

**ACKNOWLEDGMENT OF RECEIPT  
OF NOTICE OF MEETING**

The undersigned members of the Board of Education of Millard, District #017, Omaha,

\_\_\_\_\_ hereby acknowledge receipt of notice of a meeting of said Board of

[The remainder of the page contains multiple horizontal lines, some of which are thick black bars, likely representing redacted information or a signature line.]



NAME:

REPRESENTING:

Kim Nikos

Cody

Alex McHamg

Troop 549

Skylar Newhouse

troop 549

Steven Fehr

Troop 549

BOARD OF EDUCATION MEETING – NOVEMBER 3, 2003

NAME:

REPRESENTING:

Steven Tesch

Millard South Civics

Bonnie Tesch

R.M.S.

NAME:

REPRESENTING:

Amber Wagner

Millard of South

Jeanette Slavik

" "

Bob Strominger

Central H.S.

Jill Strominger

Millard South Newspaper

Nick Gran

Millard South Civics

Dense Parker

Yah - Maurice!

Jay Prolety

Wheeler for Maurice!

Carol Dahmke

M N M S

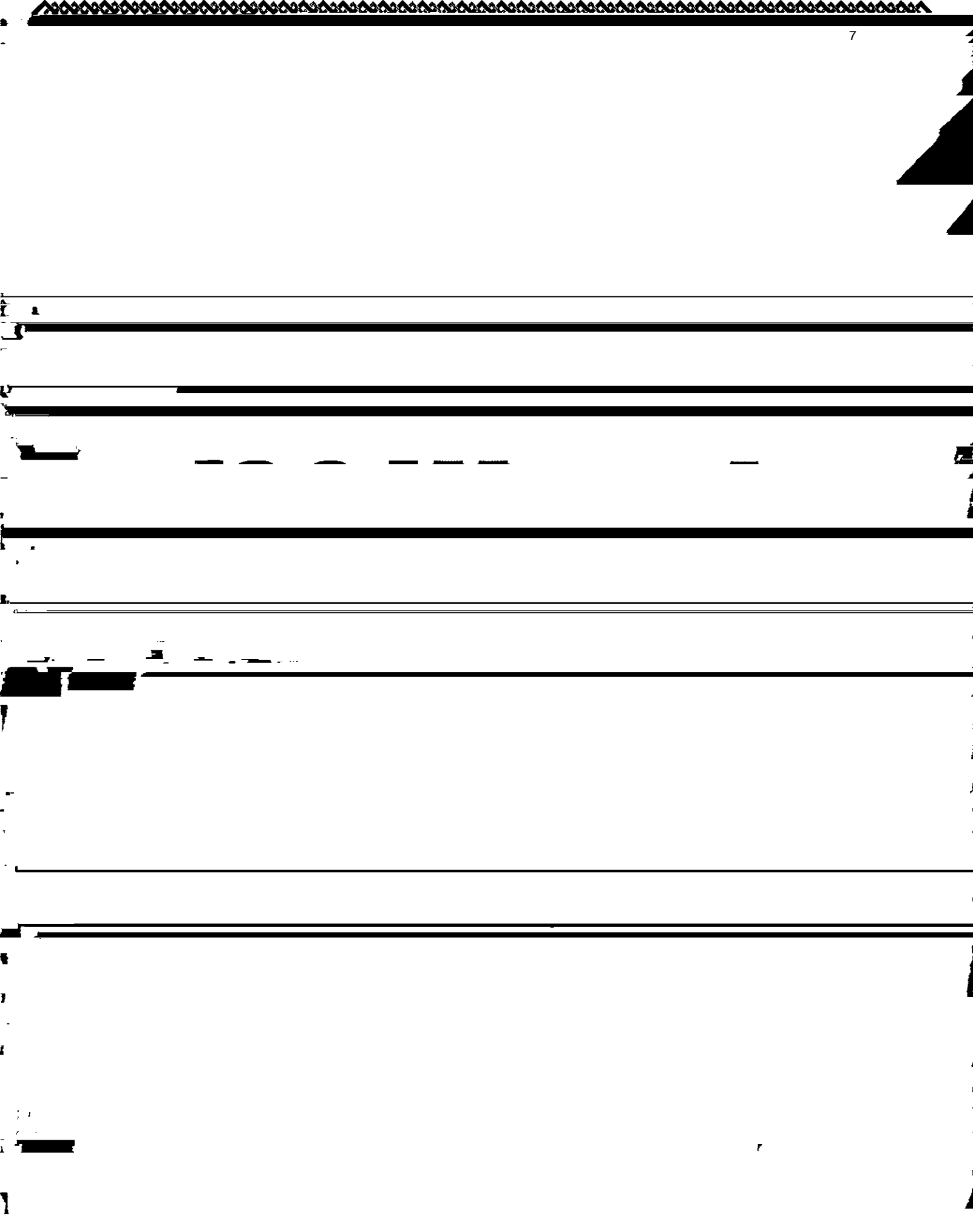
\_\_\_\_\_

\_\_\_\_\_

NAME:

REPRESENTING:

Amee Baucke	Millard South
Ashley Franco	Millard South
Todd Westerman	Millard South
Nathan Pfeffer	BSA Troup M/M/S
<del>M. L. L. L. L.</del>	



BOARD OF EDUCATION  
MILLARD PUBLIC SCHOOLS  
OMAHA, NEBRASKA

BUSINESS MEETING  
7:00 P.M.

DON STROH ADMINISTRATION CENTER  
5606 SOUTH 147th STREET

NOVEMBER 2, 2022

**AGENDA**

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Public Comments on agenda items - This is the proper time for public questions and



J. Future Agenda Items/Board Calendar.

1. Committee of the Whole Meeting on Monday, November 10, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147<sup>th</sup> Street
2. Board of Education Meeting on Monday, November 17, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 So. 147<sup>th</sup> Street
3. Board of Education Meeting on December 1, 2003 at 7 p.m. at the Don Stroh Administration Center, 5606 South 147<sup>th</sup> Street
4. Committee of the Whole Meeting on Monday, December 15, 2003 at 7 p.m. at the

BUSINESS MEETING

STROH ADMINISTRATION CENTER

NOVEMBER 3, 2003

ADMINISTRATIVE MEMORANDUM

- A. Call to Order
- B. Pledge of Allegiance
- C. Roll Call
- D. Public Comments on agenda items - This is the proper time for public questions and comments on agenda items only. Please make sure a request form is given to the Board President prior to the meeting.
- \*E.1. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the Board of Education Minutes – October 20, 2003. (See enclosure.)
- \*E.2. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the bills. (See Enclosures.)
- F.1. Employees of the Month
- F.2. Superintendent's Report
- F.3. Board Comments/Announcements
- F.4. Report from Student Representative

November 3, 2003

Page 2

H.5. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve the lobbyist contract for 2003-2004. (See enclosure.)

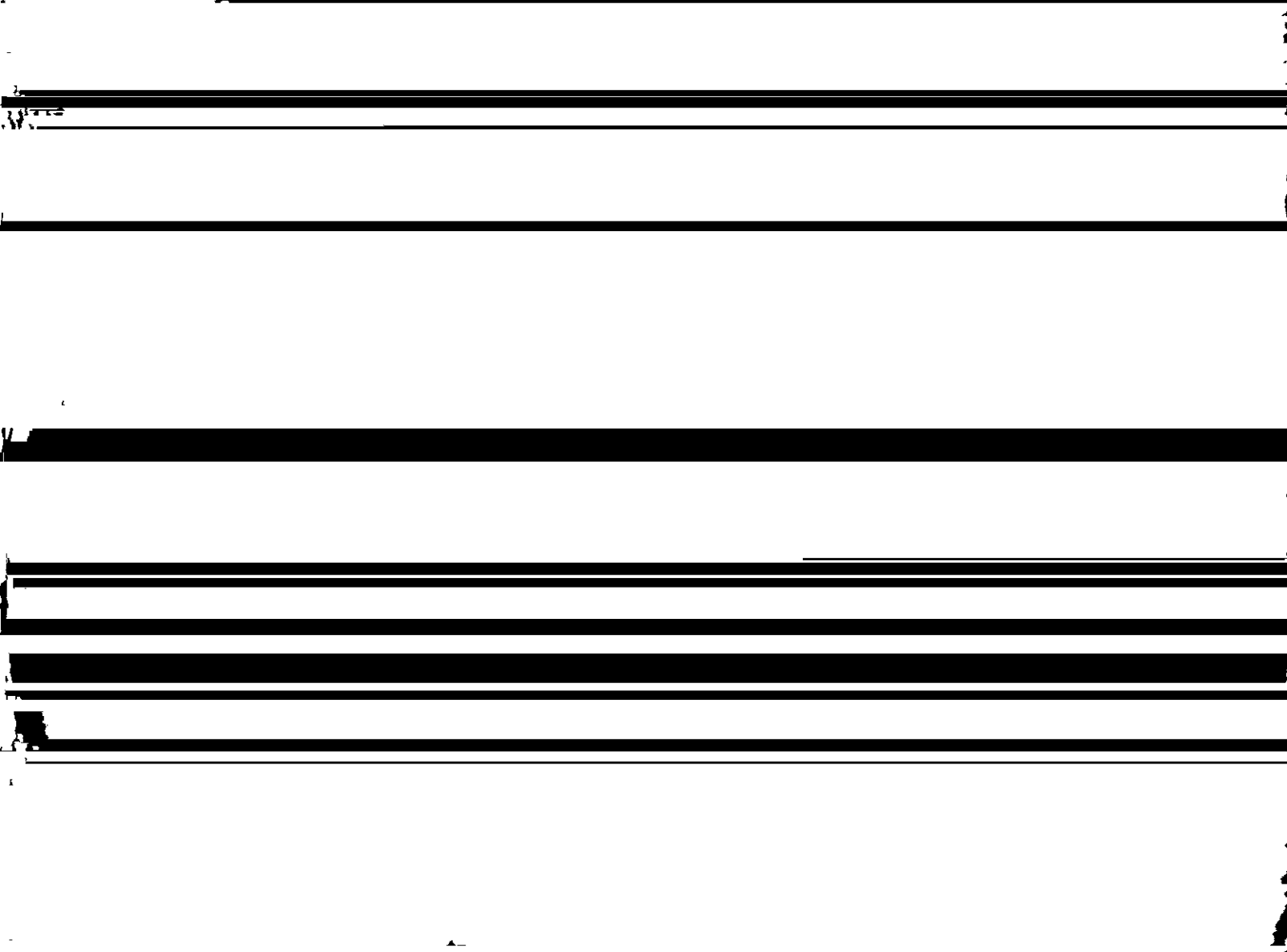
H.6. Motion by \_\_\_\_\_, seconded by \_\_\_\_\_, to approve teacher for hire. (See enclosure)

I. Reports

1. Enrollment Report
2. MOEC Report
3. Foundation Report
4. International Baccalaureate Evaluation
5. Depreciation Report
6. Personnel Report
7. Post Graduate (1998) Assessment – Five Year Study

J. Future Agenda Items/Board Calendar

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**SCHOOL DISTRICT NO 17**

A meeting was held of the Board of Education of the School District No. 17, in the County of Douglas in the State of Nebraska. This meeting was convened in open and public session at 7:00 p.m., Monday, October 20, 2003 Don Stroh Administration Center, 5606 South 147<sup>th</sup> Street.

**PRESENT:** Brad Burwell, Mike Pate Jean Stothert, Linda Poole Julie Johnson, and Mike Kennedy

Notice of this meeting was given to all members of the Board of Education and a copy of their Acknowledgment of Receipt of Notice and the agenda are attached to these minutes. Availability of the agenda was communicated in advance notice and in the notice of the Board of

Board of Education Minutes



Page 2

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Compensation Model Phases I-II-III.

3. The kick-off for the Strategic Planning Action Teams was Thursday, October 9, 2003 with 100 members attending. There are a total of 212 who have been assigned

[REDACTED]

Board of Education Minutes  
October 20, 2003  
Page 3

Mrs. Poole congratulated all of the cross-country team members who have qualified for the state meet in Kearney on Friday. The Millard West girls qualified, two boys from Millard West, one girl from Millard South, and the Millard North boys and girl's teams have qualified for the meet.

Mrs. Poole said she would be attending the NASB State Education Conference November 19-21, 2003. She will be a moderator for the session that will be presented by Tony Vincent from Millard Public Schools.

Mike Pate said the NFUSSD Conference was good for sharing and getting ideas. The highlight for him was a speaker by the name of Katie Haycock, from the Education Trust, who talked about achievement gaps between the schools who have a large population of minority or

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October 20, 2003  
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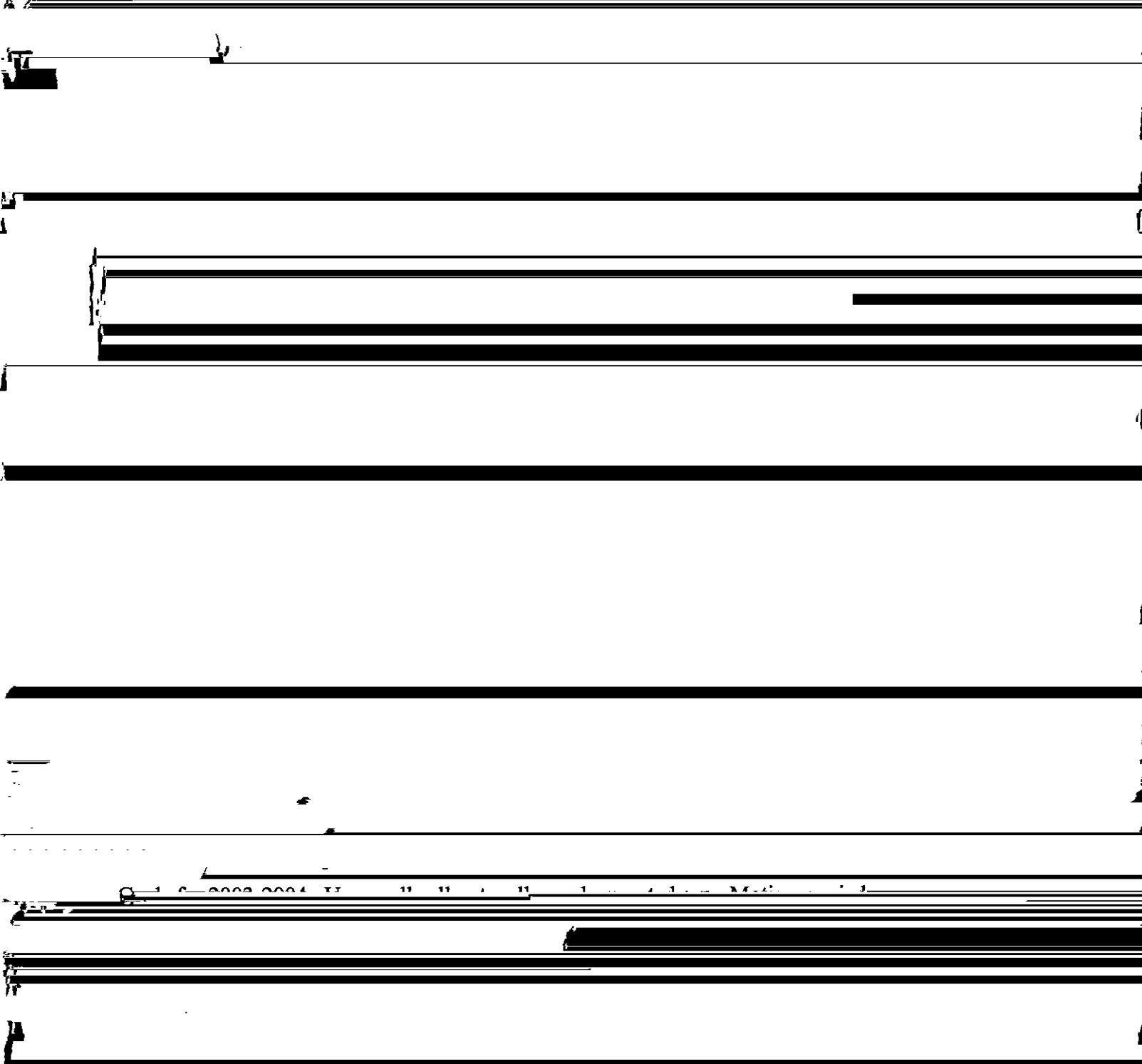
Mike Kennedy said he met with Governor Johanns in a social setting recently two weeks ago. They talked about the OPS lawsuit. His comments were very frank and said the issue is not going

to get bigger under OPS's lawsuit. What will happen would be if the Supreme Court makes a redistribution of dollars. What that means, Mr. Kennedy said, was that Millard Public Schools dollars being transferred to other school districts.

