63,115 up to a maximum of twenty-five (25) additional years. No Doc teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

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

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

CREDIT HOURS. Each Approved Graduate Credit Hour at the Doc level shall add $290 to the generator salary of $63,115, up to a maximum of three (3) hours, if a District-approved course or program.

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

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

APPENDIX B

TEACHER SALARY CALCULATION
YEAR TWO OF TWO
(2027-2028)

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

GENERATOR and BASE. The Base Bachelor's (BA) Salary shall be $46,220 (the total of the BA generator salary of $45,750 and the dollar value of the first year of creditable service valued at $470);

SERVICE. Each Year of Experience at the BA level shall add $470 to the generator salary of $45,750, up to a maximum of eight (8) years. The current year of the teacher's contract shall equal a year of experience; and,

CREDIT HOURS. Each Approved Graduate Credit Hour at the BA level shall add $200 to the generator salary of $45,750, up to a maximum of 36 hours (or 39 hours if a District-approved course or program)

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

GENERATOR and BASE. The Base Master's (MA) Salary shall be $54,169 (the total of the MA generator salary of $53,110 and the dollar value of the first year of creditable service valued at $1,059);

SERVICE. Each Year of Experience at the MA level shall add $1,059 to the generator salary of $53,110, up to a maximum of twenty-five (25) years. No MA teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

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

(3) any teacher with an original hire date of August 1, 2024 through July 31, 2025 shall be credited with no more than sixteen (16) years of experience outside the District; and
(4) any teacher with an original hire date of August 1, 2025 or later shall be credited with no more than seventeen (17) years of experience outside the District.

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

CREDIT HOURS. Each Approved Graduate Credit Hour at the MA level shall add $308 to the generator salary of $53,110, up to a maximum of 36 hours (or 39 hours if a District-approved course or program).

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

GENERATOR and BASE. The Base Educational Specialist's (EdSpec) Salary shall be $66,394 (the total of the EdSpec generator salary of $65,315 and the dollar value of the first year of creditable service valued at $1,079);

SERVICE. Each Year of Experience at the EdSpec level shall add $1,079 to the generator salary of $65,315 up to a maximum of twenty-five (25) additional years. No EdSpec teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

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

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

CREDIT HOURS. Each Approved Graduate Credit Hour at the EdSpec level shall add $308 to the generator salary of $65,315, up to a maximum of three (3) hours, if a District-approved course or program.

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

GENERATOR and BASE. The Base Doctoral (Doc) Salary shall be $66,414 (the total of the Doc generator salary of $65,315 and the dollar value of the first year of creditable service valued at $1,099);

SERVICE. Each Year of Experience at the Doc level shall add $1,099 to the generator salary of $65,315 up to a maximum of twenty-five (25) additional years. No Doc teacher shall be credited for more than thirteen (13) years of experience outside the District, except:

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

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

CREDIT HOURS. Each Approved Graduate Credit Hour at the Doc level shall add $308 to the generator salary of $65,315, up to a maximum of three (3) hours, if a District-approved course or program.

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

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

APPENDIX C

SALARY SCHEDULE:
COLLEGE CREDIT COURSES FOR SALARY PLACEMENT

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

1. APPLICATION. Application forms for approval of college graduate hours are available from the Human Resources Office. For the purpose of determining a change in salary as a result of a teacher's course work, the District may implement an approval process which shall include: a teacher must first seek the approval of each course by both the Building Principal (or other supervisor) and the Human Resources Office prior to taking the course. In approving or denying the course and credits requested, the District will consider: the individual teacher's assignment, the type and level of college accreditation, and the individual course requested. The District may decline approval of any college graduate course at its sole discretion, regardless of whether it is offered by an accredited post-secondary institution. The District may also decline approval of those college graduate courses which have been approved in prior years.

2. PLAN OF STUDY. Each teacher who has been accepted into and is working on a degree program may submit a program of study to the Building Principal (or other supervisor) and Human Resources Office for approval. If approved it will be placed on file in the Human Resources Office and each individual course listed in the program will automatically be approved for future salary range placement.

