

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. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
 - 4.1. Focus on the Students
 - 4.2. Strategic Action Plan Update
 - 4.3. Norfolk Public Schools Foundation
5. Public Comments & Communication
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - 6.2. Teaching & Learning Report
 - 6.3. Student Programs Report
 - 6.4. Student Services Report
 - 6.5. Human Resources & Accreditation Report
 - 6.6. Superintendent's Report
7. Committee Reports
 - 7.1. Facilities & Finance Committee Report
 - 7.2. Policy Committee Report
 - 7.3. Curriculum & American Civics Committee Report
8. Approve Consent Agenda
 - 8.1. Minutes of Previous Meetings
 - 8.2. Personnel
 - 8.2.1. Contract Approval
 - 8.2.2. Resignations
 - 8.3. Claims
9. Action Items
 - 9.1. Discuss, consider and take action to approve the Strategic Action Plan for Communication
 - 9.2. Discuss, consider and take action to grant permission to seek bids for the Middle School addition and renovation
 - 9.3. Discuss, consider and take action to approve the addition of the Jobs for America's Graduates-Nebraska (JAG-NE) course at the Senior High for 2024-2025.
 - 9.4. Discuss, consider and take action to approve the Norfolk City Education Association as exclusive bargaining agent for non-supervisory certificated employees for the 2025-2026 school year.
 - 9.5. Discuss, consider and take action to approve the 2024-2025 Option Enrollment Capacities

- 9.6. Discuss, consider and take action to approve the 2023-2024 NASB Delegate Representative
- 9.7. Discuss, consider and take action to approve the first reading of Board Policies 4001-4012 related to personnel
- 9.8. Discuss, consider and take action to approve the first reading of Board Policy 8152 (Standing Committee on Negotiations)
10. Future Meetings
11. Executive Session to Discuss Negotiations and Litigation -- As Needed to Protect the Interest of the District
 - 11.1. Convene Executive Session to Discuss Negotiations and Litigation-- As Needed to Protect the Interest of the District
 - 11.2. Reconvene Meeting from Executive Session
 - 11.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
12. Adjournment

SEPTEMBER 2023 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	ANDERSON, JONATHAN	STATE FAIR FUEL REIMB	13 2900 610 2 276 001	\$60.08
2	ANDERSON, NICOLE	9/5 OFFICIAL	13 2900 610 2 545 001	\$110.00
3	ANDERSON, SHAWNA	OVERPAYMENT REFUND	13 2900 610 2 598 001	\$30.00
4	BAND SHOPPE	COLOR GUARD GLOVES	13 2900 610 2 559 001	\$114.70
5	BAND SHOPPE	COLOR GUARD SHOES	13 2900 610 2 559 001	\$139.80
6	BAND SHOPPE	MARCHING BAND GLOVES	13 2900 610 2 559 001	\$336.90
7	BARNHILL ENTERPRISES LLC	ELECTRONIC DRUMSET	13 2900 610 2 559 001	\$615.00
8	BARTEE, JAMES	9/7 OFFICIAL	13 2900 610 2 537 001	\$70.00
9	BATTLE CREEK HIGH SCHOOL	9/11 ENTRY FEE	13 2900 610 2 539 001	\$75.00
10	BAUMANN, TRAVIS	9/26 OFFICIAL	13 2900 610 2 537 001	\$70.00
11	BEHNKIE, NATHANIEL	9/14 OFFICIAL	13 2900 610 2 537 001	\$70.00
12	BEHNKIE, NATHANIEL	9/11 OFFICIAL	13 2900 610 2 537 001	\$70.00
13	BEHNKIE, NATHANIEL	9/4 OFFICIAL	13 2900 610 2 537 001	\$70.00
14	BERRYMAN, TROY	8/30 OFFICIAL	13 2900 610 2 543 001	\$90.00
15	BERRYMAN, TROY	9/2 OFFICIAL	13 2900 610 2 543 001	\$180.00
16	BLOEDORN, LANDON	9/2 OFFICIAL	13 2900 610 2 543 001	\$180.00
17	BORER, JEFF	9/23 OFFICIAL	13 2900 610 2 545 001	\$180.00
18	BORER, JEFF	9/19 OFFICIAL	13 2900 610 2 545 001	\$100.00
19	BORER, JEFF	9/16 OFFICIAL	13 2900 610 2 545 001	\$280.00
20	BORER, JEFF	9/7 OFFICIAL	13 2900 610 2 545 001	\$100.00
21	BORER, JEFF	9/5 OFFICIAL	13 2900 610 2 545 001	\$100.00
22	BRUNGARDT, MARY MARGARET	9/9 OFFICIAL	13 2900 610 2 545 001	\$150.00
23	BSN SPORTS,	BASEBALL HELMETS	13 2900 610 2 530 001	\$3,452.94
24	BSN SPORTS,	RETURNED HELMETS	13 2900 610 2 537 001	-\$126.00
25	BSN SPORTS,	STAFF POLO SHIRTS	13 2900 610 2 597 001	\$1,574.44
26	CARD SERVICES	AMAZON-LEGGINGS & JOGGERS	13 2900 610 2 556 001	\$792.61
27	CARD SERVICES	NORFOLK COUNTRY CLUB-HATS	13 2900 610 2 278 001	\$21.40
28	CARD SERVICES	DASHR-LASER UPGRADE & DISPLAY	13 2900 610 2 633 001	\$750.00
29	CARD SERVICES	WALMART-CLASSROOM SUPPLIES	13 2900 610 2 269 001	\$222.86
30	CARD SERVICES	AMAZON-PA SYSTEM WITH	13 2900 610 2 554 001	\$380.23
31	CARD SERVICES	NMEA-ALL STATE ENTRY FEES	13 2900 610 2 555 001	\$175.00
32	CARD SERVICES	GLAMOUR GODDESS-EARRINGS	13 2900 610 2 556 001	\$190.53
33	CARD SERVICES	WALMART-MYERS AQUARIUM	13 2900 610 2 280 001	\$131.90
34	CARD SERVICES	NMEA-ALL STATE ENTRY FEES	13 2900 610 2 559 001	\$150.00
35	CARD SERVICES	HYVEE-HAC AD MTG DONUTS	13 2900 610 2 597 001	\$28.97
36	CARD SERVICES	PIZZA RANCH-COACH MTG MEAL	13 2900 610 2 597 001	\$805.38
37	CARD SERVICES	AUGUSTANA TWILIGHT-ENTRY FEE	13 2900 610 2 279 001	\$150.00
38	CARD SERVICES	WALMART-PLAYER INCENTIVES	13 2900 610 2 278 001	\$94.68
39	CARD SERVICES	KRAMPADE-SUPPLIES	13 2900 610 2 528 001	\$144.16

40 CARD SERVICES	WALMART-MTG SUPPLIES	13 2900 610 2 270 001	\$24.31
41 CARD SERVICES	AMAZONAHRENHOLTZ GRANT-	13 2900 610 2 280 001	\$76.49
42 CARD SERVICES	AMAZON-KAUP APRONS	13 2900 610 2 280 001	\$43.99
43 CARD SERVICES	AMAZON-KAUP VACUUM	13 2900 610 2 280 001	\$284.71
44 CARD SERVICES	AHRENHOLTZ-MARKABLE WORLD WALL	13 2900 610 2 280 001	\$704.92
45 CARD SERVICES	HYVEE-VB INVITE DONUTS	13 2900 610 2 502 001	\$67.96
46 CARD SERVICES	BLACK SQUIRREL-TRACK TIMING	13 2900 610 2 529 001	\$5,599.00
47 CARD SERVICES	AMAZON-LIBRARY BOOKS	13 2900 610 2 579 001	\$181.39
48 CARD SERVICES	DOMINO'S- FRESH. FB TEAM MEAL	13 2900 610 2 528 001	\$348.92
49 CARD SERVICES	HYVEE-HALF TIME FRUIT	13 2900 610 2 528 001	\$1,413.00
50 CARD SERVICES	LITTLE CAESARS-TEAM MEAL	13 2900 610 2 528 001	\$369.74
51 CARD SERVICES	SHEIN-APPAREL	13 2900 610 2 517 001	\$182.78
52 CARD SERVICES	SHOW CHOIR SOUND SYSTEM	13 2900 610 2 280 001	\$1,551.00
53 CARD SERVICES	AMAZON-DUFFEL BAGS/VINYL/SOCKS	13 2900 610 2 517 001	\$607.09
54 CARD SERVICES	SHOW CHOIR SOUND SYSTEM	13 2900 610 2 518 001	\$1,460.80
55 CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$55.78
56 CARD SERVICES	AMAZON-NACHO CHEESE	13 2900 610 2 502 001	\$284.85
57 CARD SERVICES	TEMU-APPAREL	13 2900 610 2 517 001	\$48.79
58 CARD SERVICES	NEBRASKA STATE FAIR-ENTRY FEES	13 2900 610 2 276 001	\$812.50
59 CARD SERVICES	PIZZA RANCH-TEAM MEAL	13 2900 610 2 231 001	\$608.01
60 CARD SERVICES	AUGUSTANA TWILIGHT-ENTRY FEE	13 2900 610 2 536 001	\$150.00
61 CARD SERVICES	FIRST TO THE FINISH-SHOES	13 2900 610 2 536 001	\$74.99
62 CARD SERVICES	UNL-HUSKER VB TICKET	13 2900 610 2 561 001	\$40.00
63 CARD SERVICES	SHOOLMART-TECHNICAL	13 2900 610 2 586 001	\$465.01
64 CARD SERVICES	DASHR-LASER UPGRADE & DISPLAY	13 2900 610 2 509 001	\$295.00
65 CARD SERVICES	NCA-BRADLEY, MEANS, LECHNER	13 2900 610 2 231 001	\$156.00
66 CARD SERVICES	HYVEE-TEAM SUPPLIES	13 2900 610 2 231 001	\$71.55
67 CARD SERVICES	NORFOLK COUNTRY CLUB-HATS	13 2900 610 2 552 001	\$21.40
68 CARD SERVICES	RAISING CANE'S-TEAM MEAL	13 2900 610 2 561 001	\$412.29
69 CASH	10/4 DISTRICT SB GATE	13 2900 610 2 501 001	\$800.00
70 CASH	9/28 MS CONCESSION	13 2900 610 2 501 001	\$420.00
71 CASH	10/3 VB CONCESSION	13 2900 610 2 501 001	\$420.00
72 CASH	9/30 MARTIAL ARTS CONCESSION	13 2900 610 2 501 001	\$420.00
73 CASH	10/3 VB GATES	13 2900 610 2 501 001	\$1,200.00
74 CASH	9/26 MS CONCESSION	13 2900 610 2 501 001	\$420.00
75 CASH	9/27 HOCO TICKET SALES	13 2900 610 2 501 001	\$300.00
76 CASH	9/21 FRESH FB GATES	13 2900 610 2 501 001	\$800.00
77 CASH	9/21 FRESH FB CONCESSION	13 2900 610 2 501 001	\$420.00
78 CASH	9/26 FRESH FB GATE	13 2900 610 2 501 001	\$600.00
79 CASH	9/22 FB GATES	13 2900 610 2 501 001	\$2,400.00

80 CASH	9/23 VB CONCESSION	13 2900 610 2 501 001	\$420.00
81 CASH	9/19 SB GATE	13 2900 610 2 501 001	\$800.00
82 CASH	9/19 VB GATES	13 2900 610 2 501 001	\$1,200.00
83 CASH	9/19 VB CONCESSION	13 2900 610 2 501 001	\$450.00
84 CASH	9/19 MS CONCESSION	13 2900 610 2 501 001	\$450.00
85 CASH	9/16 VB CONCESSION	13 2900 610 2 501 001	\$450.00
86 CASH	9/18 SB GATE	13 2900 610 2 501 001	\$600.00
87 CASH	9/14 VB GATES	13 2900 610 2 501 001	\$1,200.00
88 CASH	9/14 VB CONCESSION	13 2900 610 2 501 001	\$450.00
89 CASH	9/16 VB GATE	13 2900 610 2 501 001	\$600.00
90 CASH	9/14 FB GATE	13 2900 610 2 501 001	\$600.00
91 CASH	9/11 JH MS CONCESSION	13 2900 610 2 501 001	\$450.00
92 CASH	9/9 FRESH VB GATE	13 2900 610 2 501 001	\$600.00
93 CASH	9/9 FRESH VB CONCESSION	13 2900 610 2 501 001	\$450.00
94 CASH	9/7 VB CONCESSION	13 2900 610 2 501 001	\$450.00
95 CASH	9/7 VARSITY FB GATES	13 2900 610 2 501 001	\$2,400.00
96 CASH	9/12 JH MS CONCESSION	13 2900 610 2 501 001	\$450.00
97 CASH	9/11 JV FB GATE	13 2900 610 2 501 001	\$800.00
98 CASH	9/12 SB GATE	13 2900 610 2 501 001	\$800.00
99 CASH	9/7 FB CONCESSION	13 2900 610 2 501 001	\$450.00
100 CASH	9/7 VB GATE	13 2900 610 2 501 001	\$800.00
101 CASH	9/7 FB GATES	13 2900 610 2 501 001	\$1,200.00
102 CASH	9/5 VB CONCESSION	13 2900 610 2 501 001	\$450.00
103 CASH	9/2 SB GATES	13 2900 610 2 501 001	\$1,600.00
104 CASH	9/4 FB GATES	13 2900 610 2 501 001	\$800.00
105 CASH	9/4 FB CONCESSION	13 2900 610 2 501 001	\$450.00
106 CASH	9/5 VB GATES	13 2900 610 2 501 001	\$1,200.00
107 CASH-WA DISTRIBUTING	CANDY SUPPLIES	13 2900 610 2 502 001	\$380.59
108 CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$406.50
109 CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	13 2900 610 2 502 001	\$520.51
110 CASH-WA DISTRIBUTING	CANDY SUPPLIES	13 2900 610 2 502 001	\$327.98
111 CASH-WA DISTRIBUTING	CANDY SUPPLIES	13 2900 610 2 502 001	\$258.78
112 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$138.04
113 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$163.84
114 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$138.04
115 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$288.98
116 CHESTERMAN COMPANY	COCA COLA	13 2900 610 2 502 001	\$583.28
117 CHESTERMAN COMPANY	COCA COLA	13 2900 610 2 502 001	\$358.00
118 CHILDERS, CURTIS	9/7 OFFICIAL	13 2900 610 2 537 001	\$120.00
119 COLUMBUS HIGH SCHOOL	9/29 ENTRY FEE	13 2900 610 2 279 001	\$115.00

120 COLUMBUS HIGH SCHOOL	9/29 ENTRY FEE	13 2900 610 2 536 001	\$115.00
121 COLUMBUS HIGH SCHOOL	9/28 ENTRY FEE	13 2900 610 2 539 001	\$140.00
122 COLUMBUS HIGH SCHOOL	9/28 ENTRY FEE	13 2900 610 2 539 001	-\$140.00
123 COLUMBUS HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 543 001	-\$150.00
124 COLUMBUS HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 543 001	\$150.00
125 COLUMBUS HIGH SCHOOL	9/28 ENTRY FEE	13 2900 610 2 539 001	\$140.00
126 COLUMBUS HIGH SCHOOL	9/1 ENTRY FEE	13 2900 610 2 534 001	\$100.00
127 CONSOLI, DOMEMIC	9/2 OFFICIAL	13 2900 610 2 543 001	\$210.00
128 COUNTRY INN AND SUITES	SPEECH CONVENTION LODGING	13 2900 610 2 553 001	\$318.00
129 CUSTOM SPORTS	10K SHOT CLUB SHIRTS	13 2900 610 2 513 001	\$60.00
130 DIGITAL DREAMS	POSTER PICTURE	13 2900 610 2 561 001	\$732.50
131 EAKES OFFICE PLUS	PRINCIPAL OFFICE TABLES	13 2900 610 2 503 001	\$2,170.00
132 EISENHAUER, DOUG	9/11 OFFICIAL	13 2900 610 2 537 001	\$70.00
133 FAUSS, DAVID M.	9/4 OFFICIAL	13 2900 610 2 537 001	\$70.00
134 FAUSS, DAVID M.	9/14 OFFICIAL	13 2900 610 2 537 001	\$70.00
135 FINKE, GARRETT	9/26 OFFICIAL	13 2900 610 2 537 001	\$70.00
136 FINKE, GARRETT	9/14 OFFICIAL	13 2900 610 2 537 001	\$70.00
137 FINKE, GARRETT	9/4 OFFICIAL	13 2900 610 2 537 001	\$70.00
138 FLEER, MICHAEL	9/19 OFFICIAL	13 2900 610 2 543 001	\$120.00
139 FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	13 2900 610 2 583 001	\$771.33
140 FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	13 2900 610 2 598 001	\$1,621.08
141 FOUTS, BART	9/7 OFFICIAL	13 2900 610 2 537 001	\$120.00
142 GILL, MICHELE	9/19 OFFICIAL	13 2900 610 2 545 001	\$110.00
143 GODFATHER'S	TEAM MEAL	13 2900 610 2 529 001	\$640.00
144 GODFATHER'S	TEAM MEAL-BALANCE FROM BOOSTER	13 2900 610 2 528 001	\$162.00
145 GODFATHERS PIZZA NORFOLK	PIZZA	13 2900 610 2 502 001	\$139.00
146 GOTTULA, LANE	9/12 OFFICIAL	13 2900 610 2 543 001	\$140.00
147 GOTTULA, LANE	9/2 OFFICIAL	13 2900 610 2 543 001	\$180.00
148 GROTH, MARK	9/2 OFFICIAL	13 2900 610 2 543 001	\$210.00
149 GROTH, MARK	9/19 OFFICIAL	13 2900 610 2 543 001	\$140.00
150 HAGEDORN, RANDY	9/21 OFFICIAL	13 2900 610 2 537 001	\$70.00
151 HAGEDORN, RANDY	9/7 OFFICIAL	13 2900 610 2 537 001	\$120.00
152 HALL, TERRENCE	9/12 OFFICIAL	13 2900 610 2 543 001	\$140.00
153 HALL, TERRENCE	9/2 OFFICIAL	13 2900 610 2 543 001	\$210.00
154 HARTNER, DOUGLAS	9/7 OFFICIAL	13 2900 610 2 537 001	\$120.00
155 HASTINGS HIGH SCHOOL	9/22 ENTRY FEE	13 2900 610 2 534 001	\$75.00
156 HASTINGS HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 534 001	\$35.00
157 HENN, JENNIFER	9/23 OFFICIAL	13 2900 610 2 545 001	\$180.00
158 HEPNER, DAVE	HUSKER VB PARKING REIMB	13 2900 610 2 561 001	\$75.00
159 HERZ, MEGAN	9/2 OFFICIAL	13 2900 610 2 543 001	\$180.00

160 HJORTH, JACOB	9/21 OFFICIAL	13 2900 610 2 537 001	\$70.00
161 HJORTH, JACOB	9/7 OFFICIAL	13 2900 610 2 537 001	\$70.00
162 HOLIDAY INN EXPRESS	HUSKER VB GAME LODGING	13 2900 610 2 561 001	\$1,559.88
HOLIDAY INN EXPRESS & 163 SUITES	NCA COACHES CLINIC LODGING	13 2900 610 2 597 001	\$459.96
164 HOPPE, ROBERT	9/12 OFFICIAL	13 2900 610 2 543 001	\$120.00
165 KAUP, CAREY	9/14 OFFICIAL	13 2900 610 2 545 001	\$100.00
166 KEARNEY HIGH SCHOOL	10/2 ENTRY FEE	13 2900 610 2 534 001	\$40.00
167 KEARNEY HIGH SCHOOL	9/9 ENTRY FEE	13 2900 610 2 545 001	\$130.00
168 KWAPNIOSKI, KIM	9/14 OFFICIAL	13 2900 610 2 545 001	\$110.00
169 LINCOLN EAST HIGH SCHOOL	9/11 ENTRY FEE	13 2900 610 2 534 001	\$100.00
170 LINCOLN EAST HIGH SCHOOL	9/21 ENTRY FEE	13 2900 610 2 539 001	\$160.00
LINCOLN NORTH STAR HIGH 171 SCHOOL	9/21 ENTRY FEE	13 2900 610 2 536 001	\$75.00
LINCOLN NORTH STAR HIGH 172 SCHOOL	9/21 ENTRY FEE	13 2900 610 2 279 001	\$75.00
LINCOLN NORTH STAR HIGH 173 SCHOOL	9/2 ENTRY FEE	13 2900 610 2 534 001	\$90.00
LINCOLN NORTH STAR HIGH 174 SCHOOL	9/7 ENTRY FEE	13 2900 610 2 539 001	\$160.00
LINCOLN SOUTHEAST HIGH 175 SCHOOL	9/23 ENTRY FEE	13 2900 610 2 543 001	\$175.00
176 LOWE, ROBERT	9/26 OFFICIAL	13 2900 610 2 537 001	\$70.00
177 MAHASKA	POPCORN	13 2900 610 2 502 001	\$180.00
178 MAHASKA	POPCORN	13 2900 610 2 502 001	\$180.00
179 MARATHON PRESS INC	FALL SPORTS POSTERS	13 2900 610 2 597 001	\$194.00
180 MARSHALL, KENDRA	WSC 2023 COUNSELOR UPDATES	13 2900 610 2 266 001	\$40.61
181 MEAD, NICHOLE	HYVEE & NAPOLI'S TEAM MEAL	13 2900 610 2 528 001	\$753.65
182 MEAD, RYAN	HYVEE-TEAM MEAL REIMB	13 2900 610 2 528 001	\$248.50
183 MEDCO SUPPLY, INC	TRAINER SUPPLIES	13 2900 610 2 597 001	\$4.73
184 MEDCO SUPPLY, INC	TRAINER SUPPLIES	13 2900 610 2 597 001	\$48.67
185 MEISTER, DANIEL	9/2 OFFICIAL	13 2900 610 2 543 001	\$210.00
186 MIDWEST SOUND & LIGHTING	SPEAKER REPAIR	13 2900 610 2 598 001	\$165.50
187 MIKE'S VISIONS PHOTOGRAPHY	BANNER	13 2900 610 2 556 001	\$60.00
188 MIKE'S VISIONS PHOTOGRAPHY	PHOTO SESSION & BANNERS	13 2900 610 2 556 001	\$195.00
189 MIKE'S VISIONS PHOTOGRAPHY	SENIOR BANNER	13 2900 610 2 528 001	\$40.50
190 MIKE'S VISIONS PHOTOGRAPHY	FB SR BANNERS	13 2900 610 2 528 001	\$570.00
191 MILLARD NORTH HIGH SCHOOL	SHOW CHOIR ENTRY FEE	13 2900 610 2 598 001	\$300.00
192 MILLARD NORTH HIGH SCHOOL	9/14 ENTRY FEE	13 2900 610 2 534 001	\$175.00
193 MILLARD SOUTH HIGH SCHOOL	10/7 ENTRY FEE	13 2900 610 2 545 001	\$200.00

