

Board of Education Regular Meeting
Monday, April 13, 2020 5:30 PM

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

Agenda

1. Call to Order
 - 1.1. Roll Call
 - 1.2. Declaration of a Legal Meeting
2. Student Fees Hearing
3. Information and Discussion Items
 - 3.1. Finance & Facilities Report
 - 3.2. Teaching & Learning Report
 - 3.3. Student Services Report
 - 3.4. Human Resources & Accreditation Report
 - 3.5. Superintendent's Report
4. Committee Reports
 - 4.1. Board Building Visit Reports
 - 4.2. Facilities & Finance Committee Report
 - 4.3. Policy Committee Report
 - 4.4. Government Relations Committee Report
 - 4.5. Activities Committee Report
 - 4.6. Minutes of Committee Meetings
5. Approve Consent Agenda
 - 5.1. Minutes of Previous Meetings
 - 5.2. Personnel
 - 5.2.1. Contract Approval
 - 5.2.2. Resignations
 - 5.3. Claims
6. Action Items
 - 6.1. Discuss, consider and take action to approve the 2020-2021 Student Fees
 - 6.2. Discuss, consider and take action to suspend the bid process for copying and printing and extend our current contract with Eakes for one additional year
 - 6.3. Discuss, consider and take action to suspend the bidding process for school photos and IDs and extend our current contract with Michael's for one additional year
 - 6.4. Discuss, consider and take action to extend the contract with Lunchtime Solutions Inc for one additional year.
 - 6.5. Discuss, consider and take action to authorize the Superintendent to pursue FEMA funds and/or other COVID-19 related funds that may be available through the Nebraska Department of Education or other governmental agencies
 - 6.6. Discuss, consider and take action to approve the resolution regarding the COVID-19 pandemic, graduation and grading.
 - 6.7. Discuss, consider and take action to postpone the community conversation regarding a potential bond issue and related construction projects

- 6.8. 6.8 Discuss, consider and take action to approve the purchase of 3rd-8th grade Pearson Elevate Science program
- 6.9. Discuss, consider and take action to approve the First Reading of Board Policies 4200-4260 related to Non-Certified Staff
- 6.10. Discuss, consider and take action to approve the First Reading of Board Policy 1320 related to Memorials
- 6.11. Discuss, consider and take action to approve the Second and Final Reading of Board Policies 4030-4190 related to Certificated Staff
7. Future Meetings
8. Executive Session -- To Discuss the District's COVID-19 Response -- As Needed to Protect the Interest of the District
 - 8.1. Convene Executive Session - To Discuss the District's COVID-19 Response -- As Needed to Protect the Interest of the District
 - 8.2. Reconvene Meeting from Executive Session
 - 8.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
9. Adjournment

MADISON COUNTY SCHOOL DISTRICT NO. 2
NORFOLK PUBLIC SCHOOLS

BUDGETARY COMPARISON SCHEDULE - STUDENT FEE FUND
MODIFIED CASH BASIS

FOR THE FISCAL YEAR ENDED AUGUST 31, 2019

UNAUDITED

	Balance 8/31/2018	Receipts	Disbursements	Transfers In (Out)	Balance 8/31/2019
Instrument Rental & Repair Fees	\$ 5,256	\$ 12,973	\$ 7,633	\$ -	\$ 10,596
Instrument Rental Fee	325	-	-	-	325
Golf Shirt 9-12	-	528	-	-	528
Act Prep Book Fee	1,998	-	-	-	1,998
Baseball Hats, Belts, & Socks	(669)	980	600	-	(289)
Boys' Tennis Fee	1,032	1,560	1,648	-	944
Cheerleading Uniform Fee	-	2,471	2,471	-	-
Choir Robe Cleaning Fee	155	1,075	1,817	-	(587)
Boys Soccer Socks Fee	39	426	298	-	167
Girls Tennis Fee	-	1,394	1,416	-	(22)
Pink Panther Silver & Black Fee	(4,698)	1,500	-	-	(3,198)
Swimming Fee 9-12	-	260	207	-	53
FBLA	24	-	-	-	24
Pottery Project Fee	519	-	-	-	519
Activity Cards 9-12	16,975	23,960	20,705	-	20,230
Graduation Fees	369	-	-	-	369
Industrial Arts Lab-Safety Glasses	1,575	-	-	-	1,575
Chemistry Goggles Fee	146	-	-	-	146
21st Century Grant Fee	71,873	15,968	81,261	-	6,580
Business Services	4,556	52,721	46,815	-	10,462
Participation Fee	15,855	18,275	12,650	-	21,480
Technology Fee 7-12	144,046	52,530	840	-	195,736
21st Century Living Project Fee	90	845	585	-	350
7/8 Challenge Fee	16	-	-	-	16
Art 7 Fee	65	-	-	-	65
Industrial Tech 7 Fee	278	-	-	-	278
Wellness Workbook Fee 7-8	24	-	-	-	24
Art 8 Fee	796	182	-	-	978
Spanish Culture & Language Fee	24	-	24	-	-
Industrial Tech 8 Fee	1,399	1,700	1,055	-	2,044
Show Choir Headband	-	2	2	-	-
Show Choir Shirt Fee	266	-	-	-	266
Activity Card Fee 7-8	490	21,715	12,025	-	10,180
Art Class Fee	835	1,095	-	-	1,930
Band Shoes 9-12	29	680	410	-	299
Band Uniform Cleaning Fee	3,256	2,626	1,640	-	4,242
Cheerleading Warm-Ups (Rental) Fee	-	399	399	-	-
Choraleer Performance Outfit	-	3,973	4,226	-	(253)
Flags/Color Guard	4	704	2,123	-	(1,415)
Activity Cards K-6	11,775	15,295	-	-	27,070
Summer School	45,378	8,700	200	-	53,878
Girls Soccer Socks Fee	12	270	131	-	151
Totals	<u>\$ 324,113</u>	<u>\$ 244,807</u>	<u>\$ 201,181</u>	<u>\$ -</u>	<u>\$ 367,739</u>
Original/Final Budget		<u>\$ 130,000</u>	<u>\$ 419,853</u>		

THE ACCOMPANYING NOTES ARE AN INTEGRAL
PART OF THE FINANCIAL STATEMENTS

**Appendix "1" to 2020-2021 Student Fees Policy of
Norfolk Public Schools**

Additional Specification of Required Materials and Fees¹

Activity	Elementary (K-4)	Middle School (Gr. 5-6)	Junior High (Gr. 7-8)	Senior High (Gr. 9-12)
21 st Century After School Participation Fee (AfterShock)		2 days- \$25.00/quarter	2 days- \$25.00/quarter	
21 st Century After School Participation Fee (AfterShock)		5 days- \$50.00/quarter	5 days- \$50.00/quarter	
Participation Fee w/ Activity Card (All NSAA Activities)			\$50.00/year	\$50.00/year
Art Class Fee				\$10.00/year
Band (Methods Books for Lesson)		\$10-\$13.00/year		
Band Instrument Rental (school owned)		\$25.00/semester	\$30.00/semester	\$38.00/semester
Band Black Dress Pants			\$20.00/year	
Band Shoes				\$37.00/year
Band Uniform Cleaning				\$15.00/year
Baseball Hats				\$25.00/year
Cheerleading Uniform: (Shell, Skirt, Pom's Shoes)				\$125.00/year
Choir Robe Cleaning				\$15.00/year
Choraleer Performance Outfit – Royal Pride (V) Jazz Junkies (JV)				\$100 to \$250.00/year
Flags/Color Guard				Up to \$300.00/year
Golf Shirt				\$30.00/year
Graduation Cap & Gown				\$50.00
Orchestra (Lesson/Method Book)	\$12.00/year	\$12.00/year	\$12.00/year	
Orchestra Instrument Rental (school owned)	\$25.00/semester	\$25.00/semester	\$25.00/semester	\$25.00/semester
Orchestra (Violin/Viola) Shoulder Rests			\$25.00/year	\$25.00/year
Pink Panthers (Shell, Skirt, Pom's, Shoes)				\$125.00 Uniform
Soccer Shin Guards & Socks				\$30.00/year

¹ This listing is a part of the 2020-2021 Student Fees Policy and is intended to provide supplemental information. For additional specifications, refer to the Policy.

Activity	Elementary (K-4)	Middle School (Gr. 5-6)	Junior High (Gr. 7-8)	Senior High (Gr. 9-12)
Summer School	\$20.00 per session	\$20.00 per session	\$20.00 per session	\$20.00 per session
Swimming				\$10.00 Cap + \$100.00 Swimsuit
Technology Fee			\$35.00/year	\$35.00/year
Tennis (Boys)				\$40.00 top and bottom
Tennis (Girls)				\$70.00 top and bottom
Volleyball			\$20.00 Black Spandex	\$25.00 (Knee Pads & Shorts)/year

StudentsStudent Fees Policy

Under the Public Elementary and Secondary Student Fee Authorization Act, the District is required to set forth in a policy its guidelines or policies for specific categories of student fees. This policy is subject to further interpretation or guidance by administrative or Board regulations. The Policy includes Appendix "I," which provides further specifics of student fees and materials required of students which is reviewed and updated each school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics.

The District's policy is to provide for the free instruction in accordance with the Nebraska Constitution, state and federal law. This means that the District's policy is to provide free instruction for all courses, activities and programs which are offered in the district by providing staff, facility, equipment, and materials that is necessary without charge or fee to the students. The District's policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided the opportunity for a fee waiver or be provided the necessary materials or equipment without charge. A student who qualifies for the free or reduced price lunch and breakfast program is not required to participate in the free or reduced price lunch and breakfast program for purposes of this section.

Students or their parents must request a fee waiver prior to participating in or attending the activity and prior to purchase of the materials. Some examples are: (1) Items necessary for all state required and elective courses offered by the district. (2) Participation in extracurricular activities and use of a musical instrument in optional music courses that are not extracurricular activities.

Waivers will be updated annually by specific grade level and can be found on the school website or by contacting the specific building the student attends. The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be made in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be provided to every student of the District or to every household in which at least one student resides, at no cost.

The School Board will have a Student Fee Fund established which is for the purpose of tracking all student fee receipts and expenditures. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, into which all money collected from students and subject to the Student Fee Fund shall be deposited and from which money shall be expended for the purposes for which it was collected from students.

Instructional / Extracurricular and Miscellaneous Fee Guidelines

- (1) General Course Materials: Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, erasers, notebooks, trappers/binders, protractors and math calculators. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.
- (2) Damaged or Lost Items: Students are responsible for the careful and appropriate use of school property. Students and their parents or guardian will be held responsible for damages to school property where such damage is caused or aided by the student and will also be held responsible for the reasonable replacement cost of school property which is placed in the care of and lost by the student. Charges of this nature are not waivable.
- (3) Materials Required for Course Projects: Students are permitted to and may be encouraged to supply materials for course projects. Some course projects (such as projects in art and shop classes) may be kept by the student upon completion. In the event the completed project has more than minimal value, the student may be required, as a condition of the student keeping the completed project, to reimburse the District for the reasonable value of the materials used in the project. Standard project materials will be made available by the District. If a student wants to create a project other than the standard course project, or to use materials other than standard project materials, the student will be responsible for furnishing or paying the reasonable cost of any such materials for the project.
- (4) Musical Instruments: Students will be required to furnish musical instruments for participation in optional music courses. Use of a musical instrument without charge is available under the District's fee waiver policy. The District is not required to provide for the use of a particular type of musical instrument for any student.
- (5) Non-specialized attire required for specified courses and activities: Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity. The District will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or

explosive materials, hot liquids or solids, injurious radiations, or other similar hazards. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

- (6) Specialized equipment or attire: The District will furnish students with specialized equipment and attire for participation in extracurricular activities that is required by the district. The District is not required to provide for the use of any particular type of equipment or attire that is considered optional.
- (7) Participation in summer school or night school: Students who do not qualify for a student fee waiver are responsible for fees to participate in summer school or night school.
- (8) Breakfast and lunch programs: Any student who qualifies for free or reduced breakfast and lunch will received one full breakfast and lunch each day at a reduced or free rate. Students shall be responsible for items which students purchase from the District's breakfast and lunch programs that fall outside of the qualifying breakfast or lunch.
- (9) Personal Consumable Items: Students are also responsible for the cost of food, beverages, personal or consumable items which students purchase from the District or at school, whether from a "school store," a vending machine, booster club, parent group sale, book order club, or the like. Students who do not qualify for free or reduced price meals may be required to bring money or food for field trip meals or similar activities.
- (10) Copies of student files or records: The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or student who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

The District does provide activities, programs, and services to children which extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. The District's policy is to continue to encourage and to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the District.

Guidelines on Activities, programs and services where student fees are not waived

- (1) Participation in before-and-after-school or pre-kindergarten services: Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.
- (2) Parking: Students may be required to pay for parking on school grounds or at school-sponsored activities, and may be subject to payment of fines for failure to comply with school parking rules or damages caused by vehicles.
- (3) Transportation costs: Students are responsible for fees established for transportation services provided by the District to the extent permitted by federal and state laws and regulations.
- (4) Postsecondary education costs: Students are responsible for postsecondary education costs. The phrase "postsecondary education costs" means tuition and other fees only associated with obtaining credit from a postsecondary educational institution. For a course in which students receive high school credit and for which the student may also receive postsecondary education credit, the course shall be offered without charge to receive high school credit only.
- (5) National Trips: Norfolk Public Schools will provide no financial support to extra-curricular student groups or organizations for travel outside of Nebraska (exclusive of NSAA sanctioned activity competition in Iowa and South Dakota). Vocational Student Organizations (including, but not limited to DECA, FBLA, FFA, and VICA) that have members qualify for National competition through State-sponsored conferences/conventions will be allowed to attend those conferences. Groups that qualify for National competition through calendar school year competition, which are primarily academic in nature (including, but not limited to Quiz Bowl and Speech/Debate) will also be allowed to attend their competitions. Absences will be counted as school activity and a staff member will be provided to act as an official sponsor for the trip. Occasionally groups (including, but not limited to Band, Choir, Cheerleaders and Pink Panthers) are invited to make trips or are invited to make trips through summer camps. Student groups that choose to take these trips shall not use school time to organize or plan. Absences for these trips will not be excused if taken during school time. The District will not endorse trips on school days nor provide a staff member to act as an official sponsor for the trip. (Note: If the trip occurs on a "non-contract day, or a non-school day, a staff member may choose to use their own time to participate).

Legal Reference: Neb. Rev. Stat. §§79-2125 to 79-2135 and Laws 2003, LB 249 (The Public Elementary and Secondary Student Fee Authorization Act)
Neb. Constitution, Article VII, section 1.
Neb. Rev. Stat. §§79-241, 79-605, and 79-611(transportation)
Neb. Rev. Stat. §79-2104 (student files or records)
Neb. Rev. Stat. §79-715 (eye-protective devices)
Neb. Rev. Stat. §79-737 (liability of students for damages to school books)
Neb. Rev. Stat. §79-1104 (before-and-after-school or pre-kindergarten services)
Neb. Rev. Stat. §§79-1106 to 79-1108.03 (accelerated or differentiated curriculum program)

Date of Adoption: March 9, 2015
Date of Reaffirmation: September 14, 2015
Date of Revision: March 14, 2016
Date of Revision: April 11, 2016
Date of Revision: April 10, 2017
Date of Revision: April 9, 2018

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending March 31, 2020

Fund/Account	2019-2020 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,638,524.84	\$39,069.98	\$0.00	\$1,677,594.82
SPECIAL BUILDING FUND (2)	\$3,146,538.31	\$50,933.28	\$25,426.25	\$3,172,045.34
DEPRECIATION RESERVE FUND (2)	\$6,689,698.11	\$5,725.15	\$261,921.65	\$6,433,501.61
ACTIVITIES ACCOUNT (2)	\$902,750.55	\$64,984.12	\$76,844.13	\$890,890.54
SUBSIDIARY ACCOUNT (2)	\$339,175.99	\$46,533.60	\$65,901.46	\$319,808.13
GENERAL FUND (1)	\$12,592,918.69	\$3,157,086.62	3,752,559.15	\$11,997,446.16
PAYROLL ACCOUNT (2)	\$5,014.05	\$3,395,823.96	\$3,395,823.96	\$5,014.05
SCHOOL LUNCH FUND (2)	\$964,702.78	\$228,544.81	\$265,553.72	\$927,693.87
BOND FUND (2)	\$2,692,429.60	\$74,703.72	\$0.00	\$2,767,133.32
COOPERATIVE FUND (2)	\$266,546.19	\$10,436.67	\$22,148.71	\$254,834.15
EMPLOYEE BENEFIT FUND (2)	\$5,840.17	\$6.45	\$260.99	\$5,585.63
ATHLETIC FIELD COOPERATIVE FUND (2)	\$338,295.62	\$9,602.46	\$0.00	\$347,898.08
CONVENIENCE FEE FUND (2)	\$7,022.33	\$1,017.97	\$984.10	\$7,056.20
STUDENT FEE FUND (2)	\$351,526.43	\$3,999.26	\$1,341.20	\$354,184.49
TOTAL ALL FUNDS	\$29,940,983.66	\$7,088,468.05	\$7,868,765.32	\$29,160,686.39
BALANCES CLASSIFIED BY DEPOSITORY				
(1) BANK FIRST				\$11,997,446.16
(2) ELKHORN VALLEY BANK				\$14,396,106.91
(2) MIDWEST BANK				\$2,767,133.32
TOTAL BALANCES				\$29,160,686.39

MARCH 2020 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	ANDERSON, LACOHN	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$40.00
2	ANDERSON, LACOHN Total			\$40.00
3	ANDERSON, NICOLE	STATE TICKET REFUND	13 2900 610 2 560 001	\$27.00
4	ANDERSON, NICOLE Total			\$27.00
5	ASSETGENIE, INC	CB CHARGERS	13 2900 610 2 230 001	\$199.75
6		MOTHERBOARD	13 2900 610 2 230 001	\$99.95
7		MOTHERBOARD-RETURNED	13 2900 610 2 230 001	-\$99.95
8		SCREEN	13 2900 610 2 230 001	\$19.95
9		SCREEN-RETURNED	13 2900 610 2 230 001	-\$19.95
10	ASSETGENIE, INC Total			\$199.75
11	BALCOM, TONYA	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$40.00
12	BALCOM, TONYA Total			\$40.00
13	BECKENHAUER, EMMA	PANTHER CLASSIC	13 2900 610 2 522 001	\$60.00
14	BECKENHAUER, EMMA Total			\$60.00
15	BECKMAN MATSON, STEPHANY	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
16	BECKMAN MATSON, STEPHANY Total			\$72.00
17	BELTRAN, YESENIA	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$40.00
18	BELTRAN, YESENIA Total			\$40.00
19	BENSON, BROOKE	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
20	BENSON, BROOKE Total			\$20.00
21	BLACK SQUIRREL POLES	VAULTING POLES	13 2900 610 2 535 001	\$885.74
22			13 2900 610 2 542 001	\$436.26
23	BLACK SQUIRREL POLES Total			\$1,322.00
24	BOYER, BROOKE	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$0.00
25	BOYER, BROOKE Total			\$0.00
26	BOYER, BROOKS	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
27	BOYER, BROOKS Total			\$20.00
28	BRADLEY, MOLLY	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
29	BRADLEY, MOLLY Total			\$20.00
30	BRAHMER, ALYCIA	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
31	BRAHMER, ALYCIA Total			\$20.00
32	BRAND, VANESSA	PANTHER CLASSIC	13 2900 610 2 522 001	\$75.00
33	BRAND, VANESSA Total			\$75.00