3. ALTERNATIVE CREDIT. The District may approve non-graduate courses that, for the purposes of determining a teacher's salary, count as approved graduate work. In making the approval of non-graduate course work, the District will consider the individual course and its relationship to the employee's specific teaching assignment. The District may develop any necessary procedures for converting non-graduate course work into equivalent graduate credit hours for the purposes of determining salary.

4. PROCEDURE. The calculation of graduate credit hours for placement on the salary range will be determined as follows:

    a. Initial placement will first be determined annually based upon the teacher's status at the commencement of the school year.

    b. Placement determinations will be based upon the teacher's official college transcript as originally filed or updated with the Human Resources Office. A transcript must be on file prior to December 15 of the school year in order for courses to be considered in placement on the salary range for the current school year.

c. Only those courses completed prior to September 1 of the current school year, as evidenced in the official college transcript, will be considered for placement on the salary range for the current school year.

d. Any payment owed as a result of a change in placement on the salary range will be retroactive to the beginning of the school year.

5. MAXIMUM CREDIT HOURS.

a. BACHELOR'S: The maximum number of total credit hours recognized for additional salary payment above a Bachelor's degree shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07, must be from a list of courses specifically approved by the Superintendent (or designee), and must be earned after the previous 36 hours.

b. MASTER'S. The maximum number of total credit hours recognized for additional salary payment above a Master's degree, shall not exceed 39; provided however, the last 3 credit hours must have been earned after the second semester of 2006-07, must be from a list of courses specifically approved by the Superintendent (or designee), and must be earned after the previous 36 hours.

c. EDUCATIONAL SPECIALIST. The maximum number of total credit hours recognized for additional salary payment above an Educational Specialist degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

d. DOCTORATE. The maximum number of total credit hours recognized for additional salary payment above a Doctorate degree, shall not exceed 3; provided however, the 3 credit hours must have been earned after the second semester of 2006-07 and are from a list of courses specifically approved by the Superintendent (or designee).

6. CALCULATION RESTRICTIONS: Restrictions on all salary ranges, (Bachelor's, Master's, Educational Specialist, and Doctoral) shall be as follows:

a. ANNUAL / SEMESTER CREDIT LIMITATIONS. The maximum number of credit hours that may be submitted for salary advancement shall not exceed eighteen (18) in any single contract year. The maximum number of credit hours a full-time employee may attempt for salary advancement shall not exceed nine (9) during the periods of August 1 through December 31 and January 1 through May 31, for a total not to exceed eighteen (18).

b. PRE / POST 2019-2020 CREDIT INTERVALS. New credit hours added during the 2019-20 and subsequent school years will only be calculated and credited at intervals of 9, 18, 27, 36, or 39 hours.

Those hours credited prior to the 2019-20 school year or hours calculated for new hires effective at the beginning of the 2019-20 school year will be fully calculated, regardless of whether they fall between the 9, 18, 27, 36, or 39 hour intervals.

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

c. HOURS EARNED PRIOR TO DEGREE. Credit hours used for salary determination must have been obtained after the date the preceding degree was earned as evidenced by the official college transcript.

d. PREVIOUS CALCULATION RESTRICTION. Credit hours used for salary determination must not have previously been used to calculate salary.

7. DUAL ENROLLMENT FACULTY TRANSCRIPTS. The District may waive or adjust the "previous calculation" or "double counting" restrictions described above exclusively for teachers assigned to Dual Enrollment courses. Notwithstanding any other provision in this Agreement regarding salary advancement or pre-approval of graduate hours, the District may re-evaluate transcripts for Employees assigned to teach Dual Enrollment courses upon the request of the employee or the Association, and the District may award full salary credit for previously completed graduate hours, regardless of when they were earned or whether they were part of a pre-approved plan of study, provided the partnering university or institution identifies such hours as qualifying or essential for the teacher's Dual Enrollment credentialing. When such a waiver is granted, the standard salary growth restrictions shall still apply, specifically the credit growth intervals (9, 18, 27, 36, and 39) and the 18-hour annual cap on salary movement. The determination of which hours are "essential" shall be based on the requirements set forth by the accrediting college or university partner.