Mr. Kennedy was contacted by Carol Ebdon, President of the Omaha Library Board, concerning the reduction of hours at the Millard Library. They will be reduced from 53 to 35 hours per week. The closest libraries would be Abraham's at 90<sup>th</sup> & Fort St. or A. V. Sorenson at 48<sup>th</sup> & Underwood. That is too far for people to have to drive to access materials. He encouraged members of community to contact their county commissioner or if they are in the city to talk

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October 20, 2003  
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Members David D. ... presented the ... to ... the Board and Superintendent







**Millard Public Schools**  
November 3, 2003

Statement for 11/3/03 - 11/3/03

Date: 10/29/03

	<b>Amount</b>
ASS EQUIPMENT	14,912.30
ERS INC	1,539.23
	1,348.57
HOUSE INC.	560.50
UND INC.	425.00
JE, JR.	1,669.24
ION INC.	69.01
SON	158.15
D INC	2,975.00
NCIL OF SCHOOL	265.00
I	108.52
NG & CONSULTING INC	27.00
	948.65
ISE AMERICA INC	596.50
KVIEW MALL	134.91
R CORPORATION	25.77
ER LEASING INC	300.00
<b>Total for GENERAL FUND</b>	<b>26,063.35</b>
' SHOP	1,756.01
RCE INC	35.11
ERS INC	58,473.00
NTROLS INC.	918.00
IES	2,298.00
<b>Total for SPECIAL BUILDING</b>	<b>63,480.12</b>
<b>Report Total</b>	<b>89,543.47</b>

Register for 11/3/03 - 11/3/03

Date: 10/27/03

	Amount
	583.43
MMUNICATION ASSOC INC	39.60
ATOR INC.	201.40
_IVAN	1,230.00
	143.75
; INC	1,134.00
TH CENTRAL INC	95.20
	75.95
OOB SERVICE INC	48.50
VICE EQUIPMENT	1,107.48
UPPLY, INC.	92.25
ORATION	1,499.51
INC.	105.00
ENTER PUBLISHERS	2,002.07
IDANCE SERVICE INC	1,238.68
SIC COMPANY INC	2,271.78
D CROSS HEARTLAND	14.39
HOOB BOARD JOURNAL	378.00
C	237.50
ELECTRIC	243.30
TER, INC.	2,550.60
C	353.40
IFIC	65.88
	23.66
AL DIGEST	39.95
,AY COMPANY	6,891.37
	2,430.31
	45.66
LEPHONE CO INC	268.13
LEPHONE CO INC	322.09
	56.48
.UE	224.51

er for 11/3/03 - 11/3/03

Date: 10/27/03

	<b>Amount</b>
	486.10
	839.69
	83.16
	847.50
Y-VOGEL	54.48
INC	821.84
L PRODUCTS, INC.	41.95
BOOKSTORE(OAKV)	2,059.04
	11.45
S SYSTEMS	552.19
INK	86.90
	79.23
	70.85
EMENT INC	518.77
CENTER	472.01
MPANY	797.01
EQUIPMENT	5,811.91
ALADS	474.05
ST	95.04
	497.92
& MUSIC	22.36
OUND BOOKS INC	4,204.90
ONAL	6,327.77
L	12.82
Y COMPANY INC	261.70
RISK YOUTH	388.08
ATION & RESEARCH	169.00
DOD	200.00
	107.02
IENT LEASING CO.	378.00
NC	1,170.99
)	67.90

Date: 10/27/03

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9/03 - 11/3/03

Date: 10/27/03

	Amount
	363.75
	145.84
S	8,845.26
	39.85
	221.90
	317.98
	1,575.47
	845.70
	24.48
	19.95
	2,695.28
	409.00
DOL	348.95
SOURCES	75.00
	67.20
E	180.00
ATIVE EXTENSION	40.00
	197.05
	1,480.64
	47.32
CES AGENCY	4,410.00
ENTER INC	35.93
T #3	4,678.95
T #9	45.00
RVICE	259.19
	263.81
	2,108.59
UCTS	1,050.50
	20.58
LY	4,038.29
S COMPANY	1,847.31
	429.28

Report for 11/3/03 - 11/3/03

Date: 10/27/03

	<b>Amount</b>
ITE	171.20
	263.84
INC	1,321.57
ON	102.85
	698.32
IC.	159.16
KEARNEY	596.00
JAGE TECHNOLOGIES	339.10
	31.96
	81.00
SS	75.05
	47.32
RPRISES INC	1,284.74
	10.37
A	45.75
FICKEL	45.00
UMANITIES	517.95
S INC	117.90
INC	424.76
D	66.74
Y RESOURCES	3,013.04
OF AMERICA	363.28
LISHING INC	29.90
	15.59
AIR CONDITIONING INC	397.50
	8,740.00
ERS INC	165.33
Y	22.95
Y	23.66
	84.96
NGER	190.00
S CORPORATION	463.00



Date: 10/27/03

Amount

14.00  
33.76  
18.30  
92.82  
90.23  
19.26  
17.11  
79.93  
90.00  
27.09  
13.95  
18.55  
7.04  
4.45  
6.09  
7.45  
5.26  
8.35  
9.00  
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6.65  
8.11  
7.50  
4.64  
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3.00  
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Date: 10/27/03

count

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11/3/03 - 11/3/03

Date: 10/27/03

	<b>Amount</b>
	94.64
	189.00
	231.00
	80.50
THWEST OMAHA	255.00
	94.14
	18.05
HOMECARE INC	45.00
	165.62
	9.07
	144.90
	169,568.13
MATERIALS	4,485.45
	10,215.00
C	201.32
	195.73
	122.90
	9,058.00
NC.	498.00
	36.90
	77.65
C	45.72
	21.55
	850.00
CONTROL INC	110.00
	32.65
LS	23,919.00
	379.85
	409.42
	13.64
	1,009.65
	68.40

11/3/03 - 11/3/03

Date: 10/27/03

	<b>Amount</b>
STRIES INC.	90.45
RINDING	189.50
INC	963.02
	396.00
	142.00
	9.98
	245.00
	100.00
	90.79
	383.45
	65.44
	290.40
	50.57
LDS	170.00
	23.66
	305.00
ES INC	2,264.80
ES	6,325.68
	120.00
	768.02
	31.75
INC	1,130.00
	23.21
	39.00
	43.94
ARE COMPANY INC	1,560.00
ORTATION	2,050.00
ST OF OMAHA	48,947.41
ITY COLLEGE	116.00
	47.32
	47.32
	279.00

Register for 11/3/03 - 11/3/03

Date: 10/27/03

me	Amount
COMPUTER INC	12,069.61
BUSINESS JOURNAL	6.10
MESSENGER SERVICE INC	222.60
ONCEPTS CORPORATION	964.00
METAL WORKS INC	133.00
MINOR MEDICAL, P.C.	180.00
PLASTICS INC.	50.49
PRODUCTS CO., INC.	78.05
PURF & IRRIGATION INC	181.16
WOODWORKERS, INC.	87.71
RYWALL SERVICES, INC.	12.24
MBER INC	506.11
SCHOOLS ADMINISTRATIVE	59.60
UE VALUE HARDWARE	280.37
CTRIC COMPANY	245.00
MILLER	55.48
MILLSAP	94.93
CLAY CO	32.43
FURNITURE SYSTEMS, INC.	153.52
METHODS INC	32,296.00
SCHOOL SUPPLIES INC	644.81
OUND PICTURES, INC.	5,052.00
DORE	17.39
TRIAL SUPPLY CO	1,345.54
MUFF	44.35
TH SYSTEMS	261.80
MURRAY	17.42
E	225.00
OTION INC	118.80
HERS SUPPLY	141.07
RE INTERNATIONAL	525.00
NE PARTS COMPANY	91.52

Date: 10/27/03

Amount

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Date: 10/27/03

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Date: 10/27/03

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For 11/3/03 - 11/3/03

Date: 10/27/03

	<b>Amount</b>
NG LLC	32.00
TERS COMPANY	60.00
	633.92
	296.80
	309.07
	605.49
	906.53
OMPANY	271.91
PRESS	192.96
RY	265.97
LUM INSTITUTE	374.50
; & SERVICE INC	225.93
	95.50
IPANY	76.67
	139.85
C	269.12
	72.55
	60.00
	444.20
TING INC.	27.45
	47.32
FO SYS INC	96.00
IC	108.00
INC	625.00
ISE	59.69
TUDENT PROGRAMS	240.00
	4,501.89
	7,694.75
PPLY CO INC	136.11
	4,030.00
AGO DIST. CENTER	355.22
	3,349.25

Date: 10/27/03

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Date: 10/27/03

**Amount**

71.64

-45.00

195.76

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**19.72**

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Date: 10/27/03

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**Millard Public Schools**

Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Number	Date	Vendor No	Vendor Name	Amount
72	11/3/03	099552	DISCOUNT SCHOOL SUPPLY	1,357.74
79	11/3/03	100923	DOUGLAS/SARPY COOPERATIVE EXTENSION	90.00
37	11/3/03	037525	EDUCATIONAL SERVICE UNIT #3	40.00
00	11/3/03	035610	ETA/CUISENAIRE	316.36
22	11/3/03	100307	FOOD SERVICES OF AMERICA	200.55
23	11/3/03	108050	DEBRA K FOX	13.61
34	11/3/03	048750	HIGH/SCOPE EDUCATIONAL RESEARCH	22.34
34	11/3/03	051795	INSTITUTE FOR EDUCATIONAL	2,864.00
35	11/3/03	054240	HANNELORE W JASA	33.88
37	11/3/03	133059	DEBBIE A JENKINS	16.02
20	11/3/03	056724	KINKO'S	43.87
33	11/3/03	099217	LAKESHORE LEARNING MATERIALS	3,026.24
18	11/3/03	058875	KELLY A LATIMER-BRIGGS	49.95
60	11/3/03	132397	AIMEE L LIMONGI	14.00
12	11/3/03	131378	LTD COMMODITIES LLC	108.98
11	11/3/03	131973	MASTER COMMUNICATIONS INC	16.95
14	11/3/03	102512	RICHARD PIDCOCK	140.00
18	11/3/03	063349	MCGRAW-HILL COMPANIES	220.22
18	11/3/03	102870	MIDLAND COMPUTER INC	540.00
13	11/3/03	064952	MIDWEST MINOR MEDICAL, P.C.	105.00
11	11/3/03	067000	NASCO	1,005.70
14	11/3/03	102087	NATIONAL GEOGRAPHY OLYMPIAD	100.00
11	11/3/03	068445	NEBRASKA FURNITURE MART INC	661.50
17	11/3/03	068737	NEBRASKA SPEECH LANGUAGE & HEARING	178.00
18	11/3/03	133273	TERRI D NIEDERKLEIN	27.41
13	11/3/03	100013	OFFICE DEPOT BUS. SVCS. DIV.	159.99
16	11/3/03	072850	PLAYTIME EQUIPMENT & SCHOOL SUPPLY	88.74
19	11/3/03	108265	PROCARE3 INC.	800.00
17	11/3/03	079310	ROCKBROOK CAMERA CENTER	914.95
15	11/3/03	082100	SCHOLASTIC INC	8,320.53
13	11/3/03	088654	TARGET	147.05
10	11/3/03	089587	TOYS FOR SPECIAL CHILDREN	49.95

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Check Register for 11/3/03 - 11/3/03

Date: 10/27/03

Name	Amount
GARYN	128.00
GRANT	160.00
ALLBERG	160.00
Y HANLEY	160.00
ANSON	96.00
R HANSEN	40.00
T PACKARD CO	792.00
L L HILL	128.00
NES	112.00
HOLTHAUS	120.00
OWARD	108.00
W D HUNT	36.00
FOOD STORE (OAKVIEW DR)	44.48
JAEGER	28.00
ADEREIT	78.50
ETER	144.00
KAETER	132.00
N KLAIBER	36.00
AIBER	144.00
AIBER	150.00
RSON	91.50
IITH & CO INC	2,790.00
EY LEZANIC	32.00
EYER	32.00
COMPUTER INC	4,390.66
KA FURNITURE MART INC	701.18
M NOVOTNY-BALDWIN	8.51
JZZOLILLO	72.00
DEPOT BUS. SVCS. DIV.	140.22
DISTRIBUTORS	64.96
PETROSIK	72.00
YLE FIGULA	144.00

Date: 10/27/03

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**12.80**

for 11/3/03 - 11/3/03

Date: 10/27/03

	<b>Amount</b>
ON	526.83
CO	785.00
ORKS INC	612.00
SVCS. DIV.	270.92
DWARE INC	14.76

<b>for FOOD SERVICE</b>	<b>2,209.51</b>
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<b>Report Total</b>	<b>2,209.51</b>
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Date: 10/23/03

Amount

05.00

20.00

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7.50

9.18

Date: 10/16/03

**Amount**

340.00

602.66

120.00

70.00

80.00

15.00

80.00

480.00

214.23

200.00

40.00

174.66

199.00

25.00

115.00

240.00

80.00

**75.55**

630.00

**30.00**

750.00

**50.00**

**155.55**

## e Schools

Check Register for 10/23/03 - 10/23/03

Date: 10/23/03

Check No	Vendor Name	Amount
2055	KRIS M BENTLEY	75.00
0965	CINDY L GAYDOS	71.20
0880	CINDY L UTOFT	61.58
0346	COCA-COLA BOTTLING OF OMAHA	35,354.01
1666	COLETTE E PITTMAN	34.10
2050	MARILYN R HENLEY	55.18
2044	KATHLEEN M. INMAN	36.93
0595	BONNIE K LARSON	75.00
1347	LISA SADIL	75.00
2057	TRACY R ROSSO	75.00

**Total for FOOD SERVICE****35,913.00****Report Total****35,913.00**

Date: 10/16/03

ount

4.50

1.13

.63

5.63

Enclosure F.1.  
November 3, 2003

# millard

PUBLIC SCHOOLS

Don Clark, Administration Clerk, 5406 S. 147th, Olathe, MO 64073-0104, (800) 995-0000, F (800) 995-0100



## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Policy 3622

**MEETING DATE:** October 20, 2003 (First Reading)  
November 3, 2003 (Second Reading)

**DEPARTMENT:** Business

**TITLE & BRIEF  
DESCRIPTION:**

Policy 3622: Support Services - General - D. C. 1.0. 1.0. 1.0.

**ACTION DESIRED:** Approval  (after second reading) Discussion  Information Only .

**BACKGROUND:** The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Policy 3622 is a revision (minor) and renumbering of Policy 7311. [Note: Rule 3622.1 is attached for informational purposes during the first reading.]

**NewSupport Services – Construction**

**Professional Services of the – School Attorney**

**36227133**

The Sservices of the school attorney shall be available for legal counseling on may be accessed by the superintendent (or designee) for matters pertaining to site acquisition, easements, dedications, contracts, contract

payments, liens or claims, and such other matters as may arise.

Legal Reference: ~~RRS 79-4, 150~~Neb. Rev. Stat. §79-513

Policy Adopted: February 4, 1974

Millard Public Schools

~~Revised~~

~~April 1977~~

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Rule 3622.1

**DESCRIPTION:** [REDACTED]

**DEPARTMENT:** Business

**TITLE & BRIEF**

**DESCRIPTION:** [REDACTED]

Support Services—New Construction

Professional Services of School Attorneys

7697-171321

1. The ~~School Board~~ attorney shall review
  - a. land purchase contracts.
  - b. construction contracts.
  - c. easements and/or permits for utilities.
  - d. title and deeds for dedicated sites.
  - e. the need for new legislation relative to special land use.
2. The school attorney shall prepare
  - a. titles and deeds.
  - b. settlement documents for land transfer.
  - c. condemnation documents for site and easement acquisition.
  - d. liens and claims.
  - e. deeds of dedication for rights-of-way.

