

Board of Education Regular Meeting  
Monday, October 12, 2020 5:30 PM

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

## **Agenda**

1. Date Public Notice Appeared in the Norfolk Daily News:
2. Call to Order
  1. Roll Call
  2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. Public Comments & Communication
5. Special Presentations and Recognitions
  1. Recreation Area Grant Presentation from the Lower Elkhorn NRD for the Little Panthers  
Preschool Playground
  2. COVID-19 Return to School Planning Committee Report
6. Information and Discussion Items
  1. Finance & Facilities Report
  2. Teaching & Learning Report
  3. Student Programs Report
  4. Student Services Report
  5. Human Resources & Accreditation Report
  6. Superintendent's Report
7. Committee Reports
  1. Board Building Visit Reports
  2. Facilities & Finance Committee Report
  3. Policy Committee Report
  4. Activities Committee Report
  5. Curriculum Committee Report
  6. American Civics Committee Report
  7. Minutes of Committee Meetings
8. Approve Consent Agenda
  1. Minutes of Previous Meetings
  2. Personnel
    1. Contract Approval
    2. Resignations
  3. Claims
9. Action Items
  1. Discuss, consider and take action to approve the COVID-19 Return to School Plan, as amended
  2. Discuss, consider and take action to approve the addition of full-time teacher and para-educator substitute positions
  3. Discuss, consider and approve the second reading of Policy 8153-Standing Committee on American Civics

4. Discuss, consider and take action to approve the second and final reading of board policy 5001 (Admission Requirements) and 1211 (Title IX- Procedure for Complaints of Sexual Harassment)
5. Discuss, consider and take action to approve the first reading of board policies 6000-6282 related to instruction
10. Future Meetings
11. Executive Session --To Discuss Negotiations, As Needed to Protect the Interest of the District
  1. Convene Executive Session -- To Discuss Negotiations, As Needed to Protect the Interest of the District
  2. Reconvene Meeting from Executive Session
  3. Approval of Any Action Deemed Necessary as a Result of Executive Session
12. Adjournment

## **Norfolk Public Schools**

Hello. My name is Mark Hall and I'm a member of the Board of Directors for the Lower Elkhorn Natural Resources District.

On behalf of the board and staff, I would like to congratulate you on the **Little Panther's Preschool Playground** project. We are happy to support projects such as this and you should all be very proud of your accomplishments.

The Lower Elkhorn NRD works closely with the people across our 15-county district, providing funding for a wide variety of projects. Cost-share programs are available for road structures, flood control levees, tree planting projects, abandoned well sealing, soil conservation, water quality, recreation facilities, and wildlife habitat.

On behalf of the Lower Elkhorn NRD board and staff, we are happy to cooperate with the Norfolk Public Schools on this valuable Recreation Area Development project. I present you with a check in the amount of \$18,261.50 for the **Little Panther's Preschool Playground project**.

We hope your project meets all of your expectations and will be enjoyed by your community for many years....a source of great community pride. Again, thank you for your interest in ***Recreation Area Development Program***. We wish you the best of luck in reaching your future goals and look forward to working with you again in the future. Congratulations.

**NORFOLK PUBLIC SCHOOLS**  
**INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**  
**ALL FUNDS**  
**For Month Ending September 30, 2020**

Fund/Account	2020-2021 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$4,742,393.50	\$208,891.38	\$131,206.75	\$4,820,078.13	
SPECIAL BUILDING FUND (2)	\$4,079,156.10	\$266,297.12	\$0.00	\$4,345,453.22	
DEPRECIATION RESERVE FUND (2)	\$7,797,564.34	\$1,841.88	\$0.00	\$7,799,406.22	
ACTIVITIES ACCOUNT (2)	\$823,516.09	\$61,088.07	\$72,717.87	\$811,886.29	
SUBSIDIARY ACCOUNT (2)	\$312,952.88	\$114,096.07	\$52,166.10	\$374,882.85	
GENERAL FUND (1)	\$15,214,238.24	\$7,102,019.57	4,180,880.95	\$18,135,376.86	
PAYROLL ACCOUNT (2)	\$5,705.78	\$3,332,005.75	\$3,332,005.75	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$861,376.62	\$128,872.92	\$157,884.61	\$832,364.93	
BOND FUND (2)	\$3,873,907.57	\$412,311.21	\$0.00	\$4,286,218.78	
COOPERATIVE FUND (2)	\$338,733.40	\$178.81	\$101,506.26	\$237,405.95	
EMPLOYEE BENEFIT FUND (2)	\$5,279.21	\$3.06	\$0.00	\$5,282.27	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$348,351.75	\$12,081.91	\$0.00	\$360,433.66	
CONVENIENCE FEE FUND (2)	\$7,194.00	\$1,042.26	\$803.27	\$7,432.99	
STUDENT FEE FUND (2)	\$338,879.74	\$16,402.39	\$6,060.40	\$349,221.73	
<b>TOTAL ALL FUNDS</b>	<b>\$38,749,249.22</b>	<b>\$11,657,132.40</b>	<b>\$8,035,231.96</b>	<b>\$42,371,149.66</b>	
<b>BALANCES CLASSIFIED BY DEPOSITORY</b>					
(1) BANK FIRST				\$18,135,376.86	
(2) ELKHORN VALLEY BANK				\$19,949,554.02	
(2) MIDWEST BANK				\$4,286,218.78	
<b>TOTAL BALANCES</b>				<b>\$42,371,149.66</b>	

**SEPTEMBER 2020 SENIOR HIGH ACTIVITY FUND EXPENDITURES**

1	ANTHONY, ROBERT	9/18 OFFICIAL	13 2900 610 2 537 001	\$105.00
2	ANTHONY, ROBERT Total			\$105.00
3	ASSETGENIE, INC	CB PARTS	13 2900 610 2 230 001	\$688.60
4	ASSETGENIE, INC Total			\$688.60
5	BATTLE CREEK HIGH SCHOOL	9/14 ENTRY FEE	13 2900 610 2 539 001	\$60.00
6	BATTLE CREEK HIGH SCHOOL Total			\$60.00
7	BAUMANN, TRAVIS	9/17 OFFICIAL	13 2900 610 2 537 001	\$60.00
8		9/22 OFFICIAL	13 2900 610 2 537 001	\$60.00
9		9/28 OFFICIAL	13 2900 610 2 537 001	\$60.00
10	BAUMANN, TRAVIS Total			\$180.00
11	BEHNKIE, NATE	9/17 OFFICIAL	13 2900 610 2 537 001	\$60.00
12	BEHNKIE, NATE Total			\$60.00
13	BELLEVUE EAST HIGH SCHOOL	9/12 ENTRY FEE	13 2900 610 2 545 001	\$150.00
14	BELLEVUE EAST HIGH SCHOOL Total			\$150.00
15	BLOEDORN, LANDON	9/17 OFFICIAL	13 2900 610 2 543 001	\$120.00
16		9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
17	BLOEDORN, LANDON Total			\$260.00
18	BORER, JEFF	9/15 OFFICIAL	13 2900 610 2 545 001	\$100.00
19		9/24 OFFICIAL	13 2900 610 2 545 001	\$50.00
20		9/26 OFFICIAL	13 2900 610 2 545 001	\$240.00
21		9/29 OFFICIAL	13 2900 610 2 545 001	\$100.00
22	BORER, JEFF Total			\$490.00
23	BRUNGARDT, MARG	9/15 OFFICIAL	13 2900 610 2 545 001	\$110.00
24		9/19 OFFICIAL	13 2900 610 2 545 001	\$240.00
25	BRUNGARDT, MARG Total			\$350.00
26	BULK BOOKSTORE	BRUNSWICK FOUNDATION GRANT	13 2900 610 2 503 001	\$2.50
27		BRUNSWICK GRANT-BOOKS	13 2900 610 2 280 001	\$235.00
28	BULK BOOKSTORE Total			\$237.50
29	CARLSON, CURTIS	9/25 OFFICIAL	13 2900 610 2 537 001	\$105.00
30	CARLSON, CURTIS Total			\$105.00
31	CASH	10/1 SB GATE	13 2900 610 2 501 001	\$600.00
32		10/5 FB GATE	13 2900 610 2 501 001	\$600.00
33		10/6 JH FB CONCESSION	13 2900 610 2 501 001	\$300.00

34		9/12 FRESH VB GATE	13 2900 610 2 501 001	\$600.00
35		9/12 VB CONCESSION	13 2900 610 2 501 001	\$300.00
36		9/14 JH FB CONCESSION	13 2900 610 2 501 001	\$300.00
37		9/15 VB CONCESSION	13 2900 610 2 501 001	\$300.00
38		9/15 VB GATES	13 2900 610 2 501 001	\$1,200.00
39		9/17 FRESH FB GATE	13 2900 610 2 501 001	\$600.00
40		9/17 SB GATE	13 2900 610 2 501 001	\$600.00
41		9/17 VB CONCESSION	13 2900 610 2 501 001	\$300.00
42		9/18 VARSITY FB GATES	13 2900 610 2 501 001	\$2,000.00
43		9/19 FRESH VB GATE	13 2900 610 2 501 001	\$600.00
44		9/19 VB CONCESSION	13 2900 610 2 501 001	\$300.00
45		9/22 RES FB GATE	13 2900 610 2 501 001	\$600.00
46		9/24 VB CONCESSION	13 2900 610 2 501 001	\$300.00
47		9/25 FB GATES	13 2900 610 2 501 001	\$2,000.00
48		9/26 VB CONCESSION	13 2900 610 2 501 001	\$300.00
49		9/28 JH FB @ MS CONCESSION	13 2900 610 2 501 001	\$300.00
50		9/28 JV FB GATE	13 2900 610 2 501 001	\$300.00
51		9/29 SB GATE	13 2900 610 2 501 001	\$600.00
52		9/29 VB CONCESSION	13 2900 610 2 501 001	\$300.00
53	CASH Total			\$13,300.00
54	CENGAGE LEARNING	TEXTBOOKS	13 2900 610 2 587 001	\$3,403.13
55	CENGAGE LEARNING Total			\$3,403.13
56	CHESTERMAN COMPANY	COKE RETURN	13 2900 610 2 502 001	-\$964.79
57		COKE SUPPLIES	13 2900 610 2 502 001	\$1,148.61
58	CHESTERMAN COMPANY Total			\$183.82
59	COLUMBUS HIGH SCHOOL	9/10 ENTRY FEE	13 2900 610 2 279 001	\$55.00
60			13 2900 610 2 536 001	\$55.00
61		9/5 ENTRY FEE	13 2900 610 2 534 001	\$60.00
62	COLUMBUS HIGH SCHOOL Total			\$170.00
63	CONSOLI, DOMEMIC	9/14 OFFICIAL	13 2900 610 2 543 001	\$120.00
64		9/29 OFFICIAL	13 2900 610 2 543 001	\$120.00
65		9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
66	CONSOLI, DOMEMIC Total			\$380.00
67	CUSTOM SPORTS	T-SHIRTS	13 2900 610 2 266 001	\$700.00

68	CUSTOM SPORTS Total			\$700.00
69	DAKOTA TIMING, LLC	TIMING SERVICES	13 2900 610 2 279 001	\$649.37
70			13 2900 610 2 536 001	\$649.38
71	DAKOTA TIMING, LLC Total			\$1,298.75
72	DAVIS, MICHAEL	9/18 OFFICIAL	13 2900 610 2 537 001	\$105.00
73	DAVIS, MICHAEL Total			\$105.00
74	DUNHAM HARDWOODS	LUMBER	13 2900 610 2 593 001	\$2,751.60
75	DUNHAM HARDWOODS Total			\$2,751.60
76	FARM & RANCH BUILDING	LANDSCAPING GRANT	13 2900 610 2 276 001	\$49.35
77	FARM & RANCH BUILDING Total			\$49.35
78	FAUSS, DAVID M.	9/17 OFFICIAL	13 2900 610 2 537 001	\$60.00
79	FAUSS, DAVID M. Total			\$60.00
80	FLEER, MIKE	9/29 OFFICIAL	13 2900 610 2 543 001	\$100.00
81		9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
82	FLEER, MIKE Total			\$240.00
83	FREMONT SENIOR HIGH SCHOOL	9/12 ENTRY FEE	13 2900 610 2 534 001	\$100.00
84	FREMONT SENIOR HIGH SCHOOL Total			\$100.00
85	FROMUTH	HEAD CYBER PRO	13 2900 610 2 550 001	\$189.00
86	FROMUTH Total			\$189.00
87	GOTTULA, LANE	9/14 OFFICIAL	13 2900 610 2 543 001	\$100.00
88	GOTTULA, LANE Total			\$100.00
89	GRAND ISLAND HIGH SCHOOL	9/4 ENTRY FEE	13 2900 610 2 539 001	\$135.00
90	GRAND ISLAND HIGH SCHOOL Total			\$135.00
91	GRANQUIST, GLENN G.	9/17 OFFICIAL	13 2900 610 2 543 001	\$100.00
92	GRANQUIST, GLENN G. Total			\$100.00
93	GROTH, MARK	9/17 OFFICIAL	13 2900 610 2 543 001	\$120.00
94		9/29 OFFICIAL	13 2900 610 2 543 001	\$120.00
95		9/5 OFFICIAL	13 2900 610 2 543 001	\$0.00
96	GROTH, MARK Total			\$240.00
97	HAGEDORN, RANDY	9/17 OFFICIAL	13 2900 610 2 537 001	\$60.00
98		9/22 OFFICIAL	13 2900 610 2 537 001	\$60.00
99		9/3 OFFICIAL	13 2900 610 2 537 001	\$60.00
100	HAGEDORN, RANDY Total			\$180.00
101	HASTINGS HIGH SCHOOL	9/19 ENTRY FEE	13 2900 610 2 534 001	\$30.00

102		9/26 ENTRY FEE	13 2900 610 2 534 001	\$50.00
103	HASTINGS HIGH SCHOOL Total			\$80.00
104	HAUFF SPORTS	20/21 EQUIPMENT	13 2900 610 2 279 001	\$52.00
105			13 2900 610 2 534 001	\$430.03
106			13 2900 610 2 536 001	\$52.00
107			13 2900 610 2 537 001	\$2,121.88
108		JERSEYS	13 2900 610 2 545 001	\$133.54
109	HAUFF SPORTS Total			\$2,789.45
110	HENN, JENNIFER	9/26 OFFICIAL	13 2900 610 2 545 001	\$240.00
111	HENN, JENNIFER Total			\$240.00
112	HERZ, MEGAN	9/29 OFFICIAL	13 2900 610 2 543 001	\$100.00
113	HERZ, MEGAN Total			\$100.00
114	HOSKINS, BRAD	9/29 OFFICIAL	13 2900 610 2 545 001	\$110.00
115	HOSKINS, BRAD Total			\$110.00
116	HUDL	SUBSCRIPTION RENEWAL	13 2900 610 2 529 001	\$8,700.00
117	HUDL Total			\$8,700.00
118	HYDE, MITCHEL	9/3 OFFICIAL	13 2900 610 2 537 001	\$60.00
119	HYDE, MITCHEL Total			\$60.00
120	INVENTORY TRADING COMPANY	COACH APPAREL	13 2900 610 2 528 001	\$1,350.00
121	INVENTORY TRADING COMPANY Total			\$1,350.00
122	JOSTENS	DIPLOMA REPRINT	13 2900 610 2 503 001	\$97.92
123	JOSTENS Total			\$97.92
124	KEARNEY HIGH SCHOOL	8/28 ENTRY FEE	13 2900 610 2 539 001	\$125.00
125	KEARNEY HIGH SCHOOL Total			\$125.00
126	KERR, TODD	9/18 OFFICIAL	13 2900 610 2 537 001	\$105.00
127	KERR, TODD Total			\$105.00
128	KLOKE, KENZIE	9/19 OFFICIAL	13 2900 610 2 545 001	\$240.00
129	KLOKE, KENZIE Total			\$240.00
130	KOSKI, KEITH	9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
131	KOSKI, KEITH Total			\$140.00
132	KWAPNIOSKI, KIM	9/1 OFFICIAL	13 2900 610 2 545 001	\$110.00
133		9/24 OFFICIAL	13 2900 610 2 545 001	\$110.00
134	KWAPNIOSKI, KIM Total			\$220.00
135	LABENZ, GUNNER	9/1 OFFICIAL	13 2900 610 2 545 001	\$67.00

136		9/29 OFFICIAL	13 2900 610 2 545 001	\$110.00
137	LABENZ, GUNNER Total			\$177.00
138	LINCOLN EAST HIGH SCHOOL	8/29 ENTRY FEE	13 2900 610 2 543 001	\$125.00
139		9/14 ENTRY FEE	13 2900 610 2 534 001	\$80.00
140		9/24 ENTRY FEE	13 2900 610 2 539 001	\$125.00
141	LINCOLN EAST HIGH SCHOOL Total			\$330.00
142	LINCOLN HIGH SCHOOL	10/9-10/10 ENTRY FEE	13 2900 610 2 545 001	\$175.00
143	LINCOLN HIGH SCHOOL Total			\$175.00
144	LINCOLN NORTH STAR HIGH	9/5 ENTRY FEE	13 2900 610 2 534 001	\$80.00
145	LINCOLN NORTH STAR HIGH Total			\$80.00
146	LINCOLN NORTHEAST HIGH	8/29 ENTRY FEE	13 2900 610 2 534 001	\$80.00
147	LINCOLN NORTHEAST HIGH Total			\$80.00
148	LINCOLN SOUTHEAST HIGH	9/10 ENTRY FEE	13 2900 610 2 539 001	\$125.00
149		9/26 ENTRY FEE	13 2900 610 2 543 001	\$125.00
150	LINCOLN SOUTHEAST HIGH Total			\$250.00
151	LOVE SIGNS, INC	HELMET DECALS	13 2900 610 2 537 001	\$450.00
152	LOVE SIGNS, INC Total			\$450.00
153	LOWE, BOB	9/3 OFFICIAL	13 2900 610 2 537 001	\$60.00
154	LOWE, BOB Total			\$60.00
155	MANGANARO, CAROL	9/12 OFFICIAL	13 2900 610 2 545 001	\$150.00
156	MANGANARO, CAROL Total			\$150.00
157	MARCELINO, ROGER	9/19 OFFICIAL	13 2900 610 2 545 001	\$240.00
158	MARCELINO, ROGER Total			\$240.00
159	MEDCO SUPPLY, INC	TRAINER SUPPLIES	13 2900 610 2 597 001	\$2,276.30
160	MEDCO SUPPLY, INC Total			\$2,276.30
161	MEISTER, DANIEL	9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
162	MEISTER, DANIEL Total			\$140.00
163	NANONATION, INC	ANNUAL SUPPORT RENEWAL	13 2900 610 2 529 001	\$900.00
164	NANONATION, INC Total			\$900.00
165	NEBRASKA FFA ASSOCIATION	19/20 DUES BALANCE	13 2900 610 2 276 001	\$90.00
166		DUES	13 2900 610 2 276 001	\$18.00
167	NEBRASKA FFA ASSOCIATION Total			\$108.00
168	NORFOLK COUNTRY CLUB	GOLF BALLS	13 2900 610 2 539 001	\$519.50
169	NORFOLK COUNTRY CLUB Total			\$519.50

