

Agenda

1. Date Public Notice Appeared in the Norfolk Daily News:
2. Oath of Office
3. Call to Order
 - 3.1. Roll Call
 - 3.2. Declaration of a Legal Meeting
4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
 - 5.1. Focus on the Students
 - 5.2. School Board Member Recognition
6. Public Comments & Communication
7. Information and Discussion Items
 - 7.1. Strategic Planning Report
 - 7.2. Finance & Facilities Report
 - 7.3. Teaching & Learning Report
 - 7.4. Student Programs Report
 - 7.5. Student Services Report
 - 7.6. Human Resources & Accreditation Report
 - 7.7. Superintendent's Report
8. Committee Reports
 - 8.1. Facilities & Finance Committee Report
 - 8.2. Government Relations Committee Report
 - 8.3. Norfolk Public Schools Foundation Committee Report
9. Approve Consent Agenda
 - 9.1. Minutes of Previous Meetings
 - 9.2. Personnel
 - 9.2.1. Contract Approval
 - 9.2.2. Resignations
 - 9.3. Claims
10. Executive Session -- To Discuss Negotiations -- As Needed to Protect the Interest of the District
 - 10.1. Convene Executive Session -- To Discuss Negotiations -- As Needed to Protect the Interest of the District
 - 10.2. Reconvene Meeting from Executive Session
 - 10.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
11. Action Items
 - 11.1. Discuss, Consider and Take Action to Approve the 2023-2024 Negotiated Agreement with Non-supervisory Certificated Staff
 - 11.2. Discuss, consider and take action to approve the 2023-2024 compensation rate for substitute teachers

- 11.3. Discuss, consider and take action to approve the 2023-2024 compensation rate for classified hourly staff
- 11.4. Discuss, consider and take action to approve the 2023-2024 compensation rate for classified salary staff
- 11.5. Discuss, consider and take action to approve the 2023-2024 employment agreement for nurses
- 11.6. Discuss, consider and take action to approve the 2023-2024 compensation rate for district administrators
- 11.7. Discuss, consider and take action to approve the 2023-2024 through 2025-2026 Superintendent Contract
- 11.8. Discuss, consider and take action to approve Strategic Planning Goals.
- 11.9. Discuss, consider and take action to approve the hiring of CMBA Architects to develop specifications and bidding documents for the addition and renovation at Norfolk Middle School.
- 11.10. Discuss, Consider and Take Action to Approve Property and Workers' Compensation Insurance Carrier(s)
- 11.11. Discuss, consider and take action to approve payment for the district's property and workman's compensation insurance for 2023.
- 11.12. Discuss, consider and take action to approve the second and final reading of Board policies 1200-1320 related to community relations
12. Future Meetings
13. Adjournment

NOVEMBER 2022 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	APPLE INC	HOOPSTATS	13 2900 610 2 513 001	\$4.99
2	APPLE INC Total			\$4.99
3	BAILEY, MOLLY	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
4	BAILEY, MOLLY Total			\$75.00
5	BALDWIN PRODUCE	MTG SUPPLIES	13 2900 610 2 276 001	\$90.00
6	BALDWIN PRODUCE Total			\$90.00
7	BIG RED PRINTING	LARGE PRINT	13 2900 610 2 522 001	\$25.00
8	BIG RED PRINTING Total			\$25.00
9	BLACK SQUIRREL ENTERPRISES	INVITE TIMING SYSTEM	13 2900 610 2 279 001	\$514.64
10			13 2900 610 2 536 001	\$514.65
11	BLACK SQUIRREL ENTERPRISES Total			\$1,029.29
12	BLICK ART MATERIALS	CLASSROOM STOOLS	13 2900 610 2 598 001	\$326.85
13		CLASSROOM STOOLS DISCOUNT	13 2900 610 2 598 001	-\$17.30
14	BLICK ART MATERIALS Total			\$309.55
15	BSN SPORTS,	22/23 UNIFORMS	13 2900 610 2 538 001	\$8,043.44
16		22/23 UNIFORMS TOPS	13 2900 610 2 543 001	\$4,264.58
17		BOWLING UNIFORM	13 2900 610 2 616 001	\$1,810.00
18			13 2900 610 2 652 001	\$1,810.00
19		BOWLING UNIFORM NUMBERS	13 2900 610 2 616 001	\$176.89
20			13 2900 610 2 652 001	\$176.90
21		FOOTBALL PANTS	13 2900 610 2 528 001	\$5,168.42
22		PLAYER INCENTIVES	13 2900 610 2 528 001	\$2,236.25
23		SHOOTING T-SHIRTS	13 2900 610 2 538 001	\$602.31
24		WEIGHT ROOM BENCHES	13 2900 610 2 529 001	\$4,133.09
25	BSN SPORTS, Total			\$28,421.88
26	CARD SERVICES	4ALLPROMOS-GARMENT BAGS	13 2900 610 2 559 001	\$2,946.44
27		ADDY'S-SUPERVISION MEAL	13 2900 610 2 545 001	\$37.00
28		AMAZON-HAUNTED HALLWAY	13 2900 610 2 568 001	\$632.46
29		AMAZON-MAKEUP	13 2900 610 2 518 001	\$606.17
30		AMAZON-ONE ACT COSTUMES	13 2900 610 2 523 001	\$463.22
31		ANTONIO'S-SUPERVISION MEAL	13 2900 610 2 537 001	\$33.00
32		APPLE-MACBOOK AIR LAPTOP	13 2900 610 2 559 001	\$1,068.93
33		ARBY'S-DISTRICT MEAL	13 2900 610 2 539 001	\$83.43

34	BRANDING IRON-LAND JUDGING	13 2900 610 2 276 001	\$50.00
35	CHAMPION BRIEFS-NOV/DEC	13 2900 610 2 553 001	\$29.99
36	CHICK-FIL-A-TEAM MEAL	13 2900 610 2 517 001	\$89.05
37		13 2900 610 2 561 001	\$158.71
38	CHINA BUFFET-STATE MEAL	13 2900 610 2 534 001	\$103.08
39	CROWN AWARDS-END OF YEAR	13 2900 610 2 515 001	\$153.27
40	DOMINO'S-PRESENTER MEAL	13 2900 610 2 503 001	\$45.74
41	ENCRYPT ESCAPE ROOM-TEAM BLDG	13 2900 610 2 553 001	\$211.86
42	EPIC SPORTS-MINI VOLLEYBALLS	13 2900 610 2 561 001	\$223.96
43	FIVE GUYS-SUPERVISION MEAL	13 2900 610 2 537 001	\$49.10
44	FRANKLIN'S-COACH MEAL	13 2900 610 2 231 001	\$99.89
45	FREDDY'S-TEAM MEAL	13 2900 610 2 515 001	\$56.44
46	GI PARKS & REC-INDOOR SOCCER	13 2900 610 2 549 001	\$380.00
47	GOODWILL-HAUNTED HALLWAY	13 2900 610 2 568 001	\$105.01
48	GOODWILL-ONE ACT COSTUMES	13 2900 610 2 523 001	\$273.40
49	GOODWILL-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$69.26
50	HOBBY LOBBY-APPLY 2 COLLEGE	13 2900 610 2 266 001	\$117.75
51	HOBBY LOBBY-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$184.27
52	HYVEE/WALMART-P/T CONFERENCE	13 2900 610 2 503 001	\$232.49
53	HYVEE-APPLY 2 COLLEGE SUPPLIES	13 2900 610 2 266 001	\$332.81
54	HYVEE-BUNS	13 2900 610 2 502 001	\$61.72
55	HYVEE-DISTRICT GOLF DONUTS	13 2900 610 2 529 001	\$33.98
56	HYVEE-DONUTS	13 2900 610 2 502 001	\$24.98
57	HYVEE-HAC VB HOSPITALITY	13 2900 610 2 529 001	\$29.96
58	HYVEE-HAUNTED HALLWAY SUPPLIES	13 2900 610 2 568 001	\$100.80
59	JIMMY JOHNS & HYVEE-HAC VB	13 2900 610 2 529 001	\$163.95
60	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 528 001	\$561.27
61		13 2900 610 2 561 001	\$313.54
62	JUST AWARDS MEDALS-AWARDS	13 2900 610 2 553 001	\$317.52
63	KINGS-TEAM BLDG	13 2900 610 2 514 001	\$500.00
64	MENARDS-FIELD SHOW PROPS	13 2900 610 2 559 001	\$44.38
65	MENARDS-KAUP FOUNDATION GRANT	13 2900 610 2 503 001	\$94.03
66	MENARDS-KAUP TOTES	13 2900 610 2 280 001	\$750.00
67	MENARDS-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$126.40

68	MENARDS-RETURNED TOTES	13 2900 610 2 503 001	-\$34.80
69	NATIONAL DANCE DEPOSIT	13 2900 610 2 556 001	\$2,100.00
70	NATIONALS-LODGING/MEALS/FUEL	13 2900 610 2 276 001	\$2,342.00
71	NATIONALS-PARKING	13 2900 610 2 276 001	\$74.00
72	NCC-G.GOLF TEAM MEAL	13 2900 610 2 529 001	\$150.00
73	OFFICEMAX-HAUNTED HALLWAYS	13 2900 610 2 568 001	\$142.42
74	OFFICEMAX-SUPPLIES	13 2900 610 2 597 001	\$110.56
75	OLE RESTAURANT-STATE LAND	13 2900 610 2 276 001	\$106.67
76	OLIVE GARDEN-DISTRICT MEAL	13 2900 610 2 543 001	\$409.99
77	ORIENTAL TRADING-HAUNTED	13 2900 610 2 568 001	\$191.23
78	PANDA EXPRESS-TEAM MEAL	13 2900 610 2 561 001	\$173.30
79	PERKINS-TEAM MEAL	13 2900 610 2 528 001	\$573.34
80	PIZZA HUT-COACH MEAL	13 2900 610 2 513 001	\$60.26
81	PIZZA RANCH-HAC VB HOSPITALITY	13 2900 610 2 529 001	\$110.00
82	POPEYES-B.TENNIS TEAM MEAL	13 2900 610 2 529 001	\$124.16
83	QDOBA-HAC MEAL	13 2900 610 2 534 001	\$109.35
84	QDOBA-VB TEAM MEAL	13 2900 610 2 529 001	\$481.10
85	RAISING CANE'S-FB TEAM MEAL	13 2900 610 2 529 001	\$685.30
86	RAISING CANE'S-VB TEAM MEAL	13 2900 610 2 529 001	\$352.41
87	SAM'S CLUB-DANCE DAY SUPPLIES	13 2900 610 2 556 001	\$220.14
88	SHUTTERFLY-MUGS	13 2900 610 2 553 001	\$131.30
89	STATE TEAM MEALS	13 2900 610 2 539 001	\$157.50
90	SUBWAY-DISTRICT GIRLS GOLF	13 2900 610 2 529 001	\$227.50
91	SUBWAY-HAC TEAM MEAL	13 2900 610 2 279 001	\$95.63
92		13 2900 610 2 536 001	\$95.64
93	SUPERVISION MEALS	13 2900 610 2 537 001	\$68.67
94		13 2900 610 2 543 001	\$11.73
95	SWEETWATER-KEYBOARD CONTROLLER	13 2900 610 2 559 001	\$816.00
96	TARGET-FILM	13 2900 610 2 587 001	\$151.96
97	TARGET-INCENTIVES	13 2900 610 2 266 001	\$124.99
98	TARGET-MAKEUP	13 2900 610 2 518 001	\$455.30
99	THE ARENA-LEAGUE DUES	13 2900 610 2 513 001	\$1,520.00
100	UPS-SHIPPING FOR RETURNED	13 2900 610 2 503 001	\$17.35
101	VALENTINO'S-TEAM MEAL	13 2900 610 2 279 001	\$54.00

102			13 2900 610 2 528 001	\$824.20
103			13 2900 610 2 536 001	\$54.00
104		VICTORY BRIEFS-NOV-DEC BRIEFS	13 2900 610 2 553 001	\$30.00
105		WALMART/HYVEE-MTG SUPPLIES	13 2900 610 2 276 001	\$96.11
106		WALMART-APPLY 2 COLLEGE	13 2900 610 2 266 001	\$174.93
107		WALMART-COLLEGE CLUB	13 2900 610 2 266 001	\$68.07
108		WALMART-HAUNTED HALLWAY	13 2900 610 2 568 001	\$111.23
109		WALMART-HAUNTED HALLWAYS	13 2900 610 2 568 001	\$54.02
110		WALMART-MAKEUP	13 2900 610 2 518 001	\$128.70
111		WALMART-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$109.90
112		WALMART-UNIFORM STORAGE TOTES	13 2900 610 2 546 001	\$82.68
113			13 2900 610 2 652 001	\$44.90
114		WEBSTAUANT-CUPS	13 2900 610 2 502 001	\$424.23
115		WET-N-WILD-MAKEUP	13 2900 610 2 518 001	\$266.24
116	CARD SERVICES Total			\$26,837.47
117	CASH	11/12 DEBATE CONCESSION	13 2900 610 2 501 001	\$600.00
118		11/28 JAMBOREE CONCESSION	13 2900 610 2 501 001	\$400.00
119		11/28 JAMBOREE GATE	13 2900 610 2 501 001	\$800.00
120		12/1 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$600.00
121		12/1 GBB/BBB GATES	13 2900 610 2 501 001	\$2,400.00
122		12/3 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$400.00
123		12/3 GBB/BBB GATE	13 2900 610 2 501 001	\$800.00
124		12/5 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$400.00
125		12/5 GBB/BBB GATE	13 2900 610 2 501 001	\$800.00
126		12/6 WR CONCESSION	13 2900 610 2 501 001	\$600.00
127		12/6 WR GATES	13 2900 610 2 501 001	\$2,400.00
128	CASH Total			\$10,200.00
129	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$427.37
130	CASH-WA DISTRIBUTING Total			\$427.37
131	CHARTWELLS DINING SERVICES	STUDENT MEALS FOR WSC VISIT	13 2900 610 2 266 001	\$161.50
132	CHARTWELLS DINING SERVICES Total			\$161.50
133	CINGLETREE LEARNING	ANNUAL SUBSCRIPTION	13 2900 610 2 575 001	\$300.00
134	CINGLETREE LEARNING Total			\$300.00
135	COLUMBUS HIGH SCHOOL	11/17 ENTRY FEE	13 2900 610 2 616 001	\$50.00

136	COLUMBUS HIGH SCHOOL Total			\$50.00
137	CUSTOM SPORTS	COACH APPAREL	13 2900 610 2 547 001	\$700.00
138		COLOR GUARD APPAREL	13 2900 610 2 632 001	\$50.00
139		JR PANTHER SHIRTS	13 2900 610 2 513 001	\$1,242.00
140			13 2900 610 2 547 001	\$1,022.00
141		REINDEER SHIRTS	13 2900 610 2 517 001	\$308.00
142		TEAM SHIRTS	13 2900 610 2 547 001	\$222.00
143	CUSTOM SPORTS Total			\$3,544.00
144	DUNHAM HARDWOODS	LUMBER	13 2900 610 2 593 001	\$3,199.48
145	DUNHAM HARDWOODS Total			\$3,199.48
146	FAIRFIELD INN & SUITES	P2C LODGING	13 2900 610 2 276 001	\$344.85
147	FAIRFIELD INN & SUITES Total			\$344.85
148	FOCUS THERAPY LLC	GAME COACHING SEMINARS	13 2900 610 2 513 001	\$750.00
149			13 2900 610 2 529 001	\$250.00
150	FOCUS THERAPY LLC Total			\$1,000.00
151	GEIGER, NICOLETTE	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
152	GEIGER, NICOLETTE Total			\$75.00
153	GODFATHERS PIZZA NORFOLK	OCTOBER CONCESSION PIZZA	13 2900 610 2 502 001	\$400.00
154	GODFATHERS PIZZA NORFOLK Total			\$400.00
155	GRAND ISLAND NORTHWEST	11/12 ENTRY FEE	13 2900 610 2 616 001	\$180.00
156	GRAND ISLAND NORTHWEST Total			\$180.00
157	GRUBB, DILLON	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
158	GRUBB, DILLON Total			\$75.00
159	HASTINGS HIGH SCHOOL	12/3 ENTRY FEE	13 2900 610 2 544 001	\$160.00
160	HASTINGS HIGH SCHOOL Total			\$160.00
161	HAUFF MID AMERICA SPORTS	STREAMERS	13 2900 610 2 535 001	\$12.03
162			13 2900 610 2 542 001	\$12.03
163	HAUFF MID AMERICA SPORTS Total			\$24.06
164	HEARTLAND ATHLETIC	HAC VB GATES 10/19-10/20	13 2900 610 2 529 001	\$1,213.50
165	HEARTLAND ATHLETIC Total			\$1,213.50
166	HEARTLAND CHAMPIONSHIPS	TEAM REGISTRATION	13 2900 610 2 556 001	\$680.00
167	HEARTLAND CHAMPIONSHIPS Total			\$680.00
168	KEARNEY HIGH SCHOOL	ONE ACT REFUND	13 2900 610 2 523 001	\$150.00
169	KEARNEY HIGH SCHOOL Total			\$150.00

170	KRAUSE, SYDNEY	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
171	KRAUSE, SYDNEY Total			\$75.00
172	KREATIVE FORCE CHOREO, LLC	RESETTING FORMATION	13 2900 610 2 556 001	\$270.00
173	KREATIVE FORCE CHOREO, LLC Total			\$270.00
174	KRISPY KREME DOUGHNUTS	DOUGHNUTS	13 2900 610 2 563 001	\$1,767.50
175	KRISPY KREME DOUGHNUTS Total			\$1,767.50
176	LAMBERT, ALLISON	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
177	LAMBERT, ALLISON Total			\$75.00
178	LINCOLN SOUTHWEST HIGH	11/5 ENTRY FEE	13 2900 610 2 522 001	\$110.00
179	LINCOLN SOUTHWEST HIGH Total			\$110.00
180	LINE UP, THE	POM DRESSES	13 2900 610 2 556 001	\$648.00
181	LINE UP, THE Total			\$648.00
182	LUHR, CASH	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
183	LUHR, CASH Total			\$75.00
184	MAHASKA	POPCORN	13 2900 610 2 502 001	\$135.00
185	MAHASKA Total			\$135.00
186	MARATHON PRESS INC	DANCE DAY POSTERS	13 2900 610 2 556 001	\$439.78
187		NATIONALS BANNER	13 2900 610 2 556 001	\$65.00
188	MARATHON PRESS INC Total			\$504.78
189	METROPOLITAN ENTERTAINMENT	STATE TICKETS	13 2900 610 2 562 001	\$5,298.50
190	METROPOLITAN ENTERTAINMENT Total			\$5,298.50
191	MILLARD NORTH HIGH SCHOOL	ENTRY FEE	13 2900 610 2 522 001	\$40.00
192	MILLARD NORTH HIGH SCHOOL Total			\$40.00
193	MILLARD SOUTH HIGH SCHOOL	11/19 ENTRY FEE	13 2900 610 2 522 001	\$160.00
194	MILLARD SOUTH HIGH SCHOOL Total			\$160.00
195	MOEN, MADELYN	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
196	MOEN, MADELYN Total			\$75.00
197	MUSIC THEATRE	MUSICAL RIGHTS	13 2900 610 2 523 001	\$4,159.00
198	MUSIC THEATRE Total			\$4,159.00
199	NEBRASKA EDUCATION RISING	COLA REGISTRATION	13 2900 610 2 285 001	\$80.00
200	NEBRASKA EDUCATION RISING Total			\$80.00
201	NEBRASKA FFA ASSOCIATION	P2C REGISTRATION	13 2900 610 2 276 001	\$240.00
202	NEBRASKA FFA ASSOCIATION Total			\$240.00
203	NEBRASKA WRITERS	YOUTH SPOKEN WORD PROGRAMMING	13 2900 610 2 617 001	\$400.00

204	NEBRASKA WRITERS Total			\$400.00
205	NHS THEATRE BOOSTERS	11/5 CONCESSION	13 2900 610 2 502 001	\$369.55
206	NHS THEATRE BOOSTERS Total			\$369.55
207	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 279 001	\$258.29
208			13 2900 610 2 536 001	\$258.29
209			13 2900 610 2 537 001	\$2,180.78
210			13 2900 610 2 543 001	\$328.64
211			13 2900 610 2 545 001	\$2,684.89
212	NPS GENERAL FUND Total			\$5,710.89
213	NPS-JUNIOR HIGH SCHOOL	WAYNE WR ENTRY FEE	13 2900 610 2 598 001	\$80.00
214	NPS-JUNIOR HIGH SCHOOL Total			\$80.00
215	OMAHA SPORTS COMPLEX	INDOOR LEAGUE BALANCE	13 2900 610 2 514 001	\$470.00
216	OMAHA SPORTS COMPLEX Total			\$470.00
217	PAC N SAVE	SOFTNER SALT	13 2900 610 2 562 001	\$12,899.25
218	PAC N SAVE Total			\$12,899.25
219	RASMUSSEN, KRISAYLA	11/5 JUDGE	13 2900 610 2 522 001	\$75.00
220	RASMUSSEN, KRISAYLA Total			\$75.00
221	RUTH, JAMIE	CHAMELEON & SUPPLIES	13 2900 610 2 563 001	\$150.00
222	RUTH, JAMIE Total			\$150.00
223	SCHULZ, DIAMOND	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
224	SCHULZ, DIAMOND Total			\$75.00
225	SCHWEDE, JENNY	TAYLOR'S STATE FAIR REIMB	13 2900 610 2 276 001	\$9.00
226	SCHWEDE, JENNY Total			\$9.00
227	SPORTDECALS	MINI HELMETS	13 2900 610 2 528 001	\$471.74
228	SPORTDECALS Total			\$471.74
229	STADIUM SPORTS	INDOOR SOCCER SHIRTS	13 2900 610 2 549 001	\$196.00
230	STADIUM SPORTS Total			\$196.00
231	STANLEY, HOLLY	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
232	STANLEY, HOLLY Total			\$75.00
233	STEINHAUSER, DREW	11/12 JUDGE	13 2900 610 2 553 001	\$75.00
234		11/19 JUDGE	13 2900 610 2 522 001	\$75.00
235		11/5 JUDGE	13 2900 610 2 522 001	\$75.00
236	STEINHAUSER, DREW Total			\$225.00
237	SUPREME COURT BASKETBALL	5TH GRADE TRNMNT ENTRY	13 2900 610 2 547 001	\$160.00

238	SUPREME COURT BASKETBALL Total			\$160.00
239	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$340.00
240	TEECO INC Total			\$340.00
241	U S POST OFFICE	BULK MAILING	13 2900 610 2 588 001	\$134.35
242	U S POST OFFICE Total			\$134.35
243	US TICKET, INC	GATE TICKETS	13 2900 610 2 597 001	\$553.55
244	US TICKET, INC Total			\$553.55
245	W.W. NORTON & COMPANY	CLASSROOM TEXTS	13 2900 610 2 575 001	\$873.60
246	W.W. NORTON & COMPANY Total			\$873.60
247	WALSWORTH	21/22 YEARBOOK	13 2900 610 2 557 001	\$1,154.05
248	WALSWORTH Total			\$1,154.05
249	WAYNE HIGH SCHOOL	11/15 ENTRY FEE	13 2900 610 2 616 001	\$120.00
250	WAYNE HIGH SCHOOL Total			\$120.00
251	WINNERS CIRCLE	2021 TROPHIES	13 2900 610 2 533 001	\$45.00
252			13 2900 610 2 535 001	\$510.80
253			13 2900 610 2 540 001	\$45.00
254			13 2900 610 2 542 001	\$510.80
255		2022 RIBBONS	13 2900 610 2 616 001	\$172.00
256		2022 TROPHIES	13 2900 610 2 532 001	\$96.73
257			13 2900 610 2 533 001	\$31.00
258			13 2900 610 2 540 001	\$31.00
259		21/22 AWARDS	13 2900 610 2 560 001	\$107.10
260		AWARDS	13 2900 610 2 553 001	\$195.20
261		BOYS END OF YEAR AWARDS	13 2900 610 2 231 001	\$197.47
262		DISCOUNT	13 2900 610 2 535 001	-\$111.16
263		END OF YEAR AWARDS	13 2900 610 2 516 001	\$198.00
264		END OF YEAR TROPHIES	13 2900 610 2 549 001	\$16.50
265		GIRLS END OF YEAR AWARDS	13 2900 610 2 231 001	\$173.28
266		ONE ACT AWARDS	13 2900 610 2 523 001	\$117.85
267	PLAQUES ORDERED BY SHELSTA	13 2900 610 2 513 001	\$184.20	
268	WINNERS CIRCLE Total			\$2,520.77
269	Grand Total			\$119,753.47

NOVEMBER 2022 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	CARD SERVICES	4N6 FANATICS SUBSCRIPTION #24	14 2900 610 2 834 002	\$200.00
2		ALL STATE ORCH REGISTRATIONS	14 2900 610 2 861 002	\$165.00
3		ALL-STATE BAND AUDITION FEES	14 2900 610 2 831 002	\$100.00
4		ALL-STATE RIGISTRATIONS #24	14 2900 610 2 875 002	\$420.00
5		CLASSROOM PROJECTS #24	14 2900 610 2 838 002	\$53.99
6		FOOD FOR VB TOURNAMENT #11	14 2900 610 2 847 002	\$58.60
7		FOOD FOR VB TOURNAMENT #24	14 2900 610 2 847 002	\$60.97
8		P/T CONFERENCE SUPPLIES #24	14 2900 610 2 840 002	\$201.42
9		P/T CONFERENCES SUPPLIES #24	14 2900 610 2 832 002	\$204.40
10		STUDENT PROJECTS #24	14 2900 610 2 886 002	\$94.99
11		STUDENT PURCHASES/PROJECTS #24	14 2900 610 2 886 002	\$128.82
12		SUPPLIES FOR SUB TEACHERS #24	14 2900 610 2 832 002	\$16.47
13		VB TOURNAMENT HOSPITALITY RM	14 2900 610 2 847 002	\$133.96
14	CARD SERVICES Total			\$1,838.62
15	CASH-WA DISTRIBUTING	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$417.40
16	CASH-WA DISTRIBUTING Total			\$417.40
17	COOLEY, STEVEN	WRESTLING OFFICIAL 11/10	14 2900 610 2 850 002	\$150.00
18	COOLEY, STEVEN Total			\$150.00
19	HAUFF MID AMERICA SPORTS	WRESTLING HEADGEAR	14 2900 610 2 850 002	\$468.85
20	HAUFF MID AMERICA SPORTS Total			\$468.85
21	HOFFMANN, BRADLEY	8TH BBALL 12/12 OFFICIAL PAY	14 2900 610 2 848 002	\$105.00
22	HOFFMANN, BRADLEY Total			\$105.00
23	KESTER, BROCK	WRESTLING OFFICIAL PAY 12/13	14 2900 610 2 850 002	\$150.00
24	KESTER, BROCK Total			\$150.00
25	MAJOR REFRIGERATION	REPAIR TO ICE MACHINE	14 2900 610 2 845 002	\$362.90
26	MAJOR REFRIGERATION Total			\$362.90
27	MARATHON PRESS INC	YEARBOOK RENEWAL 22-23	14 2900 610 2 865 002	\$60.00
28	MARATHON PRESS INC Total			\$60.00
29	NPS GENERAL FUND	ACTIVITY WORKERS	14 2900 610 2 835 002	\$50.19
30			14 2900 610 2 846 002	\$348.10
31			14 2900 610 2 847 002	\$890.91
32		ACTIVITY WORKERS SEPT-OCT22	14 2900 610 2 835 002	\$241.34
33			14 2900 610 2 846 002	\$873.81

34			14 2900 610 2 847 002	\$1,717.08
35	NPS GENERAL FUND Total			\$4,121.43
36	NPS STUDENT FEES ACCOUNT	DEPOSITED TO WRONG ACCT	14 2900 610 2 840 002	\$85.00
37	NPS STUDENT FEES ACCOUNT Total			\$85.00
38	PAXTON, JAY	WRESTLING OFFICIAL PAY 12/13	14 2900 610 2 850 002	\$150.00
39	PAXTON, JAY Total			\$150.00
40	PROPROCKI, CASEY	WRESTLING OFFICIAL PAY 12/13	14 2900 610 2 850 002	\$150.00
41	PROPROCKI, CASEY Total			\$150.00
42	R.J. BARR MIDDLE SCHOOL	WRESTLING INVITATIONAL	14 2900 610 2 850 002	\$190.00
43	R.J. BARR MIDDLE SCHOOL Total			\$190.00
44	SCHOLASTIC, INC.	BOOKS-DAYS GRANT	14 2900 610 2 838 002	\$222.00
45	SCHOLASTIC, INC. Total			\$222.00
46	SHEDEED, COREY	WRESTLING OFFICIAL 11/10	14 2900 610 2 850 002	\$150.00
47	SHEDEED, COREY Total			\$150.00
48	SHERER, CHARLES	WRESTLING ASSIGNER	14 2900 610 2 850 002	\$100.00
49	SHERER, CHARLES Total			\$100.00
50	SNORTON, JUSTIN	IM BBALL OFFICIAL PAY 11/28	14 2900 610 2 848 002	\$50.00
51		IM BBALL OFFICIAL PAY 12/6	14 2900 610 2 848 002	\$50.00
52		OFFICIAL PAY B BBALL 11/22	14 2900 610 2 848 002	\$105.00
53		OFFICIAL PAY BBALL 12/8	14 2900 610 2 848 002	\$105.00
54		OFFICIAL PAY IM BB 11/14	14 2900 610 2 848 002	\$50.00
55		OFFICIAL PAY IM BB 11/21	14 2900 610 2 848 002	\$50.00
56		OFFICIAL PAY IM BB 11/8	14 2900 610 2 848 002	\$50.00
57	SNORTON, JUSTIN Total			\$460.00
58	STEPANEK, NEAL	WRESTLING OFFICIAL 11/10	14 2900 610 2 850 002	\$150.00
59	STEPANEK, NEAL Total			\$150.00
60	TEECO INC	LEASE RO, WATER COOLER	14 2900 610 2 840 002	\$38.00
61	TEECO INC Total			\$38.00
62	WAYNE JUNIOR HIGH SCHOOL	WAYNE WRESTLING MEET 11/5/22	14 2900 610 2 850 002	\$100.00
63	WAYNE JUNIOR HIGH SCHOOL Total			\$100.00
64	WINNERS CIRCLE	AWARDS	14 2900 610 2 847 002	\$331.00
65	WINNERS CIRCLE Total			\$331.00
66	Grand Total			\$9,800.20

