

Board of Education Regular Meeting
Monday, March 9, 2020 5:30 PM

Norfolk Public School's Central Administration
Building
P.O. Box 139
Norfolk, NE 68702-0139

Agenda

1. Call to Order
 1. Roll Call
 2. Declaration of a Legal Meeting
2. Study Session
3. Budget Hearing
4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
 1. Focus on the Students
 2. Award for Excellence
6. Public Comments & Communication
7. Information and Discussion Items
 1. Finance & Facilities Report
 2. Teaching & Learning Report
 3. Student Services Report
 4. Human Resources & Accreditation Report
 5. Superintendent's Report
8. Committee Reports
 1. Facilities & Finance Committee Report
 2. Policy Committee Report
 3. Government Relations Committee Report
 4. Activities Committee Report
 5. Minutes of Committee Meetings
9. Approve Consent Agenda
 1. Minutes of Previous Meetings
 2. Personnel
 1. Contract Approval
 2. Resignations
 3. Claims
10. Action Items
 1. Discuss, Consider and Take Action to Approve the 2019-2020 Amended Budget
 2. Discuss, consider and take action to approve the parking lot paving bid
 3. Discuss, consider and take action to grant permission for the seeking of RFPs for school picture and ID services for 2020-2021 through 2024-2025
 4. Discuss, consider and take action to grant permission for the seeking of proposals for copier and printer services
 5. Discuss, consider and take action to approve substitute teacher compensation for 2020-2021
 6. Discuss, consider and take action to approve the purchase of a school bus

7. Discuss, consider and take action to approve the 2020-2021 Little Panthers Preschool calendar
8. Discuss, consider and take action to approve Annual Resolution 5006 regarding Option Enrollment for 2020-2021
9. Discuss, consider and take action to to approve our STEP Partnership Agreement with Wayne State College through 2024-2025
10. Discuss, consider and take action to approve the First Reading of Board Policies 4030-4190 related to personnel
11. Discuss, consider and take action to approve the Second and Final Reading of Board Policies 4013-4029 related to personnel
11. Future Meetings
12. Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual
 1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
 2. Reconvene Meeting from Executive Session
 3. Approval of Any Action Deemed Necessary as a Result of Executive Session
13. Adjournment
14. Discuss, consider and take action to hire an additional full-time substitute teacher for the 2020-2021 school year

BUDGET AS ORIGINALLY ADOPTED SEPTEMBER 9TH, 2019

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2017-2018 (1)	2018-2019 (2)	2019-2020 (3)			
General	\$ 44,669,200.00	\$ 45,954,923.54	\$ 61,315,009.77	\$ 7,729,267.65	\$ 43,356,883.18	\$ 25,946,862.24
Depreciation	\$ 82,902.00	\$ 2,800,000.00	\$ 7,589,885.00	-	\$ 7,589,885.00	-
Employee Benefit	\$ 988.00	\$ 4,300.60	\$ 135,887.78	-	\$ 135,887.78	-
Contingency	\$ -	\$ -	\$ -	-	\$ -	-
Activities	\$ 1,847,021.00	\$ 1,988,670.00	\$ 4,050,052.97	-	\$ 4,050,052.97	-
School Nutrition	\$ 2,452,097.00	\$ 2,496,588.04	\$ 3,106,545.50	-	\$ 3,106,545.50	-
Bond	\$ 1,921,720.00	\$ 1,952,598.75	\$ 6,362,543.25	-	\$ 4,412,543.25	\$ 1,969,697.00
Special Building	\$ 2,088,005.00	\$ 2,100,000.00	\$ 5,028,902.66	-	\$ 3,744,532.55	\$ 1,297,343.11
Qualified Capital Purpose Undertaking	\$ 1,067,803.00	\$ 1,048,654.73	\$ 3,480,817.29	-	\$ 2,480,817.29	\$ 1,010,101.00
Cooperative	\$ 730,317.00	\$ 376,923.45	\$ 1,041,996.55	-	\$ 1,041,996.55	-
Student Fee	\$ 74,286.00	\$ 200,000.00	\$ 444,113.00	-	\$ 444,113.00	-
	\$ -	\$ -	\$ -	-	\$ -	-
TOTALS	\$ 54,934,339.00	\$ 58,922,659.11	\$ 92,555,753.77	\$ 7,729,267.65	\$ 70,363,257.07	\$ 30,224,003.35

PROPOSED AMENDED BUDGET

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 13-511, that the governing body will meet on the 9th day of March, at 6:30 o'clock P.M. at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to amending the budget which was originally adopted on the 9th day of September, 2019. Due to the district refinancing its Qualified Capital Purpose Undertaking bonds, the expenditures of that fund will exceed the current budgeted expenditures. Refinancing these bonds will save the district approximately \$100,000 in interest. This amendment will not increase the districts 2019-2020 levy. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2017-2018 (1)	2018-2019 (2)	2019-2020 (3)			
General	\$ 44,669,200.00	\$ 45,954,923.54	\$ 61,315,009.77	\$ 7,729,267.65	\$ 43,356,883.18	\$ 25,946,862.24
Depreciation	\$ 82,902.00	\$ 2,800,000.00	\$ 7,589,885.00		\$ 7,589,885.00	
Employee Benefit	\$ 988.00	\$ 4,300.60	\$ 135,887.78	\$ -	\$ 135,887.78	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 1,847,021.00	\$ 1,988,670.00	\$ 4,050,052.97	\$ -	\$ 4,050,052.97	
School Nutrition	\$ 2,452,097.00	\$ 2,496,588.04	\$ 3,106,545.50	\$ -	\$ 3,106,545.50	
Bond	\$ 1,921,720.00	\$ 1,952,598.75	\$ 6,362,543.25	\$ -	\$ 4,412,543.25	\$ 1,969,697.00
Special Building	\$ 2,088,005.00	\$ 2,100,000.00	\$ 5,028,902.66		\$ 3,744,532.55	\$ 1,297,343.11
Qualified Capital Purpose Undertaking	\$ 1,067,803.00	\$ 1,048,654.73	\$ 11,980,817.29	\$ -	\$ 10,980,817.29	\$ 1,010,101.00
Cooperative	\$ 730,317.00	\$ 376,923.45	\$ 1,041,996.55	\$ -	\$ 1,041,996.55	
Student Fee	\$ 74,286.00	\$ 200,000.00	\$ 444,113.00	\$ -	\$ 444,113.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 54,934,339.00	\$ 58,922,659.11	\$ 101,055,753.77	\$ 7,729,267.65	\$ 78,863,257.07	\$ 30,224,003.35

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NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending February 29, 2020

Fund/Account	2019-2020 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,611,719.82	\$26,910.55	\$105.53	\$1,638,524.84
SPECIAL BUILDING FUND (2)	\$3,206,065.43	\$35,433.91	\$94,961.03	\$3,146,538.31
DEPRECIATION RESERVE FUND (2)	\$6,752,918.43	\$7,137.70	\$70,358.02	\$6,689,698.11
ACTIVITIES ACCOUNT (2)	\$833,495.92	\$149,878.18	\$80,623.55	\$902,750.55
SUBSIDIARY ACCOUNT (2)	\$340,235.59	\$90,666.38	\$91,725.98	\$339,175.99
GENERAL FUND (1)	\$13,141,528.60	\$3,399,095.86	3,947,705.77	\$12,592,918.69
PAYROLL ACCOUNT (2)	\$5,705.78	\$3,512,275.27	\$3,512,967.00	\$5,014.05
SCHOOL LUNCH FUND (2)	\$702,825.35	\$268,784.38	\$6,906.95	\$964,702.78
BOND FUND (2)	\$2,643,819.34	\$48,610.26	\$0.00	\$2,692,429.60
COOPERATIVE FUND (2)	\$385,978.54	\$10,496.04	\$129,928.39	\$266,546.19
EMPLOYEE BENEFIT FUND (2)	\$5,832.89	\$6,951.28	\$6,944.00	\$5,840.17
ATHLETIC FIELD COOPERATIVE FUND (2)	\$338,131.35	\$164.27	\$0.00	\$338,295.62
CONVENIENCE FEE FUND (2)	\$6,847.84	\$1,584.26	\$1,409.77	\$7,022.33
STUDENT FEE FUND (2)	\$349,335.81	\$3,286.45	\$1,095.83	\$351,526.43
TOTAL ALL FUNDS	\$30,324,440.69	\$7,561,274.79	\$7,944,731.82	\$29,940,983.66
BALANCES CLASSIFIED BY DEPOSITORY				
(1) BANK FIRST				\$12,592,918.69
(2) ELKHORN VALLEY BANK				\$14,655,635.37
(2) MIDWEST BANK				\$2,692,429.60
TOTAL BALANCES				\$29,940,983.66

FEBRUARY 2020 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	ANDERSON, KILEY	2/8 JUDGE	13 2900 610 2 522 001	\$60.00
2	ANDERSON, KILEY Total			\$60.00
3	ANDERSON, RANDY	2/28 OFFICIAL	13 2900 610 2 529 001	\$60.00
4	ANDERSON, RANDY Total			\$60.00
5	APPLEBY, KELSEY	2/20 OFFICIAL	13 2900 610 2 538 001	\$145.00
6	APPLEBY, KELSEY Total			\$145.00
7	ASSETGENIE, INC	CB BATTERIES	13 2900 610 2 230 001	\$334.80
8		CB PARTS	13 2900 610 2 230 001	\$188.40
9		REPLACEMENT SCREENS	13 2900 610 2 230 001	\$263.60
10	ASSETGENIE, INC Total			\$786.80
11	BATTLE CREEK HIGH SCHOOL	SUB-DISTRICT GATE	13 2900 610 2 529 001	\$181.41
12	BATTLE CREEK HIGH SCHOOL Total			\$181.41
13	BAYLOR ENTERPRISES INC	HONORS ACADEMY-JOHN BAYLOR	13 2900 610 2 503 001	\$352.00
14			13 2900 610 2 634 001	\$2,048.00
15	BAYLOR ENTERPRISES INC Total			\$2,400.00
16	BELLEVUE WEST HIGH SCHOOL	BBB ENTRY FEE	13 2900 610 2 517 001	\$52.00
17			13 2900 610 2 556 001	\$48.00
18	BELLEVUE WEST HIGH SCHOOL Total			\$100.00
19	BODLAK, TYSON	2/8 OFFICIAL	13 2900 610 2 531 001	\$80.00
20	BODLAK, TYSON Total			\$80.00
21	BRYANT, CHASE	2/8 OFFICIAL	13 2900 610 2 531 001	\$80.00
22			13 2900 610 2 538 001	\$80.00
23	BRYANT, CHASE Total			\$160.00
24	CALLAM SPORTS PHOTOGRAPHY,	8X10 PHOTO	13 2900 610 2 556 001	\$100.00
25		STATE PICTURES	13 2900 610 2 517 001	\$120.00
26	CALLAM SPORTS PHOTOGRAPHY, Total			\$220.00
27	CARLSON, ETHAN	2/15 JUDGE	13 2900 610 2 522 001	\$60.00
28		2/21 JUDGE	13 2900 610 2 522 001	\$60.00
29		2/8 JUDGE	13 2900 610 2 522 001	\$60.00
30	CARLSON, ETHAN Total			\$180.00
31	CAROLINA BIOLOGICAL	NRD GRANT	13 2900 610 2 276 001	\$195.91
32	CAROLINA BIOLOGICAL Total			\$195.91
33	CARTER, GRANT	2/15 OFFICIAL	13 2900 610 2 531 001	\$80.00

34			13 2900 610 2 538 001	\$80.00
35		2/28 OFFICIAL	13 2900 610 2 529 001	\$100.00
36	CARTER, GRANT Total			\$260.00
37	CASH	2/15 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$300.00
38		2/15 GBB/BBB GATES	13 2900 610 2 501 001	\$1,800.00
39		2/15 GBB/BBB PROGRAMS	13 2900 610 2 501 001	\$120.00
40		2/18 SUBDISTRICT B-BALL	13 2900 610 2 501 001	\$300.00
41		2/18 SUBDISTRICT B-BALL GATES	13 2900 610 2 501 001	\$1,500.00
42		2/20 GBB CONCESSION	13 2900 610 2 501 001	\$300.00
43		2/20 GBB GATES	13 2900 610 2 501 001	\$1,500.00
44		2/20 GBB PROGRAMS	13 2900 610 2 501 001	\$120.00
45		2/22 BBB CONCESSION	13 2900 610 2 501 001	\$300.00
46		2/22 BBB GATES	13 2900 610 2 501 001	\$1,500.00
47		2/22 BBB PROGRAMS	13 2900 610 2 501 001	\$120.00
48		2/24 SUBDISTRICT CONCESSION	13 2900 610 2 501 001	\$300.00
49		2/24 SUBDISTRICT GATES	13 2900 610 2 501 001	\$1,500.00
50		2/25 SUBDISTRICT CONCESSION	13 2900 610 2 501 001	\$300.00
51		2/25 SUBDISTRICT GATES	13 2900 610 2 501 001	\$1,500.00
52		2/27 SUBDISTRICT CONCESSION	13 2900 610 2 501 001	\$300.00
53		2/27 SUBDISTRICT GATES	13 2900 610 2 501 001	\$1,500.00
54		2/28 CONCESSION	13 2900 610 2 501 001	\$300.00
55		2/28 DISTRICT GATES	13 2900 610 2 501 001	\$1,500.00
56		2/28 SUBDISTRICT GATES	13 2900 610 2 501 001	\$1,500.00
57		2/8 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$450.00
58		2/8 GBB/BBB GATE	13 2900 610 2 501 001	\$200.00
59		2/8 GBB/BBB GATES	13 2900 610 2 501 001	\$1,800.00
60		2/8 GBB/BBB PROGRAMS	13 2900 610 2 501 001	\$120.00
61	CASH Total			\$19,130.00
62	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$1,796.21
63	CASH-WA DISTRIBUTING Total			\$1,796.21
64	CATTAU, CHAD	2/24 SUBDISTRICT BOYS OFFICIAL	13 2900 610 2 529 001	\$78.00
65		2/27 OFFICIAL	13 2900 610 2 529 001	\$76.00
66	CATTAU, CHAD Total			\$154.00
67	CHESTERMAN COMPANY	COKE	13 2900 610 2 502 001	\$2,239.59

68	CHESTERMAN COMPANY Total			\$2,239.59
69	CHRISTENSEN, ALLEN	2/18 SUBDISTRICT OFFICIAL	13 2900 610 2 529 001	\$129.00
70		2/20 SUBDISTRICT OFFICIAL	13 2900 610 2 529 001	\$69.00
71	CHRISTENSEN, ALLEN Total			\$198.00
72	CIELOCHA, MIKE	2/15 OFFICIAL	13 2900 610 2 531 001	\$110.00
73	CIELOCHA, MIKE Total			\$110.00
74	COMFORT INN KEARNEY	NSIAAA STATE LODGING	13 2900 610 2 597 001	\$98.96
75	COMFORT INN KEARNEY Total			\$98.96
76	CURRY, JULIE	ONE ACT SUPPLIES REIMB	13 2900 610 2 523 001	\$133.24
77	CURRY, JULIE Total			\$133.24
78	CUSTOM SPORTS	CAMP SHIRTS	13 2900 610 2 517 001	\$990.00
79		STATE JACKETS	13 2900 610 2 560 001	\$760.00
80	CUSTOM SPORTS Total			\$1,750.00
81	DAHLKOETTER, SARA	2/15 JUDGE	13 2900 610 2 522 001	\$75.00
82		2/21 JUDGE	13 2900 610 2 522 001	\$75.00
83	DAHLKOETTER, SARA Total			\$150.00
84	DANIELL, MOLLY	2/21 JUDGE	13 2900 610 2 522 001	\$150.00
85	DANIELL, MOLLY Total			\$150.00
86	DAVID CITY PUBLIC SCHOOLS	2/15 ENTRY FEE	13 2900 610 2 522 001	\$263.00
87	DAVID CITY PUBLIC SCHOOLS Total			\$263.00
88	DEKAY, BARRY	2/20 OFFICIAL	13 2900 610 2 538 001	\$145.00
89		2/25 OFFICIAL	13 2900 610 2 529 001	\$145.00
90	DEKAY, BARRY Total			\$290.00
91	DENNIS, CLINT	2/18 SUBDISTRICT OFFICIAL	13 2900 610 2 529 001	\$129.00
92		2/20 SUBDISTRICT OFFICIAL	13 2900 610 2 529 001	\$69.00
93	DENNIS, CLINT Total			\$198.00
94	ELKHORN ANIMAL HEALTH	CALF SUPPLIES	13 2900 610 2 628 001	\$29.60
95	ELKHORN ANIMAL HEALTH Total			\$29.60
96	ELKHORN FEED CENTER	ANDERSON DAYCO GRANT-CHICKEN	13 2900 610 2 280 001	\$44.74
97	ELKHORN FEED CENTER Total			\$44.74
98	ELKHORN SOUTH BAND	ENTRY FEE	13 2900 610 2 598 001	\$210.00
99	ELKHORN SOUTH BAND Total			\$210.00
100	ELKHORN VALLEY BANK	WELLNESS GIFT CARDS	13 2900 610 2 503 001	\$434.25
101	ELKHORN VALLEY BANK Total			\$434.25

102	ELLENBERGER, JOLEEN	RETURNED LIBRARY BOOK	13 2900 610 2 579 001	\$28.00
103	ELLENBERGER, JOLEEN Total			\$28.00
104	FISHELL, AUGUST	1/31 OFFICIAL	13 2900 610 2 531 001	\$80.00
105			13 2900 610 2 538 001	\$80.00
106	FISHELL, AUGUST Total			\$160.00
107	FLORAL EXPRESSIONS	FUNDRAISER SUPPLIES	13 2900 610 2 276 001	\$350.00
108	FLORAL EXPRESSIONS Total			\$350.00
109	GODFATHERS PIZZA NORFOLK	PIZZA	13 2900 610 2 502 001	\$1,384.00
110		WORKER MEAL	13 2900 610 2 544 001	\$60.00
111	GODFATHERS PIZZA NORFOLK Total			\$1,444.00
112	GRAND ISLAND NORTHWEST	2/10 ENTRY FEE	13 2900 610 2 546 001	\$100.00
113	GRAND ISLAND NORTHWEST Total			\$100.00
114	HACH COMPANY	NRD GRANT	13 2900 610 2 276 001	\$367.35
115	HACH COMPANY Total			\$367.35
116	HAGEDORN, RANDY	2/28 OFFICIAL	13 2900 610 2 529 001	\$60.00
117	HAGEDORN, RANDY Total			\$60.00
118	HAUDER, NICHOLAS	2/8 OFFICIAL	13 2900 610 2 531 001	\$110.00
119	HAUDER, NICHOLAS Total			\$110.00
120	HIGGINS, TIM	2/22 OFFICIAL	13 2900 610 2 531 001	\$145.00
121	HIGGINS, TIM Total			\$145.00
122	HOFFMANN, BRADLEY	2/8 OFFICIAL	13 2900 610 2 531 001	\$55.00
123			13 2900 610 2 538 001	\$55.00
124	HOFFMANN, BRADLEY Total			\$110.00
125	HOLIDAY INN EXPRESS	STUDENT LODGING-BOOSTER REIMB	13 2900 610 2 559 001	\$428.00
126	HOLIDAY INN EXPRESS Total			\$428.00
127	HOSA-FUTURE HEALTH	DUES	13 2900 610 2 270 001	\$40.00
128	HOSA-FUTURE HEALTH Total			\$40.00
129	JAIXON, AMANDA	2/8 JUDGE	13 2900 610 2 522 001	\$60.00
130	JAIXON, AMANDA Total			\$60.00
131	JOHNSON, ALEX	2/20 OFFICIAL	13 2900 610 2 538 001	\$145.00
132	JOHNSON, ALEX Total			\$145.00
133	JOOI CLUB	2/20 GBB SUBDISTRICT	13 2900 610 2 502 001	\$280.40
134		2/22 BBB CONCESSION	13 2900 610 2 502 001	\$188.35
135	JOOI CLUB Total			\$468.75

136	KESTER, ADAM	2/21 JUDGE	13 2900 610 2 522 001	\$60.00
137	KESTER, ADAM Total			\$60.00
138	KRUEGER, KELLY	MEMORIAL-MOM	13 2900 610 2 578 001	\$30.00
139	KRUEGER, KELLY Total			\$30.00
140	KUMM, ELIZABETH	2/15 JUDGE	13 2900 610 2 522 001	\$60.00
141		2/21 JUDGE	13 2900 610 2 522 001	\$60.00
142		2/8 JUDGE	13 2900 610 2 522 001	\$60.00
143	KUMM, ELIZABETH Total			\$180.00
144	LADE, KOBE	2/8 OFFICIAL	13 2900 610 2 538 001	\$55.00
145	LADE, KOBE Total			\$55.00
146	LAURIDSEN, JAMES	TRACKWRESTLING DIRECTOR	13 2900 610 2 546 001	\$500.00
147	LAURIDSEN, JAMES Total			\$500.00
148	LEISE, DERRICK	2/25 OFFICIAL	13 2900 610 2 529 001	\$145.00
149		2/27 OFFICIAL	13 2900 610 2 529 001	\$76.00
150	LEISE, DERRICK Total			\$221.00
151	LICHTY, TRACY	THUMB DRIVE REIMB	13 2900 610 2 528 001	\$20.00
152	LICHTY, TRACY Total			\$20.00
153	LINCOLN EAST HIGH SCHOOL	2/21 ENTRY FEE	13 2900 610 2 522 001	\$294.00
154	LINCOLN EAST HIGH SCHOOL Total			\$294.00
155	LINCOLN NORTHEAST HIGH	BBB STUDENT ENTRY FEE	13 2900 610 2 517 001	\$56.00
156			13 2900 610 2 556 001	\$56.00
157	LINCOLN NORTHEAST HIGH Total			\$112.00
158	LINCOLN SOUTHEAST HIGH	2/15 ENTRY FEE	13 2900 610 2 522 001	\$320.00
159	LINCOLN SOUTHEAST HIGH Total			\$320.00
160	MAHASKA	POPCORN	13 2900 610 2 502 001	\$170.00
161	MAHASKA Total			\$170.00
162	MARATHON PRESS INC	MUSICAL POSTERS	13 2900 610 2 523 001	\$95.00
163	MARATHON PRESS INC Total			\$95.00
164	MEIER, RODNEY C	2/18 SUBDISTRICT OFFICIAL	13 2900 610 2 529 001	\$129.00
165		2/20 SUBDISTRICT OFFICIAL	13 2900 610 2 529 001	\$69.00
166	MEIER, RODNEY C Total			\$198.00
167	MERRILL, JEFFREY	2/15 OFFICIAL	13 2900 610 2 531 001	\$110.00
168	MERRILL, JEFFREY Total			\$110.00
169	MIDWEST TECHNOLOGY	FOAM BRUSHES	13 2900 610 2 593 001	\$126.72

170	MIDWEST TECHNOLOGY Total			\$126.72
171	MILLARD NORTH HIGH SCHOOL	2/21 ENTRY FEE	13 2900 610 2 522 001	\$295.00
172	MILLARD NORTH HIGH SCHOOL Total			\$295.00
173	MILLER, MONTY	2/15 OFFICIAL	13 2900 610 2 538 001	\$55.00
174	MILLER, MONTY Total			\$55.00
175	MILLER, SHAYLN	HONEY	13 2900 610 2 276 001	\$440.00
176	MILLER, SHAYLN Total			\$440.00
177	MILLS, HANNAH	2/21 JUDGE	13 2900 610 2 522 001	\$75.00
178		2/3 JUDGE	13 2900 610 2 522 001	\$125.00
179	MILLS, HANNAH Total			\$200.00
180	MONETTE, TONI	2/21 JUDGE	13 2900 610 2 522 001	\$150.00
181	MONETTE, TONI Total			\$150.00
182	NEBRASKA FFA ASSOCIATION	212/360 CONFERENCE	13 2900 610 2 276 001	\$525.00
183		FFA DUES ORDER #2	13 2900 610 2 276 001	\$162.00
184	NEBRASKA FFA ASSOCIATION Total			\$687.00
185	NEBRASKA HOSA	CHI EXPERIENCE 2020	13 2900 610 2 270 001	\$140.00
186	NEBRASKA HOSA Total			\$140.00
187	NORFOLK CATHOLIC SCHOOL	SUB-DISTRICT GATE	13 2900 610 2 529 001	\$325.42
188	NORFOLK CATHOLIC SCHOOL Total			\$325.42
189	NORFOLK FAMILY YMCA	2/16 NEN CONCESSION	13 2900 610 2 502 001	\$140.80
190	NORFOLK FAMILY YMCA Total			\$140.80
191	NORTHEAST COMMUNITY	JAZZ FESTIVAL REGISTRATION	13 2900 610 2 598 001	\$450.00
192	NORTHEAST COMMUNITY Total			\$450.00
193	NPS STUDENT FEES ACCOUNT	ONLINE FEES	13 2900 610 2 598 001	\$260.00
194	NPS STUDENT FEES ACCOUNT Total			\$260.00
195	NSAA	STATE MEDALLIONS	13 2900 610 2 562 001	\$100.00
196		STATE TICKETS	13 2900 610 2 560 001	\$1,543.00
197		SUB-DISTRICT GATE	13 2900 610 2 529 001	\$1,983.46
198	NSAA Total			\$3,626.46
199	NSDA NEBRASKA DISTRICT	2/29 ENTRY FEE	13 2900 610 2 522 001	\$525.00
200		STUDENT MEMBERSHIPS	13 2900 610 2 553 001	\$140.00
201	NSDA NEBRASKA DISTRICT Total			\$665.00
202	OSTEN, MICKEY	2/15 JUDGE	13 2900 610 2 522 001	\$60.00
203	OSTEN, MICKEY Total			\$60.00