170	NORTHEAST COMMUNITY	9/5 WORKERS	13 2900 610 2 543 001	\$150.00
171	NORTHEAST COMMUNITY Total			\$150.00
172	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 543 001	\$159.94
173		REIMB FOR GOLD CORDS & STOLES	13 2900 610 2 598 001	\$363.00
174	NPS GENERAL FUND Total			\$522.94
175	OMAHA SKUTT CATHOLIC HIGH	9/5 ENTRY FEE	13 2900 610 2 545 001	\$100.00
176		9/5 ENTRY FEE BALANCE	13 2900 610 2 545 001	\$200.00
177	OMAHA SKUTT CATHOLIC HIGH Total			\$300.00
178	PAPILLION LAVISTA HIGH	9/21 ENTRY FEE	13 2900 610 2 534 001	\$125.00
179	PAPILLION LAVISTA HIGH Total			\$125.00
180	PRECISION IT	PVC	13 2900 610 2 502 001	\$15.50
181	PRECISION IT Total			\$15.50
182	PRIBNOW, BRIAN	9/18 OFFICIAL	13 2900 610 2 537 001	\$105.00
183	PRIBNOW, BRIAN Total			\$105.00
184	RETHWISCH, RICHARD	9/28 OFFICIAL	13 2900 610 2 537 001	\$60.00
185	RETHWISCH, RICHARD Total			\$60.00
186	ROBERTS, CURTIS	9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
187	ROBERTS, CURTIS Total			\$140.00
188	ROOT, BRENNON	9/25 OFFICIAL	13 2900 610 2 537 001	\$105.00
189	ROOT, BRENNON Total			\$105.00
190	RYSTROM, BRANDON	9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
191	RYSTROM, BRANDON Total			\$140.00
192	SCHAFER, JEREMIAH	9/28 OFFICIAL	13 2900 610 2 537 001	\$60.00
193		9/3 OFFICIAL	13 2900 610 2 537 001	\$60.00
194	SCHAFER, JEREMIAH Total			\$120.00
195	SCHLOTE, JOSHUA	9/14 OFFICIAL	13 2900 610 2 543 001	\$120.00
196		9/5 OFFICIAL	13 2900 610 2 543 001	\$140.00
197	SCHLOTE, JOSHUA Total			\$260.00
198	SCHWANEBECK, LAURA	TARGET-SENIOR NIGHT SUPPLIES	13 2900 610 2 561 001	\$136.66
199	SCHWANEBECK, LAURA Total			\$136.66
200	SEWARD HIGH SCHOOL	9/3 ENTRY FEE	13 2900 610 2 279 001	\$75.00
201			13 2900 610 2 536 001	\$75.00
202	SEWARD HIGH SCHOOL Total			\$150.00
203	SMITH, JOSHUA	9/18 OFFICIAL	13 2900 610 2 537 001	\$105.00

204	SMITH, JOSHUA Total			\$105.00
205	SOULLIERE, BRIAN	9/25 OFFICIAL	13 2900 610 2 537 001	\$105.00
206	SOULLIERE, BRIAN Total			\$105.00
207	STADIUM SPORTS	COACH APPAREL	13 2900 610 2 528 001	\$482.00
208		COACH POLO	13 2900 610 2 528 001	\$30.00
209		SHORTS	13 2900 610 2 528 001	\$675.00
210	STADIUM SPORTS Total			\$1,187.00
211	STANTON HIGH SCHOOL	9/4 ENTRY FEE	13 2900 610 2 539 001	\$100.00
212	STANTON HIGH SCHOOL Total			\$100.00
213	STECHER, JERRY	9/25 OFFICIAL	13 2900 610 2 537 001	\$105.00
214	STECHER, JERRY Total			\$105.00
215	STELZER, BRIAN	9/25 OFFICIAL	13 2900 610 2 537 001	\$105.00
216	STELZER, BRIAN Total			\$105.00
217	UNIVERSITY OF NEBRASKA	2020 VIRTUAL CAREER DAY	13 2900 610 2 266 001	\$200.00
218	UNIVERSITY OF NEBRASKA Total			\$200.00
219	VERNIER SOFTWARE	MYERS CELLULAR GRANT	13 2900 610 2 280 001	\$0.00
220		MYERS CRICKETS GRANT	13 2900 610 2 280 001	\$505.52
221	VERNIER SOFTWARE Total			\$505.52
222	VISA	AMAZON-COLFACK GRANT	13 2900 610 2 280 001	\$165.80
223		AMAZON-FOUNDATION GRANT 2020	13 2900 610 2 276 001	\$1,399.70
224		AMAZON-GOLDEN SOWER BOOKS	13 2900 610 2 594 001	\$117.88
225		AMAZON-REPLACEMENT BOOKS	13 2900 610 2 579 001	\$155.11
226		AMAZON-TEACHER BOOKS	13 2900 610 2 503 001	\$58.74
227		BLUEBIRD NURSERY-ANDERSON	13 2900 610 2 280 001	\$200.00
228		DQ-TEAM MEAL	13 2900 610 2 231 001	\$98.32
229		FLUKER'S-ANDERSON GRANT	13 2900 610 2 280 001	\$0.19
230		GOODCENTS DOUBLE CHARGE REFUND	13 2900 610 2 529 001	-\$278.08
231		JIMMY JOHNS-TEAM MEAL	13 2900 610 2 561 001	\$429.20
232		LAKeway TILAPIA-ANDERSON GRANT	13 2900 610 2 280 001	\$249.08
233		LULULEMON-TAX CREDIT	13 2900 610 2 556 001	-\$82.32
234		MENARDS-PLYWOOD	13 2900 610 2 593 001	\$329.76
235		MENARDS-SUPPLIES	13 2900 610 2 528 001	\$10.98
236		MENARDS-TRASH CANS	13 2900 610 2 528 001	\$99.70
237		NE STATE FAIR-ENTRY EE	13 2900 610 2 276 001	\$547.50

238		NMEA-ALL STATE REGISTRATIONS	13 2900 610 2 559 001	\$360.00
239		PANERA BREAD-TEAM MEAL	13 2900 610 2 561 001	\$495.18
240		PIZZA HUT-COACH MEAL	13 2900 610 2 528 001	\$63.25
241		RAISING CANE'S-SB HOSPITALITY	13 2900 610 2 529 001	\$193.98
242		RAISING CANE'S-WORKER MEAL	13 2900 610 2 529 001	\$278.65
243		SUBWAY-COACH MEAL	13 2900 610 2 528 001	\$46.97
244		SUBWAY-TEAM MEAL	13 2900 610 2 528 001	\$42.46
245		USPS-DIPLOMA PARCEL DELIVERY	13 2900 610 2 503 001	\$10.65
246		WALMART-CANDY BARS	13 2900 610 2 528 001	\$52.77
247		WALMART-FOUNDATION GRANT 2020	13 2900 610 2 276 001	\$127.00
248		WALMART-HALFTIME FRUIT	13 2900 610 2 528 001	\$63.48
249		WALMART-HOSA HEALTH SUPPLIES	13 2900 610 2 584 001	\$162.47
250		WALMART-KAUP GRANT	13 2900 610 2 280 001	\$174.33
251	VISA Total			\$5,572.75
252	WAGNER, JONATHON	9/1 OFFICIAL	13 2900 610 2 545 001	\$110.00
253	WAGNER, JONATHON Total			\$110.00
254	WARRICK, JAQUELINE	9/26 OFFICIAL	13 2900 610 2 545 001	\$240.00
255	WARRICK, JAQUELINE Total			\$240.00
256	WAYNE HIGH SCHOOL	9/24 ENTRY FEE	13 2900 610 2 539 001	\$110.00
257	WAYNE HIGH SCHOOL Total			\$110.00
258	WELLS, JORDAN	9/22 OFFICIAL	13 2900 610 2 537 001	\$60.00
259	WELLS, JORDAN Total			\$60.00
260	WELLS, LARRY	9/28 OFFICIAL	13 2900 610 2 537 001	\$60.00
261	WELLS, LARRY Total			\$60.00
262	WESTSIDE HIGH SCHOOL	REFUND FOR OVERPAYMENT OF	13 2900 610 2 539 001	\$5.00
263	WESTSIDE HIGH SCHOOL Total			\$5.00
264	WIEDEL, CRAIG	9/1 OFFICIAL	13 2900 610 2 545 001	\$67.00
265	WIEDEL, CRAIG Total			\$67.00
266	WILLIAM V. MACGILL	CLASSROOM SUPPLIES	13 2900 610 2 269 001	\$356.00
267	WILLIAM V. MACGILL Total			\$356.00
268	WILLIAMSON, STEPHANIE	9/1 OFFICIAL	13 2900 610 2 545 001	\$67.00
269	WILLIAMSON, STEPHANIE Total			\$67.00
270	WINNERS CIRCLE	AWARDS	13 2900 610 2 545 001	\$52.00
271		HALL OF FAME PLAQUE	13 2900 610 2 529 001	\$116.64

272		PLAQUES	13 2900 610 2 545 001	\$168.00
273	WINNERS CIRCLE Total			\$336.64
274	WISNER-PILGER HIGH SCHOOL	9/19 ENTRY FEE	13 2900 610 2 545 001	\$75.00
275	WISNER-PILGER HIGH SCHOOL Total			\$75.00
276	WOLFF, DAVID	9/22 OFFICIAL	13 2900 610 2 537 001	\$60.00
277	WOLFF, DAVID Total			\$60.00
278	<b>Grand Total</b>			<b>\$58,526.93</b>

**SEPTEMBER 2020 JUNIOR HIGH ACTIVITY FUND EXPENDITURES**

1	CHESTERMAN COMPANY	DRINKS FOR CONCESSIONS	14 2900 610 2 835 0	\$484.75
2	CHESTERMAN COMPANY Total			\$484.75
3	GODFATHERS PIZZA NORFOLK	FOOD FOR CONCESSIONS	14 2900 610 2 835 0	\$63.00
4	GODFATHERS PIZZA NORFOLK Total			\$63.00
5	GOPHER	SUPPLIES WEIGHT TRAINING	14 2900 610 2 830 0	\$250.00
6	GOPHER Total			\$250.00
7	HAUFF SPORTS	FOOTBALL PANTS	14 2900 610 2 845 0	\$77.57
8		SUPPLIES/EQUIPMENT JH SPORTS	14 2900 610 2 845 0	\$864.50
9	HAUFF SPORTS Total			\$942.07
10	NORFOLK SENIOR HIGH SCHOOL	CONCESSIONS FOR VB 8/29/20	14 2900 610 2 835 0	\$23.13
11	NORFOLK SENIOR HIGH SCHOOL Total			\$23.13
12	NPS STUDENT FEES ACCOUNT	AFTERSHOCK C SVATORA	14 2900 610 2 840 0	\$25.00
13		TECH FEE K BOYD	14 2900 610 2 840 0	\$35.00
14		TECH FEE K DOTSON	14 2900 610 2 840 0	\$35.00
15		TECH FEE R. ORR	14 2900 610 2 840 0	\$35.00
16		TRANSFER TO AFTERSHOCK	14 2900 610 2 840 0	\$25.00
17		TRANSFER TO INSTR RENT	14 2900 610 2 840 0	\$705.00
18		TRANSFER TO TECHNOLOGY	14 2900 610 2 840 0	\$9,100.00
19	NPS STUDENT FEES ACCOUNT Total			\$9,960.00
20	RIDDELL/ALL AMERICAN	FB HELMET RECONDITIONING	14 2900 610 2 845 0	\$2,147.85
21	RIDDELL/ALL AMERICAN Total			\$2,147.85
22	SCHOLASTIC INC.	BOOKS FOR 7TH ENGLISH	14 2900 610 2 830 0	\$67.60
23	SCHOLASTIC INC. Total			\$67.60
24	VISA	BOOKS 7TH GR ENGLISH #32	14 2900 610 2 830 0	\$318.05
25		MEETING SUPPLIES #38	14 2900 610 2 838 0	\$35.40
26		MICROPHONE #32	14 2900 610 2 865 0	\$35.09
27	VISA Total			\$388.54
28	WINNERS CIRCLE	MEDAL FOR VB	14 2900 610 2 845 0	\$104.00
29	WINNERS CIRCLE Total			\$104.00
30	<b>Grand Total</b>			<b>\$14,430.94</b>

**SEPTEMBER 2020 SUBSIDIARY EXPENDITURES**

1	CULLIGAN OF NORFOLK	WATER	05 2900 610 0 061 000	\$57.89
2	CULLIGAN OF NORFOLK Total			\$57.89
3	CURRICULUM ASSOCIATES	SUPPLIES FOR A. JARECKI	05 2900 610 0 058 000	\$637.39
4	CURRICULUM ASSOCIATES Total			\$637.39
5	EAKES OFFICE PLUS	COFFEE	05 2900 610 0 050 000	\$49.80
6		DESK NAME PLATES	05 2900 610 0 081 000	\$78.76
7	EAKES OFFICE PLUS Total			\$128.56
8	ERLEICHDA LLC	BIOME CARDS	05 2900 610 0 069 000	\$995.00
9	ERLEICHDA LLC Total			\$995.00
10	FATHER FLANAGAN'S BOYS'	NPSF GRANT FOR JILL HOLCOMB	05 2900 610 0 073 000	\$50.80
11	FATHER FLANAGAN'S BOYS' Total			\$50.80
12	J.H.HESPE COMPANY INC	REPAIR DOCK PROTECTION STEEL	05 2900 610 0 050 000	\$2,981.00
13	J.H.HESPE COMPANY INC Total			\$2,981.00
14	KRINGS, JONATHAN	LEGACY BOOKS EDITING	05 2900 610 0 093 000	\$300.00
15	KRINGS, JONATHAN Total			\$300.00
16	LAKESHORE LEARNING	FOUNDATION GRANT A. SUCKSTORF	05 2900 610 0 061 000	\$91.96
17		NPSF GRANT FOR MELINN YOUNG	05 2900 610 0 073 000	\$745.20
18	LAKESHORE LEARNING Total			\$837.16
19	MADISON NATIONAL LIFE	BASIC LIFE INSUR SEPT 2020	05 2900 610 0 090 000	\$487.84
20	MADISON NATIONAL LIFE Total			\$487.84
21	MAHASKA	POPCORN	05 2900 610 0 061 000	\$37.50
22	MAHASKA Total			\$37.50
23	MAKEMUSIC, INC	SMART MUSIC EDUCATOR/STUDENT	05 2900 610 0 045 000	\$3,080.00
24	MAKEMUSIC, INC Total			\$3,080.00
25	MARCO PRODUCTS	NPSF GRANT FOR JILL HOLCOMB	05 2900 610 0 073 000	\$286.54
26	MARCO PRODUCTS Total			\$286.54
27	MARKERBOARD PEOPLE, THE	NPSF GRANT FOR MELINN YOUNG	05 2900 610 0 073 000	\$208.50
28	MARKERBOARD PEOPLE, THE Total			\$208.50
29	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$1.03
30	NORFOLK SENIOR HIGH SCHOOL Total			\$1.03
31	NPS STUDENT FEES ACCOUNT	AFTERSHOCK A REISER	05 2900 610 0 050 000	\$25.00
32		AFTERSHOCK D. BUFFINGTON	05 2900 610 0 050 000	\$50.00
33		AFTERSHOCK G CARHART	05 2900 610 0 050 000	\$25.00

34		AFTERSHOCK R BASSETT	05 2900 610 0 050 000	\$25.00
35	NPS STUDENT FEES ACCOUNT Total			\$125.00
36	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$5.95
37	NPS-JUNIOR HIGH SCHOOL Total			\$5.95
38	SYNCB/AMAZON	BULK BAG POPCORN	05 2900 610 0 050 000	\$53.52
39		BUTTERY OIL	05 2900 610 0 050 000	\$72.95
40		FLAVACOL SEASONING	05 2900 610 0 050 000	\$24.89
41		POPCORN/M&M'S	05 2900 610 0 081 000	\$52.92
42	SYNCB/AMAZON Total			\$204.28
43	TEECO INC	ADMIN BUILDING WATER LEASE	05 2900 610 0 050 000	\$43.00
44		WATER	05 2900 610 0 069 000	\$35.25
45	TEECO INC Total			\$78.25
46	VISA	38 BOOKS EACH #47	05 2900 610 0 071 000	\$664.10
47		AMAZON SUPPLIES #42	05 2900 610 0 058 000	\$321.01
48		BOOKS #44	05 2900 610 0 063 000	\$555.59
49		BRAINPOP #48	05 2900 610 0 076 000	\$175.00
50		COFFEE/GIFT CARDS#45	05 2900 610 0 065 000	\$79.57
51		GRANT SUPPLIES COFFIN #42	05 2900 610 0 058 000	\$684.42
52		HYVEE/GOGURT #50	05 2900 610 0 076 000	\$21.41
53		K. ANDERSON GRANT MONEY #48	05 2900 610 0 076 000	\$747.50
54		OSMO SUPPLIES #42	05 2900 610 0 058 000	\$524.00
55		PANTHER PRIDE TSHIRTS #46	05 2900 610 0 073 000	\$232.75
56		SNACKS TNL MEETINGS #2	05 2900 610 0 081 000	\$15.99
57		SUPPLIES FROM SWEETWATER #24	05 2900 610 0 093 000	\$3,344.78
58		UTILITY STORAGE CART #2	05 2900 610 0 081 000	\$1.40
59		WRITING PROGRAM #47	05 2900 610 0 071 000	\$85.60
60	VISA Total			\$7,453.12
61	<b>Grand Total</b>			<b>\$17,955.81</b>



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## Nurses Meeting October 6, 2020

- **In attendance** - Blair Brink, Cori Pena, Diane Schilling, Cindy Fox, Mary Luhr, Stacie Uzzell
  - **Excused** -
- 
- PPE-still have a good supply for nurses
  - 20-21 School Immunization Survey-Stacie will get sheet shared to input information
  - Health screening schedule-Student nurses done 11/24, it's approved to use both sub nurses to help cover after that date.
  - CPR classes-okayed with NECC to do person to person, may have to decrease number per class, waiting for dates from trainers.
  - COOP glove order-was unable to be filled,however nurses can place order through supply at maintenance.

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

Board of Education Regular Meeting  
Monday, September 14, 2020 5:30 PM  
Norfolk Public School's Central Administration Building  
P.O. Box 139  
Norfolk, NE 68702-0139

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

1. Date Public Notice Appeared in the Norfolk Daily News: September 8, 2020
2. Call to Order

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

- 2.1. Roll Call—See attendance above.

Motion to approve the absence of Sandy Wolfe and Dr. Patti Gubbels at 5:30 PM passed with a motion by Bruce Mitchell and a second by Arnie Robinson.

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

- 2.2. 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.

Motion to name Arnie Robinson as President Pro Temp at 5:32 PM passed with a motion by Bruce Mitchell and a second by Tammy Day.

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

3. Pledge of Allegiance
4. Special Presentations/Recognition

- 4.1. Award for Excellence

Mrs. Lisa Langenberg--Special Education Teacher at Norfolk Senior High School received the Award for Excellence.

5. Annual Budget Hearing

The Budget Hearing opened at 5:38 PM.

- A. Welcome to the Budget Hearing for the 2020-2021 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.
- B. There will be a review of budget items and the board will provide an opportunity for public comment. The adoption of the budget will take place by a vote during the board meeting and not at the hearing.
- C. The 2020-2021 General Fund budget, when including all of the cash reserve and estimated county treasurer balance comes to \$71,217,083. The district's budget of actual expenditures for 2020-2021 when excluding the cash reserve and estimated county treasurer balance is \$48,819,174.20. This budget will allow the district to continue its current programs and goals for 2020-2021 without the need to use existing cash reserves or increase our overall tax levy.

- D. All of the district's other funds represent adequate cash flow with those total balances being budgeted as expenditures for 2020-2021.  
There were no public comments. The hearing closed at 5:41 PM.
6. Annual Tax Hearing  
The Tax Request Hearing opened at 5:41 PM.
- A. Welcome to the Tax Request Hearing for the 2020-2021 fiscal year. The purpose of this hearing is to give taxpayers the opportunity to provide support, opposition, criticism, or suggestions and observations regarding the proposed tax request.
- B. There will be a review of the tax requests and the board will provide the opportunity for public input. Official action and voting on the tax resolution for the school district will take place during the regular business meeting.
- C. This year's overall tax request for 2020-2021 is detailed in the attached document (A-1). This request represents the essential needs for our district's General and Special Building Funds as well as the principal and interest obligations in our different bond funds. The board is being mindful of our taxpayers when developing budgets and tax requests, so it is recommended to have a levy decrease of \$0.046059 which would make our overall levy \$1.127510 for 2020-2021 compared to \$1.173569 in 2019-2020.  
There were no public comments. The hearing closed at 5:43 PM.
7. Public Comments & Communication  
Several members of the public spoke.
8. Information and Discussion Items
- 8.1. Finance & Facilities Report
- A. The total amount for the 19-20 end of the fiscal year claims, which were approved last month are listed below:
- General Fund = \$1,559,140.32
- B. Total amount of claims to be approved in the consent agenda for the month of September, 2020 by specific fund are listed below:
- General Fund = \$859,287.41
  - Nutrition Services Fund = \$157,884.61
  - Cooperative Fund = \$91,762.17
  - QCPUF = \$131,206.75
  - Student Fee Fund = \$6,060.40
- C. The total amount of claims for the month of August, 2020 in the Activities Fund are as follows:
- Activity Fund = \$66,441.51
- D. All of these claims were reviewed earlier today by the Finance and Facility Committee. The end of the 19-20 fiscal year claim amount was approved at our last board meeting, details of the claims are attached for public review. The annual audit for the 19-20 fiscal year has already started with the gathering of financial information and records for our auditors. Schumacher, Smejkal, Brockhaus and Herley will be conducting the audit and plan to be on site during the week of Sept. 21st.
- 8.2. Teaching & Learning Report
- We have concluded NWEA MAP Fluency testing to meet the Nebraska Reads Act requirements. Parental notification has been sent accordingly.
  - We are in the middle of strong catch-up instruction and MAP Growth testing. District data will not be available until the window closes. The window is extended due to student absences.
  - A survey was sent to teachers inquiring their interest in topics for professional development for Oct. 26<sup>th</sup> PD day. The most popular requests were in the areas of

social/emotional learning and best practices in remote teaching for absent students.