194 NEBRASKA EDUCATION RISING	WAYNE EXPO REGISTRATION	13 2900 610 2 285 001	\$200.00
195 NEBRASKA EDUCATION RISING	WAYNE STATE COLLEGE EXPO	13 2900 610 2 285 001	\$220.00
196 NEBRASKA SKILLS USA	FLC REGISTRATION	13 2900 610 2 569 001	\$125.00
197 NEBRASKA STATE TREASURER	UNCLAIMED PROPERRTY/WESTOVER	13 2900 610 2 531 001	\$155.00
198 NEBRASKA STATE TREASURER	UNCLAIMED PROPERRTY/HOWELL	13 2900 610 2 579 001	\$12.50
199 NEBRASKA STATE TREASURER	UNCLAIMED PROPERRTY/KERR	13 2900 610 2 537 001	\$105.00
NEBRASKA WRESTLING CAMPS	2023 FALL COACHES CLINIC	13 2900 610 2 562 001	\$285.00
200 INC			
201 NORFOLK FAMILY YMCA	SPRING 2023 INDOOR USE	13 2900 610 2 540 001	\$350.00
202 NORFOLK FAMILY YMCA	SPRING 2023 INDOOR USE	13 2900 610 2 549 001	\$300.00
203 NORFOLK FAMILY YMCA	SPRING 2023 INDOOR USE	13 2900 610 2 530 001	\$1,405.00
204 NORFOLK FAMILY YMCA	SPRING 2023 INDOOR USE	13 2900 610 2 533 001	\$450.00
205 NORFOLK FAMILY YMCA	SPRING 2023 INDOOR USE	13 2900 610 2 514 001	\$2,350.00
206 NPS GENERAL FUND	SUMMER CAMP WORKERS	13 2900 610 2 562 001	\$2,484.52
207 NPS GENERAL FUND	SUMMER CAMP WORKERS	13 2900 610 2 552 001	\$234.99
208 NPS GENERAL FUND	SUMMER CAMP WORKERS	13 2900 610 2 278 001	\$234.99
209 NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 543 001	\$271.47
210 NPS GENERAL FUND	SUMMER CAMP WORKERS	13 2900 610 2 633 001	\$969.54
211 NPS SUBSIDIARY	TRANSFER FOR FEES PAID WITH	13 2900 610 2 598 001	\$455.00
212 NSCTA	2023 REGISTRATION	13 2900 610 2 553 001	\$50.00
213 NSCTA	Z.AHRENHOLTZ & A.CASSELBERRY	13 2900 610 2 553 001	\$150.00
214 OMAHA CENTRAL HIGH SCHOOL	9/9 ENTRY FEE	13 2900 610 2 536 001	\$100.00
215 OMAHA CENTRAL HIGH SCHOOL	9/9 ENTRY FEE	13 2900 610 2 536 001	-\$100.00
216 OMAHA CENTRAL HIGH SCHOOL	9/9 ENTRY FEE	13 2900 610 2 279 001	\$100.00
217 OMAHA CENTRAL HIGH SCHOOL	9/9 ENTRY FEE	13 2900 610 2 279 001	-\$100.00
218 OMAHA WESTSIDE HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 545 001	\$150.00
219 OMAHA WESTSIDE HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 545 001	-\$150.00
220 OMAHA WESTVIEW HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 545 001	\$150.00
PAPILLION LAVISTA HIGH	9/18 ENTRY FEE	13 2900 610 2 534 001	\$125.00
221 SCHOOL			
222 PEDERSEN, HAEVEN	WALMART-SPLITERS FOR	13 2900 610 2 502 001	\$61.72
223 PIERCE HIGH SCHOOL	9/30 ENTRY FEE	13 2900 610 2 545 001	\$65.00
224 PRIVETT, COREY	9/21 OFFICIAL	13 2900 610 2 537 001	\$70.00
225 PRIVETT, COREY	9/7 OFFICIAL	13 2900 610 2 537 001	\$70.00
226 QUILL CORPORATION	FILING ORGANIZER	13 2900 610 2 507 001	\$21.24
227 REBEL ATHLETIC, INC	WARMUPS	13 2900 610 2 517 001	\$2,771.53
228 REESTMAN, KORY	9/7 OFFICIAL	13 2900 610 2 537 001	\$120.00
229 RENEGADE	OFFICER POLOS	13 2900 610 2 276 001	\$119.98
230 RETHWISCH, RICHARD	9/14 OFFICIAL	13 2900 610 2 537 001	\$70.00

231	RIDDELL/ALL AMERICAN SPORTS CORP	NEW HELMETS	13 2900 610 2 537 001	\$8,128.45
232	RIDDELL/ALL AMERICAN SPORTS CORP	RECONDITIONED HELMETS	13 2900 610 2 537 001	\$2,235.54
233	RUMP, BRADEN	9/22 OFFICIAL	13 2900 610 2 537 001	\$120.00
234	RUMP, BRADY	9/22 OFFICIAL	13 2900 610 2 537 001	\$120.00
235	RUMP, BRYAN	9/22 OFFICIAL	13 2900 610 2 537 001	\$120.00
236	RUMP, GREGORY	9/22 OFFICIAL	13 2900 610 2 537 001	\$120.00
237	RUMP, NATHAN	9/22 OFFICIAL	13 2900 610 2 537 001	\$120.00
238	RYSTROM, BRANDON	9/19 OFFICIAL	13 2900 610 2 543 001	\$140.00
239	RYSTROM, BRANDON	8/30 OFFICIAL	13 2900 610 2 543 001	\$90.00
240	RYSTROM, BRANDON	9/2 OFFICIAL	13 2900 610 2 543 001	\$180.00
241	SCHAFFER, JEREMIAH	9/26 OFFICIAL	13 2900 610 2 537 001	\$70.00
242	SCHAFFER, JEREMIAH	9/21 OFFICIAL	13 2900 610 2 537 001	\$70.00
243	SCHAFFER, JEREMIAH	9/11 OFFICIAL	13 2900 610 2 537 001	\$70.00
244	SCHAFFER, JEREMIAH	9/7 OFFICIAL	13 2900 610 2 537 001	\$70.00
245	SCHLOTE, JOSHUA	9/19 OFFICIAL	13 2900 610 2 543 001	\$120.00
246	SCHLOTE, JOSHUA	9/2 OFFICIAL	13 2900 610 2 543 001	\$180.00
247	SCHNOOR, MIKE	MARATHON PRESS SB POSTER REIMB	13 2900 610 2 558 001	\$436.50
248	SOKOL, LEXI	9/23 OFFICIAL	13 2900 610 2 545 001	\$180.00
249	SOKOL, LEXI	9/19 OFFICIAL	13 2900 610 2 545 001	\$100.00
250	SOKOL, LEXI	9/16 OFFICIAL	13 2900 610 2 545 001	\$280.00
251	SOKOL, LEXI	9/7 OFFICIAL	13 2900 610 2 545 001	\$100.00
252	SOKOL, LEXI	9/5 OFFICIAL	13 2900 610 2 545 001	\$100.00
253	SPORTDECALS	WINDOW DECALS	13 2900 610 2 514 001	\$66.00
254	STADIUM SPORTS	APPAREL	13 2900 610 2 515 001	\$375.00
255	STADIUM SPORTS	PRACTICE SHIRTS	13 2900 610 2 561 001	\$1,435.00
256	STADIUM SPORTS	NONWAIVABLE APPAREL	13 2900 610 2 515 001	\$523.00
257	STEINER, JACQUELINE M	9/5 OFFICIAL	13 2900 610 2 545 001	\$110.00
258	TEACHER SYNERGY LLC	AMEZCUA GRANT-TEACHING STARTER	13 2900 610 2 280 001	\$522.99
259	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$95.50
260	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$74.25
261	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$67.00
262	TENNORS, DESMOND	REFUND FOR OVERPAYMENT	13 2900 610 2 598 001	\$15.00
263	TURNER, ALYSSA	9/12 OFFICIAL	13 2900 610 2 543 001	\$120.00
264	UNIV OF NEBRASKA-LINCOLN UNIVERSAL CHEERLEADERS	10TH GRADE CAREER DAY REGIONAL REGISTRATION	13 2900 610 2 266 001 13 2900 610 2 517 001	\$483.00 \$1,548.00
265	ASSOCIATION US BANK VOYAGER FLEET	OKOBOJI FUEL	13 2900 610 2 547 001	\$37.70
266	SYSTEM			

267 US TICKET, INC	GATE TICKETS	13 2900 610 2 597 001	\$922.31
268 WAGNER, LYNNETTE	9/14 OFFICIAL	13 2900 610 2 545 001	\$110.00
269 WAGNER, LYNNETTE	9/19 OFFICIAL	13 2900 610 2 545 001	\$110.00
270 WALSWORTH	22/23 YEARBOOKS	13 2900 610 2 557 001	\$2,248.50
271 WAYNE HIGH SCHOOL	9/21 ENTRY FEE	13 2900 610 2 539 001	\$110.00
272 WELLS, JORDAN	9/11 OFFICIAL	13 2900 610 2 537 001	\$70.00
273 WELLS, JORDAN	9/11 OFFICIAL	13 2900 610 2 537 001	-\$70.00
274 WELLS, LARRY	9/11 OFFICIAL	13 2900 610 2 537 001	\$70.00
275 WELLS, LARRY	9/4 OFFICIAL	13 2900 610 2 537 001	\$70.00
276 WINNERS CIRCLE	9/15 AWARDS	13 2900 610 2 536 001	\$242.45
277 WINNERS CIRCLE	LEGACY AWARDS	13 2900 610 2 528 001	\$757.48
278 WINNERS CIRCLE	9/15 AWARDS	13 2900 610 2 279 001	\$242.45
279 WINNERS CIRCLE	9/14 AWARDS	13 2900 610 2 539 001	\$140.50
280 WINNERS CIRCLE	FRESHMAN VB TROPHY	13 2900 610 2 545 001	\$101.50
281 WINNERS CIRCLE	JV TROPHY	13 2900 610 2 545 001	\$101.50
282 WINNERS CIRCLE	VARSITY TROPHY	13 2900 610 2 545 001	\$101.50
283 WINNERS CIRCLE	2023 SUMMER LIFTER PLAQUE	13 2900 610 2 513 001	\$23.79
284 WINNERS CIRCLE	TRNMNT AWARDS	13 2900 610 2 534 001	\$100.90
285 WINNERS CIRCLE	GOLDEN SOWER PLAQUE	13 2900 610 2 503 001	\$60.60
286 WINNERS CIRCLE	TRNMNT AWARDS	13 2900 610 2 543 001	\$64.92
287 WINNERS CIRCLE	HALL OF FAME PLAQUE	13 2900 610 2 529 001	\$454.38
288 WINNERS CIRCLE	22/23 100 CAREER WIN PLAQUES	13 2900 610 2 562 001	\$66.00
289 WISNER-PILGER HIGH SCHOOL	9/16 ENTRY FEE	13 2900 610 2 545 001	\$100.00
290 GRAND TOTAL			\$117,341.49

SEPTEMBER 2023 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	BAND SHOPPE	BAND SHOES	14 2900 610 2 861 002	\$1,348.90
2	BARNHILL ENTERPRISES L	MARCHING FOLIOS AND LYRES	14 2900 610 2 861 002	\$638.73
3	BARTEE, JAMES	OFFICIAL PAY IM FB 10-3	14 2900 610 2 846 002	\$40.00
4	BARTEE, JAMES	OFFICIAL PAY 9/12 7TH A/B FB	14 2900 610 2 846 002	\$100.00
5	BARTEE, JAMES	OFFICIAL PAY 9/19 8TH FB	14 2900 610 2 846 002	\$100.00
6	BLAIR COMMUNITY SCHOO	CHOIR CLINIC	14 2900 610 2 875 002	\$100.00
7	BRUNGARDT, MARY MARG,	OFFICIAL PAY 9/21 8TH VB	14 2900 610 2 847 002	\$100.00
8	BRUNGARDT, MARY MARG,	OFFICIAL PAY 8TH VB A/B	14 2900 610 2 847 002	\$70.00
	CAPTIVATING WINDOWS	WINDOW TREATMENTS	14 2900 610 2 840 002	\$450.00
	BY			
9	MAGNOLIAS			
10	CARD SERVICES	STAFF SUPPLIES #24	14 2900 610 2 840 002	\$25.98
11	CARD SERVICES	CALENDARS FOR STAFF #24	14 2900 610 2 840 002	\$62.43
12	CARD SERVICES	ATHLETIC TRAINER BAG #24	14 2900 610 2 845 002	\$88.78
13	CARD SERVICES	BATTERIES FOR VB #24	14 2900 610 2 845 002	\$5.49
14	CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$1,795.76
15	CHESTERMAN COMPANY	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$569.25
16	FAUSS, DAVID M.	OFFICIAL PAY IM FB 9/11	14 2900 610 2 846 002	\$40.00
17	FAUSS, DAVID M.	OFFICIAL PAY IM FB 9/26	14 2900 610 2 846 002	\$40.00
18	FAUSS, DAVID M.	OFFICIAL PAY 9/28 7TH FB A/B	14 2900 610 2 846 002	\$100.00
19	FAUSS, DAVID M.	OFFICIAL PAY 9/19 IM FB	14 2900 610 2 846 002	\$40.00
20	FINKE, GARRETT	OFFICIAL PAY 7TH FB 9/7	14 2900 610 2 846 002	\$100.00
21	GODFATHERS PIZZA NORF	PIZZA FOR CONCESSIONS	14 2900 610 2 835 002	\$63.50
22	HAGEDORN, RANDY	OFFICIAL PAY IM FB 9/11	14 2900 610 2 846 002	\$40.00
23	HAGEDORN, RANDY	OFFICIAL PAY 9/19 8TH FB	14 2900 610 2 846 002	\$100.00
24	HOWIES ATHLETIC TAPE	TRAINING ROOM SUPPLIES	14 2900 610 2 845 002	\$566.92
25	J W PEPPER, INC	CHOIR MUSIC	14 2900 610 2 875 002	\$337.99
26	J W PEPPER, INC	CHOIR MUSIC	14 2900 610 2 875 002	\$93.00
27	KALAMAJA, SARA	HUMANITIES GRANT FOR	14 2900 610 2 839 002	\$600.00
28	KLUG, MELISSA	OFFICIAL PAY IM VB 9/12	14 2900 610 2 847 002	\$75.00
29	KLUG, MELISSA	OFFICIAL PAY 9/19 IM VB	14 2900 610 2 847 002	\$60.00
30	KLUG, MELISSA	OFFICIAL PAY IM VB 9/25/23	14 2900 610 2 847 002	\$60.00
31	LEWIS, MATTHEW	OFFICIAL PAY IM FB 9/26	14 2900 610 2 846 002	\$40.00
32	LEWIS, MATTHEW	OFFICIAL PAY 9/28 7TH FB A/B	14 2900 610 2 846 002	\$100.00
33	LOVE SIGNS, INC	NAME PLATES/STICKERS NEW	14 2900 610 2 840 002	\$66.00
34	LOWE, ROBERT	OFFICIAL PAY 9/19 IM FB	14 2900 610 2 846 002	\$40.00
35	MOORE, CHER	EXTRA CASH FOR MONEY BOXES	14 2900 610 2 835 002	\$300.00
36	NORFOLK CATHOLIC SCHC	OFFICIAL PAY 7TH A/B FB 9/12	14 2900 610 2 858 002	\$50.00
37	NPS STUDENT FEES ACCO	FEES DEPOSITED INTO JH ACCT	14 2900 610 2 840 002	\$105.00

38	OSTEN, ELIZABETH	OFFICIAL PAY 8TH VB C,B,A 9/14	14 2900 610 2 847 002	\$110.00
39	OSTEN, ELIZABETH	OFFICIAL PAY 9/28 7TH A/B	14 2900 610 2 847 002	\$70.00
	PAPILLION LAVISTA SOUTH	NE JH XC CHAMPIONSHIPS	14 2900 610 2 858 002	\$150.00
40	HIGH SCHOOL			
41	PIERCE HIGH SCHOOL	XC MEET	14 2900 610 2 858 002	\$100.00
42	PRIVETT, COREY	OFFICIAL PAY 7TH A/B FB 9/28	14 2900 610 2 846 002	\$100.00
43	PRIVETT, COREY	OFFICIAL PAY 9/19 8TH FB	14 2900 610 2 846 002	\$100.00
44	PRIVETT, COREY	OFFICIAL PAY 10-5 FB 8A/B	14 2900 610 2 847 002	\$100.00
45	RETHWISCH, RICHARD	OFFICIAL PAY 7TH FB 9/7	14 2900 610 2 846 002	\$100.00
46	SCHAFFER, JEREMIAH	OFFICIAL PAY 7TH A/B FB 9/12	14 2900 610 2 846 002	\$100.00
47	SCHAFFER, JEREMIAH	OFFICIAL PAY 10-5 FB 8A/B	14 2900 610 2 846 002	\$100.00
48	STADIUM SPORTS	JH MUSIC POLOS	14 2900 610 2 861 002	\$1,806.00
49	TEECO INC	LEASE RO, WATER COOLER/FAUCET	14 2900 610 2 840 002	\$38.00
50	WELLS, JORDAN	OFFICIAL PAY IM FB 10-3	14 2900 610 2 846 002	\$40.00
51	WELLS, LARRY	OFFICIAL PAY 7TH FB 9/7	14 2900 610 2 846 002	\$100.00
52	WELLS, LARRY	OFFICIAL PAY IM FB 10-3	14 2900 610 2 846 002	\$40.00
53	WELLS, LARRY	OFFICIAL PAY 10-5 FB 8A/B	14 2900 610 2 846 002	\$100.00
54	YANKTON HIGH SCHOOL	XC MEET 9/21/23	14 2900 610 2 858 002	\$50.00
55	GRAND TOTAL			\$11,716.73

SEPTEMBER 2023 SUBSIDIARY EXPENDITURES

1	CARD SERVICES	PETERSON GRANT #13	05 2900 610 0 040 000	\$209.65
2	CARD SERVICES	PANTHER PANTRY SUPPLIES #13	05 2900 610 0 040 000	\$71.85
3	CARD SERVICES	PANTHER PANTRY SUPPLIES #13	05 2900 610 0 040 000	\$71.06
4	CARD SERVICES	BAND TESTING SUPPLIES #13	05 2900 610 0 045 000	\$77.63
5	CARD SERVICES	RANSEN GRANT #6	05 2900 610 0 058 000	\$11.99
6	CARD SERVICES	LEADERSHIP TEAM SUPPLIES #6	05 2900 610 0 058 000	\$82.06
7	CARD SERVICES	HIRSCHMAN GRANT #6	05 2900 610 0 058 000	\$210.00
8	CARD SERVICES	HIRSCHMAN GRANT #6	05 2900 610 0 058 000	\$47.90
9	CARD SERVICES	LEUTHOLD GRANT #6	05 2900 610 0 058 000	\$54.98
10	CARD SERVICES	HIRSCHMAN GRANT #6	05 2900 610 0 058 000	\$108.93
11	CARD SERVICES	LEUTHOLD GRANT #6	05 2900 610 0 058 000	\$180.59
12	CARD SERVICES	SUPPLIES #6	05 2900 610 0 058 000	\$87.58
13	CARD SERVICES	BACK TO SCHOOL MEETING	05 2900 610 0 061 000	\$43.08
14	CARD SERVICES	SMALL TOWNS MATTER GRANT #15	05 2900 610 0 061 000	\$523.97
15	CARD SERVICES	SUPPLIES #15	05 2900 610 0 061 000	\$13.24
16	CARD SERVICES	BACK TO SCHOOL MEETING	05 2900 610 0 061 000	\$43.66
17	CARD SERVICES	PRIME TIME NIGHT SUPPLIES #15	05 2900 610 0 061 000	\$50.80
18	CARD SERVICES	PRIME TIME NIGHT SUPPLIES #15	05 2900 610 0 061 000	\$12.98
19	CARD SERVICES	STUDENT AWARDS #9	05 2900 610 0 063 000	\$28.96
20	CARD SERVICES	MEETING SUPPLIES #9	05 2900 610 0 063 000	\$257.28
21	CARD SERVICES	PAB SUPPLIES #14	05 2900 610 0 069 000	\$553.48
22	CARD SERVICES	SCHOOL CARNIVAL SUPPLIES #14	05 2900 610 0 069 000	\$34.38
23	CARD SERVICES	SCHOOL CARNIVAL SUPPLIES #14	05 2900 610 0 069 000	\$12.88
24	CARD SERVICES	MAKERSPACE SUPPLIES #14	05 2900 610 0 069 000	\$98.25
25	CARD SERVICES	WERNER GRANT #16	05 2900 610 0 071 000	\$755.94
26	CARD SERVICES	HOLCOMB GRANT #12	05 2900 610 0 073 000	\$17.49
27	CARD SERVICES	LIFE RM PURCHASE #12	05 2900 610 0 073 000	\$93.61
28	CARD SERVICES	HOLCOMB GRANT #12	05 2900 610 0 073 000	\$229.69
29	CARD SERVICES	POSTAGE	05 2900 610 0 073 000	\$8.00
30	CARD SERVICES	HOLCOMB GRANT #12	05 2900 610 0 073 000	\$196.80
31	CARD SERVICES	PANTHER PRIDE SHIRTS #12	05 2900 610 0 073 000	\$454.28
32	CARD SERVICES	DAHLKOETTER GRANT #3	05 2900 610 0 076 000	\$166.97
33	CARD SERVICES	DAHLKOETTER GRANT #3	05 2900 610 0 076 000	\$175.00
34	CARD SERVICES	TEACHER TRAINING SUPPLIES #3	05 2900 610 0 081 000	\$146.54
35	CARD SERVICES	BUILDING SUPPLIES #10	05 2900 610 0 089 000	\$195.35
36	CARD SERVICES	NCSA MEAL #19	05 2900 610 0 095 000	\$28.42
37	CHARTWELLS DINING SERVICES	ALL SPED STAFF MEETING	05 2900 610 0 059 000	\$85.52
38	CORNEJO, DULSE	BOOK RETURNED	05 2900 610 0 051 000	\$6.99
39	DIBS FOR KIDS	GR 3 CLASSROOM LIBRARIES-	05 2900 610 0 081 000	\$16,500.00