NOVEMBER 2022 SUBSIDIARY EXPENDITURES

1	BARNHILL ENTERPRISES LLC	CLARINET	05 2900 610 0 098 000	\$595.00
2	BARNHILL ENTERPRISES LLC Total			\$595.00
3	CARD SERVICES	4TH GRAD GRANT #16	05 2900 610 0 071 000	\$140.00
4		BOOK SERIES/GRANT #16	05 2900 610 0 071 000	\$13.98
5		BREAKROOM SUPPLIES/COFFEE #20	05 2900 610 0 050 000	\$164.95
6		BUZZSPROUT SUBSCRIPTION OCT22	05 2900 610 0 093 000	\$12.00
7		CART SUPPLIES, CARD #15	05 2900 610 0 061 000	\$64.51
8		CONFERENCE FOOD #13	05 2900 610 0 043 000	\$277.92
9		FAMILY NIGHT SANDWICHES #18	05 2900 610 0 093 000	\$180.00
10		FRUITS/VEGGIES P/T CONFERENCES	05 2900 610 0 060 000	\$200.00
11		INS BID MEETING SUPPLIES #4	05 2900 610 0 050 000	\$29.46
12		INSURANCE BID BINDERS #4	05 2900 610 0 050 000	\$62.90
13		JARECKI GRANT #6	05 2900 610 0 058 000	\$306.25
14		LETTERING SUPPLIES, STORAGE	05 2900 610 0 069 000	\$135.81
15		LUNCHEN FOR MTSS MEETING #19	05 2900 610 0 095 000	\$106.96
16		MARKING PAINT FOR FUN RUN #12	05 2900 610 0 073 000	\$75.84
17		MEETING SUPPLIES #20	05 2900 610 0 081 000	\$45.14
18		NATA RETREAT #19	05 2900 610 0 095 000	\$22.90
19		OFFICE SUPPLIES #2	05 2900 610 0 081 000	\$46.45
20		P/T CONFERENCES SUPPLIES #9	05 2900 610 0 063 000	\$53.50
21		PIZZA WITH PRINCIPLE #9	05 2900 610 0 063 000	\$53.46
22		READING NIGHT SUPPLIES #15	05 2900 610 0 061 000	\$414.45
23		RECORDERS #16	05 2900 610 0 071 000	\$230.54
24		SALADS P/T CONFERENCES #24	05 2900 610 0 060 000	\$135.14
25		STEM RESTOCKING ITEMS #9	05 2900 610 0 062 000	\$2,539.47
26		STUDENT INCENTIVES #3	05 2900 610 0 076 000	\$28.87
27		SUPPLIES	05 2900 610 0 058 000	\$26.56
28		SUPPLIES FOR PT CONFERENCES #9	05 2900 610 0 063 000	\$18.16
29		SUPPLIES TEACHER PD DAY #2	05 2900 610 0 081 000	\$103.52
30		TEACHER TRAINING LUNCHEN #2	05 2900 610 0 081 000	\$430.00
31		WELLNESS WEEKLY PRIZES #3	05 2900 610 0 060 000	\$40.22
32	CARD SERVICES Total			\$5,958.96
33	CONNOR, CARLEE	REIMBURSEMENT PD DAY	05 2900 610 0 058 000	\$13.92

34	CONNOT, CARLEE Total			\$13.92
35	CUSTOM SPORTS	NATIONAL BLUE T-SHIRTS	05 2900 610 0 073 000	\$1,732.25
36	CUSTOM SPORTS Total			\$1,732.25
37	HULSE, LESLIE	RETURNED LIBRARY BOOKS	05 2900 610 0 051 000	\$31.60
38	HULSE, LESLIE Total			\$31.60
39	HUMANITIES NEBRASKA	REIMB FROM PRIME TIME NIGHTS	05 2900 610 0 061 000	\$39.12
40	HUMANITIES NEBRASKA Total			\$39.12
41	HVVEE	AD MIN LUNCHEN/MEETING	05 2900 610 0 050 000	\$612.00
42	HVVEE Total			\$612.00
43	KASUSKE, ARIC	PROFESSIONAL DAY REIMBURSEMENT	05 2900 610 0 063 000	\$15.00
44	KASUSKE, ARIC Total			\$15.00
45	LONG, JOSH	PE COACHES TO FREMONT	05 2900 610 0 071 000	\$10.42
46	LONG, JOSH Total			\$10.42
47	MADISON NATIONAL LIFE	BASIC LIFE RETIREES NOV 22	05 2900 610 0 090 000	\$490.08
48	MADISON NATIONAL LIFE Total			\$490.08
49	MAHASKA	POPCORN AND SUPPLIES	05 2900 610 0 061 000	\$62.50
50	MAHASKA Total			\$62.50
51	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$100.08
52	NORFOLK SENIOR HIGH SCHOOL Total			\$100.08
53	NPS GENERAL FUND	BSB STAFF M. GRASSHORN NOV22	05 2900 610 0 038 000	\$983.71
54	NPS GENERAL FUND Total			\$983.71
55	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$34.99
56	NPS-JUNIOR HIGH SCHOOL Total			\$34.99
57	PERMA BOUND	BOOKS	05 2900 610 0 073 000	\$17.97
58	PERMA BOUND Total			\$17.97
59	POSITIVE PROMOTIONS	WESTSIDE PANTHERS T-SHIRTS	05 2900 610 0 073 000	\$667.12
60	POSITIVE PROMOTIONS Total			\$667.12
61	SCHOLASTIC BOOK FAIRS - 8	BOOK FAIR	05 2900 610 0 044 000	\$3,220.75
62	SCHOLASTIC BOOK FAIRS - 8 Total			\$3,220.75
63	SYNCB/AMAZON	COFFEE FILTERS	05 2900 610 0 050 000	\$15.99
64		FILTERS	05 2900 610 0 073 000	\$13.76
65		NPSF GRANT	05 2900 610 0 073 000	\$300.62
66	SYNCB/AMAZON Total			\$330.37
67	TEECO INC	WATER, RENTAL, LEASE	05 2900 610 0 050 000	\$96.00

68	TEECO INC Total			\$96.00
69	WINNERS CIRCLE	4TH GR TRACK RIBBONS	05 2900 610 0 083 000	\$72.00
70	WINNERS CIRCLE Total			\$72.00
71	Grand Total			\$15,083.84

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending November 30, 2022

Fund/Account	2022-2023 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$2,696,812.38	\$11,067.71	\$804,956.94	\$1,902,923.15
SPECIAL BUILDING FUND (3)	\$7,570,050.13	\$66,024.07	\$15,835.50	\$7,620,238.70
DEPRECIATION RESERVE FUND (3)	\$7,460,541.45	\$10,988.55	\$507,740.10	\$6,963,789.90
ACTIVITIES ACCOUNT (2)	\$751,434.83	\$76,915.10	\$129,553.67	\$698,796.26
SUBSIDIARY ACCOUNT (2)	\$356,337.23	\$74,199.24	\$53,887.35	\$376,649.12
GENERAL FUND (1)	\$19,126,427.94	\$1,705,481.23	5,570,217.18	\$15,261,691.99
PAYROLL ACCOUNT (2)	\$4,638.40	\$3,982,081.98	\$3,981,393.81	\$5,326.57
SCHOOL LUNCH FUND (2)	\$1,360,243.33	\$357,996.55	\$327,861.80	\$1,390,378.08
BOND FUND (3)	\$1,089,012.73	\$1,911.41	\$0.00	\$1,090,924.14
COOPERATIVE FUND (2)	\$264,928.23	\$26,206.87	\$6,881.04	\$284,254.06
EMPLOYEE BENEFIT FUND (2)	\$3,769.18	\$2.58	\$0.00	\$3,771.76
ATHLETIC FIELD COOPERATIVE FUND (2)	\$463,872.09	\$171.48	\$0.00	\$464,043.57
CONVENIENCE FEE FUND (2)	\$11,474.76	\$194.08	\$108.93	\$11,559.91
STUDENT FEE FUND (2)	\$478,111.17	\$2,651.91	\$3,561.10	\$477,201.98
TOTAL ALL FUNDS	\$41,637,653.85	\$6,315,892.76	\$11,401,997.42	\$36,551,549.19
BALANCES CLASSIFIED BY DEPOSITORY				
(1) BANK FIRST				\$15,261,691.99
(2) ELKHORN VALLEY BANK				\$5,614,904.46
(3) MIDWEST BANK				\$15,674,952.74
TOTAL BALANCES				\$36,551,549.19

National Measure of Academic Performance (MAP) Research:

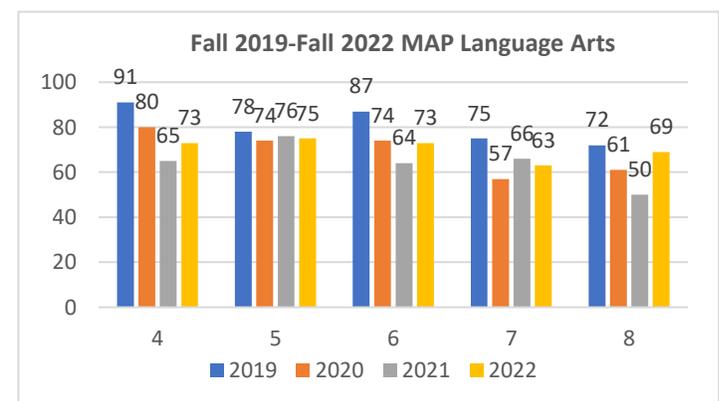
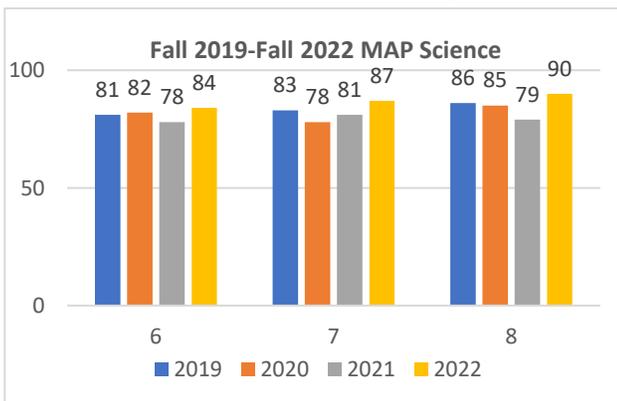
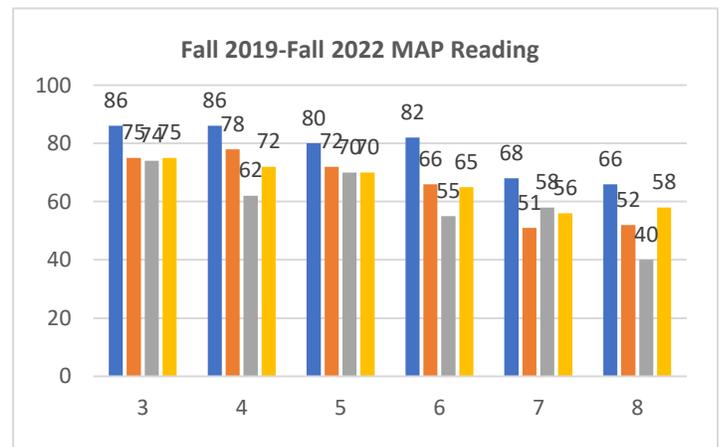
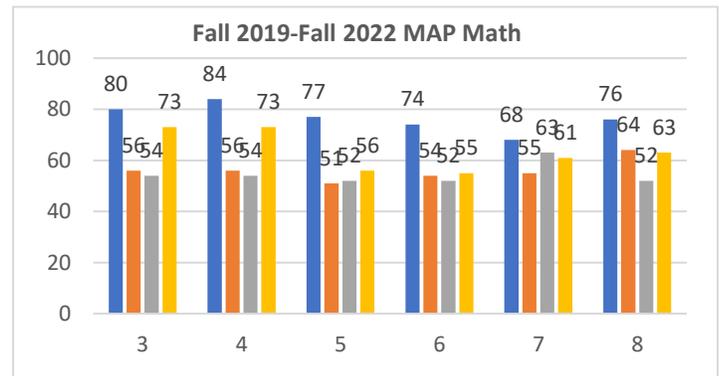
- The pandemic had profound impacts on student achievement.
- MAP scores decreased for all student subgroups from Fall of 2019 to Fall of 2020 & Fall of 2020 to Fall of 2021.
- Subgroups were not affected equally.
- Sources:
 - * <https://www.nwea.org/research/publication/student-achievement-in-2021-22-cause-for-hope-and-continued-urgency/>
 - * <https://www.nwea.org/research/publication/learning-during-covid-19-an-update-on-student-achievement-and-growth-at-the-start-of-the-2021-22-school-year/>

Effect on Norfolk Public Schools K-8 Students:

- Prior to the pandemic (Fall 2019) Norfolk Public Schools' students were performing well above the national average (50th percentile) in all subject areas.
- Significant declines in achievement occurred during the pandemic (Fall 2020 and Fall 2021). However, scores remained above the national average.
- Recent scores (Fall 2022) show improvement; but they have not (yet) reached pre-pandemic levels.
- Science is an exception. Scores were in the 80th percentile for all grade levels prior to the pandemic. They dipped slightly during the pandemic but have fully recovered and are above pre-pandemic levels.
- Source: <https://nep.education.ne.gov/>

A National Comparison of the Effects of the Pandemic on Student Subgroups

Elementary	>	Secondary
Hispanic, American Indian & Black	>	White & Asian
Poor	>	Affluent
Low Achievers	>	High Achievers
Math	>	Reading



Student Achievement at Norfolk Public Schools (2019-2022)

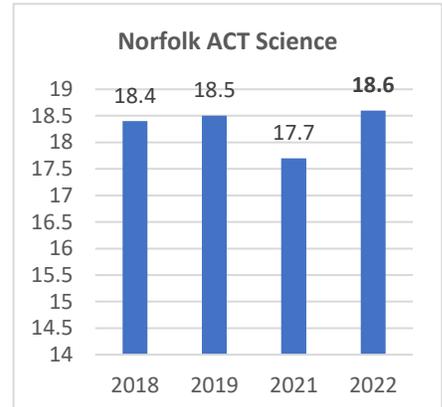
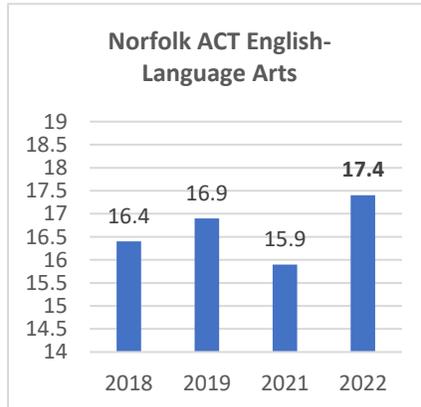
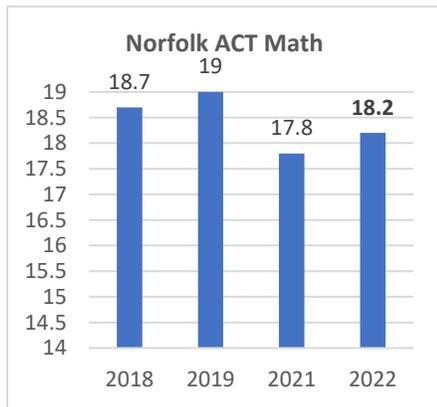
Pre-Pandemic to Post-Pandemic Results

National American College Testing (ACT) Research:

- The Nebraska composite ACT Score decreased 2018 to 2022
- That National composite ACT Score decreased 2018 to 2022.
- Norfolk’s composite ACT Score increased from 2018 to 2022.
- Sources:
 - <http://www.act.com>
 - <http://www.nep.education/ne.gov>

Results at Norfolk Senior High School:

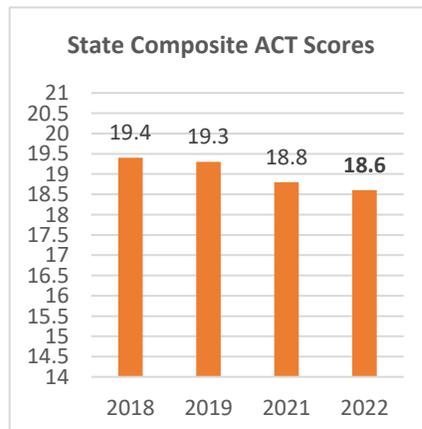
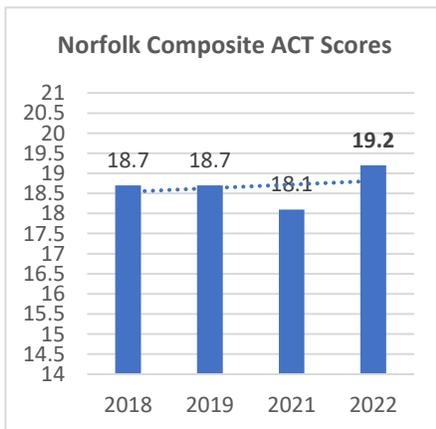
Norfolk’s Performance on the ACT has improved in all subject areas.



Norfolk is now performing above the state average. Norfolk is also performing above the national average—when compared to the states who have at least 80% of their students participating in the ACT. (Some states only assess students who are planning to attend college.)

- Sources:
- <http://www.act.com>
 - <https://nep.education.ne.gov/Links>

ACT Participation Rate	
Norfolk	97%
Nebraska	94%
U.S.	36%



* Average of states with at least 80% participation rate.



Student Achievement at Norfolk Public Schools (2019-2022)

Pre-Pandemic to Post-Pandemic Results



Student Achievement at Norfolk Public Schools-Fall 2022

Elementary NSCAS and MAP Achievement Results



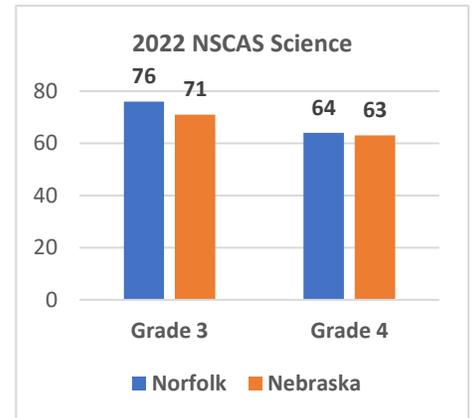
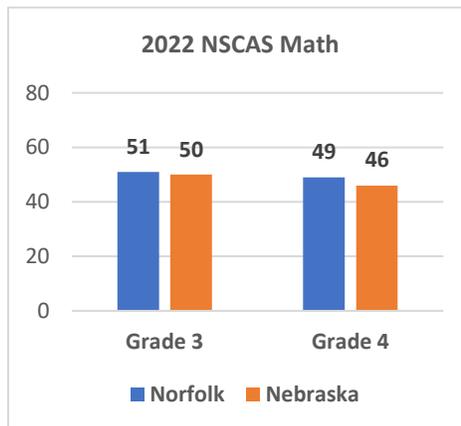
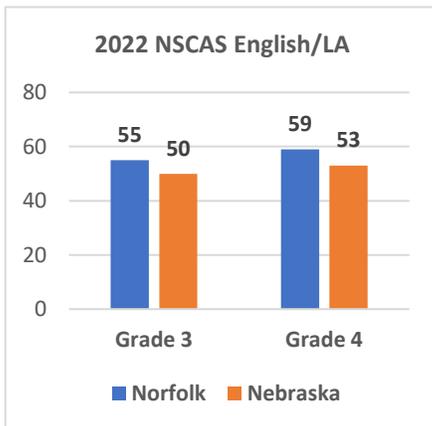
- Both the U.S. News and World Report and WalletHub rank Nebraska as the 9th best state for K-12 education.
- Norfolk Public Schools' elementary students outperformed the state and national average in all subject areas.



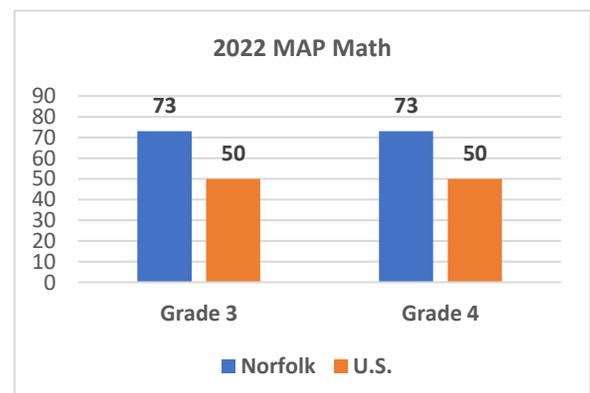
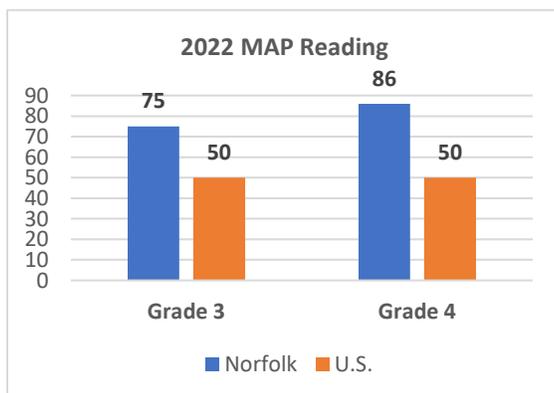
- Sources: <https://wallethub.com/edu/e/states-with-the-best-schools/5335>
<https://www.usnews.com/news/best-states/rankings/education>
<https://nep.education.ne.gov/>

The academic achievement level of our students is measured at the state level utilizing the Nebraska Student Centered Assessment System (NSCAS) and it is measured at the national level utilizing the Measurement of Academic Progress (MAP).

The Percentage of Norfolk Students Meeting State Proficiency Benchmarks on NSCAS Compared to the Percentage of Students Meeting Those Benchmarks Statewide.



MAP Percentile Scores for Norfolk Students Compared to the National Norm (50th Percentile)





Student Achievement at Norfolk Public Schools-Fall 2022

Elementary NSCAS and MAP Achievement Results



Middle School NSCAS and MAP Achievement Results



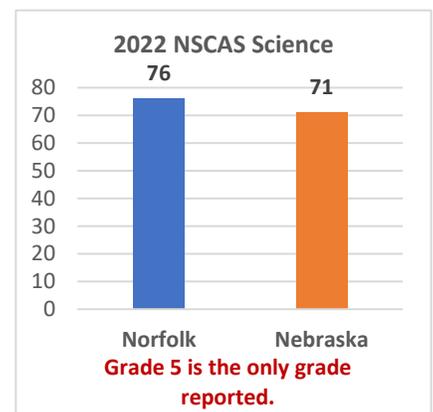
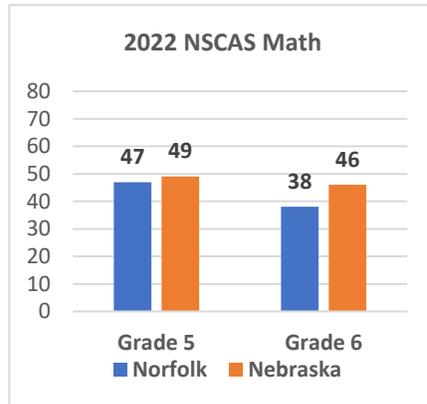
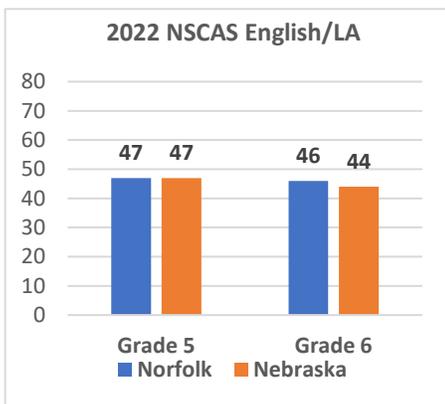
- Both the U.S. News and World Report and WalletHub rank Nebraska as the 9th best state for K-12 education.
- Norfolk scored at or above the state average in English/LA and Science.
- Norfolk scored above the national average in all subject areas.



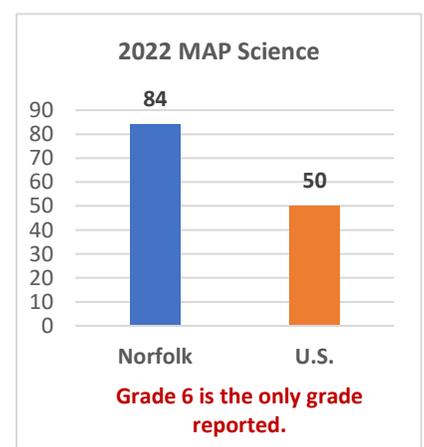
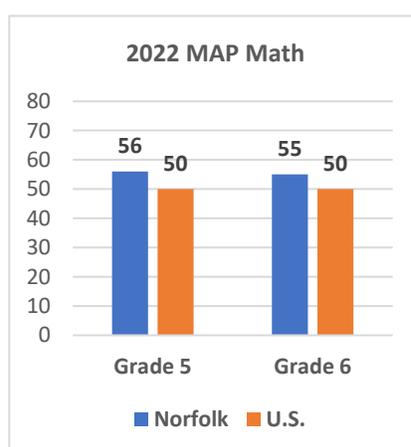
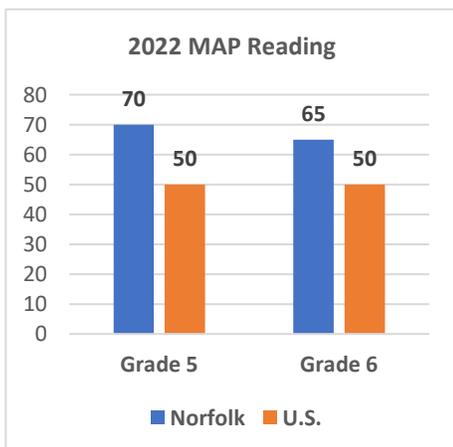
- Sources: <https://wallethub.com/edu/e/states-with-the-best-schools/5335>
<https://www.usnews.com/news/best-states/rankings/education>
<https://nep.education.ne.gov/>

The academic achievement level of our students is measured at the state level utilizing the Nebraska Student Centered Assessment System (NSCAS) and it is measured at the national level utilizing the Measurement of Academic Progress (MAP).

The Percentage of Norfolk Students Meeting State Proficiency Benchmarks on NSCAS Compared to the Percentage of Students Meeting Those Benchmarks Statewide.



The Percentile Scores for Norfolk Students Compared to the National Norm (50th Percentile)





Student Achievement at Norfolk Public Schools—Fall 2022

Middle School NSCAS and MAP Achievement Results



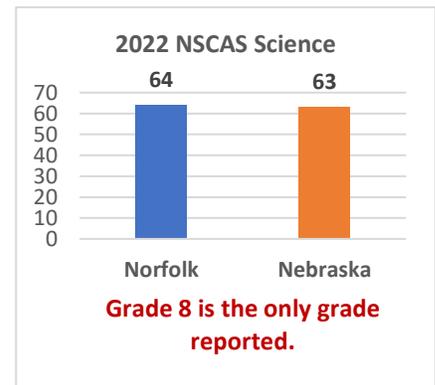
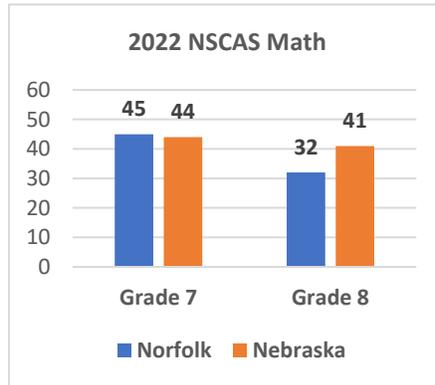
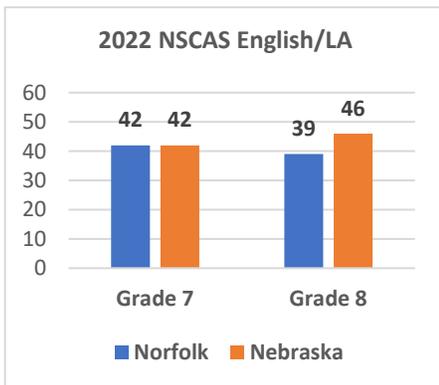


- Both the U.S. News and World Report and WalletHub rank Nebraska as the 9th best state for K-12 education.
- Norfolk 7th grade students scored at or above the state average in all subject areas.
- Norfolk 8th grade students scored above the state average in Science.
- Norfolk 7th and 8th grade students scores above the national average in all subject areas.

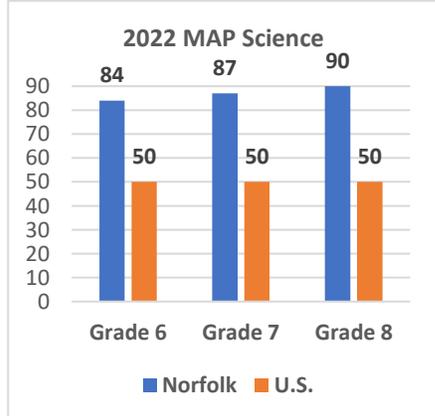
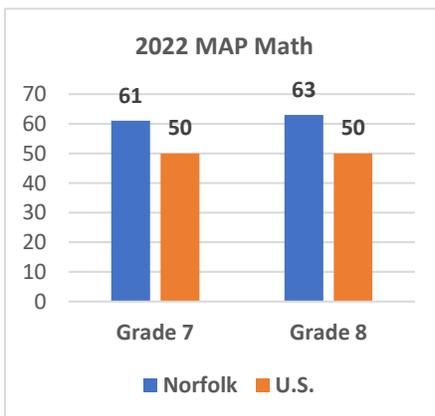
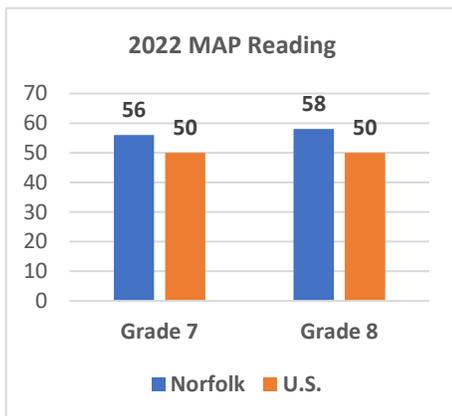
- Sources: <https://wallethub.com/edu/e/states-with-the-best-schools/5335>
<https://www.usnews.com/news/best-states/rankings/education>
<https://nep.education.ne.gov/>

The academic achievement level of our students is measured at the state level utilizing the Nebraska Student Centered Assessment System (NSCAS) and it is measured at the national level utilizing the Measurement of Academic Progress (MAP).

The Percentage of Norfolk Students Meeting Proficiency Benchmarks on NSCAS Compared to the Percentage of Students Meeting Those Benchmarks Statewide:



The Percentile Scores for Norfolk Students Compared to the National Norm (50th Percentile):





Student Achievement at Norfolk Public Schools – Fall 2022

Junior High NSCAS and MAP Achievement Results



Student Achievement at Norfolk Public Schools – Fall 2022

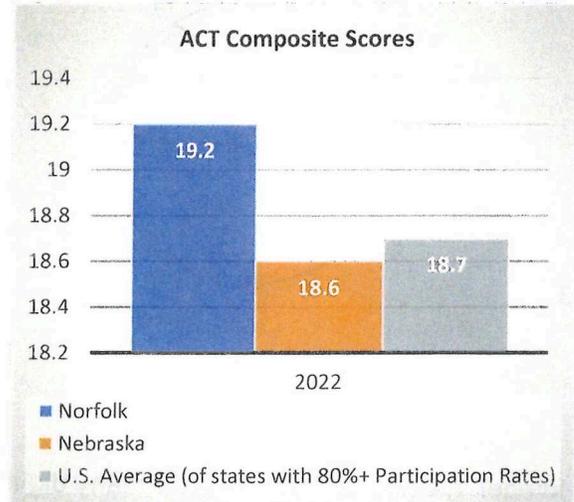
Senior High NSCAS and ACT Achievement Results

The academic achievement level of our senior high students is measured by the nationally recognized ACT (American College Testing), using cut scores set by the Nebraska Department of Education (NDE) on the Nebraska Student Centered Assessment System (NSCAS).

- Norfolk’s average ACT score is above the national average (of states that test 80% or more of their students) and the state average.
- The state average is very near the national average.