- The TnL leadership has been centralized around assisting new teachers and implementation of new programs.

### 8.3. Student Programs Report

- A. Nurses- Our nurses will begin their annual health screenings this month. Students in grades Pre-K-4, 7th, and 10th grade are screened annually. This is a mandated regulation that allows for little flexibility even with the restrictions of COVID and DHM.
- B. English Language Learners Staff- Our ELL teachers have been screening students based on their Home Language Survey to determine if they qualify for our ELL program. This is determined by the ELPA screener.
- C. Special Education Staff- Last Wednesday, September 9th, I was able to meet with the district special education teachers to review changes to the SRS system as well as check in on the progress of completing the required paperwork for our fall report. The staff then met as teams to discuss grade level instructional needs.
- D. Nebraska Council of School Administrators-NASES- is offering a WebEd Series through the school year focusing on special education. They are offered through zoom and recorded. I will be participating in this series throughout the school year.

### 8.4. Student Services Report

- A. Fall activities have begun for our Panthers. We are limiting spectators in efforts to keep our social distance and requiring those in attendance to wear masks. Mr. Ries has worked with our tech team to provide online viewing opportunities as much as possible for home varsity competitions. Obviously we miss seeing and hearing our Norfolk fan base but we are excited that our students are getting an opportunity to continue to participate.
- B. Also the district safety team met last week to review goals, update safety plans and make sure we are prepared to address our district's needs. Select members of the safety team will be participating in the Nebraska Department of Education School Safety Summit later this month. Topics at the Summit will include Cyberbullying, Sexting, Digital Abuse, Human Trafficking and Kindness Interventions. We look forward to bringing back valuable ideas that we can use to continue to keep our students and staff at Norfolk Public Schools safe from these online dangers.

### 8.5. Human Resources & Accreditation Report

#### **HR Update:**

- A. Substitutes: Our search continues for additional teacher and para substitutes. The application process is available on our website or call the Human Resources office, if you have any questions.
- B. Student Teachers: NPS currently has eleven student teachers in our district. I have received positive feedback from our administrators about their start to the year. Several of the student teachers are getting involved in extracurricular activities and volunteering in our programs.
- C. Job Postings Update:  
Certified Positions:
  - Secondary Math Teacher
  - Secondary Special Education Teacher
  - Full-Time Substitute Teacher
  - Substitute Teacher

Classified Openings:

- Aftershock - Club Facilitators (Part-time)
- Aftershock - Partnership Specialist (Contracted/Part-time)
- Evening Elementary Custodians (Part-time)
- Substitute: Paraprofessional, Health Tech, Secretary & Nurse
- Substitute Custodians

Coaching Opportunities:

- Assistant Theater (2nd Semester)
- HS Head Boys Golf Coach

8.6. Superintendent's Report  
Dr. Thompson gave a historical and current (Preliminary 2020-2021) student enrollment update.

9. Committee Reports

9.1. Board Building Visit Reports

There were no building visits this month.

9.2. Facilities & Finance Committee Report

A. The committee met at 12:00 today. The end of 19-20 fiscal year claims, the claims for the month of September and Activity claims for August were reviewed. The committee discussed the closeout items on summer projects as well as next steps for Lincoln and Grant schools. Other items for discussion were:

- Final review of the proposed 20-21 budget
- Final review of the proposed 20-21 tax request
- Review of upcoming audit schedule for 19-20 fiscal year
- COVID related expenditures
- Updated Fiscal codes for 20-21

B. The next meeting will be October 12th at 12:00 noon.

9.3. Policy Committee Report

A. The Policy Committee met electronically to discuss policy revisions and additions, as well as updates to Central Office Administration Evaluations.

B. Policy 5001 (Admission Requirements) was revised to include the updated versions of the assessments utilized for early admission to kindergarten.

C. Policy 1211 is a new policy that outlines the procedures for sexual harassment complaints. This additional policy is needed due to changes recently made to Title IX.

D. The evaluation forms for the Associate Superintendent of Business Services, the Director of Human Resources and Accreditation, the Director of Student Programs, and the Director Student Services and Safety, and the Director of Teaching and Learning were updated to reflect our reorganization at CO. If approved by the BOE, these evaluation forms will be sent to the Nebraska Department of Education for approval.

E. Our next meeting is scheduled for September 24th at 1:00 (or immediately following the BOE's Second Meeting of the Month).

9.4. Minutes of Committee Meetings

Minutes of the Sept. 1, 2020 Nurses and Student Health meetings are attached.

10. Approve Consent Agenda

Motion to approve the consent agenda at 6:32 PM passed with a motion by Bruce Mitchell and a second by Bob Waite.

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

- 10.1. Minutes of Previous Meetings  
Minutes of the August 10, August 17 and August 27, 2020 meetings are attached.
- 10.2. Personnel
  - 10.2.1. Contract Approval  
None at this time.
  - 10.2.2. Resignations  
None at this time.
- 10.3. Claims  
Attached are the claims for the month of September, 2020. These claims were reviewed earlier today by our Finance and Facility committee.
- 11. Action Items
  - 11.1 Discuss, consider and take action to approve the 2020-2021 Tax Resolution
    - A. Public notice was given at least five days in advance of the district's Special Public Hearing called for the purpose of discussing and approving or modifying the District's Tax Requests for the 2020-2021 school's fiscal year for the General Fund, Bond Fund, Special Building Fund, and Qualified Capital Purpose Undertaking Fund of Madison County School District 59-0002.
    - B. The Special Public Hearing was held before the Board of Education of Madison County School District 59-0002 at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A-1, all as required by law.
    - C. The Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and the Board, after having reviewed the District's Tax Requests for each said fund and after public consideration of the matter, has determined that the Final Tax Requests as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2020-2021 fiscal year.
    - D. NOW, THEREFORE, the governing body of the Madison County School District 59-0002, resolves that (1) the Tax Request for the General Fund should be and hereby is set at \$26,884,189.01; (2) the Tax Request for the Special Building Fund should be and hereby is set at \$2,829,914.63; (3) the Tax Request for the Bond Fund K-8 should be and hereby is set at \$709,090.90; (4) the Tax Request for the Bond Fund 9-12 should be and hereby is set at \$503,090.00; (5) the Tax Request for the Qualified Capital Purpose Undertaking Fund should be and hereby is set at \$848,980.00.
    - E. The total assessed value of property differs from last year's total assessed value by an increase of 9.07%. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.068019. Madison County School District 59-0002 proposes to adopt a property tax rate that will cause its tax rate to be \$1.127510 per \$100 of assessed value. Based on proposed property tax request and changes in other revenue, the total operating budget of Madison County School District 59-0002 will be an increase from last years by 3.8%.

Motion to approve the 2020-2021 Tax Resolution at 6:39 PM passed with a motion by Bruce Mitchell and a second by Bob Waite.

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

- 11.2. Discuss, consider and take action to approve the 2020-2021 budget

The 2020-2021 budget has been reviewed in depth by our Finance and Facilities Committee. The entire board had a chance to review the budget at a public meeting on August 27th. The public also had an opportunity for comment and input at our hearing earlier this evening.

Motion to approve the 2020-2021 budget as presented at 6:40 PM passed with a motion by Bruce Mitchell and a second by Bob Waite.

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

11.3. Discuss, consider and take action to approve the First Reading of Board Policy 5001 (Admission Requirements)

This policy has been revised to include the updated versions of the assessments utilized for Early Admission to Kindergarten. No other changes have been made.

Motion to approve the First Reading of Board Policy 5001 (Admission Requirements) at 6:42 PM passed with a motion by Tammy Day and a second by Bruce Mitchell.

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

11.4. Discuss, consider and take action to approve the First Reading of Board Policy 1211 (Title IX-Procedure for Complaints of Sexual Harassment)

This new policy is needed in order to address recent revisions to Title IX. It outlines the procedures to be used if we receive a complaint regarding sexual harassment.

Motion to approve the First Reading of Board Policy 1211 (Title IX-Procedure for Complaints of Sexual Harassment) at 6:42 PM passed with a motion by Tammy Day and a second by Bob Waite.

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

11.5. Discuss, consider and take action to approve revisions to the Central Office Administration Evaluation Forms

The evaluation forms for the Associate Superintendent of Business Services, the Director of Human Resources and Accreditation, the Director of Student Programs, and the Director Student Services and Safety, and the Director of Teaching and Learning were updated to reflect our reorganization at CO. If approved by the BOE, these evaluation forms will be sent to the Nebraska Department of Education for approval.

Motion to approve revisions to the Central Office Administration Evaluation Forms at 6:43 PM passed with a motion by Bruce Mitchell and a second by Tammy Day.

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

11.6. Discuss, consider and take action to approve the Norfolk City Education Association as the collective bargaining agent for non-supervisory certificated employees for the 2022-2023 school year.

Board President, Sandy Wolfe, and I both received formal written requests by the NCEA (Norfolk City Educational Association) to be recognized as the exclusive collective bargaining agent for non-supervisory certificated staff. This action is required each year by Nebraska State Statute. We have not received any other requests; therefore, I recommend that the request be approved.

Motion to approve the Norfolk City Education Association as the collective bargaining agent for non-supervisory certificated employees for the 2022-2023 school year at 6:45 PM passed with a motion by Tammy Day and a second by Bruce Mitchell.

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

11.7. Discuss, consider and take action regarding the district's COVID-19 Return to School Plan.

Motion to reaffirm the district's COVID-19 Return to School Plan at 6:48 PM with motion by Tammy Day and a second by Arnie Robinson.

Motion to amend the above motion to reconvene the COVID-19 Return to School Planning Committee to re-evaluate guidelines contained within the Orange Level and to temporarily suspend implementation of the Orange Level guidelines until the Board receives updated guidelines from the COVID-19 Return to School Planning Committee at 6:53 PM passed with a motion by Bob Waite and a second by Bruce Mitchell.

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

12. Future Meetings

- A. The 2nd monthly meeting of the Board of Education has been tentatively scheduled for noon on Thursday, September 24, 2020.
- B. The next regular meeting of the Board of Education will be held on Monday, October 12, 2020. The Business Meeting will begin at 5:30 PM. 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.

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

- 13.1. 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.

14. Adjournment

The meeting adjourned at 7:02 PM.

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Chairperson

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Superintendent

OCTOBER 12, 2020

NORFOLK PUBLIC SCHOOLS  
NORFOLK, NEBRASKA

**GENERAL FUND**

1	A TO Z VAC & SEW	VACUUM PARTS	01 2610 431 1 001 000	\$65.43
2			01 2610 431 2 001 000	\$65.42
3	A TO Z VAC & SEW Total			\$130.85
4	ACT	PREACT MATERIAL	01 1100 610 2 028 001	\$375.00
5	ACT Total			\$375.00
6	ADVANCE AUTO PARTS	BRAKE CABLE & SHOES	01 2650 610 1 001 000	\$32.49
7			01 2650 610 2 001 000	\$32.48
8		BRAKE CLEANER	01 2650 610 1 001 000	\$15.66
9			01 2650 610 2 001 000	\$15.66
10		PARKING BRAKE SHOE	01 2650 610 1 001 000	-\$0.98
11			01 2650 610 2 001 000	-\$0.97
12		SUPPLIES	01 2650 610 1 001 000	\$74.46
13			01 2650 610 2 001 000	\$74.46
14	ADVANCE AUTO PARTS Total			\$243.26
15	ADVANCED BIONICS LLC	BATTERIES/CHARGER	01 2151 610 1 004 012	\$1,908.00
16	ADVANCED BIONICS LLC Total			\$1,908.00
17	AED SUPERSTORE	GLOVES	01 6996 610 1 945 000	\$497.50
18	AED SUPERSTORE Total			\$497.50
19	ALISON'S MONTESSORI	CURRICULUM FOR ALL GRADE	01 1100 640 1 028 005	\$303.50
20		GRAMMER MATERIALS	01 1100 610 1 028 005	\$1,026.98
21	ALISON'S MONTESSORI Total			\$1,330.48
22	ANIXTER INC	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$145.85
23			01 2230 650 2 005 000	\$145.85
24	ANIXTER INC Total			\$291.70
25	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$75.56
26			01 2410 340 2 209 001	\$125.96
27		MOPS	01 2610 431 1 001 000	\$214.50

28			01 2610 431 2 001 000	\$214.50
29		NJHS LOGO	01 2410 340 2 141 002	\$78.73
30		WORK SHIRTS	01 2610 431 1 001 000	\$120.52
31			01 2610 431 2 001 000	\$120.52
32			01 2620 431 1 001 000	\$30.12
33			01 2620 431 2 001 000	\$30.13
34		WORKSHIRTS	01 2610 431 1 001 000	\$116.98
35			01 2610 431 2 001 000	\$116.98
36			01 2620 431 1 001 000	\$29.24
37			01 2620 431 2 001 000	\$29.23
38	APPEARA Total			\$1,302.97
39	APPLE INC	MACBOOK	01 2410 650 2 141 002	\$1,199.00
40	APPLE INC Total			\$1,199.00
41	ARKFELD LOCK & SECURITY	FORD KEY BLANK	01 2620 610 1 001 000	\$5.98
42		MASTER LOCK KEY BLANK	01 2620 610 1 001 014	\$10.74
43	ARKFELD LOCK & SECURITY Total			\$16.72
44	ARKFELD, KAREN	STAFF MILEAGE	01 1200 333 1 004 000	\$47.44
45			01 1200 333 2 004 000	\$47.44
46	ARKFELD, KAREN Total			\$94.88
47	ASCD	SUPPLIES	01 6310 610 1 028 000	\$14.83
48			01 6310 610 2 028 000	\$14.83
49	ASCD Total			\$29.66
50	ASSETGENIE, INC	BATTERY	01 1100 610 1 430 014	\$44.95
51		MOTHERBOARDS/RECLAIMED CAMERA	01 2230 650 1 005 000	\$177.80
52			01 2230 650 2 005 000	\$177.80
53	ASSETGENIE, INC Total			\$400.55
54	B & A WELDING INC	SQUARE TUBING	01 2620 610 1 001 000	\$19.50
55			01 2620 610 2 001 000	\$19.50
56		STEEL	01 2620 610 1 001 000	\$5.85
57			01 2620 610 2 001 000	\$5.85
58	B & A WELDING INC Total			\$50.70
59	BARNHILL ENTERPRISES LLC	INSTRUMENT LYRES & FLIP	01 1100 610 2 202 001	\$341.47
60	BARNHILL ENTERPRISES LLC Total			\$341.47
61	BARNHILL PIANO SERVICE	PIANO TUNING	01 1100 340 1 430 014	\$100.00

62			01 1100 610 2 207 001	\$200.00
63	BARNHILL PIANO SERVICE Total			\$300.00
64	BAUER BUILT, INC	MOUNT & DISMOUNT TIRES COACH	01 2710 340 1 001 000	\$182.00
65			01 2710 340 2 001 000	\$182.00
66	BAUER BUILT, INC Total			\$364.00
67	BAUER UNDERGROUND	CONTRACTED OR SECURED SERVICES	01 2230 340 2 005 001	\$10,724.20
68	BAUER UNDERGROUND Total			\$10,724.20
69	BENNETT, AMY	STAFF MILEAGE	01 2151 333 1 004 000	\$81.02
70	BENNETT, AMY Total			\$81.02
71	BOMGAARS SUPPLY	BUNGIE CORDS	01 2610 610 1 001 000	\$3.15
72			01 2610 610 2 001 000	\$3.14
73		DOOR STOPS	01 2620 610 1 001 009	\$7.58
74		DRILL BIT AND DUCT TAPE	01 2620 610 1 001 000	\$24.49
75			01 2620 610 2 001 000	\$24.48
76		FASTENER AND STARTER CABLE	01 2610 610 2 001 002	\$9.81
77		MARKING FLAGS	01 2620 610 1 001 000	\$6.50
78			01 2620 610 2 001 000	\$6.49
79		SOLAR SALT	01 2620 610 2 001 001	\$276.57
80		SUPPLIES	01 2620 610 1 001 000	\$5.68
81			01 2620 610 2 001 000	\$5.67
82		TRIMMER LINE	01 2630 610 1 001 000	\$13.50
83			01 2630 610 2 001 000	\$13.49
84	BOMGAARS SUPPLY Total			\$400.55
85	BOYS TOWN	TUITION TO OTHER DISTRICTS	01 1200 561 1 004 000	\$1,643.76
86			01 1200 890 1 004 000	\$156.24
87	BOYS TOWN Total			\$1,800.00
88	BRADLEY, JALEN	ACTIVITY WORKER	01 2190 120 2 001 000	\$201.19
89	BRADLEY, JALEN Total			\$201.19
90	BSN SPORTS	FITNESS GRAM	01 1100 643 2 143 002	\$149.00
91	BSN SPORTS Total			\$149.00
92	BSN SPORTS,	SUBSCRIPTION RENEWAL	01 1100 643 2 209 001	\$149.00
93	BSN SPORTS, Total			\$149.00
94	BURKINK, MYLES	ACTIVITY WORKER	01 2190 120 2 001 000	\$48.56
95	BURKINK, MYLES Total			\$48.56

96	CDW GOVERNMENT, INC	PROJECTOR	01 1100 731 1 430 014	\$692.88
97			01 1200 650 1 004 014	\$346.44
98		REPLACEMENT BATTERY CARTRIDGE	01 2230 650 1 005 000	\$80.08
99			01 2230 650 2 005 000	\$80.08
100	CDW GOVERNMENT, INC Total			\$1,199.48
101	CITY OF NORFOLK	BRUSH WASTE	01 2630 420 1 001 000	\$6.00
102			01 2630 420 2 001 000	\$6.00
103		WASTE	01 2630 420 1 001 000	\$29.90
104			01 2630 420 2 001 000	\$29.90
105		WATER	01 2610 410 1 001 000	\$651.43
106			01 2610 410 1 001 003	\$674.89
107			01 2610 410 1 001 004	\$732.34
108			01 2610 410 1 001 005	\$173.27
109			01 2610 410 1 001 008	\$612.97
110			01 2610 410 1 001 009	\$521.49
111			01 2610 410 2 001 000	\$651.43
112			01 2610 410 2 001 002	\$1,781.98
113	CITY OF NORFOLK Total			\$5,871.60
114	COBB, JODI	ACTIVITY WORKER	01 2190 120 2 001 000	\$64.75
115	COBB, JODI Total			\$64.75
116	COLLINS, NICHOLAS	BAND AT COLUMBUS	01 2190 580 2 001 001	\$5.77
117		LUNCH SOFTBALL	01 2190 580 2 001 001	\$9.27
118		MEAL/SOFTBALL 9/10/20	01 2190 580 2 001 001	\$9.48
119	COLLINS, NICHOLAS Total			\$24.52
120	CONCEPTUAL LEARNING	MATH MATERIALS	01 1100 610 1 028 005	\$126.00
121	CONCEPTUAL LEARNING Total			\$126.00
122	CONTACT PAPER GROUP	CENTRAL SUPPLY	01 1100 610 0 001 000	\$21,075.60
123	CONTACT PAPER GROUP Total			\$21,075.60
124	CORNHUSKER INTERNATIONAL	TURN SWITCH BUS #8	01 2730 430 1 001 000	\$81.68
125			01 2730 430 2 001 000	\$81.68
126	CORNHUSKER INTERNATIONAL Total			\$163.36
127	CRAVEN, SHEILA	CONTRACTED OT SERVICES	01 2161 320 1 004 000	\$7,922.75
128			01 2162 320 1 004 000	\$1,239.50
129			01 2163 320 1 004 000	\$418.75