## AGENDA SUMMARY SHEET

AGENDA ITEM: Policy 3623

REPORTING DATE: November 3, 2003 (First Reading)

November 17, 2003 (Second Reading)

**DEPARTMENT:** Business

**TITLE & BRIEF DESCRIPTION:** Policy 3623: Support Services – Construction – Professional Services – Project Mgr.

**ACTION DESIRED:** Approval  (after second reading) Discussion  Information Only .

**BACKGROUND:** The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000

**Support Services – Construction**

Professional Services – Project Manager

2622

The District may employ the services of a project manager to supervise construction and/or renovation projects.

## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Policy 3631

**MEETING DATE:** November 3, 2003 (First Reading)  
November 17, 2003 (Second Reading)

**DEPARTMENT:** Business

**TITLE & BRIEF DESCRIPTION:** Policy 3631: Support Services – Construction – Site - Acquisition

**ACTION DESIRED:** Approval  x (after second reading)  Discussion   Information Only  .

**BACKGROUND:** The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.  
  
Policy 3631 is a revision and renumbering of Policy 7222.

**OPTIONS AND ALTERNATIVES:** n/a

**RECOMMENDATION:** After 2<sup>nd</sup> Reading: It is recommended that Policy 3631 be adopted as presented.

**STRATEGIC PLAN REFERENCE:** n/a

**IMPLICATIONS OF ADOPTION/REJECTION:** n/a

**TIMELINE:** Immediate

**RESPONSIBLE PERSON:** ~~Ken Fossen (Assoc. Supt. Gen. Admin.)~~

Support Services – New Construction

Site – Acquisition

36317222

Real Property acquisition for school purposes shall generally proceed in the following manner:

1. The proposed property shall be evaluated by an architect or engineer to determine whether or not such property is suitable for its intended purpose.
12. The property shall be appraised at current market value by two competent by a certified real estate appraisers.
3. Acquisition of the property shall be made by purchase or eminent domain proceedings pursuant to law.
2. Negotiations with the owner on the basis of the appraisals shall be made.



### AGENDA SUMMARY SHEET

**AGENDA ITEM:** Policy 3632

**MEETING DATE:** November 3, 2003 (First Reading)  
November 17, 2003 (Second Reading)

**DEPARTMENT:** Business

**TITLE & BRIEF DESCRIPTION:** Policy 3632: Support Services – Construction – Site - Landscaping

**ACTION DESIRED:** Approval  (after second reading) Discussion  Information Only .

**BACKGROUND:** The Series 7000 policies are being moved to Series 3000 (Support Services). Series 7000 policies will become policies related to technology.

Policy 3632 is a revision (minor) and renumbering of Policy 7224.

**OPTIONS AND ALTERNATIVES:** n/a

Support Services – New Construction  
Site – Landscaping

36327224

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Professional Services Contract for 2004

**MEETING DATE:** November 3, 2003

**DEPARTMENT:** Office of the Superintendent

**TITLE AND BRIEF DESCRIPTION:** Professional Services Contract for 2004

**ACTION DESIRED:** APPROVAL XX

**BACKGROUND:**

It is time to renew the Professional Services Contract between the Millard Public Schools and Ruth & Mueller.

**OPTIONS AND ALTERNATIVES CONSIDERED:** None

**RECOMMENDATION:** Approve

**STRATEGIC PLAN REFERENCE:** Strategy 6 Plan 1, Strategy 7, and Board Initiatives

**IMPLICATIONS OF ADOPTION OR REJECTION:**

**TIMELINE:**

**RESPONSIBLE PERSON:** [REDACTED]

[REDACTED]

PROFESSIONAL SERVICES CONTRACT

THIS CONTRACT is made by and between Millard Public Schools, hereinafter referred to as Principal and the lobbying firm of Ruth & Mueller LLC, 530 South 13<sup>th</sup> Street, Suite 110, Lincoln, Nebraska 68508 hereinafter referred to as Lobbyist.

WITNESSETH, that Principal and Lobbyist for the consideration hereinafter named agree as follows:

ARTICLE I

Lobbyist shall undertake the professional representation of the legislative interests of Millard Public Schools.

pending before the Nebraska Legislature.

### ARTICLE III

Principal shall pay to Lobbyist the fixed fee of \$28,000.00 for providing services under this Contract. Such fee shall be payable in five (5) installments of \$5,600.00 each payable

on January 5, February 5, March 5, April 5 and May 5, 2004.  
Incidental expenses including lobbyist registration fees and

reasonable entertainment expenses, shall also be payable by Principal and will be billed separately to Principal. The payments authorized under this agreement will be applied to the payment of the Principal's account and are earned upon receipt.

### ARTICLE IV

It is understood that Lobbyist shall not be deemed an employee, agent, partner or joint venturer of Principal, but is acting solely as an independent contractor for all purposes and at all times. Principal acknowledges that Lobbyist has not and may

THIS ARTICLE...

ARTICLE VI

Principal and Lobbyist shall comply, at their expense.

**AGENDA SUMMARY SHEET**

MEETING DATE: November 3, 2003  
DEPARTMENT: Human Resources  
ACTION DESIRED: Approval  
BACKGROUND: Personnel items: (1) New Hire  
OPTIONS & ALTERNATIVES: NA  
RECOMMENDATION: Approval

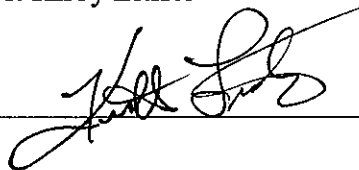
SUPERINTENDENT APPROVAL: \_\_\_\_\_

IMPLICATIONS OF ADOPTION  
OR REJECTION: N/A

TIMELINE: N/A

RESPONSIBLE PERSON: Dr. Kirby Eltiste

SUPERINTENDENT APPROVAL: \_\_\_\_\_



November 3, 2003

**TEACHERS RECOMMENDED FOR HIRE**

Recommend: the following teachers be hired for the 2003-04 school year:

1. Amy M. Mannino – Step 1, BA – University of Nebraska at Omaha. Art Teacher (33%) at West High School .



Elementary		K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
Abbott (3 unit)		78	85	67	75	78	79		462	0	0	462
Ackerman (4 unit)		92	112	99	92	99	79	12	585	5	5	580
Aldrich (3 unit)		61	50	57	66	53	63		350	0	0	350
Black Elk (3 unit)		91	104	87	110	86	97		575	-3	-3	578
Bryan (3 unit)		62	53	68	64	57	66		370	-2	-2	372
Cather (3 unit)		88	63	78	79	81	64		453	3	3	450
Cody (2 unit)		40	44	44	22	27	30	23	230	6	6	224
Cottonwood (3 unit)		45	41	47	60	66	57		316	1	1	315
Disney (3 unit)		41	55	43	53	48	36	12	288	2	2	286
Franklin (3 unit)		80	61	45	48	32	50	10	414	0	0	412

Franklin (3 unit)		80	61	45	48	32	50	10	414	0	0	412
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Hitchcock (2 unit)		39	32	38	28	36	34		207	-3	-3	210
Holling Heights (3 unit)		52	60	48	50	50	61		321	1	1	320
Montclair (4 unit)		115	80	103	88	88	66	7	547	-3	-3	550
Morton (3 unit)		53	59	58	59	41	71	21	362	1	1	361
Neilhardt (4 unit)		98	102	98	92	107	92		589	0	0	589
Norris (3 unit)		63	59	43	45	36	41	22	309	1	1	308
Rockwell (3 unit)		43	58	51	54	48	59	25	338	3	3	335
Rohwer (3 unit)		81	90	77	82	72	71	10	483	-1	-1	484
Sandoz (3 unit)		48	46	54	47	49	63		307	2	2	305
Wheeler (3 unit)		114	85	109	72	77	81	24	562	-2	-2	564
Willowdale (3 unit)		66	52	68	68	65	79		398	1	1	397

Total		1405	1428	1428	1414	1380	1380	144	8701	10	10	8700
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Secondary		6	7	8	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
Andersen MS		247	238	274	10	759	-1	-1	760
Beadle MS		178	225	184	15	587	-4	-4	591
Central MS		264	286	314	18	864	-1	-1	865
Kiewit MS		298	357	340	8	995	3	3	992
North MS		212	199	200	20	631	1	1	630

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Class Size Size W/out SPED
67

Official 9/03 Enrollment	YTD Change	Current Change	Total	Self Cont

K	1	2	3	4	5
20	18	22	17	24	18

Disney

Al

	K	1	2	3	4	5	M-K	M-1	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment	Class Size Size W/out SPED
Norris	21	17	21	22	18	20	20	24	8					68
	22	18	22	23	18	21			8					
									6					
Total Students	43	35	43	45	36	41	20	24	22	309	1	1	308	287
Total Teachers	2.0	2	2	2	2	2	1	1	3	17.0				14

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
Rockwell	22	20	17	18	23	20	12				
	21	19	17	17	25	19	13				
		19	17	19		20					
Total Students	43	58	51	54	48	59	25	338	3	3	335
Total Teachers	2.0	3	3	3	2	3	2	18.0			16.0
Classroom Avg	21.5	19.3	17.0	18.0	24.0	19.7	12.5	19			20

	K	1	2	3	4	5	Self Cont	Total	Current Change	YTD Change	Official 9/03 Enrollment
Rohwer	21	23	26	17	24	24	4				
	21	23	26	22	24	23	6				
	21	23	26	22	24	23					

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Metropolitan Omaha Educational Consortium Report (MOEC)

**MEETING DATE:** November 3, 2003

**DEPARTMENT:** Office of the Superintendent

**TITLE AND BRIEF DESCRIPTION**      **MOEC**      **12**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

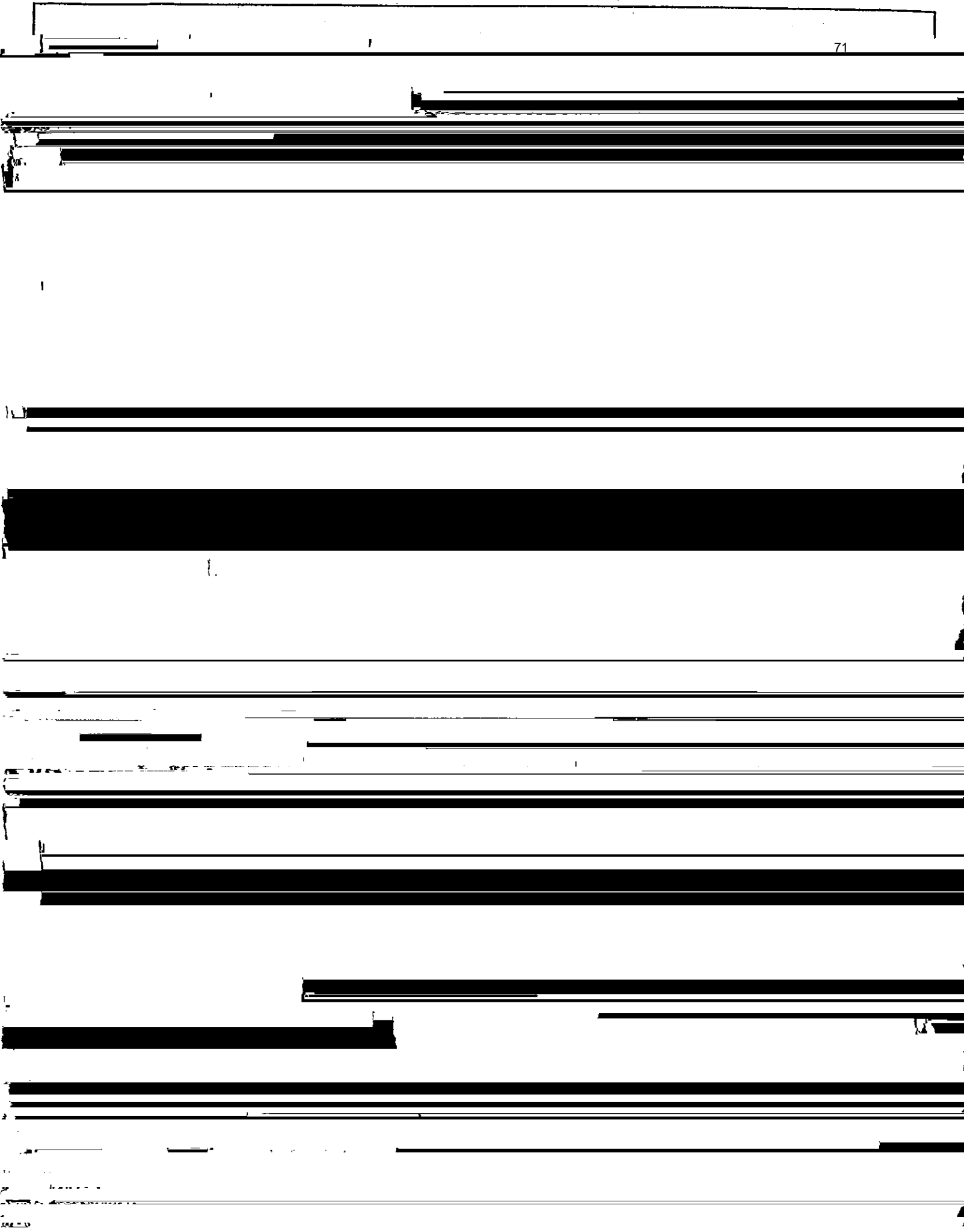
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



**NAME**

Dr. Nancy Ec  
Executive Di

Connie Scha  
Special Proje

Kathy Glow  
CADRE Coor

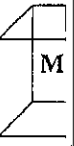
Larry Heck, I  
TAP Coordin

Jan Zieg  
Mentor Proje

Joyce Sorrels  
Office Assista

Aparna Mahe  
Graduate Assa





OTH  
•Sch  
•Safe



# 2003-04 MOEC Executive Steering Committee

*District/School*

*Assistant/Phone/Fax/Email*

Annie  
(402) 390-2105  
kbird@westside66.org

909 S. 76th St.  
Omaha, NE 68114-4599

(402) 390-2105  
f: (402) 390-2120

2. **John Christensen**  
Jan  
(402) 554-2719  
John.Christensen@mail.unomaha.edu

UNO- COE Dean's Ofc / KH 334

Marsha Vance  
(402) 554-2719  
f: (402) 554-2879

3. **Richard Christie**  
Ardeth  
Richard.Christie@cbcschools.org

Council Bluffs Comm Schools  
12 Scott Street

Karen Eaton  
(712) 328-6418

# 2003-04 MOEC Assessment Task Force

6/6/03

## District/School

## Assistant

1.	<b>Connie Baxter</b> (402) 537-6225 <i>cbaxter@paplv.esu3.org</i>	Papillion-LaVista Public Schools 420 S. Washington Papillion, NE 68046-2667	Linda Hrebik (402) 537-6219 f: (402) 537-6216
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2.	<b>Wanda Clarke</b> (402) 557-2456	Omaha Public Schools 3215 Cuming St. Omaha, NE 68104-2004	Rosemary Szcapaniak (402) 557-2457
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## Research Division

3.	<b>John Crawford</b> (402) 895-8214 <i>jcrawford@mpsomaha.org</i>	Millard Public Schools 5606 S. 147th St. Omaha, NE 68137-2604	Nancy Ballard (402) 895-8214 f: (402) 895-8448 <i>nballard@mpsomaha.org</i>
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4.	<b>Leon Dappen</b> (402) 554-3485 <i>ldappen@mail.unomaha.edu</i>	UNO- EDAD / KH 414	Katie Vitukinas (402) 554-2721 f: (402) 554-2722 <i>kvitukinas@mail.unomaha.edu</i>
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5.	<b>Nancy Edick</b> (402) 554-2991 <i>nedick@mail.unomaha.edu</i>	UNO - MOEC / KH 208	Phyllis Wagner (402) 554-3530 f: (402) 554-3491 <i>pwagner@mail.unomaha.edu</i>
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6.	<b>Dee Engstrom</b> (712) 328-6418 <i>dengstro@council-bluffs.k12.la.us</i>	Council Bluffs Comm Schools 12 Scott Street Council Bluffs, IA 51503	f:
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11. Pat Irwin  
(402) 895-8208  
pirwin@millardps.org

Millard Public Schools  
5606 S. 147th St.  
Omaha, NE 68127-2804

(402) 895-8315  
f: (402) 895-8110

12. Bert Jackson  
(402) 390-2108  
bjackson@westside66.org

Westside Comm Schools  
909 S. 76th St.  
Omaha, NE 68114-4599  
ABC Bldg.