Sources:

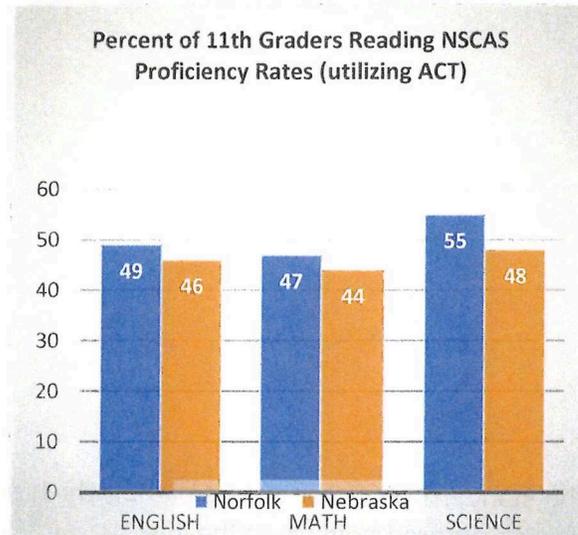
- <https://www.act.org/content/act/en/research/services-and-resources/data-and-visualization/grad-class-database-2022.html>
- <https://nep.education.ne.gov/>



However, despite our strong comparison to other states on the ACT, our NSCAS data indicates that less than 50% of Nebraska students and Norfolk students met NSCAS Proficiency benchmark levels in English-language arts and math. This is due to the high standards set by the Nebraska Department of Education. In their pursuit of academic excellence, they set our state benchmarks at levels that are *extremely hard to meet*.

The ACT is a better reflection of our overall performance, as their standards are the same for all students in every state across our nation.

Source: <https://nep.education.ne.gov/>



The U.S. News and World Report and WalletHub rank Nebraska as the 9th best state for K-12 education.

Sources:

- *<https://www.usnews.com/news/best-states/rankings/education>
- *<https://wallethub.com/edu/e/states-with-the-best-schools/5335>

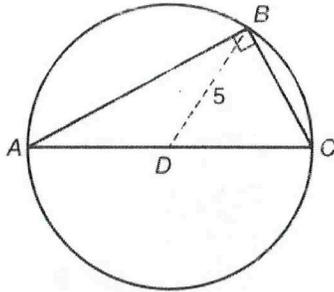
Sample ACT/NSCAS questions can be reviewed on the back of this handout and at:

<https://www.act.org/content/dam/act/unsecured/documents/Preparing-for-the-ACT.pdf>

SAMPLE ACT Questions

1. Right triangle ABC is inscribed in a circle with center D , as shown below. Segment BD is 5 inches long. How many inches long is \overline{AC} ?

- A. 5
- B. 10
- C. $5\sqrt{2}$
- D. $5\sqrt{3}$
- E. $10\sqrt{3}$



2. The integer 1,440 has 4 digits. How many digits are in the integer representation of 12×10^4 ?

- A. 4
- B. 5
- C. 6
- D. 7
- E. 8

3. In the standard (x, y) coordinate plane, which of the following ordered pairs is on the line $2x - y = 3$ for all values of x ?

- A. $(x, -2x - 3)$
- B. $(x, -2x + 3)$
- C. $(x, 2x - 3)$
- D. $(x, 2x + 3)$
- E. $(x, 3x - 2)$

4. For a certain species of fish, Pet Palace recommends no more than 1 fish per gallon of water in an aquarium. The shape of Tito's aquarium is a rectangular prism. The sides measure 22 inches wide by inches long by 15 inches tall. The aquarium is filled with water to a depth of 12 inches. What is the maximum number of this species of fish recommended by Pet Palace for Tito's aquarium?

(Note: A gallon of water is about 231 cubic inches.)

- A. 3
- B. 4
- C. 9
- D. 11
- E. 19

5. Suppose p is any integer from 0 to 100 that is a perfect square. What is the total number of values of p such that $\sqrt{\sqrt{p}}$ is irrational?

- A. 3
- B. 4
- C. 7
- D. 9
- E. 11

Additional sample ACT questions available at:
<https://www.act.org/content/dam/act/unsecured/documents/Preparing-for-the-ACT.pdf>

Board of Education Regular Meeting

Monday, November 14, 2022

5:30 PM: Business Meeting

Norfolk Public School Administration Building

P.O. Box 139

Norfolk, NE 68702-0139

Brenda Carhart: Present

Jake Claussen: Present

Tammy Day: Present

Leann Widhalm: Present

Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: November 9, 2022
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.
 - 2.2. Declaration of a Legal Meeting
The meeting was declared legal.
3. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
 - 4.1. Focus on the Students
Mr. Specht, Principal of Washington Elementary School, introduced 12 students. They summarized how DIBS for Kids (Delivering Infinite Book Shelves) works and showed board members the process of checking the books out and checking them back in. Students may check out a book every night if they so choose. A memorial donation in honor of Ronda Spanel has expanded the library.
 - 4.2. Award for Excellence
Brittany Newland, Health Tech at Washington Elementary School, is the recipient for November 2022.
5. Board Candidate Interviews and Appointment
 - A. A seat on the NPS Board of Education is open due to the resignation of Dr. Jenna Hatfield-Waite. This open position was advertised in the Norfolk Daily News and on our NPS website. Seven candidates submitted applications. Those applications were reviewed by veteran Board members and four were chosen to be interviewed tonight.
 - B. The order of interviews was determined by random drawing and is listed below:
 - Beth Shashikant
 - Kenneth Ramsay
 - Soshia Bohn
 - Ben Collins
 - C. Each candidate will be asked the same questions. Once the discussion is complete, the Board President will ask for nominations to fill the empty board seat. Nominations may be made by any board member and several nominations may be made before a vote. If more than one candidate is nominated, the candidate that receives the majority of votes will be chosen/appointed to the seat. Each school board member may only cast one vote for a nominated candidate.
 - D. Once a candidate is selected (via board vote or special election) he/she will be seated at our next regularly scheduled board meeting (December 12, 2022) and will remain seated until after the next general election (November 2024).

Round #1—6:55 PM

Sandy Wolfe nominated Beth Shashikant
Leann Widhalm nominated Soshia Bohn
Tammy Day nominated Ben Collins
Nominations closed at 6:56 PM

Vote tally #1

Board Member	Sandy	Tammy	Jake	Leann	Brenda
Cast a vote for:	Beth	Ben	Ben	Soshia	Beth

No applicant received the needed 3 votes to be appointed

Round #2—7:14 PM

Sandy Wolfe nominated Beth Shashikant
Jake Claussen nominated Soshia Bohn
Tammy Day nominated Ben Collins
Nominations closed at 7:15 PM

Vote tally #2

Board Member	Sandy	Tammy	Jake	Leann	Brenda
Cast a vote for:	Beth	Beth	Sosha	Soshia	Beth

Beth Shashikant received the needed 3 votes to be appointed

Motion to appoint the candidate with the majority of votes (Beth Shashikant) to fill the open seat on the NPS Board of Education at 7:17 PM passed with a motion by Brenda Carhart and a second by Jake Claussen.

Brenda Carhart:	Yea	Leann Widhalm:	Yea
Jake Claussen:	Yea	Sandy Wolfe:	Yea
Tammy Day:	Yea		

At 7:18 PM President Sandy Wolfe called a 10-minute recess. The meeting resumed at 7:28 PM.

6. Public Comments & Communication
 - One member of the public spoke.
7. Information and Discussion Items
 - 7.1. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda for the month of November, 2022 by specific fund are listed below:
 - General Fund =\$1,592,472.91
 - Nutrition Services Fund =\$327,861.80
 - Cooperative Fund =\$3,395.99
 - Depreciation Fund =\$507,740.10
 - Special Building Fund =\$15,835.50
 - QCPUF = \$804,956.94
 - Student Fee Fund = \$3,561.10
 - B. The total amount of claims for the month of October, 2022 in the Activities Fund is listed below:
 - Activity Fund =\$108,168.99
 - C. All of these claims were reviewed earlier today by the Finance and Facility Committee. A final audit report has been provided for each board member this evening. The audit of the 21-22 financials went well. A summary of the auditors'

results can be found on the final page, which is page 55. I am pleased to report that as a district there were no findings, control or compliance issues. The audit for 21-22 is attached and can also be found on the district website along with audits from previous years. We also had our Fall Nutrition Program review with Lunch Time Solutions. This review provides LSI with feedback from students, parents and staff about the Nutrition Program. A follow-up to this meeting will be in February. LSI shared what is going on with the program and how they are working through the supply chain and labor issues. The feedback really centered around some quality control issues and a system to provide feedback that is easy to have access to.

- D. The audit is online, and the auditors were complimentary towards the practices of NPS.

7.2. Teaching & Learning Report

Curriculum, Instruction & Assessment

- A. The Teaching and Learning Department has dedicated much of their time this fall to supporting teachers through curriculum cycle work and studying the new standards in math adopted by the state school board. Small study sessions are scheduled with middle school, junior high and senior high math teachers to review the changing shifts shown in the updated standards. We are planning to provide districtwide professional development to math teachers on the January ESU professional development day.
- B. Public release of statewide assessment data will be going out the week of Thanksgiving. As mentioned before, a review of district data and statewide classifications will occur during the December study session. This may be postponed to another date.
- C. The October professional development day included follow up training on newly purchased materials for teachers. We received good feedback from teachers on this training.
- D. The October professional development day also included a short session with teachers that are piloting math programs. Illustrative Math, iReady Math, and Amplify Math are under consideration for purchase at various grade levels. The dedication of our pilot teachers needs to be commended. They have amazing insight and desire to serve our students with the best possible materials they can find. When the pilot teachers pose a recommendation, the TnL department will take it to the curriculum committee for review.

7.3. Student Programs Report

- A. Our October 1st count for 2022 shows an increase in the number of students in ELL and Special Education. The increase for ELL went from 4.7% to 5% (increase of 20 students), Special Education went from 16.2% to 18% (increase of 95 students) of the total student population.
- B. The Tri-State Special Education Law conference was held November 3rd and 4th. There were breakout sessions regarding transitioning of students beyond high school, mental health for both staff and students as well as special education staff shortages.

7.4. Student Services Report

- A. Members of the District Safety Team and I attended the 2 day NDE Safety Summit in Kearney on October 18th and 19th. I presented on a panel to provide information regarding our implementation of Safe2Help as our anonymous reporting system. Our team also attended multiple sessions to gather information about Psychological First Aid (PFA), Standard Response

Protocol (SRP) and Active Threat Assessment. Along those lines, the I Love You Guys foundation will be in Norfolk on Nov 17th to provide Train the Trainer instruction on SRP and SRM for members of our Safety Team, emergency response personnel and other educators across Northeast Nebraska. If there are people in those fields who are interested in attending, please reach out to me for more information.

- B. Finally, we completed our fall parent teacher conferences near the end of October. Attendance numbers are posted below. As a district for the fall 2020 conferences we were at 65.7%, fall attendance last year 70.08%, and this year we are at 72.66%. As always it is great to see parents at those conferences. If you were not able to attend conferences for your student, I encourage you to reach out to your student’s school. They would be happy to discuss your student’s educational plan and progress with you.

	Attendance at P/T Conferences including Zoom	Total School Enrollment	% attended
Little Panther Preschool	232	236	98%
Bel Air	333	340	98%
Jefferson	234	235	100%
Grant	219	226	97%
Lincoln	193	193	100%
Washington	223	232	96%
Westside	208	216	96%
Woodland Park	207	207	100%
Middle School	578	606	95%
Junior High	449	644	70%
Senior High	382	1349	28%
District Results	3258	4484	72.66%

7.5. Human Resources & Accreditation Report

HR Update:

Since the last board meeting, I have attended the Wayne State College Student Teacher Fair, spoke to WSC NENTA students, and was one of five participants in the WSC: Cohort to Career Symposium. This symposium was designed to provide students with information and experiences on navigating from college to a career. I am continuing to work to gain the interest of potential teachers to apply at NPS for teaching positions.

7.6. Superintendent's Report

Dr. Thompson summarized the November 2022 Enrollment Projections and the Strategic Growth Plan.

8. Committee Reports

8.1. Finance and Facilities Committee Report

- A. The committee met at 12:00 today. The claims for the month of November and activity claims for October were reviewed. The vendors who submitted proposals for insurance services provided additional information to the committee as requested. A recommendation for insurance services will be brought to the board in December. Other items reviewed and discussed:

- Updates on current district projects
 - Review of request to hire an engineer for the 6th Street track project
 - Review of the chromebooks purchases
 - Review of the Certified Negotiations process for 2022-2023
- B. The next meeting will be Monday, December 12th, at 12:00 noon.
- 8.2. Policy Committee Report
- A. The Policy Committee met on October 28th to review Board policies 1200-1320 related to Community Relations. Only minor, non-substantive changes were recommended. For instance, a redundant sentence was removed from policy 1320 and a spacing issue was remedied in policy 1240.
- B. The policy committee recommends the approval of the first reading of the policies contained in this section.
- 8.3. Activities Committee Report
- A. The Activities Committee met on October 17, 2022.
- B. John Erwin and Amber Lenton provided the committee with an update on Fall sports and uniform purchases.
- C. Mr Erwin told the committee that shot clocks have been installed in the main gym at the senior high school, per NSAA guidelines. They will only be used at the varsity level, so they are not needed in the auxiliary gym.
- D. Dr. Thompson let the committee know that the extra duty schedule will be discussed as part of the negotiations with the NCEA.
- E. Dr. Robinson shared information regarding the need for repairs to the junior high and senior high tracks.
- F. Our next meeting is scheduled for noon on December 19, 2022.
- 8.4. Superintendent Evaluation Committee Report
- All board members completed Dr. Thompson's evaluation. A review of the results with the committee members and Dr. Thompson took place today. President Wolfe enumerated the many outstanding qualities of Dr. Thompson and the positive comments listed in the survey. There were no concerns with any areas of her leadership.
- 8.5. Norfolk Public Schools Foundation Committee Report
- A. The Norfolk Public Schools Foundation Board of Directors met on October 17, 2022 at 4:30 p.m. at the NPS Administration Building. Nine board members were present, plus 6 guests including 2 prospective new board members. Board President Jake Claussen called the meeting to order at 4:32 p.m. The Board reviewed the meeting minutes from September and the financial reports from August.
- B. NPSF is preparing for our Traditions Breakfast on Thursday October 27th at 7:00 a.m. at the Lifelong Learning Center. This is our main fundraiser for the year where we plan to celebrate the tradition of academic excellence at Norfolk Public Schools. All funds raised by this event will benefit the NPS Foundation and will help support students and teachers in our District. So far over 70 donors have helped sponsor the event and have raised over \$35,000 surpassing our goal. Thank you to our sponsors!
- C. Board members were asked to consider serving as an officer or committee chair for next year. The slate of officers will be approved at the Annual Meeting in January 2023. Members will also choose what committees they serve on: Scholarships, Grants, Marketing, Finance, Board Development, and Executive.

D. The next Board meeting will be November 21, 2022 at 4:30 p.m. at the new Middle School Makerspace.

9. Approve Consent Agenda

Motion to approve the consent agenda at 8:12 PM passed with a motion by Leann Widhalm and a second by Tammy Day.

Brenda Carhart:	Yea	Leann Widhalm:	Yea
Jake Claussen:	Yea	Sandy Wolfe:	Yea
Tammy Day:	Yea		

9.1. Minutes of Previous Meetings

Minutes of the October 10, 2022 and October 26, 2022 board meetings are attached.

9.2. Personnel

9.2.1. Contract Approval

None at this time.

9.2.2. Resignations

Bobby Bernt--1st grade teacher at Grant Elementary School

Resignation was submitted for December 31, 2022, due to relocation for husband's job. Acceptance of this resignation is contingent on finding a suitable replacement.

9.3. Claims

Attached are the claims for the month of November, 2022. These claims were reviewed earlier today by our Finance and Facility Committee. There are four conflict statements for this month that will need to be read before voting.

10. Action Items

10.1. Discuss, consider and take action to hire an engineer to develop specs and bid documents for the Junior High track

The JH track is in need of extensive repair. The surface is getting beyond basic repairs of cracks that have been occurring over the past several years. The cracks throughout the track have become quite large and are now posing potential safety issues. Having a qualified engineer review and determine the best course of action is our next needed step.

Motion to hire an engineer to develop specs and bid documents for the Junior High track at 8:15 PM passed with a motion by Brenda Carhart and a second by Jake Claussen.

Brenda Carhart:	Yea	Leann Widhalm:	Yea
Jake Claussen:	Yea	Sandy Wolfe:	Yea
Tammy Day:	Yea		

10.2. Discuss, consider and take action to approve the hiring of a half-time English Language Learner teacher

We have been notified that we will have 7-8 more students arriving from Ukraine in November. Our ELL teachers already have full caseloads, which means that we need additional help. Fortunately, we have a teacher on staff who has an ELL endorsement but is teaching reading in the morning and subbing in the afternoon. She is willing and able to teach ELL in the afternoon, instead of subbing. This will not increase our cost, as she is on a full-time contract. However, we are technically adding a 1/2 time ELL teacher, which requires Board approval.

Motion to approve the hiring of a half-time English Language Learner teacher at 8:19 PM passed with a motion by Jake Claussen and a second by Brenda Carhart.

Brenda Carhart:	Yea	Tammy Day:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea

Sandy Wolfe: Yea

- 10.3. Discuss, consider and take action to purchase 950 Chromebooks
We have received \$380,000 in additional Emergency Connectivity Funds to purchase 950 Chromebooks for Kindergarten, first, and second grade.

Motion to purchase 950 chromebooks at 8:20 PM passed with a motion by Leann Widhalm and a second by Tammy Day.

Brenda Carhart:	Yea	Leann Widhalm:	Yea
Jake Claussen:	Yea	Sandy Wolfe:	Yea
Tammy Day:	Yea		

- 10.4. Discuss, consider and take action to approve the first reading of Board policies 1200-1320 related to Community Relation
Only minor, non-substantive changes have been made to these policies.

Motion to approve the first reading of Board policies 1200-1320 related to Community Relations at 8:21 PM passed with a motion by Brenda Carhart and a second by Tammy Day.

Brenda Carhart:	Yea	Leann Widhalm:	Yea
Jake Claussen:	Yea	Sandy Wolfe:	Yea
Tammy Day:	Yea		

- 11. Future Meetings
 - A. There will not be a 2nd meeting in November.
 - B. The next regular meeting of the Board of Education will be held on Monday, December 12, 2022. The Study Session will begin at 5:30 PM. The regular business meeting will start at 6:30 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.

- 12. Executive Session -- To Discuss Negotiations-- As Needed to Protect the Interest of the District
 - 12.1 Convene Executive Session -- To Discuss Negotiations-- As Needed to Protect the Interest of the District

Motion to go into Executive Session -- To Discuss Negotiations-- As Needed to Protect the Interest of the District at 8:23 PM passed with a motion by Tammy Day and a second by Leann Widhalm.

Brenda Carhart:	Yea	Leann Widhalm:	Yea
Jake Claussen:	Yea	Sandy Wolfe:	Yea
Tammy Day:	Yea		

- 12.2. Reconvene Meeting from Executive Session
The meeting reconvened from the Executive Session at 9:01 PM.
- 12.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
No action was deemed necessary.

- 13 Adjournment
The meeting adjourned at 9:01 PM.

Chairperson

Superintendent

DECEMBER 12, 2022

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	\$5 BUCKS A BOOK	BOOKS	01 2220 640 1 030 000	\$64.95
2	\$5 BUCKS A BOOK Total			\$64.95
3	ACT	PRE ACT SCORING	01 1100 340 2 028 001	\$5,088.00
4		PRE-ACT 8/9 SCORING	01 1100 340 2 028 001	\$4,832.00
5	ACT Total			\$9,920.00
6	ADVANCE AUTO PARTS	2 SPRING KITS FOR VEHICLE 47	01 2650 610 1 001 000	\$8.13
7			01 2650 610 2 001 000	\$8.13
8		GREASE COUPLER, GAUGE	01 2650 610 1 001 000	\$10.44
9			01 2650 610 2 001 000	\$10.43
10		RELAY VEHICLE #5	01 2650 610 1 001 000	\$15.16
11			01 2650 610 2 001 000	\$15.16
12		SPRING KIT FOR VEHICLE	01 2650 610 1 001 000	\$4.07
13			01 2650 610 2 001 000	\$4.06
14		TRUCK SUPPLES	01 2650 610 1 001 000	\$39.02
15			01 2650 610 2 001 000	\$39.01
16		VEHICLE #3 BATTERY	01 2710 610 1 001 000	\$60.30
17			01 2710 610 2 001 000	\$60.29
18		VEHICLE SUPPLIES	01 2620 610 1 001 000	\$42.47
19			01 2620 610 2 001 000	\$42.47
20		VEHICLE SUPPLIES	01 2650 610 1 001 000	\$187.34
21			01 2650 610 2 001 000	\$187.33
22	ADVANCE AUTO PARTS Total			\$733.81
23	AED SUPERSTORE	ZOLL STAT-PADZ II	01 2130 610 1 004 000	\$384.00
24			01 2130 610 2 004 000	\$384.00
25	AED SUPERSTORE Total			\$768.00
26	AGIREPAIR, INC	IPAD REPAIR	01 1100 340 1 904 012	\$89.00
27	AGIREPAIR, INC Total			\$89.00

28	AKRS EQUIPMENT SOLUTIONS	SNOW REMOVAL EQUIPMENT	01 2630 610 1 001 000	\$89.78
29			01 2630 610 2 001 000	\$89.77
30	AKRS EQUIPMENT SOLUTIONS, Total			\$179.55
31	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$75.00
32			01 2570 340 2 901 000	\$75.00
33	ALPHA WORKFORCE HEALTH Total			\$150.00
34	AMPLIFIED IT, LLC	GOOGLE WORKSPACE	01 2230 340 1 005 000	\$2,000.00
35			01 2230 340 2 005 000	\$2,000.00
36	AMPLIFIED IT, LLC Total			\$4,000.00
37	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$73.39
38			01 2410 340 2 209 001	\$209.50
39		MOPS	01 2610 431 1 001 000	\$135.90
40			01 2610 431 2 001 000	\$135.87
41		RUG CLEANING	01 2410 340 2 141 002	\$88.50
42		WORK SHIRTS	01 2610 431 1 001 000	\$208.41
43			01 2610 431 2 001 000	\$208.42
44			01 2620 431 1 001 000	\$52.10
45			01 2620 431 2 001 000	\$52.12
46			APPEARA Total	
47	ARKFELD, KAREN	STAFF MILEAGE	01 1200 333 1 004 000	\$11.75
48			01 1200 333 2 004 000	\$11.75
49	ARKFELD, KAREN Total			\$23.50
50	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 012	\$1,000.00
51			01 2630 420 1 001 014	\$1,810.00
52			01 2630 420 2 001 001	\$3,410.00
53	ASPM LANDSCAPES, LLC Total			\$6,220.00
54	AVANT ASSESSMENT LLC	LANG. PROF. TEST	01 1100 610 2 210 001	\$139.30
55	AVANT ASSESSMENT LLC Total			\$139.30
56	BAUER BUILT, INC	PARTS FOR MOWERS	01 2630 610 1 001 000	\$410.00
57			01 2630 610 2 001 000	\$410.00
58	BAUER BUILT, INC Total			\$820.00
59	BAUER, KAITLYN	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
60			01 1100 340 2 001 000	\$1,000.00
61	BAUER, KAITLYN Total			\$2,000.00

62	BAUMANN, ANGIE	NENTA PRESENTATION MILEAGE	01 2211 333 1 901 000	\$19.38
63			01 2211 333 2 901 000	\$19.37
64	BAUMANN, ANGIE Total			\$38.75
65	BECKMAN, LEAH	PARENT MILEAGE	01 2713 332 1 004 021	\$78.00
66	BECKMAN, LEAH Total			\$78.00
67	BENDER, DENISE	ALL-STATE TRAVEL	01 1100 580 2 205 001	\$50.70
68		STAFF MILEAGE	01 1100 333 1 001 000	\$74.97
69			01 1100 333 2 001 000	\$74.97
70	BENDER, DENISE Total			\$200.64
71	BJOREM SPEECH PUBLICATIONS	ARTICULATION TEACHING	01 2151 610 1 024 000	\$136.25
72			01 2151 610 2 024 000	\$136.25
73	BJOREM SPEECH PUBLICATIONS Total			\$272.50
74	BLACK, BETHANY	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
75			01 1100 340 2 001 000	\$1,000.00
76		STUDENT TEACHER SUB	01 1100 340 1 001 000	\$62.50
77			01 1100 340 2 001 000	\$62.50
78	BLACK, BETHANY Total			\$2,125.00
79	BLAYLOCK, JILL M	BLUE RIBBON CONFERENCE MEALS	01 6310 580 1 028 000	\$175.64
80	BLAYLOCK, JILL M Total			\$175.64
81	BOMGAARS SUPPLY	ADAPTERS	01 2620 610 1 001 000	\$3.78
82			01 2620 610 2 001 000	\$3.78
83		AIR PURIFIER SUPPLIES	01 2620 610 1 001 000	\$40.38
84			01 2620 610 2 001 000	\$40.37
85		BULK BOLTS	01 2620 610 1 001 000	\$2.14
86			01 2620 610 2 001 000	\$2.14
87		DRILL BIT	01 2620 610 1 001 000	\$4.00
88			01 2620 610 2 001 000	\$3.99
89		FILTER, WICK	01 2620 610 1 001 000	\$22.99
90			01 2620 610 2 001 000	\$22.99
91		GARDEN HOSE	01 2630 610 1 001 000	\$11.50
92			01 2630 610 2 001 000	\$11.49
93		MAINT SUPPLIES	01 2620 610 1 001 000	\$5.75
94			01 2620 610 2 001 000	\$5.74
95		MAINT. SUPPLIES	01 2620 610 1 001 000	\$18.68

96			01 2620 610 2 001 000	\$18.68
97		OIL	01 2620 610 1 001 000	\$41.90
98			01 2620 610 2 001 000	\$41.90
99		PORTABLE SPRAYER	01 2630 610 1 001 014	\$129.99
100			01 2630 610 2 001 002	\$129.99
101		SPADE BIT SET, DRILL BIT	01 2620 610 1 001 000	\$5.59
102			01 2620 610 2 001 000	\$5.59
103		STRAP RATCHETS	01 2620 610 1 001 000	\$5.50
104			01 2620 610 2 001 000	\$5.49
105	BOMGAARS SUPPLY Total			\$584.35
106	BOOKS, LINDSAY	STAFF MILEAGE	01 2171 333 1 004 000	\$22.88
107	BOOKS, LINDSAY Total			\$22.88
108	BOUBIN, AMBER	TRAVEL, MEALS	01 6310 580 1 028 000	\$173.08
109	BOUBIN, AMBER Total			\$173.08
110	BOWERS, SUSIE	MEETING MEAL REIMB	01 2410 580 1 904 012	\$15.00
111	BOWERS, SUSIE Total			\$15.00
112	BOYS TOWN	CONTRACTED SPED SERVICES	01 1200 561 1 004 000	\$3,413.80
113			01 1200 890 1 004 000	\$86.20
114	BOYS TOWN Total			\$3,500.00
115	BRYANT, MEGAN	MILEAGE	01 6200 333 1 028 003	\$20.56
116			01 6200 333 1 028 008	\$20.57
117	BRYANT, MEGAN Total			\$41.13
118	BULLSEYE FIRE SPRINKLER	INSPECTION, FIRE PUMP TEST	01 2620 431 2 001 001	\$284.06
119			01 2620 431 2 001 002	\$284.06
120	BULLSEYE FIRE SPRINKLER Total			\$568.12
121	BVJ CONSTRUCTION LLC	TENNIS COURT REPAIR	01 2620 431 2 001 001	\$17,520.44
122	BVJ CONSTRUCTION LLC Total			\$17,520.44
123	CANNON MOSS BRYGGER	MIDDLE SCHOOL	01 6998 340 1 945 014	\$4,595.00
124	CANNON MOSS BRYGGER Total			\$4,595.00
125	CAPITAL BUSINESS SYSTEMS,	COPIERS	01 1100 340 1 104 010	\$349.77
126			01 1100 340 1 201 003	\$251.44
127			01 1100 340 1 302 004	\$184.83
128			01 1100 340 1 430 014	\$503.78
129			01 1100 340 1 602 005	\$183.70

130			01 1100 340 1 705 008	\$176.83
131			01 1100 340 1 819 009	\$184.87
132			01 1100 340 1 904 012	\$144.62
133			01 1100 340 2 141 002	\$397.68
134			01 1100 340 2 209 001	\$806.16
135			01 1190 610 1 163 021	\$99.91
136			01 1200 610 1 004 000	\$291.21
137			01 1200 610 2 004 000	\$291.21
138			01 1291 610 1 017 000	\$39.86
139			01 1292 610 1 017 000	\$39.86
140			01 2530 340 2 001 000	\$2,268.21
141			01 2620 431 0 001 000	\$10.67
142			01 2630 340 1 001 000	\$2,268.22
143			01 6998 340 1 945 014	\$0.09
144			01 6998 340 2 945 001	\$4.75
145	CAPITAL BUSINESS SYSTEMS, Total			\$8,497.67
146	CDW GOVERNMENT, INC	APC BATTERY CARTRIDGE	01 2230 650 1 005 000	\$52.66
147			01 2230 650 2 005 000	\$52.66
148		PROJECTOR	01 1100 650 1 430 014	\$427.00
149		PROJECTOR AND MOUNT	01 1100 650 1 104 010	\$1,056.12
150	CDW GOVERNMENT, INC Total			\$1,588.44
151	CHARTWELLS DINING SERVICES	STATEGIC PLANNING COMMITTEE	01 2320 890 1 033 000	\$763.28
152			01 2320 890 2 033 000	\$763.25
153	CHARTWELLS DINING SERVICES Total			\$1,526.53
154	CITY OF NORFOLK	TREE WASTE	01 2630 420 1 001 000	\$9.51
155			01 2630 420 2 001 000	\$9.49
156		WATER/SEWER	01 2610 410 1 001 000	\$703.56
157			01 2610 410 1 001 003	\$664.56
158			01 2610 410 1 001 005	\$341.79
159			01 2610 410 1 001 008	\$1,064.31
160			01 2610 410 1 001 009	\$767.78
161			01 2610 410 1 001 014	\$142.02
162			01 2610 410 2 001 000	\$703.56
163			01 2610 410 2 001 001	\$212.17

164			01 2610 410 2 001 002	\$1,626.97
165	CITY OF NORFOLK Total			\$6,245.72
166	COFFIN, ABBEY	STEPS TRAINING	01 1200 580 1 004 000	\$219.96
167	COFFIN, ABBEY Total			\$219.96
168	COLLINS, NICHOLAS	COLLEGE VISIT @ USD	01 2190 580 2 001 000	\$13.44
169		JH WRESTLING @ WAYNE	01 2190 580 2 001 000	\$23.95
170		ONE ACTS @YORK	01 2190 580 2 001 000	\$16.66
171		ORCHESTRA @YANKTON	01 2190 580 2 001 000	\$23.02
172		WRESTLING @ COLUMBUS	01 2190 580 2 001 000	\$11.44
173	COLLINS, NICHOLAS Total			\$88.51
174	COMMAND PERFORMANCE	CLASSROOM SUPPLIES	01 1100 610 2 210 001	\$109.50
175	COMMAND PERFORMANCE Total			\$109.50
176	CORNHUSKER STATE	NEW CLASSROOM FURNITURE	01 3540 610 1 017 021	\$5,082.00
177	CORNHUSKER STATE Total			\$5,082.00
178	COURTESY FORD	VEHICLE #10 INSPECTION,	01 2712 340 1 001 000	\$57.70
179		VEHICLE #14 INSPECTION,	01 2650 340 1 001 000	\$26.23
180			01 2650 340 2 001 000	\$26.22
181	COURTESY FORD Total			\$110.15
182	CRAVEN, SHEILA	CONTRACTED OT MILEAGE	01 2161 334 1 004 000	\$81.94
183			01 2161 334 2 004 000	\$3.75
184		CONTRACTED OT SCHOOL AGE	01 2161 320 1 004 000	\$9,598.50
185			01 2161 320 2 004 000	\$434.50
186	CRAVEN, SHEILA Total			\$10,118.69
187	D & L TOWING, L.L.C.	DROVE VEHICLE TO NORFOLK TRUCK	01 2710 340 1 001 000	\$87.50
188			01 2710 340 2 001 000	\$87.50
189	D & L TOWING, L.L.C. Total			\$175.00
190	DE LA ROSA, CARLA	PARENT MILEAGE	01 2713 332 1 004 021	\$94.50
191	DE LA ROSA, CARLA Total			\$94.50
192	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$77.00
193	DITTER, EMMA Total			\$77.00
194	EAKES OFFICE PLUS	15 GAL SPARCLING	01 2610 610 1 001 000	\$212.66
195			01 2610 610 2 001 000	\$212.65
196		TENT CARDS	01 2320 610 1 033 000	\$16.50
197			01 2320 610 2 033 000	\$16.49