130		MILEAGE	01 2161 334 1 004 000	\$38.35
131			01 2162 334 1 004 000	\$2.88
132			01 2163 334 1 004 000	\$11.56
133	CRAVEN, SHEILA Total			\$9,633.79
134	DINKEL IMPLEMENT	END ROD	01 2620 610 1 001 000	\$63.20
135			01 2620 610 2 001 000	\$63.20
136		FILTERS	01 2630 610 1 001 000	\$87.24
137			01 2630 610 2 001 000	\$87.24
138	DINKEL IMPLEMENT Total			\$300.88
139	DISTRICT IV NAEA	FFA SUPPLIES	01 1100 610 2 208 001	\$300.00
140	DISTRICT IV NAEA Total			\$300.00
141	DITTER, KERSTIN	BABY TREND PLAYARD	01 3541 610 1 004 000	\$109.98
142		SIXPENCE MILAGE	01 3541 333 1 004 000	\$94.01
143	DITTER, KERSTIN Total			\$203.99
144	EAKES OFFICE PLUS	BARRIERS	01 6996 610 1 945 000	\$74.50
145			01 6996 610 2 945 000	\$74.50
146		COPIER LEASE	01 2510 340 1 001 000	\$6,124.54
147			01 2510 340 2 001 000	\$6,124.54
148		JUGS OF FOAM SOAP	01 2610 610 1 001 000	\$43.51
149			01 2610 610 2 001 000	\$43.50
150	EAKES OFFICE PLUS Total			\$12,485.09
151	EARTH WALK	CART CONVERSION PARTS	01 2230 650 1 005 014	\$315.00
152	EARTH WALK Total			\$315.00
153	ECHO GROUP INC	175W MED AND MOG BASE	01 2620 610 1 001 012	\$189.16
154		BULBS	01 2620 610 1 001 010	\$10.49
155		FLUOR TUBES	01 2620 610 1 001 010	\$29.30
156		LED EXIT RED LITE	01 2620 610 1 001 010	\$111.52
157		WIRE STRIPPER	01 2620 610 1 001 000	\$9.93
158			01 2620 610 2 001 000	\$9.92
159	ECHO GROUP INC Total			\$360.32
160	EDUCATIONAL DESIGN	CONTRACTED OR SECURED SERVICES	01 6200 340 1 028 000	\$26,250.00
161		WEB/CLOUD BASED SOFTWARE	01 1200 643 1 004 000	\$13,125.00
162	EDUCATIONAL DESIGN Total			\$39,375.00
163	EGAN SUPPLY COMPANY	CLEANERS/DISINFECTANTS	01 6996 610 1 945 000	\$698.96

164			01 6996 610 2 945 000	\$698.96
165		GEL HAND SANITIZER	01 6996 610 1 945 000	\$499.00
166			01 6996 610 2 945 000	\$499.00
167		MICROFIBER CLOTH AND FUEL	01 6996 610 1 945 000	\$296.00
168			01 6996 610 2 945 000	\$296.00
169	EGAN SUPPLY COMPANY Total			\$2,987.92
170	ELKHORN FEED CENTER	FALL ANIMAL FEED	01 1100 610 2 208 001	\$70.98
171		FEED FOR FALL ANIMALS	01 1100 610 2 208 001	\$55.43
172	ELKHORN FEED CENTER Total			\$126.41
173	ERLEICHDA LLC	BIOME CARDS	01 1100 610 1 602 005	\$70.00
174	ERLEICHDA LLC Total			\$70.00
175	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$86.63
176			01 2510 340 2 001 000	\$86.62
177	ESSENTIAL SCREEN Total			\$173.25
178	ESU 8	DL CONTRACT	01 1100 340 1 028 000	\$1,250.00
179			01 1100 340 2 028 000	\$1,250.00
180	ESU 8 Total			\$2,500.00
181	FASTENAL INDUSTRIAL &	BOLTS	01 2620 610 1 001 000	\$7.55
182			01 2620 610 2 001 000	\$7.55
183		GENERAL SUPPLIES	01 2630 610 1 001 000	\$68.18
184			01 2630 610 2 001 000	\$68.16
185	FASTENAL INDUSTRIAL & Total			\$151.44
186	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$18.17
187			01 1292 333 1 004 000	\$18.17
188	FERNAU, JESSICA Total			\$36.34
189	FICK, KATHY	MILEAGE	01 2151 333 1 004 000	\$3.11
190			01 2151 333 2 004 000	\$3.10
191		STAFF MILEAGE	01 2151 333 1 004 000	\$5.70
192			01 2151 333 2 004 000	\$5.69
193	FICK, KATHY Total			\$17.60
194	FUEHRER, MICHAEL	ACTIVITY WORKER	01 2190 120 2 001 000	\$37.00
195	FUEHRER, MICHAEL Total			\$37.00
196	GLASS EDGE INC, THE	DOGGING RIM PANIC KEYS	01 2620 610 2 001 002	\$54.00
197		GLASS CLEANER	01 2650 610 1 001 000	\$27.00

198			01 2650 610 2 001 000	\$27.00
199		LEXAN SHEET	01 2620 610 1 001 003	\$298.00
200		WEATHERSTRIPPING	01 2620 610 1 001 005	\$37.50
201	GLASS EDGE INC, THE Total			\$443.50
202	GREATER NEBR SCHOOLS ASSN	2020-2021 MEMBERSHIP DUES	01 2320 810 1 033 000	\$2,125.00
203			01 2320 810 2 033 000	\$2,125.00
204	GREATER NEBR SCHOOLS ASSN Total			\$4,250.00
205	HACKER, LAURIE	STAFF MILEAGE	01 2151 333 1 004 000	\$43.47
206	HACKER, LAURIE Total			\$43.47
207	HAISCH, AMY	STAFF MILEAGE	01 2151 333 1 004 000	\$26.68
208			01 2152 333 1 004 021	\$26.68
209	HAISCH, AMY Total			\$53.36
210	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$113.31
211	HARDY, MARSHAL Total			\$113.31
212	HEINEMANN	BOOKS & PERIODICALS	01 6200 640 1 028 012	\$1,188.00
213	HEINEMANN Total			\$1,188.00
214	HIRSCH, CARLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$92.50
215	HIRSCH, CARLY Total			\$92.50
216	HOFMANN PLUMBING	BACKFLOW TEST REPORTS	01 2620 431 1 001 000	\$37.50
217			01 2620 431 1 001 003	\$75.00
218			01 2620 431 1 001 014	\$375.00
219			01 2620 431 2 001 000	\$37.50
220			01 2620 431 2 001 001	\$225.00
221			01 2620 431 2 001 002	\$75.00
222		CABLED DRAIN, REPAIRED VALVE	01 2620 431 2 001 001	\$420.45
223		CABLED DRAINS ADMIN BUILDING	01 2620 431 1 001 000	\$262.50
224			01 2620 431 2 001 000	\$262.50
225		CABLED SEWER LINE	01 2620 431 1 001 003	\$457.50
226		REPAIRS TO SH WATER	01 2620 431 2 001 001	\$397.20
227		SH WATER HEATER	01 2620 431 2 001 001	\$122.50
228		VACUUM/POWER WASH VALVE BOX	01 2620 431 1 001 008	\$771.95
229	HOFMANN PLUMBING Total			\$3,519.60
230	HOME DEPOT PRO, THE	CLEANERS/BOTTLES	01 6996 610 1 945 000	\$145.29
231			01 6996 610 2 945 000	\$145.29

232		DISINFECT SOL/GOGGLES/SPRAY	01 6996 610 1 945 000	\$45.00
233			01 6996 610 2 945 000	\$45.00
234		HAND SANITIZER	01 6996 610 1 945 000	\$951.79
235			01 6996 610 2 945 000	\$951.79
236		JUGS AND LIDS	01 2610 610 1 001 000	\$49.25
237			01 2610 610 2 001 000	\$49.25
238		JUGS/JUG LIDS	01 2610 610 1 001 000	-\$4.55
239			01 2610 610 2 001 000	-\$4.55
240		MICROFIBER CLOTH	01 6996 610 1 945 000	\$132.84
241			01 6996 610 2 945 000	\$132.84
242		PAPER TOWELS	01 2610 610 1 001 021	\$331.74
243		RENOWN TRIGGER SPRAYER	01 6996 610 1 945 000	\$174.00
244			01 6996 610 2 945 000	\$174.00
245	HOME DEPOT PRO, THE	Total		\$3,318.98
246	HOMETOWN LEASING	COPIES	01 1100 340 1 104 010	\$1,109.02
247			01 1100 340 1 201 003	\$689.81
248			01 1100 340 1 302 004	\$457.69
249			01 1100 340 1 430 014	\$1,815.65
250			01 1100 340 1 602 005	\$409.90
251			01 1100 340 1 705 008	\$805.72
252			01 1100 340 1 819 009	\$426.43
253			01 1100 340 1 904 012	\$549.28
254			01 1100 340 2 141 002	\$1,036.97
255			01 1100 340 2 209 001	\$1,853.16
256			01 1125 340 2 209 001	\$16.21
257			01 1190 610 1 163 021	\$52.44
258			01 1291 610 1 017 000	\$116.47
259			01 1292 610 1 017 000	\$116.47
260			01 2530 340 1 001 000	-\$4,667.33
261			01 2530 340 2 001 000	-\$4,667.33
262			01 2620 431 1 001 000	\$12.28
263			01 6996 340 1 945 005	\$60.51
264			01 6996 340 1 945 010	\$42.56
265			01 6996 340 1 945 012	\$1.13

266			01 6996 340 2 945 001	\$2.67
267			01 6996 340 2 945 002	\$0.35
268			01 6996 610 1 945 021	\$0.45
269	HOMETOWN LEASING Total			\$240.51
270	IDEABANK MARKETING	ONGOING WEB UPDATES	01 2230 340 1 005 000	\$16.25
271			01 2230 340 2 005 000	\$16.25
272	IDEABANK MARKETING Total			\$32.50
273	INNOVATIVE OFFICE	COOP SUPPLIES	01 1190 610 1 163 021	\$13.09
274			01 1291 610 1 017 021	\$13.09
275	INNOVATIVE OFFICE Total			\$26.18
276	J W PEPPER, INC	CLASSROOM MUSIC	01 1100 610 2 207 001	\$202.92
277		ESSENTIAL MUSICANSHIP	01 1100 640 2 028 001	\$792.96
278	J W PEPPER, INC Total			\$995.88
279	JAMES, ALLISON	STAFF MILEAGE	01 2181 333 1 004 000	\$20.53
280			01 2181 333 2 004 000	\$20.53
281			01 2182 333 1 004 021	\$20.52
282	JAMES, ALLISON Total			\$61.58
283	K2SHARE LLC	CAREER SAFE MEMBERSHIP	01 1115 810 2 257 001	\$1,725.00
284	K2SHARE LLC Total			\$1,725.00
285	KAUP, TAMI	STAFF MILEAGE	01 1200 333 2 004 000	\$18.69
286	KAUP, TAMI Total			\$18.69
287	KELLY SUPPLY COMPANY	POWER BELTS	01 2620 610 2 001 001	\$68.66
288		PVC SIDE OUTLET	01 2620 610 1 001 021	\$8.25
289		SHEAVE/BELT	01 2620 610 1 001 000	\$6.99
290			01 2620 610 2 001 000	\$6.99
291	KELLY SUPPLY COMPANY Total			\$90.89
292	KNIGHT, KARLA	MILEAGE	01 2151 333 2 004 000	\$21.41
293			01 2152 333 1 004 021	\$21.41
294			01 2153 333 1 004 000	\$21.41
295	KNIGHT, KARLA Total			\$64.23
296	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$59.24
297			01 1200 333 2 004 000	\$59.22
298	KONERT, NICOLE Total			\$118.46
299	KURITA AMERICA, INC.	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$659.56

300			01 2620 610 2 001 000	\$659.55
301	KURITA AMERICA, INC. Total			\$1,319.11
302	KUSTOM PEST CONTROL	SEPT PEST CONTROL	01 2630 340 1 001 000	\$58.50
303			01 2630 340 1 001 003	\$39.00
304			01 2630 340 1 001 004	\$39.00
305			01 2630 340 1 001 005	\$39.00
306			01 2630 340 1 001 008	\$39.00
307			01 2630 340 1 001 009	\$39.00
308			01 2630 340 1 001 010	\$39.00
309			01 2630 340 1 001 012	\$39.00
310			01 2630 340 1 001 014	\$39.00
311			01 2630 340 1 001 021	\$39.00
312			01 2630 340 2 001 000	\$58.50
313			01 2630 340 2 001 001	\$78.00
314			01 2630 340 2 001 002	\$39.00
315	KUSTOM PEST CONTROL Total			\$585.00
316	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$92.50
317	LAMMERS, NANCY Total			\$92.50
318	LAWNCO	LAWN SERVICE	01 2630 420 1 001 000	\$3,580.91
319			01 2630 420 2 001 000	\$3,580.90
320	LAWNCO Total			\$7,161.81
321	LAWSON PRODUCTS, INC	RESTOCK PARTS BIN	01 2620 610 1 001 000	\$61.41
322			01 2620 610 2 001 000	\$61.41
323	LAWSON PRODUCTS, INC Total			\$122.82
324	LEADER, SHARON	STAFF MILEAGE	01 2171 333 1 004 000	\$61.38
325			01 2171 333 2 004 000	\$61.38
326	LEADER, SHARON Total			\$122.76
327	LEWIS BRISBOIS BISGAARD &	DATA SECURITY INCIDENT	01 2330 317 1 001 000	\$2,822.00
328			01 2330 317 2 001 000	\$2,822.00
329	LEWIS BRISBOIS BISGAARD & Total			\$5,644.00
330	LOVE SIGNS, INC	FURNISH VINYL AS PER DESIGN	01 2620 610 1 001 000	\$11.25
331			01 2620 610 2 001 000	\$11.25
332		PANTHER LETTERING FOR NEW BUS	01 2730 430 1 001 000	\$850.00
333			01 2730 430 2 001 000	\$850.00

334	LOVE SIGNS, INC Total			\$1,722.50
335	LUNCHTIME SOLUTIONS, INC.	DONUTS & COFFEE PRE-OPENING	01 2310 890 1 033 000	\$63.92
336			01 2310 890 2 033 000	\$63.92
337			01 2320 890 1 033 000	\$74.95
338			01 2320 890 2 033 000	\$74.95
339	LUNCHTIME SOLUTIONS, INC. Total			\$277.74
340	MARATHON PRESS INC	BUSINESS CARDS	01 2410 610 2 209 001	\$105.00
341		LETTER HEAD	01 2510 610 1 001 000	\$91.00
342			01 2510 610 2 001 000	\$91.00
343	MARATHON PRESS INC Total			\$287.00
344	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$684.47
345		MONTHLY MATERIALS	01 2620 610 1 001 000	\$105.90
346			01 2620 610 2 001 000	\$105.90
347		WELDING RODS/CHOP SAW	01 1100 610 2 211 001	\$301.20
348		WELDING SUPPLIES	01 2620 610 1 001 000	\$34.79
349			01 2620 610 2 001 000	\$34.78
350	MATHESON TRI-GAS INC. Total			\$1,267.04
351	MATTEO SAND & GRAVEL	PLAYGROUND GRAVEL	01 2620 610 1 001 008	\$264.01
352	MATTEO SAND & GRAVEL Total			\$264.01
353	MEAD LUMBER AND RENTAL	SHED SUPPLIES	01 1100 610 2 211 001	\$891.33
354		STORAGE SHED SUPPLIES	01 1100 610 2 211 001	\$62.32
355	MEAD LUMBER AND RENTAL Total			\$953.65
356	MEISINGER OIL CO	DIESEL BLUE DEF ADDITIVE	01 2710 626 1 001 000	\$2,558.36
357			01 2710 626 2 001 000	\$2,558.35
358		PUMP SYSTEM/WHEEL CART	01 2620 731 1 001 000	\$449.97
359			01 2620 731 2 001 000	\$449.97
360	MEISINGER OIL CO Total			\$6,016.65
361	MENARDS	100W LED 10 PK	01 2620 610 1 001 008	\$12.99
362		ALUM CONVERTIBLE TRCK	01 2620 610 1 001 000	\$85.00
363			01 2620 610 2 001 000	\$84.99
364		CRI DLED BULBS	01 2620 610 1 001 005	\$17.98
365		DISPOSAL STOPPER	01 2620 610 1 001 009	\$4.98
366		DOOR STOP	01 2620 610 1 001 000	\$15.26
367			01 2620 610 2 001 000	\$15.25

368		LED BULBS	01 2620 610 1 001 000	\$8.99
369			01 2620 610 1 001 005	\$17.98
370			01 2620 610 2 001 000	\$8.99
371		MAINT. SUPPLIES	01 2620 610 1 001 000	\$68.44
372			01 2620 610 2 001 000	\$68.43
373		MASONRY SEAL	01 2620 610 1 001 009	\$12.76
374		MT SHOP SUPPLIES	01 2620 610 1 001 000	\$57.68
375		PAINT	01 2620 610 1 001 000	\$48.83
376			01 2620 610 2 001 000	\$48.83
377		PLUNGERS	01 2620 610 2 001 001	\$9.72
378		RUBBER SEAL	01 2620 610 2 001 002	\$29.94
379		SHOP SUPPLIES	01 2610 610 1 001 000	\$16.58
380			01 2610 610 2 001 000	\$16.57
381		SUPPLIES	01 2620 610 1 001 005	\$69.35
382		THRD ROD, EYE BOLT	01 2620 610 1 001 010	\$10.84
383		TOILET AUGER AND LIQUILOCK	01 2620 610 1 001 004	\$14.91
384		TREATED LUMBER	01 2620 610 1 001 000	\$8.96
385			01 2620 610 2 001 000	\$8.96
386		TWIS POLYPRO	01 2620 610 1 001 000	\$21.98
387			01 2620 610 2 001 000	\$21.98
388		VEHICLE DETAILER SUPPLIES	01 2650 610 1 001 000	\$58.80
389			01 2650 610 2 001 000	\$58.80
390		WASHERS AND WING NUTS	01 2620 610 1 001 000	\$7.65
391			01 2620 610 2 001 000	\$7.65
392		WING NUTS, RUBBER WASHERS	01 2620 610 1 001 021	\$4.16
393	MENARDS Total			\$944.23
394	MID-WEST 3D SOLUTIONS, LLC	LENS FOR LASER	01 1100 610 2 211 001	\$250.00
395	MID-WEST 3D SOLUTIONS, LLC Total			\$250.00
396	MIDWEST SCHOOL SERVICES,	NEW STAFF PICTURES FOR HALLWAY	01 2410 610 1 104 010	\$54.00
397	MIDWEST SCHOOL SERVICES, Total			\$54.00
398	MIDWEST TURF & IRRIGATION	SPRINKLER PARTS	01 2630 610 1 001 000	\$106.36
399			01 2630 610 2 001 000	\$106.36
400		SPRINKLER ROTOR	01 2630 610 1 001 000	\$96.13
401			01 2630 610 2 001 000	\$96.13

