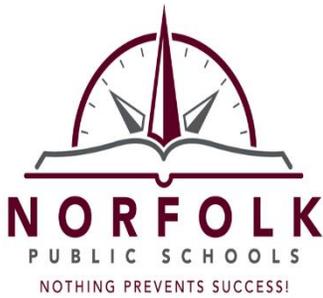


Agenda

1. Date Public Notice Appeared in the Norfolk Daily News:
2. Call to Order
 - 2.1. Roll Call
 - 2.2. Declaration of a Legal Meeting
3. Study Session
4. Pledge of Allegiance
5. Reorganization of the Board/Election of Officers
 - 5.1. Approve the 2023 Board President
 - 5.2. Approve the 2023 Vice President of the Board
6. Presentations, Special Recognition, Focus on Students
 - 6.1. Focus on the Students
 - 6.2. Award for Excellence
 - 6.3. Recognition of School Board Appreciation Week
7. Appointments of Committees, Positions and Designations
 - 7.1. Discuss, consider and take action to approve the 2023 Board Secretary
 - 7.2. Discuss, consider and take action to approve the 2023 Board Treasurer
 - 7.3. Discuss, consider and take action to approve the district's legal counsel
 - 7.4. Discuss, consider and take action to appoint Board Committee assignments
 - 7.5. Discuss, consider and take action to approve the District's depository banks
 - 7.6. Discuss, consider and take action to approve the District's newspaper of record
 - 7.7. Discuss, consider and take action to approve the District's credit card and fleet card designations
8. Dissemination of Conflict of Interest Policies, Statues and Ledger
9. Public Comments & Communication
10. Information and Discussion Items
 - 10.1. Finance & Facilities Report
 - 10.2. Teaching & Learning Report
 - 10.3. Student Programs Report
 - 10.4. Student Services Report
 - 10.5. Human Resources & Accreditation Report
 - 10.6. .
Superintendent's Report
11. Committee Reports
 - 11.1. Facilities & Finance Committee Report
12. Approve Consent Agenda
 - 12.1. Minutes of Previous Meetings
 - 12.2. Personnel
 - 12.2.1. Contract Approval
 - 12.2.2. Resignations

- 12.3. Claims
- 13. Action Items
 - 13.1. Discuss, consider and take action to reaffirm the current COVID-19 Safe Return to In-Person Learning Plan
 - 13.2. Discuss, consider and take action to hire one additional grade 3/4 teacher for Lincoln Montessori
 - 13.3. Discuss, consider and take action to approve the hiring of 3 additional special education teachers for the 2023-2024 school year.
 - 13.4. Discuss, consider and take action to approve the hiring of one full-time and one half-time English Language Learner teachers for the 2023-2024 school year
- 14. Future Meetings



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

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.

Guiding Questions: Is this decision good for students? Is it good for our staff, school district, and community? Will it help us meet our district mission and vision?

Board Meeting Rules of Procedure (Based Upon Robert's Rules of Order, Board Policies and State Statutes):

- The Board can only discuss items that have been published on the **agenda**.
- A **motion** must be made and seconded prior to discussion. If the motion does not receive a second, it fails.
 1. I make a motion to: _____.
 2. I second that motion.
 3. Discussion
 4. Vote
- In most cases, a motion passes with a **majority** of the members present at the meeting. However, in some specific instances (such as by-law changes) a motion only passes if it receives a majority of all members (regardless of whether they are present at the meeting). If a motion does not receive a majority of votes, it fails.
- A **tie** vote fails. (The Superintendent does NOT vote to break a tie.)
- A Board member must **abstain** from a vote if he/she has a conflict of interest.
- A Board member can **amend** their original motion if another person seconds the motion to amend.
 1. I would like to amend my original motion to state: _____.
 2. I second that amendment.
 3. Discussion
 4. Vote
- A Board member may **withdraw** their motion. (If this happens a new motion is needed in order to proceed.)
 1. I make a motion to rescind my motion to: _____.
 2. I second that motion.
 3. Discussion
 4. Vote
- A motion can be **referred to committee** if additional information is needed by the Board prior to making a decision.
 1. I make a motion to withdraw my original motion and make a motion to refer this matter to committee.
 2. I second that motion.
 3. Discussion
 4. Vote
- A motion can be **postponed** to a later date if additional information is needed from the administration prior to making a decision.
 1. I make a motion to withdraw my original motion and postpone this decision until a later meeting.
 2. I second that motion.
 3. Discussion
 4. Vote
- If a Board member feels that the discussion has veered off topic, he/she may say: "**Point of Order**—I believe that we are off topic". No second, discussion, or vote is needed. This simply refocuses the Board on the agenda item.
- A motion/vote is not required to take a brief **recess** or to **adjourn** the meeting. The Board President simply makes this statement.

#NothingPreventsSuccess!



January 16, 2023

Award for Excellence Summary

Michelle Munderloh

Special Education Teacher, Norfolk Middle School

Nomination Comments:

- Michelle has a passion for teaching. She was born for it! Michelle is a community builder. She builds community within her classroom and is a team player on our special education team and the teams she serves. She has a thorough knowledge of the curriculum and the standards she must uphold in her classroom. Michelle ensures her teaching is meeting those standards. Michelle has the patience of a saint. She ensures that each of her students feels comfortable and supported. Michelle is adaptable, resilient, and flexible when events beyond her control take place. She has a friendly attitude and is always smiling and approachable. Students, parents, and teachers feel comfortable asking questions, and she provides a positive learning environment in her classroom. Michelle celebrates the successes of her students as well as communicates them with others. She motivates students to reach their potential. Michelle has high expectations and holds the students accountable both academically and behaviorally. She encourages them to always work at their best level. Michelle teaches with a growth mindset expecting all students to progress and develop at a higher level than when they entered her classroom on the first day of school. She has a solid work ethic. She is dependable and is always willing to “dive in” and get the job done. She is here early in the morning and stays late every day. Michelle meets deadlines and is always willing to help others. Michelle has a beautiful heart and shows compassion. This quality makes her memorable and often her students’ favorite teacher. She is empathetic. In order to see why a particular student is struggling to make good choices, she puts herself in their “shoes” to see things from their perspective. Thank you for considering this outstanding individual for the Award for Excellence.
- Michelle goes above and beyond the expectations of being a teacher. She plays a very active role in each of her students' education. She is always willing to have an open ear for questions or talk with. She is an exceptional role model for new staff and her students. She is a wonderful educator, and Norfolk Public is beyond lucky to have her!
- Michelle never stops advocating for her students and supporting the regular education teachers her students work with. She helps brainstorm ideas to help students succeed and provides us regular education teachers with the resources we need to help our students. She radiates positivity and knows how to make her students feel loved and accepted, yet hold them accountable. She goes above and beyond day in and day out for her students, and we are all so blessed to have Michelle at the Middle School!
- Michelle is an amazing Special Education teacher. She is one of the first people in the building and one of the last to leave. During her time in the building, she approaches every situation with compassion and determination. No matter how much is on her plate, she is willing to take on more to help her caseload. She is a ray of sunshine and no matter what happens, she embraces the chaos of Middle School with open arms. She works with all teachers and helps them understand the students behavior or needs. We are blessed to have her at Norfolk Middle School as she exudes the District Motto “Nothing Prevents Success”.
- Michelle is an exemplary special education teacher! She holds her students accountable for their learning and is there to help them reach their full potential. She does a terrific job maintaining communication with parents and teachers. She goes above and beyond coming to school early and leaving late every day. No matter what is put in front of her, she handles things without complaint. Norfolk Middle School is blessed to have her and I am blessed to have her as a colleague.
- Michelle always has a smile for her students. She creates a positive and welcoming environment in her classroom. She puts in so much work into each of her students that each of them can achieve their goals. Michelle is truly an asset to Norfolk Middle School. We are all lucky to have her!



- The Middle School benefits so much from having Michelle a part of it. Michelle is a team player. I am fortunate that I get to work close with her, as we share our students. Michelle has an upbeat attitude and is always willing to help in any way she can. She goes over and beyond the call of duty. Oftentimes I find her here when I get here and still here when I leave. Our students and staff are lucky to have such an amazing teacher!
- Michelle is dedicated to her student and her coworker. Always willing to help in whatever capacity that's needed. Her students are the most important part of what she does. She works diligently to build bridges between the student and their parents. Michelle is a wonderful person to work alongside of. She is passionate and cares about all those she comes in contact with. She always has a positive attitude for everyone. Always willing to try something new to see if it will better her student outcome. I have been truly blessed to be able to come alongside her in the classroom. We are so blessed to have her on our team!
- Michelle is a person who makes a monumental impact in the lives of others. She is a world changer and difference maker! She is a crowd favorite among staff and students alike. Kids absolutely adore her and she has a heart of gold! She challenges each student to reach their potential, while always recognizing and celebrating their personal worth. She goes above and beyond to meet the individual needs of each student. Her creativity in forming connections with students and her ability to think out-of-the-box ensures successful, continued growth in every child. She is often found checking in on students or popping into classrooms to encourage struggling kids during her plan period. She is the kind of coworker and educator who straightens other people's crowns when they are crooked, instead of knocking them off. Her love and passion for teaching shines through everything she does. She radiates positivity as you walk by her in the hallway, or hear her speaking from her classroom. The words she speaks are always filled with encouragement, unconditional love, and hope. Her attitude and work ethic are both exemplary and contagious. She is absolutely deserving of the award for excellence!
- Michelle is the seed of motivation and inspiration for her students to grow and learn. She is not only an inspiration to her students, but also to her co-workers. As a para I have worked with Michelle and have observed her passion for teaching and I have learned from her example. She is a dedicated and ambitious teacher. Her students feel they have her complete support. Michelle is focused, but flexible and in tune with her students. Most days you will find Michelle in her classroom early and staying long past the last bell. She is always well-prepared. Her students and SPED caseload benefit from her attention to details. Her work ethic goes above and beyond. A smile and friendly welcome is how Michelle greets her students and all the staff each day. Her genuine compassion for her students and the love of her position is evident in all she does. Everyone at Norfolk Middle School benefits from Michelle being on the staff.
- There are many qualities that make someone a wonderful teacher. Such as positivity, adaptability, patience, empathy, collaboration, dedication, etc. Michelle easily marks all of those boxes and so many more. In just the short time that I have been oh so lucky to work with Michelle, I can already tell how much of an impact she makes on the lives around her each and everyday. Between her bubbly personality and her contagious smile, she is able to light up any room. Michelle, there are no words that could express how grateful we are for all you do, so I will simply just say thank you for EVERYTHING, especially for making this world a better place everyday.

*Thank you Mrs. Munderloh for your commitment to our students and our district!
Mrs. Munderloh was nominated by Brenda Simpson and a variety of staff at Norfolk Middle School.*

NPS Board Committees-January 2023 Update

Negotiations Committee:

Purpose: Represents the full BOE in negotiations with recognized labor organizations

Meetings: Several meetings in November-January

Required Members: 2 Board members; no other specifications

Proposed: Sandy Wolfe and Beth Shashikant

Curriculum Committee:

Purpose: Reviews major proposals regarding the adoption of new textbooks, instructional programs, and graduation requirements.

Meetings: At least once a year; usually more

Required Members: 3 Board members; no other specifications

Proposed: Beth Shashikant, Cindy Booth, Teri Bauer

American Civics Committee:

Purpose: to examine social studies curriculum to ensure it is aligned with state standards and meets the requirements of Nebraska Statute 79-724 to 79-727.

Meetings: At least twice a year

Required Members: 3 Board members, no other specifications

Proposed: Beth Shashikant, Cindy Booth, Teri Bauer

Finance and Facilities Committee:

Purpose: Studies financial documents of the district, as well as finance and facilities proposals

Meetings: At least once per month; more frequently when needed

Required members: 3 Board Members, including the President and/or Vice President

Current Members: **Sandy Wolfe, Tammy Day (CHAIR), and Brenda Carhart**

Proposed: Brenda Carhart, Sandy Wolfe, and Teri Bauer

Policy Committee

Purpose: Reviews proposed policy revisions and adoptions and makes recommendations to the Full Board

Meetings: Typically once per month

Required Members: 3 Board members; no other specifications

Proposed: Lindsay Dixon, Brenda Carhart, and Cindy Booth

Government Relations Committee:

Purpose: Participates in government relations activities, such as attending GNSA meetings, visiting with State Senators, and testifying before the legislature

Meetings: Varies-typically 2-3 times per month during the legislative session

Required Members: 3 Board members; no other specifications

Proposed: Cindy Booth, Sandy Wolfe, and Beth Shashikant

Superintendent Evaluation Committee:

Purpose: Completes the annual evaluation of the Superintendent, with input from the Board as a whole

Meetings: 1-3 times prior to the Superintendent's evaluation

Required Members: 3 Board Members, including the Board President, Vice President, and one other member

Proposed: Sandy Wolfe, Brenda Carhart, and Beth Shashikant

Activities Committee:

Purpose: Reviews activities budget, participation, and proposals

Meetings: 4-6 times per year

Required Members: 3 Board members; no other specifications

Proposed: Brenda Carhart, Teri Bauer, and Lindsay Dixon

Staff Member of the Month:

Purpose: Helps to select the Award for Excellence recipient

Meetings: 4-6 per year

Required Members: 1 Board member; no other specifications

Proposed: Lindsay Dixon

Foundation Board:

Purpose: Serves as the BOE representative on the NPS Foundation Board

Meetings: Typically once per month

Required Members: 1 Board member; no other specifications

Proposed: Brenda Carhart

District Wellness Committee

Purpose: Serves as the BOE representative on this district committee

Meetings: 4-6 per year

Required Members: 1 Board member; no other specifications

Proposed: Lindsay Dixon

RESOLUTION

RESOLVED, that the official depository of school funds for Madison County School District 59-0002 is hereby designated to be at Bank First, Elkhorn Valley Bank & Trust, Midwest Bank and Nebraska Liquid Asset Fund, and that the designation of any other institution as the depository of school funds is hereby withdrawn. Bank First will be the primary depository for the General Fund. Midwest Bank will be the primary depository for the Bond Fund, Special Building Fund and Depreciation Fund. Elkhorn Valley Bank & Trust will be the primary depository for all other Funds and Nebraska Liquid Asset Fund will serve as a depository for cash reserves in the General, Bond, QCPUF, Special Building, and Depreciation Funds.

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

_____.

The following members voted against the same: _____

_____.

The following members were absent or not voting:

_____.

The above Resolution, having been consented to and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this Monday of January 16th, 2023.

Norfolk Public Schools

BY: _____
President

Attest:

Secretary

Legal Reference: Neb. Rev. Stat. ' ' 77-2350 and 77-2350.01

Date of Adoption: [October 14th, 2013]

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending December 31, 2022

Fund/Account	2022-2023 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,902,923.15	\$4,165.03	\$5,608.97	\$1,901,479.21	
SPECIAL BUILDING FUND (3)	\$7,620,238.70	\$17,574.82	\$28,802.00	\$7,609,011.52	
DEPRECIATION RESERVE FUND (3)	\$6,963,789.90	\$12,660.91	\$428,106.00	\$6,548,344.81	
ACTIVITIES ACCOUNT (2)	\$698,796.26	\$75,031.94	\$74,583.68	\$699,244.52	
SUBSIDIARY ACCOUNT (2)	\$376,649.12	\$48,033.78	\$54,733.02	\$369,949.88	
GENERAL FUND (1)	\$15,261,691.99	\$2,130,048.25	5,400,351.35	\$11,991,388.89	
PAYROLL ACCOUNT (2)	\$5,326.57	\$4,133,017.78	\$4,132,638.57	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$1,390,378.08	\$364,263.16	\$290,285.83	\$1,464,355.41	
BOND FUND (3)	\$1,090,924.14	\$2,342.97	\$0.00	\$1,093,267.11	
COOPERATIVE FUND (2)	\$284,254.06	\$8,502.97	\$10,670.58	\$282,086.45	
EMPLOYEE BENEFIT FUND (2)	\$3,771.76	\$170,028.42	\$169,937.00	\$3,863.18	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$464,043.57	\$229.28	\$0.00	\$464,272.85	
CONVENIENCE FEE FUND (2)	\$11,559.91	\$234.99	\$29.77	\$11,765.13	
STUDENT FEE FUND (2)	\$477,201.98	\$1,887.19	\$4,653.32	\$474,435.85	
TOTAL ALL FUNDS	\$36,551,549.19	\$6,968,021.49	\$10,600,400.09	\$32,919,170.59	
BALANCES CLASSIFIED BY DEPOSITORY					
(1) BANK FIRST				\$11,991,388.89	
(2) ELKHORN VALLEY BANK				\$5,677,158.26	
(3) MIDWEST BANK				\$15,250,623.44	
TOTAL BALANCES				\$32,919,170.59	

DECEMBER 2022 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	AGIREPAIR, INC	IPAD REPAIR	13 2900 610 2 528 001	\$149.00
2	AGIREPAIR, INC Total			\$149.00
3	ANDERSON, RANDALL	12/5 OFFICIAL	13 2900 610 2 531 001	\$130.00
4	ANDERSON, RANDALL Total			\$130.00
5	AURORA HIGH SCHOOL	12/15 ENTRY FEE	13 2900 610 2 546 001	\$50.00
6	AURORA HIGH SCHOOL Total			\$50.00
7	BAUER, TERI	LOU'S TEAM MEAL REIMB	13 2900 610 2 528 001	\$241.52
8	BAUER, TERI Total			\$241.52
9	BEATRICE HIGH SCHOOL	1/6-1/7/23 ENTRY FEE	13 2900 610 2 546 001	\$230.00
10			13 2900 610 2 650 001	\$150.00
11	BEATRICE HIGH SCHOOL Total			\$380.00
12	BELLEVUE EAST HIGH SCHOOL	12/10 ENTRY FEE	13 2900 610 2 546 001	\$175.00
13	BELLEVUE EAST HIGH SCHOOL Total			\$175.00
14	BOARDERS INN & SUITES	FRACAS LODGING	13 2900 610 2 546 001	\$990.00
15	BOARDERS INN & SUITES Total			\$990.00
16	BSN SPORTS,	HALF ZIP EMBROIDERY	13 2900 610 2 597 001	\$712.88
17		SB PANTS	13 2900 610 2 543 001	\$3,952.49
18	BSN SPORTS, Total			\$4,665.37
19	BUELL, JAMES	12/6 OFFICIAL	13 2900 610 2 650 001	\$175.00
20	BUELL, JAMES Total			\$175.00
21	CARD SERVICES	ABCA-REGISTRATION	13 2900 610 2 512 001	\$200.00
22		AMAZON-HDMI CABLE	13 2900 610 2 597 001	\$79.99
23		AMAZON-HITTING NET & GOLF	13 2900 610 2 529 001	\$108.15
24		AMAZON-MACHINIST TOOL	13 2900 610 2 586 001	\$1,769.02
25		AMAZON-TARP	13 2900 610 2 279 001	\$27.97
26			13 2900 610 2 536 001	\$27.98
27		AMAZON-VETERAN'S DAY SUPPLIES	13 2900 610 2 614 001	\$70.96
28		AMAZON-WR CLOCK PADDING	13 2900 610 2 562 001	\$173.94
29		ANNABELL GARDENS & COMFORT	13 2900 610 2 561 001	\$428.00
30		BOWNET-SB NET POLES	13 2900 610 2 543 001	\$26.99
31		CASEY'S-DEBATE CONCESSION	13 2900 610 2 502 001	\$28.17
32		CASEY'S-ONE ACT DONUTS/PIZZA	13 2900 610 2 502 001	\$9.99
33		COSTCO-STUDENT INCENTIVES	13 2900 610 2 503 001	\$87.85