40 ERNESTI, LAURA	BOOK RETURNED	05 2900 610 0 051 000	\$14.30
FATHER FLANAGAN'S BOYS'	HOLCOMB GRANT	05 2900 610 0 073 000	\$67.80
41 HOME			
42 FLOORING SOLUTIONS	ELEVATOR CARPET	05 2900 610 0 050 000	\$305.16
GATEWAY EDUCATION HOLDINGS	STUDENT BOOKS	05 2900 610 0 058 000	\$648.00
43 LLC			
GATEWAY EDUCATION HOLDINGS	STUDENT BOOKS	05 2900 610 0 058 000	\$162.00
44 LLC			
45 JA FOODSERVICE CORP	BACKPACK MEALS	05 2900 610 0 095 000	\$5,786.32
46 JOHNSON FITNESS & WELLNESS	FITNESS EQUIPMENT	05 2900 610 0 040 000	\$32,597.52
47 LIBRARY STORE, THE	PETERSON-GRANT LAMINATE	05 2900 610 0 040 000	\$17.22
MADISON NATIONAL LIFE	SEPT 2023 RETIREE LIFE INSUR	05 2900 610 0 090 000	\$486.72
48 INSURANCE CO			
49 NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$52.98
50 NPS STUDENT FEES ACCOUNT	FEES PD AT MS REGISTRATION	05 2900 610 0 040 000	\$7,925.00
51 NPS-FOUNDATION	DUAL CREDIT	05 2900 610 0 064 000	\$43,500.03
52 NPS-JUNIOR HIGH SCHOOL	PANTHER PANTRY ITEMS	05 2900 610 0 050 000	\$430.11
53 NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION TO JH	05 2900 610 0 057 000	\$15.97
54 POPPY'S PUMPKIN PATCH	1ST GR FIELD TRIP	05 2900 610 0 058 000	\$488.00
REALLY GREAT READING	HERLEY CLASSROOM GRANT	05 2900 610 0 058 000	\$754.88
55 COMPANY, LLC			
56 STADIUM SPORTS	BE OUTSTANDING SHIRTS	05 2900 610 0 050 000	\$6,899.00
57 TEACHER INNOVATIONS, INC	PLANBOOK SUBSCRIPTION	05 2900 610 0 069 000	\$12.00
58 TEECO INC	LEASE/RENTAL/COOLER/WATER	05 2900 610 0 050 000	\$26.75
59 TEECO INC	LEASE/RENTAL/COOLER/WATER	05 2900 610 0 050 000	\$49.00
60 TTT UNITED LLC	THREE MINUTE THEORY LICENSE	05 2900 610 0 045 000	\$333.00
61 WEST MUSIC COMPANY	GINN MUSIC GRANT	05 2900 610 0 040 000	\$299.99
62 WEST MUSIC COMPANY	HIRSCHMAN GRANT MONEY	05 2900 610 0 058 000	\$13.98
63 WEST MUSIC COMPANY	HIRSCHMAN GRANT MONEY	05 2900 610 0 058 000	\$240.47
64 WEST MUSIC COMPANY	HIRSCHMAN GRANT MONEY	05 2900 610 0 058 000	\$26.95
65 WINDSHIELD DOCTOR, THE	WINDOW REPLACEMENT FROM	05 2900 610 0 050 000	\$200.00
66 GRAND TOTAL			\$123,300.93

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending September 30, 2023

Fund/Account	2023-2024 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,565,463.22	\$191,026.85	\$59,838.05	\$1,696,652.02	
SPECIAL BUILDING FUND (3)	\$6,855,299.59	\$349,159.92	\$361,365.03	\$6,843,094.48	
DEPRECIATION RESERVE FUND (3)	\$7,051,127.66	\$17,306.41	\$4,754.43	\$7,063,679.64	
ACTIVITIES ACCOUNT (2)	\$702,150.38	\$103,576.64	\$128,641.73	\$677,085.29	
SUBSIDIARY ACCOUNT (2)	\$445,938.35	\$49,820.93	\$169,212.17	\$326,547.11	
GENERAL FUND (1)	\$13,806,968.02	\$8,120,404.49	4,870,561.82	\$17,056,810.69	
PAYROLL ACCOUNT (2)	\$5,705.78	\$3,812,152.21	\$3,812,152.21	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$1,209,081.80	\$230,453.18	\$239,393.45	\$1,200,141.53	
BOND FUND (3)	\$1,115,516.38	\$3,141.60	\$0.00	\$1,118,657.98	
COOPERATIVE FUND (2)	\$260,736.98	\$67,216.98	\$3,674.32	\$324,279.64	
EMPLOYEE BENEFIT FUND (2)	\$3,933.16	\$8.94	\$0.00	\$3,942.10	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$467,552.89	\$24,776.43	\$0.00	\$492,329.32	
CONVENIENCE FEE FUND (2)	\$13,316.16	\$325.72	\$5.40	\$13,636.48	
STUDENT FEE FUND (2)	\$453,497.44	\$16,720.19	\$13,282.00	\$456,935.63	
TOTAL ALL FUNDS	\$33,956,287.81	\$12,986,090.49	\$9,662,880.61	\$37,279,497.69	
BALANCES CLASSIFIED BY DEPOSITORY					
(1) BANK FIRST				\$17,056,810.69	
(2) ELKHORN VALLEY BANK				\$5,197,254.90	
(3) MIDWEST BANK				\$15,025,432.10	
TOTAL BALANCES				\$37,279,497.69	

Negotiations Process and Timeline

Nebraska State Statutes 48-818.01 through 48-818.03 outline the negotiations or collective bargaining process to be used between public school districts and their approved collective bargaining unit for their certificated staff (Norfolk Public Schools and the Norfolk City Education Association).

Mandatory negotiations topics include wages (salary schedule, base salary and extra duty pay) and fringe benefits (insurance and leave provisions). Management prerogatives should NOT be negotiated; they are to be determined by the administration and/or Board policy. Examples of management prerogatives include: teacher evaluation process, planning time, teaching assignments, reduction in force policy, class size, curriculum, etc.)

During negotiations, each topic is compared to the prevalent practice of other schools within our array of similar sized school districts. Last year, our array of schools included: Norris, Gretna, Fremont, Hastings, Columbus, Kearney, Bennington, South Sioux City, Blair and Ralston. (This list is determined by size and geographical location. The standard utilized by the Commission of Industrial Relations (CIR) for size is “no more than twice as many or less than half of the students enrolled in the school district”.) Our comparability with these schools is determined annually by the Perry Law Firm. This comparability study outlines our position within our array as it relates to the midpoint and the 98% to 102% range described later in this document.

The negotiations process must begin on or before November 1st of each year, and we must hold no fewer than 4 negotiations meetings (unless an agreement is approved in a shorter amount of time.)

If an agreement has not been reached by February 8th, we must submit to mandatory mediation or fact-finding by a resolution officer. The resolution officer chooses the most reasonable final offer on each issue in dispute.

If either the district or the collective bargaining unit is dissatisfied with the resolution officer's decision, they have the right to file an action with the CIR. All negotiations, mediation, and fact finding shall end on or before March 25th. If that has not occurred, then a petition to the CIR may be filed.

When establishing wage ranges, the CIR determines whether the total compensation of the members falls within a 98% to 102% range of the midpoint. (In our array of 10 schools, the midpoint is the average compensation of the 5th and 6th schools ranked from highest to lowest.)

- If the total compensation falls within this 98-102% range, the CIR shall make no change in wage rates.
- If the total compensation is less than 98% of the midpoint, the CIR shall increase rates to 98% of the midpoint.
- If the total compensation is more than 102% of the midpoint, the CIR shall decrease wages to 102% of the midpoint.

According to Board Policy 8152, our Policy Committee is made up of two Board members who represent the Board in the negotiations process. These Board members receive general guidance from the Board in Executive Session, and then negotiate with the NCEA in good faith. When a tentative agreement has been reached between the Board and NCEA representatives, that agreement is taken to the full NCEA and the full Board of Education for a vote. An agreement is not final until both sides have voted, and the Board has formally approved the agreement in a public Board meeting.

The Superintendent and Business Manager or Human Resources Director also participate in the negotiations process as a resource to the Board representatives. The Superintendent's Administrative Assistant keeps the minutes of these meetings.

Abbreviated Timeline:

Before November 1: First Negotiation Meeting MUST Occur

Before February 8: Four Negotiation Meetings and/or a settlement must occur

February 8: Submit to a Resolution Officer

March 25: Negotiations Must End—CIR determines settlement



Finance and Facilities Committee Meeting Minutes

Monday, October 9, 2023 at Noon

Location: NPS Central Administration Building

Board Committee Members: Brenda Carhart - present, Teri Bauer - present, Sandy Wolfe - present

NPS Staff Present: Dr. Jami Jo Thompson, Erik Wilson, Mary Luhr, Callan Collins

1. Facilities Update – Mr. Wilson

- Junior High & Bel Air
 - Construction projects are wrapping up. Open houses for the public are scheduled for 10/23 at the Junior High and 10/30 at Bel Air.
- Junior High Track
 - Project is almost completed and ahead of schedule.
- Potential Middle School Addition/Renovation
 - Architects are completing drawings and planning on doing a walk through on October 10th. The RFP request is on the Board agenda tonight.
- HVAC: Middle School and Woodland Park
 - Issues at both buildings. Estimated costs at Woodland Park - \$20,000 and \$60,000 at Middle School. Meeting with architects on 10/10. Expenses paid from the General Maintenance fund.
- High School Chillers
 - Review given on the project. More information to be provided during the Exec session at the Board meeting tonight.

2. Transportation Update – Mrs. Luhr

- Arrow Stage Lines
 - Review of trips and expenses
 - \$51,513.00 - 6 weeks of expenses thru 9/30/23
- Grant Applications
 - Meeting on Wednesday to discuss completing grant applications to convert Route and SPED buses.

3. Insurance Overview – Dr. Thompson

- AgriCity & Insurance Associates
 - RJ Gall and Scott Williams will come to the next Finance and Facilities meeting for an insurance review.

4. Negotiations – Dr. Thompson

- Planning to explain the Negotiations process at the Board meeting tonight and discuss more details during the Exec session. Handout with estimates shared with the committee.
 - Goal for the Exec session tonight is to set limits, additional parameters, and any other considerations.
5. Properties
- Walnut house should be coming down shortly.
 - 300 S. 5th Street closing happened last week.
6. Finance Reports:
- Emailed to committee and on the Board agenda tonight:
 - October Board Bills
 - September Activity Fund Report
 - September All Funds Report
 - September Expenditure Comparison
7. Claims of Interest:
- #254 Faith Regional Health Services – this is for ¼ of the year
 - #264 and 265 Fatt Sunnie Studios – technical services related to the sound equipment in the Johnny Carson Theatre
8. Conflict Statements:
- Carhart – lumber purchase from Carhart Lumber
 - Shashikant - NASB workshop expenses
 - Booth - NASB workshop expenses
 - Bauer - materials from Bauer Underground for trenching project at SH track
9. Future Committee Meeting:
- Monday, November 13 at Noon

Meeting adjourned at 12:59 PM.

Policy Committee Meeting

October 4, 2023

8:30 AM

NPS Central Administration Building

Board Committee Members: Cindy Booth - present, Brenda Carhart - present, Lindsay Dixon - absent

NPS Staff present: Dr. Jami Jo Thompson, Angie Baumann, Callan Collins

No discussion on Target Based Grading since Lindsay was absent. This will be discussed at the December meeting with the next section of policies.

Policies Reviewed: Personnel 4000 - 4012

- 4001 Recruitment and Selection
- 4002 Equal Opportunity Employment
- 4003 Anti-discrimination, Anti-harassment and Anti-retaliation
- 4003a Notice of Nondiscrimination
- 4003b Complaint Form
- 4004 Duty Hours of Employees
- 4005 Absence of Employees
- 4006 Absence From Building
- 4007 Family and Medical Leave Policy
- 4007a Family and Medical Leave Policy Documents
- 4008 Adoption Leave
- 4009 Drug and Substance Use and Abuse, with attached Appendix
- 4010 Intellectual Property and Work-for-Hire
- 4011 Bloodborne Pathogen Compliance Plan
- 4012 Infectious Diseases

Discussion of Policies:

- 4001 - No changes
 - Discussion over board members participating in the hiring process of administration.
- 4002 - No changes
 - This follows Federal and State law. This policy is for personnel not students.
- 4003 - No changes
 - Dr. Thompson is confirming with the school attorney that this follows Federal and State law, per the Committee's request.
- 4003a & 4003b - Revised
 - Remove brackets.

- Change Business Director to Director of Human Resources
- 4004 - Revised
 - Change discharge to fulfillment
- 4005 - No changes
- 4006 - No changes
- 4007 - Revised
 - Remove 'indicia' and replace with 'distinguishing characteristic'
- 4007a - No changes
- 4008 - No changes
- 4009 - Revised
 - Add Norfolk to 'Name'
 - Change Associate Superintendent to Director Human Resources
- 4009 Appendix - No changes
- 4010 - Revised
 - Add 'in'
- 4011 - Revised
 - Change Superintendent to Principal or designee
- 4012 - No Changes.

Also reviewed - Internal Board Policy 8152 - Standing Committee on Negotiations

- 8152 - Revised
 - 'Shall consist of two board members' changed to three board members

1st reading of policies at Board Meeting: 10-9-2023

2nd reading of policies at Board meeting: 11-13-2023

9:38 AM - Adjourned



Civics/Curriculum Committee Meeting Minutes

Date: ___9-19-2023_____

Time: ___9:00 AM_____

Location: __NPS Central Office Administration Building_____

American Civics and Curriculum Board Committee Members: Beth Shashikant (present), Cindy Booth (present), Teri Bauer (absent)

NPS personnel present: Beth Nelson, Jared Oswald, Nancy Probasco, Sharie Thelen, and Mickie Mueller

The Board of Education Curriculum and Civics Committee met at 9:00 am on September 19th at the NPS Central Office Administrative building.

The meeting began with a review of the American Civics Act LB 399. Mrs. Nelson explained the required activities and forms that are completed in order to remain in compliance with the law. A couple of the required senior high projects were made available for review as examples of the work students complete. There were no new social studies curriculum items to discuss or approve at this time.

A proposal for the JAG course at the senior high school was submitted for review. JAG Nebraska is supported by the United Way of the Midlands and gives youth the skills and training to succeed in school, employment and life. A comprehensive list of course outcomes were shared with committee members and are also available as a handout for anyone interested in learning more about the JAG course. The purpose of the course is intended to empower students with personal and professional development skills and support to achieve success in high school graduation, further-education and employment following graduation. The course will be a year long course. This course serves as an intensified version of the junior high career course. Many of the course concepts are taught in CTE courses but not as explicitly as in this course. The Jag Program will find and supply the instructor. Not until the 3rd year will NPS be required to contribute \$10,000 toward the JAG program. Approval for this course is found within the agenda action items.

Nancy Probasco , Sharie Thelen and Jared Oswald shared with committee members the work that has been completed since the last committee meeting in the spring. Writing K-4, Elementary Media, Math and ELA are all subject areas that have had teacher leaders complete work.

The committee reviewed the K-6 iReady Math pilot process. The entire process of selecting a new program has included, comparing a variety of math products, teachers ranked program

compatibility with district needs and expectations, listening to program demonstrations, piloting the programs and collecting data from the pilot program. After 2 ½ years of working and planning, the iReady math program still remains the favored math program and recommendation for purchase by teachers and the Teaching and Learning Team. We can expect a quote and request for purchase next spring.

Other purchase items that will be coming up this spring include Amplify Geometry, renewing the SH Spanish materials and a possible purchase for 9th grade Science.

Board of Education Budget Hearing
Monday, September 11, 2023 5:30 PM
Norfolk Public School's Central Administration Office
P.O. Box 139
Norfolk, NE 68702-0139

Teri Bauer:	Present
Cindy Booth:	Present
Brenda Carhart:	Present
Lindsay Dixon:	Present
Beth Shashikant:	Present
Sandy Wolfe:	Present

1. Date Public Notice Appeared in the Norfolk Daily News: September 6, 2023.
2. Call to Order
The Norfolk Public School District's board of education meeting was called to order at: 5:30 PM.
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting
The meeting was declared legal.
3. Annual Budget Hearing
Speaker: Dr. Jami Jo Thompson
 - A. The purpose of this hearing was to give taxpayers the opportunity to provide support, opposition, and/or suggestions regarding our proposed budget for the 2023-2024 school year. A brief review of budget items were given, which were previously shared in detail during the Board Workshop in August. The adoption of the budget will take place by a vote during the September 28th Board meeting, not at this hearing. The attached budget included all the estimated resources for each fund, including cash reserves. The district does not anticipate the need to expend all those dollars this fiscal year but is required to budget all of it within our expenditures, in order to account for all resources available in each fund. Our General Fund is our largest and most used fund. It includes all expenses related to staffing, instruction, transportation, maintenance, utilities, technology, contracted services, repairs, etc. This proposed \$71,273,359 budget of expenditures is supplemented via cash reserves to minimize the impact of the large increases we have experienced in costs related to staff salaries and benefits, transportation, utilities, and contracted services. This budget includes \$61,505,256 in actual expenditures and \$9,708,103 in cash reserves, which we do not plan to expend). Overall, this budget includes a conservative 2.68% (1,861,885) increase. As in past years, the largest portion of our general budget (82.81%) is for staff salaries and benefits. Transportation costs and utility costs have also increased, and we have new contracts with the City and the hospital for services that were provided to us at no charge in previous years. It is also worth noting that significant amounts have been expended out of our depreciation and special building funds, as we have completed the Junior High, Bel Air, and Lincoln Elementary construction projects. This trend will continue, as we are budgeting for the completion of a large construction project at the Middle School. The

same is true of our QCPUF fund budget. This proposed budget will allow us to recommend a half-cent levy reduction.

- B. 14 members of the community spoke in support of and in opposition of the proposed budget.

4. Adjournment

The meeting adjourned at 6:25 PM

Chairperson

Superintendent

Board of Education Regular Meeting
Monday, September 11, 2023 6:30 PM
Norfolk Public School Administration Building
P.O. Box 139
Norfolk, NE 68702-0139

Teri Bauer: Present
Cindy Booth: Present
Brenda Carhart: Present
Lindsay Dixon: Present
Beth Shashikant: Present
Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: September 6, 2023
2. Call to Order
The Norfolk Public School District's board of education meeting was called to order at 7:00 PM
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting
The meeting was declared legal.
3. Pledge of Allegiance and a Moment of Silence in recognition of Patriots Day
4. Presentations, Special Recognition
 - 4.1. Award for Excellence was awarded to Mandi Dahlkoetter, 1st grade teacher at Woodland Park Elementary.
5. Public Comments & Communication
Nobody from the public spoke.
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report - Speaker: Dr. Jami Jo Thompson
 - A. The total amount of claims to be approved on the consent agenda for the month of September, 2023 by specific fund are listed below:
General Fund =\$1,063,425.58
Nutrition Services Fund =\$239,393.45
Cooperative Fund =\$1,264.48
Depreciation Fund =\$4754.43
QCPUF: \$59,838.05
Special Building Fund =\$361,365.03
Student Fee Fund = \$13,282.00
 - B. All of these claims were reviewed earlier today by the Finance and Facility Committee.
 - C. There are no claims for the Activity Fund, as these were approved at our August 30th meeting.
 - 6.2. Teaching & Learning Report - Speaker: Beth Nelson
 - A. Curriculum, Instruction, and Assessment
 - The beginning of the year has been successful. In my visits to buildings and with teachers and principals, everyone has positively responded about the start of the year.
 - We have had a few electronic issues which have fortunately been able to be resolved quickly.

- The Fall MAP Test window for K-8 is still open. However, most classrooms are finished. The SH Fall ACT and PreACT testing will occur on Sept. 20th. The planning pieces are coming together smoothly for that as well.
 - Instructional coaching cycles have begun.
 - There is a Curriculum and American Civics Committee meeting scheduled to meet on Tuesday, September 19th.
- 6.3. Student Programs Report - Speaker: Erik Wilson reporting for Mary Luhr
- A. Our nurses will begin their annual health screenings this month. Students in grades Pre-K-4, 7th, and 10th grade are screened annually.
 - B. Our ELL teachers have screened over 72 new students based on their Home Language Survey to determine if they qualify for our ELL program. This is determined by the ELPA screener.
 - C. The special education leadership team met Tuesday, September 5th to plan professional development sessions for the school year. Mary will attend the fall conference for Nebraska Association Special Education Supervisors (NASSES) on September 14th and 15th. The focus of the conference is creating environments that cultivate positive behavior.
 - D. Just a quick update on Arrow transportation for activities. It is going well. Arrow has placeholders on the side of each bus that has the NPS logo to give the personal touch for our students. The few issues that have occurred have been handled professionally.
- 6.4. Student Services Report - Speaker: Erik Wilson
- A. These first couple weeks of school, our Licensed Mental Health Practitioners (LMHP's) provided multiple opportunities for our staff to receive suicide prevention training. It is required by law that every staff member who works with students receive a minimum of 1 hour of suicide prevention training. September is also suicide prevention week and I want to remind our students, families, and community members that if you are concerned about someone hurting themselves or you yourself are struggling with thoughts of suicide, we offer anonymous reporting for all safety concerns, through Safe2Help. The state provides funding and offers Safe2Help at no cost to school districts. Contact information for Safe2Help is printed on the back of every student ID card, on our student Chromebook home screens, and every page of our website. The state also provides a suicide and crisis lifeline you can access by dialing 988. Suicide can be prevented, and we want you to know we are here to help.
- 6.5. Human Resources & Accreditation Report - Speaker: Angie Baumann
- A. Half of our new NPS teachers will receive training on the NPS Instructional Model in October. They are working hard to learn the essential concepts and strategies that will enhance learning and instruction in their classroom.
 - B. Job fairs are already beginning, and Mary Luhr and Angie Baumann traveled to UNK on Thursday for the first job fair of the school year. Angie is recruiting for unfilled positions that we still have and recruiting and networking for the 2024-2025 school year.
 - C. NPS currently has 15 student teachers in our district. Angie has received positive feedback from our administrators about their start to the year.
- 6.6. Superintendent's Report - Speaker: Dr. Jami Jo Thompson

- A. Patriots Day
 - Students across the district participated in learning activities related to Patriots Day on September 11th.
- B. Student Enrollment
 - September 1st count had increased each year prior to the pandemic, it showed a major decline during the pandemic year, and has risen every year since...until now. Last year's senior class was exceptionally large (358 compared to a 10-year average of 338), and this year's kindergarten is slightly smaller than normal (317 compared to a 10-year average of 324). The difference between that senior class and replacing kindergarten class (41 students) is actually larger than the overall difference in our enrollment (27 students), so I see no reason for concern. A more comprehensive report will be prepared once official October 1st enrollment numbers are available.

7. Committee Reports

7.1. Facilities & Finance Committee Report - Speaker: Brenda Carhart

- A. The Finance and Facilities Committee met at Noon on September 11, 2023. Items discussed included:
 - Mr. Wilson provided a facilities update on the Junior High, Bel Air, Track, and HVAC projects.
 - Dr. Thompson provided a business office update regarding personnel and overtime. She also answered questions regarding tonight's claims, hearings, and resolution.
 - Our next committee meeting is scheduled for October 9th at Noon. Insurance reviews will be on next month's agenda.

7.2. Activities Committee Report - Speaker: Brenda Carhart

- A. The Activities Committee met at Noon on September 5, 2023. Items discussed included:
 - Mr. Erwin and Mrs. Lenton provided updates on participation numbers, contest results, and uniforms.
 - We discussed how music is chosen for activities. The district utilizes a program called Neptune to help ensure music is free from copyright issues and is appropriate for our audiences. Player input is considered-but music must be available via Neptune.
 - Potential upgrades to the HS and MS fields were discussed, including lights, turf, and bleachers. Cost has been a prohibitive factor in the past. However, it is time to update our comprehensive facilities plan and budget. This will be discussed at a future Finance and Facilities meeting.
 - Strategies to improve/increase school spirit were discussed.
 - Our current weight program was also discussed, with an emphasis on scheduling.
 - The possibility of inviting coaches to Activity Committee meetings to provide program updates was also discussed, although scheduling is an issue there, as well.