204	PENCE, GARY	2/22 OFFICIAL	13 2900 610 2 531 001	\$145.00
205	PENCE, GARY Total			\$145.00
206	PERRONE, FRANK	2/15 JUDGE	13 2900 610 2 522 001	\$75.00
207	PERRONE, FRANK Total			\$75.00
208	PIERCE HIGH SCHOOL	SUB-DISTRICT GATE	13 2900 610 2 529 001	\$373.02
209	PIERCE HIGH SCHOOL Total			\$373.02
210	POORE, KYLE	2/15 OFFICIAL	13 2900 610 2 531 001	\$80.00
211			13 2900 610 2 538 001	\$80.00
212	POORE, KYLE Total			\$160.00
213	POSPISIL, JERRY	2/15 OFFICIAL	13 2900 610 2 538 001	\$55.00
214		2/3 OFFICIAL	13 2900 610 2 531 001	\$55.00
215		2/8 OFFICIAL	13 2900 610 2 531 001	\$55.00
216			13 2900 610 2 538 001	\$55.00
217	POSPISIL, JERRY Total			\$220.00
218	PRIME COMMUNICATIONS	CAMERAS (3)	13 2900 610 2 506 001	\$1,409.97
219	PRIME COMMUNICATIONS Total			\$1,409.97
220	PROGRESSIVE NUTRITION	CALF SUPPLIES	13 2900 610 2 628 001	\$60.88
221	PROGRESSIVE NUTRITION Total			\$60.88
222	QUALITY INN	HASTINGS HONOR LODGING-BOOSTER	13 2900 610 2 559 001	\$1,015.20
223	QUALITY INN Total			\$1,015.20
224	QUILL CORPORATION	COFFEE	13 2900 610 2 503 001	\$105.40
225	QUILL CORPORATION Total			\$105.40
226	RAABE, WALKER	2/3 OFFICIAL	13 2900 610 2 531 001	\$55.00
227	RAABE, WALKER Total			\$55.00
228	RASMUSSEN, KRISAYLA	2/15 JUDGE	13 2900 610 2 522 001	\$75.00
229	RASMUSSEN, KRISAYLA Total			\$75.00
230	RECH, MELISSA	2/21 JUDGE	13 2900 610 2 522 001	\$75.00
231		2/8 JUDGE	13 2900 610 2 522 001	\$75.00
232	RECH, MELISSA Total			\$150.00
233	REGENCY PORTRAITS	UB STATE PORTRAIT	13 2900 610 2 529 001	\$90.00
234	REGENCY PORTRAITS Total			\$90.00
235	RUSSELL, ISAAK	2/8 OFFICIAL	13 2900 610 2 531 001	\$80.00
236			13 2900 610 2 538 001	\$80.00
237	RUSSELL, ISAAK Total			\$160.00

238	SHUDAK, PAYTON	2/15 JUDGE	13 2900 610 2 522 001	\$75.00
239	SHUDAK, PAYTON Total			\$75.00
240	SKILLSUSA NEBRASKA	NEBR. LEADERSHIP & SKILLS CONF	13 2900 610 2 569 001	\$860.00
241	SKILLSUSA NEBRASKA Total			\$860.00
242	SOULLIERE, BRIAN	2/25 OFFICIAL	13 2900 610 2 529 001	\$145.00
243	SOULLIERE, BRIAN Total			\$145.00
244	STADIUM SPORTS	PRACTICE JERSEYS	13 2900 610 2 528 001	\$36.00
245		TRAVEL SUITES	13 2900 610 2 547 001	\$753.00
246	STADIUM SPORTS Total			\$789.00
247	TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$187.00
248	TEECO INC Total			\$187.00
249	TEST, TROY	2/28 OFFICIAL	13 2900 610 2 529 001	\$60.00
250	TEST, TROY Total			\$60.00
251	ULDRICH, COREY	2/24 SUBDISTRICT BOYS OFFICIAL	13 2900 610 2 529 001	\$78.00
252		2/27 OFFICIAL	13 2900 610 2 529 001	\$76.00
253	ULDRICH, COREY Total			\$154.00
254	ULDRICH, DAVID	2/24 SUBDISTRICT BOYS OFFICIAL	13 2900 610 2 529 001	\$78.00
255	ULDRICH, DAVID Total			\$78.00
256	VANLENGEN, NEIL	2/8 OFFICIAL	13 2900 610 2 531 001	\$165.00
257	VANLENGEN, NEIL Total			\$165.00
258	VERNIER SOFTWARE	NRD GRANT	13 2900 610 2 276 001	\$247.72
259	VERNIER SOFTWARE Total			\$247.72
260	VILLAGE FLOWER SHOPPE, THE	SWIM PARENT NIGHT SUPPLIES	13 2900 610 2 517 001	\$31.50
261		WINTER ROYALTY SUPPLIES	13 2900 610 2 568 001	\$365.00
262		WR PARENT NIGHT SUPPLIES	13 2900 610 2 517 001	\$12.50
263	VILLAGE FLOWER SHOPPE, THE Total			\$409.00
264	VISA	4ALLPROMOS-IMPRESSED GARMENT	13 2900 610 2 518 001	\$435.59
265		ADMIN MEAL	13 2900 610 2 531 001	\$11.07
266			13 2900 610 2 538 001	\$11.06
267		AMAZON-CHEESE CUPS	13 2900 610 2 502 001	\$47.04
268		AMAZON-FOAM BOARDS	13 2900 610 2 553 001	\$84.90
269		AMAZON-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$1,306.16
270		AMAZON-NACHO CHEESE	13 2900 610 2 502 001	\$267.80
271		AMAZON-PROM TOTES	13 2900 610 2 503 001	\$50.26

272	AMAZON-STAMP REFILL	13 2900 610 2 507 001	\$17.34
273	AMAZON-SUPPLIES	13 2900 610 2 519 001	\$124.68
274		13 2900 610 2 557 001	\$146.31
275	AMAZON-WINTR ROYALTY	13 2900 610 2 568 001	\$386.41
276	AMAZON-WR TIARAS	13 2900 610 2 568 001	\$74.80
277	BEST BUY-IPADS & SUPPLIES	13 2900 610 2 557 001	\$2,621.94
278	CHAMPION BRIEFS-FEB	13 2900 610 2 553 001	\$24.99
279	CHICK-FIL-A-TEAM MEAL	13 2900 610 2 547 001	\$66.70
280	CLINIC PURCHASES	13 2900 610 2 551 001	\$234.65
281	COACHES CLINIC FUEL	13 2900 610 2 528 001	\$75.33
282	DOMINO'S-TEAM MEAL	13 2900 610 2 547 001	\$176.75
283	DOOZYS-TEAM MEAL	13 2900 610 2 547 001	\$234.00
284	DOUBLE TREE-MN CLINIC LODGING	13 2900 610 2 554 001	\$503.92
285	EARTHGRAINS-BUNS	13 2900 610 2 502 001	\$9.10
286	FLOORING SOLUTIONS-CARPET FOR	13 2900 610 2 628 001	\$205.00
287	FRANKLIN'S-INTERVIEW LUNCH	13 2900 610 2 503 001	\$44.70
288	FRANKLINS-MTG SUPPLIES	13 2900 610 2 529 001	\$20.70
289	GI PARKS & REC-INDOOR SOCCER	13 2900 610 2 514 001	\$535.00
290	GODFATHERS-TEAM MEAL	13 2900 610 2 513 001	\$194.50
291	HOBBY LOBBY-CHEER CAMP	13 2900 610 2 517 001	\$99.36
292	HOBBY LOBBY-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$8.99
293	HOBBY LOBBY-WR SUPPLIES	13 2900 610 2 568 001	\$29.05
294	HYVEE-AFS P/T COOKIES	13 2900 610 2 503 001	\$26.94
295	HYVEE-CLINIC BREAKFAST	13 2900 610 2 554 001	\$146.82
296	HYVEE-DONUTS	13 2900 610 2 529 001	\$26.92
297	HYVEE-DONUTS FOR COACHES	13 2900 610 2 546 001	\$36.00
298	HYVEE-FOOD PANTRY FOOD DRIVE	13 2900 610 2 614 001	\$670.00
299	HYVEE-MEETING SUPPLIES	13 2900 610 2 566 001	\$12.68
300	HYVEE-SUPPLIES	13 2900 610 2 502 001	\$28.44
301	HYVEE-WORKER FOOD	13 2900 610 2 531 001	\$66.21
302		13 2900 610 2 538 001	\$66.20
303		13 2900 610 2 546 001	\$66.20
304	HYVEE-WORKER MEAL	13 2900 610 2 531 001	\$83.77
305		13 2900 610 2 538 001	\$83.75

306	JIMMY JOHNS-BBB TEAM MEAL	13 2900 610 2 529 001	\$276.30
307	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 547 001	\$179.50
308	JIMMY JOHNS-WORKER MEAL	13 2900 610 2 531 001	\$75.49
309		13 2900 610 2 538 001	\$75.49
310	JOE'S BBQ-CLINIC MEAL	13 2900 610 2 528 001	\$120.98
311	JOHN HIGGINS INVITE MEAL	13 2900 610 2 546 001	\$288.00
312		13 2900 610 2 562 001	\$83.36
313	LOUS-WORKER MEAL	13 2900 610 2 531 001	\$7.49
314		13 2900 610 2 538 001	\$7.49
315		13 2900 610 2 546 001	\$26.99
316	LOU'S-WORKER MEAL	13 2900 610 2 531 001	\$8.53
317		13 2900 610 2 538 001	\$8.53
318	MENARDS-K.SHERMAN AWARD	13 2900 610 2 503 001	\$58.92
319	MENARDS-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$1,762.55
320	MN TRACK CLINIC REGISTRATION	13 2900 610 2 554 001	\$300.00
321	NEB COACHING WORKSHOP-	13 2900 610 2 514 001	\$45.00
322	NSIAAA STATE LODGING CREDIT	13 2900 610 2 597 001	-\$114.16
323	ORIENTAL TRADING-JR CHEER POMS	13 2900 610 2 517 001	\$213.89
324	PAPA JOHNS-SWIM TEAM BOOSTER	13 2900 610 2 529 001	\$185.24
325	PAPA JOHNS-TEAM MEAL	13 2900 610 2 547 001	\$326.98
326	PARTSTOWN-SLUSHIE PARTS	13 2900 610 2 502 001	\$97.40
327	PARTY CITY-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$154.06
328	PIZZA HUT-CUSTODIAL MTG	13 2900 610 2 503 001	\$30.19
329	POPEYE'S-GBB TEAM BOOSTER MEAL	13 2900 610 2 529 001	\$239.21
330	POWERED UP CLINIC REGISTRATION	13 2900 610 2 528 001	\$70.00
331	PREPD-MEMBERSHIP	13 2900 610 2 553 001	\$38.00
332	PREPD-MEMBERSHIP UPGRADE	13 2900 610 2 553 001	\$14.00
333	PRIMA DISTRIBUTION-POPCORN OIL	13 2900 610 2 502 001	\$294.08
334	RAISING CANES-GBB TEAM MEAL	13 2900 610 2 529 001	\$198.99
335	RUNZA-WORKER MEAL	13 2900 610 2 531 001	\$96.53
336		13 2900 610 2 538 001	\$96.52
337	SAM'S CLUB-MR PINK PANTHER	13 2900 610 2 556 001	\$57.74
338	SARA LEE-BUNS	13 2900 610 2 502 001	\$63.45
339	SMORE-SUBSCRIPTION RENEWAL	13 2900 610 2 528 001	\$149.00

340		STUMPS PARTY-WINTR ROYALTY	13 2900 610 2 568 001	\$219.18
341		SUBWAY-WR TEAM MEAL	13 2900 610 2 529 001	\$210.92
342		USPS-STAMPS	13 2900 610 2 588 001	\$55.00
343		VICTORY BRIEFS-FEB	13 2900 610 2 553 001	\$30.00
344		VISA-SWIM TEAM BOOSTER MEAL	13 2900 610 2 529 001	\$278.00
345		WALMART-AFS SOCIAL AWARENESS	13 2900 610 2 280 001	\$25.80
346		WALMART-CHEER BOOT CAMP	13 2900 610 2 517 001	\$107.69
347		WALMART-COLLEGE ACCESS DAY	13 2900 610 2 618 001	\$53.34
348		WALMART-HELIUM TANKS	13 2900 610 2 568 001	\$109.08
349		WALMART-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$334.73
350		WALMART-P/T BARS SUPPLIES	13 2900 610 2 503 001	\$136.61
351		WEBSTAIRANT-SUPPLIES	13 2900 610 2 502 001	\$523.48
352	VISA Total			\$16,981.60
353	WAGNER, NATHAN	2/8 OFFICIAL	13 2900 610 2 538 001	\$80.00
354	WAGNER, NATHAN Total			\$80.00
355	WASHBURN, TIM	2/28 OFFICIAL	13 2900 610 2 529 001	\$100.00
356	WASHBURN, TIM Total			\$100.00
357	WAYNE HIGH SCHOOL	2/8 ENTRY FEE	13 2900 610 2 522 001	\$394.00
358		SUB-DISTRICT GATE	13 2900 610 2 529 001	\$213.71
359	WAYNE HIGH SCHOOL Total			\$607.71
360	WEMHOFF, ERIC	2/15 OFFICIAL	13 2900 610 2 531 001	\$80.00
361			13 2900 610 2 538 001	\$80.00
362	WEMHOFF, ERIC Total			\$160.00
363	WESTRING, DEREK	2/15 OFFICIAL	13 2900 610 2 531 001	\$110.00
364	WESTRING, DEREK Total			\$110.00
365	WILLIAMS, ROLAND	2/15 OFFICIAL	13 2900 610 2 538 001	\$55.00
366		2/3 OFFICIAL	13 2900 610 2 531 001	\$55.00
367		2/8 OFFICIAL	13 2900 610 2 531 001	\$110.00
368	WILLIAMS, ROLAND Total			\$220.00
369	WINNERS CIRCLE	AWARDS	13 2900 610 2 636 001	\$28.80
370	WINNERS CIRCLE Total			\$28.80
371	WOLSLEGER, JOSEPH	2/22 OFFICIAL	13 2900 610 2 531 001	\$145.00
372		2/28 OFFICIAL	13 2900 610 2 529 001	\$100.00
373	WOLSLEGER, JOSEPH Total			\$245.00

374	YANKTON SENIOR HIGH SCHOOL	2/3 ENTRY FEE	13 2900 610 2 522 001	\$225.00
375	YANKTON SENIOR HIGH SCHOOL Total			\$225.00
376	Grand Total			\$72,233.51

FEBRUARY 2020 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	ASSETGENIE, INC	CHROMEBOOK REPLACEMENT PARTS	14 2900 610 2 842 002	\$4,281.25
2	ASSETGENIE, INC Total			\$4,281.25
3	BORER, JEFF	OFFICIAL PAY 2 GAMES 2/18/20	14 2900 610 2 849 002	\$40.00
4		OFFICIAL PAY FOR 2 GAMES	14 2900 610 2 849 002	\$60.00
5	BORER, JEFF Total			\$100.00
6	DOMINISSE, DOUG	OFFICIAL PAY FOR 2 GAMES	14 2900 610 2 849 002	\$40.00
7	DOMINISSE, DOUG Total			\$40.00
8	FAUSS, DAVID M.	OFFICIAL PAY 2 GAMES 2/10/20	14 2900 610 2 849 002	\$40.00
9	FAUSS, DAVID M. Total			\$40.00
10	NORFOLK FAMILY YMCA	NEN BB TOURN. WORKED	14 2900 610 2 835 002	\$203.19
11	NORFOLK FAMILY YMCA Total			\$203.19
12	NPS GENERAL FUND	PAYROLL FOR WORKERS	14 2900 610 2 835 002	\$84.18
13			14 2900 610 2 848 002	\$378.25
14			14 2900 610 2 849 002	\$73.21
15			14 2900 610 2 850 002	\$108.39
16	NPS GENERAL FUND Total			\$644.03
17	NPS SUBSIDIARY	GBB 2/11/20 WORKED CONCESSIONS	14 2900 610 2 835 002	\$10.64
18		GBB WORKED CONCESSION 2/20/20	14 2900 610 2 835 002	\$62.75
19		LANDRY WADDINGHAM CORRECTION	14 2900 610 2 840 002	\$25.00
20	NPS SUBSIDIARY Total			\$98.39
21	SNORTON, JUSTIN	OFFICIAL PAY FOR 2 GAMES	14 2900 610 2 849 002	\$60.00
22	SNORTON, JUSTIN Total			\$60.00
23	STADIUM SPORTS	JH WRESTLING UNIFORMS	14 2900 610 2 870 002	\$833.00
24	STADIUM SPORTS Total			\$833.00
25	STANTON MUSIC BOOSTERS	STANTON JH CHOIR DAY	14 2900 610 2 840 002	\$51.00
26	STANTON MUSIC BOOSTERS Total			\$51.00
27	TEECO INC	STAFF WATER	14 2900 610 2 838 002	\$77.00
28	TEECO INC Total			\$77.00
29	TEST, MIKE	OFFICIAL PAY 2 GAMES 2/18/20	14 2900 610 2 849 002	\$40.00
30		OFFICIAL PAY 2 GAMES 2/20/20	14 2900 610 2 849 002	\$40.00
31		OFFICIAL PAY FOR 3 GAMES	14 2900 610 2 849 002	\$90.00
32	TEST, MIKE Total			\$170.00
33	VISA	CAMERA #32	14 2900 610 2 865 002	\$747.99

34		COMPUTER SOFTWARE TRACK MEET	14 2900 610 2 845 002	\$192.00
35		FOOD FOR CONCESSIONS #12	14 2900 610 2 835 002	\$7.99
36		FOOD FOR CONCESSIONS #14	14 2900 610 2 835 002	\$31.71
37		MEETING SUPPLIES #12	14 2900 610 2 838 002	\$67.21
38		P/T CONFERENCE SUPPLIES #14	14 2900 610 2 838 002	\$53.00
39		SUPPLIES FOR SOAR PROJECTS #32	14 2900 610 2 840 002	\$159.92
40		SUPPLIES FOR SPEECH #32	14 2900 610 2 834 002	\$71.96
41		SUPPLIES FOR TESTING DAY #14	14 2900 610 2 838 002	\$7.99
42		SUPPLIES STUDENT ADVISORY #14	14 2900 610 2 835 002	\$54.00
43		WATER, SNACKS, SANTIZING	14 2900 610 2 838 002	\$238.41
44	VISA Total			\$1,632.18
45	WAYNE STATE COLLEGE	WAYNE ST MUSIC FESTIVAL	14 2900 610 2 875 002	\$240.00
46	WAYNE STATE COLLEGE Total			\$240.00
47	WEST POINT PUBLIC SCHOOLS	ENTRY FEE GBB TOURN 2/29/20	14 2900 610 2 849 002	\$80.00
48	WEST POINT PUBLIC SCHOOLS Total			\$80.00
49	Grand Total			\$8,550.04

FEBRUARY 2020 SUBSIDIARY EXPENDITURES

1	CLAUSEN, AMANDA	REFUND ON LIBRARY BOOK FOUND	05 2900 610 0 044 000	\$14.00
2	CLAUSEN, AMANDA Total			\$14.00
3	CUSTOM SPORTS	CUSTOM TABLECLOTH	05 2900 610 0 040 000	\$150.00
4	CUSTOM SPORTS Total			\$150.00
5	ERWIN, JOHN	REFUND OF RETIREE LIFE INS	05 2900 610 0 090 000	\$140.00
6	ERWIN, JOHN Total			\$140.00
7	FIRST CHOICE FOOD	HR/SAFETY ADMIN INTERVIEWS	05 2900 610 0 050 000	\$159.75
8	FIRST CHOICE FOOD Total			\$159.75
9	MADISON NATIONAL LIFE	FEB 2020 BASIC LIFE INSUR FOR	05 2900 610 0 090 000	\$522.74
10	MADISON NATIONAL LIFE Total			\$522.74
11	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$102.31
12	NORFOLK SENIOR HIGH SCHOOL Total			\$102.31
13	NPS GENERAL FUND	FOUNDATION CK CORRECTION FOR	05 2900 610 0 089 000	\$1,965.00
14	NPS GENERAL FUND Total			\$1,965.00
15	NPS STUDENT FEES ACCOUNT	AFTERSHOCK D. JACKSON	05 2900 610 0 050 000	\$75.00
16		AFTERSHOCK E. KONOPASEK	05 2900 610 0 050 000	\$50.00
17		AFTERSHOCK E. RETZLAFF	05 2900 610 0 050 000	\$150.00
18		AFTERSHOCK GRACE CARHART	05 2900 610 0 050 000	\$25.00
19		AFTERSHOCK K. DEWITT	05 2900 610 0 050 000	\$200.00
20		AFTERSHOCK K. WATSON	05 2900 610 0 050 000	\$25.00
21		AFTERSHOCK L. ANDERSON	05 2900 610 0 050 000	\$150.00
22		AFTERSHOCK L. WALLIS	05 2900 610 0 050 000	\$50.00
23		AFTERSHOCK S. VOLKER	05 2900 610 0 050 000	\$50.00
24		AFTERSHOCK-ISAIAH IGNOWSKI	05 2900 610 0 050 000	\$50.00
25	BAND INST RENT C. NORDBY	05 2900 610 0 050 000	\$50.00	
26	ORCH INSTR RENT E. HANSEN	05 2900 610 0 050 000	\$25.00	
27	NPS STUDENT FEES ACCOUNT Total			\$900.00
28	NPS-FOUNDATION	DUAL CREDIT	05 2900 610 0 064 000	\$36,956.25
29		DUAL CREDIT WAYNE ST COLLEGE	05 2900 610 0 064 000	\$2,040.00
30	NPS-FOUNDATION Total			\$38,996.25
31	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$30.81
32	NPS-JUNIOR HIGH SCHOOL Total			\$30.81
33	NPS-RESERVE ACCOUNT	FOUNDATION CK #6675 CORRECTION	05 2900 610 0 089 000	\$5,290.00

34	NPS-RESERVE ACCOUNT Total			\$5,290.00
35	PIERCE HIGH SCHOOL	PIERCE AUDITION ENTRIES	05 2900 610 0 045 000	\$42.00
36	PIERCE HIGH SCHOOL Total			\$42.00
37	PIIONEER VALLEY BOOKS	TRANSPARENT FRONT BOOK BAGS	05 2900 610 0 061 000	\$35.09
38	PIIONEER VALLEY BOOKS Total			\$35.09
39	PRIME COMMUNICATIONS	ADDITIONAL CAMERAS FOR MS	05 2900 610 0 040 000	\$3,904.58
40	PRIME COMMUNICATIONS Total			\$3,904.58
41	STADIUM SPORTS	JONES 1/4 ZIP FLEECE	05 2900 610 0 040 000	\$30.00
42	STADIUM SPORTS Total			\$30.00
43	SYNCB/AMAZON	BRK SUPPLIES	05 2900 610 0 095 000	\$1,888.86
44		SURFACE PRO PEN REFUND	05 2900 610 0 095 000	-\$39.88
45		WELLNESS CHALLENGE WEEKLY	05 2900 610 0 060 000	\$211.65
46		WELLNESS PARTICIPATION	05 2900 610 0 060 000	\$226.33
47	SYNCB/AMAZON Total			\$2,286.96
48	TANGIBLE PLAY, INC.	ALLISON SUCKSTORF GRANT	05 2900 610 0 061 000	\$932.00
49	TANGIBLE PLAY, INC. Total			\$932.00
50	TEACHER DIRECT	KDG GENERAL ALLOWED BUDGET	05 2900 610 0 058 000	\$31.69
51	TEACHER DIRECT Total			\$31.69
52	TEECO INC	WATER	05 2900 610 0 069 000	\$54.00
53		WATER/MONTHLY RENT	05 2900 610 0 050 000	\$113.00
54	TEECO INC Total			\$167.00
55	VERNIER SOFTWARE	BRK SUPPLIES	05 2900 610 0 095 000	\$575.56
56	VERNIER SOFTWARE Total			\$575.56
57	VISA	AFTERSHOCK SUPPLIES #21	05 2900 610 0 093 000	\$175.35
58		AMAZON CONTAINER #49	05 2900 610 0 044 000	\$144.99
59		BRK SUPPLIES #2	05 2900 610 0 095 000	\$1,825.75
60		CONFERENCE MEAL #43	05 2900 610 0 061 000	\$169.17
61		COOKIES FOR TBG MEETING #2	05 2900 610 0 095 000	\$14.97
62		DINNER FOR KAREN HAASE #2	05 2900 610 0 095 000	\$89.39
63		DR. SEUSS BOOK MARKS #42	05 2900 610 0 058 000	\$33.14
64		EXPO MARKERS OFFICE DEPOT #42	05 2900 610 0 058 000	\$23.97
65		HYVEE CANDY #16	05 2900 610 0 043 000	\$23.94
66		HYVEE WATER #49	05 2900 610 0 043 000	\$31.92
67		JEFFERSEN PRIME TIME #43	05 2900 610 0 061 000	\$31.98

68	LARGE LAUNDRY BASKETS #50	05 2900 610 0 060 000	\$11.77
69	LUNCH FOR INTERVIEWS #2	05 2900 610 0 095 000	\$22.20
70	MICHELLE/KARI GRANT #43	05 2900 610 0 061 000	\$123.91
71	NAPOLIS #42	05 2900 610 0 058 000	\$156.31
72	NTL HOT CHOC DAY SUPPLIES	05 2900 610 0 058 000	\$53.57
73	OFFICE COFFEE #24	05 2900 610 0 050 000	\$35.96
74	ONE BOOK #43	05 2900 610 0 061 000	\$77.77
75	ORIENTAL TRADING CO #46	05 2900 610 0 073 000	\$67.72
76	PIZZA CONFERENCE DINNER FOR	05 2900 610 0 076 000	\$82.25
77	PIZZA FOR TBG MEETING #2	05 2900 610 0 095 000	\$76.00
78	PIZZA, CHIPS, DRINKS #10	05 2900 610 0 063 000	\$86.58
79	RECORDERS #47	05 2900 610 0 071 000	\$248.40
80	SNACKS HUMMUS, FRUIT #50	05 2900 610 0 060 000	\$293.17
81	TARA GRANT MONTY #47	05 2900 610 0 071 000	\$227.40
82	TEACHER THRIVE #49	05 2900 610 0 040 000	\$257.00
83	VISA PRE PAID GIFT CARDS #50	05 2900 610 0 060 000	\$289.50
84	WALMART #49	05 2900 610 0 040 000	\$236.53
85	VISA Total		\$4,910.61
86	Grand Total		\$61,186.35



Mary Luhr
Director of Student Services
512 Philip Avenue, PO Box 139
Norfolk, NE 68702-0139
(402) 644-2507
maryluhr@npsne.org

Nurses Meeting February 10, 2020

- **In attendance** - Blair Brink, Cori Pena, Diane Schilling, Cindy Fox, Mary Luhr, Stacie Uzzell
 - **Excused** -
-
- NASN Renewals due at the end of February
 - Dates for spring CPR classes are March 9 & 10
 - Puberty Education at Middle School Cindy will check to see if ELVPHD can help.
 - ELVPHD Childhood Obesity Prevention Program hosted by ELVPHD March 18.
 - Referrals-Stacie will create a Google Document and share with nurses so we can keep track of vouchers given out.
 - EpiPens and EpiPen Jrs have been ordered as of 2/10/2020 and will be distributed to the schools when they arrive.