34	DES MOINES DOWLING-ENTRY FEE	13 2900 610 2 522 001	\$185.13
35	DICKS SPORTING GOODS-TENNIS	13 2900 610 2 534 001	\$315.03
36		13 2900 610 2 541 001	\$315.03
37	DOLLAR GENERAL-MEETING	13 2900 610 2 566 001	\$27.10
38	DOMINO'S-TEAM MEAL	13 2900 610 2 547 001	\$164.85
39	DRAMATIC PUBLISHING-SCRIPTS	13 2900 610 2 522 001	\$29.84
40	EMBASSY SUITES-CLINIC LODGING	13 2900 610 2 528 001	\$312.88
41	GLAZIER CLINIC-STAFF SEASON	13 2900 610 2 528 001	\$450.00
42	HIBBETT-SHOES	13 2900 610 2 514 001	\$139.10
43	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$15.84
44	HYVEE-THANKSGIVING MEAL	13 2900 610 2 563 001	\$194.06
45	JD DRAMA PUBLISHING-SCRIPTS	13 2900 610 2 522 001	\$14.00
46	KINGS-TEAM BLDG	13 2900 610 2 513 001	\$500.35
47	M.BECK WR ASSESOR REGISTRATION	13 2900 610 2 597 001	\$30.00
48	MEARS CONNECT-NATIONALS	13 2900 610 2 556 001	\$604.80
49	MENARDS-GARDEN SUPPLIES	13 2900 610 2 276 001	\$212.48
50	MENARDS-KAUP STORAGE TOTES	13 2900 610 2 503 001	\$34.80
51	MENARDS-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$258.42
52	MENARDS-STAIN	13 2900 610 2 593 001	\$285.56
53	MENARDS-TAPE	13 2900 610 2 531 001	\$43.12
54	MENARDS-WRESTLING CLOCK	13 2900 610 2 546 001	\$198.72
55	NCA-CLINIC REGISTRATION	13 2900 610 2 528 001	\$83.20
56	NHSGA-COACH CLINIC	13 2900 610 2 278 001	\$25.36
57		13 2900 610 2 553 001	\$25.36
58	NSDAJ-TABROOM FEE	13 2900 610 2 553 001	\$3.20
59	OMAHA SPORTS ACADEMY-	13 2900 610 2 513 001	\$902.16
60	SUPREME HOOPS-REGISTRATION	13 2900 610 2 513 001	\$1,648.84
61	THE ARENA-REGISTRATION	13 2900 610 2 513 001	\$375.00
62	THE CONCESSION STAND-TEAM MEAL	13 2900 610 2 636 001	\$54.50
63	WALMART-INCENTIVES	13 2900 610 2 266 001	\$171.58
64	WALMART-MONITOR & CARD STOCK	13 2900 610 2 597 001	\$194.34
65	WALMART-MOVIE NIGHT SUPPLIES	13 2900 610 2 568 001	\$166.60
66	WALMART-NOTEBOOKS	13 2900 610 2 513 001	\$73.72
67	WALMART-TRNMNT SUPPLIES	13 2900 610 2 553 001	\$55.24

68	CARD SERVICES Total			\$11,149.22
69	CASH	12/11 MR PINK PANTHER GATE	13 2900 610 2 501 001	\$300.00
70		12/13 GBB CONCESSION	13 2900 610 2 501 001	\$400.00
71		12/13 GBB GATE	13 2900 610 2 501 001	\$600.00
72		12/15 BOWLING GATE	13 2900 610 2 501 001	\$600.00
73		12/16 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$600.00
74		12/16 GBB/BBB GATE	13 2900 610 2 501 001	\$800.00
75		12/19 BOWLING GATE	13 2900 610 2 501 001	\$600.00
76		12/22 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$600.00
77		12/22 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
78		12/7 STATE ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
79		12/8 STATE ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
80		12/9 STATE ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
81	CASH Total			\$7,900.00
82	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$1,461.50
83	CASH-WA DISTRIBUTING Total			\$1,461.50
84	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$1,992.30
85	CHESTERMAN COMPANY Total			\$1,992.30
86	CLARKSON HIGH SCHOOL	4TH GRADE ENTRY FEE	13 2900 610 2 547 001	\$115.00
87	CLARKSON HIGH SCHOOL Total			\$115.00
88	CMC NEPTUNE	SUBSCRIPTION RENEWAL	13 2900 610 2 597 001	\$2,220.00
89	CMC NEPTUNE Total			\$2,220.00
90	COLUMBUS HIGH SCHOOL	12/10 ENTRY FEE	13 2900 610 2 560 001	\$150.00
91	COLUMBUS HIGH SCHOOL Total			\$150.00
92	CREIGHTON HIGH SCHOOL	12/3 ENTRY FEE	13 2900 610 2 546 001	\$250.00
93	CREIGHTON HIGH SCHOOL Total			\$250.00
94	CUSTOM SPORTS	4TH GRADE JERSEYS	13 2900 610 2 547 001	\$280.00
95		COACH APPAREL	13 2900 610 2 547 001	\$140.00
96		MR PINK PANTHER SHIRTS	13 2900 610 2 556 001	\$534.00
97	CUSTOM SPORTS Total			\$954.00
98	DENNIS, CLINT	12/3 OFFICIAL	13 2900 610 2 538 001	\$130.00
99		12/5 OFFICIAL	13 2900 610 2 538 001	\$130.00
100	DENNIS, CLINT Total			\$260.00
101	DROESCHER, JAMES	12/6 OFFICIAL	13 2900 610 2 546 001	\$175.00

102	DROESCHER, JAMES Total			\$175.00
103	DUEKER, AARON	12/1 OFFICIAL	13 2900 610 2 538 001	\$170.00
104	DUEKER, AARON Total			\$170.00
105	EHRISMAN, REID	12/1 OFFICIAL	13 2900 610 2 531 001	\$60.00
106			13 2900 610 2 538 001	\$60.00
107	EHRISMAN, REID Total			\$120.00
108	EISCHEID, MATTHEW	12/1 OFFICIAL	13 2900 610 2 531 001	\$85.00
109			13 2900 610 2 538 001	\$85.00
110	EISCHEID, MATTHEW Total			\$170.00
111	ESU 8	SUICIDE TRAINING-HOFFMANN &	13 2900 610 2 286 001	\$40.00
112	ESU 8 Total			\$40.00
113	FARM LIFE CREAMERY	CHEESE FUNDRAISER	13 2900 610 2 276 001	\$564.00
114	FARM LIFE CREAMERY Total			\$564.00
115	FREMONT SENIOR HIGH SCHOOL	12/2 ENTRY FEE	13 2900 610 2 546 001	\$150.00
116			13 2900 610 2 650 001	\$150.00
117	FREMONT SENIOR HIGH SCHOOL Total			\$300.00
118	GEIGER, NICOLETTE	12/3 JUDGE	13 2900 610 2 522 001	\$75.00
119	GEIGER, NICOLETTE Total			\$75.00
120	GODFATHERS PIZZA NORFOLK	PIZZA	13 2900 610 2 502 001	\$282.00
121		STEPS TO COLLEGE PRESENTATION	13 2900 610 2 266 001	\$212.00
122	GODFATHERS PIZZA NORFOLK Total			\$494.00
123	GRAND ISLAND HIGH SCHOOL	FRACAS ENTRY FEE	13 2900 610 2 546 001	\$350.00
124			13 2900 610 2 650 001	\$150.00
125	GRAND ISLAND HIGH SCHOOL Total			\$500.00
126	HAHNE, NATE	12/16 OFFICIAL	13 2900 610 2 538 001	\$120.00
127		12/5 OFFICIAL	13 2900 610 2 531 001	\$130.00
128	HAHNE, NATE Total			\$250.00
129	HARSTICK, JASON	12/16 OFFICIAL	13 2900 610 2 531 001	\$170.00
130	HARSTICK, JASON Total			\$170.00
131	HASTINGS HIGH SCHOOL	12/10 ENTRY FEE	13 2900 610 2 652 001	\$150.00
132	HASTINGS HIGH SCHOOL Total			\$150.00
133	HAUDER, NICHOLAS	12/16 OFFICIAL	13 2900 610 2 531 001	\$120.00
134	HAUDER, NICHOLAS Total			\$120.00
135	HEARTLAND SCENIC STUDIO	CARSON THEATRE GELS	13 2900 610 2 523 001	\$554.00

136	HEARTLAND SCENIC STUDIO Total			\$554.00
137	HEPNER, DAVE	WALMART-BANQUET SUPPLIES	13 2900 610 2 561 001	\$59.28
138	HEPNER, DAVE Total			\$59.28
139	HOFFMANN, BRADLEY	12/3 OFFICIAL	13 2900 610 2 531 001	\$130.00
140		12/5 OFFICIAL	13 2900 610 2 538 001	\$130.00
141	HOFFMANN, BRADLEY Total			\$260.00
142	JOHNSON, ALEX	12/16 OFFICIAL	13 2900 610 2 538 001	\$170.00
143	JOHNSON, ALEX Total			\$170.00
144	LAKEVIEW HIGH SCHOOL	4TH GRADE ENTRY FEE	13 2900 610 2 547 001	\$130.00
145	LAKEVIEW HIGH SCHOOL Total			\$130.00
146	LINCOLN NORTHEAST HIGH	12/9 ENTRY FEE	13 2900 610 2 650 001	\$245.00
147		SHOW CHOIR REGISTRATION	13 2900 610 2 598 001	\$200.00
148	LINCOLN NORTHEAST HIGH Total			\$445.00
149	LINCOLN PIUS X HIGH SCHOOL	REGISTRATION	13 2900 610 2 522 001	\$24.00
150	LINCOLN PIUS X HIGH SCHOOL Total			\$24.00
151	LINCOLN SOUTHEAST HIGH	12/16-12/17 ENTRY FEE	13 2900 610 2 544 001	\$210.00
152	LINCOLN SOUTHEAST HIGH Total			\$210.00
153	MAHASKA	POPCORN	13 2900 610 2 502 001	\$180.00
154	MAHASKA Total			\$180.00
155	MARATHON PRESS INC	WINTER ACTIVITY POSTERS	13 2900 610 2 597 001	\$207.00
156	MARATHON PRESS INC Total			\$207.00
157	MERCY MEALS	DONATION	13 2900 610 2 614 001	\$155.00
158	MERCY MEALS Total			\$155.00
159	MILLARD WEST HIGH SCHOOL	12/3 ENTRY FEE	13 2900 610 2 522 001	\$155.00
160	MILLARD WEST HIGH SCHOOL Total			\$155.00
161	MISKO SPORTS, INC.	22/23 SINGLET	13 2900 610 2 546 001	\$1,593.90
162			13 2900 610 2 650 001	\$1,948.10
163	MISKO SPORTS, INC. Total			\$3,542.00
164	MORROW, LANCE	12/13 OFFICIAL	13 2900 610 2 538 001	\$65.00
165	MORROW, LANCE Total			\$65.00
166	NEBRASKA COACHES	STATE DANCE REGISTRATION	13 2900 610 2 556 001	\$410.00
167		STATE ENTRY FEE	13 2900 610 2 517 001	\$370.00
168	NEBRASKA COACHES Total			\$780.00
169	NEBRASKA FFA ASSOCIATION	DUES	13 2900 610 2 276 001	\$18.00

170	NEBRASKA FFA ASSOCIATION Total			\$18.00
171	NEBRASKA HIGH SCHOOL	11/28 JAMBOREE	13 2900 610 2 529 001	\$296.00
172	NEBRASKA HIGH SCHOOL Total			\$296.00
173	NEWMAN GROVE HIGH SCHOOL	12/29 ENTRY FEE	13 2900 610 2 546 001	\$160.00
174	NEWMAN GROVE HIGH SCHOOL Total			\$160.00
175	NORFOLK AMBULANCE SERVICE,	2022 AMBULANCE SERVICE	13 2900 610 2 279 001	\$137.50
176			13 2900 610 2 536 001	\$137.50
177			13 2900 610 2 537 001	\$1,250.00
178	NORFOLK AMBULANCE SERVICE, Total			\$1,525.00
179	NORFOLK CATHOLIC SCHOOL	5TH GRADE ENTRY FEE	13 2900 610 2 547 001	\$110.00
180	NORFOLK CATHOLIC SCHOOL Total			\$110.00
181	NORFOLK COACHES	9/2 FB CONCESSION	13 2900 610 2 502 001	\$692.56
182	NORFOLK COACHES Total			\$692.56
183	NORFOLK COUNTRY CLUB	HAC GOLF FEES & MEALS	13 2900 610 2 529 001	\$1,012.00
184	NORFOLK COUNTRY CLUB Total			\$1,012.00
185	NORFOLK FAMILY YMCA	4TH GRADE ENTRY FEE	13 2900 610 2 547 001	\$110.00
186	NORFOLK FAMILY YMCA Total			\$110.00
187	NORFOLK FFA ALUMNI	ANGEL TREE DONATION	13 2900 610 2 276 001	\$850.00
188	NORFOLK FFA ALUMNI Total			\$850.00
189	NORFOLK RESCUE MISSION	DONATION	13 2900 610 2 614 001	\$141.00
190	NORFOLK RESCUE MISSION Total			\$141.00
191	NORTHEAST COMMUNITY	HS PREVIEW TRNMNT	13 2900 610 2 514 001	\$375.00
192	NORTHEAST COMMUNITY Total			\$375.00
193	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 523 001	\$849.84
194			13 2900 610 2 537 001	\$810.12
195			13 2900 610 2 545 001	\$1,760.64
196			13 2900 610 2 616 001	\$54.76
197	NPS GENERAL FUND Total			\$3,475.36
198	NPS STUDENT FEES ACCOUNT	K.TALTON CHOIR ROBE FEE	13 2900 610 2 598 001	\$15.00
199	NPS STUDENT FEES ACCOUNT Total			\$15.00
200	NPS-FOOD SERVICE	K.TALTON LUNCH MONEY	13 2900 610 2 598 001	\$100.00
201	NPS-FOOD SERVICE Total			\$100.00
202	PIPER, LESTER	12/1 OFFICIAL	13 2900 610 2 538 001	\$120.00
203		12/13 OFFICIAL	13 2900 610 2 538 001	\$65.00

204	PIPER, LESTER Total			\$185.00
205	QUESTIONS UNLIMITED	ENTRY FEE	13 2900 610 2 572 001	\$60.00
206	QUESTIONS UNLIMITED Total			\$60.00
207	SCHMIDT, JASON	12/1 OFFICIAL	13 2900 610 2 531 001	\$120.00
208	SCHMIDT, JASON Total			\$120.00
209	SCHULZ, DIAMOND	12/3 JUDGE	13 2900 610 2 522 001	\$75.00
210	SCHULZ, DIAMOND Total			\$75.00
211	STADIUM SPORTS	APPAREL	13 2900 610 2 276 001	\$258.00
212		IRON MAN SHIRTS	13 2900 610 2 528 001	\$240.00
213	STADIUM SPORTS Total			\$498.00
214	STANTON HIGH SCHOOL	4TH GRADE ENTRY FEE	13 2900 610 2 547 001	\$100.00
215	STANTON HIGH SCHOOL Total			\$100.00
216	STEINHAUSER, DREW	12/3 JUDGE	13 2900 610 2 522 001	\$75.00
217		12/9 JUDGE	13 2900 610 2 522 001	\$150.00
218	STEINHAUSER, DREW Total			\$225.00
219	SUPREME HOOPS	5TH GRADE TRNMNT ENTRY FEE	13 2900 610 2 547 001	\$160.00
220	SUPREME HOOPS Total			\$160.00
221	TEAMMATES MENTORING	9/15 FB CONCESSION	13 2900 610 2 502 001	\$522.21
222	TEAMMATES MENTORING Total			\$522.21
223	UNIVERSAL DANCE	NATIONALS BALANCE	13 2900 610 2 556 001	\$16,095.99
224	UNIVERSAL DANCE Total			\$16,095.99
225	UNIVERSITY OF NEBRASKA	SHOW CHOIR COMPETITION	13 2900 610 2 598 001	\$350.00
226	UNIVERSITY OF NEBRASKA Total			\$350.00
227	VAL LIMITED	TEAM MEAL	13 2900 610 2 513 001	\$224.25
228	VAL LIMITED Total			\$224.25
229	VANDERLOO, TYLER	12/1 OFFICIAL	13 2900 610 2 531 001	\$170.00
230	VANDERLOO, TYLER Total			\$170.00
231	VOMACKA, JOSEF	12/16 OFFICIAL	13 2900 610 2 531 001	\$60.00
232			13 2900 610 2 538 001	\$60.00
233	VOMACKA, JOSEF Total			\$120.00
234	WELLS, KIRBY	12/16 OFFICIAL	13 2900 610 2 531 001	\$85.00
235			13 2900 610 2 538 001	\$85.00
236	WELLS, KIRBY Total			\$170.00
237	WILLOW CREEK HONEY	HONEY FUNDRAISER	13 2900 610 2 276 001	\$280.00

238	WILLOW CREEK HONEY Total		\$280.00
239	WINNEBAGO HIGH SCHOOL	12/29 ENTRY FEE	13 2900 610 2 650 001
240	WINNEBAGO HIGH SCHOOL Total		\$125.00
241	Grand Total		\$72,002.56

DECEMBER 2022 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	BOONE CENTRAL SCHOOLS	WRESTLING INVOICE 12/10/22	14 2900 610 2 850 002	\$90.00
2	BOONE CENTRAL SCHOOLS Total			\$90.00
3	BSN SPORTS,	BASKETBALL NETS FOR MS	14 2900 610 2 848 002	\$24.09
4	BSN SPORTS, Total			\$24.09
5	CARD SERVICES	IMPROVE COMMUNICATIONS	14 2900 610 2 865 002	\$161.76
6		MAROON THREAD #24	14 2900 610 2 886 002	\$0.00
7		PLASTIC TOTES #24	14 2900 610 2 848 002	\$52.00
8		RED RIBBON WEEK COMPETITION	14 2900 610 2 867 002	\$31.96
9		RESTOCK CONCESSION STAND #24	14 2900 610 2 835 002	\$70.87
10		STUDENT PROJECTS #24	14 2900 610 2 886 002	\$65.91
11		STUDENT SUPPLIES TUMBLERS #24	14 2900 610 2 886 002	\$131.82
12		SUPPLIES FOR STUDENT PROJECTS	14 2900 610 2 886 002	\$45.31
13		SUPPLIES FOR TEACHER SUBS #24	14 2900 610 2 832 002	\$14.82
14	CARD SERVICES Total			\$574.45
15	CARSTENS, ETHAN	WRESTLING OFFICIAL 12/13	14 2900 610 2 850 002	\$150.00
16	CARSTENS, ETHAN Total			\$150.00
17	CHESTERMAN COMPANY	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$377.38
18	CHESTERMAN COMPANY Total			\$377.38
19	GODFATHERS PIZZA NORFOLK	PIZZA FOR CONCESSIONS	14 2900 610 2 835 002	\$168.50
20	GODFATHERS PIZZA NORFOLK Total			\$168.50
21	HAUFF SPORTS	BASKETBALL SCOREBOOKS	14 2900 610 2 848 002	\$24.75
22			14 2900 610 2 849 002	\$24.75
23	HAUFF SPORTS Total			\$49.50
24	NORFOLK AMBULANCE SERVICE,	AMBULANCE SERVICE 2022	14 2900 610 2 846 002	\$575.00
25	NORFOLK AMBULANCE SERVICE, Total			\$575.00
26	ROBINSON, JENNIFER	EXTRA MONEY FOR WRESTLING MEET	14 2900 610 2 835 002	\$600.00
27	ROBINSON, JENNIFER Total			\$600.00
28	SCHUYLER MIDDLE SCHOOL	WRESTLING INVITATIONAL	14 2900 610 2 850 002	\$110.00
29	SCHUYLER MIDDLE SCHOOL Total			\$110.00
30	WAYNE STATE COLLEGE	AUDITION FEES	14 2900 610 2 861 002	\$160.00
31	WAYNE STATE COLLEGE Total			\$160.00
32	WINNERS CIRCLE	TOURNAMENT MEDALS	14 2900 610 2 848 002	\$58.60
33			14 2900 610 2 849 002	\$58.60