402	MIDWEST TURF & IRRIGATION Total			\$404.98	
403	MILLER, AMY	CONTRACTED PT SERVICES	01 2171 320 1 004 000	\$4,003.25	
404			01 2171 320 2 004 000	\$703.50	
405			01 2172 320 1 004 000	\$1,909.50	
406			01 2173 320 1 004 000	\$1,206.00	
407		MILEAGE	01 2171 334 1 004 000	\$69.92	
408			01 2171 334 2 004 000	\$13.00	
409			01 2172 334 1 004 000	\$10.35	
410			01 2173 334 1 004 000	\$39.56	
411		MILLER, AMY Total			\$7,955.08
412		MILLS, JERRETT	ACTIVITY WORKER	01 2190 120 2 001 000	\$32.38
413	MILLS, JERRETT Total			\$32.38	
414	MODEL ELECTRIC INC	LPP CK DIMMER SWITCH	01 2620 431 1 001 021	\$48.00	
415		REPAIRED OUTLETS IN RM 506	01 2620 431 2 001 001	\$116.00	
416		TROUBLE SHOOT SOUND SYSTEM	01 2620 431 1 001 014	\$48.00	
417	MODEL ELECTRIC INC Total			\$212.00	
418	MONTESSORI RESEARCH &	SCIENCE MATERIALS	01 1100 610 1 028 005	\$172.70	
419	MONTESSORI RESEARCH & Total			\$172.70	
420	NAPA OF NORFOLK	LRG BOLS, THL24336ML	01 2650 610 1 001 000	\$24.49	
421			01 2650 610 2 001 000	\$24.49	
422		MINIATURE BULBS	01 2650 610 1 001 000	\$9.95	
423			01 2650 610 2 001 000	\$9.95	
424		TRICO FORCE BLADE	01 2650 610 1 001 000	\$19.49	
425			01 2650 610 2 001 000	\$19.49	
426		TRICO FORCE BLDE	01 2650 610 1 001 000	\$19.49	
427			01 2650 610 2 001 000	\$19.49	
428		NAPA OF NORFOLK Total			\$146.84
429		NATIONAL BUSINESS	HAND SANITIZER DISPENSERS	01 6996 610 1 945 000	\$1,619.28
430	01 6996 610 2 945 000			\$1,619.28	
431	NATIONAL BUSINESS Total			\$3,238.56	
432	NCS PEARSON	GENERAL SUPPLIES	01 2141 610 1 014 000	\$657.88	
433			01 2141 610 2 014 000	\$657.87	
434			01 2142 610 1 014 000	\$20.00	
435		Q INTERACTIVE USE	01 2141 610 1 014 000	\$75.94	

436			01 2141 610 2 014 000	\$75.93
437			01 2142 610 1 014 000	\$16.88
438		TESTING SUPPLIES	01 2141 610 1 014 000	\$20.00
439			01 2141 610 2 014 000	\$20.00
440			01 2142 610 1 014 000	\$20.00
441	NCS PEARSON Total			\$1,564.50
442	NCSA	CONFERENCE REGISTRATION	01 1200 330 1 004 000	\$75.00
443			01 1200 330 2 004 000	\$75.00
444		MEMBERSHIP DUES	01 2410 810 2 141 002	\$1,170.00
445		VIRTUAL REGISTRATION	01 1100 810 1 201 003	\$150.00
446	NCSA Total			\$1,470.00
447	NEBRASKA ASSOC CURRIC	20-21 MEMBERSHIP	01 1100 810 1 028 000	\$7.50
448			01 1100 810 2 028 000	\$7.50
449	NEBRASKA ASSOC CURRIC Total			\$15.00
450	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$1,530.82
451			01 2610 621 1 001 003	\$2,848.00
452			01 2610 621 1 001 004	\$2,278.62
453			01 2610 621 1 001 005	\$2,804.46
454			01 2610 621 1 001 008	\$3,388.71
455			01 2610 621 1 001 009	\$2,291.60
456			01 2610 621 1 001 010	\$3,148.52
457			01 2610 621 1 001 014	\$14,356.45
458			01 2610 621 2 001 000	\$1,530.82
459			01 2610 621 2 001 001	\$55,413.11
460			01 2610 621 2 001 002	\$18,520.33
461	NEBRASKA PUBLIC POWER Total			\$108,111.44
462	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSE	01 2570 890 1 001 000	\$1,000.00
463			01 2570 890 2 001 000	\$1,000.00
464	NEBRASKA SAFETY CENTER Total			\$2,000.00
465	NEBRASKA/CENTRAL	BODY FLUID CLEAN UP KIT	01 2620 610 1 001 000	\$96.57
466			01 2620 610 2 001 000	\$96.56
467	NEBRASKA/CENTRAL Total			\$193.13
468	NMG LLC DBA NORFOLK WORKS	DOT PHYSICAL	01 2570 340 1 901 000	\$225.00
469			01 2570 340 2 901 000	\$225.00

470	NMG LLC DBA NORFOLK WORKS Total			\$450.00
471	NORFOLK AREA CHAMBER OF	BOD MEETING MEAL	01 2320 890 1 033 000	\$5.00
472			01 2320 890 2 033 000	\$5.00
473	NORFOLK AREA CHAMBER OF Total			\$10.00
474	NORFOLK COUNTRY CLUB	ACTION COUNCIL LUNCH	01 2320 890 1 033 000	\$4.74
475			01 2320 890 2 033 000	\$4.74
476	NORFOLK COUNTRY CLUB Total			\$9.48
477	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$20.51
478			01 2310 540 2 001 000	\$20.50
479			01 2510 540 1 001 000	\$57.47
480			01 2510 540 1 901 000	\$497.24
481			01 2510 540 2 001 000	\$57.47
482			01 2510 540 2 901 000	\$497.24
483		NEW TEACHER PAGE	01 2310 540 1 010 000	\$215.00
484			01 2310 540 2 010 000	\$215.00
485	NORFOLK DAILY NEWS Total			\$1,580.43
486	NORFOLK WINSUPPLY	4 WAY KEY	01 2620 610 1 001 000	\$5.88
487			01 2620 610 2 001 000	\$5.88
488		AERATOR	01 2620 610 1 001 012	\$21.30
489		BOWL T SPUD	01 2620 610 2 001 001	\$98.65
490		CEILING TILES	01 2620 610 1 001 003	\$42.56
491		FIBERGLASS INSULATION	01 2620 610 1 001 000	\$47.46
492			01 2620 610 2 001 000	\$47.46
493		FILTERS	01 2620 610 1 001 009	\$137.44
494			01 2620 610 1 001 012	\$302.88
495			01 2620 610 1 001 021	\$246.96
496		PRO NO SEEP	01 2620 610 1 001 000	\$2.15
497			01 2620 610 2 001 000	\$2.14
498		REPAIR KIT/COVER	01 2620 610 1 001 000	\$21.89
499			01 2620 610 2 001 000	\$21.89
500		SUPPLIES	01 2620 610 2 001 001	\$99.16
501		T&P VALVE	01 2620 610 1 001 012	\$13.65
502	NORFOLK WINSUPPLY Total			\$1,117.35
503	NPS SUBSIDIARY	3 HOLE PUNCH #49	01 1100 610 1 430 014	\$20.72

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AC CHARGER FOR CHROMEBOOK #47	01 1100 650 1 705 008	\$377.86
ADAPTERS #28	01 2410 610 2 209 001	\$85.52
APRAXIA CARDS #44	01 2151 610 1 354 004	\$87.10
ASCD MEMBERSHIP #10	01 2410 810 1 302 004	\$79.00
BACKGROUND CHECKS #8	01 2510 340 1 001 000	\$6.00
	01 2510 340 2 001 000	\$6.00
BAGGIES #10	01 6996 610 1 945 004	\$43.86
BATTERIES/CASTERS #31	01 1100 610 2 208 001	\$21.46
BOE FINANCE MEETING MEAL #24	01 2510 890 1 001 000	\$28.00
	01 2510 890 2 001 000	\$28.00
BOOKS #48	01 2410 610 1 904 012	\$39.22
BRAIN POP/CLASSROOM SUPPLY #47	01 1150 610 1 755 008	\$150.00
BULBS FOR PROJECTORS #42	01 1100 610 1 104 010	\$376.20
CABLE BOXES	01 2410 340 2 209 001	\$11.89
	01 2510 340 1 001 000	\$2.76
	01 2510 340 2 001 000	\$2.76
	01 2670 340 1 035 000	\$2.76
	01 2670 340 2 035 000	\$2.77
CARBON BRUSHES #32	01 1100 610 2 112 002	\$8.88
CEILING CLIPS #32	01 1100 610 2 141 002	\$18.00
CLASSROOM SUPPLIES #28	01 1100 610 2 211 001	\$106.92
	01 2410 610 2 209 001	\$58.84
CLASSROOM SUPPLIES #47	01 1100 610 1 701 008	\$154.74
CLASSROOM SUPPLIES #49	01 1100 610 1 415 014	\$130.62
Correction: DOT MARKERS #47	01 2151 610 1 754 008	\$37.42
CREATION STATION SUPPLIES #32	01 1100 610 2 141 002	\$664.95
DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$651.85
	01 2510 340 2 001 000	\$651.85
DIGITAL NOGGIN #47	01 2410 610 1 704 008	\$8.43
DOCERI #29	01 1100 610 2 212 001	\$30.00
DOT MARKERS #47	01 2410 610 1 704 008	\$37.42
DRY ERASE BOARD #42	01 1100 610 1 104 010	\$351.70
ELECTRICITY	01 2610 621 1 001 012	\$2,599.42
	01 2610 621 1 001 021	\$3,895.08

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EZ LIFT VEST #36	01 2171 610 1 004 014	\$182.49
FABRIC #12	01 6996 610 1 945 000	\$53.23
	01 6996 610 2 945 000	\$53.23
FABRIC AND SUPPLIES #12	01 6996 610 1 945 000	\$61.19
	01 6996 610 2 945 000	\$61.16
FUEL #7	01 2710 626 2 001 000	\$60.00
GALLON BAGS #45	01 6996 610 1 945 005	\$114.38
GENERAL SUPPLIES #28	01 1100 610 2 211 001	\$178.79
GENERAL SUPPLIES #31	01 1200 610 2 258 001	\$38.41
GENERAL SUPPLIES #32	01 2151 610 2 193 002	\$157.76
GENERAL SUPPLIES #42	01 1100 610 1 104 010	\$53.75
	01 1200 610 1 155 010	\$38.45
HAND SANITIZER #12	01 1100 610 2 141 002	\$59.90
HAND SANITIZER #31	01 2410 610 2 209 001	\$151.71
HEALTH OFFICE SUPPLIES #32	01 1100 610 2 147 002	\$21.24
HEALTH OFFICE SUPPLIES #49	01 2130 610 1 425 014	\$43.11
HOMEDICS UV SANITIZERS #35	01 2151 610 1 004 000	\$579.20
	01 2151 610 2 004 000	\$579.19
INSTR REPLACEMENT FUNDS	01 1100 610 2 001 000	\$23,000.00
JOURNALS #44	01 1100 610 1 304 004	\$65.26
	01 1100 610 1 306 004	\$65.26
LAMINATING POUCHES #45	01 1100 610 1 602 005	\$80.60
LAMINATOR #10	01 1100 610 1 302 004	\$39.97
LIFE MANAGEMENT SUPPLIES #32	01 1100 610 2 111 002	\$41.80
LUNCH FOR BOE #3	01 2310 890 1 033 000	\$30.65
	01 2310 890 2 033 000	\$30.64
MANAGER LICENSE #2	01 2230 340 1 005 000	\$8.25
MANAGER LICENSE #2	01 2230 340 2 005 000	\$8.25
MEMBERSHIP DUES #27	01 1100 810 2 202 001	\$132.00
	01 1100 810 2 205 001	\$132.00
	01 1100 810 2 207 001	\$132.00
NOTEBOOKS #3	01 2320 610 1 033 000	\$21.53
	01 2320 610 2 033 000	\$21.53
ONLINE SUBSCRIPTION #36	01 2151 643 1 004 000	\$99.00

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ORGANIZER #47	01 1100 610 1 701 008	\$133.70
PAPER #48	01 1100 610 1 904 012	\$58.35
PAPER #49	01 2120 610 1 404 014	\$16.97
PHOTO STORAGE BOX #48	01 1100 610 1 909 012	\$51.98
PIZZA FOR MEETING/RECEPTION #3	01 2320 890 1 033 000	\$19.14
	01 2320 890 2 033 000	\$19.14
PLANBOOK #49	01 1100 643 1 430 014	\$270.00
POSITIVE PANTHER SUPPLIES #6	01 1100 610 1 104 010	\$35.32
POSTAGE #3	01 2310 531 1 033 000	\$4.35
	01 2310 531 2 033 000	\$4.35
POSTAGE #44	01 2410 531 1 302 004	\$55.00
	01 6996 531 1 945 004	\$14.30
POSTAGE #47	01 2410 531 1 704 008	\$55.00
	01 6996 531 1 945 008	\$2.20
POSTAGE #49	01 2410 531 1 430 014	\$13.90
POSTAGE METER	01 2510 531 1 001 000	\$165.85
	01 2510 531 2 001 000	\$165.85
POSTCARD POSTAGE #42	01 2410 531 1 104 010	\$106.80
PROJECTOR #48	01 1100 650 1 904 012	\$230.74
PUSH LIGHTS #45	01 1100 610 1 609 005	\$11.00
	01 1100 610 1 610 005	\$11.00
	01 1100 610 1 611 005	\$11.00
	01 1100 610 1 612 005	\$11.00
	01 1100 610 1 613 005	\$11.00
	01 1100 610 1 637 005	\$10.98
	01 1100 610 1 664 005	\$11.00
Reversal: DOT MARKERS #47	01 2410 610 1 704 008	-\$37.42
REWARDS INTERMEDIATE BOOKS #42	01 1100 610 1 104 010	\$219.89
SCREWS #32	01 1100 610 2 141 002	\$34.10
SHOWER CURTAIN FOR NURSES	01 6996 610 1 945 014	\$23.03
SMORE #44	01 1100 643 1 302 004	\$79.00
SOIL #31	01 1100 610 2 208 001	\$29.98
SOTO DELUX #2	01 1100 330 1 028 000	\$7.50
	01 1100 330 2 028 000	\$7.50

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SPED LAW CONF M LUHR #20	01 1200 330 1 004 000	\$100.00
	01 1200 330 2 004 000	\$100.00
STORAGE BOXES #45	01 1100 610 1 028 005	\$153.52
STORAGE CART #2	01 6200 610 1 028 009	\$20.00
STORAGE ORGANIZER #28	01 1125 610 2 209 001	\$166.89
STORAGE TOTES #49	01 1100 610 1 430 014	\$74.12
STUDENT PLANNERS #47	01 1100 610 1 705 008	\$385.20
SUPPLIES #10	01 1100 610 1 302 004	\$48.56
	01 6996 610 1 945 004	\$86.91
SUPPLIES #12	01 6996 610 2 945 002	\$257.65
SUPPLIES #18	01 1100 610 1 201 003	\$38.46
SUPPLIES #31	01 1100 610 2 225 001	\$35.94
SUPPLIES #32	01 1100 610 2 111 002	\$71.22
	01 1100 610 2 137 002	\$55.50
	01 1100 610 2 138 002	\$26.31
	01 1100 610 2 139 002	\$69.99
	01 1100 610 2 141 002	\$334.29
	01 1200 610 2 195 002	\$77.12
	01 2220 610 2 106 002	\$72.00
SUPPLIES #42	01 1100 610 1 124 010	\$13.00
SUPPLIES #44	01 1100 610 1 300 004	\$18.19
SUPPLIES #45	01 1100 610 1 602 005	\$139.00
SUPPLIES #47	01 1100 610 1 705 008	\$140.57
SUPPLIES #49	01 1100 610 1 430 014	\$27.28
	01 2120 610 1 404 014	\$25.98
SUPPLIES FOR THE BSP STORE #49	01 1200 610 1 492 014	\$144.92
TELEPHONE	01 2510 382 1 001 000	\$148.52
	01 2510 382 1 001 003	\$98.31
	01 2510 382 1 001 004	\$98.31
	01 2510 382 1 001 005	\$98.74
	01 2510 382 1 001 008	\$100.56
	01 2510 382 1 001 009	\$98.74
	01 2510 382 1 001 010	\$98.74
	01 2510 382 1 001 012	\$94.80

640		01 2510 382 1 001 014	\$211.71	
641		01 2510 382 1 001 021	\$98.31	
642		01 2510 382 2 001 000	\$148.51	
643		01 2510 382 2 001 001	\$393.41	
644		01 2510 382 2 001 002	\$200.91	
645		01 2670 382 1 035 000	\$202.39	
646		01 2670 382 2 035 000	\$202.39	
647		01 2710 382 1 001 000	\$196.13	
648		01 2710 382 2 001 000	\$196.12	
649		01 3541 382 1 004 000	\$155.58	
650		01 6910 382 1 004 000	\$51.86	
651		01 6968 382 1 001 014	\$31.38	
652		01 6968 382 2 001 002	\$31.38	
653	TOTES #10	01 6996 610 1 945 004	\$44.80	
654	TOTES/BATTERIES #47	01 1100 610 1 705 008	\$36.22	
655	UKULELE LESSON EMEDIA #49	01 1100 643 1 415 014	\$49.95	
656	UNLIMITED ACCESS TO ED PUZZLE	01 1100 643 1 430 014	\$1,300.00	
657	USB TO PARALLEL PRINTER CABLE	01 2410 650 2 209 001	\$14.58	
658	WATER AND SEWER	01 2610 410 1 001 012	\$71.90	
659	WATER DISPENSER REPLACEMENT	01 6996 610 1 945 000	\$106.90	
660		01 6996 610 2 945 000	\$106.90	
661	WEB/CLOUD BASED SOFTWARE #47	01 1100 643 1 701 008	\$131.25	
662		01 1100 643 1 702 008	\$131.25	
663		01 1100 643 1 708 008	\$131.25	
664		01 1100 643 1 709 008	\$131.25	
665	WEB/CLOUD BASED SOFTWARE #49	01 1100 643 1 415 014	\$49.00	
666	WHISTLES/LABELS/CART #42	01 2410 610 1 104 010	\$71.42	
667	WHITE BOARD #42	01 1100 610 1 104 010	\$351.70	
668	WINDSHIELD REPLACEMENT	01 2620 431 1 001 000	\$106.70	
669		01 2620 431 2 001 000	\$106.70	
670	NPS SUBSIDIARY Total		\$47,618.62	
671	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$10.30
672			01 2142 333 1 014 000	\$10.29
673	OHL, CASSIE Total		\$20.59	

674	O'KEEFE ELEVATOR COMPANY,	ELEVATOR MAINT CONTRACT	01 2620 431 1 001 000	\$101.13
675			01 2620 431 1 001 005	\$202.27
676			01 2620 431 1 001 014	\$202.27
677			01 2620 431 2 001 000	\$101.13
678			01 2620 431 2 001 001	\$202.27
679			01 2620 431 2 001 002	\$202.27
680	O'KEEFE ELEVATOR COMPANY, Total			\$1,011.34
681	ONE CALL CONCEPTS, INC	DIGGERS HOTLINES	01 2620 431 1 001 000	\$2.31
682			01 2620 431 2 001 000	\$2.30
683	ONE CALL CONCEPTS, INC Total			\$4.61
684	ONE OFFICE SOLUTION	CHAIR MATS	01 1100 610 1 430 014	\$116.46
685	ONE OFFICE SOLUTION Total			\$116.46
686	OVERDRIVE MARKETPLACE	DIGITAL LIBRARY	01 1100 643 2 209 001	\$1,250.00
687			01 2220 643 1 423 014	\$625.00
688			01 2220 643 2 106 002	\$625.00
689	OVERDRIVE MARKETPLACE Total			\$2,500.00
690	PALLAS, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$30.42
691	PALLAS, MEGAN Total			\$30.42
692	PARENTS AS TEACHERS	CURRICULUM SUBSCRIPTION RENEW	01 3541 610 1 004 000	\$240.00
693		CURRICULUM SUBSCRIPTION RENEW	01 3541 610 1 004 000	\$265.00
694	PARENTS AS TEACHERS Total			\$505.00
695	PENA, MARISELA	PARENT MILEAGE	01 2712 332 1 004 000	\$80.04
696	PENA, MARISELA Total			\$80.04
697	PERRY,GUTHERY,HAASE &	LEGAL SERVICES	01 2330 317 1 001 000	\$378.00
698			01 2330 317 2 001 000	\$378.00
699	PERRY,GUTHERY,HAASE & Total			\$756.00
700	PETTY, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$62.44
701	PETTY, LEAH Total			\$62.44
702	PFEIL, KARY	SIXPENCE JOB COACH	01 3541 340 1 004 000	\$1,250.00
703	PFEIL, KARY Total			\$1,250.00
704	POLLARD PUMPING	AB JET LINES	01 2620 431 1 001 000	\$92.50
705			01 2620 431 2 001 000	\$92.50
706		JET LINES	01 2620 431 1 001 000	\$92.50
707			01 2620 431 1 001 003	\$435.00