198	EAKES OFFICE PLUS Total			\$458.30
199	EBSCO	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$452.62
200	EBSCO Total			\$452.62
201	ECHO GROUP INC	BALLAST	01 2620 610 2 001 001	\$190.00
202		LED LAMP	01 2620 610 2 001 001	\$17.88
203		TECH CENTER AND MAINT SUPPLIES	01 2620 610 1 001 000	\$27.62
204			01 2620 610 2 001 000	\$27.62
205	ECHO GROUP INC Total			\$263.12
206	EDUCATIONAL SERVICE UNIT	AUDIOLOGY	01 2151 591 2 004 000	\$1,316.87
207		TOWER SCHOOL	01 1200 591 2 004 000	\$30,312.50
208			01 1200 890 2 004 000	\$2,883.69
209	EDUCATIONAL SERVICE UNIT Total			\$34,513.06
210	ELECTRONIC CONTRACTING CO	SH SOUND SYSTEM	01 2620 431 2 001 001	\$922.02
211			01 2620 610 2 001 001	\$8,196.06
212	ELECTRONIC CONTRACTING CO Total			\$9,118.08
213	ELECTRONIC SYSTEMS	POWER SUPPLY/SERVICE CALL	01 2620 431 2 001 002	\$315.00
214	ELECTRONIC SYSTEMS Total			\$315.00
215	ESU 8	LICENSED MENTAL HEALTH	01 6998 591 1 945 014	\$9,504.00
216			01 6998 591 2 945 002	\$9,504.00
217		LMHP	01 2141 591 2 014 000	\$9,504.00
218		OCT SPED LEVEL III	01 1200 591 2 004 000	\$8,600.00
219		SPEECH THERAPY	01 2151 591 2 004 000	\$293.70
220		SUICIDE PREVENTION 10/28/22	01 2120 810 2 146 002	\$20.00
221	ESU 8 Total			\$37,425.70
222	FAMILY PHYSICAL THERAPY	BIRTH TO 5 OT MILEAGE	01 2162 334 1 004 000	\$29.69
223			01 2163 334 1 004 000	\$29.69
224		BIRTH TO 5 OT SERVICES	01 2162 320 1 004 000	\$3,457.50
225			01 2163 320 1 004 000	\$3,457.50
226	FAMILY PHYSICAL THERAPY Total			\$6,974.38
227	FASTENAL INDUSTRIAL	SUPPLIES	01 2620 610 1 001 000	\$41.65
228			01 2620 610 2 001 000	\$41.65
229	FASTENAL INDUSTRIAL Total			\$83.30
230	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$27.94
231			01 1292 333 1 004 000	\$26.00

232	FERNAU, JESSICA Total			\$53.94
233	FLORES, ALEJANDRINA	PARENT MILEAGE	01 2713 332 1 004 021	\$91.00
234	FLORES, ALEJANDRINA Total			\$91.00
235	FP MAILING SOLUTIONS	POSTBASE METER RENTAL	01 2510 531 1 001 000	\$115.50
236			01 2510 531 2 001 000	\$115.50
237	FP MAILING SOLUTIONS Total			\$231.00
238	FREUDENBURG, BRIDGETT	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$102.38
239	FREUDENBURG, BRIDGETT Total			\$102.38
240	FROWICK, KIM	STAFF MILEAGE	01 2151 333 1 004 000	\$11.00
241			01 2151 333 2 004 000	\$11.00
242	FROWICK, KIM Total			\$22.00
243	GANSEBOM, HAYLEY	SLP LICENSE RENEWAL	01 2670 330 1 035 000	\$140.00
244	GANSEBOM, HAYLEY Total			\$140.00
245	GIBBS SMITH PUBLISHER	THE NEBRASKA ADVENTURE BOOKS	01 1100 640 1 028 000	\$9,007.19
246	GIBBS SMITH PUBLISHER Total			\$9,007.19
247	GLASS EDGE INC, THE	INSTALL DOORS	01 2620 431 1 001 004	\$15,996.00
248	GLASS EDGE INC, THE Total			\$15,996.00
249	GONZALEZ, CRISTAL	PARENT MILEAGE	01 2713 332 1 004 021	\$49.50
250	GONZALEZ, CRISTAL Total			\$49.50
251	GOTHIER, ALEXIS	STAFF MILEAGE	01 1291 333 1 004 021	\$49.69
252			01 1292 333 1 004 000	\$49.69
253	GOTHIER, ALEXIS Total			\$99.38
254	GRAHAM TIRE CO	TIRE MAINT. LABOR	01 2650 340 1 001 000	\$23.90
255			01 2650 340 2 001 000	\$23.90
256		TIRE MAINT. SUPPLIES	01 2650 610 1 001 000	\$88.30
257			01 2650 610 2 001 000	\$88.30
258		TIRE MAINTENANCE	01 2650 340 1 001 000	\$70.90
259			01 2650 340 2 001 000	\$70.90
260			01 2650 610 1 001 000	\$359.32
261			01 2650 610 2 001 000	\$359.32
262	GRAHAM TIRE CO Total			\$1,084.84
263	GROSSERODE, SAMANTHA	PARENT MILEAGE	01 2713 332 1 004 021	\$110.00
264	GROSSERODE, SAMANTHA Total			\$110.00
265	GUITAR CENTER STORES, INC	HALF SIZED GUITAR	01 1100 610 1 430 014	\$127.49

266	GUITAR CENTER STORES, INC Total			\$127.49
267	GUMDROP BOOKS	BOOKS	01 2220 640 1 030 000	\$68.59
268	GUMDROP BOOKS Total			\$68.59
269	HAISCH, AMY	SLP LICENSE RENEWAL	01 2670 330 1 035 000	\$140.00
270	HAISCH, AMY Total			\$140.00
271	HAL LEONARD LLC	SHEET MUSIC	01 1100 610 1 418 014	\$30.93
272			01 1100 610 1 424 014	\$30.93
273	HAL LEONARD LLC Total			\$61.86
274	HALLEY, TRACETEN	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
275			01 1100 340 2 001 000	\$1,000.00
276		STUDENT TEACHER -SUB	01 1100 340 1 001 000	\$62.50
277			01 1100 340 2 001 000	\$62.50
278	HALLEY, TRACETEN Total			\$2,125.00
279	HANSEN, LACEY	PARENT MILEAGE	01 2710 332 2 001 000	\$269.85
280	HANSEN, LACEY Total			\$269.85
281	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$147.54
282	HARDY, MARSHAL Total			\$147.54
283	HEINEMANN	MATH BOOKS	01 6310 640 2 028 000	\$87.00
284	HEINEMANN Total			\$87.00
285	HEINEMANN PUBLISHING	MATH TEXTBOOK	01 6310 640 2 028 000	\$35.00
286	HEINEMANN PUBLISHING Total			\$35.00
287	HENKEL, KARL	TEACHER MILEAGE	01 1100 333 2 001 000	\$47.44
288	HENKEL, KARL Total			\$47.44
289	HENKENIUS, NICHOLAS	MEETING MEAL REIMB	01 2410 580 1 904 012	\$14.48
290		STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
291			01 1100 340 2 001 000	\$1,000.00
292		STUDENT TEACHER -SUB	01 1100 340 1 001 000	\$31.25
293			01 1100 340 2 001 000	\$31.25
294	HENKENIUS, NICHOLAS Total			\$2,076.98
295	HERLEY & REINKE	21-22 FINANCIAL AUDIT	01 2510 315 1 001 000	\$9,983.50
296			01 2510 315 2 001 000	\$9,983.50
297	HERLEY & REINKE Total			\$19,967.00
298	HILTON OMAHA	LODGING STATE ED CONF	01 2320 580 1 033 000	\$317.00
299			01 2320 580 2 033 000	\$317.00

300		LODGING STATE ED CONF/C BOOTH	01 2310 580 1 033 000	\$158.50
301			01 2310 580 2 033 000	\$158.50
302		TOTAL FOR CINDY BOOTH		\$317.00
303		LODGING STATE ED CONF/B CARHART	01 2310 580 1 033 000	\$158.50
304			01 2310 580 2 033 000	\$158.50
305		TOTAL FOR BRENDA CARHART		\$317.00
306		LODGING STATE ED CONF/S WOLFE	01 2310 580 1 033 000	\$97.75
307			01 2310 580 2 033 000	\$97.75
308		TOTAL FOR SANDY WOLFE		\$195.50
309	HILTON OMAHA Total			\$1,463.50
310	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$139.77
311	HOFERER, KIMBERLY Total			\$139.77
312	HOFFMANN, BENNETT	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
313			01 1100 340 2 001 000	\$1,000.00
314		STUDENT TEACHER -SUB	01 1100 340 1 001 000	\$93.75
315			01 1100 340 2 001 000	\$93.75
316	HOFFMANN, BENNETT Total			\$2,187.50
317	HOFMANN PLUMBING	BACKFLOW TEST	01 2620 431 1 001 000	\$45.00
318			01 2620 431 1 001 014	\$90.00
319			01 2620 431 2 001 000	\$45.00
320		PIPE INSTALLATION FOR	01 2620 431 2 001 000	\$682.40
321	HOFMANN PLUMBING Total			\$862.40
322	HOIEN, MARY	NEGOTIATIONS SUPPLIES	01 2310 890 1 033 000	\$9.28
323			01 2310 890 2 033 000	\$9.27
324	HOIEN, MARY Total			\$18.55
325	HOME DEPOT PRO, THE	MOP BUCKET AND WRINGER	01 2610 610 1 001 000	\$68.14
326			01 2610 610 2 001 000	\$68.14
327	HOME DEPOT PRO, THE Total			\$136.28
328	HORSLEY, JESSICA	STAFF MILEAGE	01 1100 333 1 001 000	\$44.88
329			01 1100 333 2 001 000	\$44.87
330	HORSLEY, JESSICA Total			\$89.75
331	HUFF CONSTRUCTION INC.	BEL AIR ADDITION	01 6998 340 1 945 010	\$191,599.20
332	HUFF CONSTRUCTION INC. Total			\$191,599.20
333	HUGHES, PAUL	ACTIVITY WORKER	01 2190 120 2 001 000	\$62.12

334	HUGHES, PAUL Total			\$62.12
335	INTERSTATE INDUSTRIAL	CERTIFY AND CALIBRATE GAUGE	01 2620 610 1 001 000	\$67.37
336			01 2620 610 2 001 000	\$67.37
337	INTERSTATE INDUSTRIAL Total			\$134.74
338	IOWA SFK LEASING INC	GRAVEL SPREADER	01 2630 731 1 001 000	\$3,300.00
339			01 2630 731 2 001 000	\$3,300.00
340		OIL	01 2650 610 1 001 000	\$59.28
341			01 2650 610 2 001 000	\$59.28
342	IOWA SFK LEASING INC Total			\$6,718.56
343	J W PEPPER, INC	ALL STATE MUSIC	01 1100 610 2 116 002	\$157.59
344		MUSIC FOLDERS AND BOOKS	01 1100 610 2 202 001	\$197.95
345		TOUR OF SCHOOLS MUSIC	01 1100 610 2 207 001	\$64.50
346	J W PEPPER, INC Total			\$420.04
347	JAMES, ALLISON	STAFF MILEAGE	01 2181 333 1 004 000	\$34.50
348			01 2181 333 2 004 000	\$34.50
349			01 2182 333 1 004 021	\$34.50
350	JAMES, ALLISON Total			\$103.50
351	JOSTENS	DIPLOMA COVERS/ENVELOPES	01 2490 610 2 209 001	\$2,681.45
352	JOSTENS Total			\$2,681.45
353	KANSAS CITY AUDIO-VISUAL	POWER SUPPLY AND CABLE	01 2230 650 1 005 000	\$98.77
354			01 2230 650 2 005 000	\$98.77
355		PROJECTOR	01 1100 650 1 705 008	\$455.57
356	KANSAS CITY AUDIO-VISUAL Total			\$653.11
357	KASUSKE, ARIC	SHAPE NE CONFERENCE	01 6310 330 1 028 000	\$200.00
358			01 6310 333 1 028 000	\$153.00
359			01 6310 580 1 028 000	\$49.64
360	KASUSKE, ARIC Total			\$402.64
361	KEVIN LINGENFELTER	INSTALL CARPET SCIENCE ROOM	01 2620 431 1 001 014	\$1,507.39
362	KEVIN LINGENFELTER Total			\$1,507.39
363	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 1 004 000	\$19.26
364			01 2151 333 2 004 000	\$19.27
365			01 2152 333 1 004 021	\$19.26
366			01 2153 333 1 004 000	\$19.27
367	KNIGHT, KARLA Total			\$77.06

368	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$131.69
369			01 1200 333 2 004 000	\$131.69
370	KONERT, NICOLE Total			\$263.38
371	KORTH, JESSIE	CONTRACTED PT BIRTH-5	01 2172 320 1 004 000	\$3,287.58
372			01 2173 320 1 004 000	\$3,287.59
373		CONTRACTED PT BIRTH-5 MILEAGE	01 2172 334 1 004 000	\$112.75
374			01 2173 334 1 004 000	\$112.75
375	KORTH, JESSIE Total			\$6,800.67
376	KURITA AMERICA, INC.	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$416.29
377			01 2620 610 2 001 000	\$416.28
378	KURITA AMERICA, INC. Total			\$832.57
379	KUSTOM PEST CONTROL	NOVEMBER 2022 PEST CONTROL	01 2630 340 1 001 000	\$73.50
380			01 2630 340 1 001 003	\$49.00
381			01 2630 340 1 001 004	\$49.00
382			01 2630 340 1 001 005	\$49.00
383			01 2630 340 1 001 008	\$49.00
384			01 2630 340 1 001 009	\$49.00
385			01 2630 340 1 001 010	\$49.00
386			01 2630 340 1 001 012	\$49.00
387			01 2630 340 1 001 014	\$49.00
388			01 2630 340 1 001 021	\$49.00
389			01 2630 340 2 001 000	\$73.50
390			01 2630 340 2 001 001	\$98.00
391			01 2630 340 2 001 002	\$49.00
392	KUSTOM PEST CONTROL Total			\$735.00
393	LAWSON PRODUCTS, INC	MAINT DEPT RESTOCK SUPPLIES	01 2620 610 1 001 000	\$202.03
394			01 2620 610 2 001 000	\$202.03
395	LAWSON PRODUCTS, INC Total			\$404.06
396	LEARNING A-Z	WEB/CLOUD BASED SOFTWARE	01 6969 643 1 028 000	\$234.00
397	LEARNING A-Z Total			\$234.00
398	LICHTY, TRACY	BLUE RIBBON CEREMONY	01 6310 580 1 028 000	\$385.81
399	LICHTY, TRACY Total			\$385.81
400	LITERACY RESOURCES, LLC	CURRICULUM	01 1200 640 1 004 000	\$2,139.80
401			01 6200 640 1 028 000	\$4,608.80

402			01 6926 610 1 004 000	\$1,646.00
403	LITERACY RESOURCES, LLC Total			\$8,394.60
404	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$70.63
405			01 1200 333 2 004 000	\$70.62
406	LUHR, MARY Total			\$141.25
407	MACKIN LIBRARY MEDIA	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$64.05
408	MACKIN LIBRARY MEDIA Total			\$64.05
409	MADISON COUNTY CLERK	LB644 POSTCARDS, ELECTION	01 2310 890 1 033 000	\$2,399.19
410			01 2310 890 2 033 000	\$2,399.19
411	MADISON COUNTY CLERK Total			\$4,798.38
412	MADISON PUBLIC SCHOOOL	LDE REGISTRATION	01 1100 610 2 208 001	\$90.00
413	MADISON PUBLIC SCHOOOL Total			\$90.00
414	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$1,108.69
415		MONTHLY MATERIALS	01 2620 610 1 001 000	\$94.95
416			01 2620 610 2 001 000	\$94.95
417		SUPPLIES	01 2620 610 1 001 000	\$25.19
418			01 2620 610 2 001 000	\$25.19
419	MATHESON TRI-GAS INC. Total			\$1,348.97
420	MATTEO SAND & GRAVEL	ARMOR COAT	01 2630 610 1 001 000	\$49.28
421			01 2630 610 2 001 000	\$49.27
422	MATTEO SAND & GRAVEL Total			\$98.55
423	MCGRAW-HILL SCHOOL	CORRECTIVE READING	01 1100 640 1 028 005	\$57.34
424			01 1200 640 1 004 000	\$57.36
425			01 1200 640 1 004 003	\$18.92
426	MCGRAW-HILL SCHOOL Total			\$133.62
427	MEAD LUMBER AND RENTAL	STORAGE SHED SUPPLIES	01 1100 610 2 211 001	\$17.82
428	MEAD LUMBER AND RENTAL Total			\$17.82
429	MEISINGER OIL CO	DIESEL	01 2650 626 1 001 000	\$88.69
430			01 2650 626 2 001 000	\$88.68
431			01 2710 626 1 001 000	\$3,547.44
432			01 2710 626 2 001 000	\$3,547.44
433			01 2712 626 1 001 000	\$1,596.35
434		NOLEAD	01 2650 626 1 001 000	\$3,524.88
435			01 2650 626 2 001 000	\$3,524.88

436		01 2712 626 1 001 000	\$1,762.44
437	MEISINGER OIL CO Total		\$17,680.80
438	MENARDS	ANTIFREEZE	01 2620 610 1 001 000 \$9.87
439			01 2620 610 2 001 000 \$9.87
440		BATTERIES	01 2620 610 1 001 000 \$5.98
441			01 2620 610 2 001 000 \$5.98
442		CLAMP, TOOL CLAMP	01 2620 610 1 001 000 \$9.49
443			01 2620 610 2 001 000 \$9.49
444		DIAMOND BLADE	01 2620 610 1 001 000 \$7.99
445			01 2620 610 2 001 000 \$7.99
446		FENCING AND POSTS	01 2620 610 2 001 002 \$192.94
447		GRANT SUPPLIES	01 2620 610 1 001 003 \$23.80
448		HANGERS	01 2620 610 1 001 014 \$5.38
449		HOSE CLAMP	01 2620 610 1 001 021 \$13.48
450		MAINT. SUPPLIES	01 2620 610 1 001 000 \$53.17
451			01 2620 610 2 001 000 \$53.17
452		MICROWAVE	01 2620 610 1 001 000 \$64.50
453			01 2620 610 2 001 000 \$64.50
454		PLUG	01 2620 610 2 001 001 \$6.99
455		PROFLEX COUPLER	01 2620 610 1 001 014 \$22.98
456		SCREWDRIVERS, NUTS, MAGNETS	01 2620 610 1 001 000 \$19.17
457			01 2620 610 2 001 000 \$19.17
458		SLIDE LOCK	01 2620 610 2 001 001 \$12.99
459		STUDED T-POST	01 2620 610 2 001 002 \$27.45
460		TANK SPRAYER	01 2630 610 1 001 000 \$94.14
461			01 2630 610 2 001 000 \$94.14
462		TECH BUILDING SUPPLIES	01 2620 610 1 001 000 \$21.23
463			01 2620 610 2 001 000 \$21.22
464		TIE WIRES	01 2620 610 2 001 002 \$29.16
465		TRIM	01 2620 610 1 001 000 \$13.49
466			01 2620 610 2 001 000 \$13.49
467		VEHICLE SUPPLIES	01 2620 610 1 001 000 \$30.24
468			01 2620 610 2 001 000 \$30.24
469		WALL SCRAPER, PLUGS, HOLE	01 2620 610 1 001 000 \$19.26

470			01 2620 610 2 001 000	\$19.26
471	MENARDS Total			\$1,032.22
472	METAL DOORS & HARDWARE CO.	LOCKING SUPPLIES	01 2620 610 1 001 000	\$127.05
473			01 2620 610 1 001 005	\$671.88
474			01 2620 610 2 001 000	\$418.09
475	METAL DOORS & HARDWARE CO. Total			\$1,217.02
476	MILLER, AMY	CONTRACTED PT SCHOOL AGE	01 2171 320 1 004 000	\$5,214.00
477		CONTRACTED PT SCHOOL AGE	01 2171 334 1 004 000	\$88.00
478	MILLER, AMY Total			\$5,302.00
479	MILLER, TIM	WRESTLING IN WAYNE	01 2190 580 2 001 000	\$11.86
480	MILLER, TIM Total			\$11.86
481	MILLER, TINA	PARENT MILEAGE	01 2713 332 1 004 021	\$195.00
482	MILLER, TINA Total			\$195.00
483	MODEL ELECTRIC INC	LOST POWER WELDING CLASSROOM	01 2620 431 2 001 001	\$94.50
484	MODEL ELECTRIC INC Total			\$94.50
485	MORAGA, DIAMOND	STAFF MILEAGE	01 1292 333 1 004 000	\$12.25
486	MORAGA, DIAMOND Total			\$12.25
487	MUELLER, JULIE	SLP LICENSE RENEWAL	01 2670 330 1 035 000	\$140.00
488		STAFF MILEAGE	01 2152 333 1 004 021	\$69.13
489			01 2153 333 1 004 000	\$118.50
490	MUELLER, JULIE Total			\$327.63
491	NAPA OF NORFOLK	BLADES VEHICLE #57	01 2650 610 1 001 000	\$24.60
492			01 2650 610 2 001 000	\$24.60
493	NAPA OF NORFOLK Total			\$49.20
494	NASCO	MATH SUPPLIES	01 1100 610 2 107 002	\$26.75
495		TRAY PAD CVR LRG ANIMAL	01 1100 610 2 206 001	\$994.68
496	NASCO Total			\$1,021.43
497	NASP	ARCHERY SUPPLIES	01 1100 610 2 143 002	\$115.00
498	NASP Total			\$115.00
499	NATIONAL ART & SCHOOL	COOP SUPPLIES	01 1100 610 0 001 000	\$951.06
500			01 1100 610 2 106 002	\$13.98
501			01 1100 610 2 142 002	\$46.86
502			01 1190 610 1 163 021	\$7.26
503	NATIONAL ART & SCHOOL Total			\$1,019.16

504	NATIONAL STUDENT	STUDENT TRACKER	01 2410 610 2 209 001	\$595.00
505	NATIONAL STUDENT Total			\$595.00
506	NCS PEARSON	TESTING/ASSESSMENTS	01 2141 610 1 014 000	\$126.02
507			01 2141 610 2 014 000	\$126.02
508			01 2142 610 1 014 000	\$28.01
509	NCS PEARSON Total			\$280.05
510	NCSA	MTSS REGISTRATION STRONG	01 1200 330 1 004 012	\$125.00
511		NCSA MEMBERSHIP/B STRONG	01 2410 810 1 904 012	\$335.00
512	NCSA Total			\$460.00
513	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$1,649.98
514			01 2610 621 1 001 003	\$2,299.29
515			01 2610 621 1 001 004	\$1,503.00
516			01 2610 621 1 001 005	\$2,169.47
517			01 2610 621 1 001 008	\$1,893.66
518			01 2610 621 1 001 009	\$1,343.46
519			01 2610 621 1 001 010	\$1,795.08
520			01 2610 621 1 001 014	\$7,339.14
521			01 2610 621 1 001 021	\$1,335.24
522			01 2610 621 2 001 000	\$1,649.98
523			01 2610 621 2 001 001	\$32,961.45
524			01 2610 621 2 001 002	\$12,326.60
525	NEBRASKA PUBLIC POWER Total			\$68,266.35
526	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSE	01 2570 890 1 001 000	\$730.16
527			01 2570 890 2 001 000	\$730.16
528	NEBRASKA SAFETY CENTER Total			\$1,460.32
529	NEBRASKA STATE FIRE	ANNUAL ELEVATOR INSPECTION	01 2620 431 1 001 000	\$60.00
530			01 2620 431 1 001 003	\$120.00
531			01 2620 431 1 001 005	\$120.00
532			01 2620 431 1 001 014	\$120.00
533			01 2620 431 2 001 000	\$60.00
534			01 2620 431 2 001 001	\$120.00
535			01 2620 431 2 001 002	\$120.00
536	NEBRASKA STATE FIRE Total			\$720.00
537	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 1 901 000	\$150.00

538			01 2570 340 2 901 000	\$150.00
539	NMG LLC DBA NORFOLK WORKS Total			\$300.00
540	NORDHUES, ELLE	MILEAGE	01 6200 333 1 028 000	\$51.19
541	NORDHUES, ELLE Total			\$51.19
542	NORFOLK AREA CHAMBER	HOLIDAY AT CHAMBER	01 2310 810 1 010 000	\$5.00
543			01 2310 810 2 010 000	\$5.00
544	NORFOLK AREA CHAMBER Total			\$10.00
545	NORFOLK ARTS CENTER	1ST GRADE WINTER PLAY TICKETS	01 2670 810 1 035 000	\$355.00
546	NORFOLK ARTS CENTER Total			\$355.00
547	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEALS	01 2320 890 1 033 000	\$9.32
548			01 2320 890 2 033 000	\$9.32
549		GIRLS GOLF COURSE ACCESS	01 2510 890 2 001 000	\$2,500.00
550	NORFOLK COUNTRY CLUB Total			\$2,518.64
551	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$62.01
552			01 2310 540 1 033 000	\$356.76
553			01 2310 540 2 001 000	\$62.01
554			01 2310 540 2 033 000	\$356.75
555			01 2510 540 1 001 000	\$65.57
556			01 2510 540 1 901 000	\$368.75
557			01 2510 540 2 001 000	\$65.57
558			01 2510 540 2 901 000	\$368.75
559	NORFOLK DAILY NEWS Total			\$1,706.17
560	NORFOLK SENIOR HIGH SCHOOL	CLUB FACILITATOR M.WILKEN	01 6968 340 2 001 002	\$300.00
561		REPLACEMENT STOOLS	01 2410 610 2 209 001	\$309.55
562	NORFOLK SENIOR HIGH SCHOOL Total			\$609.55
563	NORFOLK WINNELSON CO	FILTERS	01 2620 610 1 001 000	\$0.00
564			01 2620 610 1 001 003	\$0.00
565			01 2620 610 2 001 000	\$0.00
566	NORFOLK WINNELSON CO Total			\$0.00
567	NORFOLK WINSUPPLY	BOTTLE FILTER	01 2620 610 1 001 003	\$105.54
568		BOTTLE FILTERS	01 2620 610 1 001 021	\$105.54
569		CLEANERS, REPAIR KITS	01 2620 610 1 001 000	\$54.09
570			01 2620 610 2 001 000	\$54.09
571		FILTERS	01 2620 610 1 001 000	\$572.89

572			01 2620 610 1 001 003	\$195.86
573			01 2620 610 1 001 009	\$385.16
574			01 2620 610 1 001 012	\$226.32
575			01 2620 610 2 001 000	\$572.88
576		SMOKE BOMB	01 2620 610 1 001 000	\$54.00
577			01 2620 610 1 001 014	\$36.00
578			01 2620 610 2 001 000	\$54.00
579		SPRAY VALVE	01 2620 610 2 001 001	\$100.29
580		SUPPLIES	01 2620 610 2 001 001	\$9.27
581	NORFOLK WINSUPPLY Total			\$2,525.93
582	NORTHEAST COMMUNITY	CPR RENEWAL COURSE	01 2130 330 1 004 000	\$84.00
583			01 2130 330 2 004 000	\$84.00
584	NORTHEAST COMMUNITY Total			\$168.00
585	NPS SUBSIDIARY	22-23 SEASON	01 2510 890 2 001 000	\$500.00
586		3 HOLE PUNCH #3	01 2151 610 1 953 012	\$9.18
587		ACTIVITIES COMMITTEE LUNCH #30	01 2190 890 2 001 000	\$85.50
588		ADD/ADHD TRAINING #14	01 2213 330 1 601 005	\$65.00
589		AUTODESK MEALS #27	01 6700 580 2 028 001	\$52.18
590		AUTODESK TRANSPORTATION #27	01 6700 580 2 028 001	\$77.40
591		AUTODESK UNIVERSITY LODGING	01 6700 580 2 028 001	\$731.58
592		BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$60.50
593			01 2510 340 2 001 000	\$60.50
594		BEHAVIOR REFLECTION SHEETS #6	01 1100 610 1 104 010	\$11.24
595		BOOKS & PERIODICALS #2	01 1100 640 2 028 001	\$106.87
596		BUBBLING SUDS	01 2650 610 1 001 000	\$74.01
597			01 2650 610 2 001 000	\$74.00
598		CABLE BOXES	01 2410 340 2 209 001	\$11.89
599			01 2510 340 1 001 000	\$2.77
600			01 2510 340 2 001 000	\$2.76
601			01 2670 340 1 035 000	\$2.76
602			01 2670 340 2 035 000	\$2.76
603		CANNED AIR #6	01 1100 610 1 104 010	\$85.55
604		CARDSTOCK #3	01 2151 610 1 953 012	\$15.98
605		CELL PHONES	01 2670 382 1 035 000	\$172.67

606		01 2670 382 2 035 000	\$172.67
607		01 2710 382 1 001 000	\$172.67
608		01 2710 382 2 001 000	\$172.68
609		01 3541 382 1 004 000	\$160.71
610		01 6910 382 1 004 000	\$53.57
611	CHAIR MAT #24	01 1100 610 2 141 002	\$99.98
612	CLASS PROJECT MATERIALS #24	01 1100 610 2 133 002	\$59.87
613	CLASSROOM FLAGS #29	01 2410 610 2 209 001	\$53.97
614	CLASSROOM LAB SUPPLIES #24	01 1100 610 2 111 002	\$216.82
615	CLASSROOM REPLACEMENT STOOLS	01 2410 610 2 209 001	\$273.04
616	CLASSROOM SUPPLIES	01 1100 610 2 208 001	\$5.30
617	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$79.96
618	CLASSROOM SUPPLIES #13	01 1100 610 1 430 014	\$236.55
619	CLASSROOM SUPPLIES #21	01 1100 610 2 204 001	\$38.41
620		01 1100 610 2 206 001	\$35.38
621		01 1100 610 2 211 001	\$191.96
622	CLASSROOM SUPPLIES #24	01 1100 610 2 109 002	\$65.00
623		01 1100 610 2 113 002	\$184.76
624		01 1100 610 2 138 002	\$34.34
625	CLASSROOM SUPPLIES #28	01 1100 610 2 204 001	\$105.49
626		01 1100 610 2 206 001	\$71.62
627	CLASSROOM SUPPLIES #29	01 1100 610 2 204 001	\$179.52
628		01 1100 610 2 206 001	\$83.85
629		01 1100 610 2 211 001	\$75.98
630		01 1100 610 2 227 001	\$225.04
631		01 1200 610 2 258 001	\$244.20
632	CLASSROOM SUPPLIES #3	01 1100 610 1 906 012	\$77.46
633		01 2120 610 1 905 012	\$180.15
634	CLASSROOM SUPPLIES #5	01 1100 610 2 208 001	\$38.99
635	CLASSROOM SUPPLIES 24	01 1100 610 2 111 002	\$23.08
636	CLOSING THE GAP CONF TRAVEL	01 1200 580 1 004 000	\$47.60
637		01 1200 580 2 004 000	\$47.60
638	CONF LODGING R. TOPP #17	01 1200 580 1 004 000	\$350.63
639		01 1200 580 2 004 000	\$350.62