34	WINNERS CIRCLE Total	\$117.20
35	Grand Total	\$2,996.12

DECEMBER 2022 SUBSIDIARY EXPENDITURES

1	BSN SPORTS,	BASKETBALL NETS	05 2900 610 0 040 000	\$24.09
2	BSN SPORTS, Total			\$24.09
3	BULK BOOKSTORE	ONE BOOK ONE SCHOOL GRANT	05 2900 610 0 076 000	\$932.80
4	BULK BOOKSTORE Total			\$932.80
5	CARD SERVICES	ACTIVITIES MEETING #24	05 2900 610 0 050 000	\$41.23
6		BLUE RIBBON CONFERENCE BAGGAGE	05 2900 610 0 081 000	\$180.00
7		BLUE RIBBON RECEPTION SUPPLIES	05 2900 610 0 073 000	\$72.32
8		CLASSROOM SUPPLIES #6	05 2900 610 0 058 000	\$67.95
9		DICKEY/JOCHUM GRANT #9	05 2900 610 0 063 000	\$745.90
10		FITNESS CHALLENGE WINNINGS #24	05 2900 610 0 060 000	\$199.98
11		FITNESS ROOM INCENTIVES #13	05 2900 610 0 042 000	\$142.10
12		GAMES FOR PIZZA W/PARENTS #9	05 2900 610 0 063 000	\$121.70
13		JH TEACHER MEETING SUPPLIES #2	05 2900 610 0 081 000	\$47.88
14		NISS MEETING #19	05 2900 610 0 095 000	\$66.22
15		OFFICE SUPPLIES #4	05 2900 610 0 050 000	\$420.97
16		PAB ACTIVITY #14	05 2900 610 0 069 000	\$3.86
17		PAB PROJECT #14	05 2900 610 0 069 000	\$211.21
18		PARKING FEES #12	05 2900 610 0 073 000	\$25.00
19		REPLACEMENT CONTROL FOR	05 2900 610 0 063 000	\$17.66
20		SELF CARE INCENTIVE #10	05 2900 610 0 089 000	\$20.00
21		SH TEACHER MEETING SUPPLIES #2	05 2900 610 0 081 000	\$47.91
22		SNOWFLAKE ORNAMENT CRAFT KITS	05 2900 610 0 063 000	\$41.15
23		SRP TRAINING #19	05 2900 610 0 095 000	\$40.00
24		STATE CONF. MEAL #4	05 2900 610 0 050 000	\$13.97
25		STATE CONFERENCE MEAL BOARD MEMBER #4	05 2900 610 0 050 000	\$8.72
26		STUDENT ORNAMENT CRAFTS #9	05 2900 610 0 063 000	\$233.03
27		SUPPLIES #6	05 2900 610 0 058 000	\$25.79
28		WERNER GRANT #16	05 2900 610 0 071 000	\$194.14
29		WORKING LUNCH PBIS #9	05 2900 610 0 063 000	\$40.60
30		WORKSHEETS #6	05 2900 610 0 058 000	\$101.64
31	CARD SERVICES Total			\$3,130.93
32	FLOORING SOLUTIONS	FLOORING AT MS FOR STEM	05 2900 610 0 062 000	\$1,552.98
33	FLOORING SOLUTIONS Total			\$1,552.98

34	MADISON NATIONAL LIFE	DEC 22 BASIC LIFE FOR RETIREES	05 2900 610 0 090 000	\$490.08
35	MADISON NATIONAL LIFE Total			\$490.08
36	NORFOLK ARTS CENTER	1ST GR WINTER PLAY	05 2900 610 0 058 000	\$213.00
37			05 2900 610 0 061 000	\$117.00
38			05 2900 610 0 063 000	\$174.00
39			05 2900 610 0 069 000	\$147.00
40			05 2900 610 0 071 000	\$141.00
41			05 2900 610 0 073 000	\$150.00
42			05 2900 610 0 076 000	\$123.00
43	NORFOLK ARTS CENTER Total			\$1,065.00
44	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$80.68
45	NORFOLK SENIOR HIGH SCHOOL Total			\$80.68
46	NPS GENERAL FUND	M.GRASSHORN DEC22 BEYOND	05 2900 610 0 038 000	\$1,364.47
47		NOV22 WELLNESS STIPENDS	05 2900 610 0 060 000	\$94.04
48	NPS GENERAL FUND Total			\$1,458.51
49	NPS-FOUNDATION	DUAL CREDIT	05 2900 610 0 064 000	\$550.00
50	NPS-FOUNDATION Total			\$550.00
51	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$33.10
52	NPS-JUNIOR HIGH SCHOOL Total			\$33.10
53	ONE OFFICE SOLUTION	LAMINATING SUPPLIES	05 2900 610 0 058 000	\$2,000.00
54	ONE OFFICE SOLUTION Total			\$2,000.00
55	QUILL CORPORATION	SUPPLIES FOR BREAKROOM	05 2900 610 0 050 000	\$26.34
56	QUILL CORPORATION Total			\$26.34
57	SYNCB/AMAZON	CLASSROOM SUPPLIES	05 2900 610 0 073 000	\$35.03
58		STUDENT SUPPLIES	05 2900 610 0 073 000	\$235.92
59	SYNCB/AMAZON Total			\$270.95
60	TEECO INC	LEASE, RENTAL, WATER	05 2900 610 0 050 000	\$82.00
61	TEECO INC Total			\$82.00
62	WAYNE STATE COLLEGE	WSC AUDITION FEES HONOR BAND	05 2900 610 0 045 000	\$80.00
63	WAYNE STATE COLLEGE Total			\$80.00
64	Grand Total			\$11,777.46

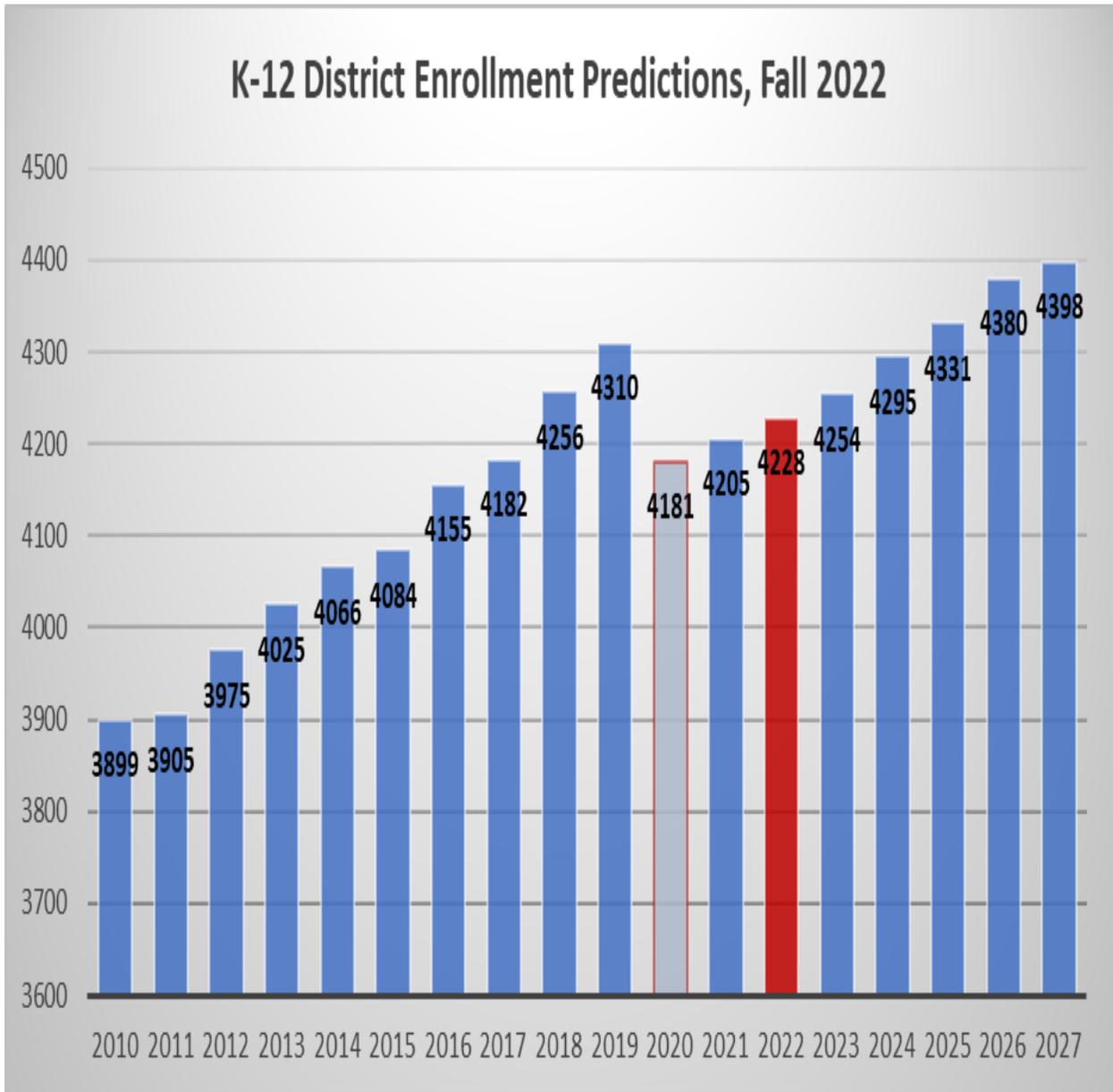


Strategic Staffing Proposal

January 2023

Introduction

The Norfolk Public Schools' Board of Education and administrative team have been very proactive over the last decade, monitoring student enrollment closely and hiring the staff necessary to maintain appropriate class sizes. Current enrollment projections indicate that district enrollment will continue to grow at a rate of ½ to 1% each year. However, variance is expected at individual building levels, as unusually small and large classes advance through the grades.

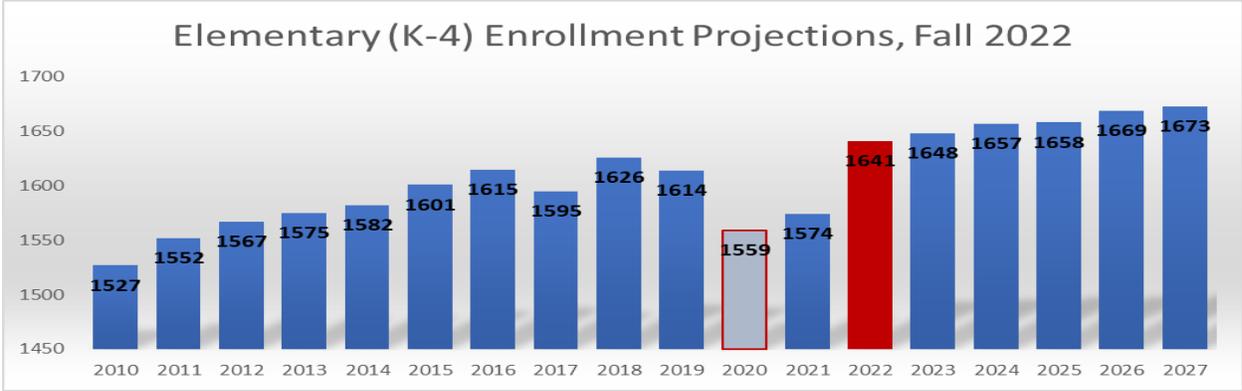


Elementary Enrollment

Our enrollment at the elementary level has increased by 114 students since 2010 and is expected to reach a high of 1673 in 2027. However, the additional tracts at Bel Air and Lincoln Montessori Elementary Schools should be sufficient to maintain an acceptable class size of 22 – given that we hire one more Third/Fourth Grade Teacher to complete the tract at Lincoln Montessori.

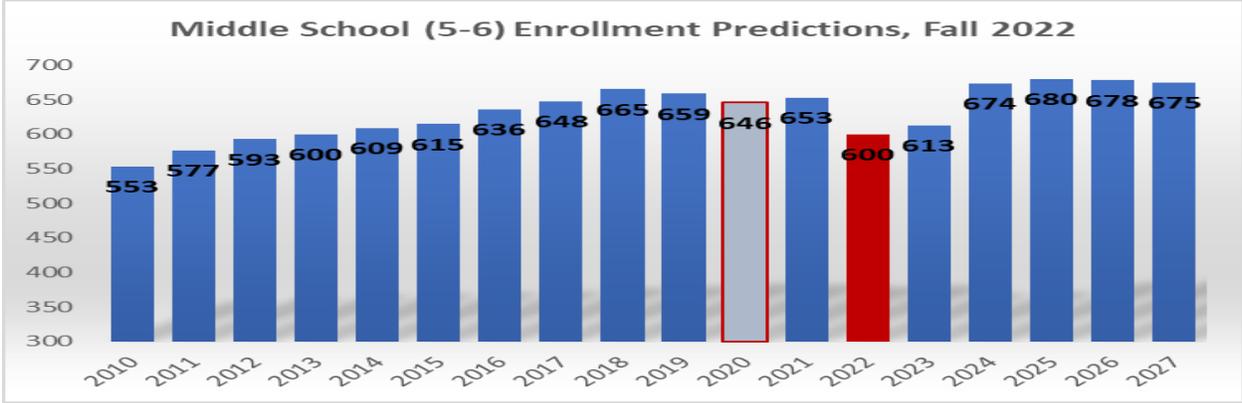
We anticipate that we will have 87 third and fourth grade students at Lincoln Montessori next school year. If we do not add another teacher, this will give us class sizes of 32-33 students per teacher, which is not conducive to learning. The addition of one teacher will put class sizes at 21-22, which is similar to our other elementary classrooms across the district.

The anticipated cost (staff and benefits) is estimated at \$70,000.



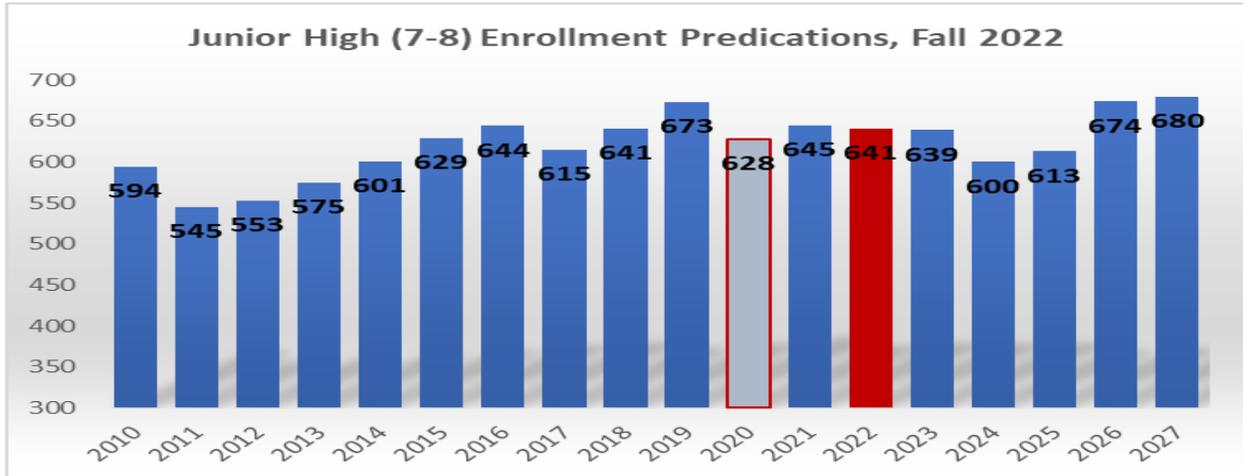
Middle School Enrollment

Middle school enrollment had grown by 112 students, but is somewhat lower now, due to the unusually small Class of 2020, which is currently in the 5th grade. Enrollment is expected to increase significantly as larger classes move into the 5th and 6th grade and should hit a high of 680 in 2025, for average CORE class sizes of 24. We will need to watch this carefully and plan for both staffing and building needs in the future. However, no additional staff is needed in 2023-2024.



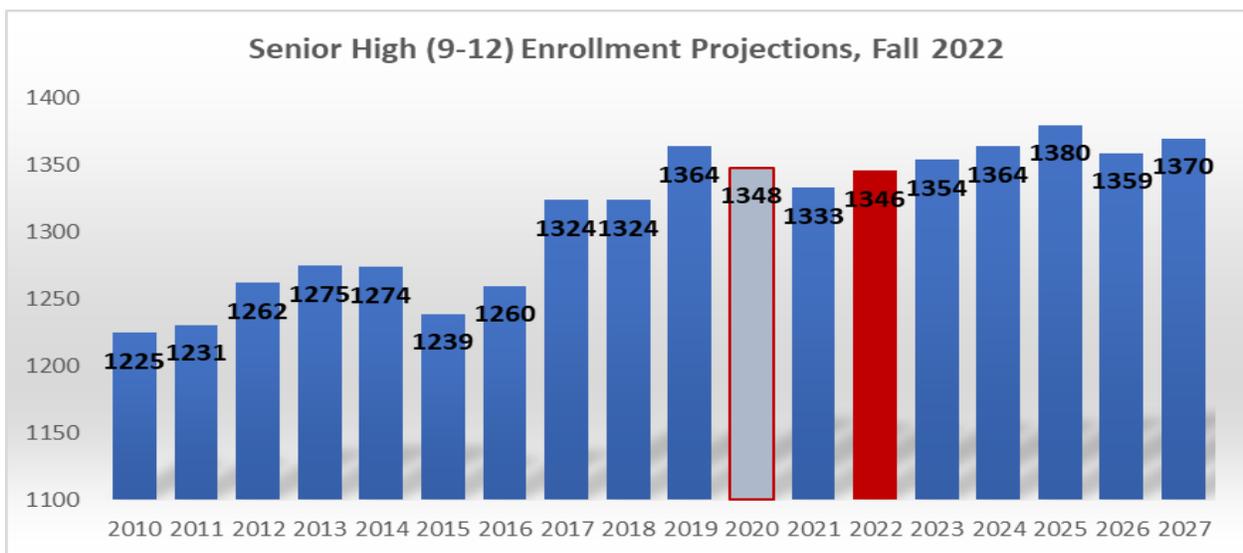
Junior High Enrollment

Enrollment at the Junior High increased by approximately 70 students from 2010 to 2019, but is slightly below that level now. Numbers are not expected to exceed our previous high by much in the foreseeable future. Therefore, the staffing that we hired previously should be sufficient to maintain appropriate class sizes.



Senior High Enrollment

Similarly, enrollment at the Senior High increased by approximately 139 students from 2010 to 2019, but is slightly below that level now. Numbers are not expected to exceed our previous high by much in the foreseeable future. Therefore, the staffing that we hired previously should be sufficient to maintain appropriate class sizes. It should be noted, however, that space is very limited at the senior high. It is possible that additional classroom space may be warranted in the future, as more course offerings are made available.



Special Programs

Special Education and English Language Learner Program staffing is evaluated and adjusted on a continual basis. Changes are made throughout the year to address student needs and/or meet state and federal requirements. Current data suggests that multiple positions are needed at this time.

Special Education:

Norfolk Public Schools has experienced a large increase in the number of special education students served across the district. In the last four years, our special education enrollment has increased from 686 to 819, which is an increase of 133 students. In order to address this large increase of special needs students, we need to hire two additional resource teachers at the elementary level and one additional resource teacher at the senior high level.

The additional elementary special education teachers would be split between two building assignments, in order to keep caseloads near our goal of 20-22 students per teacher. The senior high school special education teacher would be used to co-teach our new personal finance courses, which are a graduation requirement. This teacher would also assist with coverage of our Achievement Center, which currently lacks a teacher 3-4 periods each day.

Special education services are required by federal law and state regulations, with half of those expenses reimbursed annually. Therefore, the estimated cost of these positions is \$105,000.

English Language Learners:

Norfolk Public Schools has also experienced an increase in the number of English Language Learner students served across the district. In the last four years, our number of ELL students increased from 203 to 232, with the number of "newcomers" more than doubling (from 41 to 84). Newcomers are students that are brand new to our country and speak little to no English. They require a much higher level of services than ELL students who have been in our country for a few years.

The Board granted us permission to hire a half-time ELL teacher to assist with our increase in non-English Ukrainian students at Woodland Park second semester, which will be a temporary help. However, it has become apparent that we need this teacher to work full-time at Woodland Park in order to meet those students' needs. (Currently, we are taking an ELL teacher from Jefferson to assist at WLP, which means that neither school is getting the amount of ELL services that they need.)

In addition, we only have a half-time ELL teacher at the Middle School and a half-time ELL teacher at the Junior High. Both of these positions need to be full-time.

ELL services are required by federal law and state statute. However, we receive little federal or state funding to assist with these costs. The estimated cost of these positions is \$105,000.

Little Panthers Preschool

At this time we do not anticipate any additional in 2023-2024, as our waiting list is minimal.