34	BROWN, JOANIE	APPAREL REFUND	13 2900 610 2 550 001	\$102.00
35	BROWN, JOANIE Total			\$102.00
36	BUGENHAGEN, SUZANN	STATE TICKET REFUND	13 2900 610 2 560 001	\$18.00
37	BUGENHAGEN, SUZANN Total			\$18.00
38	CASH	3/15 MUSICAL GATE	13 2900 610 2 501 001	\$800.00
39		3/16 MUSICAL GATE	13 2900 610 2 501 001	\$800.00
40		3/17 MUSICAL GATE	13 2900 610 2 501 001	\$800.00
41		3/19 BASEBALL GATE	13 2900 610 2 501 001	\$400.00
42		3/19 BASEBALL/B SOCCER GATE	13 2900 610 2 501 001	\$600.00
43		3/19 MUSICAL GATE	13 2900 610 2 501 001	\$800.00
44		3/20 BASEBALL GATE	13 2900 610 2 501 001	\$400.00
45		3/21 B/G SOCCER CONCESSION	13 2900 610 2 501 001	\$300.00
46		3/21 B/G SOCCER GATE	13 2900 610 2 501 001	\$600.00
47		3/24 G SOCCER GATE	13 2900 610 2 501 001	\$400.00
48		3/7 SPEECH CONCESSION	13 2900 610 2 501 001	\$350.00
49		3/7 SPEECH RAFFLE	13 2900 610 2 501 001	\$200.00
50	CASH Total			\$6,450.00
51	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$408.38
52	CASH-WA DISTRIBUTING Total			\$408.38
53	CHESTERMAN COMPANY	COKE SUPPLIES	13 2900 610 2 502 001	\$654.80
54		SUPPLIES	13 2900 610 2 502 001	\$554.29
55	CHESTERMAN COMPANY Total			\$1,209.09
56	CHRISTENSEN, SHYLA	APPAREL REFUND	13 2900 610 2 550 001	\$139.00
57	CHRISTENSEN, SHYLA Total			\$139.00
58	CIPRA, CATHY	APPAREL REFUND	13 2900 610 2 550 001	\$65.00
59	CIPRA, CATHY Total			\$65.00
60	COLER, MELISSA	APPAREL REFUND	13 2900 610 2 550 001	\$94.00
61	COLER, MELISSA Total			\$94.00
62	COLLEGE ENTRANCE	PSAT TEST	13 2900 610 2 576 001	\$164.00
63	COLLEGE ENTRANCE Total			\$164.00
64	CUSTOM SPORTS	APPAREL	13 2900 610 2 514 001	\$3,177.00
65	CUSTOM SPORTS Total			\$3,177.00
66	DAHLKOEETTER, SARA	PANTHER CLASSIC	13 2900 610 2 522 001	\$100.00
67	DAHLKOEETTER, SARA Total			\$100.00

68	DEREK SIEDSCHLAG	TEAM MEAL REIMB	13 2900 610 2 531 001	\$167.76
69	DEREK SIEDSCHLAG Total			\$167.76
70	DITTMER, SARAH	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
71	DITTMER, SARAH Total			\$72.00
72	DOHERTY, MAX	HAM/PIE FUNDRAISER WINNER	13 2900 610 2 588 001	\$50.00
73	DOHERTY, MAX Total			\$50.00
74	DOMINGUEZ, SHYANN	HAM/PIE FUNDRAISER WINNER	13 2900 610 2 588 001	\$50.00
75	DOMINGUEZ, SHYANN Total			\$50.00
76	DRAHOTA, BRANDEE	APPAREL REFUND	13 2900 610 2 550 001	\$102.00
77	DRAHOTA, BRANDEE Total			\$102.00
78	ELKHORN FEED CENTER	CLASSROOM SUPPLIES	13 2900 610 2 628 001	\$31.06
79		FEED ANALYSING	13 2900 610 2 628 001	\$36.74
80	ELKHORN FEED CENTER Total			\$67.80
81	FOSSUM, MELINDA	APPAREL REFUND	13 2900 610 2 550 001	\$131.00
82	FOSSUM, MELINDA Total			\$131.00
83	FREUDENBERG, MICOLE	APPAREL REFUND	13 2900 610 2 550 001	\$102.00
84	FREUDENBERG, MICOLE Total			\$102.00
85	FROHBERG, MARSHA	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
86	FROHBERG, MARSHA Total			\$72.00
87	GODFATHERS PIZZA NORFOLK	PIZZA	13 2900 610 2 502 001	\$1,080.00
88		WORKER MEAL-DISTRICTS	13 2900 610 2 529 001	\$100.00
89	GODFATHERS PIZZA NORFOLK Total			\$1,180.00
90	HADER, MEGAN	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$40.00
91	HADER, MEGAN Total			\$40.00
92	HALL, SUZY	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$40.00
93	HALL, SUZY Total			\$40.00
94	HARTHOORN, SHARON	STATE TICKET REFUND	13 2900 610 2 560 001	\$9.00
95	HARTHOORN, SHARON Total			\$9.00
96	HARTINGTON CC HIGH SCHOOL	GBB DISTRICT GATE	13 2900 610 2 529 001	\$495.04
97	HARTINGTON CC HIGH SCHOOL Total			\$495.04
98	HAUFF SPORTS	19/20 EQUIPMENT	13 2900 610 2 530 001	\$2,091.77
99			13 2900 610 2 533 001	\$708.68
100			13 2900 610 2 535 001	\$642.25
101		BASEBALLS	13 2900 610 2 530 001	\$236.50

102		SWEATS	13 2900 610 2 542 001	\$670.08
103		SWEATSHIRTS	13 2900 610 2 535 001	\$1,480.92
104		WRENCH	13 2900 610 2 535 001	\$45.91
105	HAUFF SPORTS Total			\$5,876.11
106	HERNANDEZ, ERICK	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
107	HERNANDEZ, ERICK Total			\$20.00
108	HOFFMAN, JEFF	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
109		MEAL SUPERVISION	13 2900 610 2 531 001	\$6.93
110			13 2900 610 2 544 001	\$8.96
111	HOFFMAN, JEFF Total			\$87.89
112	HOLIDAY INN KEARNEY	LEADERSHIP CONFERENCE LODGING	13 2900 610 2 276 001	\$0.00
113	HOLIDAY INN KEARNEY Total			\$0.00
114	HOPKINS, JACEY	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
115	HOPKINS, JACEY Total			\$20.00
116	HUMPHREY/LINDSAY HOLY	GBB DISTRICT GATE	13 2900 610 2 529 001	\$452.54
117	HUMPHREY/LINDSAY HOLY Total			\$452.54
118	HYVEE	BANQUET CHICKEN	13 2900 610 2 562 001	\$350.00
119	HYVEE Total			\$350.00
120	KALIN, KAREN	APPAREL REFUND	13 2900 610 2 550 001	\$67.00
121	KALIN, KAREN Total			\$67.00
122	KELLY, ANDREA	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
123	KELLY, ANDREA Total			\$72.00
124	KLEIN, ANN	APPAREL REFUND	13 2900 610 2 550 001	\$102.00
125	KLEIN, ANN Total			\$102.00
126	KUMM, ELIZABETH	PANTHER CLASSIC	13 2900 610 2 522 001	\$60.00
127	KUMM, ELIZABETH Total			\$60.00
128	LINCOLN HIGH SCHOOL	BBB DISTRICT A-1 GATE	13 2900 610 2 529 001	\$384.36
129	LINCOLN HIGH SCHOOL Total			\$384.36
130	LINGENFELTER, MICHELLE	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
131	LINGENFELTER, MICHELLE Total			\$72.00
132	LOU'S THRIFTY WAY	BUNS	13 2900 610 2 502 001	\$49.50
133	LOU'S THRIFTY WAY Total			\$49.50
134	LUHR, BROOKE	PANTHER CLASSIC	13 2900 610 2 522 001	\$60.00
135	LUHR, BROOKE Total			\$60.00

136	MAHASKA	POPCORN	13 2900 610 2 502 001	\$136.00
137	MAHASKA Total			\$136.00
138	MARKSMEIER, ABBIE	HAM/PIE FUNDRAISER WINNER	13 2900 610 2 588 001	\$50.00
139	MARKSMEIER, ABBIE Total			\$50.00
140	MARTIN, STARIA	PANTHER CLASSIC	13 2900 610 2 522 001	\$60.00
141	MARTIN, STARIA Total			\$60.00
142	MCCONNELL, CARI	3/7 PANTHER CLASSIC	13 2900 610 2 522 001	\$75.00
143	MCCONNELL, CARI Total			\$75.00
144	MEURET, MARY	STATE TICKET REFUND	13 2900 610 2 560 001	\$27.00
145	MEURET, MARY Total			\$27.00
146	MILLER, THERESA	STATE TICKET REFUND	13 2900 610 2 560 001	\$36.00
147	MILLER, THERESA Total			\$36.00
148	MITCHELL, LISA	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
149	MITCHELL, LISA Total			\$72.00
150	MR & MRS JAMES SUCKSTORF	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
151	MR & MRS JAMES SUCKSTORF Total			\$20.00
152	MR SIGNS	SWIM RECORDS SIGNAGE	13 2900 610 2 529 001	\$262.50
153	MR SIGNS Total			\$262.50
154	MRSNY, LARRY & GEORGIANNA	APPAREL REFUND	13 2900 610 2 550 001	\$67.00
155	MRSNY, LARRY & GEORGIANNA Total			\$67.00
156	NEBRASKA FFA ASSOCIATION	SO PRELIM INTERVIEW HOTEL ROOM	13 2900 610 2 276 001	\$25.00
157		STATE OFFICER FEE	13 2900 610 2 276 001	\$35.00
158	NEBRASKA FFA ASSOCIATION Total			\$60.00
159	NEBRASKA HOSA	LEADERSHIP CONF REGISTRATION	13 2900 610 2 270 001	\$240.00
160	NEBRASKA HOSA Total			\$240.00
161	NEW VICTORIAN INN & SUITES	2/28 LODGING	13 2900 610 2 544 001	\$1,229.84
162		3/6 LODGING	13 2900 610 2 522 001	\$379.95
163		DISTRICT LODGING	13 2900 610 2 546 001	\$719.91
164		LODGING	13 2900 610 2 522 001	\$324.95
165		WESLEYAN LODGING--GENERAL FUND	13 2900 610 2 598 001	\$419.94
166	NEW VICTORIAN INN & SUITES Total			\$3,074.59
167	NICOLAY, CARTER	PANTHER CLASSIC	13 2900 610 2 522 001	\$60.00
168	NICOLAY, CARTER Total			\$60.00
169	NORFOLK AREA CHAMBER OF	NE NEBRASKA DAY REGISTRATION	13 2900 610 2 571 001	\$160.00

170	NORFOLK AREA CHAMBER OF Total			\$160.00
171	NOVA FITNESS EQUIPMENT	WEIGHT ROOM MAINTENANCE	13 2900 610 2 509 001	\$317.25
172	NOVA FITNESS EQUIPMENT Total			\$317.25
173	NPS GENERAL FUND	A. MITCHELL	13 2900 610 2 502 001	\$19.92
174		ACTIVITY WORKERS	13 2900 610 2 285 001	\$164.25
175			13 2900 610 2 522 001	\$158.56
176			13 2900 610 2 531 001	\$3,441.35
177			13 2900 610 2 538 001	\$2,811.84
178			13 2900 610 2 544 001	\$1,025.40
179			13 2900 610 2 546 001	\$1,349.52
180		D.SCHRECK PAYMENT 4	13 2900 610 2 285 001	\$164.26
181		HAC ACTIVITY WORKERS	13 2900 610 2 529 001	\$150.61
182		M.REEVES	13 2900 610 2 562 001	\$79.65
183	P.BELT-SPEECH JUDGE	13 2900 610 2 522 001	\$88.05	
184	SUBDISTRICT WORKERS	13 2900 610 2 529 001	\$453.27	
185	NPS GENERAL FUND Total			\$9,906.68
186	NPS STUDENT FEES ACCOUNT	WAIVABLE APPAREL	13 2900 610 2 550 001	\$378.00
187	NPS STUDENT FEES ACCOUNT Total			\$378.00
188	NSAA	BBB DISTRICT A-1 GATE	13 2900 610 2 529 001	\$831.78
189		GBB DISTRICT GATE	13 2900 610 2 529 001	\$1,378.34
190	NSAA Total			\$2,210.12
191	NSDA NEBRASKA DISTRICT	3/6 ENTRY FEE	13 2900 610 2 522 001	\$290.00
192	NSDA NEBRASKA DISTRICT Total			\$290.00
193	OLBERDING, LEAH	APPAREL REFUND	13 2900 610 2 550 001	\$102.00
194		STATE TICKET REFUND	13 2900 610 2 560 001	\$18.00
195	OLBERDING, LEAH Total			\$120.00
196	PENA, CORLISS	APPAREL REFUND	13 2900 610 2 550 001	\$67.00
197	PENA, CORLISS Total			\$67.00
198	PETALS AND PASTRIES	PIES	13 2900 610 2 588 001	\$6,886.00
199	PETALS AND PASTRIES Total			\$6,886.00
200	PILGER, ERICA	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$40.00
201	PILGER, ERICA Total			\$40.00
202	POCKET NURSE	SUPPLIES	13 2900 610 2 269 001	\$522.77
203	POCKET NURSE Total			\$522.77

204	RECH, MELISSA	PANTHER CLASSIC	13 2900 610 2 522 001	\$100.00
205	RECH, MELISSA Total			\$100.00
206	REYNOLDS, HEIDI	APPAREL REFUND	13 2900 610 2 550 001	\$144.00
207	REYNOLDS, HEIDI Total			\$144.00
208	ROBINSON, JENNIFER	APPAREL REFUND	13 2900 610 2 550 001	\$144.00
209	ROBINSON, JENNIFER Total			\$144.00
210	SCHRADER, LORI	APPAREL REFUND	13 2900 610 2 550 001	\$139.00
211	SCHRADER, LORI Total			\$139.00
212	SKILLS USA	NATIONAL MEMBERSHIP	13 2900 610 2 569 001	\$200.00
213	SKILLS USA Total			\$200.00
214	SOCCER.COM	HURDLE & FIELD GLOVES	13 2900 610 2 514 001	\$144.63
215		KWIK GOAL	13 2900 610 2 514 001	\$156.53
216	SOCCER.COM Total			\$301.16
217	STARMAN, SARAH	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$20.00
218	STARMAN, SARAH Total			\$20.00
219	STREICH, SARAH	APPAREL REFUND	13 2900 610 2 550 001	\$102.00
220	STREICH, SARAH Total			\$102.00
221	STROM, PATRICIA	APPAREL REFUND	13 2900 610 2 550 001	\$67.00
222	STROM, PATRICIA Total			\$67.00
223	SUMNER, LATICIA	APPAREL REFUND	13 2900 610 2 550 001	\$72.00
224	SUMNER, LATICIA Total			\$72.00
225	VILLAGE FLOWER SHOPPE, THE	PARENT NIGHT SUPPLIES	13 2900 610 2 517 001	\$32.50
226	VILLAGE FLOWER SHOPPE, THE Total			\$32.50
227	VISA	ACE FUNDRAISING-CLINIC	13 2900 610 2 528 001	\$311.00
228		AMAZON-FOIL WRAPS	13 2900 610 2 502 001	\$105.84
229		AMAZON-FRONT OFFICE PHONE	13 2900 610 2 503 001	\$42.75
230		AMAZON-KEYCHAINS	13 2900 610 2 503 001	\$4.28
231			13 2900 610 2 529 001	\$4.27
232		AMAZON-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$947.52
233		AMAZON-NAPKINS	13 2900 610 2 502 001	\$132.64
234		AMAZON-SCIENCE STEM GRANT	13 2900 610 2 280 001	\$500.00
235		AMAZON-SCIENCE STEM GRANT	13 2900 610 2 503 001	\$0.06
236		AMAZON-SECURITY CHAIR	13 2900 610 2 503 001	\$70.03
237		AMAZON-STAND LIGHTS	13 2900 610 2 518 001	\$621.20

238	APPLEBEES-STATE MEAL	13 2900 610 2 546 001	\$17.35
239	BEST WESTERN-CLINIC LODGING	13 2900 610 2 528 001	\$505.77
240	BOMGAARS-ANDERSON DAYCO GRANT	13 2900 610 2 280 001	\$7.79
241	BOMGAARS-LAB ANIMALS SUPPLIES	13 2900 610 2 628 001	\$11.38
242	CASEY'S-DONUTS	13 2900 610 2 537 001	\$21.47
243	CHAMPION BRIEFS-MARCH	13 2900 610 2 553 001	\$49.98
244	CHICK-FIL-A-TEAM MEAL	13 2900 610 2 556 001	\$155.04
245	CLINIC MEAL & FUEL	13 2900 610 2 528 001	\$100.00
246	CMC NEPTUNE-SUBSCRIPTION	13 2900 610 2 529 001	\$3,000.00
247	CROWN AWARDS-LETTER PINS	13 2900 610 2 517 001	\$41.02
248	DISTRICT MEALS	13 2900 610 2 546 001	\$683.00
249	DOMINOS-INTERVIEW MEALS	13 2900 610 2 276 001	\$34.88
250	DQ-STUDENT INCENTIVES	13 2900 610 2 503 001	\$5.00
251	DRIVELINE BASEBALL-RESISTANCE	13 2900 610 2 512 001	\$224.00
252	ELKHORN ANIMAL HEALTH-CALF	13 2900 610 2 628 001	\$57.80
253	ETSY-SENIOR AWARDS	13 2900 610 2 517 001	\$80.26
254	GILSON TESTING COMPANY-NRD	13 2900 610 2 276 001	\$699.50
255	GLAZIER COACH CLINIC-LODGING	13 2900 610 2 528 001	\$905.10
256	HOBBY LOBB-POLYHEDRON SUPPLIES	13 2900 610 2 563 001	\$50.33
257	HOBBY LOBBY-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$43.07
258	HOBBY LOBBY-SUPPLIES	13 2900 610 2 551 001	\$61.93
259	HYVEE & PIZZA HUT-TEAM	13 2900 610 2 551 001	\$215.45
260	HYVEE-KOEHN & GROVE SUPPLIES	13 2900 610 2 578 001	\$50.29
261	HYVEE-PANTHER CLASSIC SUPPLIES	13 2900 610 2 553 001	\$117.00
262	HYVEE-WORKER MEAL	13 2900 610 2 531 001	\$168.97
263		13 2900 610 2 538 001	\$168.97
264	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 517 001	\$140.48
265		13 2900 610 2 544 001	\$209.89
266		13 2900 610 2 547 001	\$168.60
267		13 2900 610 2 556 001	\$140.48
268	KINGS-TEAM OUTING	13 2900 610 2 276 001	\$158.00
269	LITTLE CAESARS-TEAM MEAL	13 2900 610 2 512 001	\$16.58
270	MENARDS-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$979.38
271	NFHS LEARNING CENTER-	13 2900 610 2 556 001	\$75.00