708			01 2620 431 2 001 000	\$92.50
709			01 2620 431 2 001 001	\$450.00
710		SH JET LINES	01 2620 431 2 001 001	\$450.00
711	POLLARD PUMPING Total			\$1,705.00
712	PORTER, ASHTON	PARENT MILEAGE	01 2713 332 1 004 021	\$157.32
713	PORTER, ASHTON Total			\$157.32
714	PRESENCE LEARNING	CONTRACTED SPEECH THERAPY AUG	01 2151 320 1 004 000	\$2,355.47
715	PRESENCE LEARNING Total			\$2,355.47
716	PRIMARY CONCEPTS	WORD LADDER KIT	01 1100 610 1 028 005	\$68.99
717	PRIMARY CONCEPTS Total			\$68.99
718	PRIME SANITATION SERVICE	SEPTMBER W/DUMPSTER	01 2610 420 1 001 000	\$1,950.00
719			01 2610 420 2 001 000	\$1,950.00
720	PRIME SANITATION SERVICE Total			\$3,900.00
721	PRIORITY COMMUNICATIONS &	REPAIR AMP CIRCUIT BREAKER	01 2620 431 1 001 012	\$205.00
722		WIRELESS HEADSET	01 1100 610 2 141 002	\$262.00
723	PRIORITY COMMUNICATIONS & Total			\$467.00
724	QUILL CORPORATION	BATTERIES	01 2410 610 2 209 001	\$47.90
725		CALENDARS	01 1100 610 1 430 014	\$88.92
726	QUILL CORPORATION Total			\$136.82
727	RASMUSSEN MECHANICAL	FIXED AIRFLOW IN RM 220	01 2620 431 2 001 002	\$2,111.25
728		HVAC PREVENTATIVE MAINTENANCE	01 2620 431 1 001 000	\$9,728.36
729			01 2620 431 2 001 000	\$9,728.39
730		REPAIRED CONTROLLER	01 2620 431 2 001 002	\$1,538.44
731		REPAIRED COOLING TOWER	01 2620 431 1 001 014	\$409.00
732		REPLACED BLOWER MOTOR	01 2620 431 1 001 014	\$1,027.24
733	RASMUSSEN MECHANICAL Total			\$24,542.68
734	RIES, BEN	B RIES MILEAGE 9/3-10/3	01 2190 333 2 001 001	\$951.05
735	RIES, BEN Total			\$951.05
736	RIVERSIDE ASSESSMENTS, LLC	TESTING SUPPLIES	01 2141 610 1 014 000	\$555.76
737			01 2141 610 2 014 000	\$555.76
738	RIVERSIDE ASSESSMENTS, LLC Total			\$1,111.52
739	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$32.38
740	SAGER, WAYNE Total			\$32.38
741	SAVVAS LEARNING COMPANY	7TH GRADE BOOKS	01 1100 640 2 028 000	\$3,099.18

742	SAVVAS LEARNING COMPANY Total			\$3,099.18
743	SCHOLASTIC BOOK CLUBS, INC	BOOKS	01 3541 610 1 004 000	\$452.50
744	SCHOLASTIC BOOK CLUBS, INC Total			\$452.50
745	SCHOLASTIC INC.	CURRICULUM NEEDS	01 1100 610 1 302 004	\$600.89
746	SCHOLASTIC INC. Total			\$600.89
747	SCHOLASTIC, INC	READING MATERIALS	01 1100 610 1 028 005	\$3,868.41
748	SCHOLASTIC, INC Total			\$3,868.41
749	SCHOOL MATE	STUDENT PLANNERS	01 1100 610 1 307 004	\$81.00
750			01 1100 610 1 313 004	\$81.00
751	SCHOOL MATE Total			\$162.00
752	SCHOOL SPECIALTY	ART SUPPLIES	01 1100 610 1 011 000	\$67.24
753	SCHOOL SPECIALTY Total			\$67.24
754	SCHUMACHER, EMILY	MILEAGE	01 2710 332 1 001 000	\$440.51
755	SCHUMACHER, EMILY Total			\$440.51
756	SCHUURMANS, CONNIE	ACTIVITY WORKER	01 2190 120 2 001 000	\$111.00
757	SCHUURMANS, CONNIE Total			\$111.00
758	SCHUURMANS, ERIN	ACTIVITY WORKER	01 2190 120 2 001 000	\$92.50
759	SCHUURMANS, ERIN Total			\$92.50
760	SEESAW	SEESAW FOR THE SCHOOL	01 1100 643 1 904 012	\$1,078.00
761	SEESAW Total			\$1,078.00
762	SERVICEMASTER OF NORFOLK	CUSTODIAL/CLEANING	01 2610 420 1 001 000	\$1,665.84
763			01 2610 420 1 001 004	\$213.80
764			01 2610 420 1 001 005	\$2,747.60
765			01 2610 420 1 001 008	\$2,830.00
766			01 2610 420 1 001 009	\$660.20
767			01 2610 420 1 001 010	\$3,260.00
768			01 2610 420 1 001 012	\$3,685.00
769			01 2610 420 1 001 021	\$3,440.60
770			01 2610 420 2 001 000	\$1,665.83
771	SERVICEMASTER OF NORFOLK Total			\$20,168.87
772	SHOUTPOINT, INC	TEXT MESS THRU IC RENEWAL	01 2230 643 1 005 000	\$2,760.00
773			01 2230 643 2 005 000	\$2,760.00
774	SHOUTPOINT, INC Total			\$5,520.00
775	SONOVA USA INC	COMMUNICATION SUPPLIES	01 2151 610 1 004 010	\$29.00

776			01 2151 610 1 004 014	\$57.99
777			01 2151 610 2 004 002	\$29.00
778	SONOVA USA INC Total			\$115.99
779	SPAULDING, DANA	LUNCH BAND 9/26/20	01 2190 580 2 001 001	\$6.94
780	SPAULDING, DANA Total			\$6.94
781	STAPLES	POWDER	01 6996 610 1 945 000	\$14.20
782			01 6996 610 2 945 000	\$14.20
783	STAPLES Total			\$28.40
784	STATE OF NEBRASKA DAS	ETHERNET CIRCUITS	01 2230 350 1 005 000	\$1,351.88
785			01 2230 350 2 005 000	\$1,351.87
786	STATE OF NEBRASKA DAS Total			\$2,703.75
787	STATELER, LESLEE	STAFF MILEAGE	01 1200 333 1 004 000	\$20.73
788			01 1200 333 2 004 000	\$20.73
789	STATELER, LESLEE Total			\$41.46
790	STUDIES WEEKLY INC	NEBRASKA STUDIES WEEKLY	01 6996 610 1 945 003	\$252.54
791	STUDIES WEEKLY INC Total			\$252.54
792	SYNCB/AMAZON	"STAY POSITIVE" BOOKS	01 2320 610 1 033 000	\$202.98
793			01 2320 610 2 033 000	\$202.97
794		BATTERIES	01 6996 610 1 945 000	\$88.49
795			01 6996 610 2 945 000	\$88.48
796		BATTERIES/REPLACEMENT LAMP	01 1100 610 1 802 009	\$141.36
797		BOOKS FOR LHNE	01 6310 640 2 028 000	\$65.98
798		BOOKS FOR PD	01 6310 640 2 028 000	\$195.15
799		CONSTRUCTION PAPER	01 1100 610 1 802 009	\$128.49
800		FULL BODY SLING	01 1200 610 2 004 001	\$200.12
801		HAND SANITIZER	01 6910 610 1 004 000	\$179.98
802			01 6910 610 2 004 000	\$179.97
803		HEADSETS	01 6200 610 1 028 014	\$905.82
804		PD BOOKS FOR LHNE	01 6310 640 2 028 000	\$99.48
805		SLIDE TRANSFER BELT	01 1200 610 2 004 001	\$47.00
806		STAPLES	01 1100 610 1 802 009	\$29.46
807		TEACHER SUPPLIES	01 6200 610 1 028 000	\$131.89
808		WHITE BOARDS	01 6200 610 1 028 000	\$24.98
809	SYNCB/AMAZON Total			\$2,912.60

810	TEACHER SYNERGY LLC	SOCIAL SKILL ACTIVITIES	01 2151 610 1 496 014	\$33.55
811	TEACHER SYNERGY LLC Total			\$33.55
812	THOMPSON, JAMI JO	MILEAGE	01 2320 333 1 033 000	\$1,234.78
813			01 2320 333 2 033 000	\$1,234.78
814	THOMPSON, JAMI JO Total			\$2,469.56
815	THOMPSON, JORDYN	ACTIVITY WORKER	01 2190 120 2 001 000	\$60.13
816	THOMPSON, JORDYN Total			\$60.13
817	TIME MANAGEMENT SYSTEMS	HELP WITH INSTALLATION OF	01 2510 340 1 001 000	\$45.00
818			01 2510 340 2 001 000	\$45.00
819	TIME MANAGEMENT SYSTEMS Total			\$90.00
820	TOPP, REBECCA	MILEAGE	01 1200 333 1 004 000	\$29.36
821			01 1200 333 2 004 000	\$29.35
822	TOPP, REBECCA Total			\$58.71
823	TROXELL COMMUNICATIONS	COOP SUPPLIES	01 1100 610 1 801 009	\$10.44
824			01 2220 610 2 228 001	\$15.66
825	TROXELL COMMUNICATIONS Total			\$26.10
826	TRUCK CENTER COMPANIES	BUS #5 REPAIRS	01 2730 430 1 001 000	\$344.78
827			01 2730 430 2 001 000	\$344.78
828		BUS #9 REPAIRS	01 2730 430 1 001 000	\$456.57
829			01 2730 430 2 001 000	\$456.56
830		SAFTEY FLASHER BUS #9	01 2730 610 1 001 000	\$46.93
831			01 2730 610 2 001 000	\$46.92
832	TRUCK CENTER COMPANIES Total			\$1,696.54
833	U S POSTAL SERVICE	POSTAGE FOR METER	01 2510 531 1 001 000	\$500.00
834			01 2510 531 2 001 000	\$500.00
835	U S POSTAL SERVICE Total			\$1,000.00
836	U. S. CELLULAR	HOT SPOTS	01 6996 610 1 945 000	\$140.45
837			01 6996 610 2 945 000	\$140.45
838	U. S. CELLULAR Total			\$280.90
839	ULINE	PLATFORM FLATBED CART	01 6996 610 1 945 004	\$445.32
840	ULINE Total			\$445.32
841	VISTA HIGHER LEARNING	BOOKS & PERIODICALS	01 1100 640 2 028 000	\$12,126.28
842	VISTA HIGHER LEARNING Total			\$12,126.28
843	VOYAGER SORIS LEARNING	BOOKS & PERIODICALS	01 6200 640 1 028 000	\$219.89

844		SIX MINUTE SOLUTIONS	01 6200 610 1 028 000	\$1,319.56
845	VOYAGER SORIS LEARNING Total			\$1,539.45
846	WATTIER, MICHALA	STAFF MILEAGE	01 2171 333 1 004 000	\$6.15
847	WATTIER, MICHALA Total			\$6.15
848	WIESE, JODI	CDL	01 2712 890 1 001 009	\$59.50
849	WIESE, JODI Total			\$59.50
850	WILLIAM V. MACGILL	GLOVES	01 6996 610 1 945 014	\$39.47
851		NURSES OFFICE SUPPLIES	01 2130 610 2 228 001	\$640.39
852	WILLIAM V. MACGILL Total			\$679.86
853	WINDSHIELD DOCTOR, THE	REPLACED SIDE MIRROR	01 2710 340 1 001 000	\$17.50
854			01 2710 340 2 001 000	\$17.50
855	WINDSHIELD DOCTOR, THE Total			\$35.00
856	ZONE, THE	PAYROLL GEARY	01 6968 340 1 001 014	\$349.19
857		Z FLINN 9/1-9/30	01 6968 340 2 001 002	\$812.54
858	ZONE, THE Total			\$1,161.73
859	<b>Grand Total</b>			<b>\$445,070.24</b>
860				
861				
862	<b>NUTRITION FUND</b>			
863	CENTRAL RESTAURANT	GREEN CAMCART FOOD PAN	02 3100 610 1 001 000	\$749.50
864			02 3100 610 2 001 000	\$749.50
865		HEAVY DUTY SPOONS	02 3100 610 1 001 000	\$73.15
866			02 3100 610 2 001 000	\$73.15
867		SPOONS AND SHIPPING	02 3100 610 1 001 000	\$58.87
868			02 3100 610 2 001 000	\$58.86
869		SUPPLIES	02 3100 610 1 001 000	\$1,104.83
870			02 3100 610 2 001 000	\$1,104.82
871		WHITE PLATES/PLATTERS	02 3100 610 1 001 000	\$354.12
872			02 3100 610 2 001 000	\$354.12
873	CENTRAL RESTAURANT Total			\$4,680.92
874	COLSDEN, ANDY	REFUND LUNCH ACCT B COLSDEN	02 3100 890 0 001 000	\$10.15
875	COLSDEN, ANDY Total			\$10.15
876	FIGUEROA, ROSAURA	REFUND OF LUNCH BALANCE	02 3100 890 0 001 000	\$34.00
877	FIGUEROA, ROSAURA Total			\$34.00

878	HASKINS, ASHLEY	LUNCH BALANCE REFUND B. BRAZZI	02 3100 890 0 001 000	\$90.00
879	HASKINS, ASHLEY Total			\$90.00
880	HOBART SALES & SERVICE	REPAIRED KETTLE, PRESSURE	02 3100 340 1 001 014	\$623.69
881	HOBART SALES & SERVICE Total			\$623.69
882	LUNCHTIME SOLUTIONS, INC.	SEPTEMBER 2020	02 3100 340 1 001 000	\$124,889.70
883			02 3100 340 2 001 000	\$124,889.70
884		SMALLWARES	02 3100 610 1 001 014	\$63.38
885			02 3100 610 2 001 001	\$218.12
886	LUNCHTIME SOLUTIONS, INC. Total			\$250,060.90
887	MORSE, TIANNE	REFUND OF LUNCH BALANCE K	02 3100 890 0 001 000	\$43.65
888	MORSE, TIANNE Total			\$43.65
889	STENGER, MICHELLE	LUNCH BALANCE REFUNDED C	02 3100 890 0 001 000	\$94.60
890	STENGER, MICHELLE Total			\$94.60
891	<b>Grand Total</b>			<b>\$255,637.91</b>
892				
893				
894	<b>COOPERATIVE FUND</b>			
895	DARNALL, LINSAY	9/21/20 WORKSHOP	04 1200 340 1 004 000	\$175.00
896			04 1200 340 2 004 000	\$175.00
897	DARNALL, LINSAY Total			\$350.00
898	FICK, KATHY	STAFF TRAVEL	04 1200 580 1 004 000	\$52.56
899			04 1200 580 2 004 000	\$52.55
900		TRAVEL TO OTHER DISTRICTS	04 1200 580 1 004 000	\$23.00
901			04 1200 580 2 004 000	\$23.00
902	FICK, KATHY Total			\$151.11
903	KLEIN, CARRE	MILEAGE TO OTHER DISTRICTS	04 1200 580 1 004 000	\$977.22
904			04 1200 580 2 004 000	\$977.21
905	KLEIN, CARRE Total			\$1,954.43
906	NPS GENERAL FUND	INVOICES TO OTHER DISTRICTS	04 1200 531 1 004 000	\$3.25
907			04 1200 531 2 004 000	\$3.25
908	NPS GENERAL FUND Total			\$6.50
909	NPS SUBSIDIARY	AMAZON-SUPPLIES	04 1200 610 1 004 000	\$104.21
910			04 1200 610 2 004 000	\$104.20
911		BOOM CARD POINTS	04 1200 610 1 004 000	\$98.00

912			04 1200 610 2 004 000	\$98.00
913		CALENDAR POSTAGE	04 1200 531 1 004 000	\$16.50
914			04 1200 531 2 004 000	\$16.50
915		HEARING AID BATTERIES	04 1200 610 1 004 000	\$19.50
916			04 1200 610 2 004 000	\$19.50
917	NPS SUBSIDIARY Total			\$476.41
918	<b>Grand Total</b>			<b>\$2,938.45</b>

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921 **DEPRECIATION FUND**

922	FLINN SCIENTIFIC, INC	SCIENCE EQUIPMENT	06 2900 731 2 209 001	\$2,066.31
923	FLINN SCIENTIFIC, INC Total			\$2,066.31
924	NPS SUBSIDIARY	IPADS	06 2900 650 1 101 010	\$7,533.00
925	NPS SUBSIDIARY Total			\$7,533.00
926	<b>Grand Total</b>			<b>\$9,599.31</b>

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929 **QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND**

930	JEO CONSULTING GROUP, INC	PARKING LOT IMPROVEMENTS	09 4500 340 1 001 000	\$3,612.78
931			09 4500 340 2 001 000	\$3,612.77
932	JEO CONSULTING GROUP, INC Total			\$7,225.55
933	KPE	CHILLER REPLACEMENT	09 4500 340 2 001 001	\$2,532.50
934	KPE Total			\$2,532.50
935	PLATTE VALLEY PRECAST INC	PARKING LOT IMPROVEMENTS	09 4500 340 1 001 008	\$15,760.92
936	PLATTE VALLEY PRECAST INC Total			\$15,760.92
937	<b>Grand Total</b>			<b>\$25,518.97</b>

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940 **EMPLOYEE BENEFIT FUND**

941	NPS SUBSIDIARY	QUARTERLY BENEFIT CHARGES	11 2900 340 1 001 000	\$609.88
942	NPS SUBSIDIARY Total			\$609.88
943	<b>Grand Total</b>			<b>\$609.88</b>

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946 **STUDENT FEE FUND**

947	BARNHILL ENTERPRISES LLC	DRUM HEAD AND WIRE BRUSHES	17 2190 610 2 028 001	\$99.80
948	BARNHILL ENTERPRISES LLC Total			\$99.80
949	EH, HTOO	S. SAY TECH FEE WAIVED	17 2190 610 2 672 001	\$35.00
950	EH, HTOO Total			\$35.00
951	FROMUTH	APPREAL	17 2190 610 2 550 001	\$2,476.75
952	FROMUTH Total			\$2,476.75
953	KEN'S BAND INSTRUMENT	REATTACH LEAD PIPE	17 2190 340 2 028 001	\$50.00
954		REPLACE BROKEN THRUMB REST	17 2190 340 2 028 002	\$10.00
955		SECURE BELL SOCKET	17 2190 340 2 028 001	\$10.00
956		SOFT SOLDER WORK	17 2190 340 2 028 001	\$12.00
957		SOFT SOLDER WORK, SCREW	17 2190 340 2 028 001	\$16.00
958	KEN'S BAND INSTRUMENT Total			\$98.00
959	KRUGER, ADRIANNE	AFTERSHOCK WK 1 SUPPLIES	17 2190 610 2 669 002	\$69.75
960	KRUGER, ADRIANNE Total			\$69.75
961	LEWIS, SAMANTHA	J. NUNEZ TECH FEE WAIVED	17 2190 610 2 672 001	\$35.00
962	LEWIS, SAMANTHA Total			\$35.00
963	MCINTOSH, DANIELLE	C RAINS TECH FEE WAIVED	17 2190 610 2 672 001	\$35.00
964	MCINTOSH, DANIELLE Total			\$35.00
965	NPS ATHLETIC FIELD	ANNUAL MEMORIAL FIELD FEES	17 2190 610 1 671 000	\$6,250.00
966			17 2190 610 2 671 000	\$6,250.00
967	NPS ATHLETIC FIELD Total			\$12,500.00
968	NPS SUBSIDIARY	INNOVADISCS/DISC GOLF #49	17 2190 610 1 669 014	\$253.41
969			17 2190 610 2 669 002	\$458.85
970		WALMART SUPPLIES #49	17 2190 610 1 669 014	\$124.55
971			17 2190 610 2 669 002	\$75.72
972			17 2190 610 1 669 014	\$59.85
973	NPS SUBSIDIARY Total			\$972.38
974	PILAR, MAGGIE	AFTERSHOCK CLUB SUPPLIES	17 2190 610 1 669 014	\$155.89
975	PILAR, MAGGIE Total			\$155.89
976	TEACHER GEEK INC.	ENGINEERING CLUB SUPPLIES	17 2190 610 1 669 014	\$348.93
977	TEACHER GEEK INC. Total			\$348.93
978	<b>Grand Total</b>			<b>\$16,826.50</b>

Internal Board Policies - OrganizationStanding Committee on American Civics

It shall be the policy of Norfolk Public Schools that the Committee on American Civics consist of three members appointed at the beginning of the calendar year. The committee will hold at least two **public** meetings annually, at least one when public testimony is accepted, and keep minutes of each meeting.