Staffing Summary and Costs

Staffing Position	Cost	Notes
Grade ¾ Montessori Teacher	\$70,000	
2 Elementary Resource teachers	\$70,000	SpEd reimbursement for half
1 Senior High Resource teacher	\$35,000	SpEd reimbursement for half
1.5 ELL Teachers	\$105,000	
TOTAL	\$280,000	

Future Considerations:

Our ESSERS grant closes out in September 2024. Therefore, the cost of two Licensed Mental Health Practitioners will become part of our general fund.

No other staffing needs are anticipated at this time. However, this could change if we see an increase in our special programs and/or student enrollment. We will need to continue monitoring this closely.

Safeguards and Funding

Norfolk Public Schools builds very purposeful staffing plans with safeguards in place to protect the district. Our staffing and financial situation are evaluated each year, prior to committing additional staff...giving us flexibility to put future additions on hold, if our financial situation changes. Please see the following chart for a detailed explanation regarding the funding of the current plan.

Projected Cost/Budget Increases		Projected Revenue:	
2023-2024			
Annual Salary Increases	\$2,054,806	Valuation Increase of 2.95% at \$1.03 levy	\$1,766,000
Additional Staffing	\$280,000	Estimated State Aid	- \$800,000

			Decrease	
Budget Growth in Other Areas	\$150,000		Attritional Savings	\$50,000
Total	\$2,484,806			\$1,016,000
Cost vs. Revenue Difference	-\$1,468,806		Planned withdrawal from cash reserves	\$1,468,806

2024-2025				
Annual Salary Increases	\$1,500,000		Valuation Increase of 2.95% at \$1.04 levy	\$1,600,000
Previous staffing increase covered by cash reserves in 2023-2024	\$1,468,806		State Aid Increase	\$900,000
Additional Staffing (LMHPs currently covered by ESSERS)	\$200,000		Attritional Savings	\$25,000
Budget Growth in Other Areas	\$150,000			
Total	\$3,318,806			\$2,525,000
Cost vs. Revenue Difference	-\$793,806		Planned withdrawal from cash reserves	\$793,806

2025-2026				
Annual Salary Increases	\$1,600,000		Valuation Increase of 2.95% at \$1.05 levy	\$1,400,000
Previous staffing increase covered by cash reserves in 2024-2025	\$793,806		State Aid Increase	\$900,000
Additional Staffing	\$100,000		Attritional Savings	\$25,000

Budget Growth in Other Areas	\$138,794		
Grand Total	\$2,632,600		\$2,325,000
Cost vs. Revenue Difference	-\$307,600		Planned withdrawal from cash reserves \$307,600

Effect on the General Fund Cash Reserves			
It is imperative that we maintain 2.5 to 3 months worth of operating expenses (1 month = \$4.2 Million) on hand in the general fund for cash-flow and emergency expenditure purposes.			
	Projected Use	Cash Balance	Months in Operating Expenses
2022-2023 Estimated Ending Balance		\$14,118,926	3.36 months
2023-2024	\$1,468,806 in additional compensation and staffing increases	\$12,650,120	3.01 months
2024-2025	\$793,806 to compensate for loss of ESSERS funds and cash reserve use carry-over	\$11,856,314	2.82 months
2025-2026	Cash reserve use carry-over \$307,600	\$11,548,714	2.75 months
IMPORTANT NOTE:			
<ul style="list-style-type: none"> • 3 cents will need to be moved from the Special Building Fund Levy to the General Fund Levy to cover this staffing increase in 2023-2024 • One additional cent (4 cents total) will need to be moved from the Special Building Fund Levy to the General Fund Levy to cover this staffing increase in 2024-2025 • One additional cent (5 cents total) will need to be moved from the Special Building Fund Levy to the General Fund Levy to cover this staffing increase in 2025-2026 			

Predicted Levy				
	General	Building	QCPUF	TOTAL
2022-2023	\$1.00	5 cents	2.81 cents	\$1.0781
2023-2024	\$1.03	2 cents	2.76 cents	\$1.0776
2024-2025	\$1.04	1 cent	2.68 cents	\$1.0768
2025-2026	\$1.05	0	2.60 cents	\$1.0760

Conclusion:

The Norfolk Public Schools Board of Education and Administrative team has worked hard to increase staffing where necessary to address student enrollment growth, while also investing in infrastructure improvements and additions. As we move forward, more funding will need to go towards staff compensation. This will require temporary (3 to 4 year) planned use of our cash reserves and a shift of our levy from the building fund to the general fund. It will not require an increase in our tax levy unless we decide that it is necessary to complete renovations and/or additions to more facilities in the future via a bond issue (Costs for the Middle School addition are included in these figures.), or there are significant changes to Nebraska's school funding formula.

Board of Education Regular Meeting

Monday, December 12, 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
Beth Shashikant: Present
Leann Widhalm: Present
Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: December 3, 2022
2. Oath of Office
Beth Shashikant was sworn in as the newest board member.
3. Call to Order
The Norfolk Public School District's board of education meeting is called to order at 5:30 PM.
 - 3.1. Roll Call—See attendance above.
 - 3.2. Declaration of a Legal Meeting
The meeting was declared legal.
4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
 - 5.1. Focus on the Students
Grant Elementary's Panther Partners is a program that partners high school students with elementary students. Washington Elementary has joined the program and has Panther Partners also.
 - 5.2. School Board Member Recognition
This is the last meeting for current Board members:
 - Tammy Day
 - Jake Claussen
 - Leann WidhalmWe would like to express our deepest gratitude for their service.
6. Public Comments & Communication
Two people from the public spoke.
7. Information and Discussion Items
 - 7.1. Strategic Planning Report
Strategic Planning Steering Committee members will summarize the work they completed on November 7th and 8th, including their proposed Strategic Planning Goals.
 - 7.2. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda for the month of December, 2022 by specific fund are listed below:
 - **General Fund =\$709,074.84**
 - **Nutrition Services Fund =\$310,714.83**
 - **Cooperative Fund =\$10,017.96**

- **Depreciation Fund =\$428,106.00**
 - **Special Building Fund =\$28,802.00**
 - **QCPUF = \$5,608.97**
 - **Student Fee Fund = \$4,653.32**
- B. The total amount of claims for the month of November, 2022 in the Activities Fund is listed below:
- **Activity Fund =\$144,637.51**
- C. All of these claims were reviewed earlier today by the Finance and Facility Committee.

7.3 Teaching & Learning Report

Curriculum, Instruction & Assessment

- A. December is an important midyear point for the K-8 buildings. Key midyear assessments are administered in December. These assessments range from statewide assessments to progress monitoring assessments as well as in-class assessments. The data collected from the midyear assessments are critical pieces of information for teacher teams to analyze and make instructional decisions. The success of our work on behalf of student's achievement requires accurate, reliable, and valid information paired with appropriate analysis and discussions among teacher teams. The time used during our upcoming PLC and teacher workdays involve this intentional and deliberate work.
- B. There are continued conversations surrounding the math materials that are being piloted and reviewed by teachers. The process for textbook selection has several steps. Just to briefly mention, before a program can be considered and taken to the attention of teachers, the Teaching and Learning team researches the program's effectiveness and potential alignment to state standards. The best matched programs are brought to teachers and administrators to review, rate and rank the programs as well as listen to presentations by product consultants. At this point, a decision can be made to pilot a program. During the program pilot, teachers provide feedback on program components. All data is closely reviewed before a recommendation is made to the Board of Education Curriculum Committee for approval. I anticipate a recommendation will be ready in February.

7.4. Student Programs Report

- A. Our nurses will wrap up their annual health screenings this month. Students in grades Pre-K-4, 7th, and 10th grade are screened annually. We had some UNMC students through NECC assist us as well.
- B. Our special education leadership team will be providing professional development to our district special education staff on January 25th at PLC.
- C. Our ELL staff will be meeting on January 4th to review ELPA changes and discuss programming needs.

7.5. Student Services Report

- A. Members of our district safety team and I attended the "I Love You Guys" Presentation of Standard Response Protocols (SRP) and Standard Reunification Method (SRM) on Nov. 17th. The training helped to reinforce a lot of the things we are doing in our district to keep our students and staff safe. The district reunification team and I will discuss recommendations from that training on ways to make our process smoother and more efficient.
- B. I have served on the board for the Norfolk Family Coalition (NFC) as the school representative for the past 3 years. At our last meeting I was nominated and

confirmed as vice president for the 2023 year. The partnership with NPS and the NFC helps to provide assistance to families in need within our community. An example of that assistance is the donations that help support our Panther Pack program which provides weekend food for families with food security concerns and also our Early Childhood Education connection. I look forward to growing our relationship with the NFC and continuing to make a positive impact within our community.

- 7.6. Human Resources & Accreditation Report
 - A. An additional full time sub has been hired for the second semester of the school year. This brings our number of full time teacher substitutes to three and full time paraprofessionals to one.
 - B. Tomorrow I will be at the WSC Education Interview Day. Throughout the day, I plan to interview over a dozen potential teacher candidates in a variety of endorsed areas. These are students that graduate in both December and May and will potentially be applying for open positions we begin advertising during the second semester.
- 7.7. Superintendent's Report

A monthly update was provided by the Superintendent regarding the district.
8. Committee Reports
 - 8.1. Facilities & Finance Committee Report
 - A. The committee met at 12:00 today. The claims for the month of December and activity claims for November were reviewed. Other items reviewed and discussed:
 - Updates on current district projects
 - Review of action items for Insurance and Compensation packages
 - B. The next meeting will be Monday, January 16th, at 12:00 noon.
 - 8.2. Government Relations Committee Report

Dr. Jami Jo Thompson and Sandy Wolfe met with Senator Dover on December 6, 2022 to share information with him about Norfolk Public Schools. We discussed issues that are likely to be debated during the upcoming 2023 Legislative Session. We also explained TEEOSA and how it affects public schools across the state. And, we offered our assistance whenever needed.
 - 8.3. Norfolk Public Schools Foundation Committee Report
 - A. The Norfolk Public Schools Foundation Board of Directors met on November 11, 2022 at 4:30 p.m. at the Middle School Makerspace, where members were able to explore the school's incredible STEAM program. STEAM teacher, Mr. Dreher, shared his enthusiasm on how he helps students connect and collaborate in the classroom. The Rudolph R. Elis Fund gave a grant to the Foundation to help fund the new Makerspace, creating endless opportunities for students.
 - B. Vice President, Metka Kolm, called the meeting to order at 5:02 p.m. Board members discussed the Traditions Breakfast, and were happy with its success, raising over \$33,000 of unrestricted funding.
 - C. The Foundation will now serve as the fiscal agent for the new Panther Packs program, formerly known as Blessings in a Backpack. This backpack program is designed to provide weekend meals for NPS students whose families have limited resources.
 - D. Three new board members were voted on and approved by the board. They will begin their terms as voting directors in January 2023. The NPSF Annual Meeting will

be held on January 16th where the slate of officers, scholarships, and budget will be presented for 2023.

9. Approve Consent Agenda

Motion to approve the consent agenda at 7:47 PM passed with a motion by Tammy Day and a second by Jake Claussen.

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

9.1. Minutes of Previous Meetings

Minutes of the November 14, 2022 board meeting are attached.

9.2. Personnel

9.2.1. Contract Approval

Sydney Schilling

- 2022-2023 (2nd semester), 1st grade Teacher, Grant Elementary
- Bachelor of Arts, Elementary Education, Clarke University, Dubuque, IA
- Student Teaching experience, Fall 2022; Special Education-Behavior, Farley Elementary
- Student Teaching experience, Fall 2022; 1st Grade, Resurrection Catholic School

9.2.2. Resignations

None at this time.

9.3. Claims

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

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

Motion to Convene Executive Session -- To Discuss Negotiations -- As Needed to Protect the Interest of the District at 7:50 PM passed with a motion by Tammy Day and a second by Leann Widhalm.

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

10.2. Reconvene Meeting from Executive Session

The meeting reconvened from the Executive Session at 8:39 PM.

10.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
Action will be taken under Action Item 11.1.

11. Action Items

11.1. Discuss, Consider and Take Action to Approve the 2023-2024 Negotiated Agreement with Non-supervisory Certificated Staff

Introductory Remarks by Dr. Thompson--followed by an explanation of the financial details by Dr. Robinson.

Motion to Approve the 2023-2024 Negotiated Agreement with Non-supervisory Certificated Staff at 8:45 PM passed with a motion by Leann Widhalm and a second by Jake Claussen.

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

- 11.2. Discuss, consider and take action to approve the 2023-2024 compensation rate for substitute teachers

It is recommended that a 4.47% base increase is approved for district substitute teachers for 2023-2024. This is the same percent increase that was approved for non-supervisory certificated staff.

Motion to approve the 2023-2024 compensation rate for substitute teachers at 8:49 PM passed with a motion by Tammy Day and a second by Brenda Carhart.

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

- 11.3. Discuss, consider and take action to approve the 2023-2024 compensation rate for classified hourly staff

It is recommended that a 4.47% compensation increase is approved for all hourly staff for 2023-2024. This is the same percent increase that was approved for non-supervisory certificated staff.

Motion to approve the 2023-2024 compensation rate for classified hourly staff at 8:51 PM passed with a motion by Brenda Carhart and a second by Tammy Day.

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

- 11.4. Discuss, consider and take action to approve the 2023-2024 compensation rate for classified salary staff

It is recommended that a 4.47% total package increase is approved for all salaried classified staff for 2023-2024. This is the same percent increase that was approved for non-supervisory certificated staff.

Motion to approve the 2023-2024 compensation rate for classified hourly staff at 8:53 PM passed with a motion by Brenda Carhart and a second by Jake Claussen.

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

- 11.5. Discuss, consider and take action to approve the 2023-2024 employment agreement for nurses

It is recommended that a 4.47% total package increase is approved for all district nurses for 2023-2024. This is the same percent increase that was approved for non-supervisory certificated staff.

Motion to approve the 2023-2024 employment agreement nurses at 8:54 PM passed with a motion by Jake Claussen and a second by Beth Shashikant.

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

- 11.6. Discuss, consider and take action to approve the 2023-2024 compensation rate for district administrators

It is recommended that a 4.47% total package increase is approved for all district administrators for 2023-2024. This is the same percent increase that was approved for non-supervisory certificated staff.

Motion to approve the 2023-2024 compensation rate for district administrators at 8:55 PM passed with a motion by Tammy Day and a second by Brenda Carhart.

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

11.7. Discuss, consider and take action to approve the 2023-2024 through 2025-2026 Superintendent Contract

It is recommended that a 4.47% total package increase and contract is approved for the superintendent for 2023-2024 through 2025-2026. This is the same percent increase that was approved for non-supervisory certificated staff.

Motion to approve the 2023-2024 through 2025-2026 Superintendent Contract at 8:57 PM passed with a motion by Leann Widhalm and a second by Jake Claussen.

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

11.8. Discuss, consider and take action to approve Strategic Planning Goals.

Motion to approve Strategic Planning Goals number 1-5 with a revision to Goal #5 to add "behavior, mental health, and academics to systems of support for students " passed at 9:08 PM with a motion by Jake Claussen and a second by Beth Shashikant.

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

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.

It is recommended to hire CMBA Architects to design, create specifications and bid documents for the Middle School Project. CMBA has been our Architect on many of our projects over the past several years and has done a good job of creating efficient functional designs at a good value. They are also very familiar with our district, community and local vendors. The Middle School project would enhance safety with a new entrance that has a transaction window similar to those at all of our other buildings. This addition would also create additional classrooms, commons and fine arts spaces for band, orchestra and music. Funds for this project would come from the district special building fund and ESSERS III. We will also apply for and, if approved, use grant dollars from upcoming opportunities with federal safety dollars. Once designs have been finalized and reviewed by the board, an estimated budget will be provided before approving going to bid for this project.

Motion to approve the hiring of CMBA Architects to develop specifications and bidding documents for the addition and renovation at Norfolk Middle School at 9:12 PM passed with a motion by Jake Claussen and a second by Leann Widhalm.

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

11.10. Discuss, Consider and Take Action to Approve Property and Workers' Compensation Insurance Carrier(s)

Attached is a summary of the RFP process that I will now reference in presenting rationale.

Motion to approve Agri-City as our district Insurance carrier at 9:34 PM passed with a motion by Leann Widhalm and a second by Jake Claussen.

Brenda Carhart: Nay Tammy Day: Yea
Jake Claussen: Yea Beth Shashikant: Yea

Leann Widhalm: Yea Sandy Wolfe: Yea

11.11. Discuss, consider and take action to approve payment for the district's property and workman's compensation insurance for 2023.

Typically, all payments are approved via our consent agenda. That was not possible with this item as the Board first needed to determine and approve our insurance carrier(s). At this time, I recommend that you approve payment of premium(s) for 2023 as outlined in action item 11.10 to vendor approved in action item 11.10 for the district's property and workman's compensation insurance for 2023.

Motion to approve payment to Agri-City and Insurance Associates for the district's property and workman's compensation insurance for 2023 at 9:43 PM passed with a motion by Jake Claussen and a second by Beth Shashikant.

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

11.12. Discuss, consider and take action to approve the second and final reading of Board policies 1200-1320 related to community relations

No changes have been made to these policies since their first reading in November.

Motion to approve the second and final reading of Board policies 1200-1320 related to community relations at 9:44 PM passed with a motion by Beth Shashikant and a second by Leann Widhalm.

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

12. Future Meetings

- A. There will not be a 2nd monthly meeting of the Board of Education in December.
- B. The next regular meeting of the Board of Education will be held on Monday, January 16, 2023. This is a date change from our regular board meeting. 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.

13. Adjournment

The meeting adjourned at 9:46 PM.

Chairperson

Superintendent

**Minutes of Norfolk Public Schools
Board of Education Personnel Hearing/Special Meeting
December 27, 2022**

At 1:03 p.m. on December 27, 2022, the Norfolk Public Schools Board of Education convened a special meeting for the purpose of conducting a hearing on the consideration of the termination or continuation of the employment contract of Anthony Brown. Upon roll call, members present were Sandy Wolfe, Tammy Day, Brenda Carhart, Jake Claussen, Leann Widhalm, Beth Shashikant. Board President Wolfe noted that a copy of the Open Meetings Act was posted on the wall in the board hearing room. She then turned conduct of the meeting over to Steve Williams, the attorney representing the board of education and serving as hearing officer for the hearing. The board heard evidence concerning Mr. Brown's employment.

The board received exhibits 1-23, 25-28, 30-35, and 37-61. Exhibit 3 was received for the limited purpose of demonstrating that any statutorily required notice was given to Mr. Brown. The board heard testimony from the following witnesses: Meaghen Ayers, Matthew Arens, Anthony Brown, Beau Viergutz, Dr. Jennifer Robinson, Angela Baumann, Dr. Jami Jo Thompson, James Spanel, Mark Christensen, Aaron Bradley, Connor Neal, and Connor Cowling.

At 6:47 p.m., Beth Shashikant moved to deliberate the matter of Mr. Brown's employment in closed session. Brenda Carhart seconded the motion. Roll call vote: Wolfe, Day, Carhart, Claussen, Widhalm, Shashikant in favor, none opposed.

At 8:22 p.m., the board exited closed session and reassembled in open session.

Hearing Officer Williams read the proposed Findings and Decision to Terminate Contract and Administrative Directive that are attached to these minutes and made a part of these minutes. Tammy Day moved to adopt the Findings. Jake Claussen seconded the motion. On roll call vote to adopt the findings, Wolfe, Day, Carhart, Claussen, Widhalm, Shashikant in favor, none opposed.

At 8:30 p.m., Tammy Day moved to adjourn the meeting. Leann Widhalm seconded the motion. Roll call vote: Wolfe, Day, Carhart, Claussen, Widhalm, Shashikant in favor, none opposed. The meeting was adjourned at 8:30 p.m.


Board Secretary

**BEFORE THE BOARD OF EDUCATION
OF NORFOLK PUBLIC SCHOOLS**

**IN THE MATTER
OF THE EMPLOYMENT
OF ANTHONY BROWN**

) **FINDINGS AND DECISION**
) **TO TERMINATE CONTRACT**
) **AND ISSUE ADMINISTRATIVE**
) **DIRECTIVE**

On December 27, 2022, the Board of Education of Norfolk Public Schools conducted a hearing to consider whether to terminate or take other action on the employment contract of Anthony Brown. Mr. Brown was present and represented by his attorney, Jonathan Hunzeker. The administration was represented by their attorney, Justin Knight. The Board of Education was represented by Steve Williams.