272		NOODLES & CO-DEBATE TEAM MEAL	13 2900 610 2 553 001	\$83.80
273		OFFICEMAX-PANTHER CLASSIC	13 2900 610 2 553 001	\$105.22
274		OLIVE GARDEN-STATE COMPETITION	13 2900 610 2 517 001	\$458.23
275		OMAHA FB CLINIC MEALS	13 2900 610 2 528 001	\$35.65
276		PIZZA HUT-TEAM MEAL	13 2900 610 2 513 001	\$164.99
277			13 2900 610 2 517 001	\$79.94
278			13 2900 610 2 547 001	\$128.00
279		QDOBA-TEAM MEAL	13 2900 610 2 556 001	\$80.98
280		RAISING CANES-STATE DUALS MEAL	13 2900 610 2 546 001	\$186.89
281		RAISING CANES-TEAM MEAL	13 2900 610 2 513 001	\$224.00
282			13 2900 610 2 547 001	\$132.66
283		SOUTHWEST-AIRLINE TICKETS	13 2900 610 2 553 001	\$1,000.00
284		STATE TEAM MEALS	13 2900 610 2 544 001	\$902.88
285			13 2900 610 2 546 001	\$859.41
286		STATE WR LODGING	13 2900 610 2 546 001	\$1,280.00
287			13 2900 610 2 562 001	\$870.40
288		SUPERVISION MEAL	13 2900 610 2 544 001	\$9.39
289			13 2900 610 2 546 001	\$24.71
290		THEATRE WORLD BACKDROPS-	13 2900 610 2 523 001	\$878.82
291		TRACKWRESTLING SUBSCRIPTION	13 2900 610 2 562 001	\$129.99
292		VICTORY BRIEFS-MARCH	13 2900 610 2 553 001	\$60.00
293		VISA-SWIM TEAM BOOSTER MEAL	13 2900 610 2 529 001	\$288.00
294		WALGREENS-BATTERIES	13 2900 610 2 597 001	\$47.98
295		WALMART-BANQUET SUPPLIES	13 2900 610 2 562 001	\$21.75
296		WALMART-DOOR DECORATING	13 2900 610 2 614 001	\$27.78
297		WALMART-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$108.99
298		WALMART-PANTHER CLASSIC	13 2900 610 2 553 001	\$225.77
299		WALMART-SUPPLIES	13 2900 610 2 502 001	\$58.50
300	VISA Total			\$20,578.08
301	WHITNEY, STEVEN	PANTHER CLASSIC	13 2900 610 2 522 001	\$60.00
302	WHITNEY, STEVEN Total			\$60.00
303	WILLIAM V. MACGILL	TERMOMETER	13 2900 610 2 564 001	\$131.90
304	WILLIAM V. MACGILL Total			\$131.90
305	WINKELBAUER, DAWN	BEEF CALVES	13 2900 610 2 628 001	\$500.00

306	WINKELBAUER, DAWN Total			\$500.00
307	WINNERS CIRCLE	AWARDS	13 2900 610 2 552 001	\$54.00
308		END OF SEASON AWARDS	13 2900 610 2 562 001	\$393.60
309	WINNERS CIRCLE Total			\$447.60
310	YRACHETA, APRIL	SPRING LEAGUE REFUND	13 2900 610 2 561 001	\$0.00
311	YRACHETA, APRIL Total			\$0.00
312	Grand Total			\$72,311.37

MARCH 2020 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	GRAND ISLAND NORTHWEST	SPEECH MEET ENTRY FEE	14 2900 610 2 834 002	\$156.00
2	GRAND ISLAND NORTHWEST Total			\$156.00
3	HAUFF SPORTS	TRACK SUPPLIES	14 2900 610 2 845 002	\$39.50
4		TRACK SWEATSHIRTS AND BOTTOMS	14 2900 610 2 845 002	\$1,856.80
5	HAUFF SPORTS Total			\$1,896.30
6	NPS STUDENT FEES ACCOUNT	AFTERSHOCK ALEXANDER GRIMM	14 2900 610 2 840 002	\$100.00
7		AFTERSHOCK J. DRISCOLL	14 2900 610 2 840 002	\$50.00
8	NPS STUDENT FEES ACCOUNT Total			\$150.00
9	SEWING BY BETH	MENDING FOR TRACK TOPS/BOTTOMS	14 2900 610 2 857 002	\$150.00
10	SEWING BY BETH Total			\$150.00
11	TEECO INC	WATER	14 2900 610 2 838 002	\$59.75
12	TEECO INC Total			\$59.75
13	VALENTINO'S	SUPPLIES P/T CONFERENCES	14 2900 610 2 838 002	\$379.56
14	VALENTINO'S Total			\$379.56
15	VISA	CAMERA #32	14 2900 610 2 865 002	\$632.98
16		DOMINOS FOR MEETING #12	14 2900 610 2 840 002	\$29.71
17		FOOD/DRINKS FROM LOUS #38	14 2900 610 2 835 002	\$143.64
18		FOOD/SUPPLIES #14	14 2900 610 2 835 002	\$26.25
19		SCRIPTS #32	14 2900 610 2 828 002	\$699.27
20			14 2900 610 2 840 002	\$115.65
21		SUPPLIES #38	14 2900 610 2 828 002	\$71.85
22		SUPPLIES STUDENT ADVISORY #14	14 2900 610 2 835 002	\$21.80
23	VISA Total			\$1,741.15
24	Grand Total			\$4,532.76

MARCH 2020 SUBSIDIARY EXPENDITURES

1	4IMPRINT	VALUE POLYPROPYLENE TOTE	05 2900 610 0 089 000	\$364.04
2	4IMPRINT Total			\$364.04
3	CDW GOVERNMENT, INC	MS SURFACE PRO COVER/PEN	05 2900 610 0 040 000	\$389.52
4		SURF PRO 7 15 8 256 PLAT	05 2900 610 0 040 000	\$2,205.92
5	CDW GOVERNMENT, INC Total			\$2,595.44
6	CHESTERMAN COMPANY	COCA COLA DELIVERY	05 2900 610 0 043 000	\$256.07
7	CHESTERMAN COMPANY Total			\$256.07
8	DEMCO	MARKERS, RUBBER CEMENT, EASEL	05 2900 610 0 051 000	\$85.22
9	DEMCO Total			\$85.22
10	LEUTHOLD, BOBBI	AMAZON ORDERS	05 2900 610 0 058 000	\$104.55
11	LEUTHOLD, BOBBI Total			\$104.55
12	MADISON NATIONAL LIFE	MARCH 2020 BASIC LIFE INSUR	05 2900 610 0 090 000	\$522.74
13	MADISON NATIONAL LIFE Total			\$522.74
14	MIDWEST SCHOOL SERVICES,	2019-20 YEARBOOKS	05 2900 610 0 063 000	\$893.75
15		YEARBOOKS 2019-20	05 2900 610 0 044 000	\$3,500.00
16	MIDWEST SCHOOL SERVICES, Total			\$4,393.75
17	NORFOLK SENIOR HIGH SCHOOL	SH COKE COMMISSION	05 2900 610 0 057 000	\$57.64
18	NORFOLK SENIOR HIGH SCHOOL Total			\$57.64
19	NPS GENERAL FUND	REIMBURSEMENT FOR SPRING PLAY	05 2900 610 0 058 000	\$219.00
20			05 2900 610 0 061 000	\$114.00
21			05 2900 610 0 063 000	\$147.00
22			05 2900 610 0 069 000	\$54.00
23			05 2900 610 0 071 000	\$183.00
24			05 2900 610 0 073 000	\$147.00
25			05 2900 610 0 076 000	\$165.00
26	NPS GENERAL FUND Total			\$1,029.00
27	NPS STUDENT FEES ACCOUNT	AFTERSHOCK EVELYN JANKE	05 2900 610 0 050 000	\$50.00
28		AFTERSHOCK M. MEANS	05 2900 610 0 050 000	\$100.00
29		AFTERSHOCK R. SCHMIT	05 2900 610 0 050 000	\$150.00
30		AFTERSHOCK ZAYDEN JENSEN	05 2900 610 0 050 000	\$50.00
31		BAND INST RENT RAEGGENN HOPPE	05 2900 610 0 050 000	\$25.00
32	NPS STUDENT FEES ACCOUNT Total			\$375.00
33	NPS-JUNIOR HIGH SCHOOL	JH COKE COMMISSION	05 2900 610 0 057 000	\$30.55

34	NPS-JUNIOR HIGH SCHOOL Total			\$30.55
35	PEARSON, FERIAL	MILEAGE	05 2900 610 0 069 000	\$116.48
36	PEARSON, FERIAL Total			\$116.48
37	QUILL CORPORATION	KCUPS	05 2900 610 0 050 000	\$27.45
38	QUILL CORPORATION Total			\$27.45
39	SCHOLASTIC INC.	BOOK ORDER	05 2900 610 0 063 000	\$92.00
40	SCHOLASTIC INC. Total			\$92.00
41	SCHOLASTIC, INC.	BOOK ORDER	05 2900 610 0 063 000	\$408.00
42	SCHOLASTIC, INC. Total			\$408.00
43	TEECO INC	LEASE AND LABOR FOR WATER	05 2900 610 0 050 000	\$113.00
44		WATER	05 2900 610 0 050 000	\$105.75
45			05 2900 610 0 069 000	\$54.00
46	TEECO INC Total			\$272.75
47	VISA	AIRLINE TICKET AND PARKING #9	05 2900 610 0 050 000	\$404.80
48		AMAZON #21	05 2900 610 0 093 000	\$190.11
49		BRAIN POP #42	05 2900 610 0 058 000	\$160.00
50		CARAMEL APPLE BAR #42	05 2900 610 0 058 000	\$61.05
51		COOKIES #2	05 2900 610 0 095 000	\$14.97
52		DINNER FOR ATTENDANCE #2	05 2900 610 0 095 000	\$60.00
53		DOMINOES/INTERVIEWS #44	05 2900 610 0 069 000	\$62.17
54		HYVEE #38	05 2900 610 0 095 000	\$69.19
55		HYVEE CATERING #44	05 2900 610 0 063 000	\$862.66
56		INTERVIEW TEAM #42	05 2900 610 0 058 000	\$69.23
57		JIMMY JOHNS #15	05 2900 610 0 073 000	\$90.12
58		LUNCH MEETING #2	05 2900 610 0 095 000	\$50.92
59		MTSS/PERKINS LINCH #2	05 2900 610 0 095 000	\$165.84
60		PRIMETIME #43	05 2900 610 0 061 000	\$337.79
61		SUBWAY DR. SEUSS #43	05 2900 610 0 061 000	\$50.00
62		TBG MEETING #2	05 2900 610 0 095 000	\$87.43
63		VELCRO #42	05 2900 610 0 058 000	\$98.63
64	VELCRO TAPE #42	05 2900 610 0 058 000	\$211.33	
65	WALMART SUPPLIES #26	05 2900 610 0 095 000	\$53.10	
66	WALMART/SUPPLIES #17	05 2900 610 0 069 000	\$100.33	
67	VISA Total			\$3,199.67

68	Grand Total	\$13,930.35
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Mary Luhr
Director of Student Services
512 Philip Avenue, PO Box 139
Norfolk, NE 68702-0139
(402) 644-2507
maryluhr@npsne.org

Nurses Meeting April 7, 2020

- **In attendance** - Blair Brink, Cori Pena, Diane Schilling, Cindy Fox, Mary Luhr, Stacie Uzzell
 - **Excused** -
-
- Audiometers are to be sent to CO so a time can be scheduled to have them calibrated and repaired if needed.
 - Health Screening Schedule will be made for next year.
 - Kindergarten Robo Call can be made in May
 - Kindergarten Round up has been cancelled.
 - Kindergarten Packets-Scan and email to parents a possible option still working through things.

The next Nurse's meeting will be May 5th, 2020 in the Central Office at 7:45 am.

Board of Education Regular Meeting

Monday, March 9, 2020

5:30 PM: Study Session

6:30: 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

The order of the agenda was amended. Item #14 was moved for a vote after Item 10.5

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. Josh Weber, described many of the activities that will take place at Project Problem Solve (Big Red Keno STEM Day).
- B. Dr. Thompson gave an overview of the Coronavirus Precautions.
- C. Dr. Gubbels visited the middle school, heard the junior high band at the Lions Club Pancake Feed and attended Fun Time Family Reading. Tammy Day toured the proposed senior high facility upgrades and attended the All City Orchestra and Jazz Band/Show Choir performances. Arnie Robinson commented on the professionalism of all NPS events. Sandy Wolfe visited the middle school, Grant Elementary School's Dr. Seuss program and visited the food service programs at Little Panther Preschool, Westside and Bel Air.

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. Budget Hearing

- A. Welcome to the Amended Budget Hearing for the 2019-2020 school year. The purpose of this hearing is to give taxpayers the opportunity to provide support, opposition, criticism, or suggestions and observations regarding the budget. There will be a review of the amended budget items and the board will provide an opportunity for public comment. The adoption of the amended budget will take place by a vote during the board meeting and not at the hearing.
- B. Due to the district refinancing its Qualified Capital Purpose Undertaking bonds, the expenditures of that fund will exceed the current budgeted expenditures, the expenditures will need to be increased by \$8,500,000. Refinancing these bonds will save the district approx. \$100,000 in interest while providing funding for needed life safety code projects previously approved at the February board meeting. This amendment will not increase the districts 2019-2020 levy.
- C. All of the district's other funds will stay the same as previously budgeted for 2019-2020. Attached for public review is the current 19-20 budget and the proposed amended budget for 19-20.

The budget hearing opened at 6:29 PM.

There were no public comments.

The budget hearing closed at 6:31 PM.

4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
 - 5.1. Focus on the Students

Bel Air- Bucket Fillers—Positive affirmations of thanks, appreciation and encouragement from students to their peers.
 - 5.2. Award for Excellence

Deb Brunswick--Senior High English Teacher--was presented the Award for Excellence.
6. Public Comments & Communication
7. Information and Discussion Items

7.1. Finance & Facilities Report

- A. Total amount of claims to be approved in the consent agenda for the month of March, 2020 by specific fund is listed below:
 - General Fund = \$369,790.65
 - Nutrition Services Fund =\$265,553.72
 - Cooperative Fund = \$11,197.26
 - Depreciation Fund = \$261,921.65
 - Special Building Fund = \$25,426.25
 - Student Fee Fund = \$1,341.20
 - Employee Benefit Fund = \$260.99
- B. The total amount of claims for the month of February, 2020 in the Activities Fund were:
 - Activity Fund =\$141,969.90
- C. All of these claims were reviewed earlier today by the Finance and Facility Committee.

7.2. Teaching & Learning Report

Curriculum Instruction and Assessment:

- The Teaching and Learning Department continues to plan and work on details regarding preparedness for Spring NSCAS testing.
- A sample group of K-2 teachers are piloting a different Science program, called TWIG. The pilot is in early stages so there is nothing to report yet.
- We are also monitoring a pilot program called MAP Fluency in select grades and buildings. So far we are finding great information from testing but continue to work with it to see if it gives us the progress monitoring information we need. I appreciate the leadership from Jamie London and Nancy Probasco to spearhead this work.
- The Teaching and Learning Department continues to work with elementary principals to shore up details on walk through check points. A walk through tool can be powerful for opening up communication between teachers and instructional coaches regarding sound instructional methods.
- The large Target-Based Grading committee meeting is scheduled for March 17th. Subcommittee work is complete and ready to be reported back to the large committee.
- Mickie Mueller has assisted us in getting organized with a helpful toolbox for digital instruction. Not only is this handy for teachers that would like to evolve more digital learning into their current classroom but also for reaching students that are unable to attend school or in the event of a quarantine crisis.

Federal Accountability:

- NPS has successfully completed its onsite review of Title I programs. This occurs every 3 years.

7.3. Student Services Report

A. Conference Numbers:

Little Panther Preschool	100%
Bel Air	97%
Jefferson	99%
Grant	97%

Lincoln	100%
Washington	91%
Westside	100%
Woodland Park	95%
Middle School	75%
Junior High	55%
Senior High	34%

- B. Immunizations were offered through Elkhorn Logan Valley Public Health Department during 7th grade registration on March 3rd and will be again at the August registration. 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.
- C. The ELPA assessment will end this Friday, March 13th for our ELL students. We will get the results of the assessment in May.

7.4. Human Resources & Accreditation Report

School Safety Information:

- On Wednesday, March 4th our District Reunification Team held a practice drill at First United Methodist Church. This drill (conducted in collaboration with Washington Elementary 3rd and 4th grade students/siblings and staff) was an excellent way for our team to realistically respond to a student/parent reunification event.
- Our team did an excellent job working the event and we appreciate the flexibility and "on the spot problem solving" abilities of our team members. It was great to see our staff handle this critical event with care, compassion, and attention to detail.
- Special thanks also goes out to the staff at First United Methodist Church and our Norfolk area first responders who helped with the event. Their cooperation and participation is great evidence that student and school safety is a community priority.
- The practice of these drills again exemplifies our district commitment to keeping our staff and students safe.

Hiring Season:

- Hiring season continues to be very busy as we carefully review applications and select outstanding candidates to fill our most recent (and anticipated) openings. We also remain proactive in recruiting high quality educators through a wide variety of media sources, networking activities and campus visits.

Personnel Update:

Current Openings:

- Westside Elementary: LIFE Para w/driving
- Bel Air Elementary - LIFE Para w/driving
- Deaf Education/Sign Language Interpreter (Full-Time)
- Aftershock Club Facilitators
- School Bus Activity Drivers
- Substitute Custodian (on-call)
- Substitute Paras and Teachers
- Summer Mowing (Part-Time)

2020-2021 School Year Openings:

- Westside Elementary: 2nd Grade teacher
- Middle School: Upper Elementary Teachers (2)
- Senior High: Math
- Junior High: Foreign Language
- School Psychologist
- Speech Language Pathologist

2020-2021 Coaching Openings:

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

7.5. Superintendent's Report

- A. As discussed during the Study Session, Norfolk Public Schools is working closely with local and state health officials to ensure that we are prepared in the event that the Coronavirus affects our community.
- B. We are also exploring the possibility of adding Spanish One at the eighth grade level. We are in the very early stages of this investigation, but believe that it could be a way for us to provide additional advancement opportunities for our students at the Junior High and reduce class sizes in our Spanish One classes at the Senior High. I will provide more information to you about this as we get closer to making a determination.
- C. I had the pleasure of meeting with Dr. Leah Barritt, the new President of Northeast Community College earlier today. We had a great conversation about educational possibilities. I look forward to working with her to continue and enhance our partnership in the future.

8. Committee Reports

8.1. Facilities & Finance Committee Report

- A. The committee met at 12:00 noon today. The claims for the month of March and Activity claims for February were reviewed. The committee was updated about the potential bond projects and the feedback received to this point from the individual building meetings that have taken place over the past month. The committee then went over the following items:
 - Review of the amended QCPUF budget
 - Review the recommendation on bids for the parking lot projects
 - Reviewed recommendation to seek proposals on student picture and ID card services and also copy and printer services
 - Reviewed recommendation on substitute teacher compensation for 20-21 and for future years
 - Reviewed recommendation to purchase a coach bus for the district
 - Reviewed compensation for district administration going into 20-21
- B. The next regular meeting will be on Monday, April 13th at 12:00 noon.

8.2. Policy Committee Report

- A. The Policy Committee met on February 27, 2020 to discuss policies 4030-4190 related to personnel.
- B. Substantial revisions have been made to Policy 4140 (Professional Growth) to simplify the process, honor the professional development that teachers participate in throughout the year, and meet the requirements set in state statute.
- C. According to state statute, teachers must complete six semesters of college credit or the equivalent every six years. This policy indicates that participation in our district's professional development program will be considered equivalent to one credit hour of college credit per year; thus meeting this requirement. This policy also outlines a make-up procedure to be used in the event that a teacher is absent from a professional development day.
- D. Non-substantive changes were made to Board Policy 4110 (Contract), 4141 (Teacher Training), and 4170 (Leave of Absence).
- E. Our next Policy Committee meeting is scheduled for March 26, 2020.