Eilene Hensen  
(402) 390-2128  
f: (402) 390-2165  
ehensen@westside66.org

(402) 537-6219  
jjohnston@papiv.esu3.org

420 S. Washington  
Papillion, NE 68046-2667

f:

14. Virginia Moon  
(402) 898-3408  
vmoon@esu3.org

Ralston Public Schools  
8545 Park Dr.  
Ralston, NE 68127-3690

Mary Snyder  
(402) 898-3411  
f: (402) 331-4843

22. **Terry Snyder**  
(402) 727-3130  
tsnyder@mail.esu2.org

Fremont Public Schools  
957 N. Pierce St.  
Fremont, NE 68025-3949

f:

77

23. **Ann Trinkle**  
(402) 293-4278  
anncentrindle@hotmail.com

Bellevue Public Schools  
2221 Main St.  
Omaha, NE 68105

Shirley Love  
(402) 293-5010  
f: (402) 293-7000

*Adult Education Ctr*

# 2003-04 Business Operations Task Force

## District/School

## Assistant/Phone/Fax/Email

1. **Jerry Bartee**  
*barteej@ops.org*  
Omaha Public Schools  
3215 Cuming St.  
Omaha, NE 68131-2024
2. **John Christensen**  
*jchristensen@mail.unomaha.edu*  
(402) 554-2719  
UNO- COE Dean's Ofc / KH 334  
Marsha Vance  
(402) 554-2719 (402) 554-2879  
*mvance@mail.unomaha.edu*
3. **Steve Coleman**  
*scoleman@paplv.esu3.org*  
(402) 537-9998  
Papillion-LaVista Public Schools  
420 S. Washington  
Papillion, NE 68046-2667

4. **Nancy Edick**  
*nedick@mail.unomaha.edu*  
(402) 554-2991  
UNO - MOEC / KH 208  
Phyllis Wagner  
(402) 554-3530 (402) 554-3491  
*pwagner@mail.unomaha.edu*

5. **Kyle Fairbairn**  
*kfairbairn@bellepublicschools.org*  
(402) 333-4000  
Bellevue Public Schools  
3333 E. 11th St.  
Bellevue, NE 68005-5000

6. **Ken Fossen**  
*kfossen@mpsomaha.org*  
(402) 895-8200  
Millard Public Schools  
5606 S. 147th St.  
Omaha, NE 68137-2604

7. **Al Inzerello**  
*ainzerello@westside66.org*  
(402) 390-2100  
Westside Comm Schools  
909 S. 76th St.  
Omaha, NE 68114-4599

8. **Doug Lewis**  
(402) 331-4700  
Ralston Public Schools  
8545 Park Dr.

# 2003-04MOEC Curriculum and Instruction Task Force

*District/School*

*Assistant/Phone/Fax/Email*

1. **Martha Bruckner**

Millard Public Schools

Sandy Streeter

(402) 895-8306  
mmbruckner@mpsomaha.org

5606 S. 147th St.  
Omaha, NE 68137-2604

(402) 895-8301  
f: (402) 895-8448

2. **Mary Busch**  
(402) 293-4000

mlsbusch@hotmail.com

Bellevue Public Schools  
2009 Franklin St.  
Bellevue, NE 68005-5062

f:

3. **Kathy Danielson**  
(402) 554-2218  
kdanielson@mail.unomaha.edu

UNO- COE / KH 514

Joyce Jones  
(402) 554-2212  
f: (402) 554-2125  
jjones@mail.unomaha.edu

4. **Leon Dappen**  
(402) 554-3485

UNO- EDAD / KH 414

Katie Vitukinas  
(402) 554-2721

13.	<b>Judy Porter</b> (402) 895-8304	Millard Public Schools 5606 S. 147th St.	80
-----	--------------------------------------	---	----

14.	<b>Sheri Rogers</b> (402) 554-2262 <i>srogers@mail.unomaha.edu</i>	UNO- COE / EAB 203	f:
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15	<b>Gonnie Schaffer</b>	UNO - MOFC / KB 208	Phillip Wagner
----	------------------------	---------------------	----------------

	(402) 554-2481 <i>cschaffer@mail.unomaha.edu</i>		(402) 554-3530 f: (402) 554-3491 <i>pwagner@mail.unomaha.edu</i>
--	---	--	--

16.	<b>Roger Williams</b> (712) 328-6418 <i>rwilliam@council-bluffs.k12.ia.us</i>	Council Bluffs Comm Schools 12 Scott Street Council Bluffs, IA 51503	f:
-----	---	--	----



4

Jeanine Beaudin

Millard Public Schools

4

*jbeaudin@mpsomaha.org*

Omaha, NE 68137-2604

2. **Rick Black**  
(402) 537-6258  
*rblack@paplv.esu3.org*

Papillion-LaVista Public Schools  
420 S. Washington  
Papillion, NE 68046-2667

3. **Sharon Comisar-Langdon**  
(402) 894-6165  
*scomisar@mpsomaha.org*

Beadle Middle School  
18201 Jefferson St.  
Omaha, NE 68135-1534

4

**George Conrad** *Chair*  
(402) 895-8240  
*gconrad@mpsomaha.org*

Millard Public Schools  
5606 S. 147th St.  
Omaha, NE 68137-2604

5. **Nancy Edick**  
(402) 554-2991

UNO - MOEC / KH 208



*District/School*

*Assistant*

1. Connie Baxter

Papillion-La Vista Public Schools

(402) 537-6219

(402) 537-6225  
cbaxter@paplv.esu3.org

420 S. Washington  
Papillion, NE 68046-2667

(402) 537-6219  
f: (402) 537-6216

2. Linda Comfort  
(402) 390-6464  
lcomfort@westside66.org

Westside House  
1101 S. 90th St.  
Omaha, NE 68114-

f:

13. Alice Senseney  
(402) 471-2775

Nebr Dept of Education  
POB 94989

14. Janell Shain      *Chair*  
(402) 331-6475  
jshain@esu3.org

Wildewood Elementary  
8071 Ralston Ave.  
Ralston, NE 68127-1000

Sandy Harral  
(402) 331-6475

sharral@esu3.org

15. Roger Williams  
(402) 331-6475

Council Bluffs Comm Schools  
201 W. 1st St.  
Council Bluffs, IA 51502

william@councilbluffs.org

Council Bluffs, IA 51502

*2003-04 MOEC Student Services Task Force*

04-Oct-02<sup>85</sup>

*District/School*

- 
- |  |                    |
|--|--------------------|
| 1. <b>Paul Barnes</b><br>(402) 554-2306<br><i>pbarnes@mail.unomaha.edu</i> | UNO - COE / KH 421 |
|--|--------------------|
- 

(402) 537-9998  
*bconner@paplv.esu3.org*

420 S. Washington  
Papillion, NE 68046-2667

- 
- |   |  |
|---|--|
| 3. <b>Ron Diimig</b><br>(712) 328-6423<br><i>rdiimig@council-bluffs.k12.ia.us</i> | Council Bluffs Comm Schools<br>12 Scott Street<br>Council Bluffs, IA 51503 |
|---|--|
- 

- |   |                     |
|---|---------------------|
| 4. <b>Nancy Edick</b><br>(402) 554-2991<br><i>nedick@mail.unomaha.edu</i> | UNO - MOEC / KH 208 |
|---|---------------------|
- 

- |                                   |                        |
|-----------------------------------|------------------------|
| 5. <b>Roger Farr</b> <i>Chair</i> | Millard Public Schools |
|-----------------------------------|------------------------|
-

# 2003-04 MOEC Technology Task Force

1. Jim Akers

UNO, COE / KH 115

(402) 554-3344  
jakers@mail.unomaha.edu

2. Curt Anderson  
(402) 691-1346

Beadle Middle School  
18201 Jefferson St.  
Omaha, NE 68135-1504

3. MaryAnn Bragg  
(712) 328-6418  
mbragg@council-bluffs.k12.ia.us

Council Bluffs Comm Schools  
12 Scott Street  
Council Bluffs, IA 51503

4. Kim Brown *Chair*  
(402) 293-4191  
brownkime@hotmail.com

Bellevue East Sr High School  
1401 High School Dr.  
Bellevue, NE 68005-3274

5. Mike Burns  
(402) 331-4700  
mburns@esu3.org

Ralston Public Schools  
8545 Park Dr.  
Ralston, NE 68127-3690

(402) 554-3839  
pclark@mail.unomaha.edu

7. Nancy Edick  
(402) 554-2991  
nedick@mail.unomaha.edu

UNO - MOEC / KH 208

**Roni Huerta**  
(402) 304-3504

6505 QM D

16.

**Louanna Kinderknecht**  
(402) 457-6711  
lak@ops.org

Sherman Academy  
5618 N. 14th Ave.  
Omaha, NE 68110

17.

**Pam Krambeck**

Panillion-LaVista Public Schools

(402) 537-6200

pkrambeck@panillion-lavista.org

420 S. Washington

Des Moines, NE 50316-2007

30. **Connie Schaffer**  
(402) 554-2481  
cschaffer@mail.unomaha.edu

UNO - MOEC / KH 208

88

(402) 554-3247  
nstergiou@mail.unomaha.edu

32. **Don Tischer**  
(402) 366-0503  
dtischer@unomaha.edu

AEA13-Loess Hills  
Box 109 - Hwy 92

33. **Neal Topp**  
(402) 554-2435  
ntopp@mail.unomaha.edu

UNO- COE / KH 208

34. **Connie Wickham**

Omaha Public Schools

(402) 557-2222  
cwickham@ops.org

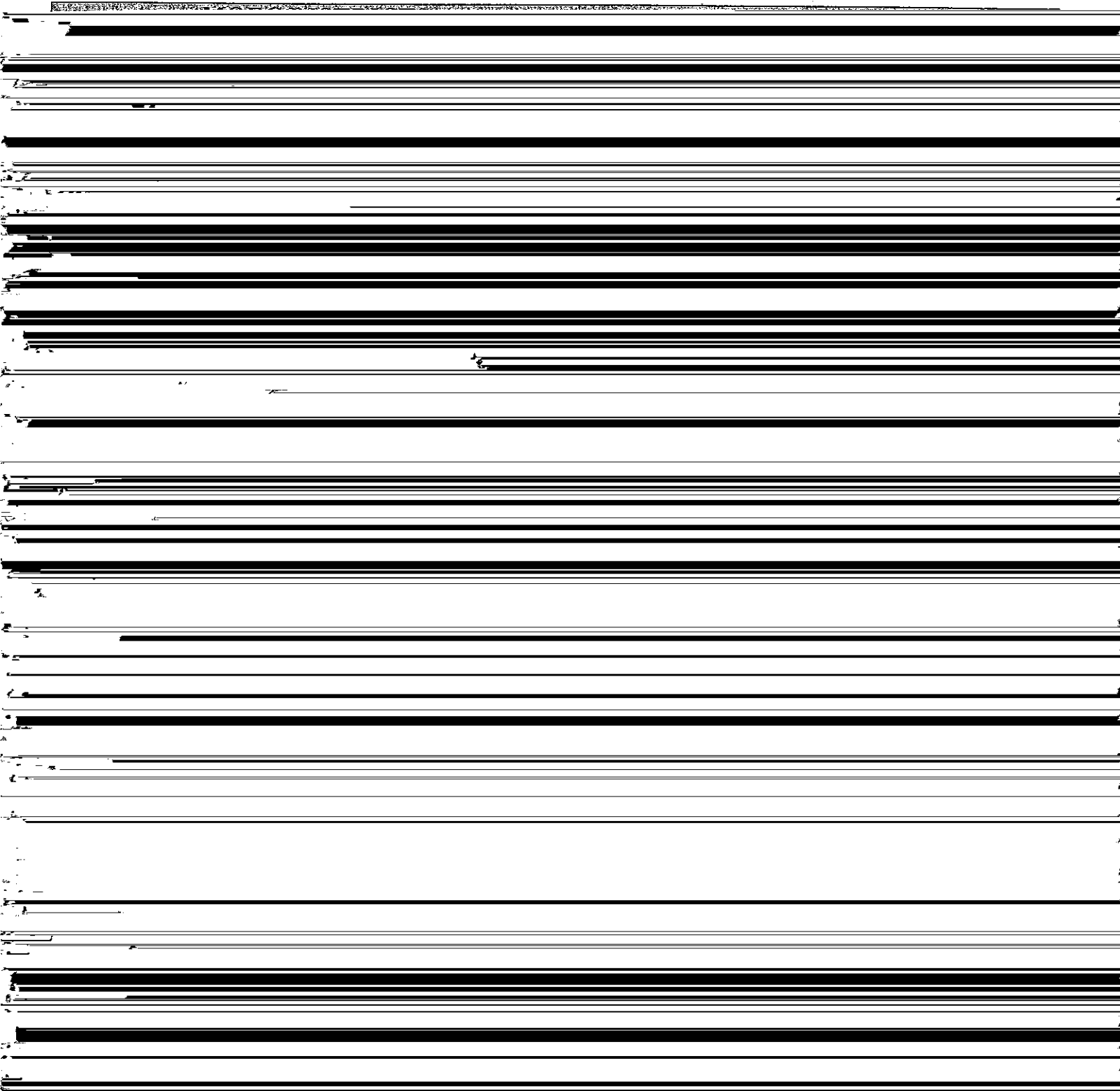
3215 Cuming St.  
Omaha, NE 68131-2024



**STUDENT ENROLLMENT  
And  
CERTIFIED STAFF  
2001 – 2002**

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**STUDENT ENROLLMENT  
And  
CERTIFIED STAFF  
2001 – 2002**



IT

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TAL CARRY FORWARD  
TO 2004-2005

---

93.15

01.48

21.99

89.74

13.21

00.00

00.00

50.00

00.00

00.00

50.00

00.00

10.00

56.61

54.92

51.44

16.36

\$3,886.79

2002-2003 MOEC BUDGET REPORT  
(as presented June 20, 2003)

Income	Projected:	
	Carry forward from 2002-2003	\$21,148.58
	Dues (8X\$7500)	\$60,000.00
	Miscellaneous Reimbursements	\$0.00
	<b>Total Deposits</b>	<b>\$60,000.00</b>

Expenses:

Personnel:		
Personnel - Staff Assistant	(Salaries/Fringes)	\$10,445.50
Personnel - Executive Director	(Salaries/Fringes)	\$25,436.87
Personnel - Coordinator	(Salaries/Fringes)	\$11,323.74
<b>Total Personnel</b>		<b>\$47,206.11</b>

**Adjusted Personnel** \$39,706.11

Operating:

Printing/Duplicating	\$1,272.29
Materials/Supplies	\$1,125.59
Travel (Includes Retreat)	\$2,177.98
Stays in Education	\$1,990.15
Buy the Big 'O'	\$550.00
Meetings/Hospitality	\$1,187.52

**Total Operating** \$8,600.76

## The CADRE Project: Mentoring Beginning Teachers

From the beginning, the CADRE project was designed to address the

experience of beginning teachers. The problem the CADRE Project is designed to address is the needs of beginning teachers for a comprehensive induction program that would offer concrete support for the novice teacher. In order to accomplish this task CADRE began linking beginning teachers to veteran master teachers while incorporating university coursework specifically targeted to first year teachers' needs. CADRE further provides collaborative inquiry, conversation and reflection about teaching experiences, and a mentor teacher for support. This

Contribution

CADRE has made a difference in the skill acquisition of beginning teachers. The presentation of the data...

data and project description offers a model of teacher induction that may be adapted to other settings. The CADRE Project also offers a comprehensive and on-going research based evaluation program to check for effectiveness and impact on the quality of teachers produced

# Executive Summary of CADRE Assessment Data

## The CADRE Project

The CADRE Project is a collaborative teacher induction effort between higher education and K-12 practitioners. The Metropolitan Omaha Educational Consortium (MOEC), comprised of seven metropolitan Omaha public school districts and the University of Nebraska at Omaha College of Education, coordinates this project. This project is a true collaborative effort involving public school superintendents, university administrators and faculty and staff from both entities. The acronym CADRE refers to the overriding goal of Career Advancement and Development for Recruits and

Experienced Teachers, and the project motto "Support. Challenge. Inspire."





studied completed the CADRE Project and half were selected by researchers in order to

achieve a matched pair design to control for years of teaching experience, subjects taught, grade levels taught and school context. Data presented covers a four- year period 1997-

2001. Thirty-eight to forty-two teachers from each school were interviewed.

Sub domain B-Use of Student Prior Knowledge and Higher Order Thinking Skills

Sub domain C-Selecting and Adapting Materials and Resources

~~Domain #3 Demonstrating Subject Matter Knowledge~~

Sub domain A-Understanding Subject Matter

Subdomain C-Selecting and Adapting Materials and Resources

## Results

### Data Results: General Trends

First year teachers begin with very similar skill levels for both CADRE and non-CADRE. However, CADRE teachers are able to move beyond their non-CADRE

counterparts in all domains of teaching skills over the five-year time frame (See Appendix C- Domain 1,2, & 3). Thus, the skill gap begins to widen as the teachers progress through the first five years of practice. As such, there are skill areas that show differences worth highlighting.