Based solely on the evidence adduced at the hearing in the form of testimony and documents, the Board of Education hereby finds and determines as follows:

FINDINGS RELATING TO BACKGROUND MATTERS

1. Mr. Brown is employed by Norfolk Public Schools as a certificated employee.
2. By letter dated October 27, 2022, Mr. Brown was notified of the recommended termination of his contract.
3. By letter dated November 2, 2022, Mr. Brown requested a hearing regarding the proposed termination of his employment contract.
4. The date, time and location of the hearing were mutually agreed to by the parties.
5. By letter dated December 21, 2022, Mr. Brown was given written notice of the time, date, and place of the hearing, the reasons for the proposed termination, the names of the witnesses who may be called to testify at the hearing, and the documents which might be offered into evidence by the administration at the hearing.
6. Due and proper notice was given of the meeting of the Board of Education at which the hearing was conducted, as required by law.
7. The Board of Education has considered the evidence produced at the hearing in a fair and open manner, and previous knowledge, if any, of any given evidence has been put aside and not considered as a part of this decision. In making the following findings and in judging the credibility of the witnesses and the weight to be given to witness testimony and other evidence presented, the Board has considered the following:
 - a. The conduct and demeanor of the witness while testifying;
 - b. The sources of information, including the opportunity for seeing or knowing the things about which the witness testified;
 - c. The ability of the witness to remember and to communicate accurately;
 - d. The reasonableness or unreasonableness of the testimony of the witness;
 - e. The self-interest or lack of self-interest of the witness in the result of this case;

- f. The apparent fairness or bias of the witness, or the witness's relationship to the parties in this matter;
- g. Any previous statement or conduct of the witness that is consistent or inconsistent with the testimony of the witness at this hearing; and
- h. Any other evidence provided at the hearing that affects the credibility of the witness or that tends to support or contradict the testimony of the witness or other evidence.

8. In determining the weight, if any, to be given to the testimony or other evidence presented by an expert witness at this hearing, the Board has considered the evidence in light of the expert's credibility as a witness, the expert's qualifications, the sources of the expert's information, and the reasons given for any opinions or other evidence presented by the expert. The Board has given no weight to and has not considered as a part of these findings and its ultimate decision herein any evidence that does not have a rational connection to Mr. Brown's employment with this School District.

FINDINGS ON REASONS FOR TERMINATION

The Board of Education finds and determines that just cause exists to terminate the employment contract of Anthony Brown, effective at the end of the 2022-2023 contract year. The Board of Education makes the following further findings of fact and determinations:

1. Over the past several years, Mr. Brown has repeatedly displayed unprofessional or insubordinate behaviors, including failing to properly supervise students, keeping doors propped open, failing to notify the office before sending a student to the office, being on his computer and phone during instructional time, and otherwise disregarding directives from his supervisors. Mr. Brown has been repeatedly warned about his continued insubordination but has failed to meaningfully improve. Mr. Brown's failure to follow directives from his immediate supervisors constitutes unprofessionalism, neglect of duty, and insubordination.

2. On September 29, 2022, Mr. Brown shoved a student, called the student a "sissy," asked the student to lick the blood off the student's finger, and threatened the student for going to the nurse's office. Mr. Brown's judgment during this incident falls below the standards and expectations established by the Board of Education and its administration. Mr. Brown's behavior on September 29, 2022, constitutes unprofessionalism, neglect of duty, and insubordination.

3. Mr. Brown's neglect of duty, insubordination, and unprofessional conduct have caused his immediate supervisors to lose respect and confidence in his ability to perform the duties of a teacher at Norfolk Public Schools.

4. Mr. Brown's neglect of duty, insubordination, and unprofessional conduct have interfered with the learning environment and has harmed student learning at Norfolk Public Schools.

5. Mr. Brown's return to the workplace setting during the 2023-2024 school year would not be in the best interests of the District or its students.

6. Mr. Brown failed to comply with and perform in accordance with policies and regulations of the Board of Education, the directions of the administration, and the standards and expectations established for the District's teachers by the Board of Education.

7. The best interests of the District and its students will be served if Mr. Brown's employment contract is terminated, effective at the end of the 2022-2023 contract year.

8. In addition, the administration is hereby directed to place Mr. Brown on paid administrative leave effective immediately for the remainder of the 2022-23 contract year.

9. The reasons for the recommended termination of the employment contract of Anthony Brown and the paid administrative leave are all employment related, are not in any way related and have nothing to do with Anthony Brown's sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, or with any other impermissible reasons.

10. Although the Board of Education finds that Mr. Brown's employment contract should be, and hereby is, terminated, effective at the end of the 2022-2023 school year, the Board finds and hereby directs that no individual may face retaliation, mistreatment, or any punitive measures for their participation in this termination hearing. Any person who engages in such retaliatory conduct may face further discipline, up to and including the immediate ending of employment.

TERMINATION DECISION

It is therefore the decision of the Board of Education that the employment contract of Anthony Brown should be, and the same hereby is, terminated, effective at the end of the 2022-2023 contract year.

After the above findings and resolution were read in their entirety, Board Member Tammy Day moved for passage of the motion to approve and adopt the findings of fact and decision to terminate the contract of Anthony Brown. Board Member Jake Claussen seconded the motion. After discussion, a roll call vote was taken:

<u>Board Member</u>	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>
Sandy Wolfe	X		
Tammy Day	X		
Brenda Carhart	X		
Jake Claussen	X		
Leann Widhalm	X		
Beth Shashikant	X		

The above resolution, having been consented to by a majority of the Board of Education, was declared passed and adopted by the Board President at a duly held and lawfully convened meeting in full compliance with the Nebraska Public Meetings Act.

Dated this 27th day of December, 2022.

BOARD OF EDUCATION OF
NORFOLK PUBLIC SCHOOLS

BY: Jody Welf
Board President

ATTEST:

Deanna R. Thompson
Secretary, Board of Education

ACKNOWLEDGMENT AND RECEIPT

I, Anthony Brown, hereby acknowledge receipt of a complete copy of the above Findings of Fact and Decision to Terminate Contract and Issue Administrative Directive on this 27th day of December, 2022.



Anthony Brown or his Representative

JANUARY 16, 2023

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	ACES EQUIPMENT SALE, LLC	CARSEATS-SPED TRANSPORT	01 2712 610 1 001 000	\$1,220.20
2	ACES EQUIPMENT SALE, LLC Total			\$1,220.20
3	ADVANCE AUTO PARTS	BATTERY CHARGER	01 2650 610 1 001 000	\$175.07
4			01 2650 610 2 001 000	\$175.07
5		SPED BUS 37H SUPPLIES	01 2712 610 1 001 000	\$118.45
6		STARTER SOLENOID VEHICLE 18	01 2650 610 1 001 000	\$8.81
7			01 2650 610 2 001 000	\$8.81
8		VEHICLE #37, #33 SUPPLIES	01 2650 610 1 001 000	\$73.61
9			01 2650 610 2 001 000	\$73.61
10		VEHICLE AND MAINT. SUPPLIES	01 2650 610 1 001 000	\$57.50
11		01 2650 610 2 001 000	\$57.50	
12	ADVANCE AUTO PARTS Total			\$748.43
13	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
14			01 2570 340 2 901 000	\$37.50
15	ALPHA WORKFORCE HEALTH Total			\$75.00
16	AMES, SUZANNE	MILEAGE REIMB FOR TRAINING	01 2410 333 1 904 012	\$45.63
17	AMES, SUZANNE Total			\$45.63
18	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$63.10
19			01 2410 340 2 209 001	\$209.50
20		MOPS	01 2610 431 1 001 000	\$226.50
21			01 2610 431 2 001 000	\$226.45
22		RUG CLEANING	01 2410 340 2 141 002	\$88.50
23		WORK SHIRTS	01 2610 431 1 001 000	\$341.03
24			01 2610 431 2 001 000	\$341.03
25			01 2620 431 1 001 000	\$85.27
26	01 2620 431 2 001 000		\$85.27	
27	APPEARA Total			\$1,666.65

28	ARKFELD LOCK & SECURITY	KEY BLANK	01 2620 610 1 001 014	\$15.96
29		KEY BLANKS	01 2620 610 1 001 000	\$4.77
30			01 2620 610 2 001 000	\$4.77
31		KEYS	01 2620 610 1 001 000	\$10.99
32			01 2620 610 2 001 000	\$10.98
33	ARKFELD LOCK & SECURITY Total			\$47.47
34	ARKFELD, KAREN	STAFF MILEAGE	01 1200 333 1 004 000	\$40.82
35			01 1200 333 2 004 000	\$40.81
36	ARKFELD, KAREN Total			\$81.63
37	ASCD	CLASSROOM BEHAVIOR MANUAL	01 6310 640 1 028 000	\$36.16
38	ASCD Total			\$36.16
39	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 014	\$5,255.00
40			01 2630 420 1 001 021	\$2,850.00
41			01 2630 420 2 001 001	\$7,907.50
42	ASPM LANDSCAPES, LLC Total			\$16,012.50
43	BAUER, RACHEL	SIXPENCE MILEAGE NOV/DEC22	01 3541 333 1 004 000	\$91.75
44	BAUER, RACHEL Total			\$91.75
45	BAUMANN, ANGIE	WSC INTERVIEW DAY MILEAGE	01 2211 333 1 901 000	\$19.38
46			01 2211 333 2 901 000	\$19.37
47	BAUMANN, ANGIE Total			\$38.75
48	BECKMAN, LEAH	PARENT MILEAGE	01 2713 332 1 004 021	\$91.00
49	BECKMAN, LEAH Total			\$91.00
50	BEEKS, RODNEY	WRESTLING @ SCHUYLER 12/3	01 2190 580 2 001 000	\$14.97
51	BEEKS, RODNEY Total			\$14.97
52	BLAYLOCK, JILL M	1ST SEMESTER MILEAGE	01 6200 333 1 028 000	\$51.63
53	BLAYLOCK, JILL M Total			\$51.63
54	BOMGAARS SUPPLY	ACTIVITY WORKER	01 2620 610 2 001 001	\$377.37
55		BATTERY	01 2620 610 2 001 002	\$199.99
56		ICE MELT	01 2630 610 1 001 000	\$632.26
57			01 2630 610 2 001 000	\$632.25
58		MAINT. DEPT SUPPLIES	01 2620 610 1 001 000	\$11.49
59			01 2620 610 2 001 000	\$11.49
60		MAINT. SUPPLIES	01 2620 610 1 001 000	\$21.63
61			01 2620 610 2 001 000	\$21.63

62		PLIERS	01 2620 610 1 001 000	\$10.47
63			01 2620 610 2 001 000	\$10.46
64		PROPANE FUEL	01 2620 610 1 001 000	\$27.74
65			01 2620 610 2 001 000	\$27.73
66		PUSH STYLE SPREADER	01 2630 610 1 001 000	\$109.99
67			01 2630 610 2 001 000	\$109.99
68		RACHETS AND SCREW DRIVERS	01 2620 610 2 001 002	\$29.94
69		SNOW PUSHERS	01 2630 610 1 001 000	\$59.99
70			01 2630 610 2 001 000	\$59.98
71			01 2630 610 2 001 002	\$139.98
72		SNOW PUSHERS AND SHOVELS	01 2630 610 2 001 002	\$73.97
73		SPRAYER TIPS	01 2620 610 1 001 000	\$29.99
74			01 2620 610 2 001 000	\$29.99
75		STARTING FLUID, REFLECTOR	01 2620 610 1 001 000	\$41.88
76			01 2620 610 2 001 000	\$41.88
77		VEHICLE SUPPLIES	01 2650 610 1 001 000	\$22.96
78			01 2650 610 2 001 000	\$22.96
79		WEATHERFLEX HOSE	01 2620 610 1 001 000	\$11.50
80			01 2620 610 2 001 000	\$11.49
81	BOMGAARS SUPPLY Total			\$2,781.00
82	BOOK SYSTEMS	LASER SPINE LABELS	01 2220 610 1 030 000	\$52.95
83	BOOK SYSTEMS Total			\$52.95
84	BOOKS, LINDSAY	STAFF MILEAGE	01 2171 333 1 004 000	\$20.50
85	BOOKS, LINDSAY Total			\$20.50
86	BOYS TOWN	NOV22 SPEC. ED	01 1200 561 1 004 000	\$3,243.11
87			01 1200 890 1 004 000	\$81.89
88	BOYS TOWN Total			\$3,325.00
89	BULLSEYE FIRE SPRINKLER	REPAIRED LEAKING PIPE	01 2620 431 1 001 014	\$289.14
90	BULLSEYE FIRE SPRINKLER Total			\$289.14
91	CANNON MOSS BRYGGER	MIDDLE SCHOOL	01 6998 340 1 945 014	\$1,200.00
92	CANNON MOSS BRYGGER Total			\$1,200.00
93	CAPITAL BUSINESS SYSTEMS	COPIERS/PRINTING	01 1100 340 1 104 010	\$258.21
94			01 1100 340 1 201 003	\$184.40
95			01 1100 340 1 302 004	\$143.19

96			01 1100 340 1 430 014	\$399.79
97			01 1100 340 1 602 005	\$132.53
98			01 1100 340 1 705 008	\$157.77
99			01 1100 340 1 819 009	\$125.96
100			01 1100 340 1 904 012	\$107.72
101			01 1100 340 2 016 001	\$6.84
102			01 1100 340 2 141 002	\$325.93
103			01 1100 340 2 209 001	\$579.03
104			01 1190 610 1 163 021	\$63.47
105			01 1200 610 1 004 000	\$213.88
106			01 1200 610 2 004 000	\$213.88
107			01 1291 610 1 017 000	\$29.32
108			01 1292 610 1 017 000	\$29.32
109			01 2530 340 1 001 000	\$2,320.74
110			01 2530 340 2 001 000	\$2,320.74
111			01 2620 431 0 001 000	\$6.04
112			01 6998 340 2 945 001	\$3.97
113	CAPITAL BUSINESS SYSTEMS Total			\$7,622.73
114	CARHART, BRENDA	TRAVEL/MILEAGE	01 2310 333 1 033 000	\$70.63
115			01 2310 333 2 033 000	\$70.62
116	CARHART, BRENDA Total			\$141.25
117	CARNEY, ELISSA	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.83
118	CARNEY, ELISSA Total			\$38.83
119	CDW GOVERNMENT, INC	HITACHI LAMP	01 1100 650 1 430 014	\$103.95
120		PROJECTOR LAMP	01 1100 610 2 106 002	\$92.04
121		SMARTCONNECT PORT SINEWAVE	01 2230 650 1 005 000	\$269.09
122			01 2230 650 2 005 000	\$269.08
123	CDW GOVERNMENT, INC Total			\$734.16
124	CITY OF NORFOLK	RESIDENTIAL WASTE	01 2630 420 1 001 000	\$44.52
125			01 2630 420 2 001 000	\$44.52
126		WATER/SEWER	01 2610 410 1 001 004	\$686.04
127			01 2610 410 1 001 010	\$507.57
128			01 2610 410 1 001 014	\$2,008.17
129			01 2610 410 1 001 021	\$542.67

130			01 2610 410 2 001 001	\$2,353.18
131	CITY OF NORFOLK Total			\$6,186.67
132	CLEVELAND, NICHOLAS	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.47
133	CLEVELAND, NICHOLAS Total			\$50.47
134	COLE PAPERS INC	KRAFT WAX LINERS	01 2610 610 1 001 000	\$59.20
135			01 2610 610 2 001 000	\$59.20
136	COLE PAPERS INC Total			\$118.40
137	COLLINS, NICHOLAS	BASKETBALL @WESTSIDE	01 2190 580 2 001 000	\$26.16
138		BOYS BASKETBALL@OMAHA 12/3	01 2190 580 2 001 000	\$22.43
139		BOYS BBALL @ NORTH PLATTE	01 2190 580 2 001 000	\$25.64
140		BUNGIE CORDS	01 2620 610 1 001 000	\$3.20
141			01 2620 610 2 001 000	\$3.20
142		JH BASKETBALL @ S. SIOUX CITY	01 2190 580 2 001 000	\$13.80
143		JH BBALL @ SERGENT BLUFF	01 2190 580 2 001 000	\$11.44
144		JH BBALL @ YANKTON	01 2190 580 2 001 000	\$11.44
145		ONE ACT @KEARNEY	01 2190 580 2 001 000	\$25.08
146		SHOW CHOIR AND JAZZ BAND	01 2190 580 2 001 000	\$8.98
147		SWIMMING @ GRAND ISLAND	01 2190 580 2 001 000	\$9.28
148		WRESTLING @ FREMONT	01 2190 580 2 001 000	\$28.92
149	COLLINS, NICHOLAS Total			\$189.57
150	CONNECTION	EXTERNAL CD DRIVE	01 2410 610 2 209 001	\$31.77
151	CONNECTION Total			\$31.77
152	COOK, TODD	ALL STATE MUSIC MEALS	01 1100 810 2 202 001	\$87.26
153	COOK, TODD Total			\$87.26
154	CORWIN PRESS, INC.	MATHEMATICS	01 6310 640 2 028 000	\$50.90
155	CORWIN PRESS, INC. Total			\$50.90
156	CRAVEN, SHEILA	CONTRACTED OT SCHOOL AGE	01 2161 320 1 004 000	\$9,025.75
157			01 2161 320 2 004 000	\$849.25
158		MILEAGE OT SERVICES	01 2161 334 1 004 000	\$67.00
159			01 2161 334 2 004 000	\$11.00
160	CRAVEN, SHEILA Total			\$9,953.00
161	CUSTOM SPORTS	POLOS	01 2310 610 1 033 000	\$15.00
162			01 2310 610 2 033 000	\$15.00
163			BRENDA CARHART TOTAL	\$30.00

164		POLOS	01 2310 610 1 033 000	\$15.00
165			01 2310 610 2 033 000	\$15.00
166			BETH SHASHIKANT TOTAL	\$30.00
167		POLOS	01 2310 610 1 033 000	\$15.00
168			01 2310 610 2 033 000	\$15.00
169			SANDY WOLFE TOTAL	\$30.00
170		POLOS	01 2310 610 1 033 000	\$15.00
171			01 2310 610 2 033 000	\$15.00
172			CINDY BOOTH TOTAL	\$30.00
173		POLOS	01 2310 610 1 033 000	\$15.00
174			01 2310 610 2 033 000	\$15.00
175			LINDSAY DIXON TOTAL	\$30.00
176		POLOS	01 2310 610 1 033 000	\$15.00
177			01 2310 610 2 033 000	\$15.00
178			TERI BAUER TOTAL	\$30.00
179		POLOS	01 2310 610 1 033 000	\$15.00
180			01 2310 610 2 033 000	\$15.00
181	CUSTOM SPORTS Total			\$210.00
182	DANIEL, JULIE	STAFF MILEAGE	01 2181 333 1 004 000	\$203.46
183			01 2181 333 2 004 000	\$203.45
184			01 2182 333 1 004 021	\$203.45
185			01 2183 333 1 004 000	\$203.45
186	DANIEL, JULIE Total			\$813.81
187	DEMCO	SUPPLIES	01 2220 610 1 030 000	\$165.93
188	DEMCO Total			\$165.93
189	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$71.50
190	DITTER, EMMA Total			\$71.50
191	EAKES OFFICE PLUS	DESK CALENDARS	01 2620 610 1 001 000	\$15.71
192			01 2620 610 2 001 000	\$15.71
193		FOLDING MACHINE REPAIR	01 2510 340 1 001 000	\$77.50
194			01 2510 340 2 001 000	\$77.50
195		NAMEPLATES/BINDERS	01 2310 610 1 033 000	\$51.08
196			01 2310 610 2 033 000	\$51.07
197	EAKES OFFICE PLUS Total			\$288.57