APPENDIX D

NURSE SALARY CALCULATION
YEAR ONE OF TWO
(2026-2027)

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

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

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

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

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

GENERATOR and BASE. The Base Salary shall be $49,050 (the total of the generator salary of $47,710 and the dollar value of the first year of creditable service valued at $1,340);

SERVICE. Each Year of Experience shall add $1,340 to the generator salary of $47,710, up to a maximum of nineteen (19) total years. The current year of the nurse's contract shall equal a year of experience; and,

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

APPENDIX D

NURSE SALARY CALCULATION
YEAR TWO OF TWO
(2027-2028)

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

GENERATOR and BASE. The Base Salary shall be $48,960 (the total of the generator salary of $47,960 and the dollar value of the first year of creditable service valued at $1,000);

SERVICE. Each Year of Experience shall add $1,000 to the generator salary of $47,960, up to a maximum of nineteen (19) total years. The current year of the nurse's contract shall equal a year of experience; and,

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

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

GENERATOR and BASE. The Base Salary shall be $49,360 (the total of the generator salary of $47,960 and the dollar value of the first year of creditable service valued at $1,400);

SERVICE. Each Year of Experience shall add $1,400 to the generator salary of $47,960, up to a maximum of nineteen (19) total years. The current year of the nurse's contract shall equal a year of experience; and,

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

APPENDIX E
EXTRA DUTY COMPENSATION STIPENDS
(2026-27 & 2027-28)

HIGH SCHOOL ATHLETIC STIPENDS

BASEBALL	
Head Varsity Coach	$7,228
Assistant Varsity Coach	$3,975
[boys]	
BASKETBALL	
Head Varsity	$8,132
Assistant Varsity Coach	$5,286
Junior Varsity Coach	$5,286
Assistant Coach	$4,310
[boys and girls]	
BOWLING	
Head Coach	$4,066
Assistant Coach	$2,643
[boys and girls combined]	
CROSS COUNTRY	
Head Coach	$5,286
Assistant Coach	$3,975
[boys and girls combined]	
FOOTBALL	
Head Varsity Coach	$9,035
Assistant Varsity Coach	$5,873
Assistant Coach	$4,789
[boys]	

GOLF	
Head Varsity Coach	$4,066
Assistant Coach	$2,643
[boys and girls]	
SOCCER	
Head Coach	$7,228
Assistant Coach	$3,975
[boys and girls]	
SOFTBALL	
Head Varsity Coach	$7,228
Assistant Coach	$3,975
[girls]	
SWIMMING	
Head Coach	$8,132
Assistant Coach	$4,472
[boys and girls combined]	
TENNIS	
Head Varsity Coach	$4,066
Assistant Coach	$2,643
[boys and girls]	
TRACK	
Head Varsity Coach	$7,228
Assistant Coach	$3,975
[boys and girls]	

VOLLEYBALL	
Head Varsity Coach	$8,132
Assistant Coach [girls]	$4,472
WRESTLING	
Head Varsity Coach	$8,312
Assistant Coach [boys and girls]	$4,472
Assistant Activities Director	$14,832
Aquatics Director	$10,653
Strength and Conditioning	$11,294
Weight Trainer	$6,829
NSAA Unified Sports Coach	$2,101

OTHER HIGH SCHOOL EXTRA DUTY STIPENDS

Band Director	$7,943
Band Assistant	$4,728
Marching Assistant	$2,101
Broadcast Journalism	$3,531
Cheerleading [varsity]	$4,744
Cheerleading [junior varsity]	$3,310
Cheerleading [freshman]	$3,310
Class Sponsor [junior]	$1,435
Class Sponsor [senior]	$960
Club Sponsor	$640
Color Guard – Fall	$2,101
Color Guard – Winter	$2,101
Dance Team	$3,310
Debate	$7,943

Debate Assistant	$3,971
DECA	$3,786
Digital Media	$3,531
Drama Director	$8,142
Drama Assistant	$2,437
FBLA	$1,545
FCCLA	$1,545
Forensics	$7,943
Forensics Assistant	$3,971
HOSA Sponsor	$1,225
Literary Magazine	$960
Musical Director	$3,183
Music Assistant Director	$1,597
MTSS Consultant	$882
National Honor Society	$1,876
Newspaper	$4,413
Orchestra Director	$3,971
Partners for Education Liaison	$640
Show Choir Director	$7,144
Show Choir Assistant	$3,572
SkillsUSA	$1,225
Student Council	$1,876
Vocal Music Director	$7,144
Vocal Music Assistant	$3,572
Yearbook	$4,965