First, CADRE teachers have the **largest difference in the percentage of teachers scoring 3 or better** over their non-CADRE teacher matches in the following areas, in rank order: 1) D2-C1 Uses a variety of instructional resources (37.804% more CADRE teachers); 2) D3- C1 Selects learning materials that reflect students' diversity (34.146% more CADRE teachers); and 3) D1-A1-A5 Classroom management (29.268% more CADRE teachers) (See Table 2). Second, the skill areas that represent the **highest percentage of teachers scoring 3 or better** for CADRE teachers are, in rank order: 1) D2-C1 Uses a variety of instructional resources (95.12%); 2) D2- A1-A3 –Effective teaching strategies (92.681%); and 3) D3- B1-B2 Subject matter knowledge and teaching strategies (89.633%) (See Table 2).

TABLE 2.

Data Summary for 1997 through 2002

Domain 1- Subskills A1 through A5: Classroom Management- Student Behavior

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>
-------	--------------------	-------------------	---------------------	----------------------	---------------------



Domain 2- Subskills B1 through B2: Use of Student Prior Knowledge and Higher Order Thinking Skills

SCORE	<i>1-Beginning</i>	<i>2-Emerging</i>	<i>3-Developing</i>	<i>4-Integrating</i>	<i>5-Innovating</i>



**CADRE Project Up-Date  
MOEC Executive Steering Committee  
June, 2003**

---

1994-1995	21	
1995-1996	25	
1996-1997	26	
1997-1998	25	
1998-1999	29	
1999-2000	29	
2000-2001	24	12
2001-2002	24	13
2002-2003	22	12
<b>Total</b>	<b>225</b>	<b>37</b>

**Grand Total: 262**

---

**2003 – 2004: 30 CADRE Teachers**

**20 CADRE**

**10 CADRE II**

Millard

4 Elementary

4 Elementary





/o

/o

/o

/o

CADRE BUDGET REPORT

PRESENTED TO THE MPO EXECUTIVE COMMITTEE

JUNE 20, 2003

	Projected Expenses	Projected Expenses	Actual Expenses
2003-2004 Income			
2003-2004 - 32 Teachers @\$18,500	\$592,000.00		\$629,000.00
College of Fine Arts Contribution			\$2,000.00
<b>Total Income</b>	<b>\$592,000.00</b>		<b>\$631,000.00</b>
2003-2004 - 32 Teachers Stipends @\$12,000	\$384,000.00	\$384,000.00	\$408,000.00
2003-2004 32 Teachers Tuition	\$180,357.76	\$210,632.96	\$160,532.00
2003-2004 Coordinator Salary	\$39,000.00	\$39,683.00	\$23,213.00
2003-2004 Staff Secretary: 1.50 FTE	\$9,780.00	\$9,023.00	\$11,555.00

2003-2004 Fringes @.23 and Workmans Comp	\$11,209.74	\$11,405.93	\$8,440.77
2003-2004 Consulting/Travel/Conferences			
2003-2004 Meeting Expenses	\$1,000.00	\$1,000.00	\$1,845.60

--

MOOSE MEASUREMENTS

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**MENTOR PROJECT**  
**2003-2004**

With the 2003-2004 school year, the MOEC Mentor Project will enter its 16<sup>th</sup> year of providing research based training to experienced teachers so that they may help guide the new teacher through the challenges of the first year of teaching. We look forward to offering professional collaboration

### MENTOR PROJECT BUDGET

	2002-2003	2003-2004 (estimated)
<b>INCOME</b>		

## TEACHER ACADEMY PROJECT

The Teacher Academy Project (TAP) is designed to prepare individuals for certification as

related to a secondary (grades 7 through 12) school endorsement area such as mathematics, science, or foreign language.

TAP participants complete the required coursework for certification while serving an internship in a participating Metropolitan Omaha Educational Consortium (MOEC) school district. The

2000-2001                      2001-2002                      2002-2003                      2003-2004  
 # of Inquiries = N/A    # of Inquiries = 225    # of Inquiries = 340    # of Inquires = 287

SUBJECT AREA	CANDIDATES SENT				CANDIDATES CHOSEN			
	2000	2001	2002	2003	2000	2001	2002	2003
ART	0	1	4	0	0	1	4	0
BUSINESS	4	9	8	10	2	4	2	3
ENGLISH	4	3	4	1	0	0	1	1
FOREIGN LANGUAGE*	2	2	5	1	0	1	4	1

**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Millard Public Schools Foundation Report

**MEETING DATE:** November 3, 2003

**DEPARTMENT:** Office of the Superintendent

**TITLE AND BRIEF:**

**DESCRIPTION:** Millard Public School's Foundation Report

**ACTION REQUIRED:** Information Only Y

**BACKGROUND:** Millard Public School's Foundation Report



**Millard Public School Foundation**

**2003-04 Committee Assignments**

<u>COMMITTEE</u>	<u>CHAIR</u>	<u>MEMBERS</u>
Alumni	Paul Dietsch	Tim Harrison Todd Clarke Keith Lutz Tony Levy
Development & Fundraising*	Joel Schlessinger	Tom Wilkinson Cathy Nelson Todd Clarke
Finance	Troy Gerhardt	Keith Lutz Tim Harrison John Rohwer
Golf	John Rohwer Cathy Nelson, Vice Chair	Paul Dietsch Mike Pate
Grants	Keith Lutz	Tony Levy Mike Pate Pat Rhodes Tom Wilkinson
Hall of Fame Banquet	Amy Friedman	Todd Clarke Joel Schlessinger
Kids Network	Pat Rhodes	Troy Gerhardt Paul Dietsch
Marketing & PR*	Amy Friedman	Tim Harrison Tom Wilkinson Shirley Demetri
Scholarship	Joel Schlessinger	Amy Friedman

**Millard Public Schools Foundation  
Board of Directors**

**President**

Mike Pate  
15706 Westchester Cir  
Omaha NE 68154  
(W 573-9743) (H 330-5729)  
(F 571-2304) (C 301-3707)  
mpate@tconl.com

Tony Levy  
4202 S 57<sup>th</sup> St  
Omaha NE 68117  
(W 731-0400) (H 556-5962)  
(F 734-8005)  
tlevy19@cox.net

**President-Elect**

Keith Lutz  
14724 Shirley St  
Omaha NE 68144

*Professional Investment Management  
for the Private Investor*



## Investment Review

# Portfolio Summary

June 2, 2003

## Millard Public Schools Foundation

Investment Objective: **Balanced**

**Asset Allocation**  
(Excludes "Other" Category)

■ Cash Equivalents

■ Fixed Income  
40%



■ Equities  
56%

# Top 10 Equity Holdings

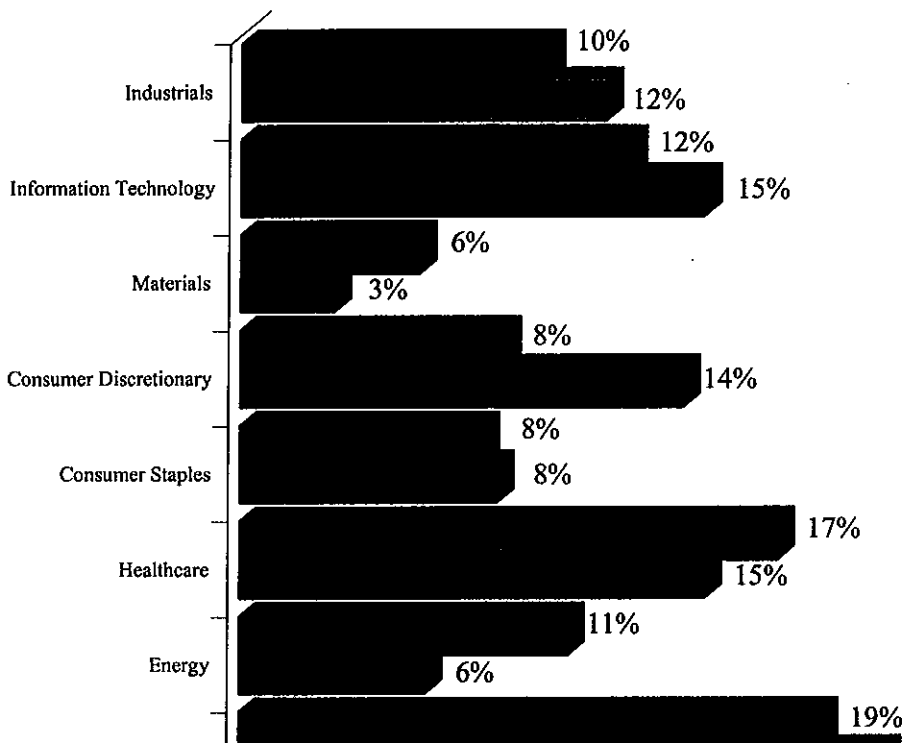
June 2, 2003

Rank	Company Name	Shares Held	Value
1	[REDACTED]	[REDACTED]	[REDACTED]
2	[REDACTED]	[REDACTED]	[REDACTED]
3	[REDACTED]	[REDACTED]	[REDACTED]
4	[REDACTED]	[REDACTED]	[REDACTED]
5	[REDACTED]	[REDACTED]	[REDACTED]
6	[REDACTED]	[REDACTED]	[REDACTED]
7	[REDACTED]	[REDACTED]	[REDACTED]
8	[REDACTED]	[REDACTED]	[REDACTED]
9	[REDACTED]	[REDACTED]	[REDACTED]
10	[REDACTED]	[REDACTED]	[REDACTED]

# Equity Sector Analysis

June 2, 2003

Percent of Common Stocks  
by Economic Sector



# Fixed Income Analysis

June 2, 2003

## Millard Public Schools Foundation

### Maturity Analysis

Market Value (in 000s)

\$417

0-3                      3-5                      5-7                      7-10                      Over 10

Years to Effective Maturity

### Bond Quality Distribution

25%

36%

# Fixed Income Analysis

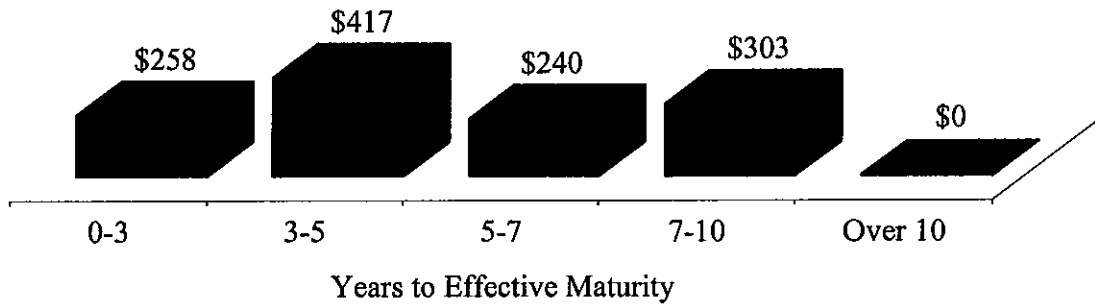
June 2, 2003

## Millard Public Schools Foundation

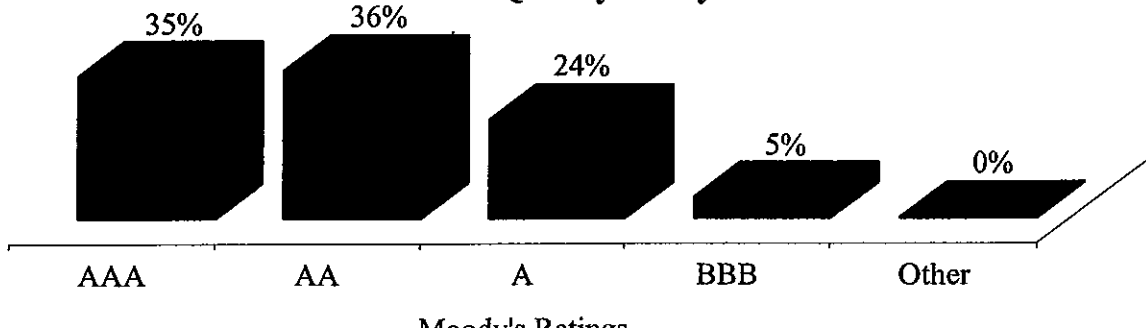
Sector Analysis  
Treasuries 5%

### Maturity Analysis

Market Value (in 000's)



### Bond Quality Analysis







**Performance Report - Net of Fees  
Millard Public Schools Foundation  
Account # 25306400  
As of 5-31-2003**

MILLARD EDUCATION FOUNDATION AGENC

253064001

	MARKET VALUE:		COST:		IND INCOME:		YLD (%) ON:	
	\$	%	\$	%	\$	%	MKT	COST
CASH EQUIVALENTS	111,562	4	111,562	4	951	1	0.85	0.85
EQUITIES	1,697,742	56	1,571,194	57	32,266	32	1.90	2.05

INCLUDED CASH BALANCE  
SETTLED & PENDING:

FYTD REAL G/L:	NET YTD ST	\$0
0	NET YTD LT	\$3,486-
	TOTAL	\$3,486-

	PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD
CASH EQUIVALENTS							
<u>VERY LIQUID ASSETS</u>							
111,558 F WF CASH INVESTMENT MMKT FD CL S	100.0	1.00	111,562	1.0	111,562	951	0.85
TOTAL CASH EQUIVALENTS	3.7		111,562		111,562	951	

1,036	BURLINGTON NORTHN SANTA FE CORP	1.8	29.51	30,572	23.1	23,923	497	1.63
600	EMERSON ELECTRIC CO	1.9	52.30	31,380	46.7	28,013	942	3.00
1,500	GENERAL ELECTRIC CO	2.5	28.70	43,050	10.5	15,773	1,140	2.65
1,200	HONEYWELL INTERNATIONAL INC	1.9	26.20	31,440	73.0	27,658	900	2.96

<u>INFORMATION TECHNOLOGY</u>								
2,000	E M C CORP MASS	1.3	10.82	21,640	19.6	39,200	0	0.00
1,500	HEWLETT PACKARD CO	1.7	19.50	29,250	22.4	33,536	480	1.64
1,500	INTEL CORP	1.8	20.82	31,230	31.9	47,806	120	0.38
400	INTERNATIONAL BUSINESS MACHS CORP	2.1	88.04	35,216	104.7	41,870	256	0.73
1,600	MICROSOFT CORP	2.3	24.61	39,376	36.3	58,125	128	0.33
2,000	MOTOROLA INC	1.0	8.52	17,040	17.9	35,777	320	1.88
	TOTAL	10.2		173,752		256,314	1,304	

<u>MATERIALS</u>								
1,000	ALCOA INC	1.5	24.61	24,610	24.9	24,932	600	2.44

		PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD
EQUITIES								
1,200	JP MORGAN CHASE & CO	2.3	32.86	39,432	41.2	49,495	1,632	4.14
900	MARSH & MCLENNAN COS INC	2.7	50.13	45,117	13.2	11,918	1,116	2.47
800	ST PAUL COS INC	1.7	26.52	20,264	20.8	22,218	1,116	2.47

UTILITIES

Investment Policy Statement

*Philosophy*

The Millard Schools Education Foundation, Inc. fulfills a purpose to provide funds for scholarships and grants. The continuing trend of the Foundation's needs suggest the investment objective shall recognize the need to grow principal and income at a rate superior to inflation so the purchasing power of the asset base grows in real terms. Through assumption of a balanced portfolio assuming prudent levels of risk, the Foundation's portfolio is directed toward the following purposes:

*Objectives*

The long term objective of the portfolio is to ...