198	ECHO GROUP INC	BALLASTS, WIRE NUTS	01 2620 610 2 001 001	\$399.97
199		REPLACEMENT PART	01 2620 610 2 001 001	\$23.75
200		RUBBER LINERS	01 2620 610 1 001 000	\$11.48
201			01 2620 610 2 001 000	\$11.48
202	ECHO GROUP INC Total			\$446.68
203	EDCLUB, INC	TYPING CLUB	01 6969 643 1 028 000	\$663.00
204	EDCLUB, INC Total			\$663.00
205	EDUCATIONAL SERVICE UNIT	EARLY CHILDHOOD CONF	01 6416 330 1 017 000	\$1,000.00
206		EARLY CHILDHOOD TRAINING CONF	01 3541 330 1 004 000	\$500.00
207	EDUCATIONAL SERVICE UNIT Total			\$1,500.00
208	ELECTRONIC CONTRACTING CO	PROJECTOR LAMP	01 2620 650 2 715 001	\$624.00
209	ELECTRONIC CONTRACTING CO Total			\$624.00
210	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$132.33
211			01 2510 340 2 001 000	\$132.31
212	ESSENTIAL SCREEN Total			\$264.64
213	ESU 8	LETTERS TRAINING	01 6310 330 1 028 000	\$20.00
214		LEVEL III SERVICES	01 1200 591 2 004 000	\$8,600.00
215		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		SPED PK	01 1291 591 1 004 021	\$350.00
219		SPEECH THERAPY	01 2151 591 2 004 000	\$220.00
220	ESU 8 Total			\$37,702.00
221	FAMILY PHYSICAL THERAPY	CONTRACTED OT SERVICES BIRTH-5	01 2162 320 1 004 000	\$3,687.00
222			01 2163 320 1 004 000	\$3,687.00
223		OT SERVICES BIRTH-5 MILEAGE	01 2162 334 1 004 000	\$41.87
224			01 2163 334 1 004 000	\$41.88
225	FAMILY PHYSICAL THERAPY Total			\$7,457.75
226	FASTENAL INDUSTRIAL	MAINT. SUPPLIES	01 2620 610 1 001 000	\$48.69
227			01 2620 610 2 001 000	\$48.68
228		WELL NUTS	01 2620 610 1 001 000	\$21.57
229			01 2620 610 2 001 000	\$21.56
230	FASTENAL INDUSTRIAL Total			\$140.50
231	FATT SUNNIE STUDIOS	VIDEO PRODUCTION-TEACHER	01 2510 540 1 901 000	\$625.00

232			01 2510 540 2 901 000	\$625.00
233	FATT SUNNIE STUDIOS Total			\$1,250.00
234	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$37.06
235			01 1292 333 1 004 000	\$23.13
236	FERNAU, JESSICA Total			\$60.19
237	FREUDENBURG, BRIDGETT	ELL TEACHER MILEAGE NOV-DEC22	01 1150 333 1 004 000	\$87.75
238	FREUDENBURG, BRIDGETT Total			\$87.75
239	GLASS EDGE INC, THE	ALUMINUM SCREEN INSTALL	01 2620 431 2 001 002	\$132.36
240		INSULATED UNIT INSTALL	01 2620 431 1 001 004	\$276.00
241	GLASS EDGE INC, THE Total			\$408.36
242	GONZALEZ, CRISTAL	PARENT MILEAGE	01 2713 332 1 004 021	\$121.00
243	GONZALEZ, CRISTAL Total			\$121.00
244	GROSSERODE, SAMANTHA	PARENT MILEAGE	01 2713 332 1 004 021	\$120.00
245	GROSSERODE, SAMANTHA Total			\$120.00
246	HANSEN, LACEY	PARENT MILEAGE	01 2710 332 2 001 000	\$251.86
247	HANSEN, LACEY Total			\$251.86
248	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$69.89
249	HARDY, MARSHAL Total			\$69.89
250	HASTINGS, BOBBY	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.83
251	HASTINGS, BOBBY Total			\$38.83
252	HASTINGS, TRACI	ACTIVITY WORKER	01 2190 120 2 001 000	\$85.42
253	HASTINGS, TRACI Total			\$85.42
254	HEARTLAND FIRE PROTECTION	ANNUAL EXTINGUISHER INSPECTION	01 2620 431 1 001 021	\$109.00
255		FUSIBLE LINKS	01 2620 610 1 001 021	\$119.16
256	HEARTLAND FIRE PROTECTION Total			\$228.16
257	HENERY, HANNAH	PARENT MILEAGE	01 2713 332 1 004 021	\$181.25
258	HENERY, HANNAH Total			\$181.25
259	HENKEL, KARL	ALL STATE MUSIC TRAVEL	01 1100 580 2 141 002	\$83.99
260	HENKEL, KARL Total			\$83.99
261	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$240.72
262	HOFERER, KIMBERLY Total			\$240.72
263	HOFMANN PLUMBING	CABLED SEWER BY CONCESSION	01 2620 431 2 001 001	\$170.00
264		HOT WATER LINES LABOR	01 2620 431 1 001 003	\$1,760.00
265		HOT WATER LINES PARTS	01 2620 610 1 001 003	\$1,174.15

266	HOFMANN PLUMBING Total			\$3,104.15
267	HOLIDAY INN EXPRESS	21/22 USD HONOR BAND LODGING	01 1100 610 2 202 001	\$706.22
268	HOLIDAY INN EXPRESS Total			\$706.22
269	HOLLMAN MEDIA	DOMAIN REGISTRATION RENEWAL	01 2230 340 1 005 000	\$62.50
270			01 2230 340 2 005 000	\$62.50
271	HOLLMAN MEDIA Total			\$125.00
272	HUFF CONSTRUCTION INC.	BEL AIR ADDITION	01 6998 340 1 945 010	\$179,755.00
273	HUFF CONSTRUCTION INC. Total			\$179,755.00
274	IXL LEARNING	IXL SUBSCRIPTION YR 2 OF 3	01 6969 340 1 028 000	\$4,734.00
275	IXL LEARNING Total			\$4,734.00
276	J W PEPPER, INC	JAZZ BAND MUSIC	01 1100 610 2 117 002	\$205.49
277		MUSIC	01 1100 610 2 116 002	\$67.50
278			01 1100 610 2 202 001	\$454.99
279	J W PEPPER, INC Total			\$727.98
280	JAYMAR BUSINESS FORMS, INC	2022 TAX SUPPLIES	01 2510 610 1 001 000	\$363.71
281			01 2510 610 2 001 000	\$363.70
282	JAYMAR BUSINESS FORMS, INC Total			\$727.41
283	JENSEN, CARRIE	MILEAGE	01 1100 333 2 001 000	\$56.38
284	JENSEN, CARRIE Total			\$56.38
285	JOCOT, TYLER	SWIMMING AND BASKETBALL TRAVEL	01 2190 580 2 001 000	\$31.83
286	JOCOT, TYLER Total			\$31.83
287	KAUP, TAMI	STAFF MILEAGE	01 1200 333 2 004 000	\$14.50
288	KAUP, TAMI Total			\$14.50
289	KELLY SUPPLY COMPANY	ADAPTER AND BUSHING RETURN	01 2620 610 1 001 000	-\$35.03
290			01 2620 610 2 001 000	-\$35.02
291		BALL BEARINGS, GLOVES	01 2620 610 1 001 000	\$12.20
292			01 2620 610 2 001 000	\$12.20
293		BEARING	01 2610 610 2 001 001	\$3.66
294		BUSHINGS AND ADAPTERS	01 2620 610 1 001 000	\$51.76
295			01 2620 610 2 001 000	\$51.76
296		HOSE SUPPLIES	01 2620 610 1 001 000	\$2.18
297			01 2620 610 2 001 000	\$2.17
298		PIPE CAP AND COUPLING	01 2620 610 1 001 000	\$23.60
299			01 2620 610 2 001 000	\$23.59

300		SCRUBBER REPAIR SUPPLIES	01 2610 610 1 001 000	\$19.59
301			01 2610 610 2 001 000	\$19.59
302	KELLY SUPPLY COMPANY Total			\$152.25
303	KING'S LANES	22-23 SEASON BOWLING ALLEY USE	01 2510 890 2 001 000	\$2,000.00
304	KING'S LANES Total			\$2,000.00
305	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 1 004 000	\$21.97
306			01 2151 333 2 004 000	\$21.97
307			01 2152 333 1 004 021	\$21.97
308			01 2153 333 1 004 000	\$21.97
309	KNIGHT, KARLA Total			\$87.88
310	KOCK, TONYA	PARENT MILEAGE	01 2713 332 1 004 021	\$169.00
311	KOCK, TONYA Total			\$169.00
312	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$30.19
313			01 1200 333 2 004 000	\$30.19
314	KONERT, NICOLE Total			\$60.38
315	KORTH, JESSIE	CONTRACTED PT BIRTH TO 5	01 2172 320 1 004 000	\$2,185.53
316			01 2173 320 1 004 000	\$2,185.54
317		CONTRACTED PT MILEAGE	01 2172 334 1 004 000	\$72.40
318			01 2173 334 1 004 000	\$72.41
319	KORTH, JESSIE Total			\$4,515.88
320	KSB SCHOOL LAW	LEGAL SERVICES	01 2330 317 1 001 000	\$2,713.75
321			01 2330 317 2 001 000	\$2,713.75
322	KSB SCHOOL LAW Total			\$5,427.50
323	KURITA AMERICA, INC.	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$416.29
324			01 2620 610 2 001 000	\$416.28
325	KURITA AMERICA, INC. Total			\$832.57
326	KUSTOM PEST CONTROL	PEST CONTROL DEC22	01 2630 340 1 001 000	\$73.50
327			01 2630 340 1 001 003	\$49.00
328			01 2630 340 1 001 004	\$49.00
329			01 2630 340 1 001 005	\$49.00
330			01 2630 340 1 001 008	\$49.00
331			01 2630 340 1 001 009	\$49.00
332			01 2630 340 1 001 010	\$49.00
333			01 2630 340 1 001 012	\$49.00

334			01 2630 340 1 001 014	\$49.00
335			01 2630 340 1 001 021	\$49.00
336			01 2630 340 2 001 000	\$73.50
337			01 2630 340 2 001 001	\$98.00
338			01 2630 340 2 001 002	\$49.00
339	KUSTOM PEST CONTROL Total			\$735.00
340	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.83
341	LAMMERS, NANCY Total			\$38.83
342	LAWSON PRODUCTS, INC	MAINT. DEPT SHOP SUPPLIES	01 2620 610 1 001 000	\$86.02
343			01 2620 610 2 001 000	\$86.02
344	LAWSON PRODUCTS, INC Total			\$172.04
345	LESSONPIX, INC	USER LICENSE	01 2151 610 1 004 000	\$162.00
346			01 2151 610 2 004 000	\$162.00
347	LESSONPIX, INC Total			\$324.00
348	LIBRARY STORE, THE	BOOK COVERS/LABEL PROTECTORS	01 2220 610 1 423 014	\$224.59
349	LIBRARY STORE, THE Total			\$224.59
350	LOVE SIGNS, INC	VINYL NAMES AND NUMBERS	01 2670 610 1 035 005	\$197.26
351	LOVE SIGNS, INC Total			\$197.26
352	LRP PUBLICATIONS	MOVE PAST STANDARD DISCIPLINE	01 1200 330 1 004 000	\$135.00
353			01 1200 330 2 004 000	\$135.00
354	LRP PUBLICATIONS Total			\$270.00
355	MACKIN LIBRARY MEDIA	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$29.86
356	MACKIN LIBRARY MEDIA Total			\$29.86
357	MATHESON TRI-GAS INC.	MONTHLY MATERIALS	01 2620 610 1 001 000	\$105.31
358			01 2620 610 2 001 000	\$105.31
359	MATHESON TRI-GAS INC. Total			\$210.62
360	MATTEO SAND & GRAVEL	ARMOR COAT	01 2620 610 1 001 000	\$165.53
361			01 2620 610 2 001 000	\$165.52
362	MATTEO SAND & GRAVEL Total			\$331.05
363	MCNALLY, JILL	RBI COACHING	01 6416 340 1 017 000	\$562.50
364	MCNALLY, JILL Total			\$562.50
365	MEISINGER OIL CO	BULK OIL	01 2190 610 2 001 000	\$538.33
366			01 2650 610 1 001 000	\$225.35
367			01 2650 610 2 001 000	\$225.35

368		01 2710 610 1 001 000	\$68.85	
369		01 2710 610 2 001 000	\$68.85	
370		01 2712 610 1 001 000	\$125.19	
371	DIESEL	01 2650 626 1 001 000	\$89.81	
372		01 2650 626 2 001 000	\$89.81	
373		01 2710 626 1 001 000	\$3,592.37	
374		01 2710 626 2 001 000	\$3,592.37	
375		01 2712 626 1 001 000	\$1,616.56	
376	FORK LIFT TANK REFILL	01 2620 610 1 001 000	\$13.38	
377		01 2620 610 2 001 000	\$13.37	
378	MEISINGER OIL CO Total		\$10,259.59	
379	MENARDS	BATTERY TERMINAL	01 2610 610 1 001 000	\$2.20
380		01 2610 610 2 001 000	\$2.19	
381		CHANNEL LOCK AND PLIERS	01 2610 610 1 001 021	\$21.98
382		COFFEE	01 2620 610 1 001 000	\$42.36
383		01 2620 610 2 001 000	\$42.36	
384		JH SUPPLIES	01 2620 610 2 001 002	\$77.85
385		MAINT AND CENTRAL OFFICE	01 2620 610 1 001 000	\$73.24
386		MAINT. SUPPLIES	01 2620 610 1 001 000	\$75.78
387		01 2620 610 2 001 000	\$75.78	
388		PLIERS	01 2620 610 1 001 000	\$17.49
389		01 2620 610 2 001 000	\$17.49	
390		RUBBER STEM	01 2620 610 2 001 002	\$35.96
391		SAFETY CONES	01 2620 610 2 001 001	\$71.94
392		SALT SPREADER	01 2630 610 1 001 005	\$134.82
393		01 2630 610 1 001 021	\$134.82	
394		SELECT BOARDS	01 2620 610 1 001 004	\$46.17
395		SH SUPPLIES	01 2620 610 2 001 001	\$98.71
396		SNOW BRUSH	01 2630 610 1 001 000	\$11.97
397		01 2630 610 2 001 000	\$11.97	
398		TEXTURED 2X4	01 2620 610 1 001 014	\$54.90
399		TRUSS, CAULK FOR WA	01 2620 610 1 001 008	\$10.69
400		VEHICLE SUPPLIES	01 2620 610 1 001 000	\$11.52
401		01 2620 610 2 001 000	\$11.51	

402		WISE GRIPS	01 2620 610 1 001 000	\$14.98
403			01 2620 610 2 001 000	\$14.98
404		WATER	01 2620 610 1 001 000	\$146.16
405			01 2620 610 2 001 000	\$146.16
406	MENARDS Total			\$1,405.98
407	MEURET, MARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.83
408	MEURET, MARY Total			\$38.83
409	MID-STATE ENGINEERING	BEL AIR CONCRETE TESTING	01 2620 431 1 001 010	\$764.00
410		JUNIOR HIGH CONCRETE TESTING	01 2620 431 2 001 002	\$614.00
411	MID-STATE ENGINEERING Total			\$1,378.00
412	MILLER, AMY	CONTRACTED PT MILEAGE	01 2171 334 1 004 000	\$79.63
413			01 2171 334 2 004 000	\$3.38
414		CONTRACTED PT SCHOOL AGE	01 2171 320 1 004 000	\$5,174.50
415			01 2171 320 2 004 000	\$197.50
416	MILLER, AMY Total			\$5,455.01
417	MILLER, TIM	BOYS BBALL	01 2190 580 2 001 000	\$9.71
418		ONE-ACT DISTRICTS GRAND ISLAND	01 2190 580 2 001 000	\$15.00
419	MILLER, TIM Total			\$24.71
420	MODEL ELECTRIC INC	CHANGED LAMPS IN CARSON	01 2620 431 2 715 001	\$189.00
421		CHANGED POLE LAMP	01 2620 431 1 001 009	\$83.35
422		FIXED OUTLETS RM 611	01 2620 431 2 001 001	\$226.26
423		HOOKED UP MOTOR ON RTU	01 2620 431 1 001 012	\$139.00
424		INSTALLED DRIVERS FOR AB UNIT	01 2620 431 1 001 000	\$1,579.07
425			01 2620 431 2 001 000	\$1,579.06
426		LABOR FOR RM 511	01 2620 431 2 001 001	\$252.00
427		NON-TECHNOLOGY RELATED REPAIR	01 2620 431 1 001 000	\$350.12
428			01 2620 431 2 001 000	\$350.11
429		WIRED CIRCULATING PUMP	01 2620 431 1 001 003	\$232.57
430	MODEL ELECTRIC INC Total			\$4,980.54
431	NATHAN, MARK	BUS DRIVING EXPENSES	01 2190 580 2 001 000	\$47.99
432	NATHAN, MARK Total			\$47.99
433	NCS PEARSON	NOVEMBER INTERACTIVES	01 2141 610 1 014 000	\$143.74
434			01 2141 610 2 014 000	\$143.73
435			01 2142 610 1 014 000	\$31.94

436		SCORE REPORTS	01 2151 610 1 024 000	\$36.00
437			01 2151 610 2 024 000	\$36.00
438	NCS PEARSON Total			\$391.41
439	NCSA	ADMINISTRATOR DAY J. LONDON	01 2410 610 1 302 004	\$215.00
440	NCSA Total			\$215.00
441	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	NEW BOARD MEMBER WORKSHOP	01 2310 330 1 033 000	\$62.50
442			01 2310 330 2 033 000	\$62.50
443			BETH SHASHIKANT TOTAL	\$125.00
444		NEW BOARD MEMBER WORKSHOP	01 2310 330 1 033 000	\$62.50
445			01 2310 330 2 033 000	\$62.50
446			CINDY BOOTH TOTAL	\$125.00
447		NEW BOARD MEMBER WORKSHOP	01 2310 330 1 033 000	\$62.50
448			01 2310 330 2 033 000	\$62.50
449			LINDSAY DIXON TOTAL	\$125.00
450		NEW BOARD MEMBER WORKSHOP	01 2310 330 1 033 000	\$62.50
451			01 2310 330 2 033 000	\$62.50
452			TERI BAUER TOTAL	\$125.00
453		NEW BOARD MEMBER WORKSHOP	01 2310 330 1 033 000	\$62.50
454			01 2310 330 2 033 000	\$62.50
455			SANDY WOLFE TOTAL	\$125.00
456		NEW BOARD MEMBER WORKSHOP	01 2310 330 1 033 000	\$62.50
457			01 2310 330 2 033 000	\$62.50
458	NEBRASKA ASSOCIATION OF SCHOOL BOARDS Total			\$750.00
459	NEBRASKA PUBLIC POWER	ELECTRICITY NOV22	01 2610 621 1 001 000	\$3,103.94
460			01 2610 621 1 001 003	\$3,665.70
461			01 2610 621 1 001 004	\$2,173.89
462			01 2610 621 1 001 005	\$2,562.70
463			01 2610 621 1 001 008	\$1,874.37
464			01 2610 621 1 001 009	\$1,586.03
465			01 2610 621 1 001 010	\$1,750.33
466			01 2610 621 1 001 014	\$8,299.52
467			01 2610 621 1 001 021	\$1,662.61
468			01 2610 621 2 001 000	\$3,103.94
469			01 2610 621 2 001 001	\$37,384.11