The next Nurse's meeting will be March 3rd, 2020 in the Central Office at 7:45 am.



Mary Luhr
Director of Student Services
512 Philip Avenue, PO Box 139
Norfolk, NE 68702-0139
(402) 644-2507
maryluhr@npsne.org

Nurses Meeting March 3, 2020

- **In attendance** - Blair Brink, Cori Pena, Diane Schilling, Cindy Fox, Mary Luhr, Stacie Uzzell
 - **Excused** -
-
- ❖ Medical Alert List does not go to everyone in the school. Only with people who work directly with the particular child(ren).
 - ❖ Amy Miller (PT) to teach lifting techniques to staff at Senior High.
 - ❖ ELVPHD may be able to help with Middle School Puberty training.

The next Nurse's meeting will be April 7, 2020 in the Central Office at 7:45 am.



Mary Luhr
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**Student Health Meeting
March 3, 2020
7:45am**

Welcome and Introductions

- **In attendance - Cindy Fox, Diane Schilling, Blair Brink, Cori Pena, Heather Drahota, Betty Froehlich, Mark Claussen, Mary Luhr and Stacie Uzzell**

- **Excused -**
 - I. Reading of the minutes of the previous meeting.
 - II. Reports of Officers - Treasurer's report can [be accessed at this link](#).
 - Beginning balance - \$ 6389.22
 - Debits -
 - Credits -
 - Ending Balance - \$ 6389.22
 - IV. Unfinished/Old Business -
 - V. New/Miscellaneous Business-
 - ELVPHD website will continue to update information regarding Coronavirus as it comes available.
 - VII. New Referrals -

The next Student Health Fund Council meeting will be May 5, 2020 at 7:45 a.m. in the Central Office.

Board of Education Regular Meeting

Monday, February 10, 2020

5:30 PM: Study Session

6:30 PM: Regular Business Meeting

Norfolk Public School's Central Administration Building

P.O. Box 139

Norfolk, NE 68702-0139

Tammy Day:	Present	Arnie Robinson:	Present
Dr. Patti Gubbels:	Present	Bob Waite:	Present
Bruce Mitchell:	Present	Sandy Wolfe:	Present

1. Call to Order

The Norfolk Public School District's board of education meeting is called to order at 5:30 PM.

1.1. Roll Call-See attendance above.

1.2. Declaration of a Legal Meeting

This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.

2. Study Session

- A. Brian Porn and Kendra Marshall, senior high counselors, presented on College Access Day.
- B. Mike Hart summarized some of the activities that occurred at the Youth Leadership Summit.
- C. Building Visits--Dr. Gubbels, Arnie Robinson and Sandy Wolfe attended Rachel's Challenge. Dr. Gubbels also visited the kindergarten classes at Bel Air and the art fair at Woodland Park. Tammy Day visited the Junior High to observe the proposed facility needs.

President Sandy Wolfe called a recess at 6:15 PM to allow board members to transfer to the Norfolk Public School large Board room for the regular Board meeting. The meeting was called back to order at 6:30 PM.

3. Pledge of Allegiance

4. Presentations, Special Recognition, Focus on Students

4.1. Focus on the Students

Norfolk Middle School students, with their instructor, Mr. Ginn, demonstrated how to position the drum sticks and how to play the Rhythm Buckets.

5. Public Comments & Communication

6. Information and Discussion Items

6.1. Finance & Facilities Report

A. Total amount of claims to be approved in the consent agenda for the month of February, 2020 by specific fund is listed below:

- General Fund = \$449,618.10
- Nutrition Services Fund = \$6,906.95
- Cooperative Fund = \$119,930.02
- Depreciation Fund = \$75,648.02
- Special Building Fund = \$94,961.03
- QCPUF = \$105.53

- Student Fee Fund = \$1,095.83
 - Employee Benefit Fund = \$6,944.00
- B. The total amount of claims for the month of January, 2020 in the Activities Fund were:
- Activity Fund = \$131,081.51
- C. All of these claims were reviewed earlier today by the Finance and Facility Committee. The business office has prepared and delivered the 2019 W-2's and 1095 C's for all district employees, everyone can now do their taxes.
- 6.2. Teaching & Learning Report

Curriculum Instruction and Assessment:

- On Tuesday, January 21st, Karen Haase presented to Middle School, Junior High and Senior High on Digital Citizenship and Safety. A parent session was held in the evening at Johnny Carson Theatre. Unfortunately due to pending weather and a rescheduled basketball game, the parent turnout was less than hoped for. Karen Haase presents a candid and honest message to students. She is an expert on this topic as well as an engaging presenter for all audiences. She complimented our student's engagement with her throughout the day.
- Curriculum work continues to move forward in multiple grade levels and content areas. However, with the NSCAS testing season approaching, much of our time and attention will be dedicated to the successful set up, training and operation of the spring test.
- There was a Curriculum Committee meeting held on February 4th. Summary notes are attached on the agenda.
- Sub-committee work is being completed in response to our large Target-Based Grading Committee. The subcommittees are working on the topics of formative work calculations into a final course grade and conversion charts that clearly articulate grades to a 4.0 GPA and proficiency scales. Once there is completed work from the subcommittees, they will bring it back to the large committee. Finally, it will be brought back to the board for review. The TnL completed the search for Science materials for 3rd through 8th grade. I will be seeking approval at the 2nd monthly meeting for a request for proposal on the purchase of Pearson Elevate Science. K-2 grade levels are piloting a different program that lends itself to be more age appropriate. I will keep you posted on the progress.

6.3. Student Services Report

- Parent/Teacher Conferences were held last week. I will share an attendance summary of conferences at all Norfolk Public Schools, at next month's board meeting.
- ELPA 21 started for our district ELL students on Monday, February 3rd and will continue through March 13th.
- Kindergarten enrollment has started for the 2020-2021 school term. Registration is being held at neighborhood schools. Parents must have a birth certificate and a copy of immunizations to begin the enrollment process.
- Kindergarten Round Up will be held Wednesday, April 22nd at your neighborhood elementary school.

6.4. Human Resources & Accreditation Report

Staff and Student Development:

- On Monday, January 20th, our certified staff (and several surrounding school districts) participated in the annual ESU#8 Winter Workshop. The keynote

presentation this year was the story of Rachel's Challenge. Rachel Scott was the first student to perish in the Columbine shooting back in 1999. Her message of kindness and intent of making a positive impact in the world is carried on through her father (Darrell Scott) and others within the organization. Darrell's challenge to deliver a 'chain reaction' of hope was very inspiring and the feedback from staff was very positive. Students and parents had the opportunity to hear the same message later that night.

- Friday, February 7th was also the second annual Norfolk Area Youth Leadership "Start" Summit. This event (held at Norfolk Middle School) brought together youth from a variety of area schools to develop leadership and positive connections for adolescents in our community. The keynote speaker for the event was Dr. Julia Garcia (driuliagarcia.com) who delivered a heartfelt message about the power of understanding others and the importance of sharing our stories. This "youth led" event (planned in conjunction with several community agencies) highlighted the amazing talents of our young people here in the Norfolk Area. Great job to all of our youth who helped plan the event!

School Safety Information:

- We will be sharing school safety information with parents and community members on Thursday, February 13th from 7:00 - 8:00 p.m. at Norfolk Senior High School in the Johnny Carson Theatre.
- All parents and community members are encouraged to attend the event as our School Resource Officers and district safety team leaders will talk about our Standard Response Protocol (SRP), our Safe Schools reporting tool, and the variety of safety enhancements our district has implemented the past few years.

Hiring Season:

- The hiring season is already in full swing and we continue to thoroughly review applications to interview and select the highest quality candidates to fill our most recent and anticipated openings. We will continue to advertise and recruit as needed until all of our spots have been filled!
- Special thanks to our administrators as they continue to work hard to strengthen our Panther team!!

Personnel Update:

Current Openings:

- Westside Elementary, LIFE paraprofessional
- Deaf Education/Sign Language Interpreter (Full-Time)
- Aftershock Club Facilitators
- School Bus Activity Drivers
- Substitute Custodians
- Substitute Paraprofessionals
- Substitute Teachers

2020-2021 School Year Openings:

- Senior High: Social Studies Teacher
- Junior High: English Teacher
- Speech Language Pathologist
- Title I Teacher

2020-2021 Coaching Openings:

- HS Assistant Football (2)
- HS Assistant Boys Basketball

- HS Assistant Baseball
- HS Assistant Girls Soccer
- 8th Grade Assistant Boys Basketball
- JH IM Football

6.5. Superintendent's Report

- LR 10 was introduced by Senator Jim Scheer, along with 9 other Nebraska State Senators to recognize School Board members across the state for their hard work and dedication. All School Board members deserve this recognition, but none so much, as our local School Board members, who work tirelessly to ensure that the students within Norfolk Public Schools are provided with outstanding educational opportunities so that they are prepared to pursue their goals for the future.
- On behalf of the staff and students of Norfolk Public Schools, I would like to thank our six Board members for their tireless support and dedication and to present them with gifts from various student and staff groups across the district.
- Please take a moment to watch this short NASB video, called "That's Why I Serve."

7. Committee Reports

7.1. Facilities & Finance Committee Report

- The committee met at 4:00 today. The claims for the month of February and Activity claims for January were reviewed. The committee discussed the recommendation of CMBA for district architectural services for the potential bond projects. The committee was able to review in detail with Cody Wickham from D.A. Davidson about QCPUF bonds and the resolution on the agenda tonight. JEO Engineering also went through the parking lot paving projects at the Sr. High, Jefferson and Washington. The following facility and business items were discussed as well:
 - Discussed going out for proposals on our copy contract
 - Discussed possibly increasing our Cyber coverage on our current insurance policy
 - Some updates from our 403 B plan provider
- The next regular meeting will be on Monday, March 9th at 12:00 noon.

7.2. Policy Committee Report

- The Policy Committee met at 1:00 on January 23, 2020 to review Board Policies 4013- 4029 related to Personnel. Minor wording changes are recommended for Policies 4017, 4023 and 4025. No other changes were deemed necessary.
- The Policy Committee recommends approval on First Reading of Board Policies 4013-4029 and Second/Final Reading of Board Policies 4001-4012.
- The next Policy Committee meeting is scheduled for 1:00 on February 27, 2020.

7.3. Government Relations Committee Report

- The Government Relations Committee met at 1:00 PM on January 28, 2020. We are closely monitoring two property tax reduction and school finance bills:
 - LB 974 is Senator Linehan's bill, which we currently oppose, due to the detrimental effect it would have on our funding. This bill is still "in committee" as they are working on possible amendments.
 - LB 1073 is less damaging to equalized schools, such as Norfolk. However,

it does include foundation aid for non-equalized schools. At this point, we are taking a neutral stance on this bill. We are also monitoring LB 920, which would change the way that lottery funds are distributed. It would include new funding for behavior training and dual credit training and scholarships, but would eliminate lottery funding for the ACT. It has been expressed (but has not been insured) that that funding for the ACT would be placed in the General Fund. Our stance cannot be determined until amendments are complete.

- B. The next NPS Government Relations Committee meeting is scheduled for 1:00 on February 13, 2020, and the next GNSA meeting is scheduled for 9:30 on February 19, 2020.

7.4. American Civics and Curriculum Committee Reports

Curriculum & Civics Committee Minutes

Science Program Pilot - Pearson Elevate

- Historical Review-- Beth Nelson reviewed the process that TnL has taken over the last couple of years to seek out Science materials and how they came to the conclusion to pilot Pearson Science in 19-20.
- Pilot Process--Sharolyn Thelen presented the processes that were put into place for the pilots, the surveys, follow up and training that occurred throughout the process.
- The Teaching and Learning Department recommends purchasing 3rd-8th grade Pearson Elevate and continued exploration and piloting in K-2 grade with a program called TWIG.
- TnL is requesting to gather a proposal for the purchase of Pearson Elevate.

Social Studies

- Beth Nelson reported the meetings and plans that have been developed for updating social studies curriculums to meet the newly adopted State Standards.
- Full implementation will be completed by Fall 2022.

New Course Approval Form

- A new course approval form has been developed to streamline current and future courses that need BOE Curriculum Committee review.

8. Approve Consent Agenda

8.1. Minutes of Previous Meetings

Minutes of the January 13, 2020 and January 23, 2020 meetings are attached.

8.2. Personnel

8.2.1. Contract Approval

Melissa Olson

- 2020-2021 - Science Teacher at Norfolk Junior High School
- Bachelor of Science degree, 7-12 Science Education (Biology), from University of Nebraska-Lincoln
- Two years teaching experience, grades 8-12 Science at Neligh-Oakdale Schools, Neligh, NE

Michelle Munderloh

- 2020-2021 - Special Education Teacher at Norfolk Middle School
- Will graduate in May 2020 with Bachelor's Degree in Elementary Education K-8 & Special Education K-6, Wayne State College, Wayne, NE
- Currently Student Teaching at Norfolk Middle School, grades 5

and 6 Special Education, and grade 6 Social Studies and Math

Megan Pallas

- 2020-2021 - Special Education & Reading Teacher at Lincoln/Montessori School
- Dual Bachelor Degree in Elementary Education/Special Education K-6 from University of Nebraska-Lincoln
- Currently teaching 1-4 special education at Milford Public Schools, Milford, NE

Paige Hastings

- 2020-2021 - SPED Behaviorist for the District
- Master’s Degree in Curriculum and Instruction from Wayne State College in Wayne, NE
- Currently the District Behavior and MTSS Consultant at Fremont Public Schools.

Austin Bruning

- 2020-2021 - Social Studies Teacher at Norfolk Junior High School
- Will graduate May 2020 with Bachelor of Arts, History, from Doane University, Crete, NE
- Completed four different practicum placements throughout his college career at Scott Middle School and Lincoln Northeast High School in Lincoln and Crete High School in Crete.
- Currently working Crete Cardinal Union After School Program.

Erik Wilson

- 2020-2021 Director of Student Services and Safety
- Currently Assistant Principal at NHS

Angela Baumann

- 2020-2021 Director of Human Resources and Accreditation
- Currently Principal at Westside Elementary School

Motion to approve the consent agenda, as presented at 7:26 PM passed with a motion by Bruce Mitchell and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

8.2.2. Resignations

- Dianne Heppner--Title I teacher at Jefferson and Woodland Park
- Barbara Rookaird--Grade 1 teacher at Washington

8.3. Claims

Attached are the claims for the month of February, 2020. These claims were reviewed earlier today by our Finance and Facility Committee. Also attached are the conflict statements on specific claims that need to be read before voting.

9. Action Items

9.1. Discuss, consider and take action to approve the 2020-2021 salary structure for classified staff (hourly and salary)

It is recommended to provide the district hourly staff a 3.32% increase to their hourly rate for 2020-2021 and district salaried staff a 3.32% package increase for 2020-2021. This is the same percentage agreed upon for certified staff.

Motion to approve the district hourly and salary classified staff structures for 2020-2021 at 7:27 PM passed with a motion by Tammy Day and a second by Arnie Robinson.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

9.2. Discuss, consider and take action to approve the 2020-2021 salary structure and employment agreement for nurses

It is recommended to approve a 3.32% package increase for our nurses in 2020-2021, this is the same percentage increase that was approved for the certified staff.

Motion to approve the 2020-2021 salary structure and employment agreement for nurses at 7:28 PM passed with a motion by Dr. Patti Gubbels and a second by Bob Waite.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

9.3. Discuss, consider and take action to approve the first reading of Board Policies 4013-4029 related to personnel

Motion to approve the first reading of Board Policies 4013-4029 related to personnel at 7:29 PM passed with a motion by Arnie Robinson and a second by Tammy Day.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

9.4. Discuss, consider and take action to approve the second and final reading of Board Policies 4001-4012 related to personnel

Motion to approve the second and final reading of Board Policies 4001-4012 related to personnel at 7:30 PM passed with a motion by Bruce Mitchell and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

9.5. Discuss, consider and take action to authorize the issuance of NOT TO EXCEED \$8,350,000 of (QCPUF) Limited Tax General Obligation and Refunding Bonds, Series 2020. These funds will be used for removal of actual or potential environmental hazards and accessibility barriers, and correction of life safety code and life safety hazards as well as refinance the District's existing Series 2012 and Series 2014 (QCPUF) Limited Tax General Obligation Bonds in order to achieve interest cost savings.

Motion to approve the attached proceedings and resolution in order to authorize the issuance of NOT TO EXCEED \$8,350,000 of (QCPUF) Limited Tax General Obligation and Refunding Bonds, Series 2020 at 7:32 PM passed with a motion by Bob Waite and a second by Bruce Mitchell.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

9.6. Discuss, consider and take action to approve CMBA Architectural firm for services related to all projects included in the potential 2020 bond and to those related to the (QCPUF) Limited Tax General Obligation Bonds, Series 2020.

A district committee interviewed four firms that each presented concepts, cost and marketing approaches for our potential bond projects. CMBA was determined after the interviews as the best fit for the district moving forward. We have worked with CMBA in the past and have been pleased with their service and design work.

Motion to approve CMBA Architectural firm as the district Architect for the QCPUF and potential future bond projects at 7:34 PM passed with a motion by Bob Waite and a second by Dr. Patti

Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

- 9.7. Discuss, consider and take action to approve the bid from Rasmussen for \$1,119,796 to complete the HVAC projects at the Junior High and Jefferson Elementary School

The district had several contractors review the project and also attend the pre-bid meeting. We did receive one qualifying bid at the bid opening. After reviewing all components and pricing submitted with KPE Engineering, who is overseeing the projects, it was determined to recommend moving forward with the bid from Rasmussen. Attached for board members is verification of opinion from KPE Engineering.

Motion to approve the bid from Rasmussen Mechanical for \$1,119,796 to complete the HVAC projects at the Junior High and Jefferson Elementary School at 7:37 PM passed with a motion by Bruce Mitchell and a second by Tammy Day.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

- 9.8. Discuss, consider and take action to grant permission to seek RFPs for paving projects at the Senior High, Jefferson, and Washington Elementary Schools

I am recommending to the Board of Education to approve the seeking of RFP's for paving projects at Sr. High, Jefferson and Washington. This will eliminate the gravel lots that exist in these locations while also adding additional parking at the Sr. High on the property that was purchased a few months ago. JEO Engineering will be overseeing the project.

Motion to grant permission to seek RFPs for paving projects at the Senior High, Jefferson, and Washington Elementary Schools at 7:38 PM passed with a motion by Dr. Patti Gubbels and a second by Bruce Mitchell.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

10. Future Meetings

- A. The 2nd monthly meeting of the Board of Education has been tentatively scheduled for noon on Thursday, February 27, 2020.
- B. The next regular meeting of the Board of Education will be held on Monday, March 9, 2020. The Study Session will begin at 5:30 and will be followed by the Business Meeting at 6:30. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

11. Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual

- 11.1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
No Executive Session was convened.

12. Adjournment

The meeting adjourned at 7:39 PM.

Chairperson

Superintendent

Board of Education 2nd Monthly Meeting

Thursday, February 27, 2020 12:00 PM

Norfolk Public School's Central Administration Office

P.O. Box 139

Norfolk, NE 68702-0139

Tammy Day:	Absent	Arnie Robinson:	Present
Dr. Patti Gubbels:	Present	Bob Waite:	Present
Bruce Mitchell:	Present	Sandy Wolfe:	Present

1. Call to Order

The Norfolk Public School District's board of education meeting is called to order at 12:01 PM.

1.1. Roll Call—See attendance above.

Motion to excuse the absence of Tammy Day at 12:02 PM passed with a motion by Bruce Mitchell and a second by Dr. Patti Gubbels.

Tammy Day:	Absent	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

1.2. Declaration of a Legal Meeting

This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.

2. Reports and Discussion Items

3. Action Items

3.1. Discuss, consider and take action to grant permission to seek RFPs for 3rd-8th grade Pearson Science Elevate materials.

I am recommending to the BOE to approve the seeking of RFP's for 3rd through 8th grade Pearson Science Elevate materials. These materials will be used to teach the core science program in 3rd through 8th grades.

Motion to grant permission to seek RFPs for 3rd-8th grade Pearson Science Elevate materials at 12:05 PM passed with a motion by Bruce Mitchell and a second by Bob Waite.

Tammy Day:	Absent	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

3.2. Discuss, consider and take action to approve contracts

Samuel Aldridge

- 2020-2021 - Senior High Social Studies Teacher
- Bachelor of Science, History, Nebraska Wesleyan University, Lincoln, NE
- Has taught 2 years at Ainsworth Community Schools, 9-12 Social Studies and 7-8 P.E./Health

Karissa Henery

- 2020-2021 - Bel Air Elementary - 4th Grade Teacher
- Bachelor of Science, Elementary Education, Wayne State College, Wayne, NE
- Taught 1 year at Norfolk Public Schools, Bel Air Elementary, 3rd Grade

Sara Jones

- 2020-2021 - Lincoln/Montessori - Grades 1 & 2 Teacher
- May 2020 Bachelor of Arts, Early Childhood Inclusive, University of Nebraska @ Kearney
- Student Teaching at Bel Air Elementary Fall 2019; Dec. 2019-present Substitute Teacher for NPS

Motion to approve the contracts, as presented at 12:08 PM passed with a motion by Dr. Patti Gubbels and a second by Bob Waite.

Tammy Day:	Absent	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

4. Future Meetings

The next regular meeting of the Board of Education will be held on Monday, March 9, 2020. The Study Session will begin at 5:30 and will be followed by a hearing to amend the QCPUF budget request. The Business Meeting will follow. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

5. Executive Session If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.

5.1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.

Motion to convene Executive Session to discuss safety at 12:09 PM passed with a motion by Arnie Robinson and a second by Bruce Mitchell.

Tammy Day:	Absent	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

5.2. Reconvene Meeting from Executive Session

The meeting reconvened from the Executive Session at 12:25 PM.

5.3. Approval of Any Action Deemed Necessary as a Result of Executive Session

No action was deemed necessary.

6. Adjournment

The meeting adjourned at 12:25 PM.