Large Cap  
Small/Mid  
International  
Alternative Investments

70-100%  
0-15%  
0-15%  
0-10%

Alternative Investments would include primarily hedge funds and private placements. These investments are used at

MARKET VALUE: COST: IND INCOME: YLD (%) ON:

CASH EQUIVALENTS	102,190	3	102,190	4	680	1	0.66	0.66
EQUITIES	1,756,603	58	1,603,717	58	33,128	33	1.88	2.06
FIXED INCOME	1,183,398	39	1,073,799	39	66,804	66	5.64	6.22
OTHER HOLDINGS	0		0		0			
TOTAL	3,042,191	100	2,779,706	100	100,612	100	3.30	3.61

INCLUDED CASH BALANCE		FYTD REAL G/L: NET YTD ST	\$0
SETTLED & PENDING:	0	NET YTD LT	\$7,560-
		TOTAL	\$7,560-

CASH EQUIVALENTS DIVERSIFICATION

VERY LIQUID ASSETS	100.0%	SHORT TERM ASSETS
MONEY MARKET FUNDS	100.0%	US TREAS BILL
BANK DEPOSIT (CDS & SAVINGS)		COMMERCIAL PAPER/BANKER ACCPT
REPRCHSE AGRMNTS & MAST INTFS		FOREIGN & OTH SHRT TERM ASSETS

	PCT TYP	LAST PRICE	MARKET VALUE	UNIT COST	TOTAL COST	EST INCOME	YIELD
<b>CASH EQUIVALENTS</b>							
<u>VERY LIQUID ASSETS</u>							
102,185 F WF CASH INVT MM FD SVC CL #250	100.0	1.00	102,190	1.0	102,190	680	0.67
<b>TOTAL CASH EQUIVALENTS</b>	<b>3.4</b>		<b>102,190</b>		<b>102,190</b>	<b>680</b>	

**EQUITIES**

<u>INDUSTRIALS</u>							
1,036 BURLINGTON NORTHN SANTA FE CORP	1.7	28.39	29,412	23.1	23,923	622	2.11
600 EMERSON ELECTRIC CO	1.7	50.47	30,282	46.7	28,013	942	3.11
1,500 GENERAL ELECTRIC CO	2.3	27.16	40,740	10.5	15,773	1,140	2.80
1,200 HONEYWELL INTERNATIONAL INC	1.9	27.84	33,408	23.0	27,658	900	2.69
TOTAL	7.6		133,842		95,367	3,604	
<u>INFORMATION TECHNOLOGY</u>							
2,000 E M C CORP MASS	1.1	10.05	20,100	19.6	39,200	0	0.00
1,500 HEWLETT PACKARD CO	1.9	21.83	32,745	22.4	33,536	480	1.47
1,500 INTEL CORP	2.1	24.06	36,090	31.9	47,806	120	0.33
400 INTERNATIONAL BUSINESS MACHS CORP	1.9	82.50	33,000	104.7	41,870	256	0.78
1,600 MICROSOFT CORP	2.4	26.04	41,664	36.3	58,125	128	0.31
2,000 MOTOROLA INC	1.0	8.72	17,440	17.9	35,777	320	1.83

<u>MATERIALS</u>							
1,000 ALCOA INC	1.4	24.19	24,190	24.9	24,932	600	2.48
700 DU PONT E I DE NEMOURS & CO	1.7	42.00	29,400	40.9	28,598	980	3.33
500 MEYERHAEUSER CO	1.6	54.30	27,150	48.6	24,207	800	2.85



		PCT	LAST	MARKET	UNIT	TOTAL	EST	
		TYP	PRICE	VALUE	COST	COST	INCOME	YIELD
EQUITIES								
900	FED HOME LN MTG CORP	2.6	51.45	46,305	51.2	46,069	936	2.02
800	MORGAN CHASE & CO	1.6	34.43	27,544	30.1	20,462	1,388	2.05

## AGENDA SUMMARY SHEET

**AGENDA ITEM:** Program Evaluation – International Baccalaureate  
Mini-Magnet

**Meeting Date:** November 3, 2003

**Department:** Planning and Evaluation

**Title and Brief**

at North High. Multi-year evaluations of new programs are prescribed by board policy.

**Action Desired:** Approval \_\_\_ Discussion x Information Only \_\_\_

**Background:** Data are presented on numbers of students enrolled in the

## Program Evaluation – International Baccalaureate Mini-Magnet

### Introduction and Purpose

Evaluation carries out 5-year evaluations of all mini-magnet programs. The 2002-2003 school year was the first year of implementation for the International Baccalaureate (IB) mini-magnet at

Participation

that allows students to self-select into and out of the program. Seventh and eighth graders scoring at or above the 85<sup>th</sup> percentile on the TerraNova are sent informational letters about the IB program. However, there are no rigid criteria for entry into the program, nor does the school

drop students from the program if their performance is not at a certain level. The diploma program focuses on students completing all requirements to receive the IB diploma.

students in the northern hemisphere. More detail on Millard North students' IB scores is shown below.

<b>Millard North IB May 2003 Results</b>
--

<b>Subject</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
History					1	1	2
Psychology		1	1	5	2		
Physics		1		3	1		
Mathematical Studies					2	3	2
Music Group Performance					6	2	2

Coordinator	FTE
IB	0.67
CAS	0.14
Total	0.81
@53,000	<b>42,904.76</b>

Total 2002-2003 expenses for IB were \$135,116. With 23 IB students in 2002-2003, this

students and staff. Several students reported feeling separated or different from the general student body.

The students were asked what they had given up to be in IB and what they had gained by being in the program. They reported giving up free time, other classes and activities they would have liked to participate in, work or volunteering, and sleep. The benefits students reported gaining by participating in IB were more and broader knowledge, improved time management

and study skills, and a group of friends.

### **Summary and Conclusions**

The Millard North International Baccalaureate mini-magnet completed its first year with 23 anticipated candidates in 2002-2003. As of August 2003, the first IB diploma class consists

# Appendix A



## GENERAL CONDITIONS FOR THE

# AWARD OF THE DIPLOMA

### Examination Results and Conditions

Individual subject examinations are graded according to a numerical scale:

1. Very Poor 2. Poor 3. Mediocre 4. Satisfactory 5. Good 6. Very Good 7. Excellent

Theory of Knowledge and the Extended Essay are graded using a letter scale:

A. Excellent B. Good C. Satisfactory D. Mediocre E. Elementary N. No Grade

Candidates may receive up to 3 points towards the diploma based on their performance in TOK and the Extended Essay. Points are assigned according to a combined grade matrix.

### Award of the Diploma

The IB diploma will be awarded to a candidate whose total score is 24, 25, 26 or 27 points, provided all the following requirements have been met:

numeric grades have been awarded in all six subjects registered for the diploma

**AGENDA ITEM:** Depreciation Fund Report

**MEETING DATE:** November 3, 2003

**DEPARTMENT:** Business

**TITLE & BRIEF DESCRIPTION:** Depreciation Fund Report – A report of funds being held in the depreciation fund of the

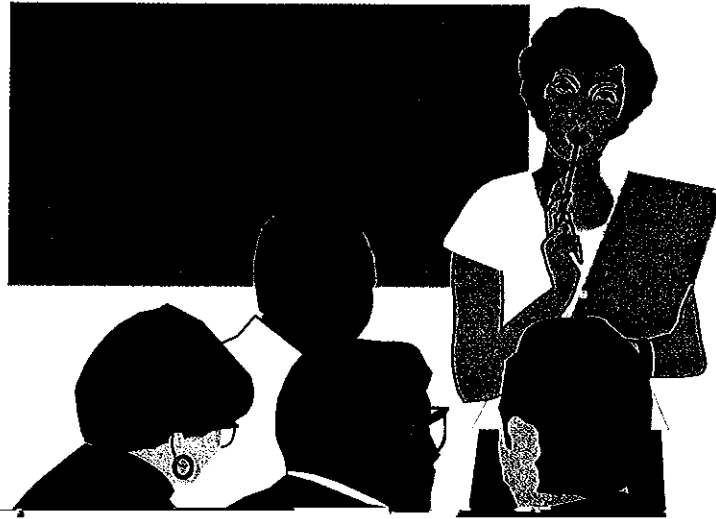


**AGENDA SUMMARY SHEET**

**AGENDA ITEM:** Personnel Report  
**MEETING DATE:** November 3, 2003  
**DEPARTMENT:** Human Resources  
**TITLE AND BRIEF DESCRIPTION:** Human Resources Personnel Report 2003-04  
**ACTION DESIRED:** Information Only

**BACKGROUND:** The annual Personnel Report contains information regarding the District's staffing levels, classroom enrollment averages, teacher preparation, experience, and student teacher internships. Report highlights include:

*Proud to be*  
**millard**  
PUBLIC SCHOOLS  
[www.mpsomaha.org](http://www.mpsomaha.org)



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## Personnel Distribution

### Full-time Equivalency

Employee Class	Staff F.T.E. '03-'04	Staff F.T.E. '02-'03	F.T.E. Change
Administrators	79.00	81.00	-2.00
Teachers	1459.94	1455.46	4.48
School Nurses	13.10	13.10	0.00
Professional Technical Salaried	40.80	39.80	1.00
Professional Technical Hourly	148.52	152.02	-3.50
Professional Non-Professionals	225.00	220.00	5.00
Custodial/Maintenance	166.88	169.38	-2.50
<b>Totals</b>	<b>2322.68</b>	<b>2318.43</b>	<b>4.25</b>

Employee Class	Staff Count '03-'04	Staff Count '02-'03	# Change
Administrators	79	81	-2.00
Teachers	1505	1495	10.00
School Nurses	14	13	1.00
Professional Technical Salaried	40	40	0.00

Date: 10/21/03

**Administrator Positions**

<b>Class</b>	<b>Title</b>	<b>Filled FTE</b>
A010	SUPERINTENDENT	1.00
A020	ASSOC SUPT GENERAL ADMIN	1.00
A030	ASSOC SUPT EDUC SERV	1.00
A060	ASST SUPT HUMAN RESOURCES	1.00
A100	ASST SUPT TECHNOLOGY	1.00
A110	EXEC DIR PLANNING & EVAL	1.00
A200	DIR EMPLOYEE RELATIONS	1.00
A210	DIR PERSONNEL	1.00
A220	DIR ADMIN AFFAIRS	1.00
A230	DIR COMMUNICATIONS	1.00
A240	DIR PUPIL SERVICES	1.00
A250	DIR STAFF DEVELOPMENT	1.00
A260	DIR ELEM & EARLY CHILD ED	1.00
A270	DIR SECONDARY ED	1.00



Date: 10/21/03

### Teacher Positions

Class	Title	Filled FTE
C001	ADMIN INTERN	5.00

Date: 10/21/03

### Teacher Positions

Class	Title	Filled FTE
C493	SOCIAL STUDIES TEACHER	49.40

C532	VOCAL MUSIC TEACHER	8.47
------	---------------------	------

### Teacher Positions

Class	Title	Filled FTE
0770	MFL PRESIDENT	1.00

Date: 10/21/03

**School Nurse Positions**

<b>Class</b>	<b>Title</b>	<b>Filled FTE</b>
E100	NURSE DEPT. HEAD	0.30
E20I	SCHOOL NURSE	12.80

Date: 10/21/03

**Professional Technical Salaried Positions**

Class	Title	Filled FTE
G110	HUMAN RESOURCE RECRUITER	1.00
G210	RESEARCH ASSOCIATE	2.00
G310	GRANT/VOLUNTEER COORD	1.00
G321	FAMILY SPECIALIST	1.00
G333	COMMUNITY COUNSELOR	2.00
G342	SCHOOL SOCIAL WORKER	1.00
G343	SCHOOL SOCIAL WORKER	1.00
G351	OCCUPATIONAL/PHYSICAL TPY	5.00
G352	OCCUPATIONAL/PHYSICAL TPY	1.00

Date: 10/21/03

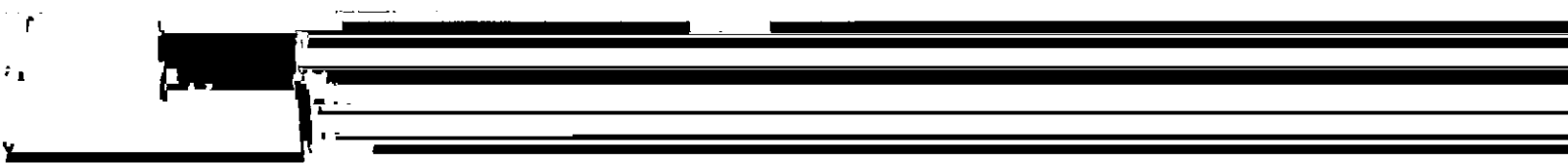
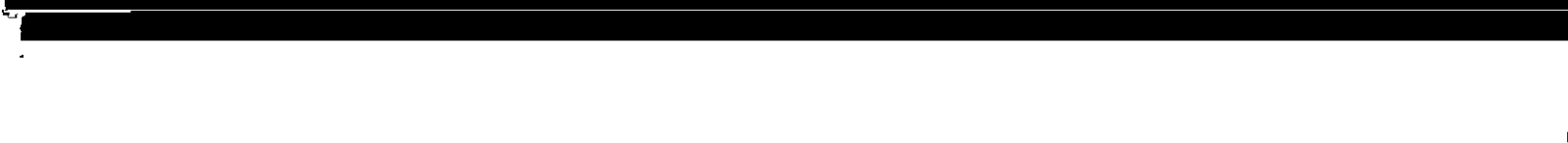
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## Professional Technical Hourly Positions

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Date: 10/21/03

**Professional Technical Hourly Positions**

<b>Class</b>	<b>Title</b>	<b>Filled FTE</b>
J713	HS SECURITY GUARD	11.38
J723	HS OUTSIDE SECURITY GUARD	3.00
J800	FOOD SERV BOOKKEEPER/SEC	1.00
1800	FOOD SERV (CASH) SECRETARY	3.55

Date: 10/21/03

**Educational Para-Professional Positions**

<b>Class</b>	<b>Title</b>	<b>Filled FTE</b>
K101	PRESCHOOL ED PARA	2.78
K111	PRESCH MONTESSORI ED PARA	7.96
K121	MONTESSORI CHILDCARE	5.88
K201	GENERAL ED PARA	75.03
K202	GENERAL ED PARA	20.44



Date: 10/21/03

**Custodial / Maintenance Positions**

Class	Title	Filled FTE
M010	CUSTODIAN SPEC PROJECTS	2.00
M023	CUSTODIAN I DEPT HEAD HS	3.00
M031	DAY CUSTODIAN II	22.00
M040	CUSTODIAN I	1.00
M042	DAY CUSTODIAN I MS	6.00
M043	DAY CUSTODIAN I HS	8.00
M050	NIGHT CUSTODIAN I	1.00
M051	NIGHT CUSTODIAN I ELEM	21.00

Date: 10/21/03

**Food Service Positions**

<b>Class</b>	<b>Title</b>	<b>Filled FTE</b>
P101	FOOD SERVICE MANAGER	18.59
P102	FOOD SERVICE MANAGER	5.56
P103	FOOD SERVICE MANAGER	3.00
P201	FOOD SERVICE	18.38
P202	FOOD SERVICE	36.44