640	COUGH DROPS #29	01 2130 610 2 228 001	\$64.82
641	CULINARY LAB SUPPLIES #23	01 1100 610 2 204 001	\$190.54
642	DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$257.08
643		01 2510 340 2 001 000	\$257.07
644	DETERGENT/CLEANING SUPPLIES	01 1100 610 1 430 014	\$29.32
645	DOCUMENT CAMERA #16	01 1100 610 1 709 008	\$59.00
646	DOWELS #13	01 1100 610 1 415 014	\$91.77
647	DRY ICE #24	01 1100 610 2 137 002	\$67.66
648	DUES AND FEES #13	01 2410 810 1 430 014	\$1,179.00
649	EARLY EDUCATORS CONFERENCE	01 3541 580 1 004 000	-\$1,636.38
650	ELECTRICITY	01 2610 621 1 001 012	\$1,593.44
651	EMOTION CURRICULUM #24	01 2151 610 2 193 002	\$40.12
652	ETHERNET CABLE #13	01 1100 650 1 430 014	\$35.08
653	FILAMENT #13	01 1100 610 1 415 014	\$21.99
654	FOOD FOR FAN #10	01 3541 610 1 004 000	\$219.85
655	GENERAL SUPPLIES #29	01 1100 610 2 211 001	\$1,109.00
656		01 1100 610 2 227 001	\$30.61
657	GOOSENECK MIRROR #3	01 2151 610 1 953 012	\$12.99
658	GREATER NE SUPERINTENDENTS	01 2320 580 1 033 000	\$155.00
659		01 2320 580 2 033 000	\$155.00
660	GROMMETS/SPRINGS #8	01 2610 610 1 001 000	\$26.89
661		01 2610 610 2 001 000	\$26.89
662	GROUP HOME SUPPLIES #2	01 6200 610 1 028 000	\$3,885.39
663	HATCHERY CHICKENS #22	01 1100 610 2 208 001	\$47.25
664	HDMI CABLES #25	01 2230 650 1 005 000	\$22.46
665		01 2230 650 2 005 000	\$22.45
666	INSURANCE MEETING MEAL #20	01 2510 890 1 001 000	\$43.11
667		01 2510 890 2 001 000	\$43.11
668	INVITATIONS/SIGN HOLDER #1	01 2310 540 1 010 000	\$85.00
669	JIG SAW/BLADES/EAR	01 1100 610 2 211 001	\$430.94
670	KITCHEN SCALES #13	01 1100 610 1 407 014	\$64.50
671	KLEENEX #6	01 1100 610 1 104 010	\$61.84
672	LARGE STAMPERS #10	01 1291 610 1 017 021	\$24.59
673	LEADERSHIP TEAM MEETING #17	01 1200 610 1 004 000	\$54.98

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	01 1200 610 2 004 000	\$54.98
LENS-ID LAMP #8	01 2710 610 1 001 000	\$32.24
	01 2710 610 2 001 000	\$32.23
LIFE SKILLS SUPPLIES #12	01 1200 610 1 020 009	\$130.04
MACBOOK AIR #27	01 1100 610 2 207 001	\$1,068.93
MARIUS STOOL #12	01 1150 610 1 856 009	\$103.70
MEETING MEAL #20	01 2510 890 1 001 000	\$28.72
	01 2510 890 2 001 000	\$28.72
MEMBERSHIP DUES #11	01 2410 810 2 141 002	\$40.00
MENU MATH #22	01 1200 610 2 293 001	\$72.99
MIPS PAPERWORK SOFTWARE #17	01 1200 643 1 004 000	\$25.00
	01 1200 643 2 004 000	\$25.00
MISC. NUTS & BOLTS #13	01 1100 610 1 430 014	\$40.78
MONEY BOXES FOR EVENTS #24	01 2190 610 2 148 002	\$124.95
MR./MRS. POTATO HEAD #16	01 1150 610 1 755 008	\$43.38
NATA LODGING #19	01 2230 580 1 005 000	\$56.75
	01 2230 580 2 005 000	\$56.75
OIL/DIESEL TREATMENT	01 2650 610 1 001 000	\$86.66
	01 2650 610 2 001 000	\$86.65
OPEN HOUSES SUPPLIES #1	01 2320 610 1 033 000	\$8.44
	01 2320 610 2 033 000	\$8.44
PARKING #7	01 2211 580 1 901 000	\$4.38
	01 2211 580 2 901 000	\$4.37
PE SUPPLIES #3	01 1100 610 1 919 012	\$70.96
PENCIL SHARPENER/TIMER #6	01 1100 610 1 124 010	\$39.46
PHONE SERVICE	01 2510 382 1 001 000	\$196.98
	01 2510 382 1 001 003	\$100.26
	01 2510 382 1 001 004	\$99.85
	01 2510 382 1 001 005	\$100.26
	01 2510 382 1 001 008	\$100.26
	01 2510 382 1 001 009	\$100.26
	01 2510 382 1 001 010	\$100.26
	01 2510 382 1 001 012	\$96.32
	01 2510 382 1 001 014	\$200.88

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	01 2510 382 1 001 021	\$99.85
	01 2510 382 2 001 000	\$196.98
	01 2510 382 2 001 001	\$403.23
	01 2510 382 2 001 002	\$203.82
PHOTOS #6	01 1100 610 1 104 010	\$2.99
POPPY'S PUMPKIN PATCH #10	01 3541 610 1 004 000	\$182.00
POPPY'S PUMPKIN PATCH #27	01 1100 610 2 016 001	\$238.00
POPSICLE STICKS #24	01 1100 610 2 109 002	\$7.99
PROJECTOR SUPPLIES #25	01 2230 650 1 005 000	\$47.83
	01 2230 650 2 005 000	\$47.82
QUICK READS #6	01 1100 610 1 104 010	\$137.50
READ N QUIZ #16	01 1100 610 1 705 008	\$663.84
REFUND OF CONF #10	01 3541 330 1 004 000	-\$1,850.00
REGISTRATION FOR SPELLING BEE	01 1100 810 2 136 002	\$175.00
REPAIR TIRE #22	01 2650 340 1 001 000	\$12.50
	01 2650 340 2 001 000	\$12.50
RESOURCES FOR MODIFIED	01 1200 610 1 491 014	\$253.99
RETURN SHIPPING #17	01 1291 610 1 004 021	\$9.00
SAFETY/SECURITY SUMMIT MEALS	01 2660 580 1 035 000	\$57.50
	01 2660 580 2 035 000	\$57.50
SATIN CLEAR ASCEND #3	01 2410 610 1 904 012	\$58.70
SCIENCE LAB SUPPLIES #13	01 1100 610 1 407 014	\$111.96
SCIENCE RESOURCES #24	01 1100 610 2 137 002	\$175.00
SHEET MUSIC	01 1100 610 1 418 014	\$41.62
	01 1100 610 1 424 014	\$41.62
SHOW CHOIR EQUIPMENT #5	01 1100 610 2 207 001	\$816.00
SOCIAL EMOTIONAL LEARNING KIT	01 1200 610 1 020 009	\$211.86
SPORTING EQUIPMENT #18	01 6988 610 1 001 014	\$282.07
SPRAYER BOOM #8	01 2620 610 1 001 000	\$125.00
	01 2620 610 2 001 000	\$124.99
STEP STOOL #24	01 1200 610 2 195 002	\$27.43
STORE INCENTIVES #5	01 1200 610 2 290 001	\$248.01
STUDENT INCENTIVE #5	01 1200 610 2 290 001	\$48.93
STUDENT INCENTIVES #30	01 1200 610 2 004 000	\$43.62

742	STUDENT SUPPLIES #30	01 6994 610 2 004 000	\$105.44	
743	SUPPLIES #13	01 1100 610 1 407 014	\$99.91	
744	SUPPLIES #14	01 1100 610 1 602 005	\$322.74	
745		01 1100 610 1 613 005	\$13.90	
746		01 1100 610 1 642 005	\$38.47	
747		01 1100 610 1 664 005	\$7.76	
748	SUPPLIES #16	01 1100 610 1 701 008	\$95.89	
749	SUPPLIES #2	01 6200 610 1 028 009	\$32.97	
750		01 6200 610 1 028 014	\$42.62	
751	SUPPLIES #20	01 2310 610 1 033 000	\$6.74	
752		01 2310 610 2 033 000	\$6.73	
753	SUPPLIES #24	01 1100 610 2 112 002	\$137.65	
754		01 1100 610 2 138 002	\$59.88	
755	SUPPLIES #25	01 2310 610 1 010 000	\$7.22	
756		01 2310 610 2 010 000	\$7.22	
757	SUPPLIES #6	01 1100 610 1 104 010	\$139.33	
758		01 1200 610 1 155 010	\$93.57	
759	SUPPLIES FOR FAN #10	01 3541 610 1 004 000	\$157.03	
760	SUPPLIES FOR SHOW CHOIR	01 1100 610 2 116 002	\$78.11	
761	TABLETOP MIRROR WITH STAND #3	01 2151 610 1 953 012	\$55.48	
762	TAGBOARD #7	01 2211 610 1 901 000	\$10.22	
763		01 2211 610 2 901 000	\$10.23	
764	TEAM ADVANTAGE PLAN #2	01 1100 340 1 028 000	\$750.00	
765		01 1100 340 2 028 000	\$750.00	
766	TENOR SAX MOUTHPIECE #13	01 1100 610 1 418 014	\$39.99	
767	THE TACTILE TEACHER #11	01 1100 610 2 141 002	-\$27.09	
768	TRAINING #17	01 6925 330 2 004 000	\$24.62	
769	TRANSITION HOUSE FURNITURE	01 2510 610 2 001 000	\$1,335.90	
770	VINYL DESKTOP HELPERS #3	01 1100 610 1 909 012	\$36.50	
771	WATER #24	01 1100 610 2 141 002	\$21.45	
772	WATER AND SEWER	01 2610 410 1 001 012	\$137.85	
773	WEB/CLOUD BASED SOFTWARE #11	01 1100 643 2 141 002	\$59.99	
774	NPS SUBSIDIARY Total		\$26,731.75	
775	ONE CALL CONCEPTS, INC	DIGGERS HOTLINE	01 2620 431 1 001 000	\$4.40

776			01 2620 431 2 001 000	\$4.40
777	ONE CALL CONCEPTS, INC Total			\$8.80
778	OTERO, JOSLYNN	PARENT MILEAGE	01 2713 332 1 004 021	\$75.00
779	OTERO, JOSLYNN Total			\$75.00
780	OVERHEAD DOOR COMPANY OF	ROLLERS	01 2620 610 2 001 001	\$50.00
781	OVERHEAD DOOR COMPANY OF Total			\$50.00
782	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$364.45
783		FALL BOOK ORDER	01 2220 640 1 030 000	\$236.01
784	PERMA BOUND Total			\$600.46
785	PERRY,GUTHERY,HAASE	COMPARABILITY STUDY	01 2330 317 1 001 000	\$3,132.80
786			01 2330 317 2 001 000	\$3,132.80
787		LEGAL SERVICES	01 2330 317 1 001 000	\$3,729.61
788			01 2330 317 2 001 000	\$3,729.59
789	PERRY,GUTHERY,HAASE Total			\$13,724.80
790	PETERSON, DAVE	YANKTON 11/8/22	01 2190 580 2 001 000	\$15.00
791	PETERSON, DAVE Total			\$15.00
792	POLLARD PUMPING	JET LINE OCT SERVICE	01 2620 431 1 001 000	\$117.50
793			01 2620 431 2 001 000	\$117.50
794		JET LINE SEPT SERVICE	01 2620 431 1 001 000	\$117.50
795			01 2620 431 2 001 000	\$117.50
796		PUMP AND JET MANHOLE SH	01 2620 431 2 001 001	\$570.00
797	POLLARD PUMPING Total			\$1,040.00
798	POND, AMANDA	PARENT MILEAGE	01 2713 332 1 004 021	\$35.00
799	POND, AMANDA Total			\$35.00
800	PRESENCE LEARNING, INC	CONTRACTED PYSCHOLOGIST	01 1100 340 2 991 001	\$3,768.50
801			01 1100 340 2 991 002	\$3,768.50
802	PRESENCE LEARNING, INC Total			\$7,537.00
803	PRIME SANITATION SERVICE	NOVEMBER 2022 DUMPSTERS	01 2610 420 1 001 000	\$2,275.00
804			01 2610 420 2 001 000	\$2,275.00
805	PRIME SANITATION SERVICE Total			\$4,550.00
806	QUILL CORPORATION	CLASSROOM SUPPLIES	01 2410 610 2 209 001	\$24.66
807		DRY ERASE BOARD	01 1200 610 2 004 001	\$69.71
808		EXPO CLEANER	01 2410 610 2 209 001	-\$15.89
809		GENERAL SUPPLIES	01 1100 610 1 801 009	\$85.65

810		OFFICE SUPPLIES	01 2410 610 2 209 001	\$107.00
811	QUILL CORPORATION Total			\$271.13
812	RASMUSSEN MECHANICAL	LABOR TO CHILLER	01 2620 431 2 001 001	\$2,784.00
813		LABOR TO RM 113	01 2620 431 1 001 012	\$859.79
814		LABOR TO RM 515	01 2620 431 2 001 001	\$1,829.62
815		LABOR TO ROOFTOP UNITS	01 2620 431 1 001 000	\$710.25
816			01 2620 431 2 001 000	\$710.25
817		REPAIR TO MULTIPLE DUCT	01 2620 431 2 001 001	\$1,007.80
818		RESTROOM EXHAUST FAN	01 2620 431 1 001 004	\$1,174.51
819		ROOFTOP AIR HANDLER CODE	01 2620 431 1 001 009	\$614.25
820		SE ENTRY OVERHEATING-	01 2620 431 2 001 002	\$1,592.04
821	RASMUSSEN MECHANICAL Total			\$11,282.51
822	READ ALOUD NORFOLK	CHILDRENS DAY FESTIVAL	01 3541 610 1 004 000	\$100.00
823			01 6416 610 1 017 000	\$100.00
824	READ ALOUD NORFOLK Total			\$200.00
825	READING WAREHOUSE, THE	OCT22 BOOK ORDER	01 2220 640 1 030 000	\$2,328.06
826	READING WAREHOUSE, THE Total			\$2,328.06
827	REAL REPTILES LLC	INTERACTIVE EDUCATIONAL	01 1100 610 2 016 001	\$250.00
828	REAL REPTILES LLC Total			\$250.00
829	REDING, DANIELLE	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
830			01 1100 340 2 001 000	\$1,000.00
831		STUDENT TEACHER SUB	01 1100 340 1 001 000	\$343.75
832			01 1100 340 2 001 000	\$343.75
833	REDING, DANIELLE Total			\$2,687.50
834	REEDY, JAMES	MARCHING BAND FUEL REIMB.	01 2650 626 1 001 000	\$30.68
835			01 2650 626 2 001 000	\$30.67
836	REEDY, JAMES Total			\$61.35
837	REGION III	MEMBERSHIP DUES/J ROBINSON	01 2410 810 2 141 002	\$20.00
838	REGION III Total			\$20.00
839	RISTAU, RYAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$46.59
840	RISTAU, RYAN Total			\$46.59
841	ROBINSON, BILL	STAFF MILEAGE	01 2510 333 1 001 000	\$70.63
842			01 2510 333 2 001 000	\$70.62
843	ROBINSON, BILL Total			\$141.25

844	RODRIGUEZ, ESTEFANI	PARENT MILEAGE	01 2713 332 1 004 021	\$91.00
845	RODRIGUEZ, ESTEFANI Total			\$91.00
846	SAFESIDE SHREDDING	SHREDDING SERVICE	01 2510 340 1 001 000	\$40.00
847			01 2510 340 2 001 000	\$40.00
848	SAFESIDE SHREDDING Total			\$80.00
849	SCHMIT, CHELSEY	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$9.63
850			01 1150 333 2 004 000	\$9.62
851	SCHMIT, CHELSEY Total			\$19.25
852	SCHOENHERR, BETH	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$25.00
853	SCHOENHERR, BETH Total			\$25.00
854	SCHOLASTIC, INC.	BOOKS FOR FAN AND HOME VISITS	01 3541 610 1 004 000	\$307.00
855	SCHOLASTIC, INC. Total			\$307.00
856	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 1 001 000	\$190.78
857			01 2710 332 2 001 000	\$190.77
858	SCHUMACHER, EMILY Total			\$381.55
859	SCHUURMANS, ERIN	ACTIVITY WORKER	01 2190 120 2 001 000	\$124.24
860	SCHUURMANS, ERIN Total			\$124.24
861	SIERRA-RIOS, VIRGELINA	INTERPRETER	01 1150 350 1 004 010	\$40.32
862	SIERRA-RIOS, VIRGELINA Total			\$40.32
863	SOMMERFELD AND SON'S	SNOW REMOVAL	01 2630 420 1 001 012	\$640.00
864	SOMMERFELD AND SON'S Total			\$640.00
865	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$10.41
866			01 2141 333 2 014 000	\$10.40
867	SONGCUAN, ALEXANDRA Total			\$20.81
868	STEPP, JUDY	STAFF MILEAGE	01 1200 333 1 004 000	\$31.19
869			01 1200 333 2 004 000	\$31.19
870	STEPP, JUDY Total			\$62.38
871	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$183.00
872	SULLIVAN, KATLINN Total			\$183.00
873	SUPER DUPER PUBLICATIONS	TESTING MATERIALS	01 2151 610 1 024 000	\$365.75
874			01 2151 610 2 024 000	\$365.75
875	SUPER DUPER PUBLICATIONS Total			\$731.50
876	SYNCB/AMAZON	BABY UTENSILS	01 1292 610 1 004 021	\$15.98
877		BOOKS & PERIODICALS	01 2220 640 1 030 000	\$44.33

878		CLASSROOM SUPPLIES	01 1150 610 1 856 009	\$544.30
879		GENERAL SUPPLIES	01 1100 610 1 801 009	\$223.62
880		HEADSETS	01 1100 650 1 802 009	\$254.85
881		SPED STUDENT SUPPLIES	01 1200 610 1 004 000	\$7.50
882			01 1200 610 2 004 000	\$7.49
883		STUDENT SUPPLY	01 1200 610 2 004 001	\$58.00
884		SUPPLIES	01 2120 610 1 816 009	\$25.56
885		TIMER FOR BEHAVIOR MANAGEMENT	01 1200 610 1 823 009	\$199.98
886		WATER FILTERS	01 2620 610 1 001 000	\$30.40
887			01 2620 610 1 001 004	\$60.80
888			01 2620 610 1 001 005	\$60.80
889			01 2620 610 1 001 012	\$60.79
890			01 2620 610 2 001 000	\$30.40
891	SYNCB/AMAZON Total			\$1,624.80
892	TEACHER INNOVATIONS, INC	PLANBOOK FOR TEACHERS	01 1100 643 1 904 012	\$204.00
893	TEACHER INNOVATIONS, INC Total			\$204.00
894	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT. CONTRACT	01 2620 431 1 001 000	\$107.90
895			01 2620 431 1 001 005	\$215.74
896			01 2620 431 1 001 014	\$215.74
897			01 2620 431 2 001 000	\$107.89
898			01 2620 431 2 001 001	\$215.74
899			01 2620 431 2 001 002	\$215.74
900	THYSSENKRUPP ELEVATOR Total			\$1,078.75
901	TIME MANAGEMENT SYSTEMS	ANNUAL SOFTWARE SUPPORT	01 2510 340 1 001 000	\$1,680.75
902			01 2510 340 2 001 000	\$1,680.75
903		SUPPORT SERVICE FOR TIMECLOCK	01 2510 340 1 001 000	\$479.38
904			01 2510 340 2 001 000	\$479.37
905	TIME MANAGEMENT SYSTEMS Total			\$4,320.25
906	TOPP, REBECCA	STAFF MILEAGE	01 1200 333 1 004 000	\$48.78
907			01 1200 333 2 004 000	\$48.78
908	TOPP, REBECCA Total			\$97.56
909	TRUCK CENTER COMPANIES	REPAIR WORK TO COACH BUS	01 2710 340 1 001 000	\$6,075.23
910			01 2710 340 2 001 000	\$6,075.23
911		REPAIRS ON BUS 108	01 2710 340 1 001 000	\$6,176.79

912			01 2710 340 2 001 000	\$6,176.79
913	TRUCK CENTER COMPANIES Total			\$24,504.04
914	UNITED STATES POSTAL	POST OFFICE BOX	01 2510 531 1 001 000	\$199.00
915			01 2510 531 2 001 000	\$199.00
916	UNITED STATES POSTAL Total			\$398.00
917	VIDLAK, KIMBERLY	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
918			01 1100 340 2 001 000	\$1,000.00
919		STUDENT TEACHER SUB	01 1100 340 1 001 000	\$62.50
920			01 1100 340 2 001 000	\$62.50
921	VIDLAK, KIMBERLY Total			\$2,125.00
922	VOLKMAN PLUMBING HEATING	PLUMBING LABOR TOILIETS	01 2620 431 1 001 005	\$360.00
923	VOLKMAN PLUMBING HEATING Total			\$360.00
924	VONSEGGERN, MADELYN	STUDENT TEACHER 2ND PAYMENT	01 1100 340 1 001 000	\$1,000.00
925			01 1100 340 2 001 000	\$1,000.00
926	VONSEGGERN, MADELYN Total			\$2,000.00
927	WACHTER, EMILY	ACTIVITY WORKER	01 2190 120 2 001 000	\$62.12
928	WACHTER, EMILY Total			\$62.12
929	WILLIAM V. MACGILL	NURSES SUPPLIES	01 2130 610 2 228 001	\$240.23
930	WILLIAM V. MACGILL Total			\$240.23
931	WINNERS CIRCLE	APPRECIATION FOR SERVING	01 2310 890 1 033 000	\$57.26
932		MEDALS	01 2410 610 2 209 001	\$1,097.50
933		MUSIC AWARDS	01 1100 610 2 202 001	\$246.63
934			01 1100 610 2 205 001	\$179.68
935			01 1100 610 2 207 001	\$246.63
936		SERVICE AWARDS	01 2310 890 1 033 000	\$715.79
937			01 2310 890 2 033 000	\$715.78
938	WINNERS CIRCLE Total			\$3,259.27
939	WOODRIVER ENERGY LLC	NATURAL GAS OCT-22	01 2610 621 1 001 000	\$535.41
940			01 2610 621 1 001 003	\$200.00
941			01 2610 621 1 001 004	\$611.09
942			01 2610 621 1 001 005	\$893.50
943			01 2610 621 1 001 008	\$2,345.16
944			01 2610 621 1 001 009	\$670.19
945			01 2610 621 1 001 010	\$535.35

946			01 2610 621 1 001 012	\$736.61
947			01 2610 621 1 001 014	\$1,164.87
948			01 2610 621 1 001 021	\$1,543.28
949			01 2610 621 2 001 000	\$535.41
950			01 2610 621 2 001 001	\$3,868.94
951			01 2610 621 2 001 002	\$5,944.49
952	WOODRIVER ENERGY LLC Total			\$19,584.30
953	ZHANG, TAYLOR	STAFF MILEAGE	01 1100 333 1 001 000	\$25.81
954	ZHANG, TAYLOR Total			\$25.81
955	ZONE, THE	T.OLSEN NOV22 PAYROLL	01 6968 340 1 001 014	\$862.84
956	ZONE, THE Total			\$862.84
957	Grand Total			\$709,074.84
958				
959				
960	<u>NUTRITION FUND</u>			
961	HOBART SALES & SERVICE	ROCKER SWITCH	02 3100 610 1 001 014	\$146.29
962	HOBART SALES & SERVICE Total			\$146.29
963	KEVIN LINGENFELTER	FOOD STORAGE-CONCRETE WORK	02 3100 340 1 001 021	\$3,050.00
964	KEVIN LINGENFELTER Total			\$3,050.00
965	LUNCHTIME SOLUTIONS, INC.	NOVEMBER MEALS	02 3100 340 1 001 000	\$140,255.67
966			02 3100 340 2 001 000	\$140,255.67
967	LUNCHTIME SOLUTIONS, INC. Total			\$280,511.34
968	MAJOR REFRIGERATION	CHARGED REACHIN COOLER AS	02 3100 340 2 001 001	\$199.20
969		LABOR TO WALKIN FREEZER	02 3100 340 2 001 001	\$107.00
970	MAJOR REFRIGERATION Total			\$306.20
971	NPS GENERAL FUND	NOV.PMT NENCAP	02 5690	\$20,429.00
972	NPS GENERAL FUND Total			\$20,429.00
973	NPS SUBSIDIARY	COMMERCIAL VENT, HOOD, DUCT	02 3100 340 1 001 000	\$3,050.00
974		HOT HOLDING CABINET #8	02 3100 610 2 001 002	\$3,222.00
975	NPS SUBSIDIARY Total			\$6,272.00
976	Grand Total			\$310,714.83
977				
978				
979	<u>COOPERATIVE FUND</u>			

980	ARTEAGA, JONATHAN	EDUCATION FIRST STAFF	04 1200 340 2 004 000	\$1,200.00
981	ARTEAGA, JONATHAN Total			\$1,200.00
982	BRAKENHOFF, KELLY	INTERPRETER FOR SPICE	04 1200 340 1 004 000	\$288.75
983			04 1200 340 2 004 000	\$288.75
984	BRAKENHOFF, KELLY Total			\$577.50
985	CENTRAL INSTITUTE F/T DEAF	SPICE TRAINING	04 1200 330 1 004 000	\$500.00
986			04 1200 330 2 004 000	\$500.00
987	CENTRAL INSTITUTE F/T DEAF Total			\$1,000.00
988	ELKER, JAMY	PD INTERPRETER	04 1200 340 1 004 000	\$330.00
989			04 1200 340 2 004 000	\$330.00
990	ELKER, JAMY Total			\$660.00
991	GOODMAN, LISA	OCT 22 SERVICES TO SCHOOLS	04 1200 340 1 004 000	\$388.88
992			04 1200 340 2 004 000	\$388.87
993	GOODMAN, LISA Total			\$777.75
994	HOLIDAY INN EXPRESS	ACADEMIC BOWL	04 1200 580 1 004 000	\$49.00
995			04 1200 580 2 004 000	\$49.00
996	HOLIDAY INN EXPRESS Total			\$98.00
997	KLEIN, CARRE	VISUAL PHONICS INSTRUCTOR	04 1200 340 1 004 000	\$1,028.75
998	KLEIN, CARRE Total			\$1,028.75
999	MANCHESTER, KELSEY	MILEAGE	04 1200 580 1 004 000	\$118.13
1000			04 1200 580 2 004 000	\$118.12
1001		WEEKEND TO SIGN	04 1200 340 1 004 000	\$187.50
1002			04 1200 340 2 004 000	\$187.50
1003	MANCHESTER, KELSEY Total			\$611.25
1004	NPS GENERAL FUND	OUT OF DISTRICT INVOICES	04 1200 531 1 004 000	\$3.14
1005			04 1200 531 2 004 000	\$3.13
1006	NPS GENERAL FUND Total			\$6.27
1007	NPS SUBSIDIARY	ARTS FESTIVAL SUPPLIES #26	04 1200 610 1 004 000	\$121.97
1008		ED FIRST MEALS #26	04 1200 580 2 004 000	\$293.42
1009		EDUCATION FIRST SUPPLIES #26	04 1200 610 1 004 000	\$66.33
1010		TEACHER SUPPLIES #26	04 1200 610 1 004 000	\$850.00
1011	NPS SUBSIDIARY Total			\$1,331.72
1012	NUNEZ, MEGAN	ASL CLASS IN SPANISH	04 1200 340 1 004 000	\$60.00
1013			04 1200 340 2 004 000	\$60.00

1014	NUNEZ, MEGAN Total			\$120.00
1015	PETERSEN, ROXANNE	EDUCATION FIRST STAFF	04 1200 340 2 004 000	\$1,200.00
1016		MILEAGE	04 1200 580 1 004 000	\$114.38
1017			04 1200 580 2 004 000	\$114.37
1018		WEEKEND TO SIGN STAFF	04 1200 340 1 004 000	\$187.50
1019			04 1200 340 2 004 000	\$187.50
1020	PETERSEN, ROXANNE Total			\$1,803.75
1021	RICHART, COLLEEN	MILEAGE	04 1200 580 1 004 000	\$142.50
1022			04 1200 580 2 004 000	\$142.50
1023		WEEKEND TO SIGN STAFF	04 1200 340 1 004 000	\$193.75
1024			04 1200 340 2 004 000	\$193.75
1025	RICHART, COLLEEN Total			\$672.50
1026	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$65.24
1027			04 1200 610 2 004 000	\$65.23
1028	U. S. CELLULAR Total			\$130.47
1029	Grand Total			\$10,017.96
1030				
1031				
1032	<u>DEPRECIATION FUND</u>			
1033	OCC BUILDERS, LLC	JH ADDITION/RENOVATION	06 2900 340 2 001 002	\$421,254.00
1034		LANDSCAPING	06 2900 340 1 001 005	\$5,403.00
1035	OCC BUILDERS, LLC Total			\$426,657.00
1036	TEACHERS' CURRICULUM	TEXTBOOKS	06 2900 640 1 028 000	\$724.50
1037			06 2900 640 2 028 000	\$724.50
1038	TEACHERS' CURRICULUM Total			\$1,449.00
1039	Grand Total			\$428,106.00
1040				
1041				
1042	<u>SPECIAL BUILDING FUND</u>			
1043	GLASS EDGE INC, THE	DOORS AND INSTALLATION	08 2620 340 1 001 005	\$19,847.00
1044	GLASS EDGE INC, THE Total			\$19,847.00
1045	MID-STATE ENGINEERING	BA CONCRETE TESTING	08 2620 340 1 001 010	\$1,207.00
1046		JH CONCRETE TESTING	08 2620 340 2 001 002	\$1,678.00
1047	MID-STATE ENGINEERING Total			\$2,885.00

1048	OCC BUILDERS, LLC	STAIR TREADS	08 2620 340 1 001 005	\$6,070.00
1049	OCC BUILDERS, LLC Total			\$6,070.00
1050	Grand Total			\$28,802.00
1051				
1052				
1053	QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND			
1054	J.H.HESPE COMPANY INC	GRANT ADDITION/RENOVATION	09 4500 340 1 001 003	\$5,608.97
1055	J.H.HESPE COMPANY INC Total			\$5,608.97
1056	Grand Total			\$5,608.97
1057				
1058				
1059	STUDENT FEE FUND			
1060	HENLY, LATOYA	T. RILEY TECH FEE REFUND	17 2190 610 2 672 001	\$35.00
1061	HENLY, LATOYA Total			\$35.00
1062	HERNANDEZ, JESSENIA	TECH FEE REFUND	17 2190 610 2 672 001	\$35.00
1063	HERNANDEZ, JESSENIA Total			\$35.00
1064	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$697.82
1065			17 2190 610 2 669 002	\$334.81
1066		CLUB SUPPLIES #18	17 2190 610 2 669 002	\$51.65
1067		ENTREPRENEURSHIP SUPPLIES #18	17 2190 610 2 669 002	\$31.06
1068		SHOW CHOIR APPAREL #29	17 2190 610 2 972 001	\$1,965.02
1069		SHOW CHOIR APPEAREL #22	17 2190 610 2 972 001	\$1,387.68
1070	NPS SUBSIDIARY Total			\$4,468.04
1071	WEST MUSIC COMPANY	STICKS/MALLETS	17 2190 610 2 028 001	\$32.39
1072		TIMPANI/GONG MALLETS	17 2190 610 2 028 001	\$82.89
1073	WEST MUSIC COMPANY Total			\$115.28
1074	Grand Total			\$4,653.32

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and I am abstaining from voting on claim #305 for the month of December in the consent agenda for this meeting.