Chairperson

Superintendent

MARCH 9, 2020

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	ADVANCE AUTO PARTS	MOTOR OIL	01 2650 610 1 001 000	\$55.08
2			01 2650 610 2 001 000	\$55.08
3		OXYGEN SENSOR FOR VEHICLE	01 2650 610 1 001 000	\$36.30
4			01 2650 610 2 001 000	\$36.29
5		OXYGEN SENSOR VEHICLE #19	01 2650 610 1 001 000	\$36.30
6			01 2650 610 2 001 000	\$36.29
7		PARTS BUS #5	01 2710 610 1 001 000	\$23.75
8			01 2710 610 2 001 000	\$23.74
9		REPAIR PARTS BUS #5	01 2710 610 1 001 000	\$0.00
10			01 2710 610 2 001 000	\$0.00
11		REPAIR PARTS BUS #9	01 2710 610 1 001 000	\$5.22
12			01 2710 610 2 001 000	\$5.22
13		SHOP SUPPLIES	01 2650 610 1 001 000	\$19.86
14			01 2650 610 2 001 000	\$19.86
15	ADVANCE AUTO PARTS Total			\$352.99
16	ALISON'S MONTESSORI	CURRICULUM	01 1100 610 1 028 005	\$101.00
17		SUPPLIES MONTESSORI	01 1100 610 1 028 005	\$635.85
18	ALISON'S MONTESSORI Total			\$736.85
19	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$76.53
20			01 2410 340 2 209 001	\$208.57
21		MOPS	01 2610 430 1 001 000	\$171.60
22			01 2610 430 2 001 000	\$171.60
23		RUGS	01 2410 340 2 141 002	\$78.73
24		WORK SHIRTS	01 2610 430 1 001 000	\$178.46
25			01 2610 430 2 001 000	\$191.92
26			01 2620 430 1 001 000	\$31.17
27			01 2620 430 2 001 000	\$44.61

28		WORKSHIRTS	01 2610 430 1 001 000	\$53.58
29			01 2610 430 2 001 000	\$53.57
30			01 2620 430 1 001 000	\$13.40
31			01 2620 430 2 001 000	\$13.40
32	APPEARA Total			\$1,287.14
33	APPLE INC	APP PURCHASES	01 2151 643 1 004 000	\$25.00
34			01 2151 643 2 004 000	\$24.99
35	APPLE INC Total			\$49.99
36	ARKFELD, KAREN	STAFF MILEAGE	01 1200 333 1 004 000	\$79.93
37			01 1200 333 2 004 000	\$79.92
38	ARKFELD, KAREN Total			\$159.85
39	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 014	\$665.00
40			01 2630 420 1 001 021	\$795.00
41			01 2630 420 2 001 001	\$2,570.00
42	ASPM LANDSCAPES, LLC Total			\$4,030.00
43	ASSETGENIE, INC	BATTERY CELL	01 1100 734 1 704 008	\$39.95
44		CHROMEBOOK REPAIR	01 1100 340 1 904 012	\$28.45
45		RECLAIMED LCD	01 1100 734 1 704 008	\$19.95
46	ASSETGENIE, INC Total			\$88.35
47	AYALA, JOANNA (ELBA)	INTERPRETING	01 1150 350 1 035 004	\$95.10
48			01 1150 350 2 035 001	\$47.55
49	AYALA, JOANNA (ELBA) Total			\$142.65
50	AYALA, JUAN	INTERPRETING	01 1150 350 2 035 001	\$47.55
51	AYALA, JUAN Total			\$47.55
52	BARNHILL ENTERPRISES LLC	REMOTE	01 1190 610 1 163 021	\$35.00
53	BARNHILL ENTERPRISES LLC Total			\$35.00
54	BAYLOR ENTERPRISES INC	HONORS ACADEMY 2 SESSIONS	01 6969 340 2 028 001	\$2,400.00
55	BAYLOR ENTERPRISES INC Total			\$2,400.00
56	BELSAN, TERRY	ELL TEACHER MILEAGE	01 1150 333 1 035 000	\$58.39
57	BELSAN, TERRY Total			\$58.39
58	BENDER, DENISE	NE WESLEYAN HONOR ORCH MEALS	01 1100 580 2 205 001	\$35.76
59		STAFF MILEAGE	01 1100 333 1 001 000	\$59.43
60			01 1100 333 2 001 000	\$59.43
61	BENDER, DENISE Total			\$154.62

62	BOMGAARS SUPPLY	DRILL, BAR, BIT	01 2620 610 1 001 000	\$85.78
63			01 2620 610 2 001 000	\$85.77
64		EYE BOLT,FASTENERS,CLEANER	01 2620 610 1 001 000	\$10.83
65			01 2620 610 2 001 000	\$10.83
66		GARDEN HOSE SPLITERS	01 2610 610 2 001 001	\$21.56
67		PERFORMANCE FORMULA	01 2620 610 1 001 000	\$7.99
68			01 2620 610 2 001 000	\$7.99
69		PLIERS	01 2620 610 1 001 000	\$7.50
70			01 2620 610 2 001 000	\$7.49
71		REPAIR SUPPLIES	01 2620 610 1 001 000	\$15.27
72			01 2620 610 2 001 000	\$15.26
73		RIGHT ANGLE DRILL	01 2620 731 1 001 000	\$70.00
74			01 2620 731 2 001 000	\$69.99
75		SAND TUBE	01 2620 610 1 001 000	\$35.91
76		01 2620 610 2 001 000	\$35.91	
77	SHOP SUPPLIES	01 2620 610 1 001 000	\$2.72	
78		01 2620 610 2 001 000	\$2.71	
79	BOMGAARS SUPPLY Total			\$493.51
80	BOYS TOWN	SPECIAL ED SERVICES 1/20	01 1200 561 1 004 000	\$5,616.18
81			01 1200 890 1 004 000	\$533.82
82	BOYS TOWN Total			\$6,150.00
83	BRADLEY, CINDRA	STAFF MILEAGE	01 2151 333 1 004 000	\$43.72
84	BRADLEY, CINDRA Total			\$43.72
85	BRADLEY, CRYSTAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$32.38
86	BRADLEY, CRYSTAL Total			\$32.38
87	BUCKENDAHL, MARY	PARENT MILEAGE	01 2712 332 2 004 000	\$204.24
88	BUCKENDAHL, MARY Total			\$204.24
89	CARLSON, STEPHANIE	MILEAGE	01 2713 332 1 004 021	\$52.90
90	CARLSON, STEPHANIE Total			\$52.90
91	CARTELA, IRMA	INTERPRETING	01 1150 350 1 035 009	\$55.48
92	CARTELA, IRMA Total			\$55.48
93	CDW GOVERNMENT, INC	3LCD PROJECTOR	01 1100 734 1 005 003	\$858.00
94		3LCD PROJECTOR/WALL MOUNT	01 1100 734 1 005 010	\$1,009.00
95		CHROMEBOOK TESTING	01 1100 734 1 005 000	\$840.63

96			01 1100 734 2 005 000	\$840.62
97		SMART BOARD	01 1200 734 1 004 009	\$893.61
98	CDW GOVERNMENT, INC Total			\$4,441.86
99	CENTERPOINT ENERGY	GAS	01 2610 621 1 001 000	\$1,041.35
100			01 2610 621 1 001 003	\$734.67
101			01 2610 621 1 001 004	\$2,368.06
102			01 2610 621 1 001 005	\$1,992.55
103			01 2610 621 1 001 008	\$3,149.39
104			01 2610 621 1 001 009	\$1,629.95
105			01 2610 621 1 001 010	\$1,484.57
106			01 2610 621 1 001 012	\$1,342.94
107			01 2610 621 1 001 014	\$2,419.06
108			01 2610 621 1 001 021	\$2,740.40
109			01 2610 621 2 001 000	\$1,041.35
110			01 2610 621 2 001 001	\$1,722.83
111			01 2610 621 2 001 002	\$10,329.47
112	CENTERPOINT ENERGY Total			\$31,996.59
113	CITY OF NORFOLK	POLE ATTACHMENT FEES	01 1100 340 1 005 000	\$1,897.50
114			01 1100 340 2 005 000	\$1,897.50
115		WASTE	01 2630 420 1 001 000	\$92.31
116			01 2630 420 2 001 000	\$92.29
117		WATER	01 2610 410 1 001 010	\$337.77
118			01 2610 410 1 001 014	\$791.99
119			01 2610 410 1 001 021	\$352.20
120			01 2610 410 2 001 001	\$1,882.93
121	CITY OF NORFOLK Total			\$7,344.49
122	CLARK, STEPHANIE	STAFF MILEAGE	01 1200 333 1 004 000	\$69.23
123			01 2670 333 1 035 000	\$69.23
124	CLARK, STEPHANIE Total			\$138.46
125	CLAUSEN AIR HEATING &	FIXED BOILER IN MT DEPT	01 2620 430 1 001 000	\$779.80
126			01 2620 430 2 001 000	\$779.80
127	CLAUSEN AIR HEATING & Total			\$1,559.60
128	COLLINS, NICHOLAS	FOOD GRAND ISLAND 2/21/20	01 2190 580 2 001 001	\$10.89
129		FOOD GRAND ISLAND 2/22/20	01 2190 580 2 001 001	\$8.88

130		MEAL REIMBURSEMENT	01 2190 580 2 001 001	\$10.94
131	COLLINS, NICHOLAS Total			\$30.71
132	CORNHUSKER MARRIOTT HOTEL	LEGISLATIVE ISSUES CONF	01 2310 580 1 033 000	\$52.50
133			01 2310 580 2 033 000	\$52.50
134	PATTI GUBBELS TOTAL			\$105.00
135		T DAY LEGISLATIVE CONF LODGING	01 2310 580 1 033 000	\$54.00
136			01 2310 580 2 033 000	\$54.00
137	TAMMY DAY TOTAL			\$108.00
138	CORNHUSKER MARRIOTT HOTEL Total			\$213.00
139	CORNHUSKER STATE	OFFICE FURNITURE	01 2510 731 1 001 000	\$1,363.50
140			01 2510 731 2 001 000	\$1,363.50
141	CORNHUSKER STATE Total			\$2,727.00
142	CRAVEN, SHEILA	CONTRACTED OT SERVICES	01 2161 320 1 004 000	\$5,808.00
143			01 2161 334 1 004 000	\$25.88
144			01 2162 320 1 004 000	\$1,435.50
145			01 2162 334 1 004 000	\$10.64
146			01 2163 320 1 004 000	\$247.50
147			01 2163 334 1 004 000	\$4.49
148	CRAVEN, SHEILA Total			\$7,532.01
149	CUEVAS, CARLOS	INTERPRETING	01 1150 350 2 035 001	\$31.70
150			01 1150 350 2 035 002	\$91.14
151	CUEVAS, CARLOS Total			\$122.84
152	CUEVAS, DORATI	INTERPRETING	01 1150 350 2 035 001	\$47.55
153			01 1150 350 2 035 002	\$138.69
154	CUEVAS, DORATI Total			\$186.24
155	CURRICULUM ASSOCIATES	PHONICS SUPPLIES	01 1150 610 1 256 003	\$184.46
156	CURRICULUM ASSOCIATES Total			\$184.46
157	CUSTOM SPORTS	ADD NAMES TO BACK OF SHIRTS	01 2211 610 1 901 000	\$13.19
158			01 2211 610 2 901 000	\$13.19
159	CUSTOM SPORTS Total			\$26.38
160	D & L TOWING, L.L.C.	TOW BUS 9524	01 2710 430 1 001 000	\$320.00
161			01 2710 430 2 001 000	\$320.00
162	D & L TOWING, L.L.C. Total			\$640.00
163	DEMCO	LIBRARY SUPPLIES	01 2220 610 1 030 000	\$749.06

164			01 2220 610 1 423 014	\$111.14
165	DEMCO Total			\$860.20
166	DINKEL IMPLEMENT	TRACTOR FILTERS	01 2630 610 1 001 000	\$24.15
167			01 2630 610 2 001 000	\$24.15
168	DINKEL IMPLEMENT Total			\$48.30
169	DITTER, KERSTIN	SIXPENCE MILEAGE	01 3541 333 1 035 000	\$57.80
170	DITTER, KERSTIN Total			\$57.80
171	DUERST, EMILY	ELL TEACHER MILEAGE	01 1150 333 1 035 000	\$7.19
172			01 1150 333 2 035 000	\$7.19
173	DUERST, EMILY Total			\$14.38
174	EAKES OFFICE PLUS	NAME PLATES BAUMANN/WILSON	01 2310 610 1 033 000	\$16.65
175			01 2310 610 2 033 000	\$16.65
176		OFFICE CHAIR	01 2320 731 1 033 000	\$277.50
177			01 2320 731 2 033 000	\$277.50
178	EAKES OFFICE PLUS Total			\$588.30
179	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$905.40
180			01 2620 610 2 001 000	\$905.40
181		FLOUR TUBE BULBS	01 2620 610 2 001 001	\$604.50
182		LOCKING SWITCH	01 2620 610 1 001 000	\$152.45
183			01 2620 610 2 001 000	\$152.45
184		PULSE START BALLAST	01 2620 610 2 001 002	\$63.19
185		RACEWAY AND BOX	01 1100 735 1 005 000	\$48.39
186			01 1100 735 2 005 000	\$48.38
187		SOWCORD 600V	01 2620 610 1 001 000	\$9.67
188			01 2620 610 2 001 000	\$9.67
189	ECHO GROUP INC Total			\$2,899.50
190	EGAN SUPPLY COMPANY	SIDE COVER,SOAK-IT CLEANUP	01 2610 610 1 001 000	\$131.39
191			01 2610 610 2 001 000	\$131.39
192	EGAN SUPPLY COMPANY Total			\$262.78
193	ELECTRIC ENGINEERING	ELECTRICAL CORD	01 2610 610 1 001 000	\$17.05
194			01 2610 610 2 001 000	\$17.04
195	ELECTRIC ENGINEERING Total			\$34.09
196	ELECTRONIC CONTRACTING CO	AV SERVICE AGREEMENT	01 2620 430 2 715 001	\$971.75
197	ELECTRONIC CONTRACTING CO Total			\$971.75

198	ELECTRONIC SYSTEMS	REPLACED 2 SMOKE DETECTORS	01 2620 430 2 001 001	\$523.50
199		REPLACED CAPACITOR	01 2620 430 2 001 002	\$75.00
200	ELECTRONIC SYSTEMS Total			\$598.50
201	ENVIRONMENTAL SERVICES,	ESBESTOS REMOVAL	01 2620 430 1 001 000	\$1,875.00
202			01 2620 430 2 001 000	\$1,875.00
203	ENVIRONMENTAL SERVICES, Total			\$3,750.00
204	ERLEICHDA LLC	CURRICULUM	01 1100 610 1 028 005	\$520.00
205	ERLEICHDA LLC Total			\$520.00
206	ESU #3	ASD TEACH WORKSHOP	01 1200 330 2 004 002	\$50.00
207	ESU #3 Total			\$50.00
208	ESU 8	CURRICULUM M. MUELLER	01 6969 330 1 028 000	\$10.00
209			01 6969 330 2 028 000	\$10.00
210		LMHP	01 2141 591 2 014 000	\$8,640.00
211		SPED SERVICES	01 1200 591 2 004 000	\$4,300.00
212	ESU 8 Total			\$12,960.00
213	ESU COORDINATING COUNCIL	CRISIS/THREAT TRAINING	01 2210 330 1 901 000	\$140.00
214			01 2210 330 2 901 000	\$140.00
215	ESU COORDINATING COUNCIL Total			\$280.00
216	FASTENAL INDUSTRIAL	NUTS/BOLTS	01 2620 610 1 001 000	\$7.77
217			01 2620 610 2 001 000	\$7.76
218		SH BLEACHER PROJECT PARTS	01 2620 610 2 001 001	\$96.55
219		SHOP SUPPLIES	01 2620 610 1 001 000	\$18.25
220			01 2620 610 2 001 000	\$18.24
221		SUPPLIES	01 2620 610 1 001 000	\$16.21
222			01 2620 610 2 001 000	\$16.21
223	FASTENAL INDUSTRIAL Total			\$180.99
224	FEHRINGER, MICHAELA	ACTIVITY WORKER	01 2190 120 2 001 000	\$18.50
225	FEHRINGER, MICHAELA Total			\$18.50
226	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$73.26
227			01 1292 333 1 004 000	\$9.55
228	FERNAU, JESSICA Total			\$82.81
229	FIRST CHOICE FOOD	SCHOOL BOARD DINNER 2/10/20	01 2310 890 1 033 000	\$63.10
230			01 2310 890 2 033 000	\$63.10
231	FIRST CHOICE FOOD Total			\$126.20

232	FOX, CINDY	SCHOOL NURSE MILEAGE	01 2130 333 1 035 000	\$22.07
233			01 2130 333 2 035 000	\$22.07
234	FOX, CINDY Total			\$44.14
235	FREMONT INDUSTRIES,	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$659.56
236			01 2620 610 2 001 000	\$659.55
237	FREMONT INDUSTRIES, Total			\$1,319.11
238	GARCIA, RAQUEL	INTERPRETING	01 1150 350 1 035 014	\$142.65
239	GARCIA, RAQUEL Total			\$142.65
240	GLASS EDGE INC, THE	ALUMINUM CLOSER	01 2620 610 1 001 008	\$355.80
241	GLASS EDGE INC, THE Total			\$355.80
242	GONZALEZ MORALES, JAVIER	INTERPRETING	01 1150 350 1 035 014	\$92.45
243	GONZALEZ MORALES, JAVIER Total			\$92.45
244	GONZALEZ, BRENDA	PARENT MILEAGE	01 2713 332 1 004 021	\$99.36
245	GONZALEZ, BRENDA Total			\$99.36
246	GOOD LIFE COUNSELING	PRIVATE DAY REPORTING SERVICES	01 2670 350 1 035 000	\$193.75
247	GOOD LIFE COUNSELING Total			\$193.75
248	GREEN LINE EQUIPMENT	TURN TABLE FOR JD#6 TRACTOR	01 2630 731 1 001 000	\$144.59
249			01 2630 731 2 001 000	\$144.59
250	GREEN LINE EQUIPMENT Total			\$289.18
251	HAMPTON INN KEARNEY	DIGITAL THREAT TRAINING	01 2660 580 1 901 000	\$187.43
252			01 2660 580 2 901 000	\$187.42
253	HAMPTON INN KEARNEY Total			\$374.85
254	HARPER, JR MD, CHARLES	MIPS SIGNATURES	01 2190 340 1 004 000	\$157.50
255			01 2190 340 2 004 000	\$157.50
256	HARPER, JR MD, CHARLES Total			\$315.00
257	HEARTLAND FIRE PROTECTION	MAINTENANCE FIRE EXTINGUISHER	01 2620 430 2 001 001	\$1,374.50
258	HEARTLAND FIRE PROTECTION Total			\$1,374.50
259	HEARTLAND SEATING INC	BLEACHER MOTOR	01 2620 731 2 001 001	\$750.00
260	HEARTLAND SEATING INC Total			\$750.00
261	HELLO WOOD PRODUCTS	CLASSROOM MATERIALS	01 1100 610 1 612 005	\$87.00
262	HELLO WOOD PRODUCTS Total			\$87.00
263	HETZLER, DARBY	SIXPENCE MILEAGE	01 3541 333 1 035 000	\$78.89
264	HETZLER, DARBY Total			\$78.89
265	HIRSCHMAN, MELORA	MILEAGE 8/14-2/6/20	01 1100 333 1 001 000	\$67.91

266			01 1100 333 2 001 000	\$67.90
267	HIRSCHMAN, MELORA Total			\$135.81
268	HOFMANN PLUMBING	REPAIR LEAK	01 2620 430 2 001 002	\$175.30
269	HOFMANN PLUMBING Total			\$175.30
270	HOLIDAY INN EXPRESS	USD HONORS FESTIVAL LODGING	01 1100 580 2 202 001	\$77.00
271			01 1100 580 2 205 001	\$77.00
272	HOLIDAY INN EXPRESS Total			\$154.00
273	HOME DEPOT PRO, THE	GLOVES/HANDLE COVER	01 2610 610 1 001 000	\$202.58
274			01 2610 610 2 001 000	\$202.58
275		TRI FOLD TOWELS	01 2610 610 1 001 021	\$184.30
276	HOME DEPOT PRO, THE Total			\$589.46
277	HOME HEALTH MEDICAL	TOILET SAFETY RAIL	01 1200 610 2 004 001	\$40.00
278	HOME HEALTH MEDICAL Total			\$40.00
279	HOMETOWN LEASING	COPIES	01 1100 340 1 104 010	\$764.20
280			01 1100 340 1 201 003	\$502.09
281			01 1100 340 1 302 004	\$645.90
282			01 1100 340 1 430 014	\$1,409.64
283			01 1100 340 1 602 005	\$271.51
284			01 1100 340 1 705 008	\$669.42
285			01 1100 340 1 819 009	\$369.55
286			01 1100 340 1 904 012	\$510.27
287			01 1100 340 2 141 002	\$1,658.91
288			01 1100 340 2 209 001	\$2,206.58
289			01 1125 340 2 209 001	\$26.49
290			01 1190 610 1 163 021	\$29.41
291			01 1200 610 1 004 000	\$443.38
292			01 1200 610 2 004 000	\$443.37
293			01 1291 610 1 017 000	\$95.16
294			01 1292 610 1 017 000	\$95.15
295			01 2510 340 1 001 000	\$1,203.02
296			01 2510 340 2 001 000	\$1,203.01
297			01 2620 340 0 001 000	\$12.37
298	HOMETOWN LEASING Total			\$12,559.43
299	IDEABANK MARKETING	SOCIAL AUTO PUBLISHING	01 1100 340 1 005 000	\$62.50

300			01 1100 340 2 005 000	\$62.50
301	IDEABANK MARKETING Total			\$125.00
302	J W PEPPER, INC	MUSIC	01 1100 610 2 202 001	\$89.97
303			01 1100 610 2 207 001	\$151.89
304		SHEET MUSIC	01 1100 610 2 116 002	\$237.74
305	J W PEPPER, INC Total			\$479.60
306	KELLY SUPPLY COMPANY	HI POWER BELTS	01 2620 610 2 001 001	\$121.12
307	KELLY SUPPLY COMPANY Total			\$121.12
308	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$42.27
309			01 2152 333 1 004 021	\$42.26
310	KNIGHT, KARLA Total			\$84.53
311	KUSTOM PEST CONTROL	PEST CONTROL	01 2630 430 1 001 000	\$43.50
312			01 2630 430 1 001 003	\$29.00
313			01 2630 430 1 001 004	\$29.00
314			01 2630 430 1 001 005	\$29.00
315			01 2630 430 1 001 008	\$29.00
316			01 2630 430 1 001 009	\$29.00
317			01 2630 430 1 001 010	\$29.00
318			01 2630 430 1 001 012	\$29.00
319			01 2630 430 1 001 014	\$29.00
320			01 2630 430 1 001 021	\$29.00
321			01 2630 430 2 001 000	\$43.50
322			01 2630 430 2 001 001	\$58.00
323			01 2630 430 2 001 002	\$29.00
324	KUSTOM PEST CONTROL Total			\$435.00
325	LAKESHORE LEARNING	TRIKES AND HELMETS	01 1190 610 1 163 021	\$2,290.69
326	LAKESHORE LEARNING Total			\$2,290.69
327	LANDKAMER FLAG SALES	POW/MIA NYLON FLAG	01 1100 610 2 141 002	\$35.00
328	LANDKAMER FLAG SALES Total			\$35.00
329	LANGAN, TRACY	PARENT MILEAGE	01 2713 332 1 004 021	\$75.90
330	LANGAN, TRACY Total			\$75.90
331	LAWNCO	LAWN SERVICE	01 2630 420 1 001 000	\$3,580.91
332			01 2630 420 2 001 000	\$3,580.90
333	LAWNCO Total			\$7,161.81

334	LAWSON PRODUCTS, INC	NYLON CABLE TIES	01 2620 610 1 001 000	\$21.66
335			01 2620 610 2 001 000	\$21.66
336		RESTOCK PARTS BIN	01 2620 610 1 001 000	\$106.81
337			01 2620 610 2 001 000	\$106.80
338	LAWSON PRODUCTS, INC Total			\$256.93
339	LEADER, SHARON	STAFF MILEAGE	01 2171 333 1 004 000	\$57.42
340			01 2171 333 2 004 000	\$57.41
341	LEADER, SHARON Total			\$114.83
342	LOVE SIGNS, INC	LAMP REPLACEMENT	01 1100 340 2 141 002	\$212.00
343	LOVE SIGNS, INC Total			\$212.00
344	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$69.58
345			01 1200 333 2 004 000	\$69.57
346	LUHR, MARY Total			\$139.15
347	LUNCHTIME SOLUTIONS, INC.	COFFEE,SCONES	01 2211 610 1 901 000	\$19.99
348			01 2211 610 2 901 000	\$19.99
349			01 2214 610 1 901 000	\$19.99
350			01 2214 610 2 901 000	\$20.00
351		COOKIES AND WATER	01 2310 890 1 010 000	\$111.88
352			01 2310 890 2 010 000	\$111.88
353		COOKIES FOR WE LUNCH	01 2320 890 1 033 000	\$11.99
354			01 2320 890 2 033 000	\$11.98
355	LUNCHTIME SOLUTIONS, INC. Total			\$327.70
356	MARATHON PRESS INC	BIRTHDAY CARDS	01 2320 610 1 033 000	\$185.00
357			01 2320 610 2 033 000	\$185.00
358	MARATHON PRESS INC Total			\$370.00
359	MARRIOTT - LINCOLN NE	NASES LODGING	01 1200 580 1 004 000	\$54.00
360			01 1200 580 2 004 000	\$54.00
361	MARRIOTT - LINCOLN NE Total			\$108.00
362	MARTINEZ, ROSA	INTERPRETING	01 1150 350 1 035 014	\$43.59
363	MARTINEZ, ROSA Total			\$43.59
364	MARZANO RESEARCH	PROFICIENCY SCALES	01 1100 640 1 028 000	\$15.48
365			01 1100 640 2 028 000	\$15.47
366	MARZANO RESEARCH Total			\$30.95
367	MATHESON TRI-GAS INC.	ACETYLENE TANKS	01 1100 610 2 211 001	\$706.82

368		CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$217.66
369		FEBRUARY SUPPLIES	01 2620 610 1 001 000	\$96.09
370			01 2620 610 2 001 000	\$96.09
371	MATHESON TRI-GAS INC. Total			\$1,116.66
372	MEISINGER OIL CO	BULK OIL	01 2190 624 2 001 000	\$271.74
373			01 2650 624 1 001 000	\$113.75
374			01 2650 624 2 001 000	\$113.75
375			01 2710 624 1 001 000	\$34.76
376			01 2710 624 2 001 000	\$34.75
377			01 2712 624 1 001 000	\$63.20
378		DIESEL	01 2190 626 2 001 000	\$6,069.55
379			01 2650 626 1 001 000	\$175.93
380			01 2650 626 2 001 000	\$175.93
381			01 2710 626 1 001 000	\$967.61
382			01 2710 626 2 001 000	\$967.61
383			01 2712 626 1 001 000	\$439.82
384		NOLEAD	01 2190 626 2 001 000	\$1,529.31
385			01 2650 626 1 001 000	\$3,058.62
386			01 2650 626 2 001 000	\$3,058.63
387			01 2712 626 1 001 000	\$1,349.39
388	MEISINGER OIL CO Total			\$18,424.35
389	MENARDS	CASTER WHEELS	01 2620 610 1 001 000	\$15.96
390			01 2620 610 2 001 000	\$15.96
391		DIFFERENCE AFTER RETURN	01 2620 610 1 001 000	\$0.17
392			01 2620 610 2 001 000	\$0.16
393		DOOR SEALS	01 2620 610 1 001 004	\$15.46
394		EYE BOLT	01 2620 610 1 001 000	\$1.21
395			01 2620 610 2 001 000	\$1.20
396		EYE BOLT, HEX NUT	01 2620 610 1 001 000	\$3.59
397			01 2620 610 2 001 000	\$3.59
398		NUTS AND WASHERS	01 2620 610 1 001 021	\$5.14
399		RETURN EYE BOLT	01 2620 610 1 001 000	-\$3.00
400			01 2620 610 2 001 000	-\$2.99
401		SCRUB BRUSH	01 2610 610 1 001 000	\$15.96