8. Approve Consent Agenda

Motion to approve the consent agenda at 7:19 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

Teri Bauer: Yea Lindsay Dixon: Yea
Cindy Booth: Yea Beth Shashikant: Yea
Brenda Carhart: Yea Sandy Wolfe: Yea

8.1. Minutes reviewed from previous meetings - August 14, 2023 & August 30, 2023.

8.2. Personnel

8.2.1. Contract Approval – None at this time.

8.3. Claims

Claims for the month of September 2023. These claims were reviewed earlier by the Finance and Facility Committee. There were no conflict statements this month.

9. Action Items

9.1. Discuss, consider, and take action to approve the Memorandum of Understanding with Jobs for America’s Graduates (JAG).

A. Speaker: Jessi Hedlund, JAG Nebraska Expansion Manager with United Way of the Midlands, presented information regarding JAG and explained the proposed Memorandum of Understanding for a potential JAG Program at NPS starting in 2024-2025.

B. Speaker: Jason Settles, Senior High Principal shared specifics regarding the proposed implementation of JAG at NHS, including how it would benefit our students and supplement other programs at NHS.

Motion to approve the Memorandum of Understanding with Jobs for America's Graduates (JAG) at 7:46 PM passed with a motion by Teri Bauer and a second by Beth Shashikant.

Teri Bauer: Yea Lindsay Dixon: Yea
Cindy Booth: Yea Beth Shashikant: Yea
Brenda Carhart: Yea Sandy Wolfe: Yea

9.2. Discuss, consider, and take action to approve the 2023-2024 Emergency Operations Plan
Speaker: Erik Wilson

A. Each year the District’s confidential emergency contact information and building maps are updated for our building administrators. This information along with our emergency procedures is compiled in our Emergency Operations Plan (EOP) that was developed with the help of local law enforcement, emergency management, and NPS staff.

Motion to approve the 2023-2024 Emergency Operations Plan at 7:48 PM passed with a motion by Brenda Carhart and a second by Lindsay Dixon.

Teri Bauer: Yea Lindsay Dixon: Yea
Cindy Booth: Yea Beth Shashikant: Yea
Brenda Carhart: Yea Sandy Wolfe: Yea

9.3. Discuss, Consider and Take Action to Approve the attached Property Tax Authority Resolution, resulting in a 1.1% increase to the NPS' property tax request authority.

A. Property Tax Resolution - Speaker: Dr. Jami Jo Thompson

- In compliance with the provisions of Section 5 of the 2023 Nebraska Revised Statute 243, it is necessary for the Board of Education to vote to approve an increase to the school district’s property tax request authority by 1.1%. This additional tax authority is necessary in order for us to levy 5 cents to the Special Building Fund for the purposes of completing an addition and renovation to the Norfolk Middle School. If approved, this renovation will include a safe and secure entrance, additional classrooms, and larger band, orchestra, and vocal music rooms.

- The district has saved several million dollars over the last several years via the Special Building Fund and Depreciation. However, our architect has estimated that we need to save an additional \$2.1 million dollars in order to fully fund this project. This 5 cent levy will net \$1,670,783 towards that project, meaning that an additional \$429,217 will need to be collected via the Building Fund next year.
- State statute allows us to exceed our property tax authority (of 4.28%) by an additional 5%. However, only recommending that the Board approve a 1.1% increase. This will allow us to save the money necessary to complete the Middle School addition and renovation and still reduce our tax levy by 0.047 cent (nearly ½ cent).
- Entire resolution read and board discussion.

Motion to approve the attached Property Tax Authority Resolution, resulting in a 1.1% increase to the NPS' property tax request authority at 7:53 PM failed with a motion by Beth Shashikant and a second by Brenda Carhart.

Teri Bauer:	Nay	Lindsay Dixon:	Nay
Cindy Booth:	Nay	Beth Shashikant:	Yea
Brenda Carhart:	Yea	Sandy Wolfe:	Yea

9.4. Discuss, consider, and take action to approve the resignation of Carla Miles, effective January 2, 2024--pending a suitable replacement.

A. Carla has committed to staying in her position until January 2, 2024. She teaches 4th grade at Jefferson Elementary School.

Motion to approve the resignation of Carla Miles, effective January 2, 2024--pending a suitable replacement at 8:04 PM passed with a motion by Cindy Booth and a second by Teri Bauer.

Teri Bauer:	Yea	Lindsay Dixon:	Yea
Cindy Booth:	Yea	Beth Shashikant:	Yea
Brenda Carhart:	Yea	Sandy Wolfe:	Yea

10. Future Meetings

A. The 2nd monthly meeting of the Board of Education has been scheduled for Noon on Thursday, September 28, 2023.

B. The next regular meeting of the Board of Education will be held on Monday, October 9, 2023. 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.

11. Executive Session -- To Discuss Litigation -- As Needed to Protect the Interest of the District

11.1. Convene Executive Session -- To Discuss Litigation -- As Needed to Protect the Interest of the District

Motion to Convene Executive Session -- To Discuss Personnel and Litigation -- As Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual at 8:06 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

Teri Bauer:	Yea	Lindsay Dixon:	Yea
Cindy Booth:	Yea	Beth Shashikant:	Yea
Brenda Carhart:	Yea	Sandy Wolfe:	Yea

11.2. Reconvene Meeting from Executive Session

A. Reconvene from executive session at 8:20 PM. No action taken.

12. Adjournment
The meeting adjourned at 8:20 PM

Chairperson

Superintendent

Board of Education Tax Hearing
Monday, September 11, 2023 6:00 PM
Norfolk Public School's Central Administration Office
P.O. Box 139
Norfolk, NE 68702-0139

Teri Bauer: Present
Cindy Booth: Present
Brenda Carhart: Present
Lindsay Dixon: Present
Beth Shashikant: Present
Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: September 6, 2023.
2. Call to Order
The Norfolk Public School District's board of education meeting was called to order at: 6:26 PM.
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting
The meeting was declared legal.
3. Discuss, consider, and receive input on the 2023-2043 Tax Request
Speaker: Dr. Jami Jo Thompson.
 - A. The purpose of this hearing is to give taxpayers the opportunity to provide support, opposition, and/or suggestions regarding the proposed tax request for the 2023-2024 fiscal year. This hearing is only for items related to the tax request resolution. A joint public hearing will also be held on Sept. 21st at 6:00p.m. at the Lifelong Learning Center. A brief review of tax requests was given, which were previously shared in detail during the Board Workshop. Official action and voting on the tax resolution will occur on September 28th, not at this hearing.
 - B. Norfolk Public Schools (Madison County School District 59-0002) is proposing the following tax request:
\$1.00 General Fund \$36,753,141
5 cents Special Building Fund \$1,687,660
2.33 cents QCPUF \$786,465
\$1.0733 TOTAL Levy \$36,227,266
 - C. The total assessed value of the property differs from last year's assessed value by 6.21%
 - D. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.016898 per \$100 of assessed value.
 - E. Norfolk Public Schools (Madison County School District 59-0002) proposes to adopt a property tax request that will cause its tax rate to be \$1.0733 of assessed value. This is a reduction of .047 cents from the current tax rate of assessed value of \$1.078131.
 - F. Based on the proposed property tax request and changes in other revenue, the total operating budget for all funds of Norfolk Public Schools (Madison County School District 59-0002) will be less than last year's operating budget of all funds by -1%. The percent increase or decrease in operating budget by specific fund is the following:
 - General Fund 0% increase/decrease
 - Special Building Fund 0% increase/decrease
 - QCPUF Fund -17% decrease

- G. Norfolk Public Schools will need to adopt a resolution allowing us to exceed our property tax lid and attend the Madison County Joint Hearing because of the recommended 5 cent levy to the building fund. This levy amount will provide us with \$1,670,783 for our Middle School addition. If we did not levy this amount, we could stay under the property tax lid and growth limitations. However, we would not be able to complete the MS addition, which is needed to address our growing student population and safety concerns. Levying for the building fund is the most economical way to budget for large projects, as bond issues include additional fees and interest charges.
 - H. To obtain more information regarding the increase in property tax request, citizens may contact Norfolk Public Schools (Madison County School District 59-0002) at 402-644-2500 or e-mail by going to the following web address:
<https://www.norfolkpublicschools.org/contact/>
 - I. 7 members of the community spoke in support of and in opposition of the proposed tax request.
4. Adjournment
The meeting adjourned at 6:51 PM

Chairperson

Superintendent

Board of Education Regular Meeting
Thursday, September 28, 2023 12:00 PM
Norfolk Public School Administration Building
P.O. Box 139
Norfolk, NE 68702-0139

Teri Bauer: Present
Cindy Booth: Present
Brenda Carhart: Present
Lindsay Dixon: Absent
Beth Shashikant: Present
Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: September 22, 2023
2. Call to Order
Norfolk Public School District's board of education meeting was called to order at 12:00 PM.
 - 2.1. Roll Call – See attendance above.

Motion to excuse the absence of Lindsay Dixon at 12:01 PM passed with a motion by Teri Bauer and a second by Cindy Booth.

Teri Bauer:	Yea	Lindsay Dixon:	Absent
Cindy Booth:	Yea	Beth Shashikant:	Nay
Brenda Carhart:	Yea	Sandy Wolfe:	Yea

- 2.2. Declaration of a Legal Meeting
The meeting was declared legal.
3. Reports and Discussion Items
 - 3.1. Budget and Tax Levy
Speaker: Dr. Jami Jo Thompson. Presentation.
4. Action Items
 - 4.1. Discuss, consider, and take action to approve the 2023-2024 budget.
Speaker: Dr. Jami Jo Thompson
 - The proposed 2023-2024 budget has been reviewed by all Board members and discussed at a public budget workshop on August 30th. The public also had an opportunity for comment and input at our budget hearing on September 11th. This budget has not changed since those meetings. Our revenue sources are what has been changed. I am proposing that we utilize additional cash reserves and Sped Reimbursement in order to lower the levy an additional 5 cents and stay under the new property tax lid.
 - Our total general fund budget, which covers all operating expenses including staff, transportation, instructional materials, utilities, and maintenance, is set at \$71,273,359. This is \$1,861,985 (or 2.68%) more than last year's general fund budget. The large majority of this increase is due to staffing costs, which make up 81.83% of our budget.
 - Our Special Building Fund budget is set at \$8,277,765. This is \$1,325,869.36 less than last year. It is anticipated that \$6,493,782 of this amount will be utilized to complete our Middle School addition. The remaining \$1,783,983 has already been allocated to other projects, such as the replacement of the chiller system at the senior high school, final bills for construction projects at Bel Air and the Junior High, and the demolition of the house on Walnut Street.

- Our Depreciation Budget is set at \$6,445,290. This is \$2,020,594.75 less than last year. Money in the deprecation fund must be designated for a specific purpose. Only \$2,839,327 of this is designated for maintenance, and \$1,725,603 of that has been designated for other projects, leaving us with \$1,113,724 that can be utilized to complete our Middle School addition.
- Additional fund budgets require less explanation and are included in the attachment.

Motion to approve the 2023-2024 budget at 12:18 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

Teri Bauer:	Yea	Lindsay Dixon:	Absent
Cindy Booth:	Yea	Beth Shashikant:	Yea
Brenda Carhart:	Yea	Sandy Wolfe:	Yea

4.2. Discuss, consider, and take action to approve the 2023-2024 tax request.

Speaker: Dr. Jami Jo Thompson

- Public notice was given at least five days in advance of the district’s Special Public Hearings on Sept. 11th and Sept. 21st which were called for the purpose of discussing and approving or modifying the District’s Tax Requests for the 2023-2024 school’s fiscal year for the General Fund, Special Building Fund, and Qualified Capital Purpose Undertaking Fund of Madison County School District 59-0002.
- A Special Public Hearing was held before the Board of Education of Madison County School District 59-0002 at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication is attached hereto as Exhibit A-1. A joint public hearing was held before the public of Madison County at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice, and proof of publication is attached hereto as Exhibit A-2, all of which is required by law.

NOW, THEREFORE, the Governing Body of Norfolk Public Schools resolves that:

1. The 2023-2024 property tax request be set at:

General Fund:	\$	32,112,531.00
Bond Fund:	\$	-
Special Building Fund:	\$	1,687,660.00
Qualified Capital Purpose Undertaking Fund:	\$	786,465.00

2. The total assessed value of property differs from last year’s total assessed value by 9.61 percent.
3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.983617 per \$100 of assessed value.
4. Norfolk Public Schools proposes to adopt a property tax request that will cause its tax rate to be 1.024693 per \$100 of assessed value.
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of Norfolk Public Schools will increase (or decrease) last year’s budget by -1.46 percent.
6. A copy of this resolution will be certified and forwarded to the County Clerk on or before October 15, 2023.

Motion to approve the 2023-2024 tax request resolution at 12:27 PM passed with a motion by Brenda Carhart and a second by Beth Shashikant.

Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea

Lindsay Dixon: Absent
Beth Shashikant: Yea
Sandy Wolfe: Yea

5. Future Meetings

The next regular meeting of the Board of Education will be held on Monday, October 9, 2023. The regular business meeting will start at 5:30 PM. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

6. Adjournment

The meeting adjourned at 12:29 PM.

Chairperson

Superintendent

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #175 for the month of October 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 am abstaining from voting on claim #442 and #444 for the month of October 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 am abstaining from voting on claim #441 and #443 for the month of October 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 am abstaining from voting on claim #108 for the month of October 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

OCTOBER 9, 2023

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	A TO Z VAC & SEW	VACCUUM BAGS	01 2610 610 1 001 000	\$7.48
2	A TO Z VAC & SEW	VACCUUM BAGS	01 2610 610 2 001 000	\$7.47
3	ACOSTA GODINEZ, REYNA	PARENT MILEAGE	01 2713 332 1 004 021	\$23.58
4	ADVANCE AUTO PARTS	AIR FILTERS	01 2650 610 1 001 000	\$14.63
5	ADVANCE AUTO PARTS	VEHICLE SUPPLIES	01 2650 610 1 001 000	\$35.98
6	ADVANCE AUTO PARTS	AIR FILTERS	01 2650 610 2 001 000	\$14.63
7	ADVANCE AUTO PARTS	VEHICLE SUPPLIES	01 2650 610 2 001 000	\$35.97
8	ADVANCE AUTO PARTS	BUS SUPPLIES	01 2710 610 1 001 000	\$8.99
9	ADVANCE AUTO PARTS	BUS SUPPLIES	01 2710 610 2 001 000	\$8.99
10	ADVANCE AUTO PARTS	BRAKE PADS, BEARINGS	01 2712 610 1 001 000	\$182.70
11	ADVANCE AUTO PARTS	BRAKE PADS, BEARINGS	01 2712 610 2 001 000	\$182.70
12	AKRS EQUIPMENT SOLUTIONS, INC	OIL/FILTER SUPPLIES	01 2630 610 1 001 000	\$86.49
13	AKRS EQUIPMENT SOLUTIONS, INC	OIL/FILTER SUPPLIES	01 2630 610 2 001 000	\$86.48
14	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
15	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
16	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
17	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$30.00
18	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$30.00
19	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
20	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
21	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
22	AMERICAN TIME & SIGNAL	CLOCKS	01 2620 610 1 001 000	\$255.03
23	AMERICAN TIME & SIGNAL	CLOCKS	01 2620 610 2 001 000	\$255.02
24	ANIXTER INC	1-PORT MOD JACK	01 2230 650 1 005 000	\$597.00
25	ANIXTER INC	1-PORT MOD JACK	01 2230 650 2 005 000	\$597.00
26	APPEARA	LAUNDRY SERVICE	01 1100 810 2 211 001	\$15.21
27	APPEARA	LAUNDRY SERVICE	01 1100 810 2 211 001	\$20.94
28	APPEARA	LAUNDRY SERVICE	01 1100 810 2 211 001	\$28.15
29	APPEARA	LAUNDRY SERVICE	01 2410 810 2 209 001	\$217.70
30	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
31	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
32	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
33	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
34	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
35	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
36	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
37	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
38	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
39	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
40	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
41	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
42	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
43	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
44	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
45	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
46	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.58
47	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.58
48	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.58
49	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.58
50	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.58
51	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.58
52	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.58
53	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.58
54	ARKFELD LOCK & SECURITY	MASTER KEY	01 2620 610 2 001 002	\$19.90

55	ARROW STAGE LINES	JH FOOTBALL 9/7 TRANSPORTATION	01 2710 340 1 001 000	\$825.00
56	ARROW STAGE LINES	CHEER/PINK PANTHERS	01 2710 340 1 001 000	\$575.00
57	ARROW STAGE LINES	CROSS COUNTRY TRANSPORTATION	01 2710 340 1 001 000	\$939.00
58	ARROW STAGE LINES	RESERVE FB TRANSPORTATION	01 2710 340 1 001 000	\$825.00
59	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 1 001 000	\$1,125.00
60	ARROW STAGE LINES	JH FOOTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
61	ARROW STAGE LINES	CROSS COUNTRY TRANSPORTATION	01 2710 340 1 001 000	\$825.00
62	ARROW STAGE LINES	JH VOLLEYBALL BUSES	01 2710 340 1 001 000	\$825.00
63	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
64	ARROW STAGE LINES	FFA TRANSPORTATION	01 2710 340 1 001 000	\$825.00
65	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
66	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 1 001 000	-\$125.00
67	ARROW STAGE LINES	CHEER/PINK PATHERS BUS	01 2710 340 1 001 000	\$825.00
68	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
69	ARROW STAGE LINES	JH FB TRANSPORTATION	01 2710 340 1 001 000	\$825.00
70	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
71	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
72	ARROW STAGE LINES	VARSITY FB TRANSPORTATION	01 2710 340 1 001 000	\$825.00
73	ARROW STAGE LINES	RESERVES FOOTBALL	01 2710 340 1 001 000	\$967.50
74	ARROW STAGE LINES	CONTRACTED TRANSPORTATION	01 2710 340 1 001 000	\$825.00
75	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
76	ARROW STAGE LINES	FOOTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
77	ARROW STAGE LINES	JH FOOTBALL 9/7 TRANSPORTATION	01 2710 340 2 001 000	\$825.00
78	ARROW STAGE LINES	CHEER/PINK PANTERS	01 2710 340 2 001 000	\$575.00
79	ARROW STAGE LINES	CROSS COUNTRY TRANSPORTATION	01 2710 340 2 001 000	\$939.00
80	ARROW STAGE LINES	RESERVE FB TRANSPORTATION	01 2710 340 2 001 000	\$825.00
81	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 2 001 000	\$1,125.00
82	ARROW STAGE LINES	JH FOOTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
83	ARROW STAGE LINES	CROSS COUNTRY TRANSPORTATION	01 2710 340 2 001 000	\$825.00
84	ARROW STAGE LINES	JH VOLLEY BALL BUSES	01 2710 340 2 001 000	\$825.00
85	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
86	ARROW STAGE LINES	FFA TRANSPORTATION	01 2710 340 2 001 000	\$825.00
87	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
88	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 2 001 000	-\$125.00
89	ARROW STAGE LINES	CHEER/PINK PANTHERS BUS	01 2710 340 2 001 000	\$825.00
90	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
91	ARROW STAGE LINES	JH FB TRANSPORTATION	01 2710 340 2 001 000	\$825.00
92	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
93	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
94	ARROW STAGE LINES	VARSITY FB TRANSPORTATION	01 2710 340 2 001 000	\$825.00
95	ARROW STAGE LINES	RESERVES FOOTBALL	01 2710 340 2 001 000	\$967.50
96	ARROW STAGE LINES	CONTRACTED TRANSPORTATION	01 2710 340 2 001 000	\$825.00
97	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
98	ARROW STAGE LINES	FOOTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
99	BALLARD & TIGHE, PUBLISHERS	EDUCATIONAL PICTURE/WORD CARDS	01 6925 610 1 004 000	\$398.83
100	BAND SHOPPE	DRUM MAJOR PANTS	01 1100 610 2 202 001	\$51.90
101	BARNHILL ENTERPRISES LLC	MUSIC SUPPLIES	01 1100 610 1 418 014	\$230.50
102	BAUER BUILT, INC	LABOR	01 2710 340 1 001 000	\$173.00
103	BAUER BUILT, INC	LABOR	01 2710 340 2 001 000	\$173.00
104	BAUER BUILT, INC	TIRES	01 2710 610 1 001 000	\$391.27
105	BAUER BUILT, INC	TIRES	01 2710 610 2 001 000	\$391.27
106	BAUER BUILT, INC	LABOR	01 2712 340 1 001 000	\$76.00
107	BAUER BUILT, INC	TIRES	01 2712 610 1 001 000	\$546.34
108	BAUER UNDERGROUND	MATERIAL FOR INSTALLING	01 2620 610 2 001 001	\$2,500.00
109	BAUMANN, CHERYL	ACTIVITY WORKER	01 2190 120 2 001 000	\$89.21
110	BAUMANN, TERRY	ACTIVITY WORKER	01 2190 120 2 001 000	\$89.21
111	BIG RED PRINTING	ENVELOPES	01 1100 610 1 430 014	\$296.20
112	BLICK ART MATERIALS	ART SUPPLIES	01 1100 610 1 011 000	\$350.24
113	BOMGAARS SUPPLY	SCREWDRIVER SET AND DRILL	01 2610 610 1 001 000	\$349.96
114	BOMGAARS SUPPLY	SCREWDRIVER SET	01 2610 610 1 001 000	-\$24.00
115	BOMGAARS SUPPLY	NUT DRIVER	01 2610 610 2 001 000	\$10.99
116	BOMGAARS SUPPLY	SCREWDRIVER SET AND DRILL	01 2610 610 2 001 000	\$349.96