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

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

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and I am abstaining from voting on claim #308 for the month of December in the consent agenda for this meeting.

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

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

Date: _____

Board Member

NEGOTIATED AGREEMENT

Between

NORFOLK PUBLIC SCHOOL DISTRICT 59-0002
512 West Philip Ave
Norfolk, Nebraska

and

Norfolk City Education Association
Norfolk, Nebraska

FOR THE ACADEMIC YEARS
2023-2024

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NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

NEGOTIATED AGREEMENT
2023-2024

I. DURATION OF AGREEMENT

This agreement shall be effective as of August 1, 2023 and shall continue in effect until July 31, 2024. If a new and substitute contract has not been duly entered into prior to July 31, 2024, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, 2024. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)

II. RECOGNITION

Recognition shall not preclude any employee, regardless of whether or not he/she is a member of the Association, from bringing matters to the attention of the Board. Such consultations shall not alter any collective bargaining agreement which may be in effect.

III. COMPENSATION

A. Salary: The base salary for the 2023-2024 school year shall be \$38,627 based on a 188 day contract for current and returning staff and 192 day contract for staff new to the district. 172.5 of the contract days will be instructional days with students. Two (2) comp days will be scheduled each year at the end of each parent teacher conference week to compensate for the extra time put in by staff. 13.5 non student days will be used for professional development and or work time, as scheduled by the superintendent in collaboration with the district calendar committee. The calendar committee must contain at least one NCEA representative. Certificated staff salaries for 2023-2024 shall be determined using the foregoing base salary and the salary schedule attached hereto and incorporated herein as Appendix A1.

- (1) New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4.
- (2) New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.
- (3) Horizontal advancement on the salary schedule shall be available for graduate level hours which have been previously approved by the superintendent and/or his/her designee. Approval for horizontal advancement to the MA+MA/EDS and PHD columns need to be pre-approved by the superintendent and/or his/her designee, approval will be dependent upon if that degree area is needed by the district. The

maximum horizontal movement for certificated staff shall be three (3) columns(levels) per school year.

- (4) Only those certificated staff members frozen on Step 15 in the MA+45, MA+MA/EDS and PHD columns are eligible for longevity pay. The certificated staff members who are frozen will receive longevity increments of 1% of the base salary starting with the first year they are frozen. An additional 1% shall be added each year for up to a total of 15%.
 - (5) Certified staff extra-duty pay aligns with teacher contract pay. Non-certified staff will be paid in installments that align with the activity/extra duty season and payroll dates published annually by the district.
- B. Certified staff who are teaching Dual Credit courses and/or AP courses will be compensated by Norfolk Public Schools \$200 per course taught, per college semester. The amount should be in addition to the teacher's salary. If the course counts for both AP and Dual Credit, the teacher will only receive the compensation once.
 - C. Certified staff who agree to teach zero hour (a 48 minute class prior to the start of teacher duty time) for an entire semester may: Be paid at their hourly per diem rate OR Be provided a duty free 8th period (this does NOT include ELO). Certified Staff who agree to teach an extra period during their plan period--for an entire semester--will be paid at their hourly per diem rate. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED.
 - D. Insurance: For the 2023-2024 school year the School District shall make available for all certificated staff Dual Choice PPO health insurance with \$1,050/\$3,800 HSA Eligible option and dental insurance Option 2 coverage established annually by the EHA. Premiums rated for the group health and dental plans will be in a four-tier structure with the four tiers defined as follows: employee (self only), employee/child(ren), employee/spouse, and employee/spouse and child(ren).
 - E. Fringe Benefit Package: Eligible certificated staff employed by the School District shall be provided the Fringe Benefit Package as described herein. Benefits provided under the Fringe Benefit Package shall be prorated for part-time certificated staff based on full-time equivalency. Certificated staff provided the Fringe Benefit Package shall be eligible to receive the following benefit packages identified in subsections (1),(2) and (3) below, subject to limitations provided therein:
 - (1) Insurance /Fringe Benefit Stipend: Full-time certificated staff eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.
 - a. Fringe Benefit Stipends shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.
 - (2) Full-time certificated staff eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren)

health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428** will be paid by the certificated staff.

- a. A Certificated staff member may elect to receive dependent health and dental insurance coverage and/or the lower deductible health insurance option available under the EHA Dual Choice Plan, provided that all additional premium cost of such coverage above the premium cost of the employee (self only) higher deductible health and dental coverage offered by the School District is paid by the certificated staff member through a salary reduction agreement under the School District’s Section 125 plan.
- (3) Cash-in-lieu: Full-time certificated staff eligible for the Fringe Benefit Package may elect not to enroll in the health and dental insurance plan offered by the School District and decline the School District’s contribution towards such health and dental insurance and instead receive a Cash-in-Lieu of insurance stipend in the amount of \$11,428 (\$952.33/month) for the 2023-2024 school year provided the certificated staff member has filed with the business office on the form attached hereto and incorporated herein as Appendix C3 an acknowledgement which serves as evidence of alternative coverage in accordance with the conditions of an “eligible opt out payment” as set forth in Treas. Prop. Reg 26 CFR §1.36B-2(c)(v)(A)(7), as may be amended from time to time. Cash-in-lieu payments shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.

IV. IRS 125 Plan

Each certificated staff member covered by this agreement shall have the option of participating in an IRS 125 plan. The employee may enter into a salary reduction agreement to fund the purchase of items and services covered by 125 plans. The administration and participation costs of this benefit shall be paid for by the Board of Education. This fund shall be administered according to law.

V. SUMMER SCHOOL/CURRICULUM PAY

Those certificated staff members who elect to teach summer school shall be compensated at the following rate:

Bachelor’s Degree	\$32.00 per Hour
Master’s Degree	\$35.00 per Hour

The Norfolk Public Schools will provide expanded education services during the summer at the above hourly rate for qualified students.

Staff members who work during the summer or other approved times in non-student contact hours such as curriculum work will be compensated at the rate of \$35.00 per hour.

The Norfolk Public Schools reserves the right to determine the length of these programs and the number of days they meet during the summer months, or whether the program shall even be offered. The salary shall be prorated based upon the hourly rate mentioned above.

Staff members who are working as part of a state or federal grant shall be paid the hourly rate established in the grant, not the hourly rate stated in this agreement. Because the hourly rates in grants vary, both teachers and administrators should be aware of what the rates are before writing or applying for a grant.

VI. EXTRA DUTY SCHEDULE

The extra duty salary schedule is based upon the base salary of \$38,627 for 2023-2024.

A. See Appendix B1 for the Extra Duty Salary Schedule

B. See Appendix C1 for placement on the Extra Duty Salary Schedule

VII. NEGOTIATIONS CONCERNING THE ENTIRE AGREEMENT

Either party to this negotiated agreement may bring any item from it or any additional item to the bargaining table to be discussed. However, that does not mean that it is necessarily going to be agreed upon as a negotiated item for that year.

VIII. SICK LEAVE

The Norfolk Public Schools provides the following sick leave plan for all full-time certificated staff members. Part-time staff receive sick leave on their prorated (FTE) basis. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt and uncle) equivalent to ten (10) days of full pay shall be granted to the teacher. This benefit shall be cumulative from year to year not to exceed seventy-five (75) days. Certificated staff members may use a maximum of seventy-five (75) sick leave days during any one (1) contract year. Days used in excess of the accumulated sick leave shall be counted as leave with an annual salary per diem loss in pay. Certificated staff members considering elective surgery should consider planning the surgery for a time that will not interfere with their contractual duties. Ten (10) of the seventy-five (75) available sick leave days may be used for a member of the immediate family not residing in the household. An employee shall notify his or her building administrator of any planned absence under the sick leave procedure as soon as the employee knows such absence will occur. The date or approximate dates of the planned absence shall be communicated to his or her building administrator as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or

disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

The maximum number of sick leave days an employee will be allowed to carry over from one school year to the next shall be seventy-five (75). Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than seventy-five (75). When the accumulated sick leave falls below seventy-five (75), the staff member covered by this agreement shall be granted a maximum of ten (10) days or the number required to bring the staff member leave balance back to seventy-five (75). The granting of this additional leave shall be done once at the beginning of each school year.

Certificated staff who have a sick leave balance in excess of seventy-five (75) days at the end of the 2023-2024 school year will be able to maintain that balance, except that no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than seventy-five (75). When the accumulated sick leave falls below seventy-five (75), the staff member covered by this agreement shall be granted a maximum of ten (10) days or the number required to bring the staff member leave balance back to seventy-five (75). The granting of this additional leave shall be done once at the beginning of each school year.

Certificated staff who resign at age 50 or older and has fifteen (15) years of service with the Norfolk Public Schools will receive pay-out on their final month of pay with the district for their unused sick leave. The staff member who qualifies will receive \$50 dollars per day for each unused sick day up to seventy-five (75) days not to exceed \$3,750.

Employees are not eligible for paid leave upon becoming eligible for disability insurance benefits. Employees who have a sick leave balance of less than seventy-five (75) days shall be eligible to receive this benefit after the exhaustion of those days. For those employees who have an accumulated balance of seventy-five (75) days or more, they shall become eligible for this benefit after having used seventy-five (75) days. The Norfolk Public Schools and the Norfolk City Education Association acknowledge that the purpose of sick leave is to provide income protection for those employees who are absent from work for sickness or other medical reasons. The superintendent or his/her designee reserves the right at any time to request the submission of a certificate signed by a medical practitioner for any illness in excess of five (5) working days certifying that the employee was unable to carry out his/her duties due to illness.

IX. BEREAVEMENT LEAVE

The Norfolk Public Schools provides the following bereavement leave procedures: All full-time certificated employees are eligible for bereavement leave of up to five (5) days for the funeral of a member of the immediate family. One (1) day of bereavement will be granted

for the funeral of a friend or relative. Additional bereavement days may be requested for each occasion. Additional days may be allowed at the discretion of the superintendent. The maximum number of bereavement days shall be no more than twelve (12) days in any one year. Bereavement leave is non-cumulative. If you are prevented from returning to work after leave is expired, because of extenuating circumstances (such as weather), your pay will be docked an amount equal to the pay of a substitute teacher

X. PROFESSIONAL LEAVE

The Norfolk Public Schools provides professional leave for all full-time certificated staff members according to the following procedure: All full-time certificated staff members will be eligible for three (3) days of professional leave each school year. Requests for leave shall be submitted in writing on forms provided by the school district to the building or immediate supervisor at least seven (7) calendar days in advance of the beginning date of the leave. The superintendent may make exceptions to this time requirement when unusual circumstances arise. The administrator will act upon each request for leave within three (3) calendar days from the time it is received in his/her office and will submit the leave request along with his/her recommendation to the superintendent or his/her designee for final action. The superintendent or his/her designee will act upon the request within three (3) calendar days after he/she receives it and will communicate his/her decision in writing to the staff member and the supervising administrator. Requests for leave may be denied when a majority of staff members within a department request a leave at the same time or when properly qualified substitutes are not available or when the superintendent or his/her designee determines that such a leave would not be in the best interest of the Norfolk Public School system. Professional leave may be available for the following kinds of activities which are directly related to the staff members' assignment in the Norfolk School System.

- A. Serving as a member of an accreditation visitation team.
- B. Attending a clinic or workshop in the discipline or area to which the teacher is assigned when no students are being supervised.
- C. Attending a state or national meeting sponsored by the state or national organization made up of members of the discipline in which the teacher is assigned. Attendance will be allowed only if the staff member is an active member of the state or national organization.
- D. To act as a judge or official in activities such as music, drama, speech and debate contests, agricultural activities, science fairs and athletic events. If a staff member is paid to judge or officiate in any of the above activities or events, then that pay must be turned over to the District. Reimbursement of expenses may be kept by the judge or official.
- E. To visit exemplary programs in the instructor's area of assignment to other schools.
- F. The practice of granting leave for coaches to attend state tournaments, conferences and clinics shall be written into administrative procedures.
- G. Staff will be allowed to use up to two (2) professional leave days when attending NSEA events if they are a representative at the local or state level (when the NSEA does not pay the salary of a substitute teacher).

Professional leave as described in this policy is not cumulative. Professional leave will not be allowed for the absence of a staff member for any reason covered by other leave benefits provided by the Norfolk Public School system. Staff members pay and fringe benefit program will continue on an uninterrupted basis during approved professional leave absences. The school district will be responsible for the payment of a substitute teacher's salary when the staff member takes approved professional leave. The school district will not compensate for food, lodging, registration, or other expenses outside of approved travel that is incurred when a staff member initiates the request for professional leave and such leave is granted under this policy.

Professional leave will not be allowed for the absence of a staff member for any reason covered by other leave benefits provided by the Norfolk Public School system. If you are prevented from returning to work after your leave expires, because of extenuating circumstances (such as weather), your pay will be docked an amount equal to the pay of a substitute teacher.

XI. SCHOOL BUSINESS LEAVE

Absences to attend professional activities which are initiated as a direct result of a request from supervising or other district administrators in the Norfolk Public School system shall not count against the professional leave allowance. The school district will pay travel, food or lodging, registration, or other expenses incurred for staff members where school business leave is granted. The school district will be responsible for the payment of a substitute teacher's salary when the staff member takes approved school business leave.

School business leave will not be allowed for the absence of a staff member for any reason covered by other leave benefits provided by the Norfolk Public School system. If you are prevented from returning to work after your leave expires, because of extenuating circumstances (such as weather), your pay will be docked an amount equal to the pay of a substitute teacher.

XII. PERSONAL LEAVE

The Norfolk Public School provides two (2) personal leave days with pay each year for full-time certificated staff members.

A. Extenuating circumstances may dictate an exception at the discretion of the superintendent of schools:

1. It may not be used when Norfolk athletic teams qualify for district or state playoffs or other such occasion when use of this day would create teacher substitute shortages.
2. The personal leave day may not be taken preceding or following vacations or other non-contract days except for extenuating circumstances.
3. This leave may not be taken after April 30 except for extenuating circumstances.
4. Those certificated staff members who have a son or daughter participating in district or state competition during the month of May, may use a personal day to attend, if substitute teachers are available.

B. Personal leave shall be allowed to accumulate to six (6) days, and may be used consecutively following the conditions listed above.

- C. Personal leave will not be allowed for any absence when such absence is covered by other leave benefits by the Norfolk Public School System.
- D. If an employee is prevented from returning to work after personal leave has expired, because of extenuating circumstances (such as weather), the employee will be docked in an amount equal to the pay of a substitute teacher.
- E. Request for leave will be submitted in writing on forms provided by the school district to the supervising administrator at least seven (7) calendar days in advance of the date leave is to commence. The supervising administrator will consider any other leave request and submit it to the superintendent of schools with a recommendation for approval or disapproval. The superintendent of schools will act upon the request with dispatch and will promptly notify the staff member and the supervising administrator as to the disposition of the leave request.
- F. Staff members will be paid \$200 in June if they did not use any of the two (2) personal leave days or \$50 if they used one (1) of the personal leave days. Teachers can be reimbursed at the end of each school year for any or all unused personal leave days.
- G. Staff members who are unable to get to work due to inclement weather may use a personal day. If no personal days are available then a staff member will be docked in an amount equal to the pay of a substitute teacher.

***Any additional leave without pay requests are subject to these additional guidelines:

1. Additional days of personal leave without pay but with a reason are available at the discretion of the superintendent.
2. A staff member's salary will be docked an equal amount of pay of a substitute teacher on the first day of a salary reduction event.
3. On the second and all subsequent days of salary reduction events shall be 1/188th of the contract amount.
4. These days are subject to the personal leave guidelines XI, A-G listed above.
5. Leave may not be taken immediately preceding or following vacations or other non-contract days unless approved by the superintendent.
6. Leave will be granted only if a properly qualified substitute can be hired to replace the staff member who wished to take such leave.
7. Leave without pay is non-cumulative.
8. Request for leave must be submitted in writing to the building administrator at least seven (7) calendar days in advance of the leave. This request must be approved by the building administrator and the superintendent of schools.

XIII. NSEA LEAVE

When the Nebraska State Education Association pays the salary of a substitute teacher in order for a staff member to attend activities directly related to or as a representative of the Norfolk City Education Association, the Nebraska State Education Association, or the National Education Association, the day(s) shall not count against any leave allowance. This leave will be limited to a maximum of seven (7) days per year for each member. Staff will be allowed to use up to two (2) professional leave days when attending NSEA events if they are a

representative at the local or state level (when the NSEA does not pay the salary of a substitute teacher).

XIV. GRIEVANCE POLICY

Any employee, group of employees, or the Education Association, hereafter known as the grievant, is eligible to claim a grievance. A grievance is any alleged violation of an employment agreement, a collective bargaining agreement, or a board policy covering employment matters. The grievant shall pursue resolution of a grievance through the process set forth below. The grievance procedure may be terminated by the grievant at any point in the process. The Board of Education's decision rendered in Level IV pertaining to a grievance of a certificated employee or the Education Association is final. The superintendent's decision rendered in Level III pertaining to a grievance of a classified or non-certificated employee is final.

Either the grievant or the person or persons against whom the grievance is filed may have someone accompany them at each level and may be represented by legal counsel. Notice that a representative or person will accompany a party must be given to the other party at least two (2) calendar days prior to the meeting or conference. The notice shall include the name and position of the person or persons who shall accompany the party. No reprisals of any kind shall be taken against the grievant who utilizes the grievance procedure. Grievances, responses to grievances, and appeals shall be placed in a separate grievance file and not placed in the personnel file of any of the participants. The time lines at each level may be extended by mutual written agreement of the parties involved.

Level I:

In an effort to resolve a grievance at Level I, it should be orally communicated first with the administrator or the supervisor who made the decision allegedly causing the grievance. This oral communication must take place within ten (10) calendar days of the alleged grievance.

Level II:

If the grievance remains unresolved, the grievant shall present the grievance in writing to the grievant's administrator or supervisor within twenty-five (25) days from the date when the alleged grievance occurred. The administrator or supervisor shall provide a written response to the grievance within five (5) days of the receipt of the written grievance.

Level III:

If the grievance is not settled at Level II, the grievant may request a conference with the superintendent and the administrator or supervisor who made the decision causing the grievance within fifteen (15) days of the receipt of the written response. The request shall be sent to the superintendent. If the grievance is with the superintendent, then the request moves directly to Level IV. The request shall contain the written grievance, the written response to the grievance, and a summary of the attempt to settle the grievance at Levels I and II. Upon receipt of the request the superintendent shall direct the administrator or supervisor to submit within three (3) days a summary of the attempt to settle the grievance

at Levels I and II. The superintendent shall first try to mediate an agreement between the two parties and, if unsuccessful in reaching agreement, shall render a decision. The conference and agreement or decision rendered will be completed within ten (10) calendar days of the request. A summary of Level III proceedings including an agreement reached or decision made shall be recorded.

Level IV:

If the grievance is not resolved at Level III, the grievant may submit a written request through the superintendent of schools for a meeting with the Board of Education. This request must be made within ten (10) calendar days from the date of the Level III conclusion. The Board of Education will schedule a meeting within thirty (30) calendar days of the request and render its decision within seven (7) calendar days of the conclusion of the meeting. The Board of Education's decision shall be reduced to writing with copies given to the grievant, the person or persons with who the grievance was filed, and the superintendent.

XV. ACTIVITY PASSES

Lifetime school activity passes shall be issued upon request to any certificated or classified staff member who retires at age 55 or older and has fifteen (15) years of service with the Norfolk Public Schools.

XVI. IMPLEMENTATION

This agreement entered into by the Board and the Association shall constitute a commitment by the Board and the Association to the provisions of this agreement for its duration or until amended by an instrument in writing duly executed by both parties.

If any provision of this agreement or any application of it to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

During the term of the agreement, any contract between the Board and a certificated employee for who the Association has bargained hereafter executed, shall be subject to and consistent with the agreement. This agreement, during the term thereof, shall be controlling.

This agreement shall become effective upon its approval by a majority of the members of the Board and the Association and shall remain in effect until superseded by a successor agreement approved by both parties.

XVII. TOTALITY OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this agreement, the Association had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the

understandings and agreements arrived at thereby are set forth in this agreement; and that it shall constitute the entire agreement between the parties for 2023-2024.

Both the Board and the Association, during the term of this agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this agreement, even though such matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this agreement. Nothing herein shall, however, preclude the parties from mutually agreeing to alter, amend, supplement, delete, enlarge, or modify in writing any of the provisions of the agreement.

XVIII. MANAGEMENT RIGHTS

Anything herein to the contrary notwithstanding, the Board, except as is expressly provided in this agreement, reserves exclusively unto itself all the rights, powers, discretion, authorities, and prerogatives vested in it, whether exercised or not; and nothing herein shall be construed in any manner as constituting a delegation or waiver of any such rights, powers, discretion, authority or prerogative so vested in the Board or its designees.

APPROVED:

APPROVED:

President, Norfolk Board of Education

President, Norfolk City Education Association

Date

Date

Chief Negotiator

Chief Negotiator

Date

Date

Appendix A-1

**NORFOLK PUBLIC SCHOOLS
2023-2024 Salary Schedule**

\$ 38,627

Vertical: 4.5% of Base (5% on Steps 9 and up on M.A. through PHD)

Horizontal: 4.5% of Base

	A	B	C	D	E	F	G	H	I	J	K	L
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+MA/EDS	PHD
1	\$ 38,627 1.000	\$40,365 1.045	\$42,103 1.090	\$ 43,842 1.135	\$ 45,580 1.180	\$47,318 1.225	\$ 49,056 1.270	\$ 50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495
2	\$ 40,365 1.045	\$42,103 1.090	\$43,842 1.135	\$ 45,580 1.180	\$ 47,318 1.225	\$49,056 1.270	\$ 50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540
3	\$ 42,103 1.090	\$43,842 1.135	\$45,580 1.180	\$ 47,318 1.225	\$ 49,056 1.270	\$50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585
4	\$ 43,842 1.135	\$45,580 1.180	\$47,318 1.225	\$ 49,056 1.270	\$ 50,795 1.315	\$52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630
5	\$ 45,580 1.180	\$47,318 1.225	\$49,056 1.270	\$ 50,795 1.315	\$ 52,533 1.360	\$54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675
6	\$ 47,318 1.225	\$49,056 1.270	\$50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675	\$ 66,438 1.720
7	\$ 49,056 1.270	\$50,795 1.315	\$52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675	\$ 66,438 1.720	\$ 68,177 1.765
8	\$ 50,795 1.315	\$52,533 1.360	\$54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675	\$ 66,438 1.720	\$ 68,177 1.765	\$ 69,915 1.810
9		\$54,271 1.405	\$56,009 1.450	\$ 57,747 1.495	\$ 59,679 1.545	\$61,417 1.590	\$ 63,155 1.635	\$ 64,893 1.680	\$ 66,632 1.725	\$ 68,370 1.770	\$ 70,108 1.815	\$ 71,846 1.860
10			\$57,747 1.495	\$ 59,486 1.540	\$ 61,610 1.595	\$63,348 1.640	\$ 65,086 1.685	\$ 66,825 1.730	\$ 68,563 1.775	\$ 70,301 1.820	\$ 72,039 1.865	\$ 73,778 1.910
11					\$ 63,541 1.645	\$65,280 1.690	\$ 67,018 1.735	\$ 68,756 1.780	\$ 70,494 1.825	\$ 72,232 1.870	\$ 73,971 1.915	\$ 75,709 1.960
12						\$67,211 1.740	\$ 68,949 1.785	\$ 70,687 1.830	\$ 72,426 1.875	\$ 74,164 1.920	\$ 75,902 1.965	\$ 77,640 2.010
13							\$ 70,881 1.835	\$ 72,619 1.880	\$ 74,357 1.925	\$ 76,095 1.970	\$ 77,833 2.015	\$ 79,572 2.060
14								\$ 74,550 1.930	\$ 76,288 1.975	\$ 78,027 2.020	\$ 79,765 2.065	\$ 81,503 2.110
15									\$ 78,220 2.025	\$ 79,958 2.070	\$ 81,696 2.115	\$ 83,434 2.160

New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4. New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and Steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.

Appendix B1												
2023-2024 Base Salary		\$ 38,627										
EXTRA DUTY SCHEDULE												
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #1	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head B/G Basketball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657
SH Head Football	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657
SH Head Volleyball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657
SH Head B/G Wrestling	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657
FFA	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657
SH Head Debate	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #2	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head Baseball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head B/G Soccer	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head Softball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head Swimming	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head B/G Track	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head B/G XC	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Instrumental Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Vocal Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head Drama	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
SH Head Speech	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #3	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head B/G Golf	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Head Bowling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Head B/G Tennis	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Asst. B/G Basketball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Asst. Football	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Asst. FFA	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Asst. B/G Wrestling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Asst. Volleyball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
Orchestra	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
SH Asst. Debate	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #4	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
Head 9th Coach	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. Baseball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. B/G Soccer	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. Softball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. Swimming	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. B/G Track	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. Instrumental Music	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. B/G XC	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. Drama	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Publications	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567
SH Asst. Speech	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
Extra-Duty #5												
SH Asst. B/G Tennis	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Asst. Bow ling	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Asst. B/G Golf	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Pink Panthers	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Cheerleaders	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
Extra-Duty #6												
Asst. 9th Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
JH Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
MS Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
SH Weight Room Coordinator	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
JH Head Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
SH Technical Director	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
Extra-Duty #7												
Extra-Duty #8												
JH Asst. Coach	0.07	0.08	0.09	0.10	0.11	0.12	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635
Extra-Duty #9												
SH Flags	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
SH Academic Challenge	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
SH Mock Trial	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
JH Vocal Music	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
SH Student Council	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
National Honor Society	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
Extra-Duty #10												
JH Academic Challenge	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
SH Weight Room Supervisor	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
DECA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
FBLA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
JH Student Council	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Skills USA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Intramural	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Unified Bow ling	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Unified Track	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Educators Rising	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
HOSA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476

Appendix C-1

Extra-Duty Salary Schedule Placement Guidelines

1. Only those individuals who possess the Special Services Certificate for Coaching or a current State of Nebraska Teaching certificate shall be compensated according to this agreement.
2. Any staff member who is brought in from outside of the District for a Head Coaching/Sponsor position will be granted all of their years of service from outside the district. Experience will be accepted only for the sport/activity for which they are being hired.
Any staff member who is brought in from outside of the District for an Assistant Coaching/Sponsor position will be granted years of service from outside the district up to Level 2/Step 7.
3. Any coach/sponsor moving from one sport or activity to another within NPS is allowed to transfer their NPS years of service to their new position if that position is in the same sport/activity.
Examples: Assistant speech to head speech; assistant boy's basketball to assistant girl's basketball; head boy's golf to head girl's golf.
Any coach/sponsor moving from one sport/activity to another within NPS are allowed to transfer their NPS years of service up to Level 2/Step 7 if that position is not in the same sport/activity and the coach/sponsor initiates the change.
Example: Assistant football to assistant basketball.
4. Any coach who is hired as a head coach within the NPS District will only be allowed to transfer their NPS years of service. Outside head coaching experience no longer applies.
Example: Assistant football to head football. This person has twenty (20) years of experience outside the district and six (6) years in the district. The coach will only receive the six (6) years of experience.
5. If sponsors of a club want equal responsibility, and the administrator who oversees that club agrees, the salary may be divided equally upon approval from the District Director of Business Services.
6. Any staff member who retires from NPS shall be able to continue on the same level and step that they were on as long as they resume coaching at the earliest possible time. If not, these individuals will be allowed a maximum placement of Level 2/Step 7.

Appendix C-2

SCIP TEAM EXTRA-DUTY COMPENSATION

All members of the Middle School, Junior High and Senior High SCIP Teams (no more than 8 staff members per team) will be granted one (1) personal day per semester as a compensatory day to help make up for the extraordinary amount of time put in outside the normal school day. This additional personal day must be used during that semester and not in conjunction with other personal or professional days. The staff members must give a seven (7) calendar day notice to the building principal to allow for adequate time to secure a substitute. (Please Note: These personal days are an addition to the days already granted to all staff members in the Professional Agreement.)

In addition, all SCIP Team Members who participate in the summer training program will be paid the current substitute teacher rate for up to two (2) days if they complete the course.

Appendix C-3

Norfolk Public Schools Declination of Offer to Enroll in Health Insurance Program

I, _____, knowingly and voluntarily decline to enroll or participate in the Norfolk Public School District's health insurance. Instead, I knowingly and voluntarily elect to accept a cash-in-lieu or "opt-out" payment of \$ _____ (the "Cash-in-Lieu Payment"). In doing so, I swear and affirm, that the following are true and accurate:

1. I understand that, by declining to enroll in the District's health insurance, I may be assessed taxes, penalties or fines by the IRS for failing to have health insurance but, knowing this, I nevertheless decline to enroll in the District's insurance plan.

2. I, along with all other individuals for whom I reasonably expect to claim a personal exemption deduction for the taxable year or years that begin or end in or with the District's plan year to which the Cash-in-Lieu Payment arrangement applies (my "expected tax family") have or will have minimum essential coverage (other than coverage in the individual market, whether or not obtained through the Marketplace) during the period of coverage to which the Cash-in-Lieu Payment arrangement applies.

3. I understand that the District will not, under any circumstance, make any Cash-in-Lieu Payment to me if the District knows or has reason to know that I, or any other member of my expected tax family, do not have or will not have the alternative coverage.

4. I understand that, by declining to enroll in the District's health insurance program and, instead, electing to receive a Cash-in-Lieu Payment, that, subject to limited circumstances, I may not be eligible to enroll in the District's health insurance after the District's annual open enrollment period ends. I further understand and acknowledge that, if I lose my health insurance from the alternative source after the District's annual open enrollment period ends, I may not be able to enroll in the District's health insurance until the District's subsequent annual open enrollment period. Notwithstanding the foregoing, I still voluntarily and knowingly desire to forego health insurance through the District and elect to receive a Cash-in-Lieu Payment.

5. I recognize that, if the District is ever fined or penalized under the Affordable Care Act as a result of my declination to enroll in the District's health insurance, then the District, in its discretion, may refuse to allow me to receive a Cash-in-Lieu Payment in the future.

6. If any of the statements in this document are not true or accurate, then I will inform the District before signing the document. If any of the statements in this document become untrue or inaccurate in the future, I agree to advise the District as soon as I am reasonably able to do so.

Dated this ____ day of _____, 2023.