The responsibilities of the committee shall be to examine social studies curriculum used in the district to assure it is aligned with state social studies standards and also meets the requirements for social studies curriculum as detailed in Nebraska Statute 79-724 to 79-727 and as regulated by the Nebraska Department of Education.

The committee shall ensure that any curriculum recommended or approved is readily accessible to the public and contains a reference to Nebraska Statute 79-724 to 79-727. The committee shall also ensure that each student complete one of the three assessment options prescribed by the statute, as determined by the district.

The Committee on American Civics provides a report to the **Curriculum Committee** regarding findings and recommendations related to social studies curriculum and assessment. This may include recommendations related to the development of new social studies programs, revision of existing instructional programs, recommended modifications in graduation requirements related to social studies, and other related matters.

Legal Reference:     Neb. Rev. Stat. § 79-724  
                          Neb. Rev. Stat. § 79-520  
                          LB 399 (2019)

Date of Adoption:    August 11, 2014  
Date of Revision:    October 10, 2016  
Date of Revision:    March 13, 2017  
Date of Revision:    August 12, 2019

Community RelationsTitle IX – Procedure for Complaints of Sexual HarassmentA. Complaint Procedure - Generally

All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure.

Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination or harassment.

**B. Response to a Formal Complaint:**

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION  
Erik Wilson  
Norfolk Public Schools, 512 Philip Avenue, Norfolk, NE 68701  
402-644-2500  
erikwilson@npsne.org

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**

2. Immediate Actions upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties of (A): The complaint procedure as outlined in this regulation; and (B): Notice of the allegations of sexual harassment, including: (i) the identities of the parties involved, if known; and (ii) the conduct allegedly constituting sexual harassment; and (iii) the date and location of the alleged incident.

The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.

3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involves possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will aim to complete its investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality*: The Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The District shall ensure that Title IX Coordinators, investigators, decision-makers, and any persons who facilitate this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.

The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate.

However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.

The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within two (2) days of the meeting.

Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The District retains the right to place an employee on administrative leave during the pendency of an investigation. The District also retains the right to remove a student from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.

Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.

4. Decision of Responsibility: The decision-maker shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide ten (10) days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.

Once the decision-maker has considered the written questions of the parties, if any, the decision-maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision-maker shall provide the written determination to both parties simultaneously. The written determination must include:

- a. Identification of the allegations potentially constituting sexual harassment;
- b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with

- parties and witnesses, site visits, and methods used to gather evidence;
- c. Findings of fact supporting the determination;
- d. Conclusions regarding the application of each recipient's code of conduct to the facts;
- e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
- f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

#### 5. Supportive Measures and Disciplinary Actions:

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment to deter sexual harassment.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and in the case of an employee, disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the District from instituting disciplinary measures if, in the course of the investigation, it determines that the complainant or respondent violated the student code of conduct.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

#### C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following basis:

- a. Procedural irregularity that affected the outcome of the matter;
- b. New evidence, that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools.

Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent of Schools shall give both parties a reasonable and equal opportunity to submit a written statement in support of, or challenging the outcome.

The Superintendent of Schools shall review the investigative report, decision-maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent of Schools shall provide the written decision simultaneously to both parties.

#### **D. Informal Resolution**

If a formal complaint is filed, the District may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

- a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- b. The parties' voluntary written consent to the informal resolution process; and
- c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.

#### **E. Record Keeping**

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, any transcripts, or audio recordings pertaining to the investigative and appeal proceedings for a period of seven (7) years.

Legal Reference: Title IX

Date of Adoption: [Insert Date]

## Students

### Admission Requirements

#### Minimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

#### Early Admission to Kindergarten:

The following assessment procedure for determining if a child is capable of carrying the work of kindergarten is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) mental ability, (2) emotional/social development, (3) pre academic skills, and (4) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between August 1 and October 15;
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected on the basis of testing by professionals trained and certified to administer the assessments that will produce evidence of strength in:
  1. mental ability defined as scoring 84th percentile or above on a standardized assessment of cognitive ability such as the Wechsler Pre Primary Scale of Intelligence ~~III~~IV, or the Stanford-Binet V;
  2. a test of emotional/social development such as the Behavior Assessment System for Children, Second Edition (BASC-~~2~~3);
  3. 75th percentile or greater on a test of pre academic skills such as the Woodcock Johnson III; and/or Wechster individual achievement test IV
  4. a test of fine motor ability, scoring 75th percentile or above on a standardized measurement such as the Beery VMI.

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determine appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must be weighed with institutional factors also considered. Sound decision making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Families who seek early admission of their child into kindergarten must obtain an *Early Entrance to Kindergarten Packet* from the School District Administrative.

Parents must fill out the early entrance application forms, which include a parent questionnaire and obtain and attach a reference letter from someone who is well acquainted with the child but not a relative of the child. The person providing this reference should know the child well enough that they can speak with some expertise about the child's attributes and abilities. The reference letter should indicate whether this person recommends the child be schooled with children who will be a year older than the child and, if so, the evidence this person has concerning the child's mental ability, fine and gross motor ability, visual and auditory discrimination, emotional/social development, and communication skills. Suggestions for this reference letter are a preschool teacher, a Sunday school teacher, a day-care provider, or a physician.

The assessment request, reference letter and parent questionnaire must be completed and returned to the District no later than May 25th of the spring before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on race, color, gender, religion, ancestry, national origin, marital status, age, disability, or sexual orientation of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within 30 days of enrollment. Other reliable proof of the child's identify and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).
- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), Haemophilus Influenzae type b (Hib), invasive pneumococcal disease and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes than an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a

telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

#### Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private, denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school district in its sole and absolute discretion upon a proper application approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. A student expelled from a private, denominational, or parochial school or from any public school in another state, will not be prohibited from enrolling in the public school district in which the student resides or in which the student has been accepted pursuant to the enrollment option program for any period of time beyond the time limits placed on expulsion, pursuant to the Student Discipline Act, or for any expulsion for an offense for which expulsion is not authorized for a public school student under such Act. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

#### Military Families

[If a parent presents evidence to the District of military orders that military family will be stationed in the State of Nebraska during the current or following school year, the District will enroll preliminarily the parent's students.](#)

Legal Reference:      Neb. Rev. Stat. §§ 43-2001 to 43-2012  
                              Neb. Rev. Stat. § 79-214  
                              Neb. Rev. Stat. §§ 79-217 to 79-223  
                              Neb. Rev. Stat. § 79-266.01  
                              173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption: March 14, 2004

Date of Revision: November 13, 2017

Date of Revision:

InstructionGeneral Policy Statement

The Board of Education delegates to the Superintendent the responsibility of maintaining the program of instruction and extracurricular activities.

The instructional program and extracurricular activities shall meet the accredited school system standard of the State Board of Education through the Nebraska Department of Education, Federal regulations, Nebraska School Activities Association regulations and the policies of the Board of Education.

The professional staff is responsible for the development of educational and activities programs which meet the objectives of Norfolk Public Schools.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 12, 2016

InstructionScope of Instructional Program

- A) The District shall provide instruction suitable to the needs of all who are legally eligible to attend school in the District.
- B) Except for special types of instruction, the instructional program may be arranged in units commonly designated as grades, each grade approximately the work of one (1) year. Such a program of instruction shall be organized into schools or other administrative units as follows:
1. The elementary school shall provide for the instruction of children kindergarten through fourth grade.
  2. The middle school shall provide for instruction of children in grades five (5) and six (6).
  3. The secondary school shall provide for the instruction of children in grades seven (7) through twelve (12). Within the secondary school, grades seven (7) and eight (8) may be treated as separate from grades nine (9) through twelve (12).
  4. Instruction appropriate to the needs of the community and individuals may be provided for adults and others beyond the age required to attend school.
  5. Departures from the above noted organizational plan for instruction may be made by the Superintendent upon approval of the Board of Education.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 12, 2016

Instruction

The Program of Instruction

The minimum program of instruction in the schools shall be that prescribed by the statutes. The statutory curriculum may be augmented and extended to provide for the educational needs of individual pupils and differing areas in the School District.

Legal Reference: Rule 10: ESSA

Date of Adoption: June 9, 2014  
Date of Revision: August 8, 2016  
Date of Revision: October 10, 2016

Instruction

Copyright Piracy

The District shall educate staff and students about the harms of copyright piracy.

Legal Reference: Rule 10: ESSA

Date of Adoption: October 10, 2016

InstructionSchool Instructional Hours

Norfolk Public Schools will have a school year consisting of at least (a) for ~~kindergarten~~ **preschool**, the time equivalent to ~~400~~ **450** hours; (b) for elementary grades ~~one~~ **kindergarten** through grade eight, the time equivalent to 1,032 hours, and (c) for grades nine through twelve, the time equivalent to 1,080 hours.

An instructional hour shall mean a period of time at least sixty (60) minutes, which is actually used for the instruction of students.

Interruptions in the school year of the instructional hour minimums due to extracurricular activities (interscholastic sports, clubs, and contests) will be held to a minimum. All students participating in such events will be required to comply with the District's policies on student attendance for such absences to be excused, including the completion of assignments for missed classes.

The required 1,080, 1,032, and ~~400~~ **450** instructional hour minimums shall not include the following:

1. When a school is dismissed for any reason such as tournaments or contests, parent/teacher conferences, funerals, parades, and school picnics;
2. Time scheduled for the school lunch period.

Legal Reference: Neb. Rev. Stat. § 79-101; Neb. Rev. Stat. §§ 79-211 and 79-212;  
NDE Rule 10

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 12, 2016

InstructionClassroom Environment

At all times, teachers are expected to organize, maintain and ensure that their classroom is in a safe, orderly and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Date of Adoption: August 10, 2020

InstructionSchool Day for Students

The school day shall be scheduled in such a way that students are given the best opportunity for their educational growth and development. The length of the day, and the arrangement of time segments within it, need not be uniform for all grade levels.

- A) The length of the school day in the secondary schools shall be no less than 380 minutes.
- B) The hours of opening and closing each type of school shall be determined by the Superintendent of Schools. The time of opening and ending the school day may be modified where transportation or other conditions justify such a change upon the authorization of the Superintendent of Schools provided that the length of school sessions are not shortened.
- C) During the school year, all schools shall be in session five (5) days a week, Monday through Friday, except upon emergency authorization of the Superintendent of Schools or during authorized school breaks.
- D) In designing the student day, the following considerations are to be met:
  - 1. The learning activities of each student are carefully guided and supervised.
  - 2. Each student has opportunities to receive individual assistance from teachers outside of the regular school day.
  - 3. Parents shall be informed of late starts or early dismissal.
  - 4. Early dismissal for student employment shall be subject to approval of the building administration. Parental or guardian permission shall precede any early dismissal for work related activities. Early dismissal of other students shall be for reasons of health, etc., and must be validated by the student's parent or guardian.
  - 5. Changes in the school day shall be subject to the approval of the Superintendent.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 14, 2015  
Date of Reaffirmation: September 12, 2016

Instruction

Limitations on Minimum Class Size

The Superintendent shall implement ~~enrollment~~ ~~enhancement~~ methods (as outlined in Administrative Rule) when necessary to maintain appropriate class sizes. This may include the reassignment of staff to maximize efficiency and/or effectiveness.

Date of Adoption: March 9, 2015  
Date of Reaffirmation: September 12, 2016

Instruction

Emergencies

All employees of the school system are responsible for promoting the safety of students.

Procedures for fire, civil defense, and other emergencies shall be maintained.

Legal Reference: Neb. Rev. Stat. § 79-706

Date of Adoption: June 9, 2014

Date of Reaffirmation: September 12, 2016

InstructionFire Drills

Fire drills shall be conducted at such times and manner as is required by the State Fire Marshal.

The frequency of fire drills shall be as follows:

- at a sufficient frequency to familiarize occupants with the drill procedure as a matter of routine;
- every month in each school building in which the facility is in session;
- subject to the exception that a monthly drill may be deferred in months of severe weather, provided that the required number of annual drills is achieved and not less than four are conducted before the drills are deferred; and
- one additional drill shall be conducted within the first 30 days of a school year.

The manner of conducting fire drills shall be as follows:

- emphasis shall be on conducting an orderly evacuation, rather than speed;
- under varying conditions and at expected and unexpected times;
- participants shall relocate to a predetermined location and remain until recalled or dismissed; and
- all emergency and relocation drill alarms shall be sounded.

Crisis Plans

Crisis Plans for emergency responses and directions for tornado, evacuation, lockdown, lockout, shelter in place and fire drill activities have been developed. To be in compliance with the fire code, there are to be nine fire evacuation exercises each school year. Two tornado drills are to be exercised and two lockdown drills practiced each school year.

Since many parents may not be at home, all children and faculty will be normally retained at the school building in case of extreme emergency. The school notification system will be activated to inform parents and guardians regarding where children may be picked up at school or at the evacuation site.

Legal Reference: Neb. Rev. Stat. §79-706

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 14, 2015  
Date of Reaffirmation: September 12, 2016

Instruction

Emergency Dismissal or Cancellation

Except for those dates designated on the school calendar, school shall not be dismissed or canceled except by action of the Board of Education or in emergency situations as determined by the Superintendent.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 12, 2016

InstructionCeremonies, Observances, and the Pledge of Allegiance

Appropriate patriotic exercises suitable to the occasion shall be held under the direction of the Superintendent or designee on George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veteran's Day and Thanksgiving Day, or on the day or week preceding or following such holiday, if the school is in session. In addition, appropriate exercises may be held for Flag Day and State Fire Day.

The flags of the United States of America and the State of Nebraska shall be prominently displayed on the school grounds on each day such school is in session. All flag displays shall be in accordance with the standards prescribed for the display of the flag of the United States of America.

Each of the District's schools shall establish a period of time during the school day, when a majority of the students are scheduled to be present, during which time students will be led in the recitation of the Pledge of Allegiance in the presence of the flag of the United States of America. Student participation in the recitation of the Pledge of Allegiance shall be voluntary. Students not participating in the recitation of the Pledge of Allegiance shall be permitted to silently stand or remain seated but shall be required to respect the rights of those students electing to participate.

Legal Reference: Neb. Rev. Stat. Sections 79-705; § 79-707, 79-708, 79-724: and NDE Rule 10  
70 Federal Register 55507 (Constitution Day)

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 12, 2016  
Date of Revision: August 10, 2020

InstructionAttendance Area Boundary Line Review

The Board of Education believes that pupil-teacher ratio is an important equity issue in the learning process of children. Therefore, the Board of Education directs the Superintendent to review attendance center student population annually to insure that pupil-teacher ratio will approach uniformity as much as possible throughout the District.

The Board invests the Superintendent with the authority to change attendance center boundaries and to establish procedures and guidelines for boundary changes to fulfill the intent of this policy. Generally, the procedures and guidelines are:

- A. The Superintendent will consider class size throughout the District and if the educational program in a school is impeded because of class size or if equity in class size is an issue between schools, the Superintendent will initiate a change in attendance center boundaries.
- B. When boundary changes are to be considered, those areas bordering the division line between attendance centers will be considered first for boundary changes.
- C. To the extent practicable, students currently enrolled in an elementary school will be allowed to finish their school years in the same school even though the area in which they live has been assigned to a different school.
- D. To the extent practicable, no student will be moved from one attendance center to another more than once during his/her elementary school years.
- E. Boundary changes will take place at the end of a school year. The parents directly affected will be notified of the proposed boundary changes prior to the last day of school.
- F. Boundary changes will be reported to the Board prior to implementation.

Date of Adoption: March 9, 2015  
Date of Reaffirmation: September 12, 2016

InstructionAttendance Districts

The School District shall be divided in attendance districts for each elementary school. The Superintendent or designee shall have the authority to permit a child to attend a school other than the one in the attendance district in which the child's parents reside, in the event that such attendance will be for the good of the student and does not adversely affect pupil enrollment in either school involved. If a child's parents move from one attendance district to another during the school year, the child shall be permitted to attend either school for the balance of that school year. Additional guidelines are contained in Administrative Rule.

Date of Adoption: March 9, 2015  
Date of Reaffirmation: September 12, 2016

InstructionSafe Schools Policy

It is the mission of Norfolk Public Schools to provide a safe, secure, drug-free and welcoming environment for all students, staff and community members. The administration is authorized and directed to adopt such regulations and take such actions as determined appropriate by the board of education to advance the mission of providing safe schools. Such regulations and actions may include, but not be limited to, school security measures, such as use of metal detectors, surveillance, searches and seizures, and security officers, as well as staff training and student educational programs.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: September 12, 2016

## Instruction

### Objectives of the Instructional Program

Norfolk Public Schools' instructional objectives are as follows:

- A. To provide quality content and learning opportunities that enable students to attain skills and knowledge that prepares them to be successful in postsecondary education settings and/or to pursue career and life goals. This shall be accomplished through:
1. The expectation that students will learn to the best of their ability
  2. Subject content, thoughtful learning objectives, research-based instruction, progress monitoring, and learning supports that provide every student the potential to experience success.
  3. Positive expectations of regular attendance, learning participation, parental/guardian involvement, and community support.
  4. The demonstration of relationships that exist within content areas and across the curriculum.
  5. Encouragement to pursue extra-curricular activities that meet students' interests and skills.
  6. Learning responsible citizenship and understanding the genius of our country's founding principles. (This includes history, civics, geography, and economics).
  7. Instruction related to scientific inquiry and knowledge about earth science, life sciences, physical sciences, and technology.
  8. Instruction related effective Language Arts skills and knowledge in the areas of speaking/listening, reading, writing, information fluency and digital citizenship.
  9. Instruction related to problem solving, representations, mathematical communication and connections (numbers, data, algebra, and geometry).
  10. Instruction related to physical education literacy, engagement in physical activities, and development of skills for an active and healthy lifestyle.
  11. Opportunities to gain knowledge and skills in Music and Fine Arts.
  12. Opportunities to explore careers and participate in career ready practices.
  13. Recognition of scholastic achievement and social, athletic, and civic contributions.
- B. To provide a learning environment that promotes physical, social, and psychological health. This shall be accomplished through:
1. Providing a safe classroom environment characterized by mutual respect, respect for public and private property and preservation of personal dignity.
  2. Participation in experiences that contribute to smooth transitions between grade levels, programs, schools, and college/careers.
  3. Services and programs that meet specific needs; such as speech therapy, remedial reading, counseling, and health services.
- C. To provide personnel, facilities, and programs that promote effective learning and fulfill the Norfolk Public Schools mission, vision, and strategic plan goals and objectives. This shall be accomplished through:
1. Hiring and providing professional development for administrators, teachers, and staff who are competent, dedicated, and support the NPS vision and mission.
  2. Providing learning facilities that are appropriate and safe learning environments.
  3. Developing and implementing a strategic plan that includes goals and objectives that result in improved student performance and school effectiveness.

Date of Adoption: June 9, 2014  
Date of Revision: October 10, 2016

InstructionCurriculum - Development and Adoption

All major program adoptions and/or major course revisions shall be subject to the approval of the Board of Education.

Major program adoptions and/or major course revisions may be proposed by district-wide curriculum and/or building curriculum committees. ~~and~~ **These changes may be** approved, rejected or revised and approved by the Superintendent before being submitted to the Board's Committee on Curriculum ~~and Americanism~~ **or Committee on American Civics, as appropriate,** for review and the full Board of Education for final approval.