P213	FOOD SERVICE CSTORE	7.25
<b>TOTAL</b>		<b>117.06</b>

Date: 10/22/03

**Staffing Substitutes**

Dept	Department Title	Empl No
SUB CUST	SUB CUSTODIAN	23
SUB TCH	SUBSTITUTE TEACHER	437
SUB HRLY	SUBSTITUTES HOURLY	112
VESP/SUB	VESP & SUBSTITUTE/TEM	47
TOTAL		619

## Elementary Regular Classroom Average

	Sections	Students	03-04	02-03	01-02	00-01	99-00	98-99	97-98
Abbott	21	462	22.0	21.9	23.0	22.3	24.4	23.6	23.1
Ackerman	25	568	22.7	23.4	22.7	22.3	21.0	22.3	23.0

**Secondary Classroom Averages by Subject Area**

**2002-2003**

	<u>South</u>	<u>North</u>	<u>West</u>	<u>CMS</u>	<u>NMS</u>	<u>AMS</u>	<u>KMS</u>	<u>RMS</u>	<u>BMS</u>
Grade 6	-	-	-	22.7	22.0	23.8	25.9	22.2	22.6
Art	22.3	20.0	21.2	17.7	15.9	16.3	21.9	18.8	21.6
Family Consumer Science	24.1	20.3	22.9	16.5	14.3	15.5	18.9	18.8	19.4
Industrial Technology	16.8	14.2	17.9	15.1	14.6	14.7	21.9	15.8	19.3

Health	-	-	-	38.3	28.3	20.0	21.7	34.6	21.3
Business	16.3	21.0	21.8	-	-	-	-	-	-
Vocal Music	35.4	24.9	46.0	35.7	29.2	28.7	25.2	26.0	20.7
Instr. Music	65.8	113.5	67.5	35.8	31.3	28.8	32.1	36.0	24.2
Reading	13.6	11.5	11.3	22.2	21.4	20.9	19.1	-	24.3
Computers	-	-	-	10.4	22.4	15.6	20.8	14.0	17.9
Math	21.4	20.0	21.4	22.1	19.8	20.0	22.3	22.6	21.8
English	22.4	21.5	22.5	21.9	19.6	20.8	22.3	22.6	23.9

Social Studies	22.5	22.3	23.4	23.0	20.3	21.9	23.1	25.8	22.5
Foreign Language	22.7	18.2	21.5	15.3	12.5	19.1	25.0	16.6	17.1

**2003-2004**

	<u>South</u>	<u>North</u>	<u>West</u>	<u>CMS</u>	<u>NMS</u>	<u>AMS</u>	<u>KMS</u>	<u>RMS</u>	<u>BMS</u>
Grade 6	-	-	-	24.0	22.6	27.4	22.9	25.1	22.3
Art	22.3	20.8	25.1	16.7	16.3	19.0	21.7	16.5	20.8
Family Consumer Science	24.2	24.2	24.4	17.4	16.4	16.8	22.8	15.7	22.7

Date: 10/21/03

**Certificated Staff Educ Work Experience by School**

Date: 10/21/03

**Certificated Staff Highest Degree by School**

Employee Loc. Building Name	RN	BSN	BA	MA	EDS	DR	Total
ABBOTT ELEM			18	12	3		33
ACKERMAN ELEM	1		26	19			46
ALDRICH ELEM			7	15		1	23
ANDERSEN MIDDLE SCH	1		27	36	2		66
BEADLE MIDDLE SCH	1		21	35	1		58
BLACK ELK ELEM		1	17	18			36
BRYAN ELEM	1		15	14		1	31
CATHER EJ FM			17	13		1	31

Date: 10/21/03

### Certificated Staff Gender by School

Employee Loc.	Building Name	Total	F	M
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	ALDRICH ELEM	23	21	2
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	BEADLE MIDDLE SCH	58	43	15
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### All Staff Gender by School

Employee Loc. Building Name	Total	F	M
ABBOTT ELEM	47	41	6
ACKERMAN ELEM	64	56	8
ALDRICH ELEM	35	31	4

BEADLE MIDDLE SCH	87	68	19
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BRYAN ELEM	46	41	5
CATHER ELEM	44	42	2
CENTRAL MIDDLE SCH	110	86	24
CODY ELEM	58	53	5
COTTONWOOD ELEM	39	36	3
DISNEY ELEM	46	41	5
DON STROH ADMIN CTR	65	49	16
EZRA MILLARD ELEM	47	42	5
HARVEY OAKS ELEM	35	32	3
HITCHCOCK ELEM	34	30	4
HOLLING HEIGHTS ELEM	46	42	4

Date: 10/21/03

**Certificated Staff Ethnicity by School**

Employee Loc. Building Name	Total	A	B	H	W	I
ABBOTT ELEM	33				33	
ACKERMAN ELEM	46				46	
ALDRICH ELEM	23	1	1		21	
ANDERSEN MIDDLE SCH	66				66	
BEADLE MIDDLE SCH	58				57	1
BLACK ELK ELEM	36				36	
BRYAN ELEM	31			1	30	

Date: 10/21/03

**Certificated Staff Age by School**

ABBOTT ELEM	45.0
ACKERMAN ELEM	40.5
ALDRICH ELEM	41.2
ANDERSEN MIDDLE SCH	41.2
BEADLE MIDDLE SCH	38.7
BLACK ELK ELEM	40.6
BRYAN ELEM	38.7
CATHER ELEM	47.7
CENTRAL MIDDLE SCH	43.5
CODY ELEM	43.5
COTTONWOOD ELEM	47.6
DISNEY ELEM	39.4
DON STROH ADMIN CTR	52.2
EZRA MILLARD ELEM	38.9
HARVEY OAKS ELEM	41.6
HITCHCOCK ELEM	41.6

Date: 10/22/03

**All Staff Age >= 50 by School**

<b>Employee Loc. Building Name</b>	<b>Average Age</b>	<b>Employee Count</b>
ABBOTT ELEM	55.3	19
ACKERMAN ELEM	55.3	16
ALDRICH ELEM	54.8	10
ANDERSEN MIDDLE SCH	54.8	33
BEADLE MIDDLE SCH	54.9	22
BLACK ELK ELEM	53.6	14
BRYAN ELEM	56.0	13
CATHER ELEM	55.6	21
CENTRAL MIDDLE SCH	54.6	29
CODY ELEM	55.5	17
COTTONWOOD ELEM	54.5	17
DISNEY ELEM	54.2	15

Date: 10/22/03

**Potential Retirees in Next Five Years**

PerEmpType	Age	Years in Dist	Count	Employees
A	60.0	31.0	1	
		21.0	1	
	59.0	32.0	1	
	58.0	20.0	1	
	57.0	32.0	1	
		20.0	1	
	55.0	30.0	1	
	54.0	33.0	1	
		30.0	1	
		29.0	1	
	53.0	32.0	1	
		31.0	1	
		25.0	1	
	52.0	31.0	1	
		30.0	1	
		27.0	1	
	51.0	30.0	1	
		23.0	1	
	50.0	22.0	1	
		20.0	1	
C	66.0	27.0	1	
	64.0	32.0	1	
	63.0	38.0	1	
		26.0	1	
		22.0	1	
	62.0	29.5	1	
	61.0	27.0	1	
		26.0	2	
		21.0	1	
		20.0	1	
	60.0	29.0	1	
		27.0	1	
		26.0	2	
		25.5	1	
		24.5	1	
		24.0	1	
		23.0	2	
59.0	36.5	1		

Date: 10/22/03

### Potential Retirees in Next Five Years

PerEmpType	Age	Years in Dist	Count Employees
C	59.0	23.0	1
		21.0	1
		20.0	4
	58.0	36.0	1
		30.8	1
		28.5	1
		28.0	1
		24.0	1
		23.0	1
		22.0	1
		21.0	1
		20.7	1
		20.0	1
		57.0	36.0
	35.0		1
	33.0		2
	32.0		1
	30.0		2
	28.0		1
	26.0		2
	24.0		1
	22.0		2
	21.0		2
	20.5		1
	20.0		1
	56.0		35.0
		34.0	1
		33.0	1
		28.0	1
		24.5	1
		24.0	2
		21.0	2
	55.0	20.7	1
		34.0	1
		31.0	2
		30.0	1
		29.0	3
28.0		2	
27.0		2	
26.5		1	
25.0	1		
21.0	1		

Date: 10/22/03

PerEmpType	Age	Years in Dist	Count Employees
C	54.0	32.0	3
		31.0	2
		30.0	2
		29.0	1
		28.0	1
		27.5	1
		27.0	2
		24.0	2
		23.7	1
		23.0	4
		22.5	2





## Staff Turnover

~~Staff Terminations September 1, 2000 through August 31, 2000~~

Reason	Admin	Tchr	Nurse	PTS	PTH	Para	Cust	Fd Srv
Continuing Education						2		
Contract Expired								
Deceased		1			1		1	
Employment Outside Education		8			2	5		
Family Reasons		18			2	4		
Personal Health						4		1
Job Dissatisfaction					1			
Long-term Disability		2		1	2			
Miscellaneous Resignation		12		1	7	45	11	17
Other Education Job		8				1		
Performance		2						
Relocation		14			1	5		
Retired					1	1		1
Sabbatical Leave								
Unpaid Leave of Absence		27						
Reduction in Force								
Voluntary Early Separation	4	28						
<b>Total</b>	<b>4</b>	<b>120</b>	<b>0</b>	<b>2</b>	<b>17</b>	<b>67</b>	<b>12</b>	<b>19</b>

<i>Total as a % of 02-03 Staff</i>	4.9%	8.0%	0.0%	5.0%	10.2%	17.9%	7.1%	12.0%
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### History

2001-02	8.6%	7.6%	21.4%	7.3%	17.6%	17.7%	9.2%	6.4%
2000-01	5.0%	6.8%	7.7%	2.6%	6.3%	9.1%	3.6%	8.8%

Date: 10/21/03

**Certificated Staff Highest Degree Earned by College/University**

Name	Highest Degree Earned by College/University
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

Date: 10/21/03

### Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
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Date: 10/21/03

### Certificated Staff Highest Degree Earned by College/University

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
MN10	WYNONA STATE			1				1
MN11	NORMANDALE COMMUN	1						1
MN12	COLL,ST.CATHERINE				1			1
MO01	CENTL MISSOURI ST			2	1			3
MO07	MISSOURI OTHER			1	3			4
MO08	N E MISSOURI TCHS				1			1
MO09	N W MISSOURI TCHS			16	11			27
MO11	S W MISSOURI TCHR				1			1
MO13	STEPHENS COLL			1				1
MO15	UN OF MO COLUMBIA				2			2
MO16	UN OF MO KANS CTY				1			1
MO17	ST LOUIS UNIV			2	2			4

Date: 10/21/03

**Certificated Staff Highest Degree Earned by College/University**

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
NE21	LINCOLN GEN HOSP	1						1
NE22	CLARKSON COLLEGE	2	1	1				4
NM05	UNIVERSITY OF NM				1			1
NM07	WESTERN NEW MEXIC				1			1

Date: 10/21/03

**Certificated Staff Highest Degree Earned by College/University**

School	College/University	RN	BSN	BA	MA	EDS	DR	Total
TX18	TEXAS TECH				1			1
UT07	BRICHAM YOUNG UNIV			2				2

Date: 10/22/03

**Applicant Count 2002-03**

Hire Status	Status Definition	Count Hire Status
ACTN	Hired	60
APPL	Not Hired	868
APST	Sub/Applicant	69

Date: 10/22/03

**Applicants for 2002-03**

Class Cd	Title	ACTN	APPL	APST
C001	ADMIN INTERN	1	7	
C002	MDL SCH ADMIN INTERN		3	
C011	MONTESSORI PRESCHOOL TCHR	2	9	2
C051	PRESCHOOL TEACHER	6	46	7
C091	KINDERGARTEN TEACHER	12	97	21
C111	GRADE 1 TEACHER	18	164	27
C121	GRADE 2 TEACHER	19	208	29
C131	GRADE 3 TEACHER	21	226	30
C141	GRADE 4 TEACHER	14	200	27
C151	GRADE 5 TEACHER	11	160	17
C162	GRADE 6 TEACHER	5	87	6
C231	GRADE 1-3 TEACHER	2	91	10



Date: 10/22/03

### Applicants for 2002-03

Class Cd	Title	ACTN	APPL	APST
----------	-------	------	------	------

[REDACTED]

1/23

1/23

1/23

1/23

1/23

1/23

1/23

1/23

Date: 10/22/03

**Applicants for 2002-03**

Class Cd	Title	ACTN	APPL	APST
----------	-------	------	------	------

### Recruiting Report 2002-03

Our Human Resources staff and building administrators held and attended numerous recruiting events throughout the year. Several of our hiring needs were met by candidates we had initial contact with at these events. All teaching positions were filled when the 2003-04 school year began.

August, 2002	UNO Student Teacher Symposium
September, 2002	College of St. Mary
October, 2002	Wayne State College

October, 2002	Midland College
November, 2002	Nebraska Wesleyan Interview Fair
November, 2002	UNL Fall Recruitment Day
January, 2003	UNO Student Teacher Symposium
February, 2003	College of St. Mary
February, 2003	Student Teacher Interview Fair at DSAC
February, 2003	Dana College
February, 2003	Doane College
March, 2003	Student Teacher Interview Fair at DSAC

March, 2003

Creighton University Career Fair

**New Staff Facts for Recruitment Class of 03-04 (as of 8/4/03):**

- **We have hired 91 new certified staff members for 2003-2004.**
  - 34 Elementary Teachers, 32 Secondary Teachers, 12 Special Education Teachers
  - 6 SLP
  - 6 Counselors
  - 1 Psychologist
- **Degrees:**
  - 36 have a Masters = 40% of the new staff
  - Average GPA is 3.724, highest since we've been tracking GPA
- **Experience:**
  - 30 (33%) are brand new to the profession
  - 19 (21%) have 10 or more years experience
  - 3 (3%) have 20 or more years experience
  - 468.5 total years experience, which averages out to 5.14 yrs.