MIDDLE SCHOOL
EXTRA DUTY STIPENDS

BASKETBALL	
Head Coach	$2,244
Junior Varsity Coach	$1,944
Assistant Coach	$1,655
[boys and girls]	
CROSS COUNTRY	
Head Coach	$2,244
Assistant Coach	$1,944
[boys and girls]	
FOOTBALL	
Head Coach	$2,244
Assistant Coach	$1,944
[boys]	
TRACK	
Head Coach	$2,244
Assistant Coach	$1,944
[boys and girls]	
VOLLEYBALL	
Head Varsity Coach	$2,244
Junior Varsity Coach	$1,944
Assistant Coach	$1,655
[girls]	

WRESTLING	
Head Coach	$2,244
Assistant Coach [boys]	$1,944
Intramural Boys Coach	$798
Intramural Girls Coach	$798
Middle School Activities Director	$6,997

OTHER MIDDLE SCHOOL EXTRA DUTY STIPENDS

Band Director	$2,700
Club Sponsor	$640
Cross Country	$609
MTSS Consultant	$840
Musical Assistant	$1,208
Musical / Drama Sponsor	$1,366
Orchestra Director	$2,700
Partners for Education Liaison	$609
Show Choir Director	$1,366
Show Choir Assistant	$1,208
Student Council	$1,061
Vocal Music Director	$2,700
Volunteer Coordinator	$305
Yearbook	$1,828

ELEMENTARY EXTRA DUTY STIPENDS

Club Sponsor	$640
MTSS Consultant	$751

Partners for Education Liaison	$640
Safety Patrol	$1,445
Student Council	$806
Watch DOGs Coordinator	$640

DISTRICT EXTRA DUTY STIPENDS

Building Web Page Initiator	$1,655
Tech Initiator (Elementary and Middle)	$3,090
Crisis Team Member	$1,104
Department Head [*]	$3,112
Head Nurse	$5,485
IB Extended Essay Supervisor / Mentor	$397
Mentor	$441
New Staff Induction	$321
Staff Development Facilitator	$950
Student Information System Building Facilitator	$640
TEAMMATES Sponsor	$640
Community Program Liaison	$640

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

APPENDIX F

MPS HEALTH PLANS

Notwithstanding the term of the contract set forth in this Agreement, the provisions described below shall become effective on January 1, 2027 and continue until December 31, 2028.

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

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

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

a) JANUARY. Two-thirds (⅔) of the District Health Savings Account contribution, when applicable, shall be made with the first payroll in January of each year for qualifying employees actively employed on that date.

b) SEPTEMBER. The remaining one-third (⅓) of the District Health Savings Account contribution, when applicable, shall be made with the first payroll in September each year for qualifying employees actively employed on that date. (A qualifying teacher starting employment at the beginning of the year will receive a one-third (⅓) HSA contribution. A qualifying teacher separating from employment at the end of the year will not receive the September one-third contribution, having concluded employment in August.)

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

AGENDA SUMMARY SHEET

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

Meeting Date: March 2, 2026

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

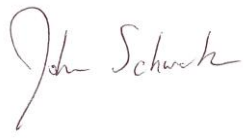
A representative from Morrissey Engineering will be present to answer any questions.

Action Desired: It is recommended that the contract for the Hitchcock Elementary School Controls Replacement be awarded to Albireo Energy in the amount of $165,164 and that the Chief Financial Officer be authorized to execute any and all documents related to such project.

Policy / Strategic Plan Reference: n/a

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

Superintendent's Signature:



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

February 20, 2026

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

Attn: Chad Meisgeier

Project #25297: MPS Hitchcock Elementary School – Temperature Control Replacement

RE: Bid Proposals dated February 17, 2026

Chad:

Bids were received for the Hitchcock Elementary School Temperature Control Replacement project at the Support Services Center Conference Room on February 17, 2026, at 10:00 a.m. The project includes the complete replacement of the existing temperature control system.