402			01 2610 610 2 001 000	\$15.96
403		SHOP SUPPLIES	01 2620 610 1 001 000	\$35.80
404			01 2620 610 2 001 000	\$35.80
405		VENT PIPE AND TAPE	01 2620 610 1 001 008	\$11.42
406		WELDING SUPPLY	01 2620 610 1 001 000	\$11.98
407			01 2620 610 2 001 000	\$11.98
408	MENARDS Total			\$195.35
409	MIDWEST SPECIAL SERVICES,	TRANSPORTATION A. DEDERMAN	01 2712 350 2 001 000	\$950.04
410	MIDWEST SPECIAL SERVICES, Total			\$950.04
411	MILLER, AMY	CONTRACTED PT SERVICES	01 2171 320 1 004 000	\$3,514.50
412			01 2171 320 2 004 000	\$165.00
413			01 2171 333 2 004 000	\$5.87
414			01 2171 334 1 004 000	\$87.75
415			01 2172 320 1 004 000	\$1,534.50
416			01 2172 334 1 004 000	\$34.85
417			01 2173 320 1 004 000	\$1,468.50
418			01 2173 334 1 004 000	\$23.06
419	MILLER, AMY Total			\$6,834.03
420	MILLER, TIM	LUNCH/DINNER BBG, HONOR BAND	01 2190 580 2 001 001	\$13.77
421	MILLER, TIM Total			\$13.77
422	MODEL ELECTRIC INC	DOOR OPERATOR CHANGED JH	01 2620 430 2 001 002	\$96.00
423	MODEL ELECTRIC INC Total			\$96.00
424	MYERS, YAJAIRA	INTERPRETING	01 1150 350 1 035 003	\$95.10
425	MYERS, YAJAIRA Total			\$95.10
426	NAPA OF NORFOLK	BATTERY FOR MINI BUS 37H	01 2712 610 1 001 000	\$237.38
427		BELT FOR BUS #28	01 2710 610 1 001 000	\$47.82
428			01 2710 610 2 001 000	\$47.82
429		BELTS	01 2650 610 1 001 000	\$107.25
430			01 2650 610 2 001 000	\$107.25
431		TRACTOR BATTERY	01 2630 610 1 001 000	\$73.10
432			01 2630 610 2 001 000	\$73.10
433	NAPA OF NORFOLK Total			\$693.72
434	NASN	NASN MEMBERSHIP	01 2130 810 1 035 000	\$250.00
435			01 2130 810 2 035 000	\$250.00

436	NASN Total			\$500.00
437	NATHAN, MARK	MEALS-WRESTLING	01 2190 580 2 001 001	\$25.31
438	NATHAN, MARK Total			\$25.31
439	NCS PEARSON	INTERACTIVE TEST FORMS	01 2141 610 1 014 000	\$106.65
440			01 2141 610 2 014 000	\$106.65
441			01 2142 610 1 014 000	\$23.70
442		TESTING MATERIALS	01 2151 610 1 024 000	\$428.93
443		01 2151 610 2 024 000	\$142.00	
444	NCS PEARSON Total			\$807.93
445	NCSA	CONFERENCE REGISTRATION	01 2660 580 1 901 000	\$262.50
446			01 2660 580 2 901 000	\$262.50
447		MARY LUHR REGISTRATION	01 1200 330 1 004 000	\$62.50
448		01 1200 330 2 004 000	\$62.50	
449	NCSA Total			\$650.00
450	NEBRASKA ASSOCIATION OF	ANNUAL MEMBERSHIP DUES	01 2310 810 1 033 000	\$4,122.00
451			01 2310 810 2 033 000	\$4,122.00
452	NEBRASKA ASSOCIATION OF Total			\$8,244.00
453	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 622 1 001 000	\$3,707.28
454			01 2610 622 1 001 003	\$2,855.16
455			01 2610 622 1 001 004	\$2,367.16
456			01 2610 622 1 001 005	\$1,910.98
457			01 2610 622 1 001 008	\$1,713.92
458			01 2610 622 1 001 009	\$1,898.84
459			01 2610 622 1 001 010	\$1,457.68
460			01 2610 622 1 001 014	\$7,916.74
461			01 2610 622 2 001 000	\$3,707.27
462			01 2610 622 2 001 001	\$43,072.79
463			01 2610 622 2 001 002	\$10,634.20
464	NEBRASKA PUBLIC POWER Total			\$81,242.02
465	NEW VICTORIAN INN & SUITES	DOANE HONOR CHOIR LODGING	01 1100 580 2 207 001	\$229.97
466	NEW VICTORIAN INN & SUITES Total			\$229.97
467	NLAF	BANK FEES	01 2510 340 1 001 000	\$15.48
468			01 2510 340 2 001 000	\$15.47
469	NLAF Total			\$30.95

470	NMG LLC DBA NORFOLK WORKS	DOT PHYSICAL/BREATH ALCOHOL	01 2570 890 1 001 000	\$187.50
471			01 2570 890 2 001 000	\$187.50
472	NMG LLC DBA NORFOLK WORKS Total			\$375.00
473	NORFOLK DAILY NEWS	ADVERTISING 1/1-1/31/20	01 2210 540 1 901 000	\$213.56
474			01 2210 540 2 901 000	\$213.56
475			01 2310 540 1 001 000	\$11.32
476			01 2310 540 2 001 000	\$11.31
477			01 2510 540 1 001 000	\$94.99
478			01 2510 540 2 001 000	\$94.99
479	NORFOLK DAILY NEWS Total			\$639.73
480	NORFOLK FAMILY COALITION	RACHAEL'S CHALLENGE	01 2214 340 1 901 000	\$300.00
481			01 2214 340 2 901 000	\$300.00
482	NORFOLK FAMILY COALITION Total			\$600.00
483	NORFOLK NOW MAGAZINE	2020 MAGAZINE AD	01 2310 540 1 010 000	\$475.00
484			01 2310 540 2 010 000	\$475.00
485	NORFOLK NOW MAGAZINE Total			\$950.00
486	NORFOLK SENIOR HIGH SCHOOL	JAZZ FESTIVAL REG. REIMB	01 1100 810 2 202 001	\$225.00
487			01 1100 810 2 207 001	\$225.00
488	NORFOLK SENIOR HIGH SCHOOL Total			\$450.00
489	NORFOLK WINSUPPLY	FAUCET	01 2620 610 1 001 014	\$46.45
490		FILTERS	01 2620 610 2 001 001	\$562.80
491		SPRAYER HOSE	01 2620 610 1 001 000	\$49.82
492			01 2620 610 2 001 000	\$49.81
493		WATER HEATER ELEMENT	01 2620 610 1 001 000	\$12.55
494			01 2620 610 2 001 000	\$12.55
495		WATER SAVER KIT	01 2620 430 2 001 002	\$69.40
496	NORFOLK WINSUPPLY Total			\$803.38
497	NORTHEAST NE REGIONAL DEAF	K. BLANK SUB. TEACHER	01 1200 121 1 004 000	\$682.00
498		SOCIAL SECURITY	01 1200 221 1 004 000	\$52.19
499	NORTHEAST NE REGIONAL DEAF Total			\$734.19
500	NPS SUBSIDIARY	SUPPLIES #49	01 2220 610 1 423 014	\$17.97
501		7TH/8TH GRADE JAZZ BAND	01 1100 810 2 117 002	\$300.00
502		AFE/K SHERMAN/CABINETS #27	01 2310 610 1 001 000	\$250.00
503			01 2310 610 2 001 000	\$250.00

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AFE/S CLAUSSEN #8	01 2310 610 1 001 000	\$25.00
	01 2310 610 2 001 000	\$25.00
AMAZON-CLASSROOM SUPPLIES #28	01 1100 610 2 211 001	\$189.72
AMAZON-PAPER #28	01 2410 610 2 209 001	\$13.89
AMAZON--PROJECTOR BULB #28	01 2410 610 2 209 001	\$88.94
AMAZON-SUPPLIES #28	01 1100 610 2 211 001	\$200.36
	01 1100 610 2 225 001	\$51.75
AMAZON-SUPPLIES #43	01 2410 610 1 201 003	\$135.79
ARCHITECT COPIES #2	01 2510 610 1 001 000	\$5.82
	01 2510 610 2 001 000	\$5.82
ART SUPPLIES #49	01 1100 610 1 416 014	\$113.70
BACKGROUND CHECKS #8	01 2510 340 1 001 000	\$3.00
	01 2510 340 2 001 000	\$3.00
BALLOONS FOR DISTINGUISHED	01 2310 610 1 010 000	\$23.00
	01 2310 610 2 010 000	\$23.00
BASKET #46	01 1100 610 1 809 009	\$45.91
BATTERIES	01 1100 610 1 904 012	\$8.98
BOE DINNER 1/13/20 #3	01 2310 890 1 033 000	\$51.74
	01 2310 890 2 033 000	\$51.74
BOE SUPPLIES #24	01 2310 610 1 001 000	\$28.92
	01 2310 610 2 001 000	\$28.92
BOOKS #49	01 2220 640 1 423 014	\$53.30
BOOKS & PERIODICALS	01 1100 640 1 904 012	\$17.99
BOOKS & PERIODICALS #49	01 6200 640 1 028 014	\$40.00
BUILDING SUPPLIES #11	01 1190 610 1 163 021	\$267.04
BUS PARTS #9	01 2710 610 1 001 000	\$34.85
	01 2710 610 2 001 000	\$34.84
CABLE BOXES	01 2510 340 1 001 000	\$2.76
	01 2510 340 2 001 000	\$2.76
	01 2670 340 1 035 000	\$2.76
	01 2670 340 2 035 000	\$2.77
CABLE SERVICE	01 1125 340 2 209 001	\$15.89
	01 2410 340 2 209 001	\$11.89
CANNED AIR #42	01 1100 610 1 104 010	\$8.89

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CARTRIDGE WORLD-TONER #31	01 1100 610 2 211 001	\$137.97
CELL PHONES	01 2670 382 1 035 000	\$174.18
	01 2670 382 2 035 000	\$174.18
	01 2710 382 1 001 000	\$170.20
	01 2710 382 2 001 000	\$170.20
	01 3541 382 1 035 000	\$160.36
	01 6910 530 1 035 000	\$53.95
	01 6968 530 1 001 014	\$34.99
	01 6968 530 2 001 002	\$34.99
CHAMBER MEETING LUNCH #1	01 2320 890 1 033 000	\$5.00
	01 2320 890 2 033 000	\$5.00
CLASSROOM SUPPLIES #48	01 1100 610 1 915 012	\$99.00
COLORED PENCILS #32	01 1100 610 2 137 002	\$29.85
COLT MEETING LUNCH 1/9/20 #3	01 2320 890 1 033 000	\$14.94
	01 2320 890 2 033 000	\$14.94
CULINARY ACADEMY ITEMS #22	01 6700 731 2 028 001	\$2,038.57
DEPENDENT/HEALTHCARE	01 2510 340 1 001 000	\$299.45
	01 2510 340 2 001 000	\$299.45
DESIGN SCIENCE #26	01 1100 610 2 212 001	\$319.60
DIRECTOR INTERVIEW SUPPLIES #3	01 2320 890 1 033 000	\$6.99
	01 2320 890 2 033 000	\$6.99
DOT CLEARING HOUSE #9	01 2620 430 1 001 000	\$93.75
	01 2620 430 2 001 000	\$93.75
EBAY-BOOKS #26	01 1100 610 2 225 001	\$46.40
ELECTRICITY	01 2610 622 1 001 012	\$1,929.81
	01 2610 622 1 001 021	\$1,408.67
ENVELOPES #48	01 1100 610 1 904 012	\$49.35
FAN ACTIVITY #37	01 3541 610 1 035 000	\$181.00
FLIGHTS TO ATLANTA #2	01 6200 580 1 028 009	\$403.80
GENERAL SUPPLIES #36	01 2151 610 1 024 000	\$819.70
GENERAL SUPPLIES #46	01 1100 610 1 802 009	\$21.48
	01 1200 610 1 020 009	\$314.98
	01 2120 610 1 816 009	\$71.80
HAND SANITIZER #49	01 1100 610 1 430 014	\$56.73

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HEADPHONES #44	01 1100 734 1 302 004	\$73.98
HEALTH OFFICE SUPPLIES #49	01 2130 610 1 425 014	\$58.62
HY-VEE- CAREER DAY SUPPLIES	01 1115 610 2 257 001	\$33.89
INTERVIEW/FINANCE MEALS #24	01 2510 890 1 001 000	\$59.75
	01 2510 890 2 001 000	\$59.74
KITCHEN SUPPLIES #2	01 2320 890 1 033 000	\$15.95
	01 2320 890 2 033 000	\$15.95
KITCHEN SUPPLIES #24	01 2510 610 1 001 000	\$32.21
	01 2510 610 2 001 000	\$32.20
LAMINATING FILM #11	01 1190 610 1 163 021	\$98.90
LIFE MGMT SUPPLIES #32	01 1100 610 2 111 002	\$78.00
LIFE PROGRAM SUPPLIES #32	01 1200 610 2 195 002	\$331.45
LIGHT SHADES #42	01 2120 610 1 123 010	\$83.39
LISTENING LUNCH #3	01 2320 890 1 033 000	\$75.97
	01 2320 890 2 033 000	\$75.96
LPP PHONES	01 2510 382 1 001 021	\$97.20
MEALS FOR PBIS #20	01 2670 580 1 035 000	\$33.16
	01 2670 580 2 035 000	\$33.16
	01 6310 580 1 028 000	\$33.15
	01 6310 580 2 028 000	\$33.16
MENARDS-CABINETS #26	01 2410 610 2 209 001	\$28.68
MENARDS-SUPPLIES #27	01 1100 610 2 208 001	\$10.10
MONROE SYSTEMS-RIBBONS#26	01 2410 610 2 209 001	\$35.40
NAME PLATES	01 2510 610 1 001 000	\$13.43
	01 2510 610 2 001 000	\$13.43
NASRO MEMBERSHIP #12	01 2410 810 2 141 002	\$40.00
NCSA MEETING PARKING #4	01 2510 580 1 001 000	\$1.88
	01 2510 580 2 001 000	\$1.87
NETA REGISTRATION #36	01 1200 330 1 004 000	\$84.50
	01 1200 330 2 004 000	\$84.50
NSBA DUES #31	01 1100 810 2 202 001	\$259.00
OWL PELLETS #49	01 1100 610 1 407 014	\$379.85
PARKING FEES @ NASES #20	01 1200 580 1 004 000	\$8.13
	01 1200 580 2 004 000	\$8.12

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PBIS TRAINING LUNCH #50	01 2410 580 1 904 012	\$13.70
PE SUPPLIES #32	01 1100 610 2 143 002	\$62.94
PHOTOS #42	01 1100 610 1 104 010	\$43.30
PIZZA LAB SUPPLIES #32	01 1100 610 2 111 002	\$117.27
PIZZA LISTENING LUNCH	01 2320 890 1 033 000	\$45.00
	01 2320 890 2 033 000	\$45.00
POSTAGE #42	01 2410 531 1 104 010	\$147.29
POSTAGE #47	01 2410 531 1 704 008	\$110.00
PRI LINES	01 2510 382 1 001 000	\$442.93
	01 2510 382 2 001 000	\$442.92
RECIRCULATING PUMP #9	01 2710 610 1 001 000	\$328.69
	01 2710 610 2 001 000	\$328.68
SENSORY SUPPLIES #49	01 2120 610 1 404 014	\$36.97
SHREDDING SERVICE	01 1100 340 1 201 003	\$35.00
	01 2410 340 2 209 001	\$35.00
SILLY PUTTY #32	01 1100 610 2 137 002	\$32.09
SPREADER #9	01 2630 610 1 001 000	\$65.00
	01 2630 610 2 001 000	\$64.99
STAMPED ADDRESSED ENVELOPES #5	01 2410 531 2 209 001	\$3,715.55
STAMPS #29	01 2410 531 2 209 001	\$85.00
SUPPLIES #28	01 1100 610 2 202 001	\$7.85
SUPPLIES #29	01 1100 610 2 225 001	\$21.07
	01 1100 610 2 227 001	\$49.90
SUPPLIES #32	01 1200 610 2 194 002	\$121.26
	01 1200 610 2 195 002	\$30.16
SUPPLIES #36	01 1200 610 1 004 000	\$18.50
	01 1200 610 2 004 000	\$18.50
	01 2151 610 1 004 012	\$20.12
SUPPLIES #37	01 1190 610 1 163 021	\$53.98
	01 3541 610 1 035 000	\$10.00
SUPPLIES #42	01 1100 610 1 104 010	\$196.26
	01 1100 610 1 127 010	\$23.89
	01 1100 610 1 128 010	\$224.67
SUPPLIES #44	01 1100 610 1 300 004	\$4.49

640		01 1100 610 1 305 004	\$4.50	
641		01 1100 610 1 313 004	\$13.49	
642		01 1200 610 1 353 004	\$191.08	
643	SUPPLIES #45	01 1100 610 1 602 005	\$197.07	
644	SUPPLIES #8	01 2211 610 1 901 000	\$12.13	
645		01 2211 610 2 901 000	\$12.12	
646	TEACHING SUPPLIES #28	01 2211 610 2 901 000	\$500.00	
647		01 2410 610 2 209 001	\$453.19	
648	TECHNOLOGY CONFERENCE #43	01 2213 330 1 201 003	\$338.00	
649	TECHNOLOGY RELATED HARDWARE 33	01 1100 734 1 005 003	\$15.81	
650	TELEPHONE	01 2510 382 1 001 000	\$75.70	
651		01 2510 382 2 001 000	\$75.70	
652		01 2510 382 2 001 001	\$688.04	
653		01 2510 382 2 001 002	\$724.65	
654	TEMPERATURE GUN #49	01 1100 610 1 430 014	\$15.99	
655	TESTMOZ TESTING MATERIALS #32	01 1100 610 2 107 002	\$25.00	
656	TRAVEL #15	01 1100 890 1 028 000	\$0.91	
657		01 6200 580 1 028 009	\$829.74	
658	TRI-COLOR NOTEPAD #48	01 1100 610 1 904 012	\$41.04	
659	WALMART-CLASSROOM SUPPLIES #26	01 1200 610 2 293 001	\$44.99	
660	WALMART-SUPPLIES #27	01 1100 610 2 211 001	\$112.86	
661	WALMART-SUPPLIES #43	01 2120 610 1 222 003	\$7.90	
662	WORLD DRUMMING DRUMS #49	01 1100 610 1 415 014	\$311.15	
663	XSOLLA #32	01 2410 610 2 141 002	\$78.61	
664	YOUTH TASK FORCE #8	01 2211 610 1 901 000	\$263.87	
665		01 2211 610 2 901 000	\$263.87	
666		01 2214 610 1 901 000	\$263.86	
667		01 2214 610 2 901 000	\$263.85	
668	NPS SUBSIDIARY Total		\$27,327.50	
669	O'BANION PAINTING	PAINTING IN LIBRARY TECH ROOM	01 2620 430 2 001 002	\$476.00
670	O'BANION PAINTING Total		\$476.00	
671	OHL, CASSIE	PBIS TRAINING MEAL	01 2141 580 1 014 000	\$15.43
672		STAFF MILEAGE	01 2141 333 1 014 000	\$33.64
673	OHL, CASSIE Total		\$49.07	

674	O'KEEFE ELEVATOR COMPANY,	ELEVATOR MAINTENANCE CONTRACT	01 2620 430 1 001 004	\$248.00
675			01 2620 430 1 001 014	\$248.00
676			01 2620 430 2 001 001	\$248.00
677			01 2620 430 2 001 002	\$248.00
678	O'KEEFE ELEVATOR COMPANY, Total			\$992.00
679	OMAHA WORLD HERALD	ADVERTISING	01 2210 540 1 901 000	\$2,635.00
680			01 2210 540 2 901 000	\$2,635.00
681	OMAHA WORLD HERALD Total			\$5,270.00
682	ONE CALL CONCEPTS, INC	DIGGERS HOTLINE	01 2620 430 1 001 000	\$0.58
683			01 2620 430 2 001 000	\$0.57
684	ONE CALL CONCEPTS, INC Total			\$1.15
685	ONE OFFICE SOLUTION	CRTDG,TAPE	01 2214 610 1 901 000	\$15.08
686			01 2214 610 2 901 000	\$15.07
687	ONE OFFICE SOLUTION Total			\$30.15
688	OPPLIGER, ANDREA	PARENT MILEAGE	01 2713 332 1 004 021	\$57.96
689	OPPLIGER, ANDREA Total			\$57.96
690	PARRA, PAOLA	INTERPRETING	01 1150 350 1 035 004	\$99.06
691			01 1150 350 1 035 014	\$48.34
692			01 1150 350 2 035 001	\$47.55
693	PARRA, PAOLA Total			\$194.95
694	PENA, MARISELA	PARENT MILEAGE	01 2712 332 1 004 000	\$80.42
695	PENA, MARISELA Total			\$80.42
696	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$4,248.51
697	PERMA BOUND Total			\$4,248.51
698	PFEIL, JEANNIE	ACTIVITY WORKER	01 2190 120 2 001 000	\$268.25
699	PFEIL, JEANNIE Total			\$268.25
700	PFEIL, JOHN	ACTIVITY WORKER	01 2190 120 2 001 000	\$268.25
701	PFEIL, JOHN Total			\$268.25
702	PFEIL, KARY	SIXPENCE JOB COACH 02/20	01 3541 340 1 035 000	\$1,250.00
703	PFEIL, KARY Total			\$1,250.00
704	PORTILLO, TANIA	PARENT MILEAGE	01 2713 332 1 004 021	\$148.35
705	PORTILLO, TANIA Total			\$148.35
706	PRESENCE LEARNING	SPEECH THERAPY SERVICES	01 2151 320 1 004 000	\$18,059.79
707	PRESENCE LEARNING Total			\$18,059.79

708	PRIME COMMUNICATIONS	GENETREC ADVANTAGE RENEWAL	01 1100 340 1 005 000	\$4,643.00
709			01 1100 340 2 005 000	\$4,643.00
710	PRIME COMMUNICATIONS Total			\$9,286.00
711	PRIME SANITATION SERVICE	SANITATION SERVICES	01 2610 420 1 001 000	\$1,950.00
712			01 2610 420 2 001 000	\$1,950.00
713	PRIME SANITATION SERVICE Total			\$3,900.00
714	PRO-ED	EVALUATION TOOLS	01 1291 610 1 004 021	\$261.25
715			01 1292 610 1 004 021	\$261.25
716	PRO-ED Total			\$522.50
717	PROQUEST, LLC	MS LIBRARY SUBSCRIPTION	01 2220 734 1 423 014	\$1,285.44
718	PROQUEST, LLC Total			\$1,285.44
719	PURELAND SUPPLY	BULB	01 1100 731 1 430 014	\$83.43
720		LAMP	01 2220 610 2 106 002	\$70.65
721		LAMP REPLACEMENT	01 1100 731 1 430 014	\$70.65
722	PURELAND SUPPLY Total			\$224.73
723	QUALITY INN	LODGING FOR HONOR	01 1100 580 2 202 001	\$169.20
724			01 1100 580 2 207 001	\$169.20
725	QUALITY INN Total			\$338.40
726	QUILL CORPORATION	WHITE BOARD	01 1100 610 1 430 014	\$143.56
727	QUILL CORPORATION Total			\$143.56
728	RASMUSSEN MECHANICAL	DUCT HEATER REPLACEMENT	01 2620 430 2 001 001	\$4,463.00
729		INSTALLED NEW BELTS AND SWITCH	01 2620 430 1 001 014	\$1,009.11
730		INSTALLED NEW MOTOR	01 2620 430 1 001 014	\$548.60
731		MS HEAT PUMP	01 2620 430 1 001 014	\$9,794.00
732		REPAIRED AIR FLOW	01 2620 430 2 001 001	\$1,229.00
733		REPLACED FAN MOTOR&CAPACITOR	01 2620 430 2 001 001	\$1,004.15
734		REPLACED IGNITION MODULE	01 2620 430 1 001 008	\$1,157.22
735		REPLACED WIRE	01 2620 430 2 001 002	\$775.40
736		RTU 1 CONTROLS CHECKED OUT	01 2620 430 1 001 009	\$643.60
737	RASMUSSEN MECHANICAL Total			\$20,624.08
738	REALLY GOOD STUFF	BOOK BASKETS, DESK TOP	01 1100 610 1 215 003	\$83.97
739		PRIVACY SHIELD BK	01 1100 610 1 223 003	\$91.98
740	REALLY GOOD STUFF Total			\$175.95
741	RICH, JACOB	ACTIVITY WORKER	01 2190 120 2 001 000	\$85.56