8.3. Government Relations Committee Report

- A. The Government Relations Committee met on February 27th, we attended the

GNSA meeting on February 19th, and we have contacted Senators regarding several important legislative proposals.

- B. The majority of our focus has been on LB 974, Senator Linehan's Property Tax Relief Bill. We support the concept of property tax relief and understand its importance, but also need to protect public schools from budgetary cuts and spending restrictions. We have been working with Senator Scheer and Senator Linehan regarding our concerns and some possible amendments to make this legislation more palatable. We cannot support the bill in its current form but are willing to reconsider our position if acceptable amendments are adopted.
- C. We have also sent emails and letters of opposition regarding LB 1202 which would create nonrefundable income tax credits for donations to private school scholarship programs, diverting public tax dollars to private schools which are not held to the same standards as public schools and costing the state up to \$10 million a year.
- D. We continue to watch this legislative session carefully and are prepared to contact senators when needed.

8.4. Activities Committee Report

- A. The Activities Committee met on February 24, 2020.
- B. Mr. Ries provided a NSAA Legislative Update regarding Bowling, Girls Wrestling and Summer Activities. We do not know at this point whether Bowling and Girls Wrestling will be recognized as NSAA activities for 2020-2021 or if the NSAA will require a summer moratorium. Norfolk Public Schools may impose its own summer moratorium for a few days around July 4th regardless.
- C. Mr. Ries also provided a HAC Update. Columbus will join the conference in 2020-2021 and Lincoln Public Schools plans to build two new high schools, with one opening in 2022 and one opening in 2023. This will expand the conference to 14 schools and require rescheduling of conference and non-conference events.
- D. Senior High Summer Camps schedules are nearly finished and will include a summer camp for golf at Fairplay Golf Course. The school musical (The Addams Family) is scheduled for March 15-19. District Music will be held at the Senior High on Friday, April 24 and the District track meet will be held April 23.
- E. Mr. Viergutz provided a Junior High Activities update. He noted that Sioux City North has been added to our Track Invite and that we have added a couple of track meets, including Wayne, Schuyler and Yankton.
- F. Our Co-op agreements for baseball, boys swimming and girls swimming are up for renewal. Participation numbers are still below the cap, so we will continue these co-ops for two more years.
- G. Dr. Robinson provided a facilities update, including updates to our track at the senior high, as well as, a donation for benches around our tennis courts. He also mentioned that Tom Asmussen will be traveling to Chicago to inspect and drive a used Coach bus, which we may add to our fleet.
- H. Our Next Activities Committee Meeting is scheduled for Monday, April 27, 2020 - 12:00pm at the Central Office.

8.5. Minutes of Committee Meetings

Minutes of the following meetings are attached.

1. February 10, 2020 and March 3, 2020 Nurses Meetings
2. March 3, 2020 Student Health Meeting

9. Approve Consent Agenda

Motion to approve the consent agenda at 7:15 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

9.1. Minutes of Previous Meetings

Minutes of the February 10, 2020 and February 27, 2020 meetings are attached.

9.2. Personnel

9.2.1. Contract Approval

Sharra Lutjens

- 2020-2021 - Junior High English Teacher
- Bachelor of Science, Fine Arts, Wayne State College, Wayne, NE (Masters to be completed 12/2022)
- Has taught 6 years at Neligh-Oakdale Public Schools, English 8, 10, 12 and Advanced 12, Yearbook and One-Acts

9.2.2. Resignations

Faye Simpson--Spanish/French Culture and Language Teacher at the Junior High

9.3. Claims

Attached are the claims for the month of March, 2020. These claims were reviewed earlier today by our Finance and Facility Committee. All of these claims are up for approval except #923 which will be considered for approval later in the meeting under Action Item 10.6. Also attached are the conflict statements on specific claims that need to be read before voting.

10. Action Items

10.1. Discuss, Consider and Take Action to Approve the 2019-2020 Amended QCPUFBudget

I recommend to the Board of Education to approve the Amended QCPUF Budget for 2019-2020 as presented during the public hearing earlier this evening.

Motion to approve the 2019-2020 Amended QCPUF Budget at 7:18 PM passed with a motion by Arnie Robinson 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

10.2. Discuss, consider and take action to approve the parking lot paving bid

The district received bids from Hesper, M& B and Platte Valley for the paving of parking lots at the Sr. High, Washington and Jefferson schools. The bid pricing is listed below. I am recommending to the Board of Education to accept the low bid from Platte Valley for these projects. The expenditures on these projects will be paid from our QCPUF fund.

- Platte Valley PreCast, Inc. - \$389,423.50
- M & B Quality Concrete - \$486,877.55
- Hesper Company - \$505,999.29

Motion to approve the parking lot paving bid from Platte Valley PreCast, Inc. for \$389,423.50 at 7:21 PM passed with a motion by Bruce Mitchell 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

10.3. 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

We are currently in the final year of our agreement for District School Pictures and ID Services. This agreement is strictly a service agreement with no cost to the District. I am recommending to the Board of Education to approve the seeking of proposals for a new 5-year agreement with the District.

Motion to grant permission for the seeking of RFPs for school picture and ID services for 2020- 2021 through 2024-2025 at 7:22 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

10.4. Discuss, consider and take action to grant permission for the seeking of proposals for copier and printer services

The District is in its final year of our lease agreement for copiers, printers, and service on those machines. I am recommending to the Board of Education to grant permission to seek proposals for a new 5-Year agreement.

Motion to grant permission for the seeking of proposals for copier and printer services at 7:24 PM passed with a motion by Bruce Mitchell 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

10.5. Discuss, consider and take action to approve substitute teacher compensation for 2020-2021

The District has not increased its compensation for substitute teachers over the past two years. We have also received feedback from our current sub pool on things to consider when determining compensation for 20-21. The attached compensation proposal for 20-21 has a base increase of 6.36%. This increase is reflective of a combination of the percent increases approved for all of our other employee groups in 18-19 and 19-20. The proposal for 20-21 also includes adjusting the compensation annually based on the settlement with our certified staff; this would be the same process used for all of other employee groups. Attached for your review is the proposal for 20-21 which includes the recommended increase and also the addition of a category for staff that have retired from NPS.

Motion to approve substitute teacher compensation for 2020-2021 at 7:26 PM passed with a motion by Tammy Day 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

10.6 Discuss, consider and take action to hire an additional full-time substitute teacher for the 2020-2021 school year

- A. We would like to hire an additional full-time substitute teacher, so that we have one specializing in the elementary (K-6) grades and one specializing in the secondary (7-12) grades. One of our most reliable substitutes is interested in this position if it is added, and the additional cost to our district would be minimal.
- B. This is just one additional step that we are recommending to address our substitute teacher shortage, which is prevalent throughout Nebraska.

Motion to hire an additional full-time substitute teacher for the 2020-2021 school year at 7:31 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

10.7. Discuss, consider and take action to approve the purchase of a school bus

Over the past several months we have been looking for a replacement coach bus for #9524. #9524 has been difficult to find parts for when repairs are needed which is concerning when looking into the next several years and our activity bus needs. A used coach bus has become available through the MCI dealer in Chicago. The bus is a 2012 (56 passenger MCI) that meets the needs of our district and has the mechanical components that can be worked on locally or in Omaha if needed. This bus has been reconditioned and comes with a 60 day warranty after taking possession. Our Maintenance director has personally seen the bus, drove it and inspected the engine and other components as well. After this review, I am recommending to the Board of Education to approve the purchase of this coach bus claim #923. Funds for this would come out of our depreciation fund. Claim #923 is \$255,000 which is \$5,000 less than the agreed upon purchase price, because the district has submitted a \$5,000 refundable deposit to hold the bus for purchase if approved.

Motion to approve the purchase of a 2012 (56 passenger MCI coach bus) for \$260,000 at 7:34 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

10.8. Discuss, consider and take action to approve the 2020-2021 Little Panthers Preschool calendar

The 2020-2021 calendar is very similar to last year's calendar. It includes 133 days, with 928 total hours for full-day students and 465.5 total hours for half-day students. (The NDE requirement is 450 hours.)

Motion to approve the 2020-2021 Little Panthers Preschool calendar at 7:36 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

10.9. Discuss, consider and take action to approve Annual Resolution 5006 regarding Option Enrollment for 2020-2021

According to enrollment projections, all classes and programs are full for 2020-2021. They are considered "closed" to option enrollment students for the 2020-2021 school year.

Motion to approve Annual Resolution 5006 regarding Option Enrollment for 2020-2021 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

10.10. Discuss, consider and take action to approve our STEP Partnership Agreement with Wayne State College through 2024-2025

Motion to approve our STEP Partnership Agreement with Wayne State College through 2024- 2025 at 7:39 PM passed with a motion by Dr. Patti Gubbels 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

10.11. Discuss, consider and take action to approve the First Reading of Board Policies 4030-4190 related to personnel

Motion to approve the First Reading of Board Policies 4030-4190 related to personnel at 7:41 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

10.12. Discuss, consider and take action to approve the Second and Final Reading of Board Policies 4013-4029 related to personnel

Motion to approve the Second and Final Reading of Board Policies 4013-4029 related to personnel at 7:44 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

11. Future Meetings

- A. The next meeting of the Board of Education will be at 12:00 noon on Thursday, March 26, 2020.
- B. The next regular meeting of the Board of Education will be held on Monday, April 13, 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.

12. Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury

to the Reputation of an Individual

12.1 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.

13. Adjournment

The meeting adjourned at 7:45 PM.

14. Discuss, consider and take action to hire an additional full-time substitute teacher for the 2020-2021 school year

This was moved to after 10.5 and voted on at that time.

We would like to hire an additional full-time substitute teacher, so that we have one specializing in the elementary (K-6) grades and one specializing in the secondary (7-12) grades. One of our most reliable substitutes is interested in this position if it is added, and the additional cost to our district would be minimal.

This is just one additional step that we are recommending to address our substitute teacher shortage, which is prevalent throughout Nebraska.

Motion to hire an additional full-time substitute teacher for the 2020-2021 school year at 7:31 PM

Motion passed with a motion by Bruce Mitchell and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

Chairperson

Superintendent

Board of Education Special Emergency Meeting

Wednesday, March 18, 2020

12:00 PM

Norfolk Public School's Central Administration Office

P.O. Box 139

Norfolk, NE 68702-0139

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

1. Call to Order

The Norfolk Public School District's board of education meeting is called to order at 12:00 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. Executive Session to discuss the district's Coronavirus response, including items related to the negotiated agreement --as needed to protect the interest of the district

2.1. Convene Executive Session --to discuss the district's Coronavirus response, including items related to the negotiated agreement --as needed to protect the interest of the district

Motion to convene Executive Session --to discuss the district's Coronavirus response, including items related to the negotiated agreement --as needed to protect the interest of the district at 12:03 PM passed with a motion by Bruce Mitchell 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

2.2. Reconvene Meeting from Executive Session

The meeting reconvened from the Executive Session at 1:21 PM.

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

The first resolution is an Emergency Response Resolution, which declares our current situation an emergency as defined in the Emergency Management Act. It gives Dr. Thompson the authority to enact response plans pertaining to the closure of our buildings, contracted services, bill payment and other items that may be required with short notice

Motion to approve the Emergency Response Resolution to declare a State of Emergency at 1:26 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

The second resolution gives Dr. Thompson the authority to establish temporary guidelines regarding the compensation and leave procedures for our classified/hourly staff during our closure.

Motion to approve the Hourly Employee Pay Resolution at 1:28 PM passed with a motion by Arnie Robinson 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

3. Adjournment
The meeting adjourned at 1:29 PM.

Chairperson

Superintendent

Board of Education 3rd Monthly Meeting

Thursday, March 26, 2020 12:00 PM

Norfolk Public School's Central Administration Office

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 12:00 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. Action Items

2.1. Discuss, consider and take action to approve contracts

Makayla Hansen

- 2020-2021 - 1st Grade Teacher at Washington Elementary
- Bachelor of Science, Elementary Education, Wayne State College, Wayne, NE (to be conferred 5/2020)

Ben Bohn

- 2020-2021 - Senior High Math Teacher
- Bachelor of Science, Secondary Math Education 7-12, University of Nebraska, Lincoln, NE(to be conferred 5/2020)
- Student taught 7th grade Math at Crete Middle School, Crete, NE
- Student taught 1st grade at Wayne Elementary School, Wayne, NE

Tracy Lichty

- 2020-2021 Principal of Westside Elementary School

David Nelson

- 2020-2021 Dean of Students - Norfolk Senior High School

Motion to approve the contracts, as listed at 12:03 PM passed with a motion by Bob Waite 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

2.2. Discuss, consider and take action to approve resignations

- Mary Boyle, 5th-grade teacher
- Nancy Full, 5th-grade teacher
- Curt Lammers, Social Studies teacher & Asst. Boys BB coach
- Josh McKinley, Science teacher
- Carrie Pieper, 5th-grade teacher
- Nancy Polodna, Keyboarding Teacher (MS)
- Kimberly Waddington, English Teacher
- Cheri Wolnofer, .5 Reading & .5 PE Teacher
- Rachel Zuhlke, Speech-Language Pathologist

Motion to approve resignations, as listed at 12:04 PM passed with a motion by Arnie Robinson 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

3. Future Meetings

The next meeting of the Norfolk Public Schools Board of Education will be held electronically via Zoom on Monday, April 13, 2020. The Study Session will begin at 5:30 and will be followed by the Business Meeting at 6:30.

4. Executive Session to Discuss our Coronavirus Response - As Needed to Protect the Interest of the District

4.1. Convene Executive Session to Discuss our Coronavirus Response -- As Needed to Protect the Interest of the District

Motion to Convene Executive Session to Discuss our Coronavirus Response -- As Needed to Protect the Interest of the District at 12:07 PM passed with a motion by Arnie Robinson 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

4.2. Reconvene Meeting from Executive Session

The meeting reconvened from the Executive Session at 1:14 PM.

4.3 Approval of Any Action Deemed Necessary as a Result of Executive Session

No action was deemed necessary.

5. Adjournment

The meeting adjourned at 1:19 PM.

Chairperson

Superintendent

APRIL 13, 2020

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	4IMPRINT	STUDENT SUPPLIES	01 6910 610 1 035 000	\$1,462.76
2			01 6910 610 2 035 000	\$1,462.75
3	4IMPRINT Total			\$2,925.51
4	A TO Z VAC & SEW	BRUSH STRIPS	01 2610 430 2 001 001	\$55.00
5		SEWING MACHINE SERVICE	01 1100 340 2 141 002	\$74.50
6	A TO Z VAC & SEW Total			\$129.50
7	ACT	ACT ASPIRE PERIODIC ASSESSMENT	01 1100 340 2 028 001	\$5,913.00
8	ACT Total			\$5,913.00
9	ADVANCE AUTO PARTS	RESTOCK SHOP SUPPLIES	01 2650 610 1 001 000	\$8.50
10			01 2650 610 2 001 000	\$8.49
11	ADVANCE AUTO PARTS Total			\$16.99
12	AGRI-CITY INSURANCE	ADDITION OF COACH BUS	01 2710 520 1 001 000	\$469.00
13			01 2710 520 2 001 000	\$469.00
14		INCREASED CYBER/DATA COVERAGE	01 2510 520 1 001 000	\$418.00
15			01 2510 520 2 001 000	\$418.00
16	AGRI-CITY INSURANCE Total			\$1,774.00
17	ALUMINUM ATHLETIC	WHEEL KIT	01 2620 610 1 001 000	\$77.63
18			01 2620 610 2 001 000	\$77.62
19	ALUMINUM ATHLETIC Total			\$155.25
20	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$76.53
21			01 2410 340 2 209 001	\$208.57
22		MOPS	01 2610 430 1 001 000	\$214.50
23			01 2610 430 2 001 000	\$214.50
24		NJHS LOGO	01 2410 340 2 141 002	\$78.73
25		WORK SHIRTS	01 2610 430 1 001 000	\$272.81
26			01 2610 430 2 001 000	\$272.81
27			01 2620 430 1 001 000	\$68.22
28			01 2620 430 2 001 000	\$68.20
29	APPEARA Total			\$1,474.87

30	ARKFELD LOCK & SECURITY	ESP LOCK KEY	01 2620 610 1 001 012	\$3.98
31		KEYS	01 2620 610 2 001 001	\$12.14
32	ARKFELD LOCK & SECURITY Total			\$16.12
33	ARKFELD, KAREN	MILEAGE	01 1200 333 1 004 000	\$105.80
34			01 1200 333 2 004 000	\$105.80
35	ARKFELD, KAREN Total			\$211.60
36	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 014	\$1,220.00
37			01 2630 420 1 001 021	\$495.00
38			01 2630 420 2 001 001	\$1,765.00
39	ASPM LANDSCAPES, LLC Total			\$3,480.00
40	BARNHILL ENTERPRISES LLC	KEYBOARD	01 2410 731 2 141 002	\$879.00
41	BARNHILL ENTERPRISES LLC Total			\$879.00
42	BAUER BUILT, INC	NEW TIRES FOR #29	01 2650 430 1 001 000	\$284.41
43			01 2650 430 2 001 000	\$284.41
44		TIRE REPAIR	01 2712 430 1 001 000	\$20.00
45	BAUER BUILT, INC Total			\$588.82
46	BELSAN, TERRY	ELL TEACHER MILEAGE	01 1150 333 1 035 000	\$35.88
47	BELSAN, TERRY Total			\$35.88
48	BERNIKLAU EDUCATION	2ND QRT SPED A. DEDERMAN	01 1200 561 2 004 000	\$11,649.00
49			01 1200 890 2 004 000	\$7,718.00
50		3RD QRT SPED A. DEDERMAN	01 1200 561 2 004 000	\$12,114.96
51			01 1200 890 2 004 000	\$8,026.72
52	BERNIKLAU EDUCATION Total			\$39,508.68
53	BOMGAARS SUPPLY	BULK BOLTS	01 2620 610 2 001 002	\$1.32
54			01 2620 610 2 715 001	\$4.61
55		BUNGEY CORD/TERMINAL KIT	01 2610 610 1 001 000	\$17.58
56			01 2610 610 2 001 000	\$17.57
57		GREASE/SUCTION GUN	01 2620 610 1 001 000	\$14.99
58			01 2620 610 2 001 000	\$14.99
59		HEX KEY	01 2620 610 1 001 000	\$11.00
60			01 2620 610 2 001 000	\$10.99
61		ICE MELT	01 2630 610 1 001 000	\$734.27
62			01 2630 610 2 001 000	\$734.26
63		LAWNMOWER WHEEL	01 2630 610 2 001 001	\$17.98
64		PROPANE CYLINDERS	01 2620 610 1 001 000	\$3.99
65			01 2620 610 2 001 000	\$3.99