(Print Your Name)

(Sign Your Name)

Appendix A-1

**NORFOLK PUBLIC SCHOOLS
2023-2024 Salary Schedule**

\$ 38,627

Vertical: 4.5% of Base (5% on Steps 9 and up on M.A. through PHD)

Horizontal: 4.5% of Base

	A	B	C	D	E	F	G	H	I	J	K	L
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	MA+36	MA+45	MA+MA/EDS	PHD
1	\$ 38,627 1.000	\$40,365 1.045	\$42,103 1.090	\$ 43,842 1.135	\$ 45,580 1.180	\$47,318 1.225	\$ 49,056 1.270	\$ 50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495
2	\$ 40,365 1.045	\$42,103 1.090	\$43,842 1.135	\$ 45,580 1.180	\$ 47,318 1.225	\$49,056 1.270	\$ 50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540
3	\$ 42,103 1.090	\$43,842 1.135	\$45,580 1.180	\$ 47,318 1.225	\$ 49,056 1.270	\$50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585
4	\$ 43,842 1.135	\$45,580 1.180	\$47,318 1.225	\$ 49,056 1.270	\$ 50,795 1.315	\$52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630
5	\$ 45,580 1.180	\$47,318 1.225	\$49,056 1.270	\$ 50,795 1.315	\$ 52,533 1.360	\$54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675
6	\$ 47,318 1.225	\$49,056 1.270	\$50,795 1.315	\$ 52,533 1.360	\$ 54,271 1.405	\$56,009 1.450	\$ 57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675	\$ 66,438 1.720
7	\$ 49,056 1.270	\$50,795 1.315	\$52,533 1.360	\$ 54,271 1.405	\$ 56,009 1.450	\$57,747 1.495	\$ 59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675	\$ 66,438 1.720	\$ 68,177 1.765
8	\$ 50,795 1.315	\$52,533 1.360	\$54,271 1.405	\$ 56,009 1.450	\$ 57,747 1.495	\$59,486 1.540	\$ 61,224 1.585	\$ 62,962 1.630	\$ 64,700 1.675	\$ 66,438 1.720	\$ 68,177 1.765	\$ 69,915 1.810
9		\$54,271 1.405	\$56,009 1.450	\$ 57,747 1.495	\$ 59,679 1.545	\$61,417 1.590	\$ 63,155 1.635	\$ 64,893 1.680	\$ 66,632 1.725	\$ 68,370 1.770	\$ 70,108 1.815	\$ 71,846 1.860
10			\$57,747 1.495	\$ 59,486 1.540	\$ 61,610 1.595	\$63,348 1.640	\$ 65,086 1.685	\$ 66,825 1.730	\$ 68,563 1.775	\$ 70,301 1.820	\$ 72,039 1.865	\$ 73,778 1.910
11					\$ 63,541 1.645	\$65,280 1.690	\$ 67,018 1.735	\$ 68,756 1.780	\$ 70,494 1.825	\$ 72,232 1.870	\$ 73,971 1.915	\$ 75,709 1.960
12						\$67,211 1.740	\$ 68,949 1.785	\$ 70,687 1.830	\$ 72,426 1.875	\$ 74,164 1.920	\$ 75,902 1.965	\$ 77,640 2.010
13							\$ 70,881 1.835	\$ 72,619 1.880	\$ 74,357 1.925	\$ 76,095 1.970	\$ 77,833 2.015	\$ 79,572 2.060
14								\$ 74,550 1.930	\$ 76,288 1.975	\$ 78,027 2.020	\$ 79,765 2.065	\$ 81,503 2.110
15									\$ 78,220 2.025	\$ 79,958 2.070	\$ 81,696 2.115	\$ 83,434 2.160

New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4. New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and Steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.

Appendix B1

2023-2024 Base Salary		EXTRA DUTY SCHEDULE												
	\$ 38,627													
Extra-Duty #1	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28		
SH Head B/G Basketball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657		
SH Head Football	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657		
SH Head Volleyball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657		
SH Head B/G Wrestling	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657		
FFA	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657		
SH Head Debate	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,725	\$ 8,112	\$ 8,498	\$ 8,884	\$ 9,270	\$ 9,657		
Extra-Duty #2	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28		
SH Head Baseball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head B/G Soccer	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head Softball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head Swimming	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head B/G Track	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head B/G XC	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Instrumental Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Vocal Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head Drama	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
SH Head Speech	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339	\$ 7,725	\$ 8,112		
Extra-Duty #3	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28		
SH Head B/G Golf	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Head Bowling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Head B/G Tennis	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Asst. B/G Basketball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Asst. Football	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Asst. FFA	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Asst. B/G Wrestling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Asst. Volleyball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
Orchestra	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
SH Asst. Debate	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567	\$ 6,953	\$ 7,339		
Extra-Duty #4	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28		
Head 9th Coach	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. Baseball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. B/G Soccer	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. Softball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. Swimming	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. B/G Track	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. Instrumental Music	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. B/G XC	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. Drama	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Publications	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		
SH Asst. Speech	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794	\$ 6,180	\$ 6,567		

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #5	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Asst. B/G Tennis	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Asst. Bow ling	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Asst. B/G Golf	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Pink Panthers	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
SH Cheerleaders	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408	\$ 5,794
Extra-Duty #6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
Asst. 9th Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
JH Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
MS Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
SH Weight Room Coordinator	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
JH Head Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
SH Technical Director	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635	\$ 5,022	\$ 5,408
Extra-Duty #7	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
Extra-Duty #8	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
JH Asst. Coach	0.07	0.08	0.09	0.10	0.11	0.12	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863	\$ 4,249	\$ 4,635
Extra-Duty #9	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Flags	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
SH Academic Challenge	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
SH Mock Trial	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
JH Vocal Music	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
SH Student Council	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
National Honor Society	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476	\$ 3,863
Extra-Duty #10	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
JH Academic Challenge	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
SH Weight Room Supervisor	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
DECA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
FBLA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
JH Student Council	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Skills USA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Intramural	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Unified Bow ling	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Unified Track	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
Educators Rising	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476
HOSA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,545	\$ 1,931	\$ 2,318	\$ 2,704	\$ 3,090	\$ 3,476

Certificated Sub Costs

	2022-2023	2023-2024
Local Subs		
Rate	\$125	\$131
Certified Subs		
Rate	\$145	\$151
Retired from NPS Sub		
Rate	\$155.00	\$161
Long Term Subs (Certified and Local) 20 consecutive days		
Rate	\$201.00	\$205
Retired from NPS Long Term		
Rate	\$205.00	\$210
1 Period Subs (Current Staff)		
Rate	\$27	\$27

The starting wages for all new classified employees (2023/2024)										
	HS Diploma GED & SUBS	30 College Hours	AA/60 College Hours	90 College Hours	BA or 120 Hours					
Para 1	\$16.22	\$16.46	\$16.68	\$16.92	\$17.16					
Para 2	\$16.47	\$16.69	\$16.94	\$17.18	\$17.43					
Para 3	\$16.65	\$16.90	\$17.15	\$17.39	\$17.62					
Para 4	\$17.33	\$17.59	\$17.85	\$18.11	\$18.35					
Secretary 1	\$16.19	\$16.42	\$16.65	\$16.88	\$17.13					
Secretary 2	\$17.69	\$17.95	\$18.22	\$18.48	\$18.75					
Secretary 3	\$19.93	\$20.23	\$20.53	\$20.84	\$21.14					
Custodial/Maintenance 1	\$19.29	\$19.58	\$19.87	\$20.17	\$20.46					
Custodial/Maintenance 2	\$22.16	\$22.49	\$22.84	\$23.17	\$23.52					
Title IX (Native American Liaison)	\$19.79	\$20.09	\$20.38	\$20.68	\$20.98					
Migrant Recruiter	\$19.10	\$19.39	\$19.66	\$19.95	\$20.23					
ELL Translator	\$21.06	\$21.39	\$21.70	\$22.03	\$22.35					
Occupational/Physical Therapy Assistant	\$17.99	\$18.26	\$18.53	\$18.80	\$19.06					
Accompanist	\$22.63	\$22.99	\$23.33	\$23.68	\$24.04					
Deaf Interpreter	\$22.80	\$23.15	\$23.51	\$23.85	\$24.21					
Seasonal Help	\$17.32									
Security	\$18.05									
Bus Driver	\$23.57									
Bilingual / Program Specialist					\$0.33					
Night Duty					\$0.44					
Supervising More Than 1 Custodian					\$0.64					
Charge of Building					\$0.50					
Supervising Night Custodial Staff					\$0.64					
Bus Driving with CDL / Para 4 positions are not eligible					\$0.64					
Bus Driving / Para 4 positions are not eligible					\$0.44					
Para 4 with CDL					\$0.20					
	****Eligible only for one incentive pay rate****									
	Exceptions from this schedule will need to be approved by the Business Office									
Categories										
Custodial/Maintenance 1	Building Custodial, General Maintenance									
Custodial/Maintenance 2	Carpenter, Electrician, Plumber, Mechanic, SH,JH,MS Head, Custodial Manager, Welder									
Para 1	Classroom									
Para 2	Sped, ELL, Alternative Educ., Library/Media, Hearing Impaired									
Para 3	Audio-Visual Tech., Technology Assistant, Health Tech									
Para 4	Sped high need and ED programs which includes Sped driving									
Secretary 1	General office assignment									
Secretary 2	CO, SH, JH, MS, Elem									
Secretary 3	SH Principal, CO Admin assistants, Payroll, Accts. Payable, District Subsidiary									
All New hires that are full-time will be offered single health and dental coverage paid 100% by the district										
An additional \$250 per month will added to those classified employees who take Health/Dental coverage that is Employee/Spouse, Employee/Children or Family										

**NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA**

**EMPLOYMENT AGREEMENT
NORFOLK PUBLIC SCHOOLS / NURSES
2023-2024**

This agreement is made and entered into between the Board of Education of Madison County School District #2 aka (Norfolk Public Schools) and the Certificated School Nurses. This agreement shall be effective as of August 1, 2023 and shall continue in effect until July 31, 2024. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.) If a new and substitute agreement has not been duly entered into prior to July 31, 2024, the terms of this agreement shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, 2024. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)

**Article I
Recognition**

The Board recognizes the School Nurses as a professional group and will work with them in developing an employment agreement.

**Article II
Salaries**

- A. Salary Schedule: The salary of each certified nurse covered by this agreement shall be determined by the salary schedule attached as Appendix A for 2023-2024.
- B. Salary Schedule Placement: The initial step placement of a newly hired employee shall be determined by the superintendent of schools or their designee in relation to experience. Placement of newly hired nurses may be given higher placement due to their qualification, but their placement will not exceed actual verified experience. Each new employee shall provide written verification of prior successful experience to the Superintendent or their designee prior to initial placement on the salary schedule. Only one (1) vertical step per year will be allowed. A maximum of one (1) horizontal step will be allowed per year upon completion of horizontal movement requirements.
- C. Staff members whose salaries are funded through state or federal grants will be paid the rate as established in the grant, not the salary stated in this agreement.

**Article III
Fringe Benefit**

The Nursing staff beginning service to the School District with the 2023-2024 contract years will be provided a fringe benefit package that is not subject to NPERS employer and employee contributions but is subject to applicable FICA taxes. Nurses will be provided the following options within their fringe benefit package:

- A. **ACCEPTABLE HEALTH CARE OPTION THROUGH NPS:** For the 2023-2024 school years the School District shall provide the opportunity to enroll in self only and dependent health and dental insurance under the School District's group health and dental insurance provider for the 2023-2024 school year, the Educators Health Alliance (EHA) health and dental insurance Dual Choice PPO plan with Dental at - 80% A & B, and 50% C

coverage at the premium cost established annually by the EHA for the 2023-2024 fiscal years. Premium rates for the EHA plan will be in a 4-tier structure with the four tiers defined as follows: Employee (self-only), Employee/Child(ren), Employee/Spouse, and Employee/Spouse & Child(ren).

Eligible nurses employed by the School District shall be provided the Fringe Benefit Package as described herein. Benefits provided under the Fringe Benefit Package shall be prorated for part-time certificated staff based on full-time equivalency. Certificated staff provided the Fringe Benefit Package shall be eligible to receive the following benefit packages identified in subsections (1) and (2) below, subject to limitations provided therein:

(1) Insurance /Fringe Benefit Stipend: Full-time nurses eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.

(2) Full-time nurses eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren) health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428**.

B.CASH-IN-LIEU OPTION: The Nursing staff shall be provided the following cash-in-lieu of option:

(1)Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election: A Nurse may decline the School District provided Employee (“self only”) health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of **\$11,428** (\$952.34 monthly) for 2023-2024 PROVIDED, that a Nurse shall not be allowed to decline Employee (self-only) tier group health and dental coverage unless said Nurse has filed with the business office on the form provided by the School District an agreement providing:

(a)For an individual disclaimer which certifies that said nurse is covered by alternate health insurance coverage which provides at least “Bronze Level” health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); and,

(b)That should the nurse fail to obtain and maintain health insurance coverage as required by subparagraph (a) above at any time during the term of this Negotiated Agreement, and the School District incurs a penalty of any kind under the Patient Protection and Affordable Care Act, the Faculty Member shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll Employee “self-only” under the School District’s group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

Article V IRS 125 Plan

Each nurse covered by this agreement shall have the option of participating in an IRS Section 125 Flexible Benefit Plan. The administration and participation costs of this benefit shall be paid for by the Board of Education. This fund shall be administered according to law.

Article VI Sick Leave

The Norfolk Public School provides for the following sick leave plan for all full-time school nurses. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt, and uncle) equivalent to ten (10) days on full pay shall be allowed for the nurse. This benefit shall be cumulative from year to year not to exceed forty (40) days use in any one year. Nurses absent because of a sickness may be requested to submit an acceptable doctor's certificate to the Central Office. School nurses considering elective surgery should plan the surgery for a time that will not interfere with their contractual duties. An employee shall notify the superintendent or designee of schools of any planned absence under the sick leave procedure as soon as the employee knows such absence will occur. The date or approximate dates of the planned absence shall be communicated to the superintendent or designee of schools as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

Article VII Bereavement Leave

The Norfolk Public Schools provides the following bereavement leave procedures: All full-time employees are eligible for a bereavement leave of up to five (5) days for the funeral of a member of the immediate family. One (1) day of bereavement leave will be granted for the funeral of a friend or relative. Additional bereavement days may be requested for each occasion. Additional days may be allowed at the discretion of the superintendent.

The maximum number of bereavement leave days shall be no more than twelve (12) days in any one year. Bereavement leave is non-cumulative. If you are prevented from returning to work after your leave has expired, because of extenuating circumstances (such as weather), your pay will be docked an amount equal to the pay of a substitute nurse or the use of a personal day if one is available.

Article VIII Personal Day

Each employee covered by this agreement will be allowed one (1) paid and **two (2) unpaid** personal leave days per year under the following conditions (staff members will be docked 1/193rd of the contracted amount):

- A. No reason will have to be given for the absence.
- B. Leave will be granted only if a properly qualified substitute can be hired to replace the staff member who wishes to take such leave.
- C. Leave without pay is non-cumulative.
- D. Request for Leave must be submitted in writing to the building principal at least five (5) calendar days in advance of the leave. The building principal and the Superintendent of Schools must approve this request.

**Article IX
Conditions of Employment**

- A. At-Will Employment: All nurses are at-will employees and have no property right to continued employment and may be terminated by either party, with or without cause or hearing, upon two (2) calendar week notice or pay in lieu of notice.
- B. A 1.00 Full Time Equivalency is equal to 7.5 hours per day for 193 days per year.

**Article X
Grievance Procedure**

- A. Definition of Grievance: This grievance procedure shall apply only to employee grievances relating to the terms and conditions of employment under and covered by this negotiated agreement.
- B. Grievance Process: The Board and the Nurses both agree that it is usually most desirable for an employee and the immediate supervisor to resolve problems through free and informal communications. When requested by the nurse, a representative of the nurses may assist in this resolution at all levels. However, when the grievance remains unresolved, then the following process shall be followed:
 - a. The employee shall present the grievance in writing to their immediate supervisor. The immediate supervisor shall review the grievance with the employee within three (3) business days.
 - b. If not resolved, the employee may appeal the decision to the Superintendent. The Superintendent shall arrange for a meeting with the employee within five (5) business days of receipt of the complaint. The Superintendent shall have four (4) days from the date of the meeting to provide a written decision to the employee.
 - c. If the grievance is not resolved at that level, the employee may appeal the grievance in writing to the Board President. The Board President shall schedule a hearing on the grievance before the Board of Education no later than thirty (30) days from the request. The Board will have five days from the date of the hearing to notify, in writing, the grievant of the Board's decision.

**Article XI
SCIP Team Extra-Duty Compensation**

All members of the Junior and Senior High SCIP Teams (no more than 8 staff members per team) will be granted one (1) personal day per semester as a compensatory day to help make up for the extraordinary amount of time put in outside the normal school day. This additional personal day must be used during that semester and not in conjunction with other personal or professional days. The staff members must give a seven (7) day notice to the building principal to allow for adequate time to secure a substitute. (Please note: These personal days are an addition to the days already granted to all staff members in this Agreement.)

Appendix A

NORFOLK PUBLIC SCHOOLS						
School Nurses						
2023/2024 Year						
		Base Salary:		\$ 37,450		
Step	RN	RN+9	RN+18	RN+27	BSN	MSN
		College Hrs or 135 CEUs	College Hrs or 270 CEUs	College Hrs or 405 CEUs		
Step						
1	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250
	\$ 37,450	\$ 39,135	\$ 40,821	\$ 42,506	\$ 44,191	\$ 45,876
2	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700
	\$ 39,135	\$ 40,821	\$ 42,506	\$ 44,191	\$ 45,876	\$ 47,562
3	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150
	\$ 40,821	\$ 42,506	\$ 44,191	\$ 45,876	\$ 47,562	\$ 49,247
4	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600
	\$ 42,506	\$ 44,191	\$ 45,876	\$ 47,562	\$ 49,247	\$ 50,932
5	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
	\$ 44,191	\$ 45,876	\$ 47,562	\$ 49,247	\$ 50,932	\$ 52,617
6	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
	\$ 45,876	\$ 47,562	\$ 49,247	\$ 50,932	\$ 52,617	\$ 54,303
7	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
	\$ 47,562	\$ 49,247	\$ 50,932	\$ 52,617	\$ 54,303	\$ 55,988
8	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
	\$ 49,247	\$ 50,932	\$ 52,617	\$ 54,303	\$ 55,988	\$ 57,673
9	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
	\$ 50,932	\$ 52,617	\$ 54,303	\$ 55,988	\$ 57,673	\$ 59,358
10	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
	\$ 52,617	\$ 54,303	\$ 55,988	\$ 57,673	\$ 59,358	\$ 61,044

Norfolk Public Schools Administrative Salary Structure 23-24

* Superintendent Discretion to be used in salary placement based upon administrator's experience. Deviations from the salary structure may be warranted in extenuating circumstances

Administrative Contract Days	Level	Position	Salary Placement Range	Daily Rate based upon salary	Starting Longevity Salary
200	1	SH Dean of Students	For Initial Placement, certified schedule plus 12 days per diem of the certified base for SH (\$2,466), 20 days per diem for JH (\$4,109)		Follow Certified longevity system
208	1	JH Dean of Students/7-8 Activities Director			
220	2	Assistant Principal 5-6	\$84,670-\$90,670 (\$6,000)	\$385-\$412	\$114,670
220	2	Assistant Principal 7-8	\$84,670-\$90,670 (\$6,000)	\$385-\$412	\$114,670
230	3	Assistant Principal 9-12	\$94,520-\$100,520(\$6,000)	\$411-\$437	\$124,520
230	3	Assistant Principal 9-12	\$94,520-\$100,520(\$6,000)	\$411-\$437	\$124,520
230	3	Activities Director 9-12	\$94,520-\$100,520(\$6,000)	\$411-\$437	\$124,520
230	4	Elementary Principal(s)	\$98,520 - \$104,520(\$6,000)	\$428 - \$454	\$128,520
260	4	M.S. Principal	\$106,520 - \$112,520(\$6,000)	\$410 - \$433	\$136,520
260	4	J.H. Principal	\$106,520 - \$112,520(\$6,000)	\$410 - \$433	\$136,520
260	5	High School Principal	\$120,520-\$126,520(\$6,000)	\$464-\$487	\$150,520
260	6	District Director of Student Programs	\$124,520-\$130,520(\$6,000)	\$479-\$502	\$154,520
260	6	District Director of Student Services, Safety and Technology	\$124,520-\$130,520(\$6,000)	\$479-\$502	\$154,520
260	6	District Director of Human Resources and Accreditation	\$124,520-\$130,520(\$6,000)	\$479-\$502	\$154,520
260	6	District Director of Teaching and Learning	\$124,520-\$130,520(\$6,000)	\$479-\$502	\$154,520
260	6	District Director of Business, Maintenance, & Facilities	\$124,520-\$130,520(\$6,000)	\$479-\$502	\$154,520
260	7	Associate Superintendent (Includes the job of one of the level 6 positions)	Additional \$5,000 to level 6 range \$129,520 - \$135,520	\$498-\$521	\$159,520
Extra Salary Incentives (Additional one time salary increase upon completion of degree)					
		Ed.S.	\$2,000		
		EdD. / Ph.D.	\$3,000		
**Each administrative employee will receive an annual (\$11,428) benefit package in 23-24 which can be applied to benefits or taken as cash in lieu					
**Each administrative employee will qualify to receive an annual (\$14,428) benefit package in 23-24 if electing to take a Health and Dental plan that is employee/spouse, employee/children or Family coverage					
**All 260 day contract administrators receive 20 vacation days annually which can be used through the calendar year with prior approval from the Superintendent					

Superintendent Pay Transparency Notice—Proposed Contract (Dr. Jami Jo Thompson)

Notice is hereby given that Norfolk Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 12th, 2022 at 6:30 pm at the Norfolk Public Schools Central Office in Norfolk, Nebraska.

After the 2023/2024 school year, how many years remain on the contract:
 (Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2023/2024 year and future years are listed below:

	2023/2024 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 242,750.00	\$ 485,500.00	\$ 728,250.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 29,057.41	\$ 58,114.82	\$ 87,172.23
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>	\$ 23,740.95	\$ 47,481.90	\$ 71,222.85
• <i>District's share of retirement, FICA and Medicare</i>	\$ 45,152.65	\$ 90,305.30	\$ 135,457.95
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>			\$ -
• <i>Cell Phone/Internet reimbursement</i>	\$ 640.00	\$ 1,280.00	\$ 1,920.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 341,341.01	\$ 682,682.02	\$ 1,024,023.03



SUPERINTENDENT OF SCHOOLS EMPLOYMENT CONTRACT

**The School District of the City of Norfolk,
in the County of Madison, State of Nebraska**

THIS CONTRACT is made by and between the Board of Education of Madison County School District 59-0002, a/k/a Norfolk Public Schools, hereinafter known as “the Board”, and **Dr. Jami Jo Thompson**, hereinafter known as “the Superintendent”.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the regularly scheduled Board meeting held on the **12th day of December, 2022**, the Board hereby agrees to employ the Superintendent and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

TERM OF CONTRACT

- A. Term: This contract is for a term of three (3) years beginning on the 1st day of July, 2023, and expiring on the 30th day of June, 2026. A “contract year” for the purposes of this contract shall be from July 1 to June 30.
- B. Superintendent’s Notice of Intent to Extend: The Superintendent shall give the President of the Board a “Superintendent’s Notice of Intent to Extend” which is a written notice that the Superintendent intends to extend the contract for a period of one (1) year. This notice shall be given between October 15th and December 1st. In the event a Superintendent’s Notice of Intent to Extend is not given within the specified time, the contract shall not be extended.
- C. Board Action on Notice of Intent to Extend: In the event the Board has received a Superintendent’s Notice of Intent to Extend, the Board shall have until on or before December 31st to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of a possible non-renewal or cancellation, the contract shall be extended for an additional term of one (1) contract year.
- D. Notice of Non-Renewal: Notice of intent to non-renew in the final year of the contract shall be given to the Superintendent on or before April 15th of the final year of the contract.

SALARY

- A. Salary for the Term: The annual salary for the contract year of **July 1, 2023, through June 30, 2026**, shall be as follows:

2022-2023 Salary	\$242,750.00
Family Health and Dental \$1,050 Deductible (125)	\$ 27,840.58
Employee share of retirement	\$ 23,740.95
Employee Term Life Insurance “\$125,000 value”	\$ 240.00
Disability	\$ 976.83
Cellphone stipend	\$ 640.00
District share of FICA	\$ 21,174.29
District share of Retirement	<u>\$ 23,978.36</u>

Final District Cost **\$341,341.01**

The district, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of the contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as stated above. Any adjustment in salary made



during the term of the contract shall be in the form of an amendment and shall become part of the contract; provided however, that in making any such salary adjustment, it shall not be considered that the district has entered into a new contract, nor shall the termination date of the contract be thereby extended unless the Board, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of the contract or any prior extension be for a period in excess of three (3) years.

- B. Inclusive of All Services Provided to the District: In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than as provided in this contract.
- C. Salary for Extended Terms: The salary for any renewal or extension periods shall be set by mutual agreement of the Superintendent and the Board, but shall in no event be less than the annual salary for the immediately preceding contract year.
- D. Payment of Salary and Adjustments: The first annual salary installment shall be paid on July 18, 2023, and each subsequent installment shall be paid on or before the eighteenth (18th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

BENEFITS/LEAVES

Nature of Paid Leaves: Paid leave from the Superintendent's professional duties are available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the school district; (2) the leave day is taken on a day the Superintendent would otherwise be expected to be at work; and (3) the Superintendent has met the conditions for such leave to be taken as applicable to each specified form of paid leave. All paid leave is subject to the following:

Leave Year: The leave year is the Superintendent's contract of July 1 through June 30 of each year that this contract is in effect.

Unused Leave: There shall be no pay for leave available but unused either during or upon ending of employment except as may be specifically set forth herein.

A. Vacation

Amount and Use: The Superintendent shall be allowed twenty-five (25) working days of vacation leave each contract year exclusive of Saturdays, Sundays and legal holidays. It is understood, however, that the Superintendent may from time to time be required to perform duties on Saturdays, Sundays and legal holidays. Vacation days are to be used in a manner and at times selected by the Superintendent; provided that the Superintendent shall make reasonable efforts to not schedule leaves which would cause the Superintendent to not be able to attend regularly scheduled meetings of the Board of Education or important school functions, and the Superintendent shall provide information such that the Superintendent may be contacted when necessary.



Vacation Accumulation: The Board and the Superintendent agree that periodic vacation is beneficial to “recharge” the Superintendent. As such, the Superintendent shall use at least ten (10) days of vacation each year. At the end of the contract year the Superintendent will be reimbursed for up to ten (10) days of any remaining unused vacation days at the effective daily rate of pay in such contract year. Any remaining unused vacation days remaining from a prior contract year shall be added to the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be no more than thirty (30) days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available. There shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.

B. Sick Leave

Amount and Use: The Superintendent shall be allowed twelve (12) working days of sick leave each contract year all exclusive of Saturdays, Sundays and legal holidays.

Availability: Sick leave is a paid work day when the Superintendent may be absent from duties. Sick days are only available when the Superintendent is currently employed by the school district and the Superintendent is unable to perform assigned duties due to the illness or temporary disability of the Superintendent or due to the Superintendent’s immediate family who is ill or has a serious health condition. Immediate family shall mean the Superintendent’s spouse, children, or parents.

Carry-over and Accumulation: Unused sick leave may be carried over from one leave year to the next succeeding leave year(s). The maximum that may be accumulated is forty-five (45) days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing leave year(s) until the accumulated number of days is less than forty-five (45), and then only to the extent necessary to restore the total number of available sick leave days to the maximum of forty-five (45) days.

Unused Days: There shall be no pay for unused sick leave either during or upon ending of employment.

C. Personal Leave

Amount and Use: Three (3) days are available to the Superintendent each leave year.

Availability: Paid personal leave is available to the Superintendent for the purposes of allowing the Superintendent to attend to personal matters.

Carry-over and Accumulation: There is no carry-over or accumulation of unused personal leave.

Unused Days: In the event the Superintendent does not use available personal days during a leave year, the Superintendent will be eligible to receive payment for such unused personal leave, subject to the condition that employment not have ended



during or at the end of such leave year for reason of non-renewal or cancellation of employment contract. The rate of pay for unused personal leave will be paid at the effective daily rate of pay for the current leave year. Such payment will be made with the August pay check.

D. Bereavement Leave

Amount and Use: Three (3) days of family bereavement leave and one (1) day of non-family bereavement leave are available to the Superintendent each leave year. All bereavement leave is subject to a maximum of ten (10) days each leave year.

Availability: Family bereavement leave is available to the Superintendent each leave year for purposes of allowing the Superintendent to address issues related to the death of a member of the Superintendent's family. For purposes of this subparagraph, the term family means the Superintendent's spouse, child, parent, parent-in-law, sibling, sibling-in-law, son or daughter-in-law, the Superintendent's grandparents, spouse's grandparents, and the Superintendent's grandchild. Non-family bereavement is available to the Superintendent for the death of a non-family member that shall require the Superintendent attend funeral services.

Carry-over and Accumulation: There is no carry-over or accumulation of unused bereavement leaves.

Unused Days: There shall be no pay for unused bereavement leave either during or upon ending of employment.

E. Vacation, Sick, Professional, Personal and Bereavement Leave Log

The Superintendent shall maintain a monthly vacation, sick, professional, personal and bereavement leave log which shall be submitted to the Board President for review on or before the 8th day of each month.

F. Miscellaneous Provisions

1. Section 125 Plan: The Superintendent shall be permitted to participate in the district's Section 125 Plan for purposes of purchasing and paying for group health insurance, dental insurance and long-term disability insurance.

2. Life Insurance: The Superintendent shall be provided basic term life insurance with a death benefit of \$125,000.00.

3. Health Insurance: The Superintendent shall be provided a family plan of health and dental insurance.

4. Disability: The Superintendent shall be provided long term disability insurance.

5. State Retirement: The Employee and Employer share of the Superintendent's contributions to the state retirement system (NPERS) shall be provided.

6. Meetings and Dues: The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not



interfere with the proper performance of the Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the district consistent with Board policies. The Board may pay dues for professional organizations suitable for the Superintendent's position upon the Superintendent's request, and shall pay dues for the Superintendent's membership in the American Association of School Administrators, Nebraska Council of School Administrators and the Northeast Nebraska School Superintendent's Association.

7. Transportation Expenses: The reasonable and necessary expenses of transportation required in the performance of the Superintendent's official duties shall be reimbursed at the rate set annually by the Board for district travel.

8. Health Examinations: The Superintendent, at the Superintendent's election, shall be provided a medical examination in each contract year at the cost of the Board. To be reimbursed for such medical examination, the Superintendent shall provide the President of the Board of Education with a statement from the physician certifying to the physical competency of the Superintendent to perform the essential functions of the Superintendent's position. Such statement shall be placed in a separate medical personnel file and remain confidential as and to the extent permitted by law.

9. Indemnification: The district shall, to the extent permitted by law, defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the district, provided that the incident arose while the Superintendent was acting (or in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the district. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the district beyond any applicable insurance coverage the district has available.

DUTIES

Specification of Duties: The Superintendent shall perform the duties of Superintendent as are regularly and customarily expected for such position and such duties and responsibilities as set forth in Board Policy or Regulation. Substantially changing this contract without the consent of the Superintendent will not be allowed without an amendment to this contract. The Superintendent shall be subject to such other responsible for performance of duties assigned by individual members of the Board or duties assigned without official action of the Board, except as specifically set forth in the Board of Education Policies. In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the district, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this contract.

Use of Time: The Superintendent agrees to devote full time to the assigned duties, provided that the advance agreement of the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional activities. Should the Superintendent provide services to other school districts or in undertaking consultative work, speaking engagements, writing, lecturing or other professional activities, the Superintendent shall utilize personal vacation time for such purposes and hold the school district harmless.



Performance of Duties: In performing the assigned duties, the Superintendent shall be governed by the policies, regulations and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

BOARD-SUPERINTENDENT RELATIONSHIP

The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the district, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy, on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study or recommendation, as appropriate.

EVALUATION OF SUPERINTENDENT

The Superintendent shall be evaluated twice during the first contract year and once during the second year and each year of any Extended Term, unless the Board deems additional evaluations appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.