742	RICH, JACOB Total			\$85.56
743	RIZZO, DIANA	MILEAGE	01 2713 332 1 004 021	\$62.64
744	RIZZO, DIANA Total			\$62.64
745	ROCHA, ANGELICA	INTERPRETING	01 1150 350 1 035 014	\$95.10
746	ROCHA, ANGELICA Total			\$95.10
747	SAFESIDE SHREDDING	64 GAL CONTAINER	01 2223 340 1 302 004	\$35.00
748	SAFESIDE SHREDDING Total			\$35.00
749	SCHOLASTIC INC.	569.25	01 1100 610 1 407 014	\$569.25
750		BOOKS	01 6200 640 1 028 012	\$431.00
751		SCHOLASTIC NEWS	01 1200 610 1 491 014	\$63.25
752	SCHOLASTIC INC. Total			\$1,063.50
753	SCHUMACHER, EMILY	MILEAGE FROM 2/3-2/28/20	01 2710 332 1 001 000	\$236.64
754	SCHUMACHER, EMILY Total			\$236.64
755	SERVICEMASTER OF NORFOLK	CUSTODIAL/CLEANING	01 2610 420 1 001 005	\$1,927.00
756			01 2610 420 1 001 010	\$4,480.00
757			01 2610 420 1 001 021	\$2,646.20
758	SERVICEMASTER OF NORFOLK Total			\$9,053.20
759	SID #1	WATER/SEWER WP	01 2610 410 1 001 012	\$84.84
760	SID #1 Total			\$84.84
761	SISSON, MELISSA	PARENT MILEAGE	01 2713 332 1 004 021	\$66.70
762	SISSON, MELISSA Total			\$66.70
763	SONOVA USA INC	STUDENT SUPPLIES	01 2151 610 2 004 002	\$2,626.99
764	SONOVA USA INC Total			\$2,626.99
765	SPAULDING, DANA	LUNCH-WRESTLING	01 2190 580 2 001 001	\$9.31
766	SPAULDING, DANA Total			\$9.31
767	STANDARD BATTERY, INC	BATTERIES FOR CARPET EXTRACTOR	01 2610 610 2 001 001	\$919.80
768	STANDARD BATTERY, INC Total			\$919.80
769	SUNDERMAN, PRESTON	GOOGLE PIXEL SLATE	01 6969 734 2 028 000	\$473.70
770	SUNDERMAN, PRESTON Total			\$473.70
771	SUPER DUPER PUBLICATIONS	TESTING MATERIALS	01 2151 610 1 024 000	\$174.00
772			01 2151 610 2 024 000	\$58.00
773	SUPER DUPER PUBLICATIONS Total			\$232.00
774	SYNCB/AMAZON	BOOKS	01 2220 640 1 030 000	\$74.06
775		GENERAL SUPPLIES	01 1200 610 1 823 009	\$144.52

776			01 2410 610 1 802 009	\$29.98
777		WHITE BOARD	01 2510 731 1 001 000	\$121.25
778			01 2510 731 2 001 000	\$121.24
779	SYNCB/AMAZON Total			\$491.05
780	TEACHER DIRECT	KDG/GENERAL ALLOWED BUDGET	01 1100 610 1 124 010	\$30.71
781		SUPPLIES	01 1100 610 1 702 008	\$181.14
782	TEACHER DIRECT Total			\$211.85
783	THELEN, SHAROLYN	MILEAGE TO ESU 10 KEARNEY	01 6310 333 1 028 000	\$87.40
784			01 6310 333 2 028 000	\$87.40
785	THELEN, SHAROLYN Total			\$174.80
786	TOPP, REBECCA	STAFF MILEAGE	01 1200 333 1 004 000	\$47.87
787			01 1200 333 2 004 000	\$47.87
788	TOPP, REBECCA Total			\$95.74
789	TRUCK CENTER COMPANIES	REPAIRS TO BUS 15H	01 2712 430 1 001 000	\$10.96
790		REPAIRS TO COACH BUS 9524	01 2710 430 1 001 000	\$862.15
791			01 2710 430 2 001 000	\$862.15
792	TRUCK CENTER COMPANIES Total			\$1,735.26
793	UNIVERSITY OF NEBRASKA-	EMBRYOLOGY UNIT	01 1150 610 1 256 003	\$25.00
794	UNIVERSITY OF NEBRASKA- Total			\$25.00
795	VIERGUTZ, BOB	STAFF MILEAGE	01 1100 333 2 001 000	\$61.15
796	VIERGUTZ, BOB Total			\$61.15
797	VOYAGER SORIS LEARNING	BOOKS & PERIODICALS	01 6200 640 1 028 014	\$327.64
798		BOOKS & PERIODICALS CREDIT	01 6200 640 1 028 014	-\$327.64
799		REWARDS	01 6200 640 1 028 000	\$611.00
800		STUDENT WORKBOOKS	01 6200 640 1 028 000	\$164.92
801			01 6200 640 2 028 000	\$164.92
802	VOYAGER SORIS LEARNING Total			\$940.84
803	WAYNE STATE COLLEGE	REGISTRATION FEE	01 1100 810 2 116 002	\$80.00
804	WAYNE STATE COLLEGE Total			\$80.00
805	WINNERS CIRCLE	AFE/S CLAUSSEN	01 2310 610 1 001 000	\$27.75
806			01 2310 610 2 001 000	\$27.75
807	WINNERS CIRCLE Total			\$55.50
808	WOODMASTER TOOLS, INC	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$111.00
809	WOODMASTER TOOLS, INC Total			\$111.00

810	YOUNG, MELINN	NORFOLK/OMAHA ROUND TRIP	01 6200 580 1 028 009	\$168.60
811	YOUNG, MELINN Total			\$168.60
812	ZONE PAYROLL ACCOUNT, THE	INDEP CONTRACTOR LISA GEARY	01 6968 340 1 001 014	\$423.00
813		INDEP CONTRACTOR MICHELLE	01 6968 340 2 001 002	\$355.88
814		M RODRIGUEZ HERNANDEZ	01 6968 340 2 001 002	\$285.66
815	ZONE PAYROLL ACCOUNT, THE Total			\$1,064.54
816	Grand Total			\$369,790.65
817				
818				
819	<u>NUTRITION FUND</u>			
820	CENTRAL RESTAURANT	CAMCART,FOOD BAR,TRAY SLIDE	02 3100 731 1 001 000	\$1,368.50
821			02 3100 731 2 001 000	\$1,368.50
822		DISHWASHING GLOVE AND SHIPPING	02 3100 731 1 001 000	\$323.81
823			02 3100 731 2 001 000	\$323.80
824		KITCHEN SUPPLIES	02 3100 610 1 001 000	\$369.34
825			02 3100 610 2 001 000	\$369.33
826		NAVY AND GRAY CAMCARTS	02 3100 731 1 001 000	\$1,499.00
827			02 3100 731 2 001 000	\$1,499.00
828		RUBBERMAID BEV CONT 3 GAL	02 3100 610 1 001 000	\$16.85
829			02 3100 610 2 001 000	\$16.84
830	CENTRAL RESTAURANT Total			\$7,154.97
831	LUNCHTIME SOLUTIONS, INC.	FRUIT/VEGETABLES	02 3100 340 0 001 000	\$2,033.70
832		JAN 2020 BILLING	02 3100 340 1 001 000	\$123,825.33
833			02 3100 340 2 001 000	\$123,825.32
834		PRESCHOOL ADULT	02 3100 340 1 001 021	\$2,895.11
835			02 3100 340 2 001 000	\$2,895.10
836		PRESCHOOL SNACKS AUG-DEC.	02 3100 340 1 001 021	\$840.48
837			02 3100 340 2 001 000	\$840.48
838		SMALLWARES	02 3100 610 1 001 000	\$172.21
839			02 3100 610 1 001 014	\$323.97
840			02 3100 610 1 001 021	\$90.80
841		02 3100 610 2 001 000	\$172.20	
842		02 3100 610 2 001 001	\$424.05	
843	LUNCHTIME SOLUTIONS, INC. Total			\$258,338.75

844	MAJOR REFRIGERATION	ADJ ON TEMP CONTROLLER	02 3100 340 1 001 009	\$60.00
845	MAJOR REFRIGERATION Total			\$60.00
846	Grand Total			\$265,553.72
847				
848				
849	COOPERATIVE FUND			
850	BARNES, ALECIA	SPRING FLING INTERPRETING	04 1200 340 2 004 000	\$295.80
851	BARNES, ALECIA Total			\$295.80
852	BESSMER, JARED	SPRING FLING	04 1200 340 2 004 000	\$491.05
853	BESSMER, JARED Total			\$491.05
854	BEYER, THOMAS	SPRING FLING INTERPRETER	04 1200 340 2 004 000	\$372.50
855	BEYER, THOMAS Total			\$372.50
856	BOYS TOWN NAT'L RES	EIPA VIDEO CONFERENCE 2/8/20	04 1200 330 1 004 000	\$112.50
857			04 1200 330 2 004 000	\$112.50
858	BOYS TOWN NAT'L RES Total			\$225.00
859	CURREN, DILLON	NERP SPRING FLING MILEAGE	04 1200 333 2 004 000	\$128.80
860	CURREN, DILLON Total			\$128.80
861	FIRST CHOICE FOOD	SPRING FLING CATERING	04 1200 350 2 004 000	\$907.75
862	FIRST CHOICE FOOD Total			\$907.75
863	HANSEN, ERIKA	SPRING FLING NURSE	04 1200 340 2 004 000	\$603.30
864	HANSEN, ERIKA Total			\$603.30
865	HIGH, ZACH	SPRING FLING PRESENTER	04 1200 340 2 004 000	\$138.45
866	HIGH, ZACH Total			\$138.45
867	HITZ, VALERIE DEE	SPRING FLING PRESENTER	04 1200 340 2 004 000	\$247.65
868	HITZ, VALERIE DEE Total			\$247.65
869	HOLIDAY INN EXPRESS-	SPRING FLING HOTEL	04 1200 580 2 004 000	\$480.00
870	HOLIDAY INN EXPRESS- Total			\$480.00
871	INTERP4U, LLC	SPRING FLING INTERPRETER	04 1200 340 2 004 000	\$550.00
872	INTERP4U, LLC Total			\$550.00
873	KLEIN, CARRE	MILEAGE	04 1200 333 1 004 000	\$754.69
874			04 1200 333 2 004 000	\$754.69
875	KLEIN, CARRE Total			\$1,509.38
876	LUNCHTIME SOLUTIONS, INC.	MILK	04 1200 340 2 004 000	\$80.00
877	LUNCHTIME SOLUTIONS, INC. Total			\$80.00

878	McCLURE, SARAH	SPRING FLING INTERPRETER	04 1200 340 2 004 000	\$536.08
879	McCLURE, SARAH Total			\$536.08
880	NORTHEAST COMMUNITY	EIPA VIDEO CONFERENCE 2/8/20	04 1200 810 1 004 000	\$40.00
881			04 1200 810 2 004 000	\$40.00
882		LLLC RENTAL WORKSHOP MRP	04 1200 810 2 004 000	\$32.50
883		LLLC -RENTAL WORKSHOP MRP	04 1200 810 1 004 000	\$32.50
884	NORTHEAST COMMUNITY Total			\$145.00
885	NPS GENERAL FUND	1/1/20 SUBS K. FROWICK AND	04 1200 340 1 004 000	\$274.55
886			04 1200 340 2 004 000	\$274.55
887		POSTAGE FOR MONTHLY INVOICES	04 1200 531 1 004 000	\$4.85
888			04 1200 531 2 004 000	\$4.85
889		SEP. SIGN LANG SUBS	04 1200 340 1 004 000	\$285.32
890			04 1200 340 2 004 000	\$285.31
891	NPS GENERAL FUND Total			\$1,129.43
892	NPS SUBSIDIARY	ART SUPPLIES #35	04 1200 610 1 004 000	\$156.34
893			04 1200 610 2 004 000	\$156.33
894		ARTS FEST SUPPLIES #35	04 1200 610 1 004 000	\$44.94
895		BUILD & PAINT CARS #35	04 1200 610 2 004 000	\$248.73
896		CATERING #35	04 1200 610 2 004 000	\$1,017.08
897		EIPA PREHIRE #35	04 1200 531 2 004 000	\$12.77
898		LODGING #35	04 1200 580 1 004 000	\$109.95
899			04 1200 580 2 004 000	\$184.95
900		PIZZA #35	04 1200 610 2 004 000	\$90.00
901		POSTAGE EIPA #35	04 1200 531 1 004 000	\$6.21
902			04 1200 531 2 004 000	\$6.20
903		SPRING FLING #35	04 1200 610 2 004 000	\$127.71
904		SPRING FLING #35	04 1200 610 2 004 000	\$30.06
905	SPRING FLING COSCO #35	04 1200 610 2 004 000	\$124.55	
906	NPS SUBSIDIARY Total			\$2,315.82
907	PETERSEN, ROXANNE	NERP SPRING FLING MILEAGE	04 1200 333 2 004 000	\$142.60
908		SPRING FLING INTERPRETER	04 1200 340 2 004 000	\$225.00
909	PETERSEN, ROXANNE Total			\$367.60
910	TUBERT, SARAH	SPRING FLING	04 1200 340 2 004 000	\$500.00
911	TUBERT, SARAH Total			\$500.00

912	WEYERS, CARLY	NERP SPRING FLING MILEAGE	04 1200 333 2 004 000	\$173.65
913	WEYERS, CARLY Total			\$173.65
914	Grand Total			\$11,197.26

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917 **DEPRECIATION FUND**

918	KPE	CONSULTING SERVICES	06 2900 340 1 001 000	\$3,460.83
919			06 2900 340 2 001 000	\$3,460.82
920	KPE Total			\$6,921.65
921	MOTOR COACH INDUSTRIES	2012 MCI 55 PASSENGER BUS	06 2900 732 1 001 000	\$127,500.00
922			06 2900 732 2 001 000	\$127,500.00
923	MOTOR COACH INDUSTRIES Total			\$255,000.00
924	Grand Total			\$261,921.65

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927 **SPECIAL BUILDING FUND**

928	JEO ENGINEERING	PARKING LOT IMPROVEMENTS	08 2515 340 1 001 000	\$12,530.75
929			08 2515 340 2 001 000	\$12,530.75
930	JEO ENGINEERING Total			\$25,061.50
931	KUCIREK ENGINEERING INC	EARLY CHILDHOOD CENTER	08 2515 340 1 001 000	\$364.75
932	KUCIREK ENGINEERING INC Total			\$364.75
933	Grand Total			\$25,426.25

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936 **EMPLOYEE BENEFIT FUND**

937	NEBR WORKFORCE DEVELOPMENT	UNEMPLOYMENT	11 2900 340 1 001 000	\$130.50
938			11 2900 340 2 001 000	\$130.49
939	NEBR WORKFORCE DEVELOPMENT Total			\$260.99
940	Grand Total			\$260.99

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943 **STUDENT FEE FUND**

944	BARNHILL ENTERPRISES LLC	CELLO "A" STRING	17 2190 610 2 028 001	\$36.00
945	BARNHILL ENTERPRISES LLC Total			\$36.00

946	FISHER, TRACI	TECH FEE REFUND J.FISHER	17 2190 610 2 672 001	\$35.00
947	FISHER, TRACI Total			\$35.00
948	HASSLER, TRISHA	REFUND TECH FEE	17 2190 610 2 672 001	\$35.00
949	HASSLER, TRISHA Total			\$35.00
950	NPS SUBSIDIARY	10 CENT CORRECTION	17 2190 610 1 669 014	-\$0.10
951		AMAZON #21	17 2190 610 2 669 002	\$49.97
952		AMAZON/DESK SUPPLIES #21	17 2190 610 1 669 014	\$47.33
953		COOKIE SUPPLIES #21	17 2190 610 1 669 014	\$113.05
954		COOKING SUPPLIES #21	17 2190 610 2 669 002	\$72.62
955		GOGGLES #21	17 2190 610 1 669 014	\$114.95
956		ROBOT EVENTS #21	17 2190 610 2 669 002	\$75.00
957		SNACKS #21	17 2190 610 1 669 014	\$56.07
958		WALMART #21	17 2190 610 1 669 014	\$143.13
959			17 2190 610 2 669 002	\$101.97
960		WALMART SUPPLIES #21	17 2190 610 1 669 014	\$50.22
961			17 2190 610 2 669 002	\$72.10
962	NPS SUBSIDIARY Total			\$896.31
963	SOCCER.COM	SOCCER SOCKS	17 2190 610 2 978 001	\$338.89
964	SOCCER.COM Total			\$338.89
965	Grand Total			\$1,341.20

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and therefore I am abstaining from voting on claim #134 for the month of March in the consent agenda for this meeting.

I have signed and filed this written disclosure with the secretary of the Board.

It is my intent to vote on all other remaining items listed on the consent agenda. My vote on the remainder of the consent items should not be taken as a vote one way or the other on the item(s) which I have identified or any of the matters set forth therein or related thereto.

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and therefore I am abstaining from voting on claim #137 for the month of March in the consent agenda for this meeting.

I have signed and filed this written disclosure with the secretary of the Board.

It is my intent to vote on all other remaining items listed on the consent agenda. My vote on the remainder of the consent items should not be taken as a vote one way or the other on the item(s) which I have identified or any of the matters set forth therein or related thereto.

Date: _____

Board Member

BUDGET AS ORIGINALLY ADOPTED SEPTEMBER 9TH, 2019

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2017-2018 (1)	2018-2019 (2)	2019-2020 (3)			
General	\$ 44,669,200.00	\$ 45,954,923.54	\$ 61,315,009.77	\$ 7,729,267.65	\$ 43,356,883.18	\$ 25,946,862.24
Depreciation	\$ 82,902.00	\$ 2,800,000.00	\$ 7,589,885.00	-	\$ 7,589,885.00	-
Employee Benefit	\$ 988.00	\$ 4,300.60	\$ 135,887.78	-	\$ 135,887.78	-
Contingency	\$ -	\$ -	\$ -	-	\$ -	-
Activities	\$ 1,847,021.00	\$ 1,988,670.00	\$ 4,050,052.97	-	\$ 4,050,052.97	-
School Nutrition	\$ 2,452,097.00	\$ 2,496,588.04	\$ 3,106,545.50	-	\$ 3,106,545.50	-
Bond	\$ 1,921,720.00	\$ 1,952,598.75	\$ 6,362,543.25	-	\$ 4,412,543.25	\$ 1,969,697.00
Special Building	\$ 2,088,005.00	\$ 2,100,000.00	\$ 5,028,902.66	-	\$ 3,744,532.55	\$ 1,297,343.11
Qualified Capital Purpose Undertaking	\$ 1,067,803.00	\$ 1,048,654.73	\$ 3,480,817.29	-	\$ 2,480,817.29	\$ 1,010,101.00
Cooperative	\$ 730,317.00	\$ 376,923.45	\$ 1,041,996.55	-	\$ 1,041,996.55	-
Student Fee	\$ 74,286.00	\$ 200,000.00	\$ 444,113.00	-	\$ 444,113.00	-
	\$ -	\$ -	\$ -	-	\$ -	-
TOTALS	\$ 54,934,339.00	\$ 58,922,659.11	\$ 92,555,753.77	\$ 7,729,267.65	\$ 70,363,257.07	\$ 30,224,003.35

PROPOSED AMENDED BUDGET

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 13-511, that the governing body will meet on the 9th day of March, at 6:30 o'clock P.M. at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to amending the budget which was originally adopted on the 9th day of September, 2019. Due to the district refinancing its Qualified Capital Purpose Undertaking bonds, the expenditures of that fund will exceed the current budgeted expenditures. Refinancing these bonds will save the district approximately \$100,000 in interest. This amendment will not increase the districts 2019-2020 levy. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve (4)	Total Available Resources Before Property Taxes (5)	Total Personal and Real Property Tax Requirement (7)
	2017-2018 (1)	2018-2019 (2)	2019-2020 (3)			
General	\$ 44,669,200.00	\$ 45,954,923.54	\$ 61,315,009.77	\$ 7,729,267.65	\$ 43,356,883.18	\$ 25,946,862.24
Depreciation	\$ 82,902.00	\$ 2,800,000.00	\$ 7,589,885.00		\$ 7,589,885.00	
Employee Benefit	\$ 988.00	\$ 4,300.60	\$ 135,887.78	\$ -	\$ 135,887.78	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 1,847,021.00	\$ 1,988,670.00	\$ 4,050,052.97	\$ -	\$ 4,050,052.97	
School Nutrition	\$ 2,452,097.00	\$ 2,496,588.04	\$ 3,106,545.50	\$ -	\$ 3,106,545.50	
Bond	\$ 1,921,720.00	\$ 1,952,598.75	\$ 6,362,543.25	\$ -	\$ 4,412,543.25	\$ 1,969,697.00
Special Building	\$ 2,088,005.00	\$ 2,100,000.00	\$ 5,028,902.66		\$ 3,744,532.55	\$ 1,297,343.11
Qualified Capital Purpose Undertaking	\$ 1,067,803.00	\$ 1,048,654.73	\$ 11,980,817.29	\$ -	\$ 10,980,817.29	\$ 1,010,101.00
Cooperative	\$ 730,317.00	\$ 376,923.45	\$ 1,041,996.55	\$ -	\$ 1,041,996.55	
Student Fee	\$ 74,286.00	\$ 200,000.00	\$ 444,113.00	\$ -	\$ 444,113.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 54,934,339.00	\$ 58,922,659.11	\$ 101,055,753.77	\$ 7,729,267.65	\$ 78,863,257.07	\$ 30,224,003.35

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March 5, 2020

Norfolk Public Schools
Attn: Dr. Bill Robinson
512 Philip Avenue
Norfolk, NE 68701

RE: Bid Review & Recommendation
NPS 2020 Parking Lot Improvements
JEO Project No. 191857

Dr. Bill Robinson and To Whom It May Concern:

On March 3, bids were received and opened at 10:30 am for the NPS 2020 Parking Lot Improvements project. There were three (3) bidders for this project. The low bidder was Platte Valley Precast, Inc. with a total bid of \$389,420.55 for all groups and a start date June 1, 2020. The Engineer's Opinion of Probable Cost for all groups was estimated at \$499,000. The Bid Tabulation for bids received is attached for your reference and includes total bids per each Group.

In review of the low bid received, all unit prices and totals submitted are representative of and comparable to average unit prices for the scope of work bid. In my research of Platte Valley Precast's past project experience, they have a good record of performing quality work and meeting project completion dates. It is my recommendation that Norfolk Public Schools award all Groups to the lowest, responsible bidder being Platte Valley Precast, Inc.

As always, if you have any questions or concerns as we work through this process, please feel free to contact me at 402.443.7487 or by email at jmooberry@jeo.com.

Sincerely,

A handwritten signature in blue ink that reads "Jon W. Mooberry".

Jon W. Mooberry, Senior Project manager

Enclosures: Bid Tabulation

cc: None



Bid Tab

PROJECT | 2020 Norfolk Public Schools Parking Lot Improvements

JEO PROJECT NO. | 191857.00

LOCATION | Norfolk Public Schools, Norfolk, Nebraska

LETTING | March 3, 2020 @ 10:30 AM

OPINION OF PROBABLE COST | \$499,000.00

Bidder	Total Group A	Total Group B	Total Group C	Total Group D	Total All Groups	Start Date
Platte Valley Precast, Inc. Columbus, NE	\$213,676.02	\$56,892.78	\$53,745.25	\$65,106.50	\$389,420.55	June 1, 2020
M&B Quality Concrete Norfolk, NE	\$263,013.40	\$75,848.60	\$63,066.55	\$84,949.00	\$486,877.55	April 20, 2020
Hespe Company Norfolk, NE	\$299,534.70	\$70,559.94	\$57,301.35	\$78,515.80	\$505,911.79	March 24, 2020



Tab Sheet

PROJECT | 2020 Norfolk Public Schools Parking Lot Improvements

JEO PROJECT NO. | 191857.00

LOCATION | Norfolk Public Schools, Norfolk, Nebraska

						Platte Valley Precast, Inc.	M&B Quality Concrete	JH Hespe Co., Inc.	
GROUP A - High School West Parking Lot									
Item	Qty.	Unit	Description	Unit Price	Total	Unit	Total	Unit	Total
1	1	LS	Mobilization		\$3,500.00		\$6,575.00		\$1,500.00
2	1	LS	Temporary Traffic Control Measures		\$2,000.00		\$1,200.00		\$500.00
3	1	LS	Clearing and Grubbing		\$3,500.00		\$1,850.00		\$1,000.00
4	740	CY	Excavation, Established Quantity	\$18.00	\$13,320.00	\$28.70	\$21,238.00	\$12.00	\$8,880.00
5	175	SY	Remove Pavement	\$18.00	\$3,150.00	\$14.00	\$2,450.00	\$8.00	\$1,400.00
6	505	LF	6' Wood Privacy Fence	\$36.00	\$18,180.00	\$37.00	\$18,685.00	\$71.10	\$35,905.50
7	26	SY	7" Concrete Pavement	\$45.00	\$1,170.00	\$60.00	\$1,560.00	\$81.00	\$2,106.00
8	3,303	SY	6" Concrete Pavement	\$39.25	\$129,642.75	\$46.00	\$151,938.00	\$58.50	\$193,225.50
9	1,114	SF	5" Concrete Pavement	\$4.00	\$4,456.00	\$6.00	\$6,684.00	\$7.45	\$8,299.30
10	168	LF	12" PVC, DR 18	\$23.80	\$3,998.40	\$58.00	\$9,744.00	\$62.95	\$10,575.60
11	183	LF	16" PVC, DR 18	\$39.89	\$7,299.87	\$89.00	\$16,287.00	\$87.00	\$15,921.00
12	4	EA	3' x 3' Area Inlet	\$4,000.00	\$16,000.00	\$3,800.00	\$15,200.00	\$2,600.00	\$10,400.00
13	1	EA	Tap Existing Inlet	\$800.00	\$800.00	\$850.00	\$850.00	\$800.00	\$800.00
14	1,602	LF	4" Yellow Permanent Pavement Marking Paint	\$0.50	\$801.00	\$1.70	\$2,723.40	\$0.90	\$1,441.80
15	1,000	SY	Seeding, Fertilizer	\$1.35	\$1,350.00	\$1.45	\$1,450.00	\$1.85	\$1,850.00
16	1,000	SY	Erosion Control Mat, Class 1 D	\$1.40	\$1,400.00	\$2.80	\$2,800.00	\$1.50	\$1,500.00
17	786	LF	Silt Fence, Low Porosity	\$3.00	\$2,358.00	\$1.50	\$1,179.00	\$5.00	\$3,930.00
17	6	EA	Area Inlet Sediment Filter	\$125.00	\$750.00	\$100.00	\$600.00	\$50.00	\$300.00
TOTAL GROUP A					\$213,676.02		\$263,013.40		\$299,534.70
GROUP B - High School Southwest Parking Lot									
Item	Qty.	Unit	Description	Unit Price	Total	Unit	Total	Unit	Total
1	1	LS	Mobilization		\$3,500.00		\$6,575.00		\$1,000.00
2	1	LS	Temporary Traffic Control Measures		\$2,000.00		\$950.00		\$500.00
3	1	LS	Clearing and Grubbing		\$2,500.00		\$790.00		\$1,000.00
4	169	CY	Excavation, Established Quantity	\$18.00	\$3,042.00	\$41.00	\$6,929.00	\$15.00	\$2,535.00
5	13	SY	Remove Pavement	\$38.46	\$499.98	\$35.00	\$455.00	\$41.00	\$533.00
6	183	SF	Remove Concrete Sidewalk	\$8.00	\$1,464.00	\$2.50	\$457.50	\$2.00	\$366.00
7	1	EA	Remove and Relocate Street Sign	\$500.00	\$500.00	\$250.00	\$250.00	\$150.00	\$150.00