66		SAND TUBES	01 2620 610 1 001 000	\$19.95
67			01 2620 610 2 001 000	\$19.95
68		SAW BLADE	01 2620 610 1 001 000	\$8.25
69			01 2620 610 2 001 000	\$8.24
70		SNAP	01 2620 610 1 001 000	\$8.37
71			01 2620 610 2 001 000	\$8.37
72		SOLAR SALT	01 2620 610 1 001 014	\$87.80
73			01 2620 610 2 001 001	\$276.57
74		SPRAYER TIP AND STRAINER	01 2630 610 1 001 000	\$18.49
75			01 2630 610 2 001 000	\$18.49
76		TAPE	01 2620 610 1 001 000	\$15.00
77			01 2620 610 2 001 000	\$14.99
78	BOMGAARS SUPPLY Total			\$2,092.01
79	BOYS TOWN	FEB ED T. KAUP	01 1200 561 1 004 000	\$2,465.64
80			01 1200 890 1 004 000	\$234.36
81	BOYS TOWN Total			\$2,700.00
82	BRUHA, ALEXIS	MILEAGE	01 1292 333 1 004 000	\$56.35
83	BRUHA, ALEXIS Total			\$56.35
84	BUCKENDAHL, MARY	MILEAGE	01 2712 332 2 004 000	\$268.07
85	BUCKENDAHL, MARY Total			\$268.07
86	CANHAM MAYTAG HOME	ICE MAKER	01 2620 610 1 001 000	\$50.00
87			01 2620 610 2 001 000	\$49.99
88	CANHAM MAYTAG HOME Total			\$99.99
89	CARLSON, STEPHANIE	MILEAGE	01 2713 332 1 004 021	\$95.22
90	CARLSON, STEPHANIE Total			\$95.22
91	CDW GOVERNMENT, INC	PROJECTOR	01 1100 731 1 430 014	\$415.00
92		SMARTBOARD/SUPPLIES	01 1200 734 1 004 012	\$858.00
93			01 1200 734 2 004 002	\$858.00
94	CDW GOVERNMENT, INC Total			\$2,131.00
95	CENTERPOINT ENERGY	GAS	01 2610 621 1 001 000	\$886.41
96			01 2610 621 1 001 003	\$591.34
97			01 2610 621 1 001 004	\$1,950.17
98			01 2610 621 1 001 005	\$1,836.18
99			01 2610 621 1 001 008	\$2,647.08
100			01 2610 621 1 001 009	\$1,200.77
101			01 2610 621 1 001 010	\$1,102.03

102			01 2610 621 1 001 012	\$1,058.20
103			01 2610 621 1 001 014	\$2,346.26
104			01 2610 621 1 001 021	\$2,084.76
105			01 2610 621 2 001 000	\$886.40
106			01 2610 621 2 001 001	\$1,729.31
107			01 2610 621 2 001 002	\$7,624.72
108	CENTERPOINT ENERGY Total			\$25,943.63
109	CITY OF NORFOLK	RESIDENTIAL WASTE	01 2630 420 1 001 000	\$18.40
110			01 2630 420 2 001 000	\$18.40
111		WASTE	01 2630 420 1 001 000	\$35.00
112			01 2630 420 2 001 000	\$35.00
113		WATER	01 2610 410 1 001 000	\$205.42
114			01 2610 410 1 001 003	\$372.17
115			01 2610 410 1 001 004	\$319.28
116			01 2610 410 1 001 005	\$318.74
117			01 2610 410 1 001 008	\$351.53
118			01 2610 410 1 001 009	\$361.85
119			01 2610 410 2 001 000	\$205.42
120			01 2610 410 2 001 002	\$826.92
121	CITY OF NORFOLK Total			\$3,068.13
122	CLARK, STEPHANIE	MILEAGE	01 1200 333 1 004 000	\$38.30
123			01 2670 333 1 035 000	\$38.29
124	CLARK, STEPHANIE Total			\$76.59
125	COLLINS, NICHOLAS	JH CONTEST AT WAYNE	01 2190 580 2 001 002	\$6.40
126		MEAL GIRLS BB	01 2190 580 2 001 002	\$9.97
127		MEAL JH BB	01 2190 580 2 001 002	\$11.22
128	COLLINS, NICHOLAS Total			\$27.59
129	COMPLETE FLOORS	GRAY CTA TRANSITION	01 2620 610 1 001 004	\$10.50
130	COMPLETE FLOORS Total			\$10.50
131	COOK, TODD	HASTINGS HONOR BAND MEAL REIMB	01 1100 580 2 202 001	\$22.10
132		NE WESLEYAN HONOR BAND MEAL	01 1100 580 2 202 001	\$57.05
133		USD HONOR BAND MEAL REIMB	01 1100 580 2 202 001	\$8.89
134	COOK, TODD Total			\$88.04
135	CORNHUSKER STATE	EARLY CHILDHOOD FURNITURE	01 2620 731 1 001 000	\$3,822.00
136		OFFICE FURNITURE	01 2510 731 1 001 000	\$1,407.50
137			01 2510 731 2 001 000	\$1,407.50

138	CORNHUSKER STATE Total			\$6,637.00
139	CRAVEN, SHEILA	MILEAGE	01 2161 334 1 004 000	\$19.32
140			01 2161 334 2 004 000	\$5.29
141			01 2162 334 1 004 000	\$10.52
142			01 2163 334 1 004 000	\$0.52
143		OT SERVICES	01 2161 320 1 004 000	\$5,098.50
144			01 2161 320 2 004 000	\$297.00
145			01 2162 320 1 004 000	\$2,178.00
146			01 2163 320 1 004 000	\$198.00
147	CRAVEN, SHEILA Total			\$7,807.15
148	DANIEL, JULIE	STUDENT SUPPLIES	01 2181 610 1 018 000	\$38.62
149			01 2181 610 2 018 000	\$38.62
150	DANIEL, JULIE Total			\$77.24
151	DITTER, KERSTIN	SIXPENCE MILEAGE	01 3541 333 1 035 000	\$50.14
152	DITTER, KERSTIN Total			\$50.14
153	EAKES OFFICE PLUS	CHAIR MAT	01 2510 731 1 001 000	\$99.50
154			01 2510 731 2 001 000	\$99.50
155		COPIER STAPLES	01 2410 610 2 209 001	\$178.00
156		CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$330.00
157			01 2610 610 2 001 000	\$330.00
158		GUEST CHAIRS	01 2410 731 2 141 002	\$1,158.00
159		OFFICE CHAIRS	01 2510 731 1 001 000	\$684.00
160			01 2510 731 2 001 000	\$684.00
161	STAPLE CARTRIDGES	01 1100 610 1 201 003	\$98.00	
162	EAKES OFFICE PLUS Total			\$3,661.00
163	ECHO GROUP INC	FLOUR TUBE BULBS	01 2620 610 1 001 000	\$727.45
164			01 2620 610 2 001 000	\$727.45
165		FLUOR TUBE BULBS	01 2620 610 1 001 000	\$95.69
166			01 2620 610 2 001 000	\$95.68
167		PRO ORGANIZER	01 2620 610 1 001 000	\$43.82
168	01 2620 610 2 001 000		\$43.82	
169	ECHO GROUP INC Total			\$1,733.91
170	EDUCATIONAL SERVICE UNIT	NE SCHOOLMASTERS CLUB DUES	01 2410 810 2 141 002	\$30.00
171	EDUCATIONAL SERVICE UNIT Total			\$30.00
172	EGAN SUPPLY COMPANY	BETCO FLOOR WAX	01 2610 610 2 001 000	\$3,765.30
173		FILTER AND NANO KIT	01 2610 610 1 001 000	\$25.50

174			01 2610 610 2 001 000	\$25.49
175		FLOOR WAX	01 2610 610 2 001 000	\$1,047.95
176		NANO PAD	01 2610 610 2 001 001	\$33.91
177		REPAIR PARTS FOR RESTROOM	01 2620 610 2 001 001	\$295.76
178		SURFACE CLEANER	01 2610 610 1 001 000	\$926.67
179			01 2610 610 2 001 000	\$926.67
180		VACUUM MOTOR	01 2610 430 1 001 014	\$581.90
181	EGAN SUPPLY COMPANY Total			\$7,629.15
182	ELECTRIC ENGINEERING	LIGHT BULBS	01 2620 610 2 001 001	\$68.40
183	ELECTRIC ENGINEERING Total			\$68.40
184	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$16.43
185			01 2510 340 2 001 000	\$16.43
186		DRIVERS TESTS	01 2510 340 1 001 000	\$196.78
187			01 2510 340 2 001 000	\$196.77
188	ESSENTIAL SCREEN Total			\$426.41
189	ESU #7	TRAINING B. PAINTER	01 1200 330 1 153 010	\$15.00
190	ESU #7 Total			\$15.00
191	ESU 8	LMHP	01 2141 591 2 014 000	\$8,640.00
192		SPED SERVICES	01 1200 591 2 004 000	\$4,300.00
193	ESU 8 Total			\$12,940.00
194	FASTENAL INDUSTRIAL	1/4x3/4 FLPHSDS	01 2620 610 1 001 000	\$6.25
195			01 2620 610 2 001 000	\$6.25
196		7/64 JOB DR	01 2620 610 1 001 000	\$7.69
197			01 2620 610 2 001 000	\$7.68
198		BOTTOM TAP	01 2620 610 1 001 000	\$3.86
199			01 2620 610 2 001 000	\$3.86
200		DRILL BITS	01 2620 610 2 001 001	\$353.70
201		JOBBERS	01 2620 610 1 001 000	\$8.91
202			01 2620 610 2 001 000	\$8.91
203		MISC SCREWS	01 2620 610 2 001 001	\$16.75
204		NUTS/BOLTS	01 2620 610 1 001 000	\$8.83
205			01 2620 610 2 001 000	\$8.82
206		SCREW ANCHORS	01 2620 610 1 001 000	\$3.69
207			01 2620 610 2 001 000	\$3.69
208	FASTENAL INDUSTRIAL Total			\$448.89
209	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$11.04

210			01 1292 333 1 004 000	\$35.65
211	FERNAU, JESSICA Total			\$46.69
212	FIRST CHOICE FOOD	BOE DINNER AND PRINCIPAL INTERVIEW	01 2320 890 1 033 000	\$129.60
213			01 2320 890 2 033 000	\$129.60
214		WORKING LUNCH	01 1200 350 1 004 000	\$41.63
215			01 1200 350 2 004 000	\$41.62
216	FIRST CHOICE FOOD Total			\$342.45
217	FIRST UNITED METHODIST	CARSON RENTAL REFUND	01 1800	\$550.00
218			01 2510 110 2 001 001	\$300.00
219			01 2610 110 2 001 001	\$100.00
220	FIRST UNITED METHODIST Total			\$950.00
221	FLOOR MAINTENANCE AND	SQUEEGEE SLEEVE	01 2610 610 2 001 002	\$14.00
222	FLOOR MAINTENANCE AND Total			\$14.00
223	FREMONT INDUSTRIES	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$659.56
224			01 2620 610 2 001 000	\$659.55
225	FREMONT INDUSTRIES Total			\$1,319.11
226	GLASS EDGE INC, THE	INSTALL KAWNEER DOORS	01 2620 430 1 001 010	\$8,957.00
227		INSTALLATION OF STANLEY MAGIC	01 2620 430 2 001 002	\$2,284.00
228		REPLACE NORTH ENTRANCE DOORS	01 2620 430 2 001 001	\$25,823.00
229	GLASS EDGE INC, THE Total			\$37,064.00
230	GREEN LINE EQUIPMENT	UNIVERSAL DRIVESHAFT	01 2630 731 1 001 000	\$515.73
231			01 2630 731 2 001 000	\$515.73
232	GREEN LINE EQUIPMENT Total			\$1,031.46
233	HASEBROOCK-LOEWE, AMANDA	CDL RENEWAL	01 2712 890 1 001 010	\$63.50
234	HASEBROOCK-LOEWE, AMANDA Total			\$63.50
235	HAUSMANN, ANGIE	AD FOR JOB	01 2210 540 1 901 000	\$17.00
236			01 2210 540 2 901 000	\$17.00
237	HAUSMANN, ANGIE Total			\$34.00
238	HOFMANN PLUMBING	CABLED DRAIN CO	01 2620 430 1 001 000	\$72.50
239			01 2620 430 2 001 000	\$72.50
240		INSTALLED DOUBLE CLEANOUT	01 2620 430 1 001 014	\$159.65
241		SCIENCE ROOM FAUCETS	01 2620 430 2 001 001	\$2,447.75
242		SENIOR HIGH CHILLER ROOM	01 2620 430 2 001 001	\$1,618.70
243	HOFMANN PLUMBING Total			\$4,371.10
244	HOME DEPOT PRO, THE	CONSUME ECO-LYZER	01 2610 610 1 001 000	\$394.80
245			01 2610 610 2 001 000	\$394.80

246		DUST BAG HOUSING,BRUSH	01 2610 610 1 001 000	\$133.26
247			01 2610 610 2 001 000	\$133.25
248		GOJO PUMICE CLNR	01 2620 610 1 001 000	\$31.62
249			01 2620 610 2 001 000	\$31.62
250		HAND SANITIZER	01 2620 610 1 001 000	\$262.08
251			01 2620 610 2 001 000	\$262.08
252		LINERS AND MOPS	01 2610 610 2 001 001	\$530.38
253		SPARCLING	01 2620 610 1 001 000	\$164.01
254			01 2620 610 2 001 000	\$164.01
255		VACUUM PARTS	01 2610 610 1 001 000	\$6.20
256			01 2610 610 2 001 000	\$6.20
257	HOME DEPOT PRO, THE Total			\$2,514.31
258	HOMETOWN LEASING	COPIES	01 1100 340 1 104 010	\$585.29
259			01 1100 340 1 201 003	\$487.00
260			01 1100 340 1 302 004	\$323.68
261			01 1100 340 1 430 014	\$1,034.52
262			01 1100 340 1 602 005	\$235.52
263			01 1100 340 1 705 008	\$674.10
264			01 1100 340 1 819 009	\$257.84
265			01 1100 340 1 904 012	\$337.12
266			01 1100 340 1 945 003	\$184.29
267			01 1100 340 1 945 004	\$223.73
268			01 1100 340 1 945 005	\$117.24
269			01 1100 340 1 945 008	\$317.90
270			01 1100 340 1 945 009	\$146.91
271			01 1100 340 1 945 010	\$285.32
272			01 1100 340 1 945 012	\$125.98
273			01 1100 340 1 945 014	\$697.75
274			01 1100 340 2 141 002	\$915.84
275			01 1100 340 2 209 001	\$1,464.84
276			01 1100 340 2 945 001	\$110.90
277			01 1100 340 2 945 002	\$223.28
278			01 1125 340 2 209 001	\$48.86
279			01 1125 340 2 945 001	\$6.93
280			01 1190 610 1 163 021	\$179.09
281			01 1190 610 1 945 021	\$121.23

282			01 1200 610 1 004 000	\$664.99
283			01 1200 610 2 004 000	\$664.99
284			01 1291 610 1 017 000	\$60.62
285			01 1292 610 1 017 000	\$60.61
286			01 2510 340 1 001 000	\$991.45
287			01 2510 340 2 001 000	\$991.45
288			01 2620 340 0 001 000	\$20.16
289	HOMETOWN LEASING Total			\$12,559.43
290	J W PEPPER, INC	CHOIR MUSIC	01 1100 610 1 415 014	\$171.17
291		MUSIC	01 1100 610 2 205 001	\$44.99
292			01 1100 610 2 207 001	\$153.96
293		MUSIC SHEETS	01 1100 610 2 117 002	\$582.00
294	J W PEPPER, INC Total			\$952.12
295	JOHNS DISPOSAL	SHREDDING	01 2410 340 2 141 002	\$35.00
296	JOHNS DISPOSAL Total			\$35.00
297	JOSTENS	DIPLOMAS	01 2490 610 2 209 001	\$1,362.06
298		HONOR CORD	01 2490 610 2 209 001	\$255.17
299	JOSTENS Total			\$1,617.23
300	KAUP, TAMI	MILEAGE	01 1200 333 2 004 000	\$43.47
301	KAUP, TAMI Total			\$43.47
302	KENNEDY INDUSTRIES	WRESTLING MAT CLEANER	01 2610 610 2 001 001	\$94.50
303	KENNEDY INDUSTRIES Total			\$94.50
304	KNIGHT, KARLA	MILEAGE	01 2151 333 2 004 000	\$29.30
305			01 2152 333 1 004 021	\$29.29
306	KNIGHT, KARLA Total			\$58.59
307	KRUGER, ADRIANNE	FUEL	01 6968 580 2 001 002	\$40.00
308	KRUGER, ADRIANNE Total			\$40.00
309	KUSTOM PEST CONTROL	MARCH PEST CONTROL	01 2630 430 1 001 000	\$43.50
310			01 2630 430 1 001 003	\$29.00
311			01 2630 430 1 001 004	\$29.00
312			01 2630 430 1 001 005	\$29.00
313			01 2630 430 1 001 008	\$29.00
314			01 2630 430 1 001 009	\$29.00
315			01 2630 430 1 001 010	\$29.00
316			01 2630 430 1 001 012	\$29.00
317			01 2630 430 1 001 014	\$29.00

318			01 2630 430 1 001 021	\$29.00
319			01 2630 430 2 001 000	\$43.50
320			01 2630 430 2 001 001	\$58.00
321			01 2630 430 2 001 002	\$29.00
322	KUSTOM PEST CONTROL Total			\$435.00
323	LANGAN, TRACY	MILEAGE	01 2713 332 1 004 021	\$80.96
324	LANGAN, TRACY Total			\$80.96
325	LAWNCO	LAWN SERVICE	01 2630 420 1 001 000	\$3,580.91
326			01 2630 420 2 001 000	\$3,580.90
327	LAWNCO Total			\$7,161.81
328	LAWSON PRODUCTS, INC	NYLON CABLE TIES	01 2620 610 2 001 001	\$86.64
329		RESTOCK SHOP SUPPLIES	01 2620 610 1 001 000	\$103.79
330			01 2620 610 2 001 000	\$103.79
331		SHOP SUPPLIES	01 2620 610 1 001 000	\$30.86
332			01 2620 610 2 001 000	\$30.86
333	LAWSON PRODUCTS, INC Total			\$355.94
334	LEADER, SHARON	MILEAGE	01 2171 333 1 004 000	\$45.97
335			01 2171 333 2 004 000	\$45.97
336	LEADER, SHARON Total			\$91.94
337	LEUTHOLD, BOBBI	BOOKS	01 1100 610 1 124 010	\$150.00
338	LEUTHOLD, BOBBI Total			\$150.00
339	LIBRARY STORE, THE	LIBRARY SUPPLIES	01 2220 610 1 423 014	\$134.50
340	LIBRARY STORE, THE Total			\$134.50
341	LIEWER, AMANDA	MILEAGE	01 2510 333 1 001 000	\$20.48
342			01 2510 333 2 001 000	\$20.47
343	LIEWER, AMANDA Total			\$40.95
344	LOVE SIGNS, INC	REPAIRED MESSAGE CENTER	01 1100 610 1 802 009	\$575.00
345	LOVE SIGNS, INC Total			\$575.00
346	LUNCHTIME SOLUTIONS, INC.	LISTENING LUNCH 2/17/20	01 2320 890 1 033 000	\$9.99
347			01 2320 890 2 033 000	\$9.99
348	LUNCHTIME SOLUTIONS, INC. Total			\$19.98
349	M AND B QUALITY CONCRETE	SNOW REMOVAL	01 2630 420 1 001 003	\$869.50
350			01 2630 420 1 001 009	\$913.50
351			01 2630 420 1 001 010	\$3,895.00
352			01 2630 420 1 001 012	\$5,004.00
353			01 2630 420 2 001 002	\$2,827.50