The MPS budget for the project was $200,000. The opinion of probable cost by Morrissey Engineering was $180,000. Per the attached bid tab, three bids were received – this represents all approved products / contractors.

We recommend accepting the second low base and alternate #1 bid from Albireo Energy in the amount of $165,164 (one hundred sixty-five thousand one hundred sixty-four dollars). Although this is the first project officially awarded to Albireo Energy, they have been working within the District as needed to resolve issues at other schools.

Please advise if you require any additional information.

Sincerely,

Nate Sheets, P.E.
Mechanical Partner

Enclosure
cc: John Brennan - Millard Public Schools

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

PROJECT: MPS Hitchcock Elementary School
Temperature Control Replacement

BID DATE: 2/17/2026
BID TIME: 10:00 AM
MEI PROJECT NO.: 25297

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BID TABULATION

BIDDER	Base Bid	Alternate Bid	Unit Price	Addendum #1	Bid Bond	Comments
Engineered Controls, Inc.	**$182,220**	**$3,320**	**$699**	**Yes**	**Yes**	
Albireo Energy	**$157,613**	**$7,551**	**$1,027**	**Yes**	**Yes**	
Johnson Controls	**$153,500**	**Not Provided**	**$1,050**	**Yes**	**Yes**	**Did not use the required bid form resulting in missing information.**

Bids for all labor and material as required to replace the temperature control system per Construction Documents dated 01/06/26.

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memorandum

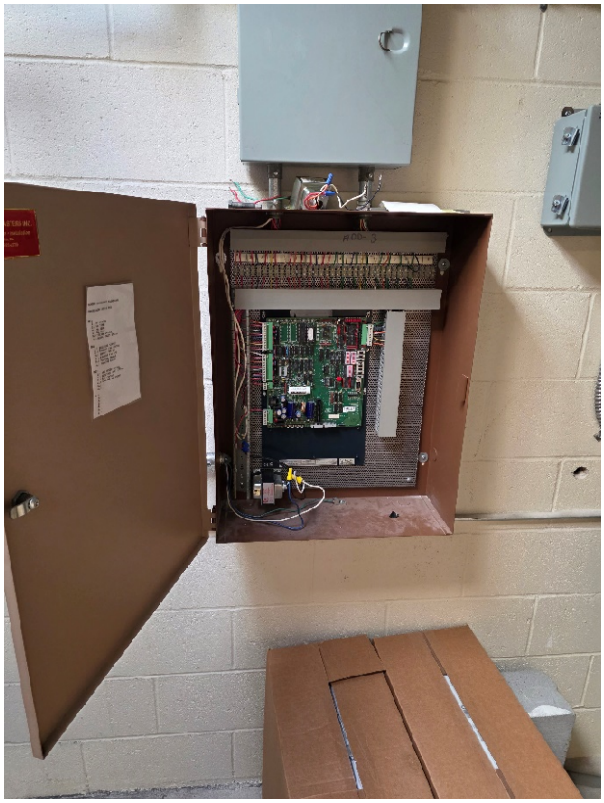
attn:	John Brennan	**from:**	Nate Sheets
company:	Millard Public Schools	**date:**	2/20/2026
project name:	MPS Hitchcock Elementary School – Temperature Control Replacement		
mei project:	25297		
re:	Project Narrative		