Date of Adoption: June 9, 2014  
Date of Revision: October 10, 2016

InstructionCurriculum – Assessments ~~(Policy No. 6211)~~1. State Assessments.

The Norfolk~~{Name}~~ Public School District has adopted an assessment plan and has aligned the curriculum with the state approved content standards. The assessment plan includes a schedule and procedures for assessing success in achieving state standards.

Teachers are to clearly articulate the learning targets and align instruction to the learning targets within each of the content standards. Teachers are to give students instruction on the content prior to students being assessed on each content standard in order to provide learning opportunities for all students.

The assessments are to be conducted in accordance with the assessment plan schedule. Teachers are to conduct the assessments in a manner that assures it accurately assesses whether or not students are meeting the targets outlined by the content standards.

Assessment results are to be reported by the teachers in the manner and within the time directed by the administration or designee. The assessment data is to be used to meet state standards, to provide students and parents with information about student progress, to enhance school improvement planning, and to improve instruction. The assessment data is to be evaluated by teachers to monitor student learning and to improve instruction or terminate ineffective teaching practices to ensure students are being given the opportunity to meet the standards.

2. Achieving Valid Assessments.

Educators are responsible for maintaining the integrity of the assessments to ensure that assessments provide a valid measure of student progress and accomplishments. Educators are not to engage in any practice that may result in assessment results that do not reflect student learning, knowledge, skills or abilities in the area assessed.

For purposes of this policy, student assessments include both “standardized assessments” (including state assessments, norm referenced tests, and evaluations conducted for special education eligibility) and “coursework assessments” (e.g., classroom tests, quizzes, and other evaluative tools used to assign grades).

The following specific assessment expectations and rules apply:

- a. Integrity of the Assessment Instrument. The integrity of the assessment instrument is to be maintained.
  - i. Standardized Assessments. Standardized assessment instruments are not to be made available to students at any time before the student takes the assessment. The assessment instrument is to be maintained in a secure manner.

- ii. Coursework Assessments. Coursework assessment instruments are to be periodically modified to keep the assessments current and prevent students from effectively using “test banks.” For coursework assessments that are given on a repeat basis to students at different times (e.g., a test that is given to students throughout the school day), the educator is to remind students to not share the content of the assessment with students who will be taking the assessment later.

b. Teaching for Success on Assessments.

It is appropriate for educators to prepare students to do well on assessments. This is to be accomplished in a manner that assures the assessment accurately reflects the student’s knowledge, and not simply test preparation.

- i. Teach the Content. Educators are to prepare students to do well on assessments by teaching the subject content. Educators are not to “teach to the test” by teaching based solely on the content of the assessment. The content is to be taught to the students over an appropriate amount of time prior to the assessment. “Cramming” assessment content just before the assessment is to be taken is not appropriate. Review of content previously taught is appropriate.
- ii. Practice Tests. Educators are to prepare students by teaching test taking skills independent of the subject matter being assessed. Educators are not to conduct reviews (drills) using earlier (no longer published) versions of the same test, using alternate (parallel) forms of the same published test, or using actual items from the current form of a standardized test that will be administered to students. Educators are not to conduct reviews (drills) using items of identical format (for example, multiple choice) to the exclusion of other formats.

c. Conditions for Successful Assessments.

- i. Communications. Educators are to communicate to students and parents when assessments will be administered, the purpose of the assessment and how the assessment results will be used. Educators are to motivate students to do their best on assessments. Educators are to read and be familiar with assessment administration directions in advance and communicate the rules to students accurately and clearly.
- ii. Climate. Educators are to have sufficient assessment materials available (e.g., No. 2 pencils, if needed). The classroom is to be arranged to allow comfortable seating. Distractions are to be eliminated. Educators in nearby classrooms are to be informed that the assessment is to be administered so noises from neighboring classrooms are kept at a minimum. Activities or arrangements are to be made for students who finish early so such students do not cause a distraction to other students still taking the assessment.

- iii. Security. Educators are to monitor students while administering assessments to ensure students are complying with standards of academic integrity. Students who violate standards of academic integrity are to be reported to the administration.
- d. Full Participation. Educators are to make efforts to have all eligible students take the assessments. The educator should develop a list of students who will be exempted from assessment and the reason for the exemption and submit the list for review and approval by the Principal.
- e. Assistance During Assessments.
  - i. Standardized Assessments. Educators are not to provide assistance to students while a standardized assessment is being administered except as provided for in a student's 504 Plan or IEP. This includes giving "hints," giving extra time, reading the tests to students or defining or pronouncing words for students, allowing students access to instructional material related to the content of the assessment (e.g., displaying a map during a social studies assessment) or allowing students access to mechanical aids (e.g., calculators).
  - ii. Coursework Assessments. For coursework assessments, students may be allowed access to instructional materials or mechanical aids only when all students being given the assessment are given the aids and use of the aids does not hinder the students from learning the content of the lesson.
- f. Student Answers. Assessments are to reflect the students' work as submitted by the students. During the assessments, educators are to monitor students to make sure directions are being followed (e.g., students are using a No. 2 pencil on all "bubble" sheet assessments and completely erase mistaken answers and extra marks on "bubble" sheet assessments). Educators are not to change answers on a student's assessment sheet or otherwise participate in the submission of false or misleading assessment results.

All employees are to adhere to [the Nebraska Student-Centered Assessment System \(NSCAS\)'s NeSA Security Procedures](#) and report breaches in security to Superintendent or the Superintendent's assessment designee for report to the Nebraska Department of Education. Professionalism, common sense, and practical procedures provide the framework for testing ethics.

Violations of the rules and expectations set forth in this policy will be considered to be a breach of the District's standard of ethics and may result in disciplinary consequences. Educators are to report suspected violations of the expectation to the administration. The administration is to investigate and appropriately respond to violations of the expectations.

Legal Reference: NDE Rule 10.05; NDE Rule 27.004.02H and 004.03D

Date of Adoption: [June 9, 2014](#)

Date of Revision: October 10, 2016

Date of Revision: August 12, 2019~~[Insert Date]~~

InstructionAssessments—Academic Content Standards

The Board of Education adopts the academic content standards of the State Board of Education (“State Board”). The adoption of the academic content standards includes the:

Language Arts standards that were adopted by the State Board in September, 2014;

Mathematics standards that were approved by the State Board in September, 2015;

Science standards that were adopted by the State Board in ~~November, 2010~~September, 2017; and

Social Studies standards that were adopted by the State Board in ~~December, 2012~~November 2019.

Unless other action is taken, the Board of Education adopts the standards of the State Board as such standards are subsequently adopted or amended by the State Board.

The administration shall be responsible for implementing assessments on the state standards in accordance with the procedures established by the State Board and the Department of Education, including conducting assessments in the same subject areas and the same grade levels as established in the state standards, and the reporting of scores and sub-scores.

This policy does not supersede the existing standards adopted by the Board of Education except as set forth herein.

Legal Reference: Neb. Rev. Stat. §§ 79-760 to 79-760.05

Date of Adoption:           June 9, 2014  
Date of Reaffirmation:   September 14, 2015~~[Insert Date]~~  
Date of Revision:         August 8, 2016  
Date of Reaffirmation:   October 10, 2016  
Date of Revision:         July 9, 2018

InstructionReading Instruction and Improvement

The District shall develop its curriculum to facilitate reading instruction and intervention services to address student reading needs, including, but not limited to, dyslexia. In doing so, the District will ensure that all teachers for kindergarten through grade three should be effective reading teachers as evidenced by (a) evaluations based on classroom observations and student improvement on reading assessments or (b) specialized training in reading improvement. Each student and his or her parents or guardians will be informed of the student's reading progress. It is the District's intent that each student in the District be able to read at or above grade level by third grade.

For school year 2019-20 and each school year thereafter, the District shall administer an approved reading assessment three times during the school year to all students in kindergarten through grade three, except for any student receiving specialized instruction for limited English proficiency who has been receiving such instruction for less than two years, any student receiving special education services for whom such assessment would conflict with the individualized education plan, and any student receiving services under a plan pursuant to the requirements of Section 504 of the Rehabilitation Act of 1973 or Title II of the Americans with Disabilities Act, for whom such assessment would conflict with such section 504 or Title II plan. The first administration of such assessment for each such school year shall occur within the first thirty days of the school year.

Any student in kindergarten, grade one, grade two, or grade three shall be identified as having a reading deficiency if such student performs below the threshold level determined pursuant to the Reading Intervention Act. A student who is identified as having a reading deficiency pursuant to the Reading Intervention Act shall remain identified as having a reading deficiency until the student performs at or above the threshold level on an approved reading assessment. Nothing in the Nebraska Reading Improvement Act shall prohibit the District from identifying any other student as having a reading deficiency.

The District will provide a supplemental reading intervention program for the purpose of ensuring that students can read at or above grade level at the end of third grade. The District may work collaboratively with a reading specialist at the State Department of Education, with educational service units, with learning communities, or through interlocal agreements to develop and provide such supplemental reading intervention programs. Each supplemental reading intervention program shall:

- (a) Be provided to any student identified as having a reading deficiency;
- (b) Be implemented during regular school hours in addition to regularly scheduled reading instruction unless otherwise agreed to by a parent or guardian; and
- (c) Make available a summer reading program each summer for any student who has been enrolled in grade one or higher and is identified as continuing to have a reading deficiency at the conclusion of the school year preceding such summer reading program. Such summer reading program may be held in conjunction with existing summer programs in the school district or in a community reading program not affiliated with the school district or may be offered online.

- (2) The supplemental reading intervention program may also include:
- (a) Reading intervention techniques that are based on scientific research and best practices;
  - (b) Diagnostic assessments to frequently monitor student progress throughout the school year and adjust instruction accordingly;
  - (c) Intensive intervention using strategies selected from the following list to match the weaknesses identified in the diagnostic assessment:
    - (i) Development in phonemic awareness, phonics, fluency, vocabulary, and reading comprehension;
    - (ii) Explicit and systematic instruction with detailed explanations, extensive opportunities for guided practice, and opportunities for error corrections and feedback; or
    - (iii) Daily targeted individual or small-group reading intervention based on student needs as determined by diagnostic assessment data subject to planned extracurricular school activities;
  - (d) Strategies and resources to assist with reading skills at home, including parent-training workshops and suggestions for parent-guided home reading; or
  - (e) Access to before-school or after-school supplemental reading intervention with a teacher or tutor who has specialized training in reading intervention.

The school of any student who is identified as having a reading deficiency shall notify such student's parents or guardians either in writing or by electronic communication no later than fifteen working days after the identification of the reading deficiency that the student has been identified as having a reading deficiency and that an individual reading improvement plan will be established and shared with the parents or guardians.

Any student who is identified as having a reading deficiency shall receive an individual reading improvement plan no later than thirty days after the identification of such reading deficiency. The reading improvement plan may be created by the teacher, the principal, other pertinent school personnel, and the parents or guardians of the student and shall describe the reading intervention services the student will receive through the supplemental reading intervention program pursuant to section 24 of this act to remedy such reading deficiency. Each such student shall receive reading intervention services through the supplemental reading intervention program pursuant to section 24 of this act until the student is no longer identified as having a reading deficiency.

Legal Reference: Nebraska Reading Intervention Act

Date of Adoption: July 9, 2018

Instruction

Experimental/Innovative Program

The professional staff of the school system is encouraged to seek improvement of the educational program of the schools.

Experimental programs and "pilot studies" must have the approval of the Superintendent or his/her designee.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: October 10, 2016

Instruction

Curriculum Guides

Curriculum pacing guides and course guides shall be prepared in harmony with the legal requirement of the state and the purposes of the program of instruction adopted by the board.

The Superintendent and his/her designee shall have general coordinating authority over the formation of all courses of study and curriculum guides.

Date of Adoption:	June 9, 2014
Date of Revision:	September 14, 2015
Date of Reaffirmation:	October 10, 2016

## Norfolk Public Schools



## Definition & Guidelines for Homework

Updated 3-27-2019

Norfolk Public Schools believes that homework contributes to the development of our students by building responsibility, self-discipline, academic achievement, and lifelong learning habits, when it has a clear academic purpose that is focused on learning targets. Norfolk Public Schools also values our partnership with parents and believes that strong family involvement is critical to student success.

### Homework Definition

Homework:

- Supports learning standards
- Provides practice on learning targets introduced during the school day
- Strengthens the learning of concepts, knowledge, procedures and skills
- Provides opportunities for individual student growth
- Maintains a clear purpose that is communicated to students
- Increases students' responsibility for learning
- Encourages collaboration between parents, students, and teachers

### Homework Guidelines

- Teachers need to ensure assigned homework meets the NPS definition of homework.
- Homework should be based upon previously introduced skills and concepts, differentiated according to student needs, and be used as evidence for making instructional decisions.
- Because homework is formative in nature, it will not be figured into a student's grade. However, evidence regarding homework will be collected and recorded, so that meaningful feedback can be provided to students and parents. This feedback should be a timely reflection of student progress on learning targets,

and it should be personalized to individual students, in order to increase students' responsibility in the learning process.

- Teachers' professional judgement should be utilized when determining the amount and type of homework assigned, based upon grade level, developmental appropriateness, course, and purpose. However, general guidelines for total time spent on homework each night are:
  - Grades K-2 - Typically should not exceed 10-20 minutes per night
  - Grades 3-4 - Typically should not exceed 30-40 minutes per night
  - MS - Typically should not exceed 1 hour per night
  - JH- Typically should not exceed 1.5 hours per night
  - SH - Typically should not exceed 2 hours per night
- Class work that is sent home because it was not completed during the allotted time during the school day is expected to be completed and may be graded.
- Teachers will communicate with families regularly regarding the work that is occurring in the classroom, so that parents can help children practice skills and strengthen learning and concepts at home.

**Homework is limited at the elementary level (grades K-4). If specific work is not sent home:**

- Reading at home is encouraged. This should occur daily, if possible.
- Practicing skills that were learned during the day is also encouraged (examples: spelling words and math facts).
- Parents may contact teachers if they want more guidance regarding how to practice and reinforce skills at home.

This definition and guidelines for homework were created by a cross-section of K-12 teachers and administrators, following the completion of a thorough review of the research and literature on the topic.

## Resources:

- [Center for Public Education: What Research Says About the Value of Homework: Research Review](http://www.centerforpubliceducation.org) (2007). [www.centerforpubliceducation.org](http://www.centerforpubliceducation.org).
- Cooper, Lindsay, Nye, & Greathouse (1998). [Relationships Among Attitudes About Homework, Amount of Homework Assigned and Completed, and Student Achievement](#), *Journal of Educational Psychology*, 90, 17-83.
- Cooper, Robinson & Patall (2006). [Does Homework Improve Academic Achievement: A Synthesis of Research, 1987-2003](#), *Review of Educational Research*, 76, 1-62.
- Cooper and Valentine (2001). [Using Research to Answer Practical Questions about Homework](#), *Educational Psychologist*, 36(3), 143-153.
- Hattie (2009). [Visible Learning](#), Routledge, 234-236.
- Marzano and Pickering (2007). [The Case For and Against Homework](#), *Educational Leadership* 64(6), 74-79.
- Marzano, Pickering & Pollock (2001). [Classroom Instruction that Works: Research-based strategies for increasing student achievement](#). ASCD, 60-71.
- Muhlenbruck, Cooper, Nye & Lindsay (2000). [Homework and Achievement: Explaining the different strengths of relation at the elementary and secondary school levels](#), *Social Psychology of Education*, 3, 295-317.
- O'Donnell, Reeve, & Smith (2011). [Educational Psychology: Reflection for Action](#). John Wiley & Sons, Inc., 58-64.
- Protheroe (2009). [Good Homework Policy](#), *Principal*, 42-45.
- Vatterott (2010). [5 Hallmarks of Good Homework](#), *Educational Leadership*, 68(1), p 10-15.

InstructionHomework

Norfolk Public Schools believes that homework contributes to the development of our students by building responsibility, self-discipline, academic achievement, and lifelong learning habits, when it has a clear academic purpose that is focused on learning targets. Norfolk Public Schools also values our partnership with parents and believes that strong family involvement is critical to student success. Teachers' professional judgment should be utilized when determining the amount and type of homework assigned, based upon grade level, developmental appropriateness, course, and purpose. The amount of homework will increase gradually from elementary to senior high school. The intent is for students to engage in meaningful homework assignments that strengthen skills, apply concepts, review knowledge, and/or practice procedures based upon the learning targets introduced during the school day.

Date of Adoption:	June 9, 2014
Date of Reaffirmation:	October 10, 2016
Date of Revision:	May 13, 2019

InstructionGrading

The district uses grades for the purposes of providing:

1. Teachers with documentation of student academic performance,
2. Students with feedback about what and how well they have learned,
3. Counselors and post-secondary institutions with information to guide student class selections and career choices, and
4. Parents with grade reports that indicate student progress toward learning targets and content standards.

Learning targets and content standards are consistent across schools, grade-level classrooms, and courses in the district. Grades are not used to reflect student behaviors or as punishment.

Grades are assigned by teachers using a standardized (district-wide) percentage range and letter grade scale and are determined using the NPS proficiency target/GPA conversion scale as appropriate. Administrative rule grading practice guidelines, developed and implemented by the Superintendent or designee, are based on educational research and explain how grades quantify, detail, and document academic achievement of each student.

Date of Adoption: August 10, 2020

InstructionGuidance

The classroom teacher is a key figure in the guidance of youth in both the elementary and secondary schools. The counselor and teachers, by pooling their knowledge and resources, accept the students where they are and help them go as far as their potentialities permit. The students are helped to know and develop their abilities and to recognize and accept their limitations, and in this way to better understand themselves.

The guidance program includes five (5) basic services:

1. **Inventory Service.** Emphasis is placed upon a system of accurate and complete student records that accentuate the uniqueness of the individual students.
2. **Informational Service.** Information in the areas of occupational, educational and vocational guidance is made available to teachers, students and parents.
3. **Counseling Service.** Students are encouraged to seek individual counseling when needed. Students with needs beyond that of the counseling program are encouraged to seek the services of private counseling.
4. **Placement Service.** This service assists students in the selection of appropriate occupations, educational institutions and work experiences, and includes assistance with the completion of post-secondary and financial applications.
5. **Follow-up Service.** A continuing follow-up of former students through surveys should be pursued in order to evaluate and improve the effectiveness of the school program.

Date of Adoption: June 9, 2014  
Date of Revision: October 10, 2016

InstructionField Trips

Field trips shall be considered as instruction and planned as such with definite objectives determined in advance.

Teachers or other certified personnel shall accompany pupils on all field trips and shall assume responsibility for their proper conduct.

When a field trip is made to a place of business or industry, the teacher shall insist that an employee of the host company serve as conductor.

Appropriate education experience and proper supervision shall be supplied for any pupils whose parents do not wish them to participate in a field trip.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: October 10, 2016

InstructionSchool Activity Trip Drivers

Students who attend school sponsored activities as official representatives of the School District, as participants, or as official representatives of a school club or organization must be transported in a vehicle driven by a qualified staff member, a qualified parent of one of the students in the vehicle, or a qualified adult. The Director of Human Resources shall approve the proposed qualified adult prior to the commencement of any activity trip. (This does not apply to practices and rehearsals.)

Date of Adoption: March 9, 2015  
Date of Reaffirmation: October 10, 2016

InstructionActivities

A vital component of a comprehensive education program is a properly supervised activities program. Such activities, properly supervised and kept in proper perspective, shall be maintained in the school program in order to give students opportunities for experiences not possible in classroom activities. Care and consideration should be given by educators, coaches, sponsors and parents to the amount of time these activities take students away from school during school hours or away from studies on "school nights."

Date of Adoption: June 9, 2014  
Date of Reaffirmation: October 10, 2016

InstructionActivity Funds Management

School activity funds may be expended only for purposes which may benefit the student body of the school. All rules, regulations, and procedures for the conduct, operation and maintenance of extra-curricular accounts, and for the safe-guarding, accounting and auditing of all monies received and derived therefrom are to contribute to that objective.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: October 10, 2016

Instruction

Activities

School Colors

The official colors of Norfolk Public Schools shall be maroon and white. An additional color or colors may be used for trim, but the predominant colors shall remain maroon and white.

Date of Adoption: June 9, 2014  
Date of Reaffirmation: October 10, 2016