354	M AND B QUALITY CONCRETE Total			\$13,509.50
355	MAJOR REFRIGERATION	REPAIR ICE MAKER	01 2620 430 2 001 001	\$94.00
356		REPLACED DOOR LOCK ON COOLER	01 2620 430 2 001 001	\$233.40
357	MAJOR REFRIGERATION Total			\$327.40
358	MARATHON PRESS INC	BUSINESS CARDS	01 2410 610 2 209 001	\$84.00
359		GRADUATION TICKETS	01 2490 610 2 209 001	\$206.00
360	MARATHON PRESS INC Total			\$290.00
361	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$778.59
362		GENERAL SUPPLIES	01 1100 610 2 211 001	\$842.48
363		MONTHLY MATERIALS	01 2620 610 1 001 000	\$109.19
364			01 2620 610 2 001 000	\$109.18
365	MATHESON TRI-GAS INC. Total			\$1,839.44
366	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 1 001 000	\$34.50
367			01 2620 610 2 001 000	\$34.50
368	MEISINGER OIL CO Total			\$69.00
369	MENARDS	ANCHORS	01 2620 610 1 001 000	\$5.74
370			01 2620 610 2 001 000	\$5.74
371		BALL VALVE IP	01 2620 610 1 001 000	\$7.50
372			01 2620 610 2 001 000	\$7.49
373		CABLE TIES	01 2620 610 1 001 000	\$13.38
374			01 2620 610 2 001 000	\$13.37
375		COUPLINGS AND SNIP SET	01 2620 610 1 001 014	\$85.95
376		DRILL BITS	01 2620 610 1 001 000	\$11.52
377			01 2620 610 2 001 000	\$11.52
378		GUTTER PARTS	01 2620 610 1 001 014	\$36.53
379		GUTTER REPAIR PARTS	01 2620 610 1 001 014	\$15.98
380		HANDRAIL AND SUPPLIES	01 2620 610 2 001 002	\$94.83
381		HD SHELF BRACKET	01 2620 610 1 001 014	\$11.96
382		LUMBER	01 2620 610 1 001 000	\$9.39
383			01 2620 610 2 001 000	\$9.39
384		LUMBER/SELECT BOARD/DRYWALL	01 2620 610 1 001 012	\$106.59
385		LYSOL	01 2620 610 1 001 000	\$164.27
386			01 2620 610 2 001 000	\$164.26
387		MISC SHOP SUPPLIES	01 2620 610 1 001 000	\$39.26
388			01 2620 610 2 001 000	\$39.25
389		MT SUPPLIES	01 2620 610 1 001 000	\$19.74

390			01 2620 610 2 001 000	\$19.73
391			01 2650 610 1 001 000	\$45.57
392			01 2650 610 2 001 000	\$45.57
393		PAINT	01 2620 610 1 001 000	\$47.80
394			01 2620 610 2 001 000	\$47.80
395		PINE SHIMS	01 2620 610 2 715 001	\$5.92
396		PVC COND STRAP	01 2620 610 1 001 021	\$6.76
397		SAW BLADES	01 2620 610 1 001 000	\$19.99
398			01 2620 610 2 001 000	\$19.98
399		SCREWS	01 2620 610 1 001 000	\$3.60
400			01 2620 610 1 001 014	\$13.49
401			01 2620 610 2 001 000	\$3.60
402		SHELF/SHELF BRACKET	01 2620 610 1 001 014	\$145.76
403		SHOP SUPPLIES	01 2620 610 1 001 000	\$17.96
404			01 2620 610 2 001 000	\$17.96
405		SPRAY PAINT	01 2620 610 1 001 000	\$24.67
406			01 2620 610 2 001 000	\$24.66
407		TERRIAN TIRES	01 2620 610 2 001 001	\$19.98
408		WINDEX	01 2620 610 1 001 000	\$35.88
409			01 2620 610 2 001 000	\$35.88
410	MENARDS Total			\$1,476.22
411	MIDWEST SPECIAL SERVICES,	SPED TRANSPORTATION A DEDERMAN	01 2712 350 2 001 000	\$882.18
412		STUDENT TRANS. A.DEDERMAN	01 2712 350 2 001 000	\$995.28
413	MIDWEST SPECIAL SERVICES, Total			\$1,877.46
414	MILLER, AMY	CONTRACTED PT SERVICES	01 2171 320 1 004 000	\$3,184.50
415			01 2171 320 2 004 000	\$264.00
416			01 2171 334 1 004 000	\$65.15
417			01 2172 320 1 004 000	\$1,699.50
418			01 2172 334 1 004 000	\$22.08
419			01 2173 320 1 004 000	\$1,534.50
420			01 2173 334 1 004 000	\$31.91
421	MILLER, AMY Total			\$6,801.64
422	MODEL ELECTRIC INC	EMERGENCY LIGHTS	01 2620 610 1 001 000	\$1,147.50
423			01 2620 610 2 001 000	\$1,147.50
424		INSTALL FLOOR BOXES	01 2620 430 1 001 000	\$426.77
425			01 2620 430 2 001 000	\$426.77

426		LED UPGRADE	01 2620 340 2 001 001	\$1,173.00
427	MODEL ELECTRIC INC Total			\$4,321.54
428	MUELLER, JULIE	STAFF MILEAGE	01 2152 333 1 004 021	\$12.88
429			01 2153 333 1 004 000	\$46.23
430	MUELLER, JULIE Total			\$59.11
431	NAGC CONFERENCE	CONFERENCE	01 3535 330 1 027 000	\$1,250.00
432	NAGC CONFERENCE Total			\$1,250.00
433	NAPA OF NORFOLK	BATTERY	01 2630 610 1 001 000	\$52.31
434			01 2630 610 2 001 000	\$52.31
435	NAPA OF NORFOLK Total			\$104.62
436	NASCO	SUPPLIES	01 1100 610 1 416 014	\$825.68
437	NASCO Total			\$825.68
438	NCS PEARSON	INTERACTIVE TEST FORMS	01 2141 610 1 014 000	\$37.46
439			01 2141 610 2 014 000	\$37.46
440			01 2142 610 1 014 000	\$8.33
441		Q INTERACTIVE USE	01 2141 610 1 014 000	\$19.91
442			01 2141 610 2 014 000	\$19.91
443			01 2142 610 1 014 000	\$4.43
444		SUPPLIES	01 2141 610 1 014 000	\$353.86
445			01 2141 610 2 014 000	\$353.85
446	NCS PEARSON Total			\$835.21
447	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 622 1 001 000	\$2,525.14
448			01 2610 622 1 001 003	\$2,376.40
449			01 2610 622 1 001 004	\$2,007.16
450			01 2610 622 1 001 005	\$1,663.42
451			01 2610 622 1 001 008	\$1,740.34
452			01 2610 622 1 001 009	\$1,649.00
453			01 2610 622 1 001 010	\$1,394.20
454			01 2610 622 1 001 014	\$6,947.48
455			01 2610 622 2 001 000	\$2,525.15
456			01 2610 622 2 001 001	\$34,142.64
457			01 2610 622 2 001 002	\$9,274.96
458	NEBRASKA PUBLIC POWER Total			\$66,245.89
459	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSE	01 2570 890 1 001 000	\$250.00
460			01 2570 890 2 001 000	\$250.00
461	NEBRASKA SAFETY CENTER Total			\$500.00

462	NETA	M. MUELLER REGISTRATION	01 6969 330 1 028 000	\$24.50
463			01 6969 330 2 028 000	\$24.50
464	NETA Total			\$49.00
465	NLAF	BANK FEES	01 2510 340 1 001 000	\$13.99
466			01 2510 340 2 001 000	\$13.98
467	NLAF Total			\$27.97
468	NMG LLC DBA NORFOLK WORKS	DOT EXAM/BREATH ALCOHOL TESTS	01 2570 890 1 001 000	\$75.00
469			01 2570 890 2 001 000	\$75.00
470		DOT PHYSICALS/BREATH ALCOHOL	01 2570 890 1 001 000	\$112.50
471			01 2570 890 2 001 000	\$112.50
472	NMG LLC DBA NORFOLK WORKS Total			\$375.00
473	NORFOLK AREA CHAMBER OF	BUSINESS AFTER HOURS	01 2320 810 1 033 000	\$4.00
474			01 2320 810 2 033 000	\$4.00
475	NORFOLK AREA CHAMBER OF Total			\$8.00
476	NORFOLK AREA CONCERT	CARSON RENTAL REFUND	01 1800	\$400.00
477			01 2510 110 2 001 001	\$230.00
478			01 2610 110 2 001 001	\$75.00
479	NORFOLK AREA CONCERT Total			\$705.00
480	NORFOLK AUTO SUPPLY	FILTER,LUBE	01 2650 610 1 001 000	\$154.71
481			01 2650 610 2 001 000	\$154.70
482		FILTERS	01 2650 610 1 001 000	\$145.26
483			01 2650 610 2 001 000	\$145.26
484		STARTER SOLENOI/FILTER	01 2650 610 1 001 000	\$54.25
485			01 2650 610 2 001 000	\$54.24
486	NORFOLK AUTO SUPPLY Total			\$708.42
487	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEETING MEAL	01 2320 890 1 033 000	\$9.48
488			01 2320 890 2 033 000	\$9.48
489	NORFOLK COUNTRY CLUB Total			\$18.96
490	NORFOLK DAILY NEWS	ADS	01 2210 540 1 901 000	\$287.77
491			01 2210 540 2 901 000	\$287.77
492			01 2310 540 1 001 000	\$18.26
493			01 2310 540 2 001 000	\$18.26
494			01 2510 540 1 001 000	\$134.72
495			01 2510 540 2 001 000	\$134.72
496		SCHOOL BOARD APPRECIATION WEEK	01 2310 540 1 010 000	\$172.94
497			01 2310 540 2 010 000	\$172.94

498	NORFOLK DAILY NEWS Total			\$1,227.38
499	NORFOLK FAMILY YMCA	CLUB FACILITATOR	01 6968 340 1 001 014	\$2,778.10
500	NORFOLK FAMILY YMCA Total			\$2,778.10
501	NORFOLK SENIOR HIGH SCHOOL	ELKHORN S BAND ENTRY FEE REIMB	01 1100 810 2 202 001	\$210.00
502		WESLEYAN LODGING REIMB	01 1100 580 2 202 001	\$139.98
503			01 1100 580 2 205 001	\$139.98
504			01 1100 580 2 207 001	\$139.98
505	NORFOLK SENIOR HIGH SCHOOL Total			\$629.94
506	NORFOLK WINSUPPLY	FAUCET CONNECTIONS	01 2620 610 2 001 002	\$146.86
507		FAUCETS	01 2620 610 2 001 002	\$2,593.04
508		FCT HOLE COVER	01 2620 610 2 001 002	\$30.56
509		FILTERS	01 2620 610 1 001 009	\$67.80
510			01 2620 610 2 001 001	\$1,864.21
511		PLEATED FILTERS	01 2620 610 1 001 000	\$34.56
512			01 2620 610 1 001 003	\$62.88
513			01 2620 610 1 001 004	\$129.51
514			01 2620 610 1 001 005	\$111.48
515			01 2620 610 1 001 010	\$139.08
516			01 2620 610 2 001 000	\$34.56
517			01 2620 610 2 001 002	\$1,230.72
518		PLUMBING SUPPLIES	01 2620 610 1 001 000	\$3.99
519			01 2620 610 2 001 000	\$3.98
520		REPAIR KITS	01 2620 610 1 001 000	\$100.16
521			01 2620 610 2 001 000	\$100.15
522		WATER HEATER ELEMENT	01 2620 610 2 001 001	\$37.46
523		WATER SHUT OFF VALVES	01 2620 610 2 001 002	\$112.70
524	NORFOLK WINSUPPLY Total			\$6,803.70
525	NORTHEAST COMMUNITY	BOOK RENTAL	01 1100 610 2 209 001	\$60.81
526	NORTHEAST COMMUNITY Total			\$60.81
527	NORTHWEST ELECTRIC LLC	GARBAGE DISPOSAL REPAIR	01 2620 430 1 001 012	\$37.50
528	NORTHWEST ELECTRIC LLC Total			\$37.50
529	NPS SUBSIDIARY	3/9 FINANCE MEETING MEAL #24	01 2510 890 1 001 000	\$14.60
530			01 2510 890 2 001 000	\$14.60
531		AMAZON-BATTERIES #5	01 2220 610 2 228 001	\$5.06
532		AMAZON-BOOKS #5	01 1100 610 2 225 001	\$192.30
533		AMAZON-SUPPLIES #43	01 1100 610 1 201 003	\$20.90

534		01 1100 610 1 220 003	\$37.65
535		01 1100 610 1 223 003	\$123.13
536	ANNUAL REPORTS	01 2310 540 1 010 000	\$1,059.50
537		01 2310 540 2 010 000	\$1,059.50
538	AQUARIUM SUPPLIES #5	01 1100 610 2 206 001	\$84.78
539	BACKGROUND CHECKS #8	01 2510 340 1 001 000	\$3.00
540		01 2510 340 2 001 000	\$3.00
541	BAKING LAB #32	01 1100 610 2 111 002	\$99.94
542	BAKING LAB SUPPLIES #32	01 1100 610 2 111 002	\$14.78
543	BATTERIES #49	01 1100 610 1 430 014	\$27.14
544	BINDERS #49	01 1200 610 1 493 014	\$44.94
545	BOE LUNCH 2/27/20 #3	01 2310 890 1 033 000	\$30.23
546		01 2310 890 2 033 000	\$30.23
547	BOOKS & PERIODICALS	01 2220 640 1 423 014	\$49.95
548	CABLE SERVICE	01 1125 340 2 209 001	\$15.89
549		01 2410 340 2 209 001	\$11.89
550		01 2510 340 1 001 000	\$2.76
551		01 2510 340 2 001 000	\$2.76
552		01 2670 340 1 035 000	\$2.76
553		01 2670 340 2 035 000	\$2.77
554	CARDSTOCK #2	01 1100 610 1 028 000	\$55.17
555	CAREER FAIR MEAL #10	01 2211 580 1 901 000	\$9.00
556		01 2211 580 2 901 000	\$9.00
557	CAREER FAIR MEALS #8	01 2211 580 1 901 000	\$18.00
558		01 2211 580 2 901 000	\$18.00
559	CELL PHONES	01 2670 382 1 035 000	\$172.19
560		01 2670 382 2 035 000	\$172.19
561		01 2710 382 1 001 000	\$171.20
562		01 2710 382 2 001 000	\$171.19
563		01 3541 382 1 035 000	\$160.36
564		01 6910 530 1 035 000	\$53.95
565		01 6968 530 1 001 014	\$34.99
566		01 6968 530 2 001 002	\$34.99
567	CHAIR CASTERS #16	01 1100 610 1 430 014	\$9.99
568	CHAMBER MEETING LUNCH #1	01 2320 890 1 033 000	\$5.00
569		01 2320 890 2 033 000	\$5.00

570	CLASSROOM SUPPLIES #27	01 1200 610 2 293 001	\$28.10
571	CLASSROOM SUPPLIES #28	01 1200 610 2 293 001	\$47.58
572	CLASSROOM SUPPLIES #29	01 1100 610 2 208 001	\$118.05
573	CLASSROOM SUPPLIES #31	01 1100 610 2 211 001	\$39.86
574	CLASSROOM SUPPLIES #44	01 1100 610 1 300 004	\$32.26
575		01 1100 610 1 302 004	\$80.99
576		01 1100 610 1 305 004	\$33.36
577	CLASSROOM SUPPLIES #49	01 1200 610 1 491 014	\$265.79
578	CLEANING SUPPLIES #49	01 1100 610 1 430 014	\$17.36
579	CLOROX WIPES/FACIAL TISSUE #9	01 2620 610 1 001 000	\$1,776.30
580		01 2620 610 2 001 000	\$1,776.30
581	CLOROX/HANDSANITIZER #4	01 2620 610 1 001 000	\$438.49
582		01 2620 610 2 001 000	\$438.49
583	CONF REGISTRATION #36	01 2151 330 1 004 000	\$284.00
584	COPIES #15	01 1100 610 1 802 009	\$3.00
585	XSOLLA #32	01 2410 610 2 141 002	-\$78.61
586	CULINARY SUPPLIES #27	01 1100 610 2 204 001	\$40.47
587	DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$299.45
588		01 2510 340 2 001 000	\$299.45
589	EAR PHONES #36	01 1200 610 1 004 000	\$59.94
590	EDN CHILD FIND SUPPLIES #11	01 6416 610 1 017 000	\$2,540.99
591	ELECTRICITY	01 2610 622 1 001 012	\$1,863.12
592		01 2610 622 1 001 021	\$1,187.47
593	FAN ACTIVITY SUPPLY #37	01 3541 610 1 035 000	\$15.00
594	FAN SUPPLIES #37	01 3541 610 1 035 000	\$25.19
595	GENERAL SUPPLIES #32	01 2151 610 2 193 002	\$153.97
596	GENERAL SUPPLIES #37	01 1190 610 1 163 021	\$530.37
597	GNSA PARKING #4	01 2510 580 1 001 000	\$3.13
598		01 2510 580 2 001 000	\$3.12
599	HATCHET NOVELS #49	01 1100 640 1 403 014	\$31.65
600	HEADPHONES #49	01 1100 610 1 402 014	\$99.90
601	ISS ROOM SUPPLIES #28	01 2410 610 2 209 001	\$42.27
602	KDG ROUNDUP SUPPLIES #44	01 1100 610 1 302 004	\$32.17
603	KITCHEN SUPPLIES #3	01 2320 890 1 033 000	\$14.08
604		01 2320 890 2 033 000	\$14.07
605	LIBRARY BOOKS #49	01 2220 640 1 423 014	\$37.91

606	LIFE MANAGEMENT SUPPLIES #38	01 1100 610 2 111 002	\$169.44
607	LIFE SUPPLIES #32	01 1200 610 2 195 002	\$9.64
608	LODGING #36	01 1200 580 1 004 014	\$314.33
609		01 2141 580 1 014 000	\$314.32
610	LPP PHONE LINES	01 2510 382 1 001 021	\$97.20
611	LUNCH FOR ACTIVITIES MEETING	01 2190 890 2 001 000	\$44.24
612	MEAL FOR FAN #37	01 3541 610 1 035 000	\$150.00
613	MUSIC	01 1100 610 1 202 003	\$108.05
614	NAG CONF LODGING #19	01 3535 580 1 027 000	\$864.00
615	NAG CONF MEAL #19	01 3535 580 1 027 000	\$115.04
616	NASES EXPENSES #20	01 1200 580 1 004 000	\$3.01
617		01 1200 580 2 004 000	\$3.00
618	OFFICE SUPPLIES #44	01 2410 610 1 302 004	\$61.78
619	PE SUPPLIES #48	01 1100 610 1 919 012	\$200.00
620	PERSONALIZED STAMPED ENVELOPES	01 2510 531 1 001 000	\$1,860.08
621		01 2510 531 2 001 000	\$1,860.07
622	POSTAGE #32	01 2410 531 2 141 002	\$3.55
623	POSTAGE MAILING SYSTEM	01 2510 531 1 001 000	\$82.93
624		01 2510 531 2 001 000	\$82.92
625	POSTAGE/STAMPED ENVELOPES #12	01 2410 531 2 141 002	\$2,827.15
626	PRI LINES	01 2510 382 1 001 000	\$426.99
627		01 2510 382 2 001 000	\$426.99
628	PROJECTOR REMOTES #28	01 2410 610 2 209 001	\$39.78
629	REFUND #36	01 1200 330 1 004 000	-\$60.00
630		01 1200 330 2 004 000	-\$60.00
631	REUNIFICATION DRILL SUPPLIES	01 2660 610 1 901 000	\$28.96
632		01 2660 610 2 901 000	\$28.96
633	SCIENCE SUPPLIES #49	01 1100 610 1 407 014	\$16.32
634	SENSORY SUPPLIES #49	01 2120 610 1 404 014	\$164.46
635	STUDENT INCENTIVE #28	01 1200 610 2 293 001	\$5.00
636	STUDENT INCENTIVES #31	01 1200 610 2 290 001	\$8.26
637	STUDENT PT SUPPLY #36	01 1200 610 1 004 009	\$179.99
638	SUPPLIES #12	01 1100 610 2 112 002	\$20.78
639	SUPPLIES #19	01 3535 610 2 115 002	\$233.47
640	SUPPLIES #2	01 1100 610 1 028 000	\$118.91
641	SUPPLIES #32	01 1100 610 2 112 002	\$12.86