117	BOMGAARS SUPPLY	SCREWDRIVER SET	01 2610 610 2 001 000	-\$24.00
118	BOMGAARS SUPPLY	NUT DRIVER	01 2610 610 2 001 001	\$10.99
119	BOMGAARS SUPPLY	SPARK PLUG	01 2620 610 1 001 000	\$4.00
120	BOMGAARS SUPPLY	HOSE MENDER AND CLAMP	01 2620 610 1 001 000	\$3.04
121	BOMGAARS SUPPLY	CHAINSAW CHAIN	01 2620 610 1 001 000	\$7.50
122	BOMGAARS SUPPLY	RATCHET STRAPS	01 2620 610 1 001 000	\$21.99
123	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$17.22
124	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 021	\$64.90
125	BOMGAARS SUPPLY	SPARK PLUG	01 2620 610 2 001 000	\$3.99
126	BOMGAARS SUPPLY	HOSE MENDER AND CLAMP	01 2620 610 2 001 000	\$3.04
127	BOMGAARS SUPPLY	RATCHET STRAPS	01 2620 610 2 001 000	\$21.99
128	BOMGAARS SUPPLY	CHAINSAW CHAIN	01 2620 610 2 001 000	\$7.49
129	BOMGAARS SUPPLY	EXTENDER	01 2620 610 2 001 000	\$3.99
130	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$17.22
131	BOMGAARS SUPPLY	DRILL BIT SET	01 2620 610 2 001 001	\$15.98
132	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 2 001 001	\$408.87
133	BOMGAARS SUPPLY	UTILITY KNIFE AND BLADES	01 2650 610 1 001 000	\$19.99
134	BOMGAARS SUPPLY	LED BULB	01 2650 610 1 001 000	\$15.00
135	BOMGAARS SUPPLY	EXTENDER	01 2650 610 1 001 000	\$4.00
136	BOMGAARS SUPPLY	MAINT SUPPLIES	01 2650 610 1 001 000	\$35.97
137	BOMGAARS SUPPLY	MAINT SUPPLIES	01 2650 610 1 001 000	\$23.43
138	BOMGAARS SUPPLY	FASTNERS	01 2650 610 1 001 000	\$11.16
139	BOMGAARS SUPPLY	UTILITY KNIFE AND BLADES	01 2650 610 2 001 000	\$19.98
140	BOMGAARS SUPPLY	LED BULB	01 2650 610 2 001 000	\$14.99
141	BOMGAARS SUPPLY	MAINT SUPPLIES	01 2650 610 2 001 000	\$35.96
142	BOMGAARS SUPPLY	MAINT SUPPLIES	01 2650 610 2 001 000	\$23.43
143	BOMGAARS SUPPLY	FASTNERS	01 2650 610 2 001 000	\$11.16
144	BRUNGARDT, MARY MARGARET	ACTIVITY WORKER	01 2190 120 2 001 000	\$121.65
145	BSN SPORTS	FITNESS GRAM	01 1100 643 2 143 002	\$199.00
146	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 1 001 000	\$30.00
147	BULLSEYE WINDSHIELD REPAIR	WINSHIELD REPAIRS	01 2650 340 1 001 000	\$20.00
148	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 1 001 000	\$221.00
149	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 2 001 000	\$30.00
150	BULLSEYE WINDSHIELD REPAIR	WINSHIELD REPAIRS	01 2650 340 2 001 000	\$20.00
151	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 2 001 000	\$221.00
152	CANNON MOSS BRYGGER ARCHITECTS	MIDDLE SCHOOL ADDITION	01 6998 340 1 945 014	\$35,000.00
153	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 104 010	\$399.51
154	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 201 003	\$238.80
155	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 302 004	\$256.99
156	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 430 014	\$662.73
157	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 602 005	\$193.28
158	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 705 008	\$203.20
159	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 819 009	\$230.81
160	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 904 012	\$301.81
161	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 016 001	\$33.02
162	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 141 002	\$496.84
163	CAPITAL BUSINESS SYSTEMS, INC	COPIES	01 1100 340 2 209 001	\$11.56
164	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 209 001	\$1,040.38
165	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1190 610 1 163 021	\$54.24

166	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1200 610 1 004 000	\$381.21
167	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1200 610 2 004 000	\$381.20
168	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1291 610 1 017 000	\$88.67
169	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1292 610 1 017 000	\$88.66
170	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 1 001 000	\$12.37
171	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 1 001 000	\$1,836.56
172	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 2 001 000	\$12.36
173	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 2 001 000	\$1,836.55
174	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2620 431 0 001 000	\$17.85
175	CARHART LUMBER	PINE LUMBER	01 1100 610 2 112 002	\$516.00
176	CARLISLE, TIMOTHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$24.33
177	CAROLINA BIOLOGICAL	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$138.62
178	CENGAGE LEARNING	JOURNAL WORKING PAPERS	01 1100 610 2 203 001	\$1,828.00
179	CITY OF NORFOLK	COMPOST FOR CLASS PROJECT	01 1100 610 2 208 001	\$10.00
180	CITY OF NORFOLK	SHARPS DISPOSAL	01 2130 610 1 004 000	\$60.00
181	CITY OF NORFOLK	SHARPS DISPOSAL	01 2130 610 2 004 000	\$60.00
182	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$1,022.84
183	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$1,397.42
184	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$2,128.56
185	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$2,046.31
186	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$1,554.74
187	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$1,499.80
188	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$1,022.84
189	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$2,646.74
190	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$2.28
191	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$78.01
192	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$22.07
193	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$34.67
194	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$4.28
195	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.81
196	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$2.28
197	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$78.01
198	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$22.06
199	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$34.67
200	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$4.27
201	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.80
202	CLEVELAND, JOEL	CHROMEBOOK STATION	01 2410 650 2 141 002	\$150.00
203	COLFACK, DAVID	ACTIVITY WORKER	01 2190 120 2 001 000	\$202.75
204	CONTINUED.COM, LLC	EMPLOYEE TRAINING	01 2151 330 1 004 000	\$356.00
205	CONTINUED.COM, LLC	EMPLOYEE TRAINING	01 2151 330 2 004 000	\$89.00
206	CONTINUED.COM, LLC	EMPLOYEE TRAINING	01 2152 330 1 004 000	\$89.00
207	CONTINUED.COM, LLC	EMPLOYEE TRAINING	01 2153 330 1 004 000	\$89.00
208	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 320 1 004 000	\$11,157.75
209	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 320 2 004 000	\$506.25
210	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 334 1 004 000	\$104.28
211	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 334 2 004 000	\$9.24
212	CURRICULUM ASSOCIATES	INTERVENTIONS	01 1100 610 1 602 005	\$335.88
213	CURRICULUM ASSOCIATES	PHONICS BOOKS	01 6200 640 1 028 000	\$84.24
214	CURRICULUM ASSOCIATES	TEACHER GUIDE READING LEVEL 1	01 6200 640 1 028 000	\$22.43
215	DE LA CRUZ, GABRIELA	INTERPRETER	01 1150 350 1 004 008	\$21.06
216	DEMCO	SUPPLIES	01 2220 610 1 030 000	\$354.51
217	DINKEL IMPLEMENT	SERVICE/PARTS TO MOWER	01 2630 340 1 001 000	\$269.70
218	DINKEL IMPLEMENT	SERVICE/PARTS TO MOWER	01 2630 340 2 001 000	\$269.70
219	DINKEL IMPLEMENT	SERVICE/PARTS TO MOWER	01 2630 610 1 001 000	\$13.49

220	DINKEL IMPLEMENT	SERVICE/PARTS TO MOWER	01 2630 610 2 001 000	\$13.48
221	DISTRICT IV NAEA	CHAPTER FEE FOR AG EDUCATION	01 1100 610 2 208 001	\$275.00
222	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$46.11
223	DOERING, DENNIS	REIMBURSEMENT FOR VINYL	01 1100 610 1 201 003	\$72.00
224	DOLLIVER, DENNIS	ACTIVITY WORKER	01 2190 120 2 001 000	\$52.72
225	EAKES OFFICE PLUS	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$62.76
226	EAKES OFFICE PLUS	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$62.76
227	ECHO GROUP INC	HIGH TEMP WIRE	01 2620 610 1 001 000	\$18.70
228	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$632.25
229	ECHO GROUP INC	BALLAST	01 2620 610 1 001 000	\$99.75
230	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$7.08
231	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 009	\$58.60
232	ECHO GROUP INC	HIGH TEMP WIRE	01 2620 610 2 001 000	\$18.69
233	ECHO GROUP INC	BALLAST	01 2620 610 2 001 000	\$99.75
234	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$632.25
235	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$7.07
236	ECHO GROUP INC	PVC	01 2620 610 2 001 002	\$51.00
237	ECHO GROUP INC	PVC	01 2620 610 2 001 002	\$28.47
238	ECHO GROUP INC	BULBS	01 2620 610 2 001 002	\$45.54
239	ECHO GROUP INC	BATTERY	01 2620 610 2 001 002	\$100.44
240	EDFICIENCY LLC	ANNUAL SUBSCRIPTION	01 2410 340 2 209 001	\$4,580.00
241	EGAN SUPPLY COMPANY	MATS	01 2610 610 1 001 000	\$387.83
242	EGAN SUPPLY COMPANY	JANITORIAL SUPPLIES	01 2610 610 1 001 000	\$842.74
243	EGAN SUPPLY COMPANY	SUPPLIES	01 2610 610 1 001 000	\$99.36
244	EGAN SUPPLY COMPANY	MATS	01 2610 610 2 001 000	\$387.83
245	EGAN SUPPLY COMPANY	JANITORIAL SUPPLIES	01 2610 610 2 001 000	\$842.74
246	EGAN SUPPLY COMPANY	SUPPLIES	01 2610 610 2 001 000	\$99.35
247	ELECTRONIC SYSTEMS	FIRE SYSTEM CHECKS AND REPAIRS	01 2620 431 1 001 000	\$643.50
248	ELECTRONIC SYSTEMS	FIRE SYSTEM CHECKS AND REPAIRS	01 2620 431 2 001 000	\$643.50
249	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$154.65
250	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$154.64
251	ESU #7	SERVICE PURCHASED FROM ESU	01 1200 591 2 004 000	\$3,456.00
252	ESU 8	DISTANCE LEARNING CONTRACT	01 1100 340 1 028 000	\$500.00
253	ESU 8	DISTANCE LEARNING CONTRACT	01 1100 340 2 028 000	\$500.00
254	FAITH REGIONAL HEALTH SERVICES	23-24 ATHLETIC TRAINER	01 2130 340 2 001 000	\$17,225.00
255	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES	01 1200 561 2 004 000	\$1,910.40
256	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES	01 1200 890 2 004 000	\$919.20
257	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO PRODUCTION	01 2510 340 2 001 001	\$717.50
258	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO PRODUCTION	01 2510 340 2 001 001	\$412.50
259	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$6.09
260	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$37.47
261	FILTER SHOP, INC, THE	FILTERS	01 2620 610 1 001 000	\$719.11
262	FILTER SHOP, INC, THE	FILTERS	01 2620 610 2 001 000	\$719.10
263	FLOOR MAINTENANCE AND SUPPLY	BROOMS	01 2610 610 1 001 000	\$120.48
264	FLOOR MAINTENANCE AND SUPPLY	BROOMS	01 2610 610 2 001 000	\$120.48
265	FLYNN, ALLISON	STAFF MILEAGE	01 2141 333 1 014 000	\$16.05
266	FLYNN, ALLISON	STAFF MILEAGE	01 2141 333 2 014 000	\$2.95
267	FRISCH, VIRGINIA	STAFF MILEAGE	01 1291 333 1 004 021	\$0.92
268	FRISCH, VIRGINIA	STAFF MILEAGE	01 1292 333 1 004 000	\$10.22
269	FRISCH, VIRGINIA	CDL RENEWAL	01 2712 890 1 001 000	\$60.00
270	FRONTLINE TECHNOLOGIES GROUP LLC	OTHER PROF SERVICES 9/1/23-	01 2210 340 1 901 000	\$7,625.38
271	FRONTLINE TECHNOLOGIES GROUP LLC	OTHER PROF SERVICES 9/1/23-	01 2210 340 2 901 000	\$7,625.37
272	GENES MOTOR AND SHARPENING SERVICE	BLADE SHARPENING	01 1100 610 2 141 002	\$56.00
273	GRAFTON & ASSOCIATES, PC	STATE FAIR REGISTRATION	01 1100 610 2 208 001	\$25.00

274	GRAND ISLAND SENIOR HIGH BAND BOOSTERS	SHOW CHOIR REG	01 1100 810 2 207 001	\$250.00
275	GUARANTEE ROOFING	TECH BUILDING ROOF	01 2620 431 1 001 000	\$14,756.50
276	GUARANTEE ROOFING	TECH BUILDING ROOF	01 2620 431 2 001 000	\$14,756.50
277	HAKE, SARAH	STAFF MILEAGE	01 1200 333 1 004 000	\$26.72
278	HAKE, SARAH	STAFF MILEAGE	01 1200 333 2 004 000	\$2.10
279	HAKE, SARAH	STAFF MILEAGE	01 2151 333 1 004 000	\$4.65
280	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$44.61
281	HARTINGTON NEWCASTLE FFA	DAIRY EVALUATION REGISTRATION	01 1100 810 2 211 001	\$35.00
282	HEARTLAND FIRE PROTECTION INC	FIRE EXTINGUISHER AND TAGS	01 2650 610 1 001 000	\$121.95
283	HEARTLAND FIRE PROTECTION INC	FIRE EXTINGUISHER AND TAGS	01 2650 610 2 001 000	\$121.95
284	HENKEL, KARL	STAFF MILEAGE	01 1100 333 2 001 000	\$10.81
285	HENKEL, KARL	STAFF MILEAGE	01 1100 333 2 001 000	\$11.53
286	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$450.11
287	HOFMANN PLUMBING	WATER DISCONNECT/405 E WALNUT	01 2620 431 1 001 000	\$1,650.00
288	HOFMANN PLUMBING	CABLED SEWER LINE	01 2620 431 1 001 012	\$365.00
289	HOFMANN PLUMBING	REPAIRS TO PLUMBING BY NURSES	01 2620 431 1 001 014	\$3,547.00
290	HOFMANN PLUMBING	WATER DISCONNECT/405 E WALNUT	01 2620 431 2 001 000	\$1,650.00
291	HOFMANN PLUMBING	REPAIRED LEAK	01 2620 431 2 001 001	\$171.75
292	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	-\$289.80
293	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$450.00
294	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$80.05
295	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	-\$80.05
296	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	-\$289.80
297	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$450.00
298	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$80.05
299	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	-\$80.05
300	HUGHES, AMY	CONTRACTED SCHOOL AGE PT	01 2171 320 1 004 000	\$7,998.75
301	HUGHES, AMY	CONTRACTED SCHOOL AGE PT	01 2171 334 1 004 000	\$100.22
302	HUGHES, PAUL	ACTIVITY WORKER	01 2190 120 2 001 000	\$227.08
303	INSECT LORE	CUP OF CATERPILLARS	01 1100 610 1 609 005	\$13.47
304	INSECT LORE	CUP OF CATERPILLARS	01 1100 610 1 612 005	\$13.47
305	J W PEPPER, INC	MUSIC	01 1100 610 2 202 001	\$45.00
306	J.J. KELLER & ASSOCIATES, INC	DOT COMPLIANCE MANUAL	01 2710 610 1 001 000	\$202.50
307	J.J. KELLER & ASSOCIATES, INC	DOT COMPLIANCE MANUAL	01 2710 610 2 001 000	\$202.50
308	JEO CONSULTING GROUP, INC	JH TRACK REPLACEMENT	01 2620 431 2 001 002	\$3,900.00
309	JEO CONSULTING GROUP, INC	JH TRACK REPLACEMENT AD	01 2620 890 2 001 002	\$12.45
310	KANSAS CITY AUDIO-VISUAL INC	PROJECTOR BULBS	01 2410 610 2 209 001	\$249.33
311	KAUP FORAGE & TURF	GENERAL SUPPLIES	01 2630 610 1 001 000	\$52.50
312	KAUP FORAGE & TURF	GENERAL SUPPLIES	01 2630 610 2 001 000	\$52.50
313	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 000	\$8.42
314	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 000	\$30.90
315	KELLY SUPPLY COMPANY	PVC AND SUPPLIES	01 2620 610 1 001 014	\$85.90
316	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 021	\$15.55
317	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 000	\$8.41
318	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 000	\$30.89
319	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$135.69
320	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$46.64
321	KNIGHT, KARLA	STAFF MILEAGE	01 2152 333 1 004 021	\$32.75
322	KNIGHT, KARLA	STAFF MILEAGE	01 2153 333 1 004 000	\$45.72
323	KORTH, JESSIE	BIRTH TO 5 PT SERVICES	01 2172 320 1 004 000	\$4,978.26
324	KORTH, JESSIE	BIRTH TO 5 PT SERVICES	01 2173 320 1 004 000	\$4,978.26
325	KORTH, JESSIE	BIRTH TO 5 PT SERVICES MILEAGE	01 2173 334 1 004 000	\$150.62
326	KORTH, JESSIE	BIRTH TO 5 PT SERVICES MILEAGE	01 2173 334 1 004 000	\$150.61
327	KSB SCHOOL LAW	SPED WEBINAR SERIES	01 1200 330 1 004 000	\$600.00
328	KSB SCHOOL LAW	SPED WEBINAR SERIES	01 1200 330 2 004 000	\$600.00
329	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 1 001 000	\$430.86
330	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 2 001 000	\$430.85

331	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 000	\$673.50
332	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 003	\$49.00
333	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 004	\$49.00
334	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 005	\$49.00
335	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 008	\$49.00
336	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 009	\$49.00
337	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 010	\$49.00
338	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 012	\$49.00
339	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 014	\$49.00
340	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 021	\$49.00
341	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 000	\$673.50
342	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 001	\$49.00
343	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 002	\$49.00
344	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 016 001	\$49.00
345	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$52.72
346	LAWNCO	LAWN SERVICE (2022-2024)	01 2630 420 1 001 000	\$3,939.00
347	LAWNCO	LAWN SERVICE (2022-2024)	01 2630 420 2 001 000	\$3,938.99
348	LEXIA LEARNING SYSTEMS LLC	LEXIA CORE READING POWERUP	01 1200 643 1 004 000	\$14,973.00
349	LEXIA LEARNING SYSTEMS LLC	LEXIA CORE READING POWERUP	01 6200 340 1 028 000	\$29,946.00
350	LINCOLN PUBLIC SCHOOLS	MARCHING BAND REGISTRATION	01 1100 810 2 202 001	\$180.00
351	LITERACY RESOURCES, LLC	PRIMARY CURRICULUM	01 1100 610 1 602 005	\$192.24
352	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$79.26
353	LUHR, MARY	STAFF MILEAGE	01 1200 333 2 004 000	\$79.25
354	M AND B QUALITY CONCRETE	CEMENT PAD BY TENNIS COURTS	01 2620 431 2 001 001	\$2,200.00
355	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$1,028.96
356	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$137.00
357	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$6.47
358	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 1 001 000	\$90.30
359	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 2 001 000	\$90.30
360	MCBRIDE, STEPHENIE	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$88.88
361	MCGRAW-HILL SCHOOL EDUCATION LLC	BOOKS & PERIODICALS	01 1100 640 2 028 001	\$85.83
362	MCGRAW-HILL SCHOOL EDUCATION LLC	CORRECTIVE READING MATERIALS	01 6998 640 1 945 000	\$1,373.90
363	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2190 610 2 001 000	\$330.86
364	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 1 001 000	\$13.38
365	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 2 001 000	\$13.37
366	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2650 610 1 001 000	\$138.50
367	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2650 610 2 001 000	\$138.50
368	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2710 610 1 001 000	\$42.32
369	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2710 610 2 001 000	\$42.32
370	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2712 610 1 001 000	\$76.95
371	MENARDS	TOOLS	01 2610 610 1 001 000	\$110.92
372	MENARDS	HEAVY DUTY PLUG	01 2610 610 1 001 000	\$26.97
373	MENARDS	TOOLS	01 2610 610 2 001 000	\$110.92
374	MENARDS	HEAVY DUTY PLUG	01 2610 610 2 001 000	\$26.97
375	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$26.99
376	MENARDS	SHOP SUPPLIES	01 2620 610 1 001 000	\$26.30
377	MENARDS	CASTERS	01 2620 610 1 001 000	\$15.66
378	MENARDS	MAINT. SUPPLIES	01 2620 610 1 001 000	\$57.97
379	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$25.40
380	MENARDS	OFFICE SUPPLIES	01 2620 610 1 001 000	\$26.15
381	MENARDS	SHOP LIGHT, DRILL BITS	01 2620 610 1 001 000	\$37.48
382	MENARDS	CLEANING SUPPLIES	01 2620 610 1 001 000	\$1.99
383	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$4.99
384	MENARDS	SHOP SUPPLIES	01 2620 610 1 001 000	\$39.48
385	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$4.09
386	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$4.14
387	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$6.42
388	MENARDS	TAPE	01 2620 610 1 001 014	\$10.99
389	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$26.99
390	MENARDS	SHOP SUPPLIES	01 2620 610 2 001 000	\$26.29
391	MENARDS	MAINT. SUPPLIES	01 2620 610 2 001 000	\$57.97

392	MENARDS	CASTERS	01 2620 610 2 001 000	\$15.66
393	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$25.39
394	MENARDS	OFFICE SUPPLIES	01 2620 610 2 001 000	\$26.15
395	MENARDS	CLEANING SUPPLIES	01 2620 610 2 001 000	\$1.98
396	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$4.99
397	MENARDS	SHOP LIGHT, DRILL BITS	01 2620 610 2 001 000	\$37.48
398	MENARDS	SHOP SUPPLIES	01 2620 610 2 001 000	\$39.48
399	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$4.09
400	MENARDS	CEMENT PATCH	01 2620 610 2 001 001	\$19.58
401	MENARDS	STRAP	01 2620 610 2 001 001	\$6.60
402	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$24.97
403	MENARDS	NUTS AND BOLTS	01 2620 610 2 001 002	\$13.34
404	METAL DOORS & HARDWARE CO. INC	BLANK KEYS	01 2620 610 1 001 000	\$431.66
405	METAL DOORS & HARDWARE CO. INC	BLANK KEYS	01 2620 610 2 001 000	\$431.66
406	METAL DOORS & HARDWARE CO. INC	LATCHBOLT	01 2620 610 2 001 001	\$110.26
407	MODEL ELECTRIC INC	SERVICE TO MAIN DOOR	01 2620 431 1 001 000	\$39.00
408	MODEL ELECTRIC INC	REMOVED AND REINSTALLED LIGHTS	01 2620 431 1 001 014	\$127.00
409	MODEL ELECTRIC INC	SERVICE TO MAIN DOOR	01 2620 431 2 001 000	\$39.00
410	MODEL ELECTRIC INC	INSTALLED CAMERA AND POWER	01 2620 431 2 001 001	\$446.76
411	MOHR, ANDREW	ACTIVITY WORKER	01 2190 120 2 001 000	\$178.42
412	NAESP REGION III	A.BROWN MEMBERSHIP DUES	01 1100 810 1 201 003	\$20.00
413	NAPA OF NORFOLK	OIL DRAIN PLUG	01 2650 610 1 001 000	\$1.73
414	NAPA OF NORFOLK	OIL DRAIN PLUG	01 2650 610 2 001 000	\$1.73
415	NAPA OF NORFOLK	WIPER BLADE	01 2710 610 1 001 000	\$20.40
416	NAPA OF NORFOLK	WIPER BLADE	01 2710 610 2 001 000	\$20.40
417	NASCO	INK AND PRINTMAKING MATERIALS	01 1100 610 1 416 014	\$507.28
418	NASPA	NASPA DUES/BAUMANN	01 2210 810 1 901 000	\$20.00
419	NASPA	NASPA DUES/BAUMANN	01 2210 810 2 901 000	\$20.00
420	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1200 610 2 291 001	\$22.80
421	NCS PEARSON	Q-GLOBAL SCORING SUBSCRIPTION	01 2141 610 1 014 000	\$86.40
422	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$8.10
423	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$8.51
424	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$8.10
425	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$22.28
426	NCS PEARSON	Q-GLOBAL SCORING SUBSCRIPTION	01 2141 610 2 014 000	\$86.40
427	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$8.10
428	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$8.50
429	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$8.10
430	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$22.27
431	NCS PEARSON	Q-GLOBAL SCORING SUBSCRIPTION	01 2142 610 1 014 000	\$19.20
432	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$1.80
433	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$1.89
434	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$1.80
435	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$4.95
436	NCSA	NCSA MEMBERSHIP/A BAUMANN	01 2210 810 1 901 000	\$192.50
437	NCSA	NCSA MEMBERSHIP/A BAUMANN	01 2210 810 2 901 000	\$192.50
438	NCSA	MEMBERSHIP/HASTINGS/NELSON	01 2410 810 2 209 001	\$770.00
439	NE INFINITE CAMPUS USER GROUP	INFINITE CAMPUS USER DAY	01 2230 330 1 005 000	\$50.00
440	NE INFINITE CAMPUS USER GROUP	INFINITE CAMPUS USER DAY	01 2230 330 2 005 000	\$50.00
441	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	C BOOTH NASB MEMBERSHIP	01 2310 810 1 033 000	\$44.50
442	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	B SHASHIKANT/MEMBERSHIP	01 2310 810 1 033 000	\$44.50
443	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	C BOOTH NASB MEMBERSHIP	01 2310 810 2 033 000	\$44.50
444	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	B SHASHIKANT/MEMBERSHIP	01 2310 810 2 033 000	\$44.50