John,

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

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

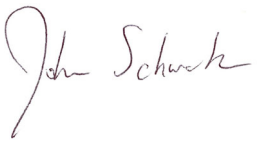




4940 North 118th Street
Omaha, NE 68164
P: 402.491.4144
www.morrisseyengineering.com


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AGENDA SUMMARY SHEET

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

March 2, 2026

TEACHER RECOMMENDED FOR HIRE

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

1. Peyton L. Busteed – BA – Midland University. English Language Arts teacher at Millard West High School for the 2026-2027 school year.
2. Cole R. Renken – BA – Midland University. Special Education teacher at Morton Elementary School for the 2026-2027 school year.
3. Amanda L. Richards – MA – Concordia University. English Language Arts teacher at Russell Middle School for the 2026-2027 school year. Previous Experience: Schuyler Public Schools (2019-Present); Christ Lutheran School, NE (2012-2019); St. Michael's School, NE (2010-2012)
4. Amber R. Allen-Cosimo – MA+20 – Iowa State University. Grade 4 teacher at Upchurch Elementary School for the 2026-2027 school year. Previous Experience: Iowa Public Schools (2003-2024)
5. Taylor M. Grennan – BA+9 University of Nebraska, Lincoln. Business teacher at Millard North High School for the 2026-2027 school year. Previous Experience: Omaha Public Schools (2020-2025)
6. Amber J. Davies – MA – Morningside University. Computer teacher at Kiewit Middle School for the 2026-2027 school year. Previous Experience: Nebraska Public and Private schools (2013-Present)

March 2, 2026

RESIGNATIONS

Recommend: The following resignation(s) be accepted:

1. Monica H Griffin – High School Counselor at Millard West High School. Resigning at the end of the 2025-2026 school year because of family relocation.
2. Carrie A. Hamill – Elementary Counselor at Rockwell Elementary School. Resigning at the end of the 2025-2026 school year for personal family reasons.
3. Alexa M. Teten – School Psychologist at Bryan Elementary School. Resigning at the end of the 2025-2026 school year for personal family reasons.
4. Amy N. Okereke – Grade 1 teacher at Cody Elementary School. Resigning at the end of the 2025-2026 school year to take a teaching position with Lifegate School.
5. Monica L. Vavak – Administrative Intern at Cody Elementary School. Resigning at the end of the 2025-2026 school year for personal family reasons.
6. Theo E. Hennings Jr. – Social Studies/Physical Education teacher at Millard North High School. Resigning at the end of the 2025-2026 school year for employment outside of education.
7. Whitney C. Hansen – Language Arts teacher at Millard North High School. Resigning at the end of the 2025-2026 school year for employment outside of education.
8. Caitlin H. Torchia – School Nurse at Millard West High School. Resigning effective March 27, 2026, for personal reasons.
9. Matthew J. Bles – Grade 3 teacher at Montclair Elementary School. Resigning at the end of the 2025-2026 school year to take a teaching position with Elkhorn Public Schools.
10. Graham M. Thomas – Speech Language Pathologist at Cottonwood Elementary School. Resigning at the end of the 2025-2026 school year because of family relocation.
11. Victoria L. Hasiak – School Psychologist at Wheeler Elementary School. Resigning at the end of the 2025-2026 school year to take a position with Council Bluffs Schools.
12. Cole M. Mingo – Math teacher at Millard North High School. Resigning at the end of the 2025-2026 school year to take at teaching position at Marian High School.
13. Chloe J. Reardon – Social Studies teacher at Millard North Middle School. Resigning at the end of the 2025-2026 school year for personal family reasons.
14. Skylar L. Phillips – Special Education teacher at Millard North High School. Resigning at the end of the 2025-2026 school year for personal family reasons.
15. Holly S. Anderson – Language Arts teacher at Millard High School. Resigning at the end of the 2025-2026 school year for personal reasons. (Currently on a Leave of Absence)
16. Jessica J. Rocole – Grade 5 teacher at Upchurch Elementary. Resigning at the end of the 2025-2026 school year for personal reasons.

March 2, 2026

Voluntary Separation Program (VSP)

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

18. Stephen J. Kerkman – Language Arts teacher at Millard South High School.
    ~ 28 years of service
19. Diana L. Weis – CORE teacher at Disney Elementary School.
    ~ 28.5 years of service
20. Erika C. Campbell – Special Education teacher at Millard West High School.
    ~ 24 years of service
21. Reynee W. Shanahan – Elementary teacher for Millard Public Schools.
    ~ 28 years of service
22. Michael J. Davis – Language Arts teacher at Millard West High School.
    ~ 28 years of service
23. Lisa R. Kallman – Counselor at Cody Elementary School.
    ~ 25 years of service
24. Michael A. Daubert – Physical Education teacher at Kiewit Middle School.
    ~ 32 years of service