642		01 1100 610 2 141 002	\$183.30
643		01 1200 610 2 194 002	\$69.40
644		01 1200 610 2 195 002	\$99.56
645	SUPPLIES #37	01 1190 610 1 163 021	\$29.61
646	SUPPLIES #47	01 1100 610 1 708 008	\$85.67
647	SUPPLIES #49	01 1100 610 1 430 014	\$45.23
648		01 2220 610 1 423 014	\$26.87
649	SUPPLIES FOR CREATION STATION	01 1100 610 2 141 002	\$130.93
650	SUPPLY #42	01 1100 610 1 104 010	\$24.08
651		01 1100 610 1 124 010	\$119.70
652		01 2151 610 1 156 010	\$171.79
653	TARGET-SUPPLIES #17	01 1100 610 1 602 005	\$15.17
654	TARGET-SUPPLIES #43	01 1100 610 1 201 003	\$54.99
655	TEACHERS PAY TEACHERS-SUPPLIES	01 1200 610 1 020 009	\$172.00
656	TELEPHONE	01 2310 382 1 033 000	\$32.37
657		01 2310 382 2 033 000	\$32.36
658		01 2510 382 1 001 000	\$193.32
659		01 2510 382 1 001 003	\$78.94
660		01 2510 382 1 001 004	\$81.19
661		01 2510 382 1 001 005	\$139.12
662		01 2510 382 1 001 008	\$79.19
663		01 2510 382 1 001 009	\$78.97
664		01 2510 382 1 001 010	\$79.03
665		01 2510 382 1 001 012	\$76.22
666		01 2510 382 1 001 014	\$275.82
667		01 2510 382 2 001 000	\$193.31
668		01 2510 382 2 001 001	\$839.01
669		01 2510 382 2 001 002	\$1,005.67
670	TESTING SUPPLIES	01 2141 610 1 014 000	\$80.75
671		01 2141 610 2 014 000	\$131.75
672	THERAPY MATERIALS #47	01 2151 610 1 754 008	\$123.35
673	TRAVEL EXPENSES #15	01 6200 580 1 028 009	\$137.92
674	WALMART-SUPPLIES #43	01 1100 610 1 221 003	\$78.62
675	WIFI CARD/HINGE COVER #33	01 1100 735 1 005 000	\$11.23
676		01 1100 735 2 005 000	\$11.22
677	WILD ROBOT #19	01 3535 610 2 115 002	\$87.12

678	NPS SUBSIDIARY Total			\$32,486.58
679	OHL, CASSIE	BEHAVIOR SYMPOSIUM EXPENSES	01 2141 333 1 014 000	\$346.15
680			01 2141 580 1 014 000	\$77.30
681		MILEAGE	01 2141 333 1 014 000	\$24.67
682	OHL, CASSIE Total			\$448.12
683	O'KEEFE ELEVATOR COMPANY	ELEVATOR REPAIR	01 2620 430 1 001 005	\$2,305.00
684			01 2620 430 2 001 002	\$2,305.00
685		SERVICE AGREEMENT	01 2620 430 1 001 000	\$99.20
686			01 2620 430 1 001 005	\$198.40
687			01 2620 430 1 001 014	\$198.40
688			01 2620 430 2 001 000	\$99.20
689			01 2620 430 2 001 001	\$198.40
690			01 2620 430 2 001 002	\$198.40
691	O'KEEFE ELEVATOR COMPANY Total			\$5,602.00
692	OMAHA WORLD HERALD	SUNDAY ADS	01 2210 540 1 901 000	\$1,755.00
693			01 2210 540 2 901 000	\$1,755.00
694	OMAHA WORLD HERALD Total			\$3,510.00
695	OPPLIGER, ANDREA	MILEAGE	01 2713 332 1 004 021	\$62.10
696	OPPLIGER, ANDREA Total			\$62.10
697	ORIENTAL TRADING COMPANY	SUPPLIES	01 1150 610 1 256 003	\$97.55
698	ORIENTAL TRADING COMPANY Total			\$97.55
699	ORTIZ, NIXEL	CLUB FACILITATOR	01 6968 340 1 001 014	\$600.00
700	ORTIZ, NIXEL Total			\$600.00
701	OSTEN, MICKEY	CLUB FACILITATOR	01 6968 340 2 001 002	\$400.00
702	OSTEN, MICKEY Total			\$400.00
703	PENA, CORLISS	SCHOOL NURSE MILEAGE	01 2130 333 1 035 000	\$106.20
704	PENA, CORLISS Total			\$106.20
705	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$2,717.07
706	PERMA BOUND Total			\$2,717.07
707	PERRIGAN, WILLIAM	CLUB FACILITATOR	01 6968 340 1 001 014	\$400.00
708	PERRIGAN, WILLIAM Total			\$400.00
709	PERRY,GUTHERY,HAASE	CURRENT SERVICE FEES	01 2330 317 1 001 000	\$946.50
710			01 2330 317 2 001 000	\$946.50
711	PERRY,GUTHERY,HAASE Total			\$1,893.00
712	PFEIL, JEANNIE	ACTIVITY WORKER	01 2190 120 2 001 000	\$60.13
713	PFEIL, JEANNIE Total			\$60.13

714	PFEIL, JOHN	ACTIVITY WORKER	01 2190 120 2 001 000	\$60.13
715	PFEIL, JOHN Total			\$60.13
716	PFEIL, KARY	SIXPENCE JOB COACH	01 3541 340 1 035 000	\$1,250.00
717	PFEIL, KARY Total			\$1,250.00
718	POLLARD PUMPING	JET LINE	01 2620 430 1 001 000	\$92.50
719			01 2620 430 2 001 000	\$92.50
720		PUMP MANHOLE AND JET LINES	01 2620 430 2 001 001	\$450.00
721	POLLARD PUMPING Total			\$635.00
722	POWER COMPUTING	DNS UPDATES	01 1100 340 1 005 000	\$44.25
723			01 1100 340 2 005 000	\$44.25
724	POWER COMPUTING Total			\$88.50
725	POWERSCHOOL GROUP LLC	APPLICANT TRACKING	01 2210 340 1 901 000	\$2,233.49
726			01 2210 340 2 901 000	\$2,233.49
727	POWERSCHOOL GROUP LLC Total			\$4,466.98
728	PRESENCE LEARNING	FEB SPEECH THERAPY CONTRACTED	01 2151 320 1 004 000	\$16,309.34
729	PRESENCE LEARNING Total			\$16,309.34
730	PRIME SANITATION SERVICE	MARCH 2020	01 2610 420 1 001 000	\$1,950.00
731			01 2610 420 2 001 000	\$1,950.00
732	PRIME SANITATION SERVICE Total			\$3,900.00
733	QUILL CORPORATION	BULLETIN BOARDS	01 2410 731 2 209 001	\$250.56
734		FORKS/KNIVES	01 2510 610 1 001 000	\$19.61
735			01 2510 610 2 001 000	\$19.61
736		HAND SANITIZER FOR FRONTDESK	01 2510 610 1 001 000	\$5.08
737		LAMINATING FILM	01 1200 610 1 004 000	\$169.00
738			01 1200 610 2 004 000	\$169.00
739		SUPPLIES	01 1100 610 1 430 014	\$1,249.29
740	QUILL CORPORATION Total			\$1,882.15
741	RASMUSSEN MECHANICAL	CONTROLLER REPAIR	01 2620 430 1 001 012	\$1,514.00
742		HVAC PREVENTATIVE MAINTENANCE	01 2620 430 1 001 000	\$9,728.38
743			01 2620 430 2 001 000	\$9,728.37
744		JACE REPLACEMENT	01 2620 430 2 001 002	\$2,640.00
745		MILEAGE CREDIT	01 2620 430 1 001 012	-\$190.00
746		OFFICE FAN MOTOR REPLACEMENT	01 2620 430 2 001 002	\$1,513.25
747		REPAIRED UNIT CONDENSOR	01 2620 430 1 001 005	\$3,650.20
748		REPAIRS/MAINTENANCE SERVICES	01 2620 430 1 001 000	\$468.88
749			01 2620 430 2 001 000	\$468.88

750			01 2620 430 2 001 001	\$1,759.20
751			01 2620 430 2 001 002	\$402.70
752		REPLACED EXPANSION VALVE	01 2620 430 1 001 014	\$548.60
753		REPLACED REGULATOR ON GAS LINE	01 2620 430 1 001 005	\$1,191.17
754		THERMOSTAT REPLACEMENT	01 2620 430 1 001 010	\$1,437.14
755	RASMUSSEN MECHANICAL Total			\$34,860.77
756	READING WAREHOUSE, THE	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$310.96
757	READING WAREHOUSE, THE Total			\$310.96
758	REALLY GOOD STUFF	DICTIONARIES	01 1100 640 1 028 000	\$608.40
759	REALLY GOOD STUFF Total			\$608.40
760	RIES, BEN	MILEAGE TO STAFF	01 2190 333 2 001 001	\$926.90
761	RIES, BEN Total			\$926.90
762	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2510 340 1 001 000	\$35.00
763			01 2510 340 2 001 000	\$35.00
764	SAFESIDE SHREDDING Total			\$70.00
765	SCHEER'S ACE HARDWARE	ARMATURE	01 2620 610 2 001 001	\$59.99
766		SCREWS/SPEAR HEAD	01 2620 610 1 001 000	\$14.49
767			01 2620 610 2 001 000	\$14.48
768	SCHEER'S ACE HARDWARE Total			\$88.96
769	SCHILLING, DIANE	MILEAGE	01 2130 333 1 035 000	\$185.84
770	SCHILLING, DIANE Total			\$185.84
771	SCHOLASTIC INC.	BOOKS	01 1100 610 1 302 004	\$2.83
772	SCHOLASTIC INC. Total			\$2.83
773	SCHUMACHER, EMILY	3/2-3/13/20 MILEAGE	01 2710 332 1 001 000	\$124.55
774	SCHUMACHER, EMILY Total			\$124.55
775	SCIENTIFIC SPECIALTIES	MICROSCOPE MAINT	01 1100 610 2 206 001	\$500.00
776	SCIENTIFIC SPECIALTIES Total			\$500.00
777	SEESAW	YEAR THREE SUBSCRIPTION	01 1100 643 1 302 004	\$860.63
778	SEESAW Total			\$860.63
779	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,665.83
780			01 2610 420 1 001 010	\$2,460.00
781			01 2610 420 1 001 012	\$2,320.00
782			01 2610 420 2 001 000	\$1,665.84
783	SERVICEMASTER OF NORFOLK Total			\$8,111.67
784	SETON	ASSET TAGS	01 2510 610 1 001 000	\$1,444.35
785			01 2510 610 2 001 000	\$1,444.35

786	SETON Total			\$2,888.70
787	SISSON, MELISSA	2/3-2/28 MILEAGE	01 2713 332 1 004 021	\$100.05
788	SISSON, MELISSA Total			\$100.05
789	SMEKENS EDUCATION	FLEXIBLE VIEW	01 6310 340 1 028 000	\$99.00
790			01 6310 340 2 028 000	\$99.00
791	SMEKENS EDUCATION Total			\$198.00
792	SOCIAL THINKING	GENERAL SUPPLIES	01 2151 610 1 854 009	\$178.09
793	SOCIAL THINKING Total			\$178.09
794	SONOVA USA INC	GENERAL SUPPLIES	01 2151 610 1 004 012	\$50.00
795	SONOVA USA INC Total			\$50.00
796	SYNCB/AMAZON	BOOKS & PERIODICALS	01 2320 640 1 033 000	\$36.39
797			01 2320 640 2 033 000	\$36.39
798		GENERAL SUPPLIES	01 1100 610 1 802 009	\$37.98
799			01 1100 610 1 809 009	\$37.31
800		HANDWRITING PAPER	01 1100 610 1 802 009	\$12.47
801		TITLE 1 SUPPLIES	01 6200 610 1 028 009	\$159.92
802	SYNCB/AMAZON Total			\$320.46
803	TEACHER CREATED RESOURCES	SUPPLIES	01 1100 610 1 610 005	\$92.86
804	TEACHER CREATED RESOURCES Total			\$92.86
805	U S POST OFFICE	BULK MAILING PERMIT	01 2510 531 1 001 000	\$120.00
806			01 2510 531 2 001 000	\$120.00
807	U S POST OFFICE Total			\$240.00
808	UNIVERSITY OF KEARNEY	EDUCATION OPPORTUNITIES FAIR	01 2210 810 1 901 000	\$32.50
809			01 2210 810 2 901 000	\$32.50
810	UNIVERSITY OF KEARNEY Total			\$65.00
811	UNIVERSITY OF NEBRASKA	NORFOLK CHILD CARE CONFERENCE	01 6416 330 1 017 000	\$1,000.00
812	UNIVERSITY OF NEBRASKA Total			\$1,000.00
813	VAMOSI! ENTERTAINMENT, INC	CARSON RENTAL CANCELLATION	01 1800	\$1,295.00
814			01 2510 110 2 001 001	\$3,080.00
815			01 2610 110 2 001 001	\$625.00
816	VAMOSI! ENTERTAINMENT, INC Total			\$5,000.00
817	VIC'S ENGINE SERVICE, INC	GAS BLOWER	01 2620 731 1 001 000	\$216.00
818			01 2620 731 2 001 000	\$216.00
819	VIC'S ENGINE SERVICE, INC Total			\$432.00
820	VOYAGER SORIS LEARNING	INTERVENTION PROGRAM SUPPLIES	01 1200 610 1 493 014	\$437.58
821	VOYAGER SORIS LEARNING Total			\$437.58

822	WESTSIDE COMMUNITY SCHOOLS	3RD QTR SERVICES FOR M BAUER	01 1200 561 2 004 000	\$3,847.50
823	WESTSIDE COMMUNITY SCHOOLS Total			\$3,847.50
824	WINNERS CIRCLE	AWARD FOR EXCELLENCE PLAQUE	01 2310 610 1 001 000	\$27.75
825			01 2310 610 2 001 000	\$27.75
826	WINNERS CIRCLE Total			\$55.50
827	ZANER-BLOSER	HANDWRITING PAPER	01 1100 610 1 802 009	\$39.47
828	ZANER-BLOSER Total			\$39.47
829	ZONE, THE	LISA GEARY 2/3-2/28/20	01 6968 340 1 001 014	\$571.50
830		L. GEARY INDEPENDENT	01 6968 340 1 001 014	\$463.50
831		M RODRIGUEZ HERNANDEZ	01 6968 340 2 001 002	\$286.44
832	ZONE, THE Total			\$1,321.44
833	Grand Total			\$461,143.17
834				
835				
836	<u>NUTRITION FUND</u>			
837	CENTRAL RESTAURANT	ADJSTBLE DIVIDERS AND VINYL	02 3100 610 1 001 000	\$407.03
838			02 3100 610 2 001 000	\$407.02
839		APPLE WEDGE BLADE SET	02 3100 610 1 001 000	\$138.29
840			02 3100 610 2 001 000	\$138.28
841		CAMWEAR COLD PAN	02 3100 610 1 001 000	\$26.34
842			02 3100 610 2 001 000	\$26.34
843		MELAMINE TRAY	02 3100 610 1 001 000	\$4,032.00
844			02 3100 610 2 001 000	\$4,032.00
845		RETURNED ITEMS	02 3100 610 1 001 000	-\$86.75
846			02 3100 610 2 001 000	-\$86.75
847	CENTRAL RESTAURANT Total			\$9,033.80
848	CRONIN, AMANDA	LUNCH BALANCE REFUND	02 3100 890 0 001 000	\$118.25
849	CRONIN, AMANDA Total			\$118.25
850	DAR PRO	ANNUAL SERVICE FEE	02 3100 340 1 001 021	\$100.00
851	DAR PRO Total			\$100.00
852	INFINITE CAMPUS, INC.	TERMINALS AND PINPADS	02 3100 734 0 001 000	\$24,542.00
853	INFINITE CAMPUS, INC. Total			\$24,542.00
854	LUNCHTIME SOLUTIONS, INC.	FRUIT/VEGETABLES	02 3100 340 0 001 000	\$1,010.99
855		FRUITS/VEGETABLES	02 3100 340 0 001 000	\$1,915.73
856		LUNCHES	02 3100 340 1 001 000	\$127,718.70
857			02 3100 340 2 001 000	\$127,718.69

858		MARCH LUNCHES	02 3100 340 1 001 000	\$65,381.80
859			02 3100 340 2 001 000	\$65,381.80
860		MARCH SACK FEEDING	02 3100 340 1 001 000	\$44,380.64
861			02 3100 340 2 001 000	\$44,380.63
862		SMALLWARES	02 3100 610 1 001 014	\$108.06
863			02 3100 610 1 001 021	\$66.45
864	LUNCHTIME SOLUTIONS, INC. Total			\$478,063.49
865	MODEL ELECTRIC INC	LPP KITCHEN REMODEL	02 3100 340 1 001 021	\$5,185.00
866	MODEL ELECTRIC INC Total			\$5,185.00
867	NPS SPECIAL BUILDING	REPAYMENT FOR LPP KITCHEN	02 3100 340 1 001 021	\$32,600.00
868	NPS SPECIAL BUILDING Total			\$32,600.00
869	Grand Total			\$549,642.54
870				
871				
872	COOPERATIVE FUND			
873	BLANK, KAREN	MILEAGE ROUNDTRIP 2 DAYS	04 1200 333 1 004 000	\$32.89
874	BLANK, KAREN Total			\$32.89
875	DARNALL, LINSAY	SIGN LANG. INTERPRETER	04 1200 340 1 004 000	\$120.00
876			04 1200 340 2 004 000	\$120.00
877	DARNALL, LINSAY Total			\$240.00
878	FICK, KATHY	MILEAGE	04 1200 333 1 004 000	\$22.80
879			04 1200 333 2 004 000	\$22.80
880	FICK, KATHY Total			\$45.60
881	FROWICK, KIM	MILEAGE	04 1200 333 1 004 000	\$42.55
882			04 1200 333 2 004 000	\$42.55
883		STAFF MILEAGE	04 1200 333 1 004 000	\$54.05
884			04 1200 333 2 004 000	\$54.05
885	FROWICK, KIM Total			\$193.20
886	KLEIN, CARRE	STAFF MILEAGE	04 1200 333 1 004 000	\$670.45
887			04 1200 333 2 004 000	\$670.45
888	KLEIN, CARRE Total			\$1,340.90
889	NORFOLK PUBLIC SCHOOLS	SIGN LANGUAGE SUBS FEB2020	04 1200 340 1 004 000	\$247.65
890			04 1200 340 2 004 000	\$247.64
891	NORFOLK PUBLIC SCHOOLS Total			\$495.29
892	NORTHEAST COMMUNITY	WORKSHOP ROOM RENTAL	04 1200 810 1 004 000	\$32.50
893			04 1200 810 2 004 000	\$32.50