445	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	NAEP MEMBERSHIP/COLLINS	01 2320 810 1 033 000	\$20.00
446	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	NAEP MEMBERSHIP/COLLINS	01 2320 810 2 033 000	\$20.00
447	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	NAEP	01 2510 810 1 001 000	\$80.00
448	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	NAEP	01 2510 810 2 001 000	\$80.00
449	NEBRASKA DEPARTMENT OF EDUCATION	NEMTSS SUMMIT	01 6990 330 1 001 000	\$1,125.00
450	NEBRASKA DEPARTMENT OF EDUCATION	NEMTSS SUMMIT	01 6990 330 2 001 000	\$1,125.00
451	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 000	\$1,396.82
452	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 003	\$3,347.75
453	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 004	\$2,357.79
454	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 005	\$2,977.07
455	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 008	\$3,787.83
456	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 009	\$2,615.61
457	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 010	\$4,886.58
458	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 014	\$12,988.70
459	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 021	\$3,656.44
460	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 000	\$1,396.81
461	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 001	\$58,454.35
462	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 002	\$21,956.19
463	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 1 001 000	\$1,087.64
464	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 2 001 000	\$1,087.64
465	NEBRASKA/CENTRAL EQUIPMENT,INC	PARTS	01 2710 610 1 001 000	\$41.55
466	NEBRASKA/CENTRAL EQUIPMENT,INC	PARTS	01 2710 610 1 001 000	\$144.10
467	NEBRASKA/CENTRAL EQUIPMENT,INC	PARTS	01 2710 610 2 001 000	\$41.55
468	NEBRASKA/CENTRAL EQUIPMENT,INC	PARTS	01 2710 610 2 001 000	\$144.10
469	NEGRETE, SARAI	INTERPRETER	01 1150 350 1 004 008	\$21.06
470	NEMAHA SPORTS CONSTRUCTION	JH TRACK	01 2620 431 2 001 002	\$272,153.30
471	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 1 901 000	\$112.50
472	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 2 901 000	\$112.50
473	NORDHUES, ELLE	STAFF MILEAGE	01 6200 333 1 028 012	\$46.24
474	NORFOLK AREA CHAMBER OF COMMERCE	CHAMBER MEETING LUNCHES	01 2310 890 1 010 000	\$5.00
475	NORFOLK AREA CHAMBER OF COMMERCE	CHAMBER MEETING LUNCHES	01 2310 890 2 010 000	\$5.00
476	NORFOLK AREA CHAMBER OF COMMERCE	BUSINESS AFTER HOURS	01 2320 890 1 033 000	\$5.00
477	NORFOLK AREA CHAMBER OF COMMERCE	BOD MEALS	01 2320 890 1 033 000	\$5.00
478	NORFOLK AREA CHAMBER OF COMMERCE	BUSINESS AFTER HOURS	01 2320 890 2 033 000	\$5.00

479	NORFOLK AREA CHAMBER OF COMMERCE	BOD MEALS	01 2320 890 2 033 000	\$5.00
480	NORFOLK AUTO SUPPLY	OIL DRAIN PLUG	01 2630 610 1 001 000	\$2.75
481	NORFOLK AUTO SUPPLY	OIL DRAIN PLUG	01 2630 610 2 001 000	\$2.74
482	NORFOLK AUTO SUPPLY	VEHICLE SUPPLIES	01 2710 610 1 001 000	\$137.39
483	NORFOLK AUTO SUPPLY	VEHICLE SUPPLIES	01 2710 610 2 001 000	\$137.39
484	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEALS	01 2320 890 1 033 000	\$15.25
485	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEALS	01 2320 890 2 033 000	\$15.25
486	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$9.87
487	NORFOLK DAILY NEWS	NEW TEACHER ADVERTISEMENT	01 2310 540 1 010 000	\$107.50
488	NORFOLK DAILY NEWS	ADS	01 2310 540 2 001 000	\$9.87
489	NORFOLK DAILY NEWS	NEW TEACHER ADVERTISEMENT	01 2310 540 2 010 000	\$107.50
490	NORFOLK DAILY NEWS	ADS	01 2510 540 1 001 000	\$63.45
491	NORFOLK DAILY NEWS	ADS	01 2510 540 1 901 000	\$257.20
492	NORFOLK DAILY NEWS	ADS	01 2510 540 1 901 000	\$187.50
493	NORFOLK DAILY NEWS	ADS	01 2510 540 2 001 000	\$63.45
494	NORFOLK DAILY NEWS	ADS	01 2510 540 2 901 000	\$257.20
495	NORFOLK DAILY NEWS	ADS	01 2510 540 2 901 000	\$187.50
496	NORFOLK GM AUTO CENTER	VEHICLE AIR CONDITIONER REPAIR	01 2712 610 1 001 000	\$688.76
497	NORFOLK GM AUTO CENTER	VEHICLE AIR CONDITIONER REPAIR	01 2712 610 2 001 000	\$688.76
498	NORFOLK SENIOR HIGH SCHOOL	SPEAKER REPAIR REIMB	01 1100 340 2 202 001	\$165.50
499	NORFOLK SENIOR HIGH SCHOOL	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$1,621.08
500	NORFOLK SENIOR HIGH SCHOOL	SHOW CHOIR ENTRY FEE REIMB	01 1100 810 2 207 001	\$300.00
501	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$49.29
502	NORFOLK WINSUPPLY	DRUM CONNECTING CABLE	01 2620 610 1 001 000	\$24.82
503	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$10.14
504	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 009	\$62.52
505	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$42.24
506	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$230.54
507	NORFOLK WINSUPPLY	OVAL CAPACITOR	01 2620 610 1 001 014	\$17.89
508	NORFOLK WINSUPPLY	PRESS REGULATOR	01 2620 610 1 001 014	\$38.55
509	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$49.28
510	NORFOLK WINSUPPLY	DRUM CONNECTING CABLE	01 2620 610 2 001 000	\$24.82
511	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$10.14
512	NPS SUBSIDIARY	ART SUPPLIES #2	01 1100 610 1 011 000	\$127.33
513	NPS SUBSIDIARY	SUPPLIES #2	01 1100 610 1 028 000	\$738.72
514	NPS SUBSIDIARY	LEGOS #6	01 1100 610 1 104 010	\$24.99
515	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$23.97
516	NPS SUBSIDIARY	ENVELOPES #6	01 1100 610 1 104 010	\$74.37
517	NPS SUBSIDIARY	GENERAL SUPPLIES #6	01 1100 610 1 104 010	\$176.90
518	NPS SUBSIDIARY	GENERAL SUPPLIES #6	01 1100 610 1 104 010	\$792.98
519	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$155.31
520	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$54.02
521	NPS SUBSIDIARY	DOOR STOPPERS #6	01 1100 610 1 104 010	\$121.98
522	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$233.85
523	NPS SUBSIDIARY	GENERAL SUPPLIES #6	01 1100 610 1 128 010	\$149.08
524	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$35.27
525	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$31.22
526	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$124.88
527	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$57.35
528	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 220 003	\$166.91
529	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 302 004	\$77.55
530	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 302 004	\$145.84
531	NPS SUBSIDIARY	CLASSROOM TABLES #9	01 1100 610 1 302 004	-\$706.42
532	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 306 004	\$35.60
533	NPS SUBSIDIARY	ORGANIZERS #9	01 1100 610 1 308 004	\$119.99
534	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 313 004	\$9.99
535	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 320 004	\$83.11
536	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 320 004	\$18.58
537	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 320 004	\$22.98
538	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 320 004	\$38.50
539	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 414 014	\$17.99
540	NPS SUBSIDIARY	CABLE #18	01 1100 610 1 415 014	\$67.99

541	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 424 014	\$45.00
542	NPS SUBSIDIARY	FLOOR FAN #13	01 1100 610 1 430 014	\$149.97
543	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 430 014	\$54.99
544	NPS SUBSIDIARY	PAPER PUNCH/TRIMMER #13	01 1100 610 1 430 014	\$211.65
545	NPS SUBSIDIARY	DOOR STOPPERS #14	01 1100 610 1 602 005	\$7.99
546	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 602 005	\$28.47
547	NPS SUBSIDIARY	LABEL HOLDERS #14	01 1100 610 1 602 005	\$33.38
548	NPS SUBSIDIARY	LAMINATING POUCHES #14	01 1100 610 1 602 005	\$43.18
549	NPS SUBSIDIARY	PE SUPPLIES #14	01 1100 610 1 603 005	\$149.59
550	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 613 005	\$2.70
551	NPS SUBSIDIARY	PRIVACY FOLDERS #14	01 1100 610 1 642 005	\$19.97
552	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 642 005	\$2.70
553	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 645 005	\$2.70
554	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 664 005	\$2.71
555	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 701 008	\$60.10
556	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 705 008	\$40.78
557	NPS SUBSIDIARY	BADGE HOLDERS #16	01 1100 610 1 705 008	\$38.99
558	NPS SUBSIDIARY	SIGNAGE #16	01 1100 610 1 705 008	\$57.60
559	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 705 008	\$104.10
560	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 710 008	\$40.12
561	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 801 009	\$116.37
562	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 801 009	\$64.83
563	NPS SUBSIDIARY	SUPPLIES #12	01 1100 610 1 803 009	\$89.85
564	NPS SUBSIDIARY	BOOK CART FOR DIBS BOOKS #3	01 1100 610 1 902 012	\$109.99
565	NPS SUBSIDIARY	BRAIN POP #3	01 1100 610 1 904 012	\$100.00
566	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 904 012	\$139.57
567	NPS SUBSIDIARY	KLEENEX #3	01 1100 610 1 904 012	\$159.90
568	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 907 012	\$58.94
569	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 907 012	\$158.41
570	NPS SUBSIDIARY	CART/LIGHTS/MAGNETS/CLIPS #3	01 1100 610 1 907 012	\$46.97
571	NPS SUBSIDIARY	JOURNALS #3	01 1100 610 1 907 012	\$79.94
572	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 909 012	\$40.97
573	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 910 012	\$103.97
574	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 914 012	\$212.07
575	NPS SUBSIDIARY	SEAT/CHAIR ORGANIZER #3	01 1100 610 1 916 012	\$119.99
576	NPS SUBSIDIARY	INSTRUMENT REPLACEMENT	01 1100 610 2 001 000	\$23,000.00
577	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 106 002	\$99.20
578	NPS SUBSIDIARY	PROJECTION LAMP #24	01 1100 610 2 106 002	\$264.80
579	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 112 002	\$227.68
580	NPS SUBSIDIARY	STUDENT USE SUPPLIES #24	01 1100 610 2 114 002	\$125.84
581	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 116 002	\$35.00
582	NPS SUBSIDIARY	CHORUS SUPPLIES #24	01 1100 610 2 116 002	\$137.00
583	NPS SUBSIDIARY	PLASTIC CORD HOLDER #24	01 1100 610 2 141 002	\$52.20
584	NPS SUBSIDIARY	PLAQUES #21	01 1100 610 2 202 001	\$141.33
585	NPS SUBSIDIARY	PLAQUES #21	01 1100 610 2 205 001	\$141.33
586	NPS SUBSIDIARY	SUPPLIES #23	01 1100 610 2 206 001	\$24.88
587	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 206 001	\$68.40
588	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 206 001	\$41.96
589	NPS SUBSIDIARY	PLAQUES #21	01 1100 610 2 207 001	\$141.34
590	NPS SUBSIDIARY	CLASSROOM SUPPLIES #5	01 1100 610 2 208 001	\$72.97
591	NPS SUBSIDIARY	SUPPLIES #27	01 1100 610 2 208 001	\$95.36
592	NPS SUBSIDIARY	CLASSROOM SUPPLIES #22	01 1100 610 2 208 001	\$80.43
593	NPS SUBSIDIARY	SUPPLIES #23	01 1100 610 2 208 001	\$166.57
594	NPS SUBSIDIARY	AUTOMOTIVE SHOP SUPPLIES #29	01 1100 610 2 211 001	\$640.58
595	NPS SUBSIDIARY	GENERAL SUPPLIES #23	01 1100 610 2 211 001	\$242.87
596	NPS SUBSIDIARY	GENERAL SUPPLIES #29	01 1100 610 2 212 001	\$477.08
597	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 212 001	\$142.68
598	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 212 001	\$56.24
599	NPS SUBSIDIARY	GENERAL SUPPLIES #22	01 1100 610 2 212 001	\$126.86
600	NPS SUBSIDIARY	SUPPLIES #29	01 1100 610 2 224 001	\$14.98
601	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 227 001	\$28.49
602	NPS SUBSIDIARY	BOOKS & PERIODICALS #2	01 1100 640 2 028 001	\$208.00
603	NPS SUBSIDIARY	READING QUIZ #9	01 1100 643 1 302 004	\$86.00

604	NPS SUBSIDIARY	WEB/CLOUD BASED SOFTWARE #13	01 1100 643 1 415 014	\$49.00
605	NPS SUBSIDIARY	DIGITL SUBSCRIPTION-CULTURAL	01 1100 643 1 602 005	\$1,100.00
606	NPS SUBSIDIARY	PLANBOOK #16	01 1100 643 1 705 008	\$180.00
607	NPS SUBSIDIARY	WEB/CLOUD BASED SOFTWARE #2	01 1100 643 2 028 001	\$149.00
608	NPS SUBSIDIARY	GENERAL SUPPLIES #22	01 1100 643 2 206 001	\$130.00
609	NPS SUBSIDIARY	GENERAL SUPPLIES #22	01 1100 643 2 210 001	\$65.00
610	NPS SUBSIDIARY	SOFTWARE FOR	01 1100 643 2 212 001	\$784.00
611	NPS SUBSIDIARY	GENERAL SUPPLIES #22	01 1100 643 2 225 001	\$162.50
612	NPS SUBSIDIARY	GENERAL SUPPLIES #22	01 1100 643 2 227 001	\$292.50
613	NPS SUBSIDIARY	INTERACTIVE CIVICS #22	01 1100 643 2 227 001	\$309.00
614	NPS SUBSIDIARY	TV AND WALL MOUNT #6	01 1100 650 1 104 010	\$293.15
615	NPS SUBSIDIARY	SUPPLIES #9	01 1150 610 1 357 004	\$55.73
616	NPS SUBSIDIARY	SUPPLIES #9	01 1150 610 1 357 004	\$37.46
617	NPS SUBSIDIARY	SUPPLIES #13	01 1150 610 1 495 014	\$144.00
618	NPS SUBSIDIARY	BOOK AND BINDER HOLDERS #16	01 1150 610 1 755 008	\$53.36
619	NPS SUBSIDIARY	SUPPLIES #12	01 1150 610 1 856 009	\$452.69
620	NPS SUBSIDIARY	ED PUZZLE #21	01 1150 610 2 299 001	\$12.50
621	NPS SUBSIDIARY	SUPPLIES #29	01 1150 610 2 299 001	\$291.88
622	NPS SUBSIDIARY	ABC STORYBOOK/WORKBOOK #3	01 1150 640 1 955 012	\$65.36
623	NPS SUBSIDIARY	BOOKS & PERIODICALS #24	01 1150 640 2 198 010	\$385.89
624	NPS SUBSIDIARY	POTTY CHAIR #10	01 1190 610 1 163 021	\$10.69
625	NPS SUBSIDIARY	SUPPLIES #10	01 1190 610 1 163 021	\$16.98
626	NPS SUBSIDIARY	SUPPLIES #10	01 1190 610 1 163 021	\$163.75
627	NPS SUBSIDIARY	SECOND STEP CHILD PROTECTION	01 1190 610 1 163 021	\$649.00
628	NPS SUBSIDIARY	SUPPLIES FOR BSP STORE #13	01 1200 610 1 492 014	\$433.95
629	NPS SUBSIDIARY	ENTRY ALERT CHIME #12	01 1200 610 1 823 009	\$24.52
630	NPS SUBSIDIARY	CURTAINS #24	01 1200 610 2 022 002	\$42.54
631	NPS SUBSIDIARY	ED ROOM STORE SUPPLIES #24	01 1200 610 2 022 002	\$360.34
632	NPS SUBSIDIARY	SUPPLIES #22	01 1200 610 2 258 001	\$45.24
633	NPS SUBSIDIARY	STUDENT INCENTIVES #29	01 1200 610 2 290 001	\$28.74
634	NPS SUBSIDIARY	STUDENT INCENTIVES #23	01 1200 610 2 290 001	\$234.99
635	NPS SUBSIDIARY	PERIODICAL #17	01 1200 640 1 004 000	\$11.98
636	NPS SUBSIDIARY	EVAL MATERIALS #17	01 1200 640 1 004 009	\$287.52
637	NPS SUBSIDIARY	READING INTERVENTION #13	01 1200 640 1 004 014	\$506.00
638	NPS SUBSIDIARY	PERIODICAL #17	01 1200 640 2 004 000	\$11.97
639	NPS SUBSIDIARY	SUPPLIES #10	01 1291 610 1 017 021	\$38.99
640	NPS SUBSIDIARY	SUPPLIES #10	01 1292 610 1 017 000	\$138.01
641	NPS SUBSIDIARY	HEALTH OFFICE SUPPLIES #13	01 2130 610 1 425 014	\$36.73
642	NPS SUBSIDIARY	ADOS TRAINING LODGING #17	01 2141 580 1 014 000	\$220.00
643	NPS SUBSIDIARY	SUPPLIES #17	01 2141 610 1 014 000	\$24.29
644	NPS SUBSIDIARY	STYLUS PENS #17	01 2141 610 1 014 000	\$2.82
645	NPS SUBSIDIARY	SUPPLIES #17	01 2141 610 2 014 000	\$24.29
646	NPS SUBSIDIARY	STYLUS PENS #17	01 2141 610 2 014 000	\$2.82
647	NPS SUBSIDIARY	EMPLOYEE TRAINING #17	01 2151 330 1 004 000	\$99.00
648	NPS SUBSIDIARY	ADOS TRAINING LODGING #17	01 2151 580 1 004 000	\$220.00
649	NPS SUBSIDIARY	SUPPLIES #17	01 2151 610 1 004 000	\$66.97
650	NPS SUBSIDIARY	STUDENT USE SUPPLIES #24	01 2151 610 2 193 002	\$156.09
651	NPS SUBSIDIARY	SLP ASST SUPERVISOR APP FEE	01 2151 810 1 004 000	\$25.00
652	NPS SUBSIDIARY	AASPA MEMBERSHIP DUES/BAUMANN	01 2210 810 1 901 000	\$137.50
653	NPS SUBSIDIARY	AASPA MEMBERSHIP DUES/BAUMANN	01 2210 810 2 901 000	\$137.50
654	NPS SUBSIDIARY	MEDIA SUPPLIES #3	01 2220 610 1 904 012	\$17.55
655	NPS SUBSIDIARY	DECAL #3	01 2220 610 1 904 012	\$66.25
656	NPS SUBSIDIARY	ADHESIVE BOOK COVERS #24	01 2220 610 2 106 002	\$21.17
657	NPS SUBSIDIARY	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$10.75
658	NPS SUBSIDIARY	HDMI CABLES #25	01 2230 650 1 005 000	\$47.21
659	NPS SUBSIDIARY	MONITORS #19	01 2230 650 1 005 000	\$96.03
660	NPS SUBSIDIARY	DESKTOP COMP MEMORY BUNDLE #19	01 2230 650 1 005 000	\$24.79
661	NPS SUBSIDIARY	HDMI CABLES #25	01 2230 650 2 005 000	\$47.20
662	NPS SUBSIDIARY	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 2 005 000	\$10.75
663	NPS SUBSIDIARY	MONITORS #19	01 2230 650 2 005 000	\$96.03
664	NPS SUBSIDIARY	DESKTOP COMP MEMORY BUNDLE #19	01 2230 650 2 005 000	\$24.79
665	NPS SUBSIDIARY	MONITORS #19	01 2230 650 2 005 002	\$96.03
666	NPS SUBSIDIARY	WIRELESS KEYBOARD/MOUSE #1	01 2310 650 1 010 000	\$12.00