470			01 2610 621 2 001 002	\$10,186.46
471	NEBRASKA PUBLIC POWER Total			\$77,353.60
472	NEW VICTORIAN INN & SUITES	LODGING FOR ALL STATE CHOIR	01 1100 580 2 202 001	\$1,120.00
473	NEW VICTORIAN INN & SUITES Total			\$1,120.00
474	NORDBY FENCING LLC	TIE WIRES	01 2620 610 1 001 000	\$13.50
475			01 2620 610 2 001 000	\$13.50
476	NORDBY FENCING LLC Total			\$27.00
477	NORDHUES, ELLE	MILEAGE	01 6200 333 1 028 012	\$41.44
478	NORDHUES, ELLE Total			\$41.44
479	NORFOLK AUTO SUPPLY	WIPER BLADES	01 2650 610 1 001 000	\$6.83
480			01 2650 610 2 001 000	\$6.82
481	NORFOLK AUTO SUPPLY Total			\$13.65
482	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEAL JJT	01 2320 890 1 033 000	\$4.66
483			01 2320 890 2 033 000	\$4.66
484	NORFOLK COUNTRY CLUB Total			\$9.32
485	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$13.72
486			01 2310 540 2 001 000	\$13.71
487			01 2510 540 1 001 000	\$65.19
488			01 2510 540 1 901 000	\$349.00
489			01 2510 540 2 001 000	\$65.18
490			01 2510 540 2 901 000	\$349.00
491	NORFOLK DAILY NEWS Total			\$855.80
492	NORFOLK GM AUTO CENTER	BEZEL AND HANDLE VEHICLE #52	01 2650 610 1 001 000	\$27.53
493			01 2650 610 2 001 000	\$27.53
494	NORFOLK GM AUTO CENTER Total			\$55.06
495	NORFOLK SENIOR HIGH SCHOOL	ENTRY FEE REIMB. TO LNE	01 1100 810 2 207 001	\$200.00
496		UNL MIDWEST CUP REGISTRATION	01 1100 810 2 207 001	\$350.00
497	NORFOLK SENIOR HIGH SCHOOL Total			\$550.00
498	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 004	\$386.34
499			01 2620 610 1 001 014	\$64.92
500			01 2620 610 2 001 001	\$64.92
501		PLEATED FILTER	01 2620 610 2 001 001	\$1,562.64
502		PLEATED FILTERS	01 2620 610 1 001 000	\$52.26
503			01 2620 610 1 001 014	\$840.72

504		01 2620 610 2 001 000	\$52.26	
505	SUPPLIES	01 2620 610 1 001 000	\$29.84	
506		01 2620 610 2 001 000	\$29.84	
507	NORFOLK WINSUPPLY Total		\$3,083.74	
508	NPS SUBSIDIARY	ACRYLIC GLOSS #16	01 3535 610 2 027 000	\$54.71
509		ACTE	01 6700 580 2 028 001	\$26.10
510		ACTE CONF MILLER/SCHRECK MEAL	01 6700 580 2 028 001	\$52.55
511		ACTE CONF MILLER/SCHRECK TRANS	01 6700 580 2 028 001	\$85.91
512		ACTE CONV-KROHN/FORMAN	01 6700 580 2 028 001	\$80.90
513		ACTE CONV-KROHN/FORMAN MEAL #5	01 6700 580 2 028 001	\$10.85
514		ADA SWING SEAT #17	01 2171 610 1 004 010	\$654.35
515		ADHESIVE MAGNETS #16	01 1100 610 1 708 008	\$11.49
516		AFE/BRITTANY NEWLAND #16	01 2310 610 2 001 000	\$42.20
517		ALL STATE PLAQUES #21	01 1100 610 2 202 001	\$39.79
518			01 1100 610 2 207 001	\$249.79
519		ANNUAL -FLAMMABLE LIQUID FEE	01 2620 610 1 001 000	\$120.00
520			01 2620 610 2 001 000	\$120.00
521		BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$155.75
522			01 2510 340 2 001 000	\$155.75
523		BATTERIES #24	01 1100 610 2 106 002	\$28.98
524		BEHAVIOR STORE ITEMS #24	01 1200 610 2 022 002	\$202.58
525		BINGO CHIPS/FOLDERS/INCENTIVES	01 1100 610 1 915 012	\$33.57
526		BLUE RIBBON SCHOOLS CONF	01 6200 580 1 028 009	\$1,296.66
527		BOOKCASE/TOY BOX GOAL	01 3541 610 1 004 000	\$2,789.73
528		BRAIN POP JR #9	01 1100 643 1 302 004	\$175.00
529		CABLE SERVICE	01 2410 340 2 209 001	\$11.89
530			01 2510 340 1 001 000	\$2.77
531			01 2510 340 2 001 000	\$2.76
532			01 2670 340 1 035 000	\$2.76
533			01 2670 340 2 035 000	\$2.76
534		CAREER FAIR #7	01 2210 810 1 901 000	\$50.00
535			01 2210 810 2 901 000	\$50.00
536		CELL PHONE	01 6910 382 1 004 000	\$53.52
537		CELL PHONES	01 2670 382 1 035 000	\$169.04

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	01 2670 382 2 035 000	\$169.04
	01 2710 382 1 001 000	\$169.04
	01 2710 382 2 001 000	\$169.04
	01 3541 382 1 004 000	\$160.56
CHICKEN SUPPLIES #23	01 1100 610 2 208 001	\$24.99
CHRYSLER PACIFICA	01 6994 732 1 004 000	\$250.00
	01 6994 732 2 004 000	\$250.00
CLASSROOM FLAG #27	01 2410 610 2 209 001	\$15.98
CLASSROOM SUPPLIES #16	01 1100 610 1 701 008	\$292.08
CLASSROOM SUPPLIES #24	01 1100 610 2 111 002	\$166.84
CLASSROOM SUPPLIES #29	01 1200 610 2 258 001	\$96.23
CLASSROOM SUPPLIES #3	01 1150 610 1 955 012	\$108.70
COOKIES FOR BLUE RIBBON EVENT	01 2310 890 1 010 000	\$60.00
	01 2310 890 2 010 000	\$60.00
COOKING SUPPLIES #28	01 1200 610 2 258 001	\$86.78
COSTUMES #24	01 1100 610 2 108 002	\$133.29
CULINARY LAB SUPPLIES #21	01 1100 610 2 204 001	\$129.05
CULINARY LAB SUPPLIES #22	01 1100 610 2 204 001	\$84.91
CULINARY LAB SUPPLIES #5	01 1100 610 2 204 001	\$324.19
DEPENDENT/HEALTHCARE	01 2510 340 1 001 000	\$240.13
	01 2510 340 2 001 000	\$240.12
DIAPERS #10	01 3541 610 1 004 000	\$173.94
DISTRICT FUEL	01 2650 626 1 001 000	\$297.84
	01 2650 626 2 001 000	\$297.84
DRY ICE #24	01 1100 610 2 137 002	-\$34.32
ELECTRICITY	01 2610 621 1 001 012	\$1,566.15
ENVELOPES #10	01 1190 610 1 163 021	\$104.27
	01 1291 610 1 017 021	\$104.27
FAMILY ACTIVITY MEAL #10	01 3541 610 1 004 000	\$597.50
FILAMENT #13	01 1100 610 1 402 014	\$24.99
FISH FEEDER #27	01 1100 610 2 208 001	\$89.99
FLIGHT FOR BLUE RIBBON CONF	01 6200 580 1 028 009	\$717.20
FLIGHTS TO NATIONAL CONFERENCE	01 6988 580 1 001 014	\$971.55
	01 6988 580 2 001 002	\$971.55

572	FLOOR JACKS #22	01 1100 610 2 211 001	\$419.98
573	GROUP HOME SUPPLIES #1	01 6200 610 1 028 000	\$125.99
574	GROUP HOME SUPPLIES #2	01 6200 610 1 028 000	\$1,773.73
575	HEADPHONES #9	01 1100 650 1 302 004	\$509.70
576	INS MEETING MEAL #20	01 2510 890 1 001 000	\$38.10
577		01 2510 890 2 001 000	\$38.10
578	KITCHEN SUPPLIES #1	01 2320 610 1 033 000	\$32.52
579		01 2320 610 2 033 000	\$32.51
580	KLEENEX #17	01 1200 610 1 004 000	\$65.72
581		01 1200 610 2 004 000	\$65.72
582	LABEL TAPE #24	01 1100 610 2 141 002	\$32.89
583	LAMINATING SUPPLIES	01 1100 610 1 104 010	\$648.99
584	LODGING FOR NATIONAL CONF #18	01 6988 580 1 001 014	\$179.76
585		01 6988 580 2 001 002	\$179.77
586	LODGING FOR TRI-STATE SPED LAW	01 1200 580 1 004 000	\$251.25
587		01 1200 580 2 004 000	\$251.25
588	MEAL FOR BOE/NCEA NEGOTIATIONS	01 2310 890 1 033 000	\$42.98
589		01 2310 890 2 033 000	\$42.97
590	MEALS FOR ACTE CONF #28	01 6700 580 2 028 001	\$42.27
591	MEDIA SUPPLIES #29	01 2220 610 2 228 001	\$91.80
592	MEDIEVAL POSTER SET #24	01 1100 610 2 133 002	\$56.45
593	MEDIEVAL POSTERS #24	01 1100 610 2 133 002	\$56.45
594	NATIONAL CONF #18	01 6988 330 1 001 014	\$892.50
595		01 6988 330 2 001 002	\$892.50
596	NE SCHOOL SAFETY/SECURITY	01 2660 580 1 035 000	\$419.83
597		01 2660 580 2 035 000	\$419.82
598	NEWSPAPER	01 2510 610 1 001 000	\$86.00
599		01 2510 610 2 001 000	\$86.00
600	NORFOLK GROUP HOME SUPPLIES #2	01 6200 610 1 028 000	\$83.79
601	OTHER PROF SERVICES	01 2230 340 1 005 000	\$28.75
602		01 2230 340 2 005 000	\$28.75
603	PAJAMA PARTY MUSIC #9	01 1100 610 1 317 004	\$67.98
604	PAPER TOWELS AND SPOONS #13	01 2410 610 1 430 014	\$60.12
605	PE SUPPLIES #3	01 1100 610 1 919 012	\$25.90

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PERSONALIZED STAMPED	01 2410 531 1 302 004	\$412.85
POSTAGE #8	01 2510 531 1 001 000	\$8.61
	01 2510 531 2 001 000	\$8.61
POSTER SET #24	01 1100 610 2 138 002	\$30.64
PREMIUM LEXILE & QUANTILE HUB	01 1100 643 1 028 000	\$17.99
	01 1100 643 2 028 000	\$17.99
PROJECTOR REMOTE #27	01 2410 650 2 209 001	\$28.90
PUBLIC PERFORMANCE #9	01 1100 610 1 302 004	\$480.00
QUIZLET FOR VOCABULARY #13	01 1100 643 1 407 014	\$136.76
RETURNED BATTERIES #24	01 1100 610 2 106 002	-\$22.99
ROLL-UP DOOR #22	01 1100 610 2 211 001	\$444.00
SEAT BELT #8	01 2710 610 1 001 000	\$196.96
	01 2710 610 2 001 000	\$196.95
SEESAW #9	01 1100 643 1 302 004	\$1,051.88
SELF CARE FOR EDUCATORS #1	01 2320 640 1 033 000	\$15.47
	01 2320 640 2 033 000	\$15.46
SENSORY ITEMS #24	01 1200 610 2 195 002	\$130.59
SHEET PROTECTORS #3	01 1100 610 1 903 012	\$26.99
SHREDDING SERVICES	01 2410 340 2 209 001	\$40.00
SOCIAL SKILLS SUPPLIES #12	01 1200 610 1 020 009	\$187.93
SPEAKERS #13	01 1100 650 1 430 014	\$69.98
SPED LAW CONF/M LUHR #17	01 1200 580 1 004 000	\$5.29
	01 1200 580 2 004 000	\$5.29
STAMPS #16	01 2410 531 1 704 008	\$60.00
STAY PUT MAT #10	01 1291 610 1 017 021	\$100.00
STORE INCENTIVES #29	01 1200 610 2 290 001	\$155.81
STRAWS #24	01 1100 610 2 133 002	\$23.88
STUDENT INCENTIVES #17	01 1200 610 2 004 000	\$18.98
STUDENT PROJECT SUPPLIES #24	01 1100 610 2 112 002	\$287.15
SUPPLIES #10	01 1291 610 1 017 021	\$126.06
	01 3541 610 1 004 000	\$550.00
SUPPLIES #12	01 1100 610 1 801 009	\$14.13
SUPPLIES #13	01 1100 610 1 430 014	\$175.18
	01 1200 610 1 492 014	\$170.85

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	01 2220 610 1 423 014	\$49.63
SUPPLIES #14	01 1100 610 1 602 005	\$330.81
	01 1100 610 1 611 005	\$13.50
	01 1100 610 1 642 005	\$20.46
	01 1100 610 1 664 005	\$32.12
SUPPLIES #15	01 1100 610 1 201 003	\$11.94
	01 1150 610 1 256 003	\$45.30
SUPPLIES #16	01 1100 610 1 705 008	\$153.40
	01 1100 610 1 709 008	\$105.00
SUPPLIES #19	01 2670 610 1 035 000	\$54.42
	01 2670 610 2 035 000	\$54.42
SUPPLIES #20	01 2310 610 1 001 000	\$65.16
	01 2310 610 2 001 000	\$65.15
SUPPLIES #24	01 1200 610 2 195 002	\$131.90
SUPPLIES #6	01 1100 610 1 104 010	\$347.33
	01 2151 610 1 156 010	\$119.00
SUPPLIES #8	01 2710 610 1 001 000	\$2,197.43
	01 2710 610 2 001 000	\$2,197.43
SUPPLIES #9	01 1100 610 1 320 004	\$45.48
SUPPLIES FOR BLUE RIBBON #1	01 2310 610 1 010 000	\$31.98
	01 2310 610 2 010 000	\$31.97
SUPPLIES FOR CLASSROOM PROJECT	01 1100 610 2 133 002	\$49.20
SUPPLIES FOR NORFOLK GROUP	01 6200 610 1 028 000	\$624.90
SUPPLIES FOR STUDENT OF THE	01 2120 610 2 146 002	\$10.36
SURFACE PRO CHARGER #17	01 2211 610 1 901 000	\$14.99
	01 2211 610 2 901 000	\$14.99
TELEPHONE	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

674			01 2510 382 1 001 014	\$200.88
675			01 2510 382 1 001 021	\$99.85
676			01 2510 382 2 001 000	\$196.98
677			01 2510 382 2 001 001	\$403.23
678			01 2510 382 2 001 002	\$203.82
679		TRAMPOLINE #22	01 1200 610 2 289 001	\$69.54
680		TRANSITION OPEN HOUSE SUPPLIES	01 2310 890 1 033 000	\$8.03
681			01 2310 890 2 033 000	\$8.03
682		TRAVEL INSURANCE #18	01 6988 580 1 001 014	\$74.52
683			01 6988 580 2 001 002	\$74.52
684		USPS-STAMPS #5	01 2410 531 2 209 001	\$44.00
685		VELCRO ADHESIVE DOTS #3	01 1100 610 1 903 012	\$17.17
686		VISA CARDS/HOMELESS CHILD	01 6994 610 2 004 000	\$411.90
687		WATER AND SEWER	01 2610 410 1 001 012	\$137.85
688	NPS SUBSIDIARY Total			\$38,767.97
689	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$2.72
690			01 2142 333 1 014 000	\$2.72
691	OHL, CASSIE Total			\$5.44
692	OLBERDING, KENT	ACTIVITY WORKER	01 2190 120 2 001 000	\$100.00
693	OLBERDING, KENT Total			\$100.00
694	OLBERDING, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.83
695	OLBERDING, LEAH Total			\$38.83
696	ONE CALL CONCEPTS, INC	DIGGERS HOTLINE	01 2620 431 1 001 000	\$0.80
697			01 2620 431 2 001 000	\$0.80
698	ONE CALL CONCEPTS, INC Total			\$1.60
699	ONE OFFICE SOLUTION	TRANSITION HOUSE FURNITURE	01 2510 610 2 001 000	\$937.00
700	ONE OFFICE SOLUTION Total			\$937.00
701	ORWIG, JILL	STAFF MILEAGE	01 1200 333 1 004 000	\$80.50
702	ORWIG, JILL Total			\$80.50
703	OTERO, JOSLYNN	PARENT MILEAGE	01 2713 332 1 004 021	\$150.00
704	OTERO, JOSLYNN Total			\$150.00
705	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$177.66
706		BOOKS SUPPORTING SOCIAL	01 2220 640 2 106 002	\$867.80
707	PERMA BOUND Total			\$1,045.46

708	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$4,891.08
709			01 2330 317 2 001 000	\$4,891.07
710	PERRY,GUTHERY,HAASE Total			\$9,782.15
711	PETERSON, DAVE	TRAVEL TO GRAND ISLAND	01 2190 580 2 001 000	\$15.00
712	PETERSON, DAVE Total			\$15.00
713	POLLARD PUMPING	ADMIN BUILDING JET LINE	01 2620 431 1 001 000	\$117.50
714			01 2620 431 2 001 000	\$117.50
715		JET LINE, PUMP MANHOLE	01 2620 431 2 001 001	\$570.00
716		JET LINES	01 2620 431 1 001 000	\$117.50
717			01 2620 431 2 001 000	\$117.50
718		SH PUMP AND JET DISPOSAL	01 2620 431 2 001 001	\$570.00
719	POLLARD PUMPING Total			\$1,610.00
720	POND, AMANDA	PARENT MILEAGE	01 2713 332 1 004 021	\$38.75
721	POND, AMANDA Total			\$38.75
722	PRESENCE LEARNING, INC	CONTRACTED PSYCH SERVICES	01 1100 340 2 991 001	\$5,525.00
723			01 1100 340 2 991 002	\$5,525.00
724	PRESENCE LEARNING, INC Total			\$11,050.00
725	PRIME SANITATION SERVICE	DECEMBER 2022 DUMPSTERS	01 2610 420 1 001 000	\$2,275.00
726			01 2610 420 2 001 000	\$2,275.00
727	PRIME SANITATION SERVICE Total			\$4,550.00
728	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$52.50
729	RAMIREZ, SILVIA Total			\$52.50
730	RAMSEY SOLUTIONS	FOUNDATIONS OF	01 1100 610 2 203 001	\$600.00
731	RAMSEY SOLUTIONS Total			\$600.00
732	RASMUSSEN MECHANICAL	AB UNIT VFD'S	01 2620 431 2 001 001	\$15,348.28
733		ART ROOM FAN NOT RUNNING	01 2620 431 2 001 002	\$851.10
734		LITTLE THEATER HEATERS LABOR	01 2620 431 2 001 001	\$605.40
735		REPAIR PUMP	01 2620 431 1 001 014	\$3,934.34
736		SCIENCE ROOM VAV'S	01 2620 431 2 001 001	\$2,371.00
737	RASMUSSEN MECHANICAL Total			\$23,110.12
738	READING WAREHOUSE, THE	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$1,774.55
739	READING WAREHOUSE, THE Total			\$1,774.55
740	ROBERTS, JOANNE	ADMINISTRATOR MENTOR PROGRAM	01 2510 340 1 001 000	\$1,397.33
741			01 2510 340 2 001 000	\$1,397.33

742	ROBERTS, JOANNE Total			\$2,794.66
743	ROCHESTER 100 INC	COMMUNICATION FOLDERS	01 1100 610 1 403 014	\$290.00
744	ROCHESTER 100 INC Total			\$290.00
745	RODRIGUEZ, ESTEFANI	PARENT MILEAGE	01 2713 332 1 004 021	\$84.50
746	RODRIGUEZ, ESTEFANI Total			\$84.50
747	ROHRICH, ROBERT	JH WRESTLING IN SCHYLER	01 2190 580 2 001 000	\$15.00
748	ROHRICH, ROBERT Total			\$15.00
749	SAFESIDE SHREDDING	SHREDDING	01 1100 340 2 141 002	\$40.00
750	SAFESIDE SHREDDING Total			\$40.00
751	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$120.36
752	SAGER, WAYNE Total			\$120.36
753	SANCHEZ, ADILENE	PARENT MILEAGE	01 2713 332 1 004 021	\$58.00
754	SANCHEZ, ADILENE Total			\$58.00
755	SCHMIT, CHELSEY	ELL TEACHER MILEAGE NOV/DEC	01 1150 333 1 004 000	\$13.13
756	SCHMIT, CHELSEY Total			\$13.13
757	SCHOLASTIC, INC	BOOKS FOR TITLE 1 READING	01 6200 640 1 028 012	\$670.35
758	SCHOLASTIC, INC Total			\$670.35
759	SCHOLASTIC, INC.	BOOKS & PERIODICALS	01 6200 640 1 028 008	\$297.00
760	SCHOLASTIC, INC. Total			\$297.00
761	SCHWARTZER, SHAYLA	PARENT MILEAGE	01 2713 332 1 004 021	\$99.75
762	SCHWARTZER, SHAYLA Total			\$99.75
763	SCIENTIFIC SPECIALTIES	MICROSCOPE SERVICE	01 1100 340 2 206 001	\$500.00
764	SCIENTIFIC SPECIALTIES Total			\$500.00
765	SERVICEMASTER OF NORFOLK	NOV CLEANING/CUSTODIAL	01 2610 420 1 001 000	\$1,748.50
766			01 2610 420 1 001 005	\$2,280.00
767			01 2610 420 1 001 008	\$2,736.00
768			01 2610 420 1 001 012	\$2,736.00
769			01 2610 420 2 001 000	\$1,748.50
770	SERVICEMASTER OF NORFOLK Total			\$11,249.00
771	SMYDRA, LOREN	TRAVEL	01 2190 580 2 001 000	\$47.48
772	SMYDRA, LOREN Total			\$47.48
773	SOLUTION TREE	TEACHER SUPPLIES	01 1100 610 2 141 002	\$282.20
774	SOLUTION TREE Total			\$282.20
775	SOMMERFELD AND SON'S	SNOW REMOVAL	01 2630 420 1 001 012	\$665.00