894	NORTHEAST COMMUNITY Total			\$65.00
895	NPS GENERAL FUND	FAMILY FUN DAY POSTAGE	04 1200 531 1 004 000	\$6.00
896			04 1200 531 2 004 000	\$6.00
897	NPS GENERAL FUND Total			\$12.00
898	NPS SUBSIDIARY	ACADEMIC BOWL SUPPER #35	04 1200 580 2 004 000	\$26.50
899		BREAKFAST SPRING FLING #35	04 1200 610 2 004 000	\$160.92
900		CEC THEATRES #35	04 1200 810 2 004 000	\$713.00
901		FUEL ACADEMIC BOWL #35	04 1200 626 2 004 000	\$89.30
902		FUEL FOR ACADEMIC BOWL #35	04 1200 626 2 004 000	\$42.67
903		HOTEL #35	04 1200 580 2 004 000	\$149.99
904		HOTEL FOR TUBERT #35	04 1200 580 2 004 000	\$142.24
905		NRP COORDINATORS MEETING HOTEL	04 1200 580 1 004 000	\$49.50
906			04 1200 580 2 004 000	\$49.50
907		ROOTS&WINGS HOTEL #35	04 1200 580 1 004 000	\$89.00
908	NPS SUBSIDIARY Total			\$1,512.62
909	ZYSSET, JENNIFER	PARENT WORKSHOP MILEAGE	04 1200 332 1 004 000	\$118.45
910	ZYSSET, JENNIFER Total			\$118.45
911	Grand Total			\$4,055.95

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914 **DEPRECIATION FUND**

915	KPE	CONSULTING SERVICES	06 2900 340 1 001 000	\$6,358.40
916			06 2900 340 2 001 000	\$6,358.40
917	KPE Total			\$12,716.80
918	NPS SUBSIDIARY	BUS DEPOSIT	06 2900 732 1 001 000	\$2,500.00
919			06 2900 732 2 001 000	\$2,500.00
920	NPS SUBSIDIARY Total			\$5,000.00
921	Grand Total			\$17,716.80

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924 **SPECIAL BUILDING FUND**

925	JEO ENGINEERING	PARKING LOT IMPROVEMENTS	08 2515 340 1 001 000	\$2,106.75
926			08 2515 340 2 001 000	\$2,106.75
927	JEO ENGINEERING Total			\$4,213.50
928	NPS SUBSIDIARY	DEMO OF HOUSES	08 2515 340 1 001 000	\$5,846.87
929			08 2515 340 2 001 000	\$5,846.87

930	NPS SUBSIDIARY Total			\$11,693.74
931	Grand Total			\$15,907.24
932				
933				
934	STUDENT FEE FUND			
935	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES WALMART	17 2190 610 1 669 014	\$41.33
936		ROBOT EVENTS #21	17 2190 610 2 669 002	\$75.00
937		SUPPLIES FOR ART CLASS #32	17 2190 610 2 877 002	\$43.56
938		SUPPLIES FOR INDUSTRIAL TECH	17 2190 610 2 880 002	\$521.16
939		SUPPLIES FROM AMAZON #21	17 2190 610 1 669 014	\$106.26
940		SUPPLIES FROM WALMART #21	17 2190 610 1 669 014	\$279.55
941			17 2190 610 2 669 002	\$143.18
942		SUPPLIES WALMART #21	17 2190 610 1 669 014	\$68.13
943	NPS SUBSIDIARY Total			\$1,278.17
944	TEACHER GEEK INC.	AFTERSHOCK LAB KITS	17 2190 610 1 669 014	\$850.00
945			17 2190 610 2 669 002	\$850.00
946	TEACHER GEEK INC. Total			\$1,700.00
947	Grand Total			\$2,978.17

**Appendix "1" to 2020-2021 Student Fees Policy of
Norfolk Public Schools**

Additional Specification of Required Materials and Fees¹

Activity	Elementary (K-4)	Middle School (Gr. 5-6)	Junior High (Gr. 7-8)	Senior High (Gr. 9-12)
21 st Century After School Participation Fee (AfterShock)		2 days- \$25.00/quarter	2 days- \$25.00/quarter	
21 st Century After School Participation Fee (AfterShock)		5 days- \$50.00/quarter	5 days- \$50.00/quarter	
Participation Fee w/ Activity Card (All NSAA Activities)			\$50.00/year	\$50.00/year
Art Class Fee				\$10.00/year
Band (Methods Books for Lesson)		\$10-\$13.00/year		
Band Instrument Rental (school owned)		\$25.00/semester	\$30.00/semester	\$38.00/semester
Band Black Dress Pants			\$20.00/year	
Band Shoes				\$37.00/year
Band Uniform Cleaning				\$15.00/year
Baseball Hats				\$25.00/year
Cheerleading Uniform: (Shell, Skirt, Pom's Shoes)				\$125.00/year
Choir Robe Cleaning				\$15.00/year
Choraleer Performance Outfit – Royal Pride (V) Jazz Junkies (JV)				\$100 to \$250.00/year
Flags/Color Guard				Up to \$300.00/year
Golf Shirt				\$30.00/year
Graduation Cap & Gown				\$50.00
Orchestra (Lesson/Method Book)	\$12.00/year	\$12.00/year	\$12.00/year	
Orchestra Instrument Rental (school owned)	\$25.00/semester	\$25.00/semester	\$25.00/semester	\$25.00/semester
Orchestra (Violin/Viola) Shoulder Rests			\$25.00/year	\$25.00/year
Pink Panthers (Shell, Skirt, Pom's, Shoes)				\$125.00 Uniform
Soccer Shin Guards & Socks				\$30.00/year

¹ This listing is a part of the 2020-2021 Student Fees Policy and is intended to provide supplemental information. For additional specifications, refer to the Policy.

Activity	Elementary (K-4)	Middle School (Gr. 5-6)	Junior High (Gr. 7-8)	Senior High (Gr. 9-12)
Summer School	\$20.00 per session	\$20.00 per session	\$20.00 per session	\$20.00 per session
Swimming				\$10.00 Cap + \$100.00 Swimsuit
Technology Fee			\$35.00/year	\$35.00/year
Tennis (Boys)				\$40.00 top and bottom
Tennis (Girls)				\$70.00 top and bottom
Volleyball			\$20.00 Black Spandex	\$25.00 (Knee Pads & Shorts)/year

RESOLUTION

WHEREAS, due to the COVID-19 pandemic, the District has shifted student learning from the physical classroom to a distance learning setting; and,

WHEREAS, as a result of this shift in student learning, the Board recognizes that certain aspects of student learning have been disrupted and that certain Board policies and procedures may need to be suspended or modified, including grading, credits and the like; and

WHEREAS, the Board desires to allow eligible students in their final year in the District (including seniors) to graduate and receive a diploma at the end of the 2019-2020 school year.

NOW, THEREFORE, BE IT RESOLVED that, notwithstanding any policy, regulation, protocol, practice or directive to the contrary, the Board hereby finds, determines, delegates and authorizes as follows:

1. For the remainder of the 2019-2020 school year, the Board suspends all graduation and curriculum-related policies, except for those policies that the Superintendent and Board President jointly determine need to remain in effect.
2. The Superintendent shall determine which students would have been eligible or on track for graduation immediately prior to the COVID-19 temporary shutdown.
3. The Superintendent shall implement requirements (such as the continued completion of coursework) to be in effect during the remainder of the 2020 spring semester for students who are eligible or on track to graduate. It is the Board's intent to require students in their final year to continue learning during the remainder of the 2019-2020 school year. If said students satisfy such requirements during the remainder of the 2019-2020 school year, then the Board hereby authorizes the Superintendent and Board President to issue a diploma to said students, so that said students will graduate and receive a diploma at the end of the 2019-2020 school year.
4. The Superintendent is hereby directed to identify students in their final year in the District who are neither eligible nor on track to graduate at the end of the 2019-2020 school year, and determine what requirements, if any, or supports, if any, will be in place for those students to become eligible or on track for graduation at the end of the 2019-2020 school year. At the end of the 2019-2020 school year, the Superintendent shall then determine whether any of these students have satisfied said requirements and, if so, along with the Board President, issue a diploma for such students in order for them to graduate and receive a diploma at the end of the 2019-2020 school year.
5. For all students (including those not in their final year in the District), the Superintendent has developed the following a grading procedure to be implemented for the spring 2020 semester
Any recorded grades given on or before March 13, 2020 will count toward a student's grade for the second semester of 2019-2020. All students may reassess over any material they were assigned prior to March 13, 2020 in order to improve their second semester grade.
Any students who were failing a class as of March 13, 2020 will be given opportunities to practice and reassess previously assigned material in order to earn a

passing second semester grade. These students will have until 12:00 noon on May 21, 2020 to complete their reassessments.

Learning moving forward will include non-graded enrichment learning activities, which teachers will review for the purpose of providing students with feedback regarding their learning.

OdysseyWare options will be available throughout the summer for seniors who need additional credits to meet graduation requirements.

The Superintendent's grading procedure shall be final, and the Board will not hear any appeals over the Superintendent's grading procedure or any grades issued under the Superintendent's grading procedure.

6. For those students who are not in their final year in the District, the Superintendent has developed the following plan to determine how students will progress (or not) to the next grade level or advanced course next year. This plan is based upon the Commissioner of Education's recommendation and the Board's intention to advance students to the next grade level next year, but, at the same time, recognizes that the Board does not want students unprepared for next year's curriculum. All students who were on target for advancing to the next grade level or advanced course next year (as of March 13, 2020) will do so. Students who were not on target to advance to the next grade level or advanced course level (as of March 13, 2020) will be provided with additional opportunities, supports, and reassessments to help them do so. Retention will only be considered in extreme circumstances where the school and parents agree that the student is not prepared to advance to the next grade level. It is understood that some materials typically taught in fourth semester will need to be taught to all students in the Fall of 2021.
7. The Board recognizes the fluid and unprecedented circumstances currently faced by students, parents and staff members, and hereby adopts this Resolution in order to be proactive and prepared to respond to the evolving events without further delay. As a result, by delegating various responsibilities and authority to the Superintendent and Board President, all actions (or inactions) taken by the Superintendent and Board President pursuant to this Resolution shall be final, ratified in full by the Board and need not be formally approved by the Board at a later date.
8. The Board hereby ratifies all curriculum-related decisions implemented or enacted to date.

The foregoing Resolution having been read in its entirety, Member _____ moved for their passage and adoption. Member _____ seconded same. After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution: _____

The following members voted against the same: _____

The following members were absent or not voting: _____

The above Resolution having been consented to by a majority of a quorum of the Board, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings law.

DATED this ____ day of April, 2020.

[NAME] PUBLIC SCHOOL DISTRICT

BY: _____
President

ATTEST:

Secretary

Personnel - Non-Certificated Employees

Qualifications of Non-Certificated Employees

Non-certificated employees shall meet the statutory license requirements and such other qualifications as may be determined by the Board and the Superintendent.

Date of Adoption: January 13, 2014

Personnel - Non-Certificated Employees"At Will" Employees

All non-certificated employees and non-certificated assignments shall be employed on an "at will" basis. Non-certificated employees shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Nothing in board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the appraisal process or program for non-certificated employees shall or is intended to create or be a contract or part of a contract with a non-certificated employee which shall in any way be construed to be contrary to the "at will" employment of non-certificated employees. No administrator or other employee of the school district has any authority to enter into any agreement of employment with a non-certificated employee for any specific period of time or to make any agreement contrary to an at-will employment relationship.

Date of Adoption: January 13, 2014

Personnel - Non-Certificated EmployeesHiring/Dismissal

The Board of Education hereby delegates to the Superintendent or designee the authority to hire, suspend and dismiss non-certificated employees (employees in positions that do not legally require a teacher or administrative certificate) on behalf of Norfolk Public Schools. Such authority shall be exercised in compliance with the policies of the Board of Education. The Board of Education reserves the authority to modify or reverse any such action taken by the Superintendent.

Dismissal of non-certificated employees shall be on an at-will basis, as such employees are subject to termination at any time without cause, without prior disciplinary action or progressive discipline, and irrespective of the lack of any evaluation or the irregularity in any evaluation process.

Date of Adoption: January 13, 2014

Personnel - Non-Certificated Employees

Assignment and Transfer

Each non-certificated employee shall be assigned to a position at the direction of the Superintendent or designee and may be transferred to any other position as the Superintendent or designee may direct.

Date of Adoption: January 13, 2014

Personnel - Non-Certificated EmployeesComplaint Procedure

The normal procedure to be followed by each employee regarding a personal complaint related to his/her employment is to discuss the matter in a personal conference with the school principal or with the supervisory ~~officer~~ directly in charge. When the nature of the complaint dictates otherwise, the employee is entitled to present the complaint to ~~any~~ **the next** higher supervisory ~~officer~~. An unsatisfactory result with the school principal or with the supervisory ~~officer~~ may be taken to the Superintendent or designee.

Date of Adoption: January 13, 2014

Personnel - Non-Certificated Employees

Complaint Form

This complaint form is to be used when a non-certificated employee of Norfolk Public Schools has a personal complaint related to his/her employment. The initial step for such a complaint is to have a conference with the school principal or with the supervisory officer directly in charge. That step may be undertaken informally, without completing this form.

This form is to be completed if the employee is dissatisfied with the outcome at the initial step and wishes to have his/her complaint reviewed at the next level.

Date: _____

Name: _____

(1) Description of the complaint:

_____.

(2) Names of any witnesses to the matter being complained about:

_____.

(3) Identify and attach any supporting the complaint:

_____.

(4) Date of the personal conference with the principal or supervisory officer: _____.

(5) Response given by principal or supervisory officer to the employee's complaint:

_____.

(6) Relief requested (what I want done in response to this complaint):

_____.

The undersigned states: I have a reasonable belief that the facts in this complaint are true and accurate and I give permission for an investigation to be made into this complaint.

Received by: _____ Signature: _____
Date: _____

PersonnelStandards of Performance for Non-Certified Employees

In fulfillment of the employee's minimum responsibilities, the employee:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, other employees, 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, religion, handicapping condition or sexual orientation.
3. Shall not use coercive means, or promise or provide special treatment to students, other employees, 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 employee is responsible.
5. Shall not exploit relationships with students, other employees, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not harass in any manner students, parents or school patrons, employees, or board members.
7. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of duties.
8. Shall keep in confidence personally identifiable student or employee information that has been obtained in the course of service to the district, unless disclosure serves professional purposes or is required by law.
9. Shall not discipline students using corporal punishment.
10. Shall not misrepresent the school district, and shall take added precautions to distinguish between the employee's personal and institutional views.
11. Shall abide by policies and regulations of the Board of Education and the rules and standards established by the administration and the employee's supervisor.
12. Shall seek no reprisal against any individual who has reported a violation of these standards.

Date of Adoption: January 13, 2014

**Classified Employee Notice of Performance Concerns
Norfolk Public Schools**

Employee	Date of Review
Location	Position

CONCERNS: Check appropriate items(s)

<input type="checkbox"/> Knowledge and performance of job	<input type="checkbox"/> Failure to follow policies
<input type="checkbox"/> Attendance	<input type="checkbox"/> Ability to work cooperatively with others
<input type="checkbox"/> Punctuality	<input type="checkbox"/> Failure to exhibit appropriate judgment and tact
<input type="checkbox"/> Neglect of Duty	<input type="checkbox"/> Other

Description of Incident including date(s) of occurrence:

Recommendations for Improvement:

Supervisor _____
Date

* _____
Employee _____
Date

*Employee signature indicates that the employee has reviewed this document. The employee is also being notified that further infractions of this nature or any other type may result in further disciplinary action, which may include termination.

Original to file; copies to Employee, Supervisor

Community RelationsMemorial Policy

The loss of a loved one is always very difficult and the desire to remember that loved one is significant. The staff and administration of Norfolk Public Schools will adhere to the following guidelines when memorializing deceased students and staff.

Guidelines

1. School will not be routinely dismissed for funerals.
2. Parental permission is required in order for students to attend funerals.
3. Using school grounds or facilities for funerals will not be allowed.
4. Parents need to provide for the transportation needs of their students to and from the funeral as well as the emotional support necessary before, during, and after the service. It is for those reasons that Norfolk Public Schools will not transport students to and from funerals.
5. Memorials and monetary donations will be allowed for students who attended Norfolk Public Schools, staff who served the district, and community members.
6. All visible memorials will be of the same design. The design of the memorial will be a plaque or inscription no bigger than 8" X 10." The top of the plaque or inscription will contain the words, "In Memory of" with the deceased's name appearing below **and may also include an affiliation such as "Class of (year) or Teacher at (school)**. The plaque or inscription will have no pictures or other ornamentation. The plaque may be affixed to an approved donated item, such as a tree, bench, flower planter, or picture or an inscription made be made directly on the donated item. The plaque or inscribed item will be offered to the parents, spouse, or relatives of the deceased when it is removed. If no one wants the plaque or inscribed item, it will be disposed of.
7. All memorials must be pre-approved by the administration and may be removed by the administration.
8. No memorials will be acceptable that alter the conduct of a regular school day.
9. No memorials will be acceptable that alter school activities or the school activities schedule.
10. No memorials will be acceptable that require the retirement or discontinued use of school property.
11. No memorials will be acceptable that infringe on the separation of church and state.
12. No memorials will be acceptable that require the use of public funds for purchase, development, or maintenance.
13. Money may be donated to a fund on behalf of the deceased and commemorated with an appropriate size plaque no bigger than designated in guideline #6. Inscription should read, "In Memory of" followed by the deceased's name below **and may also include an affiliation such as "Class of (year) or Teacher at (school)**.
14. Anyone donating money to the school on behalf of the deceased may make suggestions on how the money is to be used, but the final determination of how the funds will be used will be made by the administration. If those donating the funds cannot agree to this condition, the money will be returned.
15. A partial and acceptable list of items that might be purchased with memorial funds include:
 - a. Purchase of library books
 - b. Purchase of computers

- c. Purchase of software
 - e. Purchase of athletic equipment
 - f. Purchase of shop or technical equipment
 - g. Monetary gifts designated to a specific curricular area
 - h. Landscaping improvements to the school's property
 - i. Purchase of improvements to the school's physical plant
16. Honorary diplomas may be privately awarded to the family of students who were enrolled in grades 9-12 at Norfolk Senior High at the time of their death. A flower arrangement will be placed at the graduation ceremony with the notation that it is "in honor of all classmates who couldn't be with us today."
17. No scholarships or awards in the deceased's name will be set up by the school. Scholarships awards, and monetary donations in the deceased's name shall be arranged with the Norfolk Public Schools' Foundation-
18. The Board of Education recognizes the guidelines listed above are not an all-encompassing list and respectfully reserve the right to exercise its best judgment for those instances not covered by the guidelines appearing above.

Date of Adoption: October 9, 2017
Date of Revision: March 12, 2018
Date of Revision: December 10, 2018

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); initiatives, etc.</i>	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