667	NPS SUBSIDIARY	WIRELESS KEYBOARD/MOUSE #1	01 2310 650 2 010 000	\$11.99
668	NPS SUBSIDIARY	BE OUTSTANDING SUCCESS PINS #1	01 2320 610 1 033 000	\$271.75
669	NPS SUBSIDIARY	BE OUTSTANDING SUCCESS PINS #1	01 2320 610 2 033 000	\$271.74
670	NPS SUBSIDIARY	BLT MEETING LUNCH #1	01 2320 890 1 033 000	\$170.63
671	NPS SUBSIDIARY	MISC EXPENDITURES #1	01 2320 890 1 033 000	\$5.50
672	NPS SUBSIDIARY	MISC EXPENDITURES #1	01 2320 890 2 033 000	\$5.49
673	NPS SUBSIDIARY	BLT MEETING LUNCH #1	01 2320 890 2 033 000	\$170.62
674	NPS SUBSIDIARY	POSTAGE #9	01 2410 531 1 302 004	\$66.00
675	NPS SUBSIDIARY	POSTAGE #16	01 2410 531 1 704 008	\$198.00
676	NPS SUBSIDIARY	STORAGE CABINETS #12	01 2410 610 1 802 009	\$212.00
677	NPS SUBSIDIARY	SUPPLIES #3	01 2410 610 1 904 012	\$59.55
678	NPS SUBSIDIARY	SUPPLIES #29	01 2410 610 2 209 001	\$13.90
679	NPS SUBSIDIARY	SUPPLIES #27	01 2410 610 2 209 001	\$241.52
680	NPS SUBSIDIARY	OFFICE SUPPLIES #29	01 2410 610 2 209 001	\$29.99
681	NPS SUBSIDIARY	OFFICE SUPPLIES #29	01 2410 610 2 209 001	\$42.99
682	NPS SUBSIDIARY	SMORE #16	01 2410 643 1 704 008	\$99.00
683	NPS SUBSIDIARY	PLANBOOK #12	01 2410 643 1 802 009	\$175.50
684	NPS SUBSIDIARY	EDUCATOR PRO #12	01 2410 643 1 802 009	\$178.99
685	NPS SUBSIDIARY	TV FOR CONF ROOM #24	01 2410 650 2 141 002	\$547.97
686	NPS SUBSIDIARY	MEMBERSHIP DUES/A BROWN #15	01 2410 810 1 201 003	\$644.00
687	NPS SUBSIDIARY	NCSA MEMBERSHIP #9	01 2410 810 1 302 004	\$385.00
688	NPS SUBSIDIARY	DUES AND FEES #16	01 2410 810 1 704 008	\$385.00
689	NPS SUBSIDIARY	MEMBERSHIP/LICHTY #12	01 2410 810 1 802 009	\$644.00
690	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$54.00
691	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$620.78
692	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 2 001 000	\$54.00
693	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 2 001 000	\$620.77
694	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 000	\$187.34
695	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 003	\$93.96
696	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 004	\$93.60
697	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 005	\$93.96
698	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 008	\$93.96
699	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 009	\$93.96
700	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 010	\$93.96
701	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 012	\$91.45
702	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 014	\$188.24
703	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 021	\$93.60
704	NPS SUBSIDIARY	TELEPHONE	01 2510 382 2 001 000	\$187.34
705	NPS SUBSIDIARY	TELEPHONE	01 2510 382 2 001 001	\$377.76
706	NPS SUBSIDIARY	TELEPHONE	01 2510 382 2 001 002	\$190.80
707	NPS SUBSIDIARY	PERSONALIZED STAMPED ENVELOPES	01 2510 531 1 001 000	\$3,193.68
708	NPS SUBSIDIARY	PERSONALIZED STAMPED ENVELOPES	01 2510 531 2 001 000	\$3,193.67
709	NPS SUBSIDIARY	FINANCE MEETING LUNCH #1	01 2510 890 1 001 000	\$24.80
710	NPS SUBSIDIARY	FINANCE MEETING LUNCH #1	01 2510 890 2 001 000	\$24.80
711	NPS SUBSIDIARY	WATER AND SEWER	01 2610 410 1 001 012	\$79.22
712	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 1 001 000	\$90.52
713	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 2 001 000	\$90.52
714	NPS SUBSIDIARY	ELECTRICITY	01 2610 621 1 001 012	\$2,461.79
715	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 1 001 000	\$78.30
716	NPS SUBSIDIARY	TENNIS BALLS FOR CHAIRS #8	01 2620 610 1 001 010	\$20.44
717	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 2 001 000	\$78.30
718	NPS SUBSIDIARY	CELL PHONES	01 2670 382 1 035 000	\$165.45
719	NPS SUBSIDIARY	CELL PHONES	01 2670 382 2 035 000	\$165.45
720	NPS SUBSIDIARY	BUCKETS #19	01 2670 610 1 035 000	\$27.98
721	NPS SUBSIDIARY	BINDERS #19	01 2670 610 1 035 000	\$57.98
722	NPS SUBSIDIARY	BINDERS #19	01 2670 610 2 035 000	\$57.98
723	NPS SUBSIDIARY	BUCKETS #19	01 2670 610 2 035 000	\$27.98
724	NPS SUBSIDIARY	CELL PHONES	01 2710 382 1 001 000	\$165.46
725	NPS SUBSIDIARY	CELL PHONES	01 2710 382 2 001 000	\$165.45
726	NPS SUBSIDIARY	SUPPLIES #8	01 2710 610 1 001 000	\$163.79
727	NPS SUBSIDIARY	SUPPLIES #8	01 2710 610 2 001 000	\$163.78
728	NPS SUBSIDIARY	CELL PHONES	01 3541 382 1 004 000	\$160.80
729	NPS SUBSIDIARY	FAMILY ACTIVITY NIGHT SUPPLIES	01 3541 610 1 004 000	\$296.22

730	NPS SUBSIDIARY	EARBUDS #2	01 6200 650 1 028 000	\$75.12
731	NPS SUBSIDIARY	CELL PHONES	01 6910 382 1 004 000	\$53.60
732	NPS SUBSIDIARY	SCHOOL SUPPLIES #17	01 6910 610 1 004 000	\$97.46
733	NPS SUBSIDIARY	SCHOOL SUPPLIES #17	01 6910 610 1 004 000	\$116.37
734	NPS SUBSIDIARY	SCHOOL SUPPLIES #17	01 6910 610 2 004 000	\$97.46
735	NPS SUBSIDIARY	SCHOOL SUPPLIES #17	01 6910 610 2 004 000	\$116.36
736	NPS SUBSIDIARY	CELL PHONES	01 6968 382 1 001 014	\$11.13
737	NPS SUBSIDIARY	CELL PHONES	01 6968 382 2 001 002	\$11.12
738	NPS SUBSIDIARY	GENERAL SUPPLIES #18	01 6988 610 2 001 002	\$49.49
739	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$8.59
740	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$7.39
741	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$8.59
742	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$7.39
743	OVERDRIVE MARKETPLACE	EBOOKS	01 2220 643 1 423 014	\$937.50
744	OVERDRIVE MARKETPLACE	EBOOKS	01 2220 643 2 106 002	\$937.50
745	OVERDRIVE MARKETPLACE	EBOOKS	01 2220 643 2 209 001	\$1,875.00
746	PAPIK, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$9.89
747	PERMA BOUND	LIBRARY BOOKS	01 2220 640 1 423 014	\$244.04
748	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 2 106 002	\$141.98
749	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 2 106 002	\$8.51
750	PETTY, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$369.01
751	PILAR, MAGGIE	STAFF MILEAGE	01 6968 333 1 001 014	\$157.20
752	POLLARD PUMPING	JET LINE	01 2620 431 1 001 000	\$122.50
753	POLLARD PUMPING	JET LINE	01 2620 431 2 001 000	\$122.50
754	PORTER CONSTRUCTION, INC, K.	TOPSOIL FOR CLASSROOM PROJECT	01 1100 610 2 208 001	\$33.02
755	POWELL, BURGESS	ACTIVITY WORKER	01 2190 120 2 001 000	\$52.72
756	PRESENCE LEARNING, INC	OTHER PROF SERVICES	01 1100 340 2 991 001	\$4,013.50
757	PRESENCE LEARNING, INC	OTHER PROF SERVICES	01 1100 340 2 991 002	\$4,013.50
758	PRESENCE LEARNING, INC	PROFESSIONAL EDUCATIONAL	01 2151 320 1 004 000	\$14,746.63
759	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 1 001 000	\$2,525.25
760	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 2 001 000	\$2,525.25
761	PRIME SECURED	TECHNICAL SERVICES	01 2230 350 1 005 000	\$101.25
762	PRIME SECURED	GENETEC LICENSES	01 2230 350 1 005 000	\$135.00
763	PRIME SECURED	TECHNICAL SERVICES	01 2230 350 2 005 000	\$101.25
764	PRIME SECURED	GENETEC LICENSES	01 2230 350 2 005 000	\$135.00
765	PRIME SECURED	VIDEO ARCHIVER	01 2230 650 1 005 000	\$398.55
766	PRIME SECURED	VIDEO ARCHIVER	01 2230 650 2 005 000	\$398.55
767	PRIORITY COMMUNICATIONS & SOLUTIONS	PHONE CORD	01 1100 610 1 602 005	\$12.00
768	PRIORITY COMMUNICATIONS & SOLUTIONS	PHONE INSTALLATION	01 2510 340 1 001 000	\$32.50
769	PRIORITY COMMUNICATIONS & SOLUTIONS	PHONE INSTALLATION	01 2510 340 2 001 000	\$32.50
770	PRIORITY COMMUNICATIONS & SOLUTIONS	PHONE	01 2510 610 1 001 000	\$160.00
771	PRIORITY COMMUNICATIONS & SOLUTIONS	PHONE	01 2510 610 2 001 000	\$160.00
772	QUILL CORPORATION	SCHOOL SUPPLIES	01 1100 610 1 801 009	\$7.99
773	QUILL CORPORATION	SCHOOL SUPPLIES	01 1100 610 1 801 009	\$131.88
774	QUILL CORPORATION	LABEL MAKER TAPE/ZIPLOC BAGS	01 1100 610 1 801 009	\$93.34
775	QUILL CORPORATION	STAMPER	01 2510 610 1 001 000	\$13.00
776	QUILL CORPORATION	STAMPER	01 2510 610 2 001 000	\$12.99
777	RASMUSSEN MECHANICAL SERVICES, INC	LABOR TO MASTER UNIT	01 2620 431 1 001 004	\$631.28
778	RASMUSSEN MECHANICAL SERVICES, INC	RAISE HEAT PUMPS	01 2620 431 1 001 005	\$9,639.00
779	RASMUSSEN MECHANICAL SERVICES, INC	SCIENCE ROOM VAV'S	01 2620 431 2 001 001	\$5,962.92
780	RASMUSSEN MECHANICAL SERVICES, INC	LABOR TO WEIGHT RM COOLING	01 2620 431 2 001 001	\$2,401.50
781	RASMUSSEN MECHANICAL SERVICES, INC	JUNIOR HIGH ROOF TOP UNIT	01 2620 431 2 001 002	\$30,854.00

782	RASMUSSEN MECHANICAL SERVICES, INC	INSTALLED NEW FAN BLADES	01 2620 431 2 001 002	\$4,818.00
783	RASMUSSEN MECHANICAL SERVICES, INC	REPLACED MODULES FOR CHILLER	01 2620 431 2 001 002	\$3,352.53
784	RASMUSSEN MECHANICAL SERVICES, INC	REFRIGERANT/INSTALLED NEW TXV	01 2620 431 2 001 002	\$1,361.73
785	RASMUSSEN MECHANICAL SERVICES, INC	LABOR TO MOTOR	01 2620 431 2 001 002	\$889.92
786	RAUTENBERG, RACHELLE	ACTIVITY WORKER	01 2190 120 2 001 000	\$72.99
787	REGION III	P.HASTINGS MEMBERSHIP RENEWAL	01 2410 810 2 209 001	\$20.00
788	RISTAU, RYAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$60.83
789	ROLFE, ANDREE	SPELLING CURRICULUM	01 1100 610 1 602 005	\$49.50
790	SAFESIDE SHREDDING	SHREDDING SERVICE	01 1100 340 2 141 002	\$40.00
791	SAFESIDE SHREDDING	SHREDDING SERVICE	01 2410 340 1 802 009	\$40.00
792	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2510 340 1 001 000	\$40.00
793	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2510 340 2 001 000	\$40.00
794	SAFETY-KLEEN	PARTS WASHER SOLVENT	01 1100 610 2 211 001	\$377.76
795	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$48.66
796	SANCHEZ, ADILENE	PARENT MILEAGE	01 2713 332 1 004 021	\$258.33
797	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$350.96
798	SCHUURMANS, GARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$348.70
799	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$273.00
800	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
801	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$273.00
802	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
803	SETTLES, TIFFANY	NEBSPRA TRAVEL	01 2310 580 1 010 000	\$72.05
804	SETTLES, TIFFANY	NEBSPRA TRAVEL	01 2310 580 2 010 000	\$72.05
805	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$28.49
806	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 2 014 000	\$2.10
807	SONOVA USA INC	AUDIOLOGY EQUIPMENT REPAIR	01 2151 350 1 004 009	\$188.99
808	SPORTS FACILITY MAINTENANCE, LLC	GYM REPAIRS	01 2620 431 2 001 001	\$13,328.00
809	STANLEY PETROLEUM	ADDED MIKE TO EMAIL REPORT	01 2620 431 1 001 000	\$45.00
810	STANLEY PETROLEUM	CREATED DAILY REPORT FOR	01 2620 431 1 001 000	\$45.00
811	STANLEY PETROLEUM	SET UP TIME SERVER	01 2620 431 1 001 000	\$45.00
812	STANLEY PETROLEUM	ADDED MIKE TO EMAIL REPORT	01 2620 431 2 001 000	\$45.00
813	STANLEY PETROLEUM	CREATED DAILY REPORT FOR	01 2620 431 2 001 000	\$45.00
814	STANLEY PETROLEUM	SET UP TIME SERVER	01 2620 431 2 001 000	\$45.00
815	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 000	\$111.67
816	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 005	\$223.29
817	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 014	\$223.29
818	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 000	\$111.67
819	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 001	\$223.29
820	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 002	\$223.29
821	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 1 001 000	\$503.75
822	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 2 001 000	\$503.75
823	TRUCK CENTER COMPANIES	BUS SUPPLIES	01 2710 610 1 001 000	\$1,412.92
824	TRUCK CENTER COMPANIES	ALTERNATOR	01 2710 610 1 001 000	\$221.21
825	TRUCK CENTER COMPANIES	BUS SUPPLIES	01 2710 610 2 001 000	\$1,412.92
826	TRUCK CENTER COMPANIES	ALTERNATOR	01 2710 610 2 001 000	\$221.20
827	U S POSTAL SERVICE	POSTAGE FOR METER	01 2510 531 1 001 000	\$500.00
828	U S POSTAL SERVICE	POSTAGE FOR METER	01 2510 531 2 001 000	\$500.00
829	UNMC	INDEPENDENT EDUCATIONAL	01 1200 340 1 004 000	\$1,328.79
830	VIC'S ENGINE SERVICE, INC	SUPPLIES	01 2620 610 1 001 000	\$86.68
831	VIC'S ENGINE SERVICE, INC	SUPPLIES	01 2620 610 2 001 000	\$86.67
832	WINNERS CIRCLE	AFE PLAQUE	01 2310 610 1 001 000	\$27.75
833	WINNERS CIRCLE	AFE PLAQUE	01 2310 610 2 001 000	\$27.75

834	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 000	\$265.47
835	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 003	\$138.98
836	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 004	\$349.06
837	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 005	\$448.40
838	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 008	\$763.05
839	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 009	\$298.66
840	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 010	\$362.88
841	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 012	\$337.92
842	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 014	\$633.41
843	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 1 001 021	\$943.62
844	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 2 001 000	\$265.47
845	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 2 001 001	\$1,585.45
846	WOODDRIVER ENERGY LLC	NATURAL GAS 7/22-8/22	01 2610 621 2 001 002	\$3,249.30
847	WORSTELL, TIMOTHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$52.72
848	WORTMANN, MARY	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$6.29
849	ZAVALA, ARIADNA	INTERPRETER	01 1150 350 2 004 002	\$168.48
850	ZONE, THE	S.HUMLICEK SEPT23	01 6968 340 1 001 014	\$795.00
851	ZONE, THE	M.INDRA SEPT23 PAYROLL	01 6968 340 1 001 014	\$285.00
852	GRAND TOTAL			\$903,340.32
853				
854				
855	NUTRITION FUND			
856	HOBART SALES & SERVICE	SUMMER KITCHEN INSPECTION SH	02 3100 340 2 001 001	\$399.00
857	HOBART SALES & SERVICE	DISWASHER SERVICE	02 3100 340 2 001 002	\$529.46
858	HOFMANN PLUMBING	HAND SINK FOR KITCHEN	02 3100 340 1 001 014	\$560.00
859	HOFMANN PLUMBING	HOT WATER STORAGE TANKS	02 3100 340 1 001 014	\$1,620.00
860	HOFMANN PLUMBING	HAND SINK FOR KITCHEN	02 3100 610 1 001 014	\$339.10
861	HOFMANN PLUMBING	HOT WATER STORAGE TANKS	02 3100 610 1 001 014	\$4,213.40
862	LUNCHTIME SOLUTIONS, INC.	AUGUST MEALS	02 3100 340 1 001 000	\$107,971.27
863	LUNCHTIME SOLUTIONS, INC.	AUGUST MEALS	02 3100 340 2 001 000	\$107,971.27
864	MAJOR REFRIGERATION	SERVICE TO REACHIN COOLER	02 3100 340 2 001 001	\$464.00
865	MAJOR REFRIGERATION	SERVICE TO REACHIN COOLER	02 3100 610 2 001 001	\$174.36
866	MENARDS	DIGITAL THERMOMETER	02 3100 610 1 001 000	\$5.00
867	MENARDS	DIGITAL THERMOMETER	02 3100 610 2 001 000	\$4.99
868	MODEL ELECTRIC INC	INSTALLED OUTLET IN KITCHEN	02 3100 340 1 001 008	\$297.39
869	NPS GENERAL FUND	AUG-SEPT 2023 POSTAGE	02 3100 610 1 001 000	\$121.08
870	NPS GENERAL FUND	AUG-SEPT 2023 POSTAGE	02 3100 610 2 001 000	\$121.08
871	NPS SUBSIDIARY	BULK MAILING-FRAM	02 3100 610 1 001 000	\$21.43
872	NPS SUBSIDIARY	BULK MAILING-FRAM	02 3100 610 2 001 000	\$21.42
873	OCC BUILDERS, LLC	JH ADDITION/RENOVATION	02 3100 340 2 001 002	\$22,116.00
874	RASMUSSEN MECHANICAL SERVICES, INC	INSTALL HEAT PUMP FOR KITCHEN	02 3100 340 1 001 003	\$5,847.00
875	RESTAURANT DESIGN EQUIPMENT & SUPPLY	HEATED CABINETS AND	02 3100 610 1 001 000	\$11,100.48
876	RESTAURANT DESIGN EQUIPMENT & SUPPLY	REPLACEMENT BOTTOM DOOR	02 3100 610 1 001 000	\$604.04
877	RESTAURANT DESIGN EQUIPMENT & SUPPLY	HEATED CABINETS AND	02 3100 610 2 001 000	\$11,100.48
878	RESTAURANT DESIGN EQUIPMENT & SUPPLY	REPLACEMENT BOTTOM DOOR	02 3100 610 2 001 000	\$604.03
879	GRAND TOTAL			\$276,206.28
880				
881				
882	COOPERATIVE FUND			
883	ARTEAGA, CANDICE	EXTRAVAGANZA PRESENTER	04 1200 340 1 004 000	\$60.00
884	ARTEAGA, JONATHAN	EXTRAVAGANZA PRESENTER	04 1200 340 1 004 000	\$60.00
885	BRUMMER, MIKE	EXTRAVAGANZA PRESENTER	04 1200 340 1 004 000	\$345.00
886	ELKER, JAMY	EXTRAVAGANZA INTERPRETER	04 1200 340 1 004 000	\$240.00
887	HELLEBERG, CAROL	SIGN LANGUAGE ASL MENTOR	04 1200 340 1 004 000	\$310.00
888	HELLEBERG, CAROL	SIGN LANGUAGE ASL MENTOR	04 1200 340 2 004 000	\$310.00
889	HERNDON, CONNIE	EXTRAVAGANZA INTERPRETER	04 1200 340 1 004 000	\$517.50
890	HOFFART, JILL	EXTRAVAGANZA SUPPLIES	04 1200 610 1 004 000	\$76.02
891	HOYER, VICTORIA	EXTRAVAGANZA CHAPERONE	04 1200 340 1 004 000	\$290.00

892	HUBBARD, ERIKA	EXTRAVAGANA NURSE	04 1200 340 1 004 000	\$345.00
893	KLEIN, CARRE	VISAL PHONICS WORKSHOP	04 1200 340 1 004 000	\$528.00
894	KLEIN, CARRE	VISAL PHONICS WORKSHOP	04 1200 340 2 004 000	\$528.00
895	MILLER, ELIZABETH	EXTRAVAGANZA INTERPRETER	04 1200 340 1 004 000	\$540.00
896	NPS GENERAL FUND	AUGUST INVOICES	04 1200 531 1 004 000	\$2.52
897	NPS GENERAL FUND	AUGUST INVOICES	04 1200 531 2 004 000	\$2.52
898	NPS SUBSIDIARY	EXTRAVAGANZA MEALS	04 1200 580 1 004 000	\$289.00
899	NPS SUBSIDIARY	NRP COORDINATORS MEETING #26	04 1200 580 1 004 000	\$91.49
900	NPS SUBSIDIARY	NRP COORDINATORS MEETING #26	04 1200 580 2 004 000	\$91.49
901	PETERSEN, ROXANNE	EXTRAVAGANZA INTERPRETER	04 1200 340 1 004 000	\$180.00
902	PETERSEN, ROXANNE	PARENT SIGN CLASS INTERP	04 1200 340 1 004 000	\$45.00
903	PETERSEN, ROXANNE	MILEAGE FOR EXTRAVAGANZA	04 1200 580 1 004 000	\$41.92
904	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$65.24
905	U. S. CELLULAR	HOT SPOTS	04 1200 610 2 004 000	\$65.23
906	GRAND TOTAL			\$5,023.93
907				
908				
909	DEPRECIATION FUND			
910	NPS SUBSIDIARY	OFFICE FURNITURE	06 2900 610 1 001 010	\$4,506.25
911	GRAND TOTAL			\$4,506.25
912				
913				
914	SPECIAL BUILDING FUND			
915	CANNON MOSS BRYGGER ARCHITECTS	JUNIOR HIGH RENOVATION	08 2620 340 2 001 002	\$2,800.00
916	HUFF CONSTRUCTION INC.	BEL AIR ADDITION/RENOVATION	08 2620 340 1 001 010	\$50,006.38
917	GRAND TOTAL			\$52,806.38
918				
919				
920	QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND			
921	KEVIN LINGENFELTER CONSTRUCTION	INSTALLATION OF NEW VANITIES	09 4500 340 1 001 012	\$2,400.00
922	GRAND TOTAL			\$2,400.00
923				
924				
925	STUDENT FEE FUND			
926	BAND SHOPPE	BAND SHOES	17 2190 610 2 965 001	\$351.45
927	BECKMAN-LEADER, CASSANDRA	REFUND OF AFTERSHOCK 3	17 2190 610 1 669 014	\$150.00
928	BSN SPORTS	SOFTBALL VISORS	17 2190 610 2 558 001	\$472.41
929	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$108.64
930	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$65.33
931	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$264.96
932	NPS SUBSIDIARY	STICK BAGS FOR MARCHING BAND	17 2190 610 2 028 001	\$143.51
933	NPS SUBSIDIARY	SWIM CAPS #21	17 2190 610 2 560 001	\$707.96
934	NPS SUBSIDIARY	BUZZSPROUT #18	17 2190 610 2 669 002	\$12.00
935	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$66.04
936	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$134.34
937	NPS SUBSIDIARY	SHOW CHOIR COSTUMES	17 2190 610 2 972 001	\$343.15
938	NPS-JUNIOR HIGH SCHOOL	YEARBOOK PMT DEPOSITED INTO	17 2190 610 2 670 000	\$20.00
939	NPS-JUNIOR HIGH SCHOOL	YEARBOOK PMT DEPOSITED INTO	17 2190 610 2 670 000	\$10.00
940	PASTOR, GUSTAVO	TECH FEE REFUND	17 2190 610 2 672 001	\$35.00
941	PELOWSKI, KACY	TECH FEE REFUND	17 2190 610 2 672 001	\$35.00
942	REBEL ATHLETIC, INC	CHEER UNIFORMS	17 2190 610 2 517 001	\$5,042.88
943	SGW STRINGED INSTRUMENT	CELLO NECK REPAIR	17 2190 340 1 028 000	\$225.00
944	SGW STRINGED INSTRUMENT	CELL PEG WORK	17 2190 340 2 028 001	\$260.00
945	SGW STRINGED INSTRUMENT	NEW BRIDGE FOR CELLO	17 2190 340 2 028 001	\$150.00
946	SHERMAN, JON	TECH FEE REFUND	17 2190 610 2 672 001	\$35.00
947	WEST MUSIC COMPANY	DRUM SUPPLIES	17 2190 610 2 028 001	\$51.26
948	WEST MUSIC COMPANY	INSTRUMENT CASES	17 2190 610 2 028 001	\$175.23
949	GRAND TOTAL			\$8,859.16

September 27, 2023

Sandy Wolfe, President
Board of Education
512 Philip Ave.
Norfolk, NE 68701

Dear President Wolfe:

The Norfolk City Education Association continues to represent all non-supervisory certificated employees employed as teachers, counselors, and media specialists. The Association requests that the Norfolk Public Schools recognize the Association as the exclusive bargaining agent for those non-supervisory certificated employees for the 2025-2026 school year.