776	SOMMERFELD AND SON'S Total			\$665.00
777	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$12.44
778			01 2141 333 2 014 000	\$12.44
779	SONGCUAN, ALEXANDRA Total			\$24.88
780	SPRAY, DAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.47
781	SPRAY, DAN Total			\$50.47
782	STANLEY PETROLEUM	NOZZLE SUPPLIES	01 2620 610 1 001 000	\$72.57
783			01 2620 610 2 001 000	\$72.56
784		REPLACE LEAKING NOZZLE	01 2620 431 1 001 000	\$45.00
785			01 2620 431 2 001 000	\$45.00
786	STANLEY PETROLEUM Total			\$235.13
787	STEPP, JUDY	STAFF MILEAGE	01 1200 333 1 004 000	\$7.91
788			01 1200 333 2 004 000	\$7.90
789	STEPP, JUDY Total			\$15.81
790	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$76.25
791	SULLIVAN, KATLINN Total			\$76.25
792	SYMMANK, MICHAH	NATA CONFERENCE	01 6310 330 1 028 000	\$120.00
793	SYMMANK, MICHAH Total			\$120.00
794	SYNCB/AMAZON	EMERGENCY STROBE LIGHTS	01 2620 610 1 001 000	\$15.00
795			01 2620 610 2 001 000	\$14.99
796		I PAD SUPPLIES	01 1200 610 1 004 000	\$65.65
797			01 1200 610 2 004 000	\$65.65
798	SYNCB/AMAZON Total			\$161.29
799	TAESE, USU	TRI-STATE REGIONAL SPED LAW	01 1200 330 1 004 000	\$125.00
800			01 1200 330 2 004 000	\$125.00
801	TAESE, USU Total			\$250.00
802	THOENE, SARAH	PARENT MILEAGE	01 2713 332 1 004 021	\$112.50
803	THOENE, SARAH Total			\$112.50
804	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT. CONTRACT	01 2620 431 1 001 000	\$107.90
805			01 2620 431 1 001 005	\$215.74
806			01 2620 431 1 001 014	\$215.74
807			01 2620 431 2 001 000	\$107.89
808			01 2620 431 2 001 001	\$215.74
809			01 2620 431 2 001 002	\$215.74

810	THYSSENKRUPP ELEVATOR Total			\$1,078.75
811	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICE FOR TIMECLOCK	01 2510 340 1 001 000	\$487.50
812			01 2510 340 2 001 000	\$487.50
813	TIME MANAGEMENT SYSTEMS Total			\$975.00
814	TMI MEDIA, LLC	MUSIC INTERACTIVE ONLINE	01 1100 643 1 418 014	\$28.75
815			01 1100 643 1 424 014	\$28.75
816	TMI MEDIA, LLC Total			\$57.50
817	TOBII DYNAVOX LLC	CURRICULUM SUPPLIES	01 2151 610 1 004 000	\$447.75
818			01 2151 610 2 004 000	\$447.75
819	TOBII DYNAVOX LLC Total			\$895.50
820	TRUCK CENTER COMPANIES	HOSE COOLANT AND CLAMP VEHICLE	01 2710 610 1 001 000	\$17.54
821			01 2710 610 2 001 000	\$17.54
822		RED LIGHT VEHICLE #39	01 2710 610 1 001 000	\$23.03
823			01 2710 610 2 001 000	\$23.03
824		SLEEVE HOSE VEHICLE #503	01 2710 610 1 001 000	\$27.51
825			01 2710 610 2 001 000	\$27.51
826		TURN SIGNAL SWITCH BUS #9	01 2710 610 1 001 000	\$61.20
827			01 2710 610 2 001 000	\$61.19
828		VEHICLE #39 LIGHT SUPPLIES	01 2650 610 1 001 000	\$46.99
829			01 2650 610 2 001 000	\$46.99
830		WINSHEILD WASHER RESVERVOIR	01 2620 610 1 001 000	\$13.57
831			01 2620 610 2 001 000	\$13.56
832	TRUCK CENTER COMPANIES Total			\$379.66
833	U S POSTAL SERVICE	POSTAGE FOR METER	01 2510 531 1 001 000	\$250.00
834			01 2510 531 2 001 000	\$250.00
835	U S POSTAL SERVICE Total			\$500.00
836	US BANK VOYAGER FLEET	FUEL	01 2710 626 2 001 000	\$341.15
837	US BANK VOYAGER FLEET Total			\$341.15
838	WALTER, CASSANDRA	PARENT MILEAGE	01 2713 332 1 004 021	\$256.50
839	WALTER, CASSANDRA Total			\$256.50
840	WAYNE COUNTY CLERK	ELECTION COSTS/LB644 POSTCARDS	01 2310 610 1 001 000	\$141.98
841			01 2310 610 2 001 000	\$141.97
842	WAYNE COUNTY CLERK Total			\$283.95
843	WEGHER, ELLE	STAFF MILEAGE	01 2151 333 1 004 000	\$88.06

844	WEGHER, ELLE Total			\$88.06
845	WESTSIDE COMMUNITY SCHOOLS	CONTRACTED HOSPITAL BOUND	01 1200 561 2 004 000	\$4,117.50
846	WESTSIDE COMMUNITY SCHOOLS Total			\$4,117.50
847	WINNERS CIRCLE	TRAVELING TROPHY	01 2310 610 1 010 000	\$5.00
848			01 2310 610 2 010 000	\$5.00
849	WINNERS CIRCLE Total			\$10.00
850	WOODRIVER ENERGY LLC	NATURAL GAS NOV22	01 2610 621 1 001 000	\$913.50
851			01 2610 621 1 001 003	\$349.38
852			01 2610 621 1 001 004	\$939.90
853			01 2610 621 1 001 005	\$977.69
854			01 2610 621 1 001 008	\$2,489.67
855			01 2610 621 1 001 009	\$1,185.97
856			01 2610 621 1 001 010	\$1,028.70
857			01 2610 621 1 001 012	\$1,065.19
858			01 2610 621 1 001 014	\$1,997.29
859			01 2610 621 1 001 021	\$2,137.80
860			01 2610 621 2 001 000	\$913.50
861			01 2610 621 2 001 001	\$3,696.40
862			01 2610 621 2 001 002	\$6,436.23
863	WOODRIVER ENERGY LLC Total			\$24,131.22
864	WRAGGE, KIM	LICENCE RENEWAL	01 2712 890 2 001 001	\$60.00
865	WRAGGE, KIM Total			\$60.00
866	ZONE, THE	T.OLSEN DEC2022 PAYROLL	01 6968 340 1 001 014	\$847.37
867	ZONE, THE Total			\$847.37
868	Grand Total			\$567,056.31
869				
870				
871	<u>NUTRITION FUND</u>			
872	GOODWIN TUCKER GROUP	DISHWASHER SERVICE	02 3100 340 1 001 009	\$630.90
873	GOODWIN TUCKER GROUP Total			\$630.90
874	GREEN, MELISA	LUNCH ACCT REFUND-SENIOR	02 3100 890 0 001 000	\$17.65
875	GREEN, MELISA Total			\$17.65
876	HEARTLAND FIRE PROTECTION	SEMI-ANNUAL SUPPRESSION RECERT	02 3100 340 1 001 021	\$140.00
877	HEARTLAND FIRE PROTECTION Total			\$140.00

878	LUNCHTIME SOLUTIONS, INC.	DECEMBER MEALS	02 3100 340 1 001 000	\$109,799.76
879			02 3100 340 2 001 000	\$109,799.75
880		SMALL WARES	02 3100 610 1 001 000	\$144.38
881			02 3100 610 2 001 000	\$144.38
882	LUNCHTIME SOLUTIONS, INC. Total			\$219,888.27
883	NORFOLK WINSUPPLY	OVAL CAPACITOR	02 3100 610 1 001 010	\$4.98
884	NORFOLK WINSUPPLY Total			\$4.98
885	NPS GENERAL FUND	LUNCH FUND POSTAGE JULY-DEC22	02 3100 610 1 001 000	\$157.40
886			02 3100 610 2 001 000	\$157.39
887	NPS GENERAL FUND Total			\$314.79
888	NPS SUBSIDIARY	AFTER SCHOOL TUTORING SNACKS	02 3100 610 1 001 005	\$113.09
889	NPS SUBSIDIARY Total			\$113.09
890	POLLARD PUMPING	KITCHEN GREASE TRAP	02 3100 340 2 001 001	\$466.00
891	POLLARD PUMPING Total			\$466.00
892	PORTER, JOEY	LUNCH ACCT REFUND-SENIOR	02 3100 890 0 001 000	\$5.80
893	PORTER, JOEY Total			\$5.80
894	RESTAURANT DESIGN	CONVECTION STEAMER	02 3100 731 2 001 001	\$42,482.00
895		WATER TREATMENT AND PUMP KIT	02 3100 610 2 001 001	\$2,456.00
896	RESTAURANT DESIGN Total			\$44,938.00
897	STOLP, KYLIE	LUNCH ACCT REFUND-SENIOR	02 3100 890 0 001 000	\$33.10
898	STOLP, KYLIE Total			\$33.10
899	TRIMARK HOCKENBERGS	KITCHEN EQUIPMENT	02 3100 731 1 001 003	\$3,895.00
900			02 3100 731 1 001 004	\$420.00
901			02 3100 731 1 001 014	\$1,122.40
902			02 3100 731 1 001 021	\$235.00
903			02 3100 731 2 001 001	\$16,502.44
904			02 3100 731 2 001 002	\$4,995.00
905	TRIMARK HOCKENBERGS Total			\$27,169.84
906	Grand Total			\$293,722.42
907				
908				
909	COOPERATIVE FUND			
910	FROWICK, KIM	STAFF TRAVEL	04 1200 580 1 004 000	\$175.00
911	FROWICK, KIM Total			\$175.00

912	GOODMAN, LISA	DEAF ED SERVICES DEC22	04 1200 340 1 004 000	\$472.75
913			04 1200 340 2 004 000	\$472.75
914		DEAF ED SERVICES NOV22	04 1200 340 1 004 000	\$373.63
915			04 1200 340 2 004 000	\$373.62
916	GOODMAN, LISA Total			\$1,692.75
917	HOLIDAY INN EXPRESS	HOTEL RM FOR SPICE TRAINING	04 1200 580 1 004 000	\$196.00
918			04 1200 580 2 004 000	\$196.00
919	HOLIDAY INN EXPRESS Total			\$392.00
920	JELINEK, LINDSEY	ACADEMIC BOWL, BOTB STAFF	04 1200 340 2 004 000	\$447.50
921	JELINEK, LINDSEY Total			\$447.50
922	NPS GENERAL FUND	CENTRAL SUPPLY J. HOFFART	04 1200 610 1 004 000	\$95.69
923			04 1200 610 2 004 000	\$95.69
924		INVOICES TO OTHER DISTRICTS	04 1200 531 1 004 000	\$3.14
925			04 1200 531 2 004 000	\$3.13
926	NPS GENERAL FUND Total			\$197.65
927	NPS SUBSIDIARY	DEAF ED TRANSPORT	04 1200 580 1 004 000	\$25.35
928			04 1200 580 2 004 000	\$25.34
929		EIPA ASSESSMENT B.FROWICK #17	04 1200 330 1 004 000	\$125.00
930			04 1200 330 2 004 000	\$125.00
931		EXTRAVAGANZA FUEL #26	04 1200 610 1 004 000	\$51.97
932		EXTRAVAGANZA HOTEL #26	04 1200 580 1 004 000	\$125.00
933		EXTRAVAGANZA SUPPLIES #26	04 1200 610 1 004 000	\$63.66
934		TRI STATE LAW HOTEL #26	04 1200 580 1 004 000	\$99.00
935			04 1200 580 2 004 000	\$99.00
936	NPS SUBSIDIARY Total			\$739.32
937	NUNEZ, MEGAN	DECEMBER ASL MENTOR	04 1200 340 1 004 000	\$60.00
938			04 1200 340 2 004 000	\$60.00
939	NUNEZ, MEGAN Total			\$120.00
940	SWANSON, TRACY	EXTRAVAGANZA STAFF	04 1200 340 1 004 000	\$340.00
941		EXTRAVAGANZA STAFF-MILEAGE	04 1200 580 1 004 000	\$106.25
942		WINTER SOCIAL STAFF	04 1200 340 2 004 000	\$610.00
943		WINTER SOCIAL STAFF MILEAGE	04 1200 580 2 004 000	\$106.25
944	SWANSON, TRACY Total			\$1,162.50
945	THOMAS, SUSAN	NERP-BOTB TRAVEL	04 1200 580 2 004 000	\$138.75

946	THOMAS, SUSAN Total			\$138.75
947	U. S. CELLULAR	DEAF ED HOTSPOTS	04 1200 610 1 004 000	\$65.24
948			04 1200 610 2 004 000	\$65.23
949	U. S. CELLULAR Total			\$130.47
950	Grand Total			\$5,195.94
951				
952				
953	<u>SPECIAL BUILDING FUND</u>			
954	CANNON MOSS BRYGGER	JUNIOR HIGH RENOVATION	08 2620 340 2 001 002	\$6,625.00
955	CANNON MOSS BRYGGER Total			\$6,625.00
956	Grand Total			\$6,625.00
957				
958				
959	<u>QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND</u>			
960	OCC BUILDERS, LLC	JUNIOR HIGH RENOVATION	09 4500 340 2 001 002	\$174,366.00
961	OCC BUILDERS, LLC Total			\$174,366.00
962	RASMUSSEN MECHANICAL	SH RESTROOM EXHAUST FAN	09 4500 340 2 001 001	\$3,102.00
963	RASMUSSEN MECHANICAL Total			\$3,102.00
964	Grand Total			\$177,468.00
965				
966				
967	<u>STUDENT FEE FUND</u>			
968	KEN'S BAND INSTRUMENT	BARI SAX REPAIR	17 2190 340 2 028 001	\$20.00
969	KEN'S BAND INSTRUMENT Total			\$20.00
970	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES AMAZON #18	17 2190 610 2 669 002	\$171.53
971		AFTERSHOCK SUPPLIES HOBBYLOBBY	17 2190 610 1 669 014	\$64.66
972			17 2190 610 2 669 002	\$166.57
973		AFTERSHOCK SUPPLIES WALMART	17 2190 610 1 669 014	\$410.80
974			17 2190 610 2 669 002	\$517.46
975		AFTERSHOCK VEX #18	17 2190 610 2 669 002	\$35.16
976		BUZZSPROUT #18	17 2190 610 2 669 002	\$12.00
977		TEAM APPAREL #29	17 2190 610 2 515 001	\$1,957.00
978	NPS SUBSIDIARY Total			\$3,335.18
979	Grand Total			\$3,355.18

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 #178 and #452 for the month of January 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 #172 and #446 for the month of January 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 #116 and #163 for the month of January 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 #175 and #449 for the month of January 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 #166 and #443 for the month of January 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 #169 and #455 for the month of January 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



**Safe Return to In-Person Instruction Plan
Initially Adopted by the NPS Board of Education
6/24/2021**

**Amended 09-13-2021, 12-13-2021,
01-10-2022, 06-15-2022, 9-07-2022**

**Please note that this plan will be reviewed at least every six months and may
be adjusted as new information/guidance becomes available.**

Safe Return to In-Person Instruction Plan–Revised 9/2022

The Norfolk Public Schools COVID-19 Return to School Committee developed our initial COVID-19 safety protocols during the summer of 2020. This plan allowed us to successfully return to in-person learning and remain in-person throughout the 2020-2021 and 2021-2022 school years. That plan and subsequent revisions were based upon guidance from the Center of Disease Control (CDC) and Elkhorn Logan Valley Public Health Department (ELVPHD).

Currently, both the CDC and ELVPHD recommend that children should stay home for a minimum of 5 days if they exhibit any respiratory or gastrointestinal symptom, and only return if they wear a mask for 5 more days, or they receive a negative COVID test, followed by a second COVID test 48 hours later.

Because NPS has consistently reiterated that we will only require masking if cases surge to a level where it is necessary to keep schools open AND we have also reiterated that we will not require COVID testing, we are now breaking with guidance from the CDC and ELVPHD. We believe that this is necessary in order to continue in-person learning and protect individuals' personal right to choose whether to mask, test, and vaccinate.

Safety Precautions and Protocols Recommended by the NPS COVID Return to School Committee Include:

Ensuring Continuity of Services	We have returned to a regular school year schedule that follows our normal curriculum, assessment and instruction cycles.
Food Service	Our food service program has returned to pre-pandemic routines.
Face Masks	Face masks are strongly recommended for those who may be contagious and/or unvaccinated.
Physical Distancing	Physical distancing is no longer recommended by the CDC and is not required by NPS.
Cleaning	High-touch surfaces will be cleaned routinely.
Hand Washing and Sanitizing	Everyone will be encouraged to sanitize or wash their hands frequently. Hand sanitizer will be available throughout NPS buildings.
Ventilation	Ventilation will continue to focus on filtration and fresh air practices consistent with ASHRAE (American Society of Heating, Refrigerating and Air-Conditioning Engineers) standards for current equipment.

Screening	<p>Parents are asked to screen their children at home for COVID symptoms*. If children are ill and/or exhibit symptoms: keep them home, consider giving them a COVID test, and follow the advice of your medical doctor.</p> <p>* COVID symptoms include any respiratory or gastrointestinal symptom, such as cough, fever, sore throat, vomiting, or diarrhea.</p>
Isolation and Quarantine	<p>Students who are ill and/or exhibit COVID symptoms are expected to stay home from school until their symptoms are better and they are fever-free for 24 hours.</p> <p>An isolation period of 5 days is required for individuals who test positive for COVID. (See additional details below this chart.)</p> <p>Quarantines are no longer recommended by the CDC and are not required by NPS.</p>
Accommodations for Children with Disabilities	Students' IEPs and 504 Plans will be followed.
Contract Tracing	Contract tracing is no longer recommended by the CDC and is not required by NPS. However, NPS will monitor COVID case levels and implement a dashboard if cases surge.
Coordination with Local Health Officials	We will continue to collaborate with our local health department, as necessary.
Vaccinations	Parents are encouraged to consult their family physician regarding vaccinations.
<p>IMPORTANT NOTE:</p> <ul style="list-style-type: none"> • Future changes may be made to these procedures if cases surge. This may include the implementation of a temporary mask requirement for individual classes or schools with high rates of COVID or total illness. 	

How to determine if (and how long) to stay home:

If you are ill and/or exhibit COVID symptoms:

- Stay home until your symptoms have improved and you have been fever free for 24 hours. Consider taking a COVID test and follow the advice of your medical doctor.

If you test positive for COVID:

- Stay home for a minimum of 5 days and follow the advice of your medical doctor.
- You may return after 5 days if your symptoms have improved and you have been fever free for 24 hours. It is strongly recommended that you wear a mask for 5 additional days.

Additional Information:

- While supplies last, free in-home COVID test kits are available from NPS school nurses and the Central Office receptionist, courtesy of the Elkhorn Logan Valley Public Health Department.
- Quarantines are no longer recommended by the CDC for people who were exposed to COVID. Therefore, attendance will not be excused unless a child tests positive for COVID. Attendance for students who exhibit COVID symptoms, but have not tested positive, will follow our normal attendance rules outlined in our student handbooks.