8	13	SY	7" Concrete Pavement	\$45.00	\$585.00	\$60.00	\$780.00	\$81.00	\$1,053.00
9	918	SY	6" Concrete Pavement	\$39.25	\$36,031.50	\$53.75	\$49,342.50	\$58.50	\$53,703.00
10	13	LF	Concrete Header	\$15.00	\$195.00	\$23.00	\$299.00	\$22.00	\$286.00
11	758	SF	5" Concrete Sidewalk	\$5.00	\$3,790.00	\$7.70	\$5,836.60	\$7.43	\$5,631.94
12	2.7	TONS	Crushed Rock Embedment	\$65.00	\$175.50	\$95.00	\$256.50	\$85.00	\$229.50
13	1.7	TONS	Gravel Surface Course	\$65.00	\$110.50	\$95.00	\$161.50	\$100.00	\$170.00
14	460	LF	4" Yellow Permanent Pavement Marking Paint	\$1.08	\$496.80	\$1.70	\$782.00	\$0.90	\$414.00
15	330	SY	Seeding, Fertilizer	\$1.35	\$445.50	\$1.45	\$478.50	\$1.85	\$610.50
16	330	SY	Erosion Control Mat, Class 1 D	\$1.40	\$462.00	\$2.85	\$940.50	\$1.60	\$528.00
17	310	LF	Silt Fence, Low Porosity	\$3.00	\$930.00	\$1.50	\$465.00	\$5.00	\$1,550.00
18	1	EA	Curb Inlet Sediment Filter	\$165.00	\$165.00	\$100.00	\$100.00	\$300.00	\$300.00
TOTAL GROUP B					\$56,892.78		\$75,848.60		\$70,559.94

GROUP C - Jefferson Elementary Parking Lot

Item	Qty.	Unit	Description	Unit Price	Total	Unit	Total	Unit	Total
1	1	LS	Mobilization		\$3,500.00		\$6,575.00		\$1,000.00
2	1	LS	Temporary Traffic Control Measures		\$2,000.00		\$1,100.00		\$500.00
3	1	LS	Clearing and Grubbing		\$3,500.00		\$966.00		\$1,000.00
4	176	CY	Excavation, Established Quantity	\$18.00	\$3,168.00	\$40.00	\$7,040.00	\$15.00	\$2,640.00
5	17	SY	Remove Pavement	\$18.00	\$306.00	\$38.00	\$646.00	\$25.00	\$425.00
6	382	SF	Remove Concrete Sidewalk	\$8.00	\$3,056.00	\$2.55	\$974.10	\$2.00	\$764.00
7	93	LF	4' Chain Link Fence	\$25.00	\$2,325.00	\$28.00	\$2,604.00	\$50.00	\$4,650.00
8	19	SY	7" Concrete Pavement	\$45.00	\$855.00	\$65.00	\$1,235.00	\$81.00	\$1,539.00
9	621	SY	6" Concrete Pavement	\$39.25	\$24,374.25	\$55.75	\$34,620.75	\$58.50	\$36,328.50
10	231	SF	5" Concrete Sidewalk	\$5.00	\$1,155.00	\$8.00	\$1,848.00	\$7.45	\$1,720.95
11	98	SF	Modular Block Retaining Wall	\$80.00	\$7,840.00	\$40.00	\$3,920.00	\$48.00	\$4,704.00
12	286	LF	4" Yellow Permanent Pavement Marking Paint	\$1.75	\$500.50	\$1.70	\$486.20	\$0.90	\$257.40
13	150	SY	Seeding, Fertilizer	\$1.35	\$202.50	\$1.70	\$255.00	\$1.85	\$277.50
14	150	SY	Erosion Control Mat, Class 1 D	\$1.40	\$210.00	\$2.80	\$420.00	\$1.60	\$240.00
15	251	LF	Silt Fence, Low Porosity	\$3.00	\$753.00	\$1.50	\$376.50	\$5.00	\$1,255.00
TOTAL GROUP C					\$53,745.25		\$63,066.55		\$57,301.35

GROUP D - Washington Elementary Parking Lot

Item	Qty.	Unit	Description	Unit Price	Total	Unit	Total	Unit	Total
1	1	LS	Mobilization		\$3,500.00		\$6,575.00		\$1,000.00
2	1	LS	Temporary Traffic Control Measures		\$2,000.00		\$1,250.00		\$500.00
3	1	LS	Clearing and Grubbing		\$4,500.00		\$1,300.00		\$1,000.00
4	345	CY	Site Grading	\$15.00	\$5,175.00	\$26.00	\$8,970.00	\$15.00	\$5,175.00
5	1	EA	Remove Tree	\$1,000.00	\$1,000.00	\$1,850.00	\$1,850.00	\$1,500.00	\$1,500.00
6	92	SY	Remove Pavement	\$18.00	\$1,656.00	\$33.00	\$3,036.00	\$8.50	\$782.00
7	137	SF	Remove Concrete Sidewalk	\$8.00	\$1,096.00	\$2.50	\$342.50	\$2.00	\$274.00
8	1	EA	Remove and Relocate Street Sign	\$500.00	\$500.00	\$250.00	\$250.00	\$150.00	\$150.00
9	15	SY	7" Concrete Pavement	\$45.00	\$675.00	\$47.00	\$705.00	\$81.00	\$1,215.00
10	1,065	SY	6" Concrete Pavement	\$39.25	\$41,801.25	\$53.00	\$56,445.00	\$58.50	\$62,302.50
11	13	LF	Concrete Header	\$8.00	\$104.00	\$30.00	\$390.00	\$22.00	\$286.00

12	123	SF	5" Concrete Sidewalk	\$5.00	\$615.00	\$8.00	\$984.00	\$7.45	\$916.35
13	2.8	TONS	Crushed Rock Embedment	\$65.00	\$182.00	\$95.00	\$266.00	\$85.00	\$238.00
14	1.8	TONS	Gravel Surface Course	\$65.00	\$117.00	\$95.00	\$171.00	\$100.00	\$180.00
15	500	LF	4" Yellow Permanent Pavement Marking Paint	\$1.00	\$500.00	\$1.70	\$850.00	\$0.90	\$450.00
16	231	SY	Seeding, Fertilizer	\$1.35	\$311.85	\$1.70	\$392.70	\$1.85	\$427.35
17	231	SY	Erosion Control Mat, Class 1 D	\$1.40	\$323.40	\$2.80	\$646.80	\$1.60	\$369.60
18	350	LF	Silt Fence, Low Porosity	\$3.00	\$1,050.00	\$1.50	\$525.00	\$5.00	\$1,750.00
TOTAL GROUP D					\$65,106.50		\$84,949.00		\$78,515.80
TOTAL GROUS A, B, C & D					\$389,420.55		\$486,877.55		\$505,911.79

Substitute Teacher Pay

2019/2020

Local Sub	\$110/day
Certified Sub	\$124/day
1 Period Sub	\$20
*Current Staff	
Long Term Sub	\$196.66/day
*Certified Only/20+days in same position	

2020/2021

Local Sub	\$117/day
Certified Sub	\$137/day
1 Period Sub	\$20
*Current Staff	
Long Term Sub	\$198.00/day
*Certified Only/20+days in same position	

New Categories:

Retired NPS Teacher	\$147/day
Retired NPS Teacher Long Term	\$203/day

\$150 Bonus awarded for 20 days worked per semester, both Local, Certified, and NPS Retired Teachers / does not include those who qualify for the long term sub pay.

Annual increases moving forward would be based on using the certified settlement percentage and increasing the base by that amount. Long term rates are the per diem rate of the certified base salary. 1 period rates are determined through the negotiated agreement.

Regular Education Paras will continue to be the current base pay for Para 1.

Special Education Paras will continue to be the current base pay for Para 2.

Little Panthers Preschool

2019-2020 Calendar



AUGUST 2019						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER 2019						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER 2019						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER 2019						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

No Preschool on Wednesdays

**** 2 Home Visits Required Per Year ****

August

6-9 New Teaching Staff Professional Development
 12-13 Teacher Professional Development
 14-20 Preschool Home Visits
 21 Preschool Orientation
 22 First Day of Preschool

September

2 No School- Labor Day

October

14-15 Parent Teacher Conferences (4:00-7:00 pm)
 17 PT Conferences (1:00-4:00) No PM Preschool
 18 No School
 21 No School for Students-Teacher Professional Dev.

November

27-29 No School- Thanksgiving Break

December

23-31 No School- Winter Break

January

1 No School- Winter Break
 2-3 No School for Students-Teacher Prof. Dev./ Work Day
 6 School Resumes
 20 No School- Teacher Professional Development

February

3-4 Parent Teacher Conf. (4:00-7:00 pm)
 6 PT Conf. (1:00-4:00) No PM Preschool
 7 No School

March

20 No School-Spring Break
 23-24 No School- Spring Break (possible snow make-up dates)

April

7-9 No School- Preschool Home Visits
 10-13 No School- April Spring Break
 23 11:30 Dismissal / No PM Preschool
 24 No School for Students-Teacher Work Day

May

19 Last Day of Preschool
 20-22 Teacher Work Day-GOLD Finalization

JANUARY 2020						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY 2020						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH 2020						
S	M	T	W	Th	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2020						
S	M	T	W	Th	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2020						
S	M	T	W	Th	F	S
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Red - Start and End of Preschool

Orange - Professional Development/No School for Students

Green - No School for students or staff

Blue - Parent/Teacher Conferences

Purple - Home Visits (2 required per year)

Yellow - No Preschool



2020-2021 Calendar

AUGUST 2020						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2020						
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2020						
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER 2020						
S	M	T	W	Th	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2020						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

No Preschool on Wednesdays

**** 2 Home Visits Required Per Year ****

August
 4-7 New Teaching Staff Professional Development
 10-11 Teacher Professional Development
 12-18 Preschool Home Visits
 19 Preschool Orientation
 20 First Day of Preschool

September
 7 No School- Labor Day

October
 19-20 Parent Teacher Conferences (4:00-7:00 pm)
 22 PT Conferences (1:00-4:00) No PM Preschool
 23 No School
 26 No School for Students-Teacher Professional Dev.

November
 25-27 No School- Thanksgiving Break

December
 23-31 No School- Winter Break

January
 1 No School- Winter Break
 4 No School for Students-Teacher Prof. Dev./ Work Day
 5 School Resumes
 18 No School- Teacher Professional Development

February
 8-9 Parent Teacher Conf. (4:00-7:00 pm)
 11 PT Conf. (1:00-4:00) No PM Preschool
 12 No School

March
 12 No School-Spring Break
 15-16 No School- Spring Break (possible snow make-up dates)

April
 2-5 No School- April Spring Break
 20-22 No School- Preschool Home Visits
 23 No School for Students-Teacher Prof. Dev./Work Day

May
 18 Last Day of Preschool
 19-21 Teacher Work Day-GOLD Finalization

JANUARY 2021						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2021						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2021						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2021						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Red - Start and End of Preschool

Orange - Professional Development/No School for Students

Green - No School for students or staff

Blue - Parent/Teacher Conferences

Purple - Home Visits (2 required per year)

Yellow - No Preschool for Students or Staff

**5006 -Annual Resolution
Option Enrollment Program
2020-2021**

The Board of Education hereby sets forth the maximum number of option students for the 2020-2021 school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the Number of Option Students Accepted is hereby declared unavailable to option students due to lack of capacity.

Additional guidelines regarding the NPS Option Enrollment Program are contained in Board Policy 5006.

Grade or Program	Capacity	Projected Enrollment	Number of Option Students Accepted
Kindergarten	308	327	0 – Grade at Capacity
1 st grade	333	345	0 – Grade at Capacity
2 nd grade	308	309	0 – Grade at Capacity
3 rd grade	308	354	0 – Grade at Capacity
4 th Grade	308	317	0 – Grade at Capacity
Level I Special Education (Resource) Elementary	100	124 + Speech	0 – Grade & Program at Capacity
Level II Special Education (Life/Autism/BD) Elementary	15	26	0 – Grade & Program at Capacity
5 th Grade	308	341	0 – Grade at Capacity
6 th Grade	308	328	0 – Grade at Capacity
7 th Grade	308	339	0 – Grade at Capacity
8 th Grade	308	334	0 – Grade at Capacity
Level I Special Education (Resource) Middle School	50	65 + Speech	0 – Grade & Program at Capacity
Level I Special Education (Resource) Middle/Junior High	50	58 + Speech	0 – Grade & Program at Capacity
Level II Special Education (Life/Autism/BD) Middle School & Junior High School	30	32	0 – Grade & Program at Capacity
9 th Grade	308	347	0 – Grade at Capacity
10 th Grade	308	342	0 – Grade at Capacity
11 th Grade	308	371	0 – Grade at Capacity
12 th Grade	308	342	0 – Grade at Capacity
Level I Special Education (Resource) Senior High	100	107 + Speech	0 – Grade & Program at Capacity
Level II Special Education (Life/Autism/BD) Senior High	15	40	0 – Grade & Program at Capacity

Kindergarten through 12th grades, and all Special Education (LIFE, Autism, Behavioral Disordered, and Resource) programs are at capacity. They are considered “closed” to option enrollment students for the 2020-2021 school year. No new option enrollment students will be considered in all grades or programs.

Once capacity and program availability have been “closed,” student attrition shall not create option enrollment vacancies during the school year unless the Board of Education waives the “closed” status and considers applications on an individual basis. An exception to the “closed” status is available to students who change to a residence outside their home district at anytime during the year including the summer months, but are enrolled in the Norfolk Schools as a resident or option student for the immediate two (2) years preceding the date the application for option enrollment is made. Another exception to the “closed” status is available to option enrollment applicants who have siblings enrolled in the Norfolk Public Schools. These students will be accepted as option enrollment students if they apply and are released from their new resident school district.

Applications will be considered in the order that they are filed with the school district until capacity has been reached. If applications filed on the same date outnumber spaces available, the school district will conduct a lottery to determine the option enrollment students accepted. Applications from the same family will share the same draw if capacity or program availability can accommodate them.

Successful option enrollment applicants will be assigned attendance at a specific school building and class by the administration.

S.T.E.P. PARTNERSHIP AGREEMENT

Between the
BOARD OF TRUSTEES OF THE NEBRASKA STATE COLLEGES
doing business as
WAYNE STATE COLLEGE
and
NORFOLK PUBLIC SCHOOLS

This Partnership Agreement (herein after “Agreement”) is between the Board of Trustees of the Nebraska State College System (NSCS) dba Wayne State College (WSC) and Norfolk Public Schools (NPS). Both entities are herein after referred to as “Parties.” This Agreement establishes an educator pathways initiative referred to as Students to Teachers through Educator Pathways (STEP). Wayne State College’s STEP initiative, in partnership with Norfolk Public Schools, is a unique pathways initiative blending two enduring education reform movements – Career Academies and Guided Pathways – to support high school students interested in becoming teachers. This pathway, by utilizing dual-credit opportunities with high school partners pursuing career academies, is an affordable and equitable approach to degree completion. Eligible and capable students are given access to college-level pre-professional education courses in high school. By completing WSC’s key pre-professional courses as dual-credit courses at Norfolk Senior High (see below: EDU 150, 250 and 275), students will have greater accessibility to a variety of teaching endorsement options and opportunities while at Wayne State College, thus increasing their marketability by adding valuable skillsets to their pedagogical repertoire to better serve future students and schools.

Under the provisions of this Partnership Agreement made this _____ day of _____, 2020, WSC and NPS agree to the following conditions:

- 1) This Agreement describing the STEP initiative and the nature of the partnership between both named Parties above will be effective beginning July 1, 2020 to be run on the fiscal calendar for five years, ending on June 30, 2025 unless renewed in writing and signed by both Parties.
- 2) In order to maintain compliance with the Nebraska Department of Education’s (NDE) Rule 47, WSC and NPS share in the creation and delivery of the career education program of study that is a part of the NPS Career Academy.
- 3) NPS acknowledges that they are solely responsible for the NDE Career Academy components and application, and, that the work with WSC pertains to the career education program of study.
- 4) NPS will work collaboratively with WSC to help build academic calendars and course offerings for the purposes of staffing the STEP courses.
- 5) The program of study is a five-course sequence agreed upon by WSC and NPS after consultation with Kristin Vest (Career Field Specialist – Human Sciences and Education, NDE) and Dr. Jodi Kupper (Vice Chancellor, Academic Planning and Partnerships, Nebraska State College System) on October 30, 2018.

- a. Course #1 (titles tentative): Exploration of Education and Training
 - i. Created by NPS
 - ii. Instruction delivered by NPS
 - iii. No fee
 - iv. Not dual-credit
 - v. Available to Educator Rising or other interested students
 - vi. Course will be offered during the sophomore year
 - b. Course #2: EDU 150 (NDE350001) – Introduction to Education
 - i. Created by WSC
 - ii. Instruction delivered by NPS or WSC
 - iii. Fee-based
 - iv. Dual-credit
 - v. Available to Educator Rising or other interested students
 - vi. Course will be offered during the junior or senior year
 - c. Course #3: EDU 250 (NDE090123) Human Growth and Cognitive Development
 - i. Created by WSC
 - ii. Instruction delivered by WSC unless NPS is able
 - iii. Fee-based
 - iv. Dual-credit
 - v. Available to Educator Rising or other interested students
 - vi. Course will be available during the junior or senior year
 - d. Course #4: EDU 275 (NDE350002) Pk-12 Instructional Design
 - i. Created by WSC
 - ii. Instruction delivered by WSC unless NPS is able
 - iii. Fee-based
 - iv. Dual-credit
 - v. Available to Educator Rising or other interested students
 - vi. Course will be offered during the senior year
 - e. Course #5: NDE Rule 47 Field Experience (NDE350010)
 - i. Created by NPS (in consultation with WSC and to align with Rule 47)
 - ii. Instruction delivered by NPS (in consultation with WSC)
 - iii. No fee
 - iv. Not dual-credit
 - v. Available to Educator Rising or other interested students if possible
 - vi. Course will be offered during the senior year
 - vii. Recommended to be taken in conjunction with EDU 275 to help students reflect on instructional design elements of classrooms when out in the field.
- 6) Should a student be capable and interested in entering WSC at the Level II professional course level, the Benchmarks Chart (Appendix I) indicates the necessary criteria a student would have to satisfy. Consultation with the dean of the School of Education and Counseling is strongly encouraged early in a student’s progression through STEP.
- 7) The Agreement acknowledges that data sharing between institutions will be necessary for continuous improvement of the program and of the partnership, and, to track student progress and readiness through STEP. Data shared will help make decisions on student

progress according to the WSC Benchmarks Chart (Appendix I). The data can include, but is not limited to, ACT scores, ETS scores, GPA, field experience evaluations, course grades, and course and instructor evaluations. The data gathered will be shared confidentially between necessary parties at either or both institutions. WSC and NPS recognize the need to be compliant with the Family Educational Rights and Privacy Act (FERPA).

- 8) WSC instructors who deliver courses on the Norfolk Senior High School campus will complete NPS specific training, such as, but not limited to: district and building safety protocols, professional boundaries and acceptable use of technology policies, student discipline and child abuse reporting procedures, and Infinite Campus tutorials.
- 9) This Agreement allows for WSC to work with NPS jointly regarding presentations to Educator Rising members, or other interested students or student groups, about STEP.
- 10) The designated WSC representatives for the purposes of monitoring and oversight of this Agreement are:

Nicholas J. Shudak, PhD (or)
Dean of the School of Education and Counseling
(402) 375-7164 | nishuda1@wsc.edu

AND

Steven Elliott (or)
Vice President for Academic Affairs
(402) 375-7208 | stellio1@wsc.edu

- 11) The designated NPS representative(s) for the purposes of monitoring and oversight of this Agreement is:

Erik Wilson (or)
Assistant Principal
Norfolk Senior High School, Norfolk, NE
402-644-2529 | ErikWilson@npsne.org

AND

Dr. Jami Jo Thompson (or)
Superintendent
Norfolk Public Schools
402-644-2500 | JamiJoThompson@npsne.org

For the Board of Trustees of the Nebraska State Colleges doing business as Wayne State College:

Dr. Paul Turman, Chancellor, Nebraska State College System

Date

Dr. Marysz P. Rames, President, Wayne State College

Date

For the Norfolk Public Schools:

Dr. Jami Jo Thompson, Superintendent

Date

Personnel - All EmployeesWage Information

The District will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the District gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function, who discloses the wages of other employees to those who do not have authorized access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure is made in response to a complaint or investigation proceeding, hearing or other similar action.

Legal Reference: LB 217 (2019)

Date of Adoption: August 12, 2019

Personnel - Certificated Employees

Qualifications for Appointment as Teacher

To be eligible for appointment as a teacher, an applicant must have a minimum of a Bachelor's Degree from an accredited or approved college or university and have a current teaching certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. ' 79-801 et. seq.

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated EmployeesQualifications for Appointment to Administrative and Supervisory Positions

To be eligible for appointment to any administrative or supervisory position, an applicant must have a minimum of a Master's Degree from an accredited institution of higher learning with graduate training in educational supervision and administration from an accredited or approved college or university and have a current Administrative and supervisory certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

An applicant with less than a Master's degree may be considered for an Interim position if the applicant has a provisional administrative and supervisory certificate from the State of Nebraska, Department of Education, and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. ' 79-801 et. seq.

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated EmployeesContract

Certificated employees shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. Final approval must be made by formal motion of the Board of Education. The final approval by the Board of Education should generally follow closely the recommendation of the Superintendent whenever possible, but such approval of recommendation is not mandatory on the Board of Education.

All contracts for employment of a teacher or administrator to be effective must meet the following conditions:

1. The contract must be in writing and contain such provisions as are required by law.
2. The employed person must hold a valid teaching or administrative certificate at all times.
3. The employed person must not be under contract to another district in this state.
4. The contract must be approved by at least four (4) school Board members and signed by a designated member of the Board.

No member of the Board of Education may cast a vote in favor of the election of any teacher when such member of the Board is related to him or her ~~or to the majority of the Board by blood or marriage.~~

Release From Contract

It is the intent of the Norfolk Public Schools Board of Education to assist an employee in his or her professional growth, professional advancement, and personal needs. To that end an employee under contract will be granted a release from his or her contract if the request is received on or before March 15. Unless extreme extenuating circumstances apply, a request for release from contract received after March 15 will only be granted after a suitable replacement has been found. The board of education reserves its right to contact the Nebraska Professional Practices Commission for those certificated personnel who may breach their contract obligations.

Legal Reference: Neb. Rev. Stat. ' 79-817
 Neb. Rev. Stat. ' 79-818
 Neb. Rev. Stat. ' 79-819
 Neb. Rev. Stat. ' 79-829

Date of Adoption: March 9, 2015
Date of Revision: February 8, 2016

Date of Revision: April 11, 2016
Date of Revision: July 9, 2018
Date of Revision: August 12, 2019

Personnel - Certificated Employees

Certification

Each certificated staff member shall hold at all times a valid Nebraska teaching or administrative certificate.

Legal Reference: Neb. Rev. Stat. ' 79-802

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated Employees

Probationary Certified Employees

During the first three (3) years of employment with the School District, as determined and calculated in accordance with state law, a certificated employee shall be considered a probationary employee. A probationary employee's rights to continued employment status and non-renewal of a probationary employee's contract shall be determined according to law.

Legal Reference: Neb. Rev. Stat. ' 79-824

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated Employees

Permanent Certified Employees

A certificated employee who has been employed for the full probationary period as set forth in policy 4120 and in accordance with state law is a permanent certificated employee. A permanent certificated employee's rights to continued employment status and termination of said permanent certificated employee's contract shall be determined according to law.

Legal Reference: Neb. Rev. Stat. ' 79-824

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated Employees

Assignment of Duties

The Superintendent or designee shall have the authority to assign and reassign teachers and other staff to extracurricular activities and other specific activities, including supervision of pupils in halls, study halls, playgrounds, work on faculty committees and staff activities, and other duties necessary for the operation of the school.

Legal Reference: Neb. Rev. Stat. ' 79-839

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated EmployeesAgents/Tutors

Teachers and other certificated staff shall not act as agents, or accept commission, royalties, or other rewards for books or other school materials, the selection or purchases of which they may influence.

A professional employee may not provide private tutoring or professional services in exchange for compensation from a source other than the School District without advance approval of the Superintendent:

1. to a child that the employee teaches or provides professional services in the course and scope of the employee's duties to the School District; or
2. in a facility owned or under the control of the District; or
3. during the employee's duty hours.

Professional employees who accept engagements to provide private tutoring or professional services are to make clear that the services are not being provided on behalf of the School District to the extent the recipient of the services may in any way otherwise be caused to believe the services are provided through the School District.

Legal Reference: NDE Rule 27, sections 27.402E, 27.403F and 27.404B

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated Employees

Student Teachers and Pre-Student Teachers

The district will cooperate with colleges and universities by allowing students who are preparing to teach to devote a reasonable amount of time to training in our schools, provided that this training will in no way impede the satisfactory progress of pupils.

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Personnel - Certificated EmployeesSubstitute Teachers

Persons employed as substitute teachers shall meet such qualifications as are established by law and the State Department of Education and may be employed for periods of time in the absence of the regular teacher.