CONTRACT CANCELLATION

In the event the Superintendent violates any of the provisions of this contract or performs any act or does anything which is materially harmful to the district, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein then the Superintendent may be discharged in accordance with applicable law, including, but not limited to, the following reasons: (1) becoming legally disqualified to perform as a Superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this contract being determined to be false or incorrect; (6) failure to return an Intent to Extend by the required date, provided that such date not be prior to just cause, including: (a) incompetency, which includes, but is not limited to demonstrated deficiencies or shortcomings in knowledge of subject matter or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid,



but not earned, prior to the date of termination of this contract, and any sums owing to the district by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the district are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board may require a certificate of health and physical fitness of the Superintendent in accordance with applicable law at any time while this contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason beyond the Superintendent sick leave allowance, the Board may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereto shall terminate.

REPRESENTATIONS AND LEGAL REQUIREMENTS

The Superintendent affirms that (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this contract and any extensions of this contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another Board of Education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted or pled no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of NAC21; and (3) the Superintendent has not suffered suspension or revocation of any Educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this contract; provided no resignation shall become effective until expiration of the remaining term of the contract unless the Board affixes an earlier effective date. This contract is subject to provisions of the School Employee's Retirement Act.

GOVERNING LAWS

The parties shall be governed by all applicable Nebraska and federal laws, rules and regulations in performance of their respective duties and obligations under this contract.



AMENDMENTS AND SEVERABILITY

This contract may be modified or amended only by a written duly authorized and executed by the Superintendent and the Board of Education. If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

Executed this day of December 12th, 2022

Superintendent

Executed this day of December 12th, 2022
Board of Education of Madison County School District 59-0002
a/k/a Norfolk Public Schools

Board President

Board Vice-President



2022-23 STRATEGIC PLAN



#nspanters

MISSION

The mission of Norfolk Public Schools is to prepare all students to pursue their goals for the future.

VISION

The vision of Norfolk Public Schools is to be a top-performing school that provides outstanding educational opportunities for every student and is a source of pride and an asset to our community.

GOALS



By 2026 NPS will exceed the state average on (all student achievement) assessments.



By 2026 NPS will implement a plan of retention and recruitment for all staff.



By 2025 NPS will develop a Comprehensive Communications Plan to engage internal and external stakeholders.



By 2026 NPS will enhance its comprehensive safety plans and procedures (physically and technologically).



By 2027 NPS will have district-wide comprehensive systems of support for students.



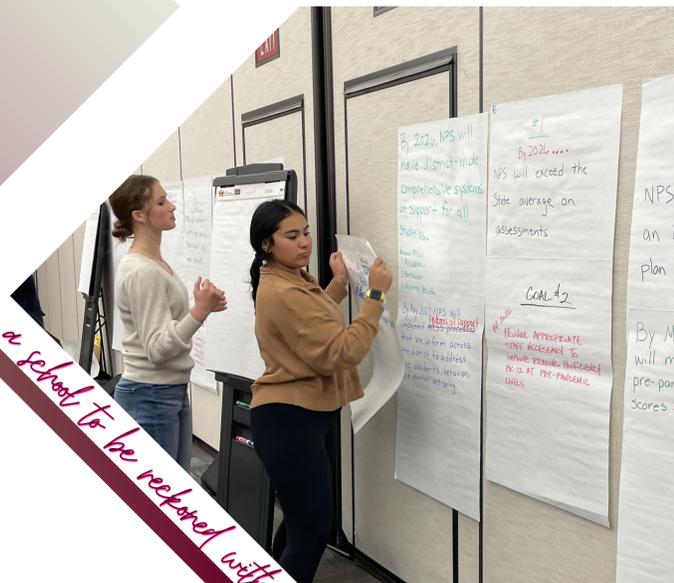
2022-23 STRATEGIC PLAN

MISSION

The mission of Norfolk Public Schools is to prepare all students to pursue their goals for the future.

VISION

The vision of Norfolk Public Schools is to be a top-performing school that provides outstanding educational opportunities for every student and is a source of pride and an asset to our community.



#npspanthers

Steering Committee Team Members

The strategic planning team was a collaboration of community members, retired teachers, teachers and guidance counselors, school staff, administration, parents, students, board of education and school foundation members.

- Leann Widhalm
- Brenda Carhart
- Jami Jo Thompson
- Mary Hoiem
- Bill Robinson
- Mary Luhr
- Beth Nelson
- Angie Baumann
- Erik Wilson
- Melissa Jantz
- Bruce Strong
- Ryan Specht
- Jen Robinson
- Derek Ippensen
- Chuck Hughes
- Jamie London
- Michael Abernathy
- Hannah Rowse
- Lisa Langenberg
- Bianca Koehn
- Kari Cronin
- Melissa Andersen
- Jasi Sheriff
- Divinne Morales
- Jack Borgmann
- Grace Ellis
- Madhav Rathod
- Nick Cleveland
- Candace Schmidt
- Matt Skiff
- Whitney Kiepkke
- Sheri Sheriff
- Dan Spray
- Wade Herley
- Dave Merritt
- Stacey Hansen
- Austin Casselberry
- Cher Moore
- Eric Martin
- Alecia Amezcua
- Sarah Klinetobe
- Brant Wolff
- Jose Hernandez
- Jeny Albin
- Michelle Kuehner

The district has completed the RFP process for District Insurance Services starting January 2023. The timeline for the process is listed below:

6-14-22 - RFP for District Insurance Services was released and advertised

6-29-22 - Pre-Proposal meeting with potential vendors

10-14-22 - RFP's due to the district by 2:00 p.m.

10-26-22 - Vendors meeting RFP specifications made formal presentations to the Finance & Facilities Committee and select district administration and staff

11-14-22 - Committee reconvened and had vendors provide feedback on additional questions

This process allowed all interested parties to have ample opportunity to prepare their RFP's, be on-site to review properties, ask questions, etc.

The RFP review team met after the presentations on 10-26-22 and 11-14-22 to review all the RFP information submitted, and to share thoughts and strengths of each vendor. The committee felt all proposals submitted would provide the district quality service and needed coverage. The committee also felt the current agents from Agri-City and Insurance Associates have done a good job in managing these accounts with the district over the past several years.

Agri-City and Insurance Associates strengths included:

- Strong record of managing these accounts over the years
- Agent presence in town (local business)
- Commitment to continue strong service relationship with the district
- Strong cyber security coverage
- Does not require initial three year commitment for enrollment
- EMC(Agri-City) specialize insuring schools with a large presence in NE and IA

ALICAP's strengths included:

- Best package pricing for 2023
- Strong property, wind-hail coverage with low deductible
- Ability to earn dividends back to the district
- Strong record of performance with over 135 Nebraska School Districts and ESU's
- Builders risk coverage up to 5 million included without additional coverage
- Schools and ESU's in NE are the only entities ALICAP insures

The 12 month pricing from the different Vendors is listed below:

Agri-City / Insurance Associates	ALICAP
Workers Comp. (Insurance Associates)	
Dakota Truck -\$169,937	Does not do workers comp separately
Property (Agri-City)	
EMC - \$380,268 / \$9,460 <i>builders risk</i>	
Combined without Builders Risk	
EMC/Dakota Truck - \$550,205 (\$8,548)	
Combined with Builders Risk	Combined
EMC/Dakota Truck - \$559,665 (\$18,008)	\$541,657

After a thorough discussion and review of all materials and selection process steps as outlined in page 6 of the RFP document it was determined that the committee wanted the entire board to review all information before voting without a committee recommendation

Community RelationsPersonnel - All Employees and StudentsAnti-discriminationA. **Elimination of Discrimination.**

The policy of Norfolk Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethical origin, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Norfolk Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Norfolk Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

Coordinators have been assigned to oversee anti-discrimination laws (including Title VI, Title IX, the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)). Complaints or concerns involving discrimination or compliance with these laws should be addressed to the appropriate coordinator, as listed below:

~~Title IX and ADA: Director of Business Services~~

~~Student concerns related to Title IV and Section 504: Director of Student Services~~

~~Employee concerns related to concerns related to Title IV and Section 504: Director of Human Resources~~

B. **Preventing Harassment and Discrimination of Employees and Students.**

1. **Purpose:** Norfolk Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Norfolk Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability race (including skin color, hair texture and protective hairstyles) color, religion, veteran's status, national or ethnic origin, or age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

- a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.
- b. Age harassment has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment has been defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures:**

- a. Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.

- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, please report your complaint to the Title IX Coordinator.
- c. If a satisfactory arrangement cannot be obtained through the Title IX Coordinator, the complaint may be processed by the Superintendent or the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, etc., may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.
 Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;
 Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.
 Section 504 of the Rehabilitation Act of 1973 (Section 504)
 Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)
 Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
 Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: October 14, 2013
 Date of Revision: September 14, 2015
 Date of Reaffirmation: September 11, 2017
 Date of Revision: November 12, 2018
 Date of Revision: July 12, 2021

Community RelationsTitle IX - Discrimination

Norfolk Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX regulation implementing the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with the Title IX regulations to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby affirms its intent to adopt and publish grievance procedures providing for prompt and equitable resolution of written complaints. Such guidelines shall be developed as part of the administrative procedures, and such forms as needed shall be developed and made available to the public.
- 4) The Board of Education will implement specific and continuing steps to notify the public of its intent for compliance with nondiscriminatory practices. Self-evaluation and a continual assessment of the educational program will be implemented through regular administrative procedures.
- 5) Pursuant to this intent the Board of Education, as of this date, appoints the board policy committee to address these issues, as needed.

Legal Reference: Title IX

Date of Adoption: October 14, 2013
Date of Reaffirmation: November 12, 2018

Community RelationsTitle IX – Procedure for Complaints of Sexual Harassment**A. Complaint Procedure - Generally**

1. Reporting Procedures: 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, or the Title IX Coordinator.
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 is:

TITLE IX COORDINATOR CONTACT INFORMATION

Erik Wilson
512 Philip Avenue
Norfolk, NE 68701
402-644-2500
erikwilson@npsne.org

2. District Actions upon Report of Sexual Harassment or Sexual Misconduct: Upon receipt of a report of sexual harassment, the Title IX Coordinator, or designee, including but not limited to a building principal or assistant principal, will conduct an initial inquiry. The first step of the inquiry will typically include a preliminary meeting between the individual whom the reporting party alleges has been subjected to sexual harassment or sexual misconduct and the Title IX Coordinator, or designee. The initial inquiry may also include a meeting between the Title IX Coordinator, or designee, and the individual whom the reporting party alleges has committed sexual harassment or sexual misconduct. The purpose of these meetings is to gain a basic understanding of the nature and circumstances of the report, it is not intended to be a full investigative interview. During the initial assessment, the reporting party may also receive

information about resources, rights, procedural options, and supportive measures. The Title IX Coordinator, or designee, may inquire into whether the person who has is alleged to have been subject to sexual harassment or misconduct requests resources, no further action, supportive measures, and/or initiation of the “Formal Complaint” process. The Title IX Coordinator will make a reasonable effort to respect the wishes of the person who experienced sexual harassment or sexual misconduct; however, if the reported incident constitutes an imminent or ongoing threat to school safety, based on the assessment of the Title IX Coordinator, then the Title IX Coordinator may file a Formal Complaint, on behalf of the District, with or without the consent or permission of the person who has experienced sexual harassment or sexual misconduct.

With or without a Formal Complaint, allegations of sexual harassment or discrimination shall be investigated and if substantiated, corrective or disciplinary action will be 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 any person for reporting discrimination or harassment. This policy does not limit or prohibit the District from instituting disciplinary measures pursuant to other Board Policy, rules, or other expectations if the District determines that a person violated District rules or expectations.

B. Formal Complaint Process

The following procedures apply only in the event that a Formal Complaint is filed. All other reports 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.

1. Misconduct Which May Be Investigated Under a Formal Complaint: The Formal Complaint process is only available if the Formal Complaint alleges: (i) conduct which occurs on District grounds or property owned or controlled by the District; (ii) conduct which occurs in the context of District employment or an education program or District-sponsored activity within the United States, and (iii) conduct which occurs when the District has substantial control over both the Respondent and the context in which the sexual harassment or sexual misconduct occurs. The conduct must also fall within one of the following categories: (a) an employee of the District conditioning an aid, service, or benefit of the District on an individual’s participation in unwelcome sexual contact; (b) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District’s education program or activity; (c) sexual assault; (d) domestic violence; (e) dating violence; or (f) stalking.

2. Parties to a Formal Complaint: The only parties to a Formal Complaint are the Complainant, who is the person alleged to have been subject to misconduct, and the Respondent, the person who is alleged to have committed the misconduct.

3. Filing a Formal Complaint: A Formal Complaint may only be filed by a Complainant or the Title IX Coordinator. An employee or student Complainant may file a Formal Complaint in

writing with the Title IX Coordinator in person or by mail, or by electronic mail. The Formal Complaint must be signed by the Complainant or by the Title IX Coordinator.

4. Immediate Actions Upon Receipt of Formal Complaint: Upon receipt of a Formal Complaint, the Title IX Coordinator will conduct an initial assessment of the allegations contained within the Formal Complaint to determine if the allegations in the Formal Complaint, if true, allege misconduct which may be investigated under the Formal Complaint process. If the allegations in the Formal Complaint do not allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator must dismiss the Formal Complaint and may proceed under other District policies or procedures. The Complainant will be provided notice in writing if the Formal Complaint is dismissed.

If the allegations in the Formal Complaint allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator shall provide the following to all known parties: (1) The complaint procedure as outlined in this policy; and (2) Notice of the allegations of sexual harassment, known by the District at the time of filing the Notice, including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.

The Title IX Coordinator shall then provide the Formal Complaint and the Notice of the Formal Complaint to the District's Title IX Investigator.

5. Investigation of Formal Complaint: Upon receipt of a Formal Complaint, the Investigator will promptly investigate the allegations contained within, 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) involve 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 contact the Complainant, Respondent, and relevant witnesses to schedule interviews. All parties may bring up to two people to this meeting: (1) Support Person and/or (2) Advisor of Choice. The Advisor of Choice may or may not be an attorney. Neither the Support Person nor the Advisor of Choice can direct questions or comments to the Investigator, nor may the Support Person or Advisor of Choice advise a student or employee how to answer the Investigator's questions.

The Investigator will also aim to collect all tangible evidence relevant to the investigation.

The Investigator will complete the 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 and the number of witnesses that may need to be interviewed. The time frame originally set by the Title IX Coordinator may be extended by the

Title IX Coordinator, upon notice to the parties, as deemed 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 Formal Complaint process, 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 Coordinator, Investigator, Decision-Maker, and any person who facilitates this Formal Complaint process shall receive training on the definition of sexual harassment, 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.

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

- i. Providing the parties with the opportunity to present witnesses and provide evidence.
- ii. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- iii. A consideration of various factors, including: (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.
- iv. A review of the evidence using a "preponderance of the evidence" standard. To meet the "preponderance of the evidence" standard, the evidence must show that the discrimination, harassment, or retaliation more likely occurred than did not occur.

(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 District retains the right to place any person on administrative leave during the pendency of the investigation. The District also retains the right to remove a Respondent 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 by meeting with the Title IX Coordinator to discuss the removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the Investigator shall send each party the evidence that is subject to inspection and review in an electronic format or a hard copy. This information shall be known as the “Draft Investigative Report.” The Draft Investigative Report shall include all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Investigator does not intend to relay to the Decision-Maker. The parties shall then have ten (10) calendar days to submit a written response, which the Investigator will consider. Responses may not be submitted by the parties’ Advisor of Choice or Support Person, unless such person is the parent or guardian of the Complainant or Respondent. Responses may include corrections to the Investigator’s summary of the parties’ interviews, suggestions for additional investigation, or additional information not known at the time of the interviews. Any new information provided by the parties during the response period will not result in an additional time period for response by the other party unless determined necessary by the Title IX Coordinator. The Investigator is not obliged to respond to any question or requests for information in the parties’ responses. The Investigator will consider the information provided by the parties and will incorporate relevant information into the Final Investigative Report. The Final Investigative Report will fairly summarize the relevant evidence. The Investigator shall then submit the Final 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.

6. Actions Taken By Decision-Maker Upon Receipt of Final Investigative Report: Upon receipt of the Final Investigative Report, the Decision-Maker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness. Questions shall be submitted to the Title IX Coordinator who shall determine whether questions are relevant. The Title IX Coordinator shall contact parties or witnesses to request answers to the parties’ relevant questions. The Title IX Coordinator will provide each party, and the Decision-Maker with the answers provided by the opposing party or witness and allow for additional, limited follow-up questions from each party.

7. Notice of Determination: Once the Decision-Maker has received the answers to relevant questions submitted by the parties, the Decision-Maker shall consider the answers and 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 the Complainant, Respondent, or witness. The Decision-Maker shall provide the written determination to both parties simultaneously. The written determination shall 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) permits the District to disclose relevant information to a student who was discriminated against or harassed.

8. Sanctions: At the conclusion of the investigation, the Decision-Maker may institute disciplinary measures against 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 immediate termination from employment.

The Title IX Coordinator is responsible for coordinating the implementation of supportive measures for the victim(s).

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 bases:

1. Procedural irregularity that affected the outcome of the matter;
2. 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
3. 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.

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

The Superintendent 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 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:

1. 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;
2. The parties' voluntary, written consent to the informal resolution process; and
3. 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, and 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: October 12, 2020

Date of Revision: July 11, 2022

Community RelationsTitle IX—Procedure For Informal/Formal Hearing

In accordance with Title IX, the Board of Education of Norfolk Public Schools, hereby re-affirms the following procedures for handling complaints alleging a violation of Title IX, a federal law which prohibits sex discrimination in any educational program receiving federal financial assistance.

Procedure:

- 1) A written complaint must be presented to the Superintendent, or the Superintendent's designated representative(s) on a form available at the school office.
- 2) The Superintendent or the designated representative(s) may request an informal conference to present information relative to the complaint, or to request further information relative to the specific nature of the complaint.
- 3) If the complaint is not resolved in the first informal conference an informal hearing will be arranged at the convenience of both parties.
- 4) The Superintendent or the designated representative(s) will plan the details of the hearing based upon the nature of the complaint and the number of persons involved. This hearing will be conducted by a Hearing Officer designated by the Superintendent or by the Board of Education.
- 5) The complainant will be notified in writing of the time and place of the hearing.
- 6) Witnesses and/or advisors may be called by either party within limits established by the Hearing Officer.
- 7) Upon completion of this hearing, the Hearing Officer will make a report in writing to the Superintendent within ten (10) school days of conclusion of the hearing, with a copy to the complainant. The Superintendent shall within five (5) school days determine whether to accept the recommended action of the Hearing Officer and notify the complainant of the Superintendent's decision. The complainant shall within five (5) school days notify the Superintendent whether the complainant accepts the decision; failure to identify any points of the decision with which the complainant does not agree shall be considered to be acceptance of the decision or the points with which the complainant has not identified disagreement.
- 8) If the above process does not resolve the complaint, an appeal may be made to the Board of Education through the Superintendent by filing a notice of appeal with the Superintendent within ten (10) school days of the Superintendent's notification.

Legal Reference: Title IX

Date of Adoption: October 14, 2013
Date of Reaffirmation: November 12, 2018

Community Relations

Form For Filing Complaints

Madison County School District 59-0002
Norfolk Public Schools
512 Philip Avenue
P.O. Box 139
Norfolk, Nebraska 68702

Date:

Person Making Complaint:

Address:

Phone:

(1) Name of child or person who you believe to have been unlawfully harassed:

(2) Statement of facts detailing date and manner in which child or person was harassed:

(3) Names of witnesses to the harassment:

(4) Relief requested (what I want done in response to this request):

The undersigned states: I have a reasonable belief that the facts in this complaint are true and accurate, I am familiar with the School District's Title IX and anti-discrimination grievance and complaint procedures, and I give permission for an investigation to be made into this complaint.

Received by: _____ Signature: _____
Date: _____

Date of Adoption: October 14, 2013
Date of Reaffirmation: November 12, 2018

Community RelationsADA and Section 504 Grievance Procedure

The following grievance procedure shall be used for resolution of complaints of alleged violations of the Americans with Disabilities Act of 1990 (ADA) or Section 504 of the Rehabilitation Act of 1973:

- 1) Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
- 2) Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
- 3) Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough, but informal, and the Complainant shall be given a full opportunity to submit evidence relevant to the complaint.
- 4) The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement with the Complainant or a longer period is reasonably necessitated by the circumstances. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
- 5) The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution. The Complainant shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period.
- 6) In the event the Complainant rejects the proposed resolution, the Complainant shall be given the opportunity to file a request for reconsideration within ten (10) days from the date the Coordinator's decision is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. Upon receipt of the request for reconsideration, the Coordinator shall promptly forward the request for reconsideration and all evidence received by the Coordinator in connection with the Complaint to a third person for review (either an administrator or other employee of the District, or members of the Board of Education or Committee of the Board).
- 7) A decision on the request for reconsideration shall be made within ten (10) days after the request for reconsideration was filed unless the Board or Committee of the Board is the reviewer, in which event the decision shall be made within thirty (30) days of the filing of the request for reconsideration, unless such time period is

extended by agreement with the Complainant or a longer period is reasonably necessitated by the circumstances.

Legal Reference: Americans with Disabilities Act of 1990 (ADA)
 Section 504 of the Rehabilitation Act of 1973 (Section 504)

Date of Adoption: October 14, 2013
Date of Reaffirmation: November 12, 2018

Community RelationsDesignation of Coordinator

Norfolk Public Schools does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities.

The Superintendent shall either coordinate or designate one or more persons to coordinate Norfolk Public School's compliance with the requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, as amended (ADA and Section 504).

The Coordinator shall take such actions as required to maintain compliance with such laws; to provide information concerning such laws and their applicability to the services, programs, or activities of the District; and to resolve any complaints or grievances related to alleged non-compliance by the District with such laws.

In the event an employee has a disability and is in need of a reasonable accommodation to perform the employee's duties or to otherwise receive benefits and privileges of employment equal to those enjoyed by similarly-situated employees without a disability, the employee is to inform their supervisor and request a meeting with the ADA Coordinator to discuss the provision of reasonable accommodations.

In the event a student has a disability and needs or is believed to need special education or related services, the 504 Coordinator shall initiate the 504 evaluation and accommodation process.

Legal Reference: Americans with Disabilities Act of 1990 (ADA)
 Section 504 of the Rehabilitation Act of 1973 (Section 504)

Date of Adoption: October 14, 2013
Date of Reaffirmation: November 12, 2018

Community Relations

Service Animals

Individuals with a disability shall be permitted to use a service animal on school premises as and to the extent provided by law.

1. Definition of Service Animal

A service animal is a dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. Other species of animals are not service animals for the purposes of this definition, though miniature horses are in certain circumstances entitled to similar treatment.

The work or tasks performed by a service animal must be directly related to the handler's disability. Examples of work or tasks that a service dog may perform to meet this definition include:

- Navigation: assisting individuals who are blind or have low vision with navigation and other tasks,
- Alerting: alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
- Protection: providing non-violent protection or rescue work,
- Pulling: pulling a wheelchair,
- Seizure: assisting an individual during a seizure,
- Allergens: alerting individuals to the presence of allergens,
- Retrieving: retrieving items such as medicine or the telephone,
- Physical support: providing physical support and assistance with balance and stability to individuals with mobility disabilities, and
- Interrupting behaviors: helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

Work or tasks that are excluded from meeting the definition are:

- Guard dogs: the crime deterrent effects of an animal's presence and
- Companion dogs: the provision of emotional support, well-being, comfort, or companionship.

2. Permit Presence of Service Animals

An individual with a disability shall be permitted to be accompanied by his or her service animal in all areas where members of the public, participants in services, programs or activities, or invitees, as relevant, are allowed to go. A bona fide trainer of a service animal also has the right to be accompanied by such animal in training. The individual may not be required to pay an extra fee for the service animal to attend events for which a fee is charged.

Service animals may be excluded from school premises if:

- a. The service animal is out of control and the service animal's handler does not take effective action to control it;
- b. The service animal is not housebroken; or

- c. The presence of the service animal poses a direct threat to the health or safety of others. To determine whether a “direct threat” exists, an “individualized assessment” is to be made to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk.

3. Control of the Service Animal.

The service animal must be under the control of its handler. In most cases, the dog must have a harness, leash, or other tether. The service animal does not need to be on a leash, however, if the handler is unable because of a disability to use a leash. A leash is also not required if it would interfere with the service animal’s safe, effective performance of work or tasks. If either of the leash exceptions applies the service animal must be under the handler’s control via voice control, signals, or other effective means.

4. Responsibility for Care or Supervision.

The school district is not responsible for the care or supervision of the service animal. The individual with the service animal shall be liable for any damage done to the premises or facilities or to any person by such animal.

5. Inquiries.

When addressing a service animal matter, staff shall not ask about the nature or extent of the person’s disability.

Staff may not ask questions about the dog’s qualifications as a service animal when it is readily apparent that the dog is trained to do work or perform tasks for an individual with a disability. Examples include where the dog is observed guiding an individual who is blind or has low vision, pulling a person’s wheelchair, or providing assistance with stability or balance to an individual with an observable mobility disability.

Where it is not readily apparent that the dog qualifies as a service animal, staff may ask if the dog’s presence is required because of a disability and what work or task the dog has been trained to perform. Staff may not require documentation, such as proof that the dog has been certified, trained, or licensed as a service animal.

Legal Reference: Americans with Disabilities Act of 1990 (ADA), 28 CFR §28.104 and §35.136; Section 504 of the Rehabilitation Act of 1973 (Section 504); and Neb. Rev. Stat. §§20-126.01 and 20-127

Date of Adoption: October 14, 2013

Date of Reaffirmation: November 12, 2018

Community Relations

Fund Raising Activities

Fundraising is the selling of a product, providing a service or activity, or requesting donations of any kind. School fundraising directly funds school programs and student organizations.

A. General Guidelines.

The School Board of Norfolk Public Schools recognizes a desire and a need for ongoing fundraising support. The school board also recognizes a need for restraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students, and the general public.

All fundraising for student organizations and charitable giving campaigns must have prior administrative approval. School District employees who supervise official school programs or extracurricular activities are directed not to organize, conduct, or involve students in fundraising activities unless the fundraising activity has been approved by the building administration.

B. Student Organization Fundraising.

Student organizations are groups that are sponsored by the district and approved by the school board. They are designed to provide opportunities for students to participate, on an individual or group basis, in school and public events for the improvement of skills. Student organizations are directed or supervised by School District staff.

1. Approval Criteria. Student organization fundraising activities are to be considered for approval based on the following criteria: (1) the project will be fun and safe for students, (2) students will not be exploited for sectarian, political, or commercial purposes, (3) the project will accomplish the goals for the fundraiser without undue risk of financial loss, (4) the project will be consistent with the mission and goals of the School District and the student organization, (5) the number of fundraisers run by the particular student organization and within the school and the District within the last twelve months, and (5) the project meets all legal requirements.
2. Food Sales. The sale of foods as a fundraiser is subject to the School Wellness Policy.
3. Safety Considerations. The District does not sponsor activities involving driving vehicles unless a school employee or sponsor is driving. Parent permission must be given before any student is permitted to participate in door-to-door sales.
4. Non-Approved Activities. The following activities may not be approved as fundraising activities: lotteries, car bashes (or other comparable destructive activity), direct solicitation of money, and labor auctions.
5. Contracts. Teachers, coaches and sponsors are not authorized to sign contracts for the procurement of items to be sold or used in student organization fundraisers.

Any contract that obligates school funds shall be submitted to the building principal for approval and execution.

6. Purchases. All purchases related to student organization fundraisers are to be made in the school district name. Deliveries of fundraising items for sale shall be made to the school building, not to personal addresses. Items shall be kept in a secure place to avoid theft. Items which are overpriced or of an embarrassing or controversial nature to the school will be rejected. Items which are in direct competition with local businesses shall be avoided where practicable.
7. Money-Handling. All funds collected must be given by the fundraiser sponsor intact (i.e., cash and checks must be deposited in the same cash/check mix in which they were received) to the building principal or designee for deposit into the School District depository account the next school day following receipt, or as soon as possible. Funds may not be deposited into personal accounts and may not be taken home.
8. Inventory. The fundraiser sponsor shall maintain an inventory of items related to the project. Upon completion of the project, unsold items may not be given away. The items shall be returned to the vendor for credit, sold at reduced prices in a clearance sale, or kept for sale in a future student organization fundraising event.
9. Disbursement of Fundraising Proceeds. Fundraising proceeds shall be disbursed to and used by the student organization for the purposes for which the project was initiated.
10. Records. The fundraiser sponsor shall submit all records related to the fundraising project at the conclusion of the project. The records to be maintained and submitted include: fundraiser approval, purchase order or procurement card receipt, invoices and packing slips, student checkout sheets, deposit receipts, inventory of merchandise and list of unsold merchandise, receipt for return of merchandise and records of credit or receipt for returned merchandise.
11. Student Conduct. All students who participate in approved fundraising activities are expected to represent the school, the student organization, and the community in a positive manner. All rules pertaining to student conduct and student discipline extend to student fundraising activities.

If a donation of cash or equipment is offered to a staff member for a school organization or the School District, the coach or sponsor shall refer the intended donor to the building administration. If the donor insists on giving the cash or equipment immediately, the staff member shall turn the donation over to the building principal immediately upon receipt.

Coaches or sponsors who also coach, manage or otherwise participate in club teams or similar non-school organizations must clearly separate any student organization fundraising from fundraising activities for their club team. Such individuals who receive donation offers must request that the donor be very clear as to whether the donation is intended for the student organization or the club team.

C. Fundraising by Outside Organizations.

Outside organizations are non school-funded groups such as parent/teacher organizations, sports booster groups, and commercial enterprises that provide supplementary services to existing school entities. Outside organizations are separate and apart from the School District. Decisions on fundraising activities and the expenditure of fundraising proceeds should involve consultation with the school administration.

Independent sales consultants may not use schools as a source of sales, even if the consultant intends to donate a portion of the funds raised to the school. An independent sales consultant includes individuals who operate as a franchisee for businesses that sell products such as food storage containers, cosmetics, etc.

D. Charitable Giving Campaigns.

A charitable giving campaign is fundraising conducted for the purpose of providing money for a charitable cause not directly related to any District goal. Purposes for which such a campaign may be permitted include fundraising for student scholarships or student exchange programs, to assist families within the District who have experienced a catastrophe, or to fund community projects.

Any fund-raising activity conducted by any such organization using Norfolk Public Schools' facilities or using the District's name in solicitation of donations must have prior approval of the administration. If the request is approved, the organization shall include a statement that the Norfolk Public Schools is not endorsing the organization or campaign and has no affiliation with the event.

District funds cannot be used to off-set, front-fund, or pre-pay expenses for any charitable giving campaign. A charitable giving campaign shall not be permitted to conduct fundraising among the student population.

Date of Adoption: October 14, 2013
Date of Revision: December 10, 2018

Community RelationsGifts to the School District

The Board of Education welcomes monetary and material contributions or other types of citizen contributions to the general school program. All donations become the property of the School District and will be used in the interest of the children of the School District. Gifts must be of an appropriate nature and have a purpose consistent with that of the School District. Gifts should not add to staff responsibility or create inequities within the district, and they must be given without restriction to their use.

The Norfolk Public Schools Foundation is recognized as an appropriate tax-exempt charitable organization for receipt and management of such gifts.

Gifts to School Employees

Gifts to employees from parents or students, with a monetary value in excess of \$100, are to be referred to the Norfolk Public Schools Foundation for disbursement.

Students and patrons shall not in any way be encouraged to give personal gifts to school personnel. If gifts are offered, school personnel should minimize such acts and not give publicity or public recognition to such gifts or publicly praise the donor.

Gifts by School Employees

Gifts of significant monetary value to students by their teachers or other employees who serve the student as part of their employment are not to be made. Exceptions are allowed for a homebound or seriously ill child, and in other cases where administrative approval has been given.

Date of Adoption: October 14, 2013
Date of Reaffirmation: December 12, 2018

Community RelationsMemorial Policy

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

Guidelines

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

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

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