- **Related Activities Reported:**
  - 22 taught Sunday School/youth groups
  - 30 have been coaching or tutoring
  - 10 have been in some type of camp/counseling role
  - 4 involved in Scouting
  - 1 Child Protective Services

- was a member of the UNL marching band
- NCAA Division I National Championship Football Team, 1997 (UNL)
- went to the corporate world and missed kids so you're back
- is a Mezzo Soprano singer for Opera Omaha
- is a writer who's been published and who's play has been performed

- had to postpone signing a contract due to breaking your arm after falling off a horse. Talk about dedication, you wondered if you should get out of the hospital early in order to be here to sign

**Student Teacher Placements 2002-03**

**MIDDLE SCHOOL**

Teaching Area	AMS	CMS	KMS	NMS	DMS	DMS	TOTAL
---------------	-----	-----	-----	-----	-----	-----	-------

							Grade 6
Art					1		1
Business							
English		1					1
Foreign Language					1		1
Health							
Industrial Arts							
Math		1	2		3		6
Media							
Music		1					1
Nurse							
Physical Education			1	1	1		3
Science							
Social Studies		2	1	1			4
SPED					2		2
<b>TOTAL</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>21</b>

**HIGH SCHOOL**

Teaching Area	SOUTH	NORTH	WEST	TOTAL
Art		1	3	4
Business			1	1
Counseling		1		1
English	1	1	2	4
ESL				
Foreign Language		1		1
Health				

## Student Teacher Placements 2002-03 (continued)

<u>ELEMENTARY</u>	<u>Pre-K</u>	<u>K</u>	<u>1-3</u>	<u>4,5</u>	<u>Spec.</u>	<u>Total</u>
Abbott			2	3		5
Aldrich		1	1			2

Black Elk			2	1	1	4
Bryan			3	1	1	5
Cather			3	2		5
Cody		1	2	2	3	8
Cottonwood		1		2		3
Disney			2	1	2	5
Harvey Oaks			1			1
Hitchcock			1			1
Hollina Heights			8	2	2	12

Montclair		1	2	4	1	8
Morton		2	4	3		9
Neihardt		1	4			5
Norris		1	1	1	1	4
Rockwell			3	2		5
Rohwer		1	3		1	5
Sandoz				1		1
Wheeler				1		1
Willowdale			1	1	1	3
<b>TOTAL</b>	<b>0</b>	<b>9</b>	<b>46</b>	<b>30</b>	<b>15</b>	<b>100</b>

<u>TEACHING AREA</u>	<u>UNO</u>	<u>UNL</u>	<u>UNK</u>	<u>WAYNE</u>	<u>OTHER</u>	<u>TOTAL</u>
Elementary	32	10	5	5	32	84
Secondary	15	5	2	2	19	43
SPED/Counseling	5	0	3	0	3	11
<b>TOTAL</b>	<b>52</b>	<b>15</b>	<b>10</b>	<b>7</b>	<b>54</b>	<b>138</b>

## Staff Absences

## Days Absent by Reason by Employee Group 2002-03

Reason	Admin	Teachers	Nurses	ProfTechS	ProfTechH	EdPara	CustMaint	Food Serv
Personal Illness	107.00	1,023.00	12.50	121.00	222.44	207.25	1,105.25	611.50
Family Illness	45.50	2,359.00	25.50	97.50	267.41	588.56	154.67	221.00
Personal/Emergency	42.50	1,248.00	12.00	20.00	146.75	228.62	122.44	82.10
Personal		105.00	2.50					
Bereavement	5.00	329.00	1.50	18.50	443.75	70.41	98.63	29.50
Fam Med Lv	29.00	2,772.50	31.00	32.50	-	-	-	4.38
<b>Total Days</b>	<b>228.00</b>	<b>11,306.50</b>	<b>93.00</b>	<b>309.50</b>	<b>1,691.34</b>	<b>1,884.84</b>	<b>1,541.98</b>	<b>979.66</b>
<b>Mean Avg Days/Employee</b>	<b>2.81</b>	<b>7.77</b>	<b>7.10</b>	<b>7.78</b>	<b>11.13</b>	<b>6.50</b>	<b>9.10</b>	<b>8.32</b>

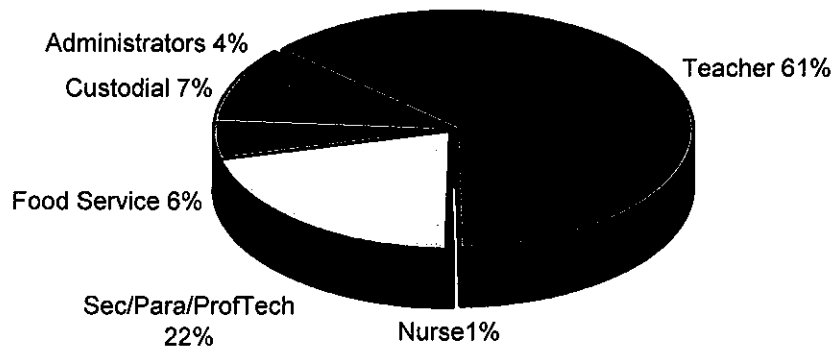


## PERSONNEL REPORT

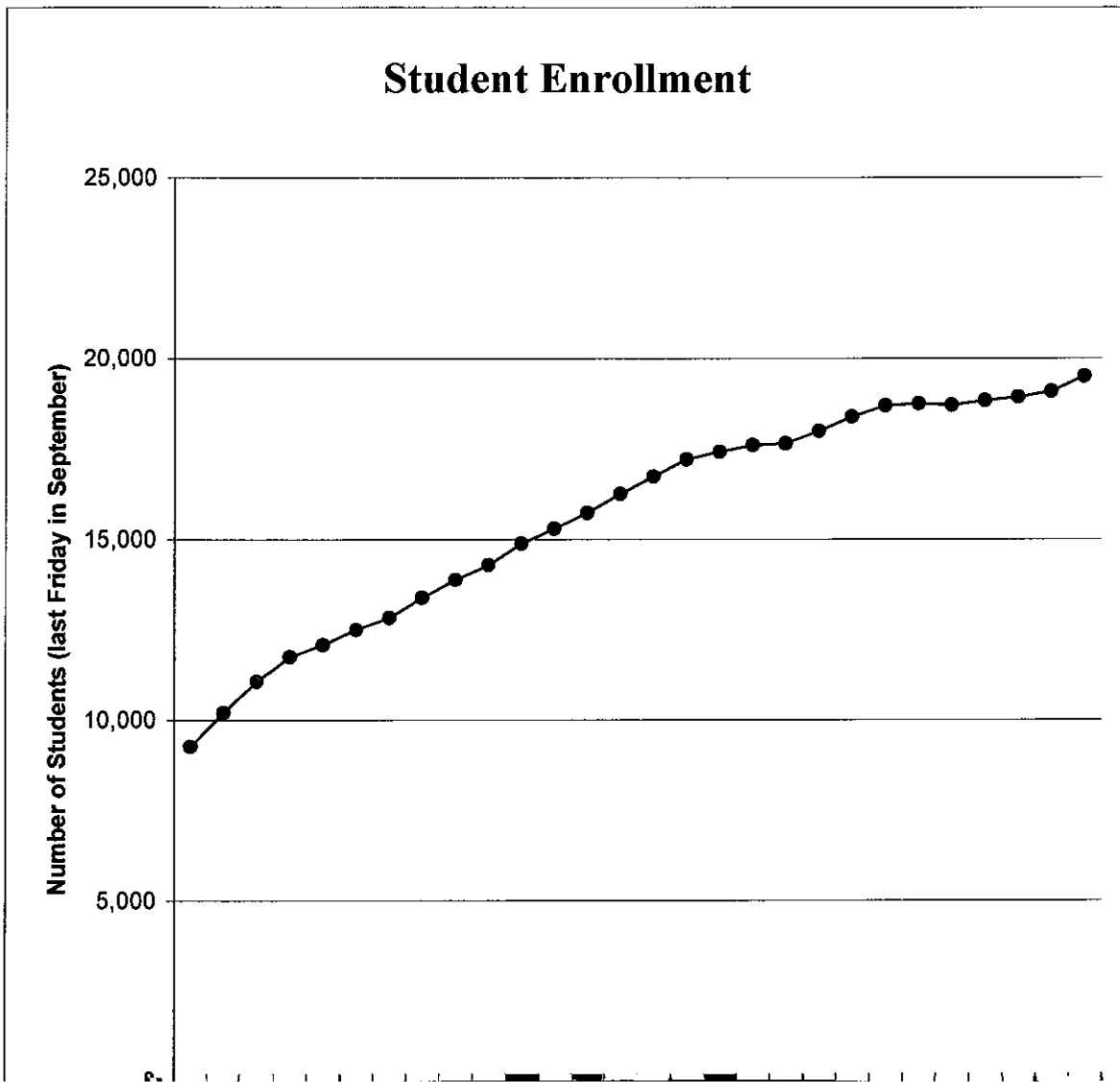
School	F.T.E.						Total	Total	Ratios			
	Stu/	Stu/	Staff/	Tch/	Stu/	Stu/			Staff/	Tch/		
76-77	39	479	5	111	43	69	746	9,267	12.4	19.3	18.1	12.3
77-78	42	513	5	126	43	69	797	10,200	12.8	19.9	18.0	12.2
78-79	45	585	5	154	56	80	924	11,067	12.0	18.9	19.5	13.0
79-80	49	641	6	167	56	96	1,014	11,748	11.6	18.3	19.9	13.2
80-81	49	666	6	178	63	95	1,057	12,077	11.4	18.1	20.6	13.6
81-82	54	696	6	191	69	107	1,122	12,500	11.1	18.0	20.0	13.0
82-83	54	707	6	178	74	107	1,125	12,821	11.4	18.1	20.0	13.2
83-84	55	746	6	175	71	108	1,161	13,385	11.5	17.9	20.1	13.6
84-85	56	789	6	218	70	108	1,248	13,877	11.1	17.6	21.3	14.1
85-86	60	835	6	218	77	108	1,305	14,292	11.0	17.1	20.7	13.9
86-87	61	870	7	236	76	111	1,361	14,879	10.9	17.1	21.4	14.3
87-88	60	886	7	243	77	110	1,384	15,289	11.0	17.3	22.1	14.8
88-89	64	947	8	248	78	110	1,455	15,722	10.8	16.6	21.7	14.8
89-90	70	980	8	261	81	118	1,518	16,248	10.7	16.6	20.7	14.0
90-91	71	1012	8	276	81	119	1,567	16,728	10.7	16.5	21.1	14.3
91-92	74	1068	9	319	83	123	1,676	17,198	10.3	16.1	21.6	14.4

PERSONNEL REPORT

Personnel Distribution 2003-04

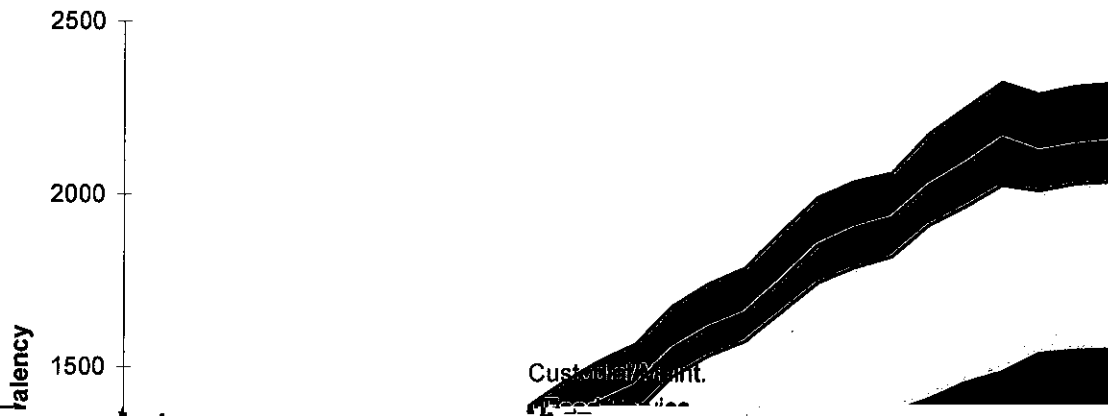


PERSONNEL REPORT

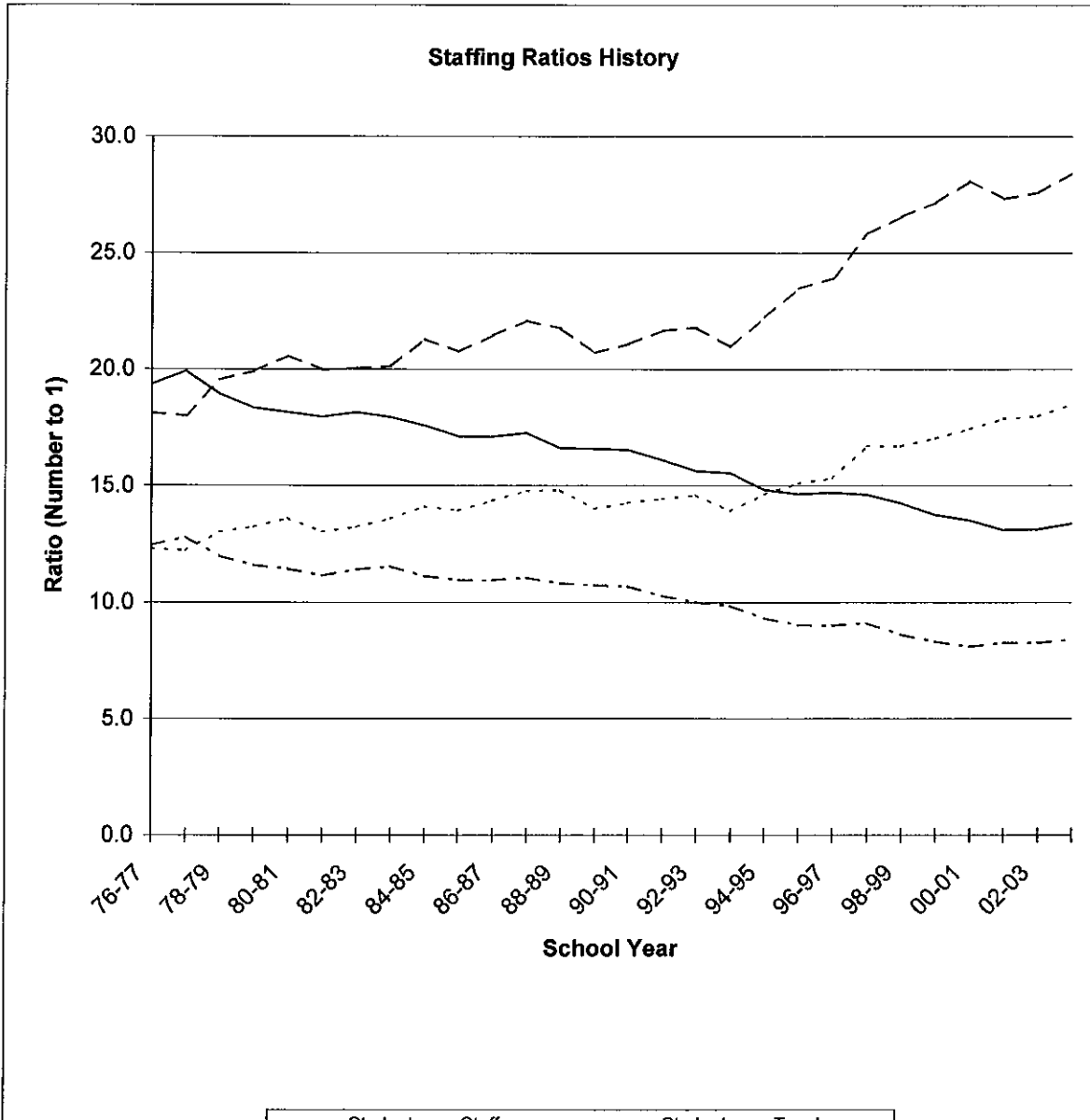


PERSONNEL REPORT

### Personnel Distribution History



### PERSONNEL REPORT



# BestCare Employee Assistance Program

## Utilization

50

AGENDA SUMMARY SHEET

**AGENDA ITEM:** Post Graduate (1998) Assessment – Five Year Study

**MEETING DATE:** November 3<sup>rd</sup>, 2003

**DEPARTMENT:** Educational Services

**TITLE AND BRIEF DESCRIPTION:** Class of 1998, Post-Graduate Study

**ACTION DECIDED:** Information

**BACKGROUND:** Nebraska Dept. of Education, Rule 10 requires a follow-up study of district graduates every three years. In addition to the state requirement, the district's strategic plan (Strategy 4, Action Plan 8) specifies that data relating to school-to-career issues be collected, analyzed and evaluated. The Carl T. Perkins Vocational and Technical Education Act of 1998 also requires information relating to employability skills and the importance of vocational and technical education to graduate's post graduate career and educational goals. As a response to these multiple needs, the district commissioned Wiese Research Associates Inc. to conduct a study on their behalf with 1998 graduates of Millard High Schools. The report describes the current employment and student status of the sampled students, as well as the impact of Millard

### I. Background and Objectives of the Research

Millard High School has hired a White Research Associates to conduct a study on their behalf with 1000

graduates who attended one of Millard's three high schools. The purpose of this research project was to evaluate these graduates' experience with the Millard high school they attended in terms of preparing them to enter the



respondents indicated that they were currently working full time only, more than a third of the respondents (36%)

indicated that they were both working and furthering their education at least on a part-time basis. Below are

Education 1998 Annual Conference 1 4.0/Over 3.0-4.0 Under 3.0

attain a Bachelor's Degree or higher. Additional information on the educational goals of respondents from the classes of 1995 and 1998 follows below.

<i>Self Reported G.P.A.</i>	<i>4.0/Over</i>	<i>3.0-4.0</i>	<i>Under 3.0</i>
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The perceived quality of courses across thirteen subject areas was assessed by having the respondents from the class of 1000 assign letter grades from (A) (High) to (F) (Low) to courses taken at the Millard high school they attended