Rates of compensation for all substitute teachers will be set by the Board, provided that after a substitute employee has been on duty for twenty-one (21) consecutive school days, such substitute teacher shall be paid on a per diem rate applying the salary schedule in place for certificated teachers for the school district, placing the substitute teacher at Level 1, Step 1 on the salary schedule. Substitute teachers will be able to participate in the health plan and other fringe benefits of the school district, where required by law.

The Superintendent or designee shall be responsible for recruitment, selection, assignment, orientation and evaluation of substitute teachers.

Legal Reference: Neb. Rev. Stat. § 79-808

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

PersonnelProfessional GrowthRequired Professional Growth Activities:

~~Every six years (nine years for new staff) the certified staff in the Norfolk Public School system shall give evidence of professional growth as is approved by the school board in order to remain eligible for continued employment. Educational travel, professional publications, work on educational committees, college courses, or such other activity approved by the school board may be accepted as evidence of "professional growth."~~

Professional Growth Period:

~~This refers to each six year period (nine years for new staff) during which certified staff members are required to give evidence of professional growth. A certified staff member, upon employment on September 1, begins his/her six year (nine years for new staff) growth period and it ends on August 31, six/nine years later. The beginning of the seventh/tenth year starts the next six year period. If a certified staff member acquires the required points prior to the end of their growth period they can submit a request to start a new growth period on the appropriate form before May 31st to take effect September 1st.~~

Professional Growth Points:

~~All certified staff must earn a total of 24 professional growth points during each professional growth period. Each activity of professional growth has its own criteria for acceptance and evaluation. It is the individual certified staff member's responsibility to show that the activity did actually contribute to his/her professional development and to their increased effectiveness in the capacity in which he/she is employed. The requirement of proof may be accomplished in a variety of ways such as: a dated grade slip or transcript, proof of attendance, printed certificate, completion verification, etc.~~

Procedures for Applying for Growth Credit:

~~Application for approval of professional growth activities and college credit shall be made on the form prescribed by the Professional Growth Committee. A separate application shall be submitted for each activity for which growth points are requested, and shall be initiated by the person requesting credit. Any activity not clearly defined as a possibility for professional growth must have preliminary approval by the building principal with the Professional Growth Committee determining the points to be awarded before participation. The application, together with substantiating evidence that the work has been completed, shall be given to the Human Resources Office. After the Professional Growth Committee has reviewed the application, notice will be sent to the applicant of approval or non approval. The application original will be filed in the Human Resources Office. Certified staff may earn more than twenty four professional growth points in a six year period and have these recorded by submitting the appropriate paperwork.~~

Professional Growth Committee:

~~A Professional Growth Committee will be appointed by the superintendent or his/her designee. Minimally, the Director of Human Resources/Accreditation and certified staff representing different grade levels/curriculums will make up this committee. There will also be an ex-officio~~

~~staff member in each building to provide Professional Growth information to fellow staff members who don't have a committee representative in their building.~~

~~Classification of Activities:~~

~~Listed are the activities for which growth points may be obtained and the maximum number of points allowed specific to that activity. The required 24 points may be earned in a single year or over a period of six years (nine years for new staff). Points earned during one growth period may not be carried over into the succeeding professional growth period even though they may have been earned in excess of the required number.~~

Professional Growth Activities/Points

Professional Growth Activity	Point Criteria	Point Limits
I.—Course Work		
A.—College or university courses	One credit hour=4 points	
B.—Verified audit of college or university course	One credit hour=1 point	
II.—Professional Meetings		
A.—Workshops, curriculum conferences, and conventions <u>outside</u> PLC/contract time	Three seat hours=1 point	
B.—Workshops, curriculum conferences, and conventions <u>during</u> contract time C.—Workshops conducted by Norfolk Public Schools <u>during</u> contract time (<i>documented by building administrator</i>)	Six seat hours=1 point One day=1 point	12
D.—Webinars or internet inservice programs (<i>must be pre-approved/verified by an NPS administrator</i>)	Three viewing hours=1 point	
E.—Professional presentations prepared and presented to adults at a workshop, conference, or convention	Preparation: One hour=2 points Presentation: One hour=1 point	
III.—Other Pre-Approved Activities[†]		
A.—Professional research related to pedagogy	1–4 points*	
B.—Publication of work in professional journals or other education-related materials	1–4 points*	
C.—Member of an accreditation/school improvement review	One day=2 points	
C.—School visitation for curriculum (<i>i.e., a new math or reading program</i>), initiatives, etc.	One day=1 point	
D.—Service as a “cooperating teacher” for a student teacher E.—Service as a “cooperating teacher” for a clinical/practicum student (<i>college student gaining knowledge of the profession prior to student teaching</i>) F.—Service as a mentor for an administrative intern	One semester=6 points Twenty hours=1 point 20 hours = 1 point	12
G.—Service as an appointed or elected officer of a professional education organization	1–4 points*	

H. NPS Bootcamp, Tech Tuesday, Geek Gatherings, etc.	One hour=1 point	
I. Curriculum work <u>outside</u> PLC/contract time	Two hours=1 point	
J. Curriculum work <u>during</u> contract time	Four hours=1 point	
K. Committee attendance <u>outside</u> PLC/contract time	Two hours=1 point	
L. Committee attendance <u>during</u> contract time	Four hours=1 point	
M. Other activities not included above may be considered by the Professional Growth Committee after prior approval from the building administrator	1-4 points*	

**Points determined by Professional Growth Committee and building administrator*

Note: ~~You must qualify for at least one full point (i.e., multiple meetings/activities within the time limit/category can be combined) to apply for Professional Growth.~~

~~No more than 6 growth points can be awarded in the areas of extra-curricular activities in any growth period. (i.e., Nebraska Coaches Clinic, etc.)~~

~~All applications eligible for consideration must be signed and submitted to the Professional Growth Assistant during the Professional Growth Period.~~

Proposed Schedule:

September 1st—Deadline to submit summer growth points

January 31st—Deadline to submit first semester growth points

May 31st—Deadline to submit second semester and yearly committee growth points and requests for new Professional Growth Period

Last Friday in October—Professional Growth Point Update from HR Office to all certified staff

~~✓ Up to 12 professional growth points may be awarded each growth period for activities that are done during school hours and/or while taking professional or school business leave approved by a building principal.~~

~~✓ Certified staff members with an extended contract may acquire more than 12 professional growth points in each growth period for activities that are done during contract time when approved by the Superintendent of Schools. (Reference Point Limits II. B./C.)~~

~~[†] “Pre approved Activities” shall mean those professional growth activities approved by the building principal. Questions should be referred to the Human Resources/Professional Growth Office.~~

Legal Reference: Neb. Rev. Stat. '79-830

DRAFT Norfolk Public Schools Professional Growth Policy 4140**Updated March 2020**

As required by state law, certified staff members shall show evidence of on-going professional growth in order to remain eligible for continued employment. The minimum standard for professional growth includes the completion of six semesters of college credit or the equivalent (as determined by the school board) every six years.

Norfolk Public Schools supports the professional growth of its staff by offering high-quality professional development opportunities each contract year that are considered equivalent to one credit hour of college credit. Participation in all district-level professional development opportunities, including workshops and Professional Learning Communities, is determined to meet or exceed the requirements of this policy and state statute (79-830).

These professional development opportunities shall:

- A. Align with the district mission, vision, and core values of the District.
- B. Include activities focused on improving student outcomes
- C. Focus on research-based programs and practices for effective schools and enhanced instructional effectiveness including, but not limited to, topics such as the district's instructional model, school improvement processes (data analysis and goal setting), curriculum, assessment and grading procedures, PLC collaboration, professional practices, and leadership development.

Any certified staff member who is absent on a district professional development day shall complete a Professional Development Make-Up Plan, approved by his/her building principal and/or director, in order to meet the requirements of this policy and state statute. The Professional Development Make-Up Plan may include alternatives such as, but not limited to, educational workshops/conventions, professional reading and discussion, completion of educational webinars, work on approved educational committees, service on an external school improvement advisory team, professional presentations, and/or service as a cooperating teacher.

The Professional Development Make-Up Plan and evidence of completion must be submitted to the Director of Human Resources in order for credit to be awarded. Credit for participation in district workshops and PLCs is automatically awarded via the Human Resources Department. Evidence of professional growth activities will be documented according to district protocols.

Date of Reaffirmation: September 14, 2015

Date of Revision: April 11, 2016

Personnel - Certificated EmployeesTeacher Training

The district shall provide and promote development programs for all professional staff - Superintendent, principals, teachers and the board of education. Features of the staff development program are:

1. Staff development resources and time shall ~~be allocated in keeping with the key values and priorities of the district~~ align with the district mission, vision, and core values of the District.
2. The staff development program shall concentrate on ~~the programs and practices of effective schools and teaching, goal setting, assessment procedures, evaluation of staff, and the change process~~ research-based programs and practices for effective schools and enhanced instructional effectiveness including, but not limited to, topics such as the district's instructional model, school improvement processes (data analysis and goal setting), curriculum, assessment and grading procedures, PLC collaboration, professional practices, and leadership development.
3. ~~Content shall be selected that has been verified by research to improve student outcomes.~~
- 3.4. When practical, teachers shall be actively involved in initiating, planning, and conducting the development programs for teachers.

Date of Adoption: January 13, 2014

Personnel - Certificated EmployeesEvaluation of Teachers

These evaluation procedures are applicable to certificated staff (teachers). Administrators are not covered by this evaluation policy.

1. Communication of Evaluation Process

Annual written communication of the evaluation process to those being evaluated shall be made by distributing a copy of the evaluation instrument to the certificated staff at the beginning of each school year.

2. Duration and frequency of observations and written evaluations

The duration and frequency of observations and written evaluations for probationary and permanent (tenured) teachers are to be as follows:

a. Probationary Teachers.

- i. Formal observations of probationary teachers shall be based upon actual classroom observations for an entire instructional period.
- ii. Probationary teachers shall be formally observed and evaluated at least once each semester.
- iii. The responsible evaluator is expected to complete the second semester evaluations of probationary teachers prior to April 15 of each year.

b. Permanent Teachers.

- i. Formal observations and evaluations of permanent teachers are to be based upon actual classroom observations for an entire instructional period.
- ii. Permanent teachers are to be formally observed and evaluated at least once each school year.

c. Teachers' Responsibility. Teachers are expected to inform the responsible evaluator of instructional periods that would be conducive to an evaluation and to make themselves readily available for evaluations. In the event the responsible evaluator has not initiated the evaluation process nearing the time within which an evaluation is required to be completed, the teacher has the responsibility to notify the responsible evaluator such that the evaluation can be completed when due.d. Failure to Complete Evaluations. For permanent teachers, a failure to complete evaluations with the designated duration and frequency shall not give the permanent teacher rights, but is to be considered in evaluating the responsible evaluator's performance.e. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.

- f. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the teacher or in the discretion of the evaluator.

3. Evaluation Criteria

Teachers shall be evaluated based upon the following district-defined evaluation criteria:

- Instruction, which includes:
 - Instructional Process
 - Instructional Climate, which includes Classroom Organization and Management
- Professionalism, which includes:
 - Professional Conduct
 - Personal Conduct
- Improvement, which includes:
 - Teaching Improvement
 - School Improvement

The descriptors set forth in the evaluation instrument approved by the board of education set forth the specific district-defined criterion within each of the foregoing criteria areas.

In preparing summative evaluations, evaluators are to consider not only the formal observations conducted, but also informal observations and other relevant information concerning the performance of the teacher in each of the evaluation criteria.

4. Communication of Deficiencies

The evaluation process shall include written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

As professionals, teachers may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, teachers shall have the duty to comply with such plans. Teachers are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the evaluator.

5. Teacher Responses to Evaluations

Teachers shall be provided seven calendar days from receipt of an evaluation in which to give a written response to the evaluation.

6. Plan for Training Evaluators

All evaluators shall possess a valid Nebraska Administrator's Certificate and be trained to use the evaluation system used in the District. Training sessions in the use of the District's teacher evaluation system will be provided by the Superintendent or designee to all evaluators prior to their participation in teacher evaluations. Refresher training is to be conducted as the Superintendent determines to be needed.

Legal Reference: Neb. Rev. Stat. § 79-828 (Evaluation of Probationary Teachers)
NDE Rule 10

Date of Adoption: January 13, 2014
Date of Revision: April 11, 2016

Personnel - Certificated EmployeesReduction in Force Policy for Certificated Staff

Reductions-in-force of certificated staff member may be required due to decreasing enrollments, limited financial support, changing programs, or other changes in circumstances. If such changes occur and a reduction of certificated staff is necessary, the Superintendent (or his designee) shall recommend to the Board of Education those certificated employees to be reduced under the reduction-in-force provisions of the continuing contract laws; provided, however, that no permanent employee may be reduced through a reduction-in-force while a probationary employee is retained to perform a service in a position that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the Board of Education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be reduced shall be made with consideration given to the following: (1) programs to be offered, (2) areas of certification and endorsement, (3) state and federal regulations which may mandate certain employment practices, (4) special qualifications that may require specific training and/or experience, (5) contributions to activity programs, (6) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures, (7) the organizational and educational impact created by multiple part time certificated employees, and (8) any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used for purposes of this policy shall conform to the board policies and administrative rules, regulations, and practices (in effect at the time) related to the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the Superintendent that no significant difference exists between certificated employees being considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained. Uninterrupted service time shall accrue the same for all certificated employees regardless of their full time equivalency. Uninterrupted service time for employees employed less than a full school year shall accrue according to the number of contract days worked. Uninterrupted service time shall not accrue for certificated employees on leave of absence for more than forty (40) days.

Any certificated employee whose contract is terminated because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to re-employment for a period of twenty-four

months commencing at the end of the contract year and the employee shall be recalled on the basis of length of uninterrupted service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. The employee shall, upon reappointment, retain any benefits which had accrued to said employee prior to the reduction, but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of such certificated employee to file (with the Superintendent of Schools) a copy of said employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15th of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in said employee's certification or endorsements which have occurred (since March 15th of the previous year) or are pending shall be filed with the Superintendent of Schools.

Any certificated employee whose employment contract is reduced as a result of reductions-in-force shall (during his/her period of recall) report his/her current address to the Superintendent of Schools and shall inform said Superintendent of any changes of address thereafter. If a vacancy in the system occurs for which said employee has rights of recall, the offer of such employment may be sent by said Superintendent to said employee's last known address. If no acceptance of such offer is received from said employee within fourteen days of mailing and the Superintendent has no personal knowledge of the whereabouts of said employee (other than said last known address), the employee shall be deemed to have waived his/her rights to recall to said employment position.

Anything in this policy to the contrary notwithstanding, this policy shall specifically permit and allow reductions in force to occur which deal with total elimination or termination or amendment of contracts or positions, which deal with reductions in force from full-time to part-time, which deal with reductions in force from part-time to a lesser part-time, or which deal with any other reductions in force which result in the termination or amendment of a certificated employee's contract or employment position.

Legal Reference: Neb. Rev. Stat. ' ' 79-846 to 79-849

Date of Adoption: January 13, 2014

Personnel - Certificated EmployeesLeave of Absence

After a minimum of five (5) years of employment in Norfolk Public Schools, a teacher may apply for a one-year leave of absence. Criteria to be considered by the superintendent in recommending approval or denial of a request include:

1. ~~¶~~**N**o more than one Elementary teacher and no more than one Secondary teacher may be on leave during the same year. If more than one request is received from the Elementary or Secondary, the administration shall decide based on factors including the date of application, the reason for requesting leave, the subsequent value to the school district, and seniority.
2. ~~¶~~**R**equests for the one-year leave of absence must be submitted in writing to the Superintendent prior to March 1 through the Superintendent.
3. ~~¶~~**A** qualified replacement must be found before the leave is approved.
4. ~~¶~~**N**o salary or benefits will be paid to the teacher by the district during the year of absence. Continued group health insurance may be obtained, subject to the approval of the insurance carrier; the premiums for such insurance shall be paid by the teacher in advance. Upon return, the teacher will be placed on the salary schedule at the vertical step earned prior to the beginning of the leave period.
5. ~~¶~~**A** teacher who wishes to return from leave shall notify the Superintendent in writing by March 1. If no such notice is received by March 1, the teacher is considered to have resigned. The school district shall not be responsible for reminding the teacher of the required return notice.
6. ~~¶~~**A** teacher returning from leave is not guaranteed the same position held before the leave of absence. However, an effort will be made to arrange for the same or a comparable position placement. ~~and~~
7. ~~¶~~**A** teacher shall enter into a written agreement with the Board of Education setting forth the terms of such leave of absence.

Date of Adoption: January 13, 2014

Personnel - Certificated EmployeesDual Sponsorship of Activities

In any instance where more than one teacher is assigned to the sponsorship of an activity for which a stipend is paid, each teacher thereby assigned shall receive payment of the stipend as is specified in the negotiated agreement between the certificated teaching staff and the school district. Should two or more teachers receive administration approval to share the sponsorship of any activity, only an amount equal to one stipend as specified shall be made but shall be equally divided among those teachers sharing the sponsorship.

Date of Adoption: January 13, 2014

Personnel - Certificated EmployeesStandards of Ethical and Professional Performance – Certificated Staff

Both the State of Nebraska and the Board of Education recognize that teaching and its related services, including administrative and supervisory services, are a profession with all of the rights, responsibilities, and privileges accorded other recognized professions. The Board recognizes and endorses the Standards of Ethical and Professional Performance as established by the Nebraska Department of Education and expects all certificated employees to abide by these standards.

Certificated Personnel-Professional Performance and Code of Ethics

It is the expectation of this District that all certificated staff shall comply with the ethics standards set forth by the Nebraska Department of Education, as such standards may be modified from time to time. The ethics standards which certificated staff shall follow shall include the standards set forth in this policy. References to “educator” shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for all educators with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.

2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not have had revoked for cause in Nebraska or another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which an educator's certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Superintendent any known violation of these standards.
10. Shall seek no reprisal against any individual who has reported a violation of these standards.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.

4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
7. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
6. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
3. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the Board of Education.
5. Shall not assign to unqualified personnel tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of his or her professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

Legal Reference: Neb. Rev. Stat. §§ 79-859, 79-866; 92 NAC 27 (NDE Rule 27)

Date of Adoption: January 13, 2014

Personnel-All EmployeesPersonnel Files

Any teacher, administrator, or classified employee of Norfolk Public Schools shall, upon request, have access to their personnel file and shall have the right to attach a written response to any item in such file, and may in writing authorize any other person to have access to such file, which authorization shall be honored by the district. Such access and right to attach a written response shall not be granted with respect to any letters of recommendation solicited by the employer which appear in the personnel file. No other person except school officials while engaged in their professional duties shall be granted access to such file nor shall the contents thereof be divulged in any manner to any unauthorized person.

Legal Reference: Neb. Rev. Stat. ' 79-539; ' 79-8,109

Date of Adoption: December 9, 2013

Date of Reaffirmation: February 8, 2016

Personnel - All EmployeesReceiving Agents, Salespersons, and Other Business Representatives

No school employee shall visit with or discuss business matters of a personal nature with any sales representative during the hours the employee is on duty in the school, except by special permission of the Superintendent or building principal.

Any agent or business representative calling on school personnel about school matters, such as, textbooks, publication of the school annual, class insignia, athletic equipment, school equipment, school supplies, building and custodial supplies, and the like, shall first obtain the permission of the Superintendent or building principal and it is the duty of the school employee to ascertain that the representative has such permission. In general, a teacher shall not interrupt class work to confer with such representatives.

Legal Reference: Neb. Rev. Stat. ' 79-8,100

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Unauthorized Purchases

Any employee who orders any supplies or equipment without express authorization of the Superintendent or building principal may be personally liable for payment of the bill for the material so ordered.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Use of School Facilities and Equipment by School Employees

The Superintendent or designee may approve use of school facilities, equipment and other resources by school employees, except for activities which result in personal or corporate gain and provided that such use is consistent with Policy No. 1100.

School vehicles shall not be available for personal use.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Activity Passes

All current employees, Board of Education members, Foundation Board Members, and Boosters Steering Committee members of Norfolk Public Schools may be given an activity pass which will provide free admittance to school activities. The activity pass may be used only by the person whose name appears on the pass.

Current employees, board, and committee members listed above may purchase an activity pass for their spouses or work at 3 activities to earn an activity pass for their spouse.

Employees who retire after 15 years of service to the district may receive a life-long activity pass.

The Superintendent may create additional administrative rules regarding Activity Passes.

Date of Adoption: December 9, 2013
Date of Reaffirmation: March 14, 2016

PersonnelCommunity Relations—Political Activity

The Board requires that staff members who desire to seek public office or to engage in other political activity likely to interfere with their normal work requirements seek prior approval from the Superintendent or designee.

In order to guard against placing students or staff members under undue pressure to adopt particular positions on political issues, the Board directs that employees avoid using their positions or their access to school materials or facilities for solicitation, promotion, recruiting or to otherwise work for the election or defeat of any candidate for public office or to influence the outcome of an election or a decision by a governing body on a political issue. Specifically, employees are restricted from the use of the following for such purposes.

1. Their position, whether as an instructor or as a leader or supervisor of other employees;
2. Classrooms, buildings or facilities;
3. Students; or
4. School equipment, materials or mailing systems.

These restrictions do not apply to employees who are engaged in authorized lobbying activities on behalf of the district. The restrictions also do not apply to the distribution of employee association correspondence or newsletters in the normal course of association business, even though those communication media may contain information concerning adopted positions of the association on political issues.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:59 Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Reference: Fair Labor Standards Act, 29 U.S.C. § 201 et seq.
29 CFR §§ 541.303; 541.602; 541.603; 541.710; 553.20-.28; and 771.105

Date of Adoption: December 9, 2013
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesShredding Consumer Reports

It is the policy of Norfolk Public Schools to take reasonable measures to protect against unauthorized access to consumer information from consumer reports.¹ A consumer report includes criminal background checks performed on applicants or employees by a third party. It does not include criminal checks performed by school staff.

Reasonable measures to protect against unauthorized access to or use of consumer information in connection with its disposal include the following examples. These examples are illustrative only and are not exclusive or exhaustive methods for complying with this directive.

- (1) Shredding of papers containing consumer information so that the information cannot practicably be read or reconstructed. Burning or pulverising such papers are also options where appropriate.
- (2) Destruction or erasure of electronic media containing consumer information so that the information cannot practicably be read or reconstructed.
- (3) After due diligence, entering into and monitoring compliance with a contract with another party engaged in the business of record destruction to dispose of material in a manner consistent with this directive.

This policy does not require that the consumer reports information be disposed of; rather, it specifies the action to be taken whenever such disposal occurs. Questions regarding the disposal of consumer reports information should be directed to the Superintendent or the Superintendent's designee.

Legal Reference: FTC Rule on Disposal of Consumer Report Information and Records, 16 CFR Part 682

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

¹ “The term ‘consumer report’ means any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing the consumer's eligibility for . . .(B) employment purposes.” Fair Credit Reporting Act, 15 U.S.C. § 1681a(3).

Personnel - All EmployeesMilitary and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Family military leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Legal Reference: Neb. Rev. Stat. ' ' 55-160 to 55-166;
 Neb. Rev. Stat. ' ' 55-501 to 55-507
 29 U.S.C.A. §§ 2611, et seq. and 29 CFR Part 825
 38 USC Sections 4301 to 4333 and 20 CFR Part 1002

Date of Adoption: December 9, 2013
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
 - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
 - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
 - e. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. ~~Current employees must give such disclosure within ten days following adoption of this Policy.~~ As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall be subject

to being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption:	December 9, 2013
Date of Reaffirmation:	September 14, 2015
Date of Reaffirmation:	March 14, 2016

Personnel - All Employees

Wage and Deduction Information

Within ten working days after a written request is made by an employee, the Superintendent or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

Legal Reference: Neb. Rev. Stat. § 48-1230

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesProfessional Boundaries Between Employees and Students

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites (such as Twitter) to discuss with a student a matter that does not pertain to school-related activities. (School related activities include items such as the student's homework, class activity, school sport or club, or other school-sponsored activity.) Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student on MySpace, Facebook, or Twitter, Intstagram, or other social networking site. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.

- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District.

Reporting: An employee who is aware of a violation of the professional boundaries policy shall immediately report such violation to his/her immediate supervisor. If the individual does not feel comfortable discussing the matter with the building administration, the report should be made to a central office administrator.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Prohibition on Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: ESSA sec. 8038, § 8546

Date of Adoption: August 8, 2016

Personnel - All EmployeesWorkplace Privacy Policy

1. The District will abide by the Nebraska Workplace Privacy Act and will not:
 - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
 - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
 - c. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
 - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
 - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference: Laws 2016, LB 821

Date of Adoption: August 8, 2016

Personnel -AllAppropriate Dress

All certified staff and classified staff shall dress appropriately, presenting a neat, clean, professional appearance conducive to the learning environment of the students. If a concern exists, the supervising administrator should provide the necessary counseling and correction concerning the appropriateness of the attire.

Additional guidelines are contained in Administrative Rule.

Date of Adoption:	March 10, 2015
Date of Reaffirmation:	April 11, 2016
Date of Revision:	August 8, 2016

Personnel - All EmployeesEmployee Fundraising

Any employee who directly or indirectly seeks to use their position as a District employee to fundraise (such as through a crowd funding initiative) must obtain prior approval from the Superintendent or Superintendent's designee before taking any action to fundraise.

An employee who receives permission to fundraise shall abide by the following requirements:

- a. The employee shall inform the Superintendent or Superintendent's designee of any content (including online messages or requests) that the employee intends to publish.
- b. The employee shall not violate any District policy, rule or law in any fundraising efforts and shall keep all student information confidential.
- c. The employee must account for any money raised through the approved fundraising effort and shall provide evidence to the Superintendent or Superintendent's designee as to how the money was spent.

District employees who engage in fundraising efforts in their private capacities need not abide by this policy.

Date of Adoption: September 11, 2017