Please direct your written response to the undersigned.

Sincerely,

A handwritten signature in blue ink that reads "Alecia M Amezcua".

Alecia Amezcua, President
Norfolk City Education Association

cc: Dr. Jami Jo Thompson

Appendix “1” to Option Enrollment Policy

The following is Appendix “1” to Policy 5006 for the current school year. The Board of Education hereby sets forth the maximum number of option students for the current school year in any program, class, grade level or school building or in any special education programs operated by this school district, based upon available staff, facilities, projected enrollment of resident students, projected number of students with which this school district will contract based on existing contractual arrangements, and availability of appropriate special education programs. Any program, class, grade level, or school building which has “0” as the No. of Option Students is hereby declared unavailable to option students due to lack of capacity.

PROGRAM 2024-2025	PROGRAM CAPACITY	PROJECTED ENROLLMENT	NO. OF OPTION STUDENTS
Kindergarten	336	322	14
First	336	323	13
Second	336	327	9
Third	336	330	6
Fourth	336	329	7
Fifth	336	323	13
Sixth	336	323	13
Seventh	336	292	44
Eighth	336	327	9
Ninth	336	333	3
Tenth	336	356	0
Eleventh	336	317	19
Twelfth	336	344	0

* Special education capacity will be determined on a case-by-case basis in accordance with state law and the available resources as determined by the District’s Director of Special Education or designee.

Personnel -AllRecruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of the Norfolk Public Schools. When a vacancy occurs, the administration may consider reassignment of existing staff to fill the position. When the administration determines that a vacancy can not be appropriately filled by reassignment of existing staff, the administration is to solicit applicants by advertising or otherwise. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

Where required by law or deemed essential by the school district, employees must be duly licensed and/or certified.

The rehiring of a former employee is contingent on the former employee having a positive performance record with the District. A former employee who was terminated, or who resigned in lieu of termination, for reason of violating a workplace conduct rule or unsatisfactory job performance is not eligible for rehire.

Legal Reference: Neb. Rev. Stat. ' 79-501

Date of Adoption: December 9, 2013

Date of Reaffirmation: February 8, 2016

Date of Revision: February 10, 2020

Personnel - All EmployeesEqual Opportunity Employment

It is the policy of Norfolk Public Schools to employ the best qualified applicant for each position without regard to sex, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status, and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's sex, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status.

There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

Date of Revision:	September 14, 2015
Date of Reaffirmation:	February 8, 2016
Date of Reaffirmation:	February 10, 2020
Date of Revision:	July 12, 2021

Personnel - All EmployeesAnti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The Norfolk Public Schools hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. The district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Norfolk Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Director of Student Services—512 Philip Avenue, Norfolk, NE 68701 (402) 644-2500

Employees and Others: Human Resources Director—512 Philip Avenue, Norfolk, NE 68701 (402) 644-2500

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.**1. Purpose:**

The Norfolk Public Schools is committed to offering employment and educational opportunities to its employees in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status that is sufficiently serious to deny, interfere with,

or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or to the compliance coordinator designated to handle complaints of discrimination. If the employee is uncomfortable in presenting the problem to the supervisor, or if the supervisor or teacher is the problem, the employee may report the alleged discrimination, harassment or retaliation to the designated coordinator.

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

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

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals

- involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the

Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

5. Training:

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.

- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

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

Date of Adoption: December 9, 2013
Date of Revision: September 14, 2015
Date of Revision: February 8, 2016
Date of Revision: September 11, 2017
Date of Revision: July 9, 2018
Date of Revision: February 10, 2020
Date of Revision: July 12, 2021

Notice of Nondiscrimination

The Norfolk Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: ~~{Name of Director}~~, Director of Student Services ~~{or other title}~~, 512 Philip Avenue, Norfolk, NE 68702 (402) 644-2500 (~~{Email Address}~~).

Employees and Others: ~~{Name of Director}~~, ~~Business Director~~ **Director of Human Resources** ~~{or other title}~~, 512 Philip Avenue, Norfolk, NE 68702 (402) 644-2500 (~~{Email Address}~~).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact the OCR (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Complaint Form Discrimination, Harassment or Retaliation

The Norfolk Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture, and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: ~~{Name of Director},~~ Director of Student Services ~~{or other title},~~ 512 Philip Avenue, Norfolk, NE 68702 (402) 644-2500 (~~{Email Address}~~).

Employees and Others: ~~{Name of Director},~~ Business Director of Human Resources ~~{or other title},~~ 512 Philip Avenue, Norfolk, NE 68702 (402) 644-2500 (~~{Email Address}~~).

Name: _____

Date: _____

(1) Description of the complaint:

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

(3) Identify and attach any document supporting the complaint: _____

(4) Confidentiality: I ___ do ___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

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

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature: _____

Received by: _____

Date: _____

Personnel - All EmployeesDuty Hours of Employees

1. Administrative personnel shall be on duty when and at such times as the responsibilities of their position dictates. The Superintendent shall set the duty hours of administrative staff.
2. Teachers shall make arrangements to be available to students after school. Unless otherwise specified by the Superintendent or by negotiated agreement, members of the professional staff shall be on duty a minimum of 15 minutes before the start of school and a minimum of 15 minutes after the end of the day, as well as at additional times, as necessary to plan and to carry out their individual professional responsibilities as determined by the Superintendent and the building principals. Teachers shall be provided with a one half hour duty free lunch period.
3. All other staff shall be on duty as determined by the Superintendent.
4. No teacher or other school employee shall accept any other employment or carry on any business or activity for profit that interferes with the complete ~~discharge~~ fulfillment of his or her responsibilities to the school district.

Date of Adoption: December 9, 2013
Date of Reaffirmation: February 8, 2016
Date of Reaffirmation: February 10, 2020

Personnel - All EmployeesAbsence of Employees

1. An employee who finds it necessary to be absent from duty shall notify the office of the employee's immediate supervisor in advance of such absence and give (1) the reason for the absence; and, (2) the anticipated length of absence.
2. Employees requesting leave in order to perform other duties for which they will be compensated (court duty, consulting, etc.) shall be required to remit to the District either the compensation received beyond expenses or their district wages for the time missed.
3. Absence or suspension from duty of any employee shall result in loss of pay for the period of absence or suspension except as otherwise provided by these policies or law.
4. A substitute may not be hired by any employee to take over his/her duties. In no instance may an employee make personal arrangements to pay a substitute.

Weather Related Absence

Any teacher, including those living outside or within the School District, who is absent from school during the school year due to weather or road conditions may use a personal day. If no personal days are available, the staff member shall receive a deduction from their salary based on the number of days of service contained in the teacher's contract. All teachers will be required to attend faculty meetings and school events as well as attend pre-school and post-school workshops and reporting days as determined by the Superintendent.

In the event the Norfolk Public Schools dismisses school more than two (2) school days for snow or other reasons related to inclement weather prior to March 1st the additional missed days (up to 2) will be made up by eliminating days from Spring Break. The Superintendent will make the announcement regarding Spring Break Make Up Days prior to March 1st. If additional days of school are missed due to weather after this announcement they will not be made up unless it is necessary in order to meet NDE's Instructional Hours Requirement. If additional days are needed for this reason, parents and staff will be notified as soon as practicable.

Each year the School Calendar will include two (2) "snow make-up" days in the Spring. If the two (2) day limit is not exceeded, these days will be additional Spring Break days. However, if the two (2) day limit is exceeded, these days will be regular school days.

Date of Adoption:	March 9, 2015
Date of Reaffirmation:	February 8, 2016
Date of Revision:	December 11, 2017
Date of Revision:	February 10, 2020

Personnel - All Employees

Absence From Building

1. Employees may not be absent from their respective assignments during duty hours except by permission of their immediate supervisor or Superintendent. Employees shall check out of the building whenever absent during the day.
2. Employees may be excused from the building for periods not to exceed one class period with the approval of their immediate supervisor or Superintendent for matters of personal business which cannot be completed after regular school hours.

Date of Adoption:	December 9, 2013
Date of Reaffirmation:	February 8, 2016
Date of Revision:	February 10, 2020

Personnel - All EmployeesFamily and Medical Leave Policy

Family and medical leaves shall be allowed under the terms and conditions of the Family and Medical Leave Act of 1993 (FMLA) as amended.

The “leave year” for purposes of the FMLA shall be a “rolling” twelve-month period, measured backward from the date of any FMLA leave usage.

Substitution of accrued paid leaves for otherwise unpaid FMLA leaves may be required in the discretion of the Superintendent or the Superintendent’s designee, or the Board. The employee may also have paid leave run concurrently with unpaid FMLA leave entitlement, provided the employee meets applicable requirements of the leave policy.

Employees shall be required to submit medical certifications to support a request for FMLA leave because of a serious health condition, or a sick leave, when such leave is for a duration in excess of five (5) successive days, and in such other cases as deemed appropriate by the Superintendent or the Board based on the nature of the illness or other circumstances surrounding the leave. Second and third medical opinions may, in the Superintendent or the Board’s discretion, be required. Employees shall be required to report periodically, at such times as requested by the Superintendent or the Board, on their intent to return to work from FMLA leaves and other leaves. Employees shall be required to submit a fitness-for-duty certification from their health care provider as a condition of returning to work from a FMLA leave taken because of the employee’s serious health condition, or from a sick leave taken by reason of the employee’s illness, when such leave was of a duration in excess of five (5) successive days, and upon request of the Superintendent or the Board when such is deemed appropriate by the Superintendent or the Board based upon the nature of the illness or other circumstances surrounding the leave.

An “equivalent position” for FMLA restoration purposes shall, in the case of certificated employees, be any administrative, teaching, or instruction related position for which the employee is qualified by reason of endorsement, college preparation, or experience, or other ~~indicia~~ **distinguishing characteristic**; in the case of coaching or other similar extracurricular duty assignments, be any extracurricular duty assignment, and in the case of other employees or positions, be in a position with or at equivalent pay, benefits, and working conditions, involving similar or related duties, as determined by the Superintendent or the Board.

Legal Reference: 29 USC §§ 2611 to 2618 and
29 CFR Part 82

Date of Adoption: December 9, 2013
Date of Reaffirmation: February 8, 2016
Date of Reaffirmation: February 10, 2020

Personnel - All Employees

Family and Medical Leave Policy

The documents provided in response to the new Family Medical Leave Act (FMLA) regulations are:

- 1—FMLA Leave Application
- 2—Notice of Eligibility and Rights & Responsibilities—rolling year
- 3—Designation Notice
- 4—Certification of Health Care Provider for Employee's Serious Health Condition
- 5—Certification of Health Care Provider for Family Member's Serious Health Condition
- 6—Certification of Qualifying Exigency for Military Family Leave
- 7—Family Military Leave Certification for Serious Injury of Service member

**Application for Leave
Family and Medical Leave Act**

Employee Name: _____ Position: _____

Send notices to me at: _____

FMLA Leave Requested From _____

To _____

If leave is requested on an intermittent or reduced leave schedule, describe the requested leave schedule: _____
_____.

Reason for Leave Request (check and complete as appropriate):

1. ____ For birth of a son or daughter, and to care for the newborn child.
2. ____ For placement with the employee of a son or daughter for adoption or foster care.
3. ____ To care for the employee's spouse, son or daughter, or parent with a serious health condition.

Name of family member: _____

Describe reason employee needs to provide the care and the nature of the care: _____
_____.

4. ____ Because of a serious health condition that makes the employee unable to perform the functions of the employee's job.

Briefly describe condition and job functions that employee is unable to perform: _____
_____.

5. ____ Because of a qualifying exigency arising out of the fact that the employee's spouse, son or daughter, or parent is a covered military member on active duty (or has been notified of an impending call or order to active duty) in support of a contingency operation.

Name and relationship of family member: _____

Describe the qualifying exigency: _____
_____.

6. ____ To care for a covered service member with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the service member.

Name and relationship of family member: _____

Describe reason employee needs to provide the care and the nature of the care: _____
_____.

I certify that the above information given by me is correct and that I have read the foregoing and understand my rights under the FMLA.

Employee's Signature

Date

**Notice of Eligibility and Rights & Responsibilities
Family and Medical Leave Act**

In general, to be eligible an employee must have worked for an employer for at least 12 months, meet the hours of service requirement in the 12 months preceding the leave, and work at a site with at least 50 employees within 75 miles. This form is to be provided within five business days of the employee notifying the employer of the need for FMLA leave. Part B provides employees with information regarding their rights and responsibilities for taking FMLA leave.

Part A - NOTICE OF ELIGIBILITY

TO: _____
Employee

FROM: _____
Employer Representative

DATE: _____

On _____, you informed us that you needed leave beginning on _____ for:

- _____ The birth of a child, or placement of a child with you for adoption or foster care;
- _____ Your own serious health condition;
- _____ Because you are needed to care for your _____ spouse; _____ son or daughter; _____ parent due to his/her serious health condition.
- _____ Because of a qualifying exigency arising out of the fact that your _____ spouse; _____ son or daughter; _____ parent is on covered active duty or call to covered active duty with the Armed Forces.
- _____ Because you are the _____ spouse; _____ son or daughter; _____ parent next of kin of a covered servicemember with a serious injury or illness.

This Notice is to inform you that you:

- _____ Are eligible for FMLA leave (See Part B below for Rights and Responsibilities).
- _____ Are **not** eligible for FMLA leave, because (only one reason need be checked, although you may not be eligible for other reasons):
 - _____ You have not met the FMLA's 12-month length of service requirement. As of the first date of requested leave, you will have worked approximately _____ months towards this requirement.
 - _____ You have not met the FMLA's hours of service requirement.
 - _____ You do not work and/or report to a site with 50 or more employees within 75-miles.

If you have any questions, contact _____ or view the FMLA poster located in _____.

Part B-RIGHTS AND RESPONSIBILITIES FOR TAKING FMLA LEAVE

As explained in Part A, you meet the eligibility requirements for taking FMLA leave and still have FMLA leave available in the applicable 12-month period. **However, in order for us to**

determine whether your absence qualifies as FMLA leave, you must return the following information to us by _____. (If a certification is requested, employers must allow at least 15 calendar days from receipt of this notice; additional time may be required in some circumstances). If sufficient information is not provided in a timely manner, your leave may be denied.

_____ Sufficient certification to support your request for FMLA leave. A certification form that sets forth the information necessary to support your request **is** / **is not** enclosed.

_____ Sufficient documentation to establish the required relationship between you and your family member.

_____ Other information needed (such as documentation for military family leave):

_____ No additional information requested.

If your leave **does qualify** as FMLA leave you will have the following responsibilities while on FMLA leave (only checked blanks apply):

_____ Contact _____ at _____ to make arrangements to continue to make your share of the premium payments on your health insurance to maintain health benefits while you are on leave. You have a minimum 30-day (or, indicate longer period, if applicable) grace period in which to make premium payments. If payment is not made timely, your group health insurance may be cancelled, provided we notify you in writing at least 15 days before the date that your health coverage will lapse, or, at our option, we may pay your share of the premiums during FMLA leave, and recover these payments from you upon your return to work.

_____ You will be required to use your available **sick**, **vacation**, and/or **other leave** during your FMLA absence. This means that you will receive your paid leave and the leave will also be considered protected FMLA leave and counted against your FMLA leave entitlement.

_____ Due to your status within the company, you are considered a “key employee” as defined in the FMLA. As a “key employee,” restoration to employment may be denied following FMLA leave on the grounds that such restoration will cause substantial and grievous economic injury to us. We **have** / **have not** determined that restoring you to employment at the conclusion of FMLA leave will cause substantial and grievous economic harm to us.

_____ While on leave you will be required to furnish us with periodic reports of your status and intent to return to work every _____.
(Indicate interval of periodic reports, as appropriate for the particular leave situation).

If the circumstances of your leave change, and you are able to return to work earlier than the date indicated on this form, you will be required to notify us at least two workdays prior to the date you intend to report for work.

If your leave does qualify as FMLA leave you will have the following **rights** while on FMLA leave:

- You have a right under the FMLA for up to 12 weeks of unpaid leave in a 12-month period calculated as a “rolling” 12-month period measured backward from the date of any FMLA leave usage.
- You have a right under the FMLA for up to 26 weeks of unpaid leave in a single 12-month period to care for a covered service member with a serious injury or illness. This single 12-month period commenced on _____
- Your health benefits must be maintained during any period of unpaid leave under the same conditions as if you continued to work.
- You must be reinstated to the same or an equivalent job with the same pay, benefits, and terms and conditions of employment on your return from FMLA-protected leave. (If your leave extends beyond the end of your FMLA entitlement, you do not have return rights under FMLA.)
- If you do not return to work following FMLA leave for a reason other than: (1) the continuation, recurrence, or onset of a serious health condition which would entitle you to FMLA leave; (2) the continuation, recurrence, or onset of a covered service member’s serious injury or illness which would entitle you to FMLA leave; or (3) other circumstances beyond your control, you may be required to reimburse us for our share of health insurance premiums paid on your behalf during your FMLA leave.
- If we have not informed you above that you must use accrued paid leave while taking your unpaid FMLA leave entitlement, you have the right to have ____ **sick**, ____ **vacation**, and/or ____ **other leave** run concurrently with your unpaid leave entitlement, provided you meet applicable requirements of the leave policy. Applicable conditions related to the substitution of paid leave are referenced or set forth below. If you do not meet the requirements for taking paid leave, you remain entitled to take unpaid FMLA leave.

____ For a copy of conditions applicable to sick/vacation/other leave usage please refer to _____ available at: _____.

____ Applicable conditions for use of paid leave: _____

Once we obtain the information from you as specified above, we will inform you, within five business days, whether your leave will be designated as FMLA leave and count towards your FMLA leave entitlement. If you have any questions, please do not hesitate to contact: _____
 _____ at _____.

**Designation Notice
Family and Medical Leave Act**

Leave covered under the FMLA must be designated as FMLA-protected and the employer must inform the employee of the amount of leave that will be counted against the employee's FMLA leave entitlement. In order to determine whether leave is covered under the FMLA, the employer may request that the leave be supported by a certification. If the certification is incomplete *or* insufficient, the employer must state in writing what additional information is necessary to make the certification complete and sufficient.

To: _____ Date: _____

We have reviewed your request for leave under the FMLA and any supporting documentation that you have provided. We received your most recent information on _____ and decided:

*****APPROVED*****

_____ **Your FMLA leave request is approved. All leave taken for this reason will be designated as FMLA leave.**

The FMLA requires that you notify us as soon as practicable if dates of scheduled leave change or are extended, or were initially unknown. Based on the information you have provided to date, we are providing the following information about the amount of time that will be counted against your leave entitlement:

_____ Provided there is no deviation from your anticipated leave schedule, the following number of hours, days, or weeks will be counted against your leave entitlement:

_____ Because the leave you will need will be unscheduled, it is not possible to provide the hours, days, or weeks that will be counted against your FMLA entitlement at this time. You have the right to request this information once in a 30-day period (if leave was taken in the 30-day period).

Please be advised (check if applicable):

_____ You have requested to use paid leave during your FMLA leave. Any paid leave taken for this reason will count against your FMLA leave entitlement.

We are requiring you to substitute or use paid leave during your FMLA leave.

_____ You will be required to present a fitness-for-duty certificate to be restored to employment. If such certification is not timely received, your return to work may be delayed until certification is provided. A list of the essential functions of your position **is** **is not** attached. If attached, the fitness-for-duty certification must address your ability to perform these functions.

*****ADDITIONAL INFORMATION NEEDED*****

_____ **Additional information is needed to determine if your FMLA leave request can be approved:**

_____ The certification you have provided is not complete and sufficient to determine whether the FMLA applies to your leave request. You must provide the following information to make certification complete and sufficient no later than _____ (provide at least seven calendar days), unless it is not practicable under the particular circumstances despite your diligent good faith efforts, or your leave may be denied: _____

_____ We are exercising our right to have you obtain a second or third opinion medical certification at our expense, and we will provide further details at a later time.

*****NOT APPROVED*****

_____ Your FMLA Leave request is Not Approved for the reason that _____ the FMLA does not apply to your leave request and/or _____ you have exhausted your FMLA leave entitlement in the applicable 12-month period.

**Certification of Health Care Provider for Employee's Serious Health Condition
Family and Medical Leave Act**

SECTION 1: For Completion by the EMPLOYER

INSTRUCTIONS to the EMPLOYER: FMLA provides that an employer may require an employee seeking FMLA protections because of a need for leave due to a serious health condition to submit a medical certification issued by the employee's health care provider.

Employer name: Norfolk Public Schools
Employer contact person: _____
Employee's job title: _____
Regular work schedule: _____
Employer's essential job functions: _____

_____ Check if job description is attached.

SECTION II: For Completion by the EMPLOYEE

INSTRUCTIONS to the EMPLOYEE: Please complete Section II before giving this form to your medical provider. The FMLA permits an employer to require that you submit a timely, complete, and sufficient medical certification to support a request for FMLA leave due to your own serious health condition. If requested by your employer, your response is required to obtain or retain the benefit of FMLA protections. Failure to provide a complete and sufficient medical certification may result in a denial of your FMLA request. Your employer must give you at least 15 calendar days to return this form.

Your name: _____
 First Middle Last

SECTION III: For Completion by the HEALTH CARE PROVIDER

INSTRUCTIONS to the HEALTH CARE PROVIDER: Your patient has requested leave under the FMLA. Answer, fully and completely, all applicable parts. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the condition for which the employee is seeking leave. Please be sure to sign the form on the last page.

Provider's name and business address: _____

Type of practice/Medical specialty: _____

Telephone: (_____) _____ Fax: (_____) _____

Part A. MEDICAL FACTS

1. Approximate date condition commenced: _____

Probable duration of condition: _____

Mark below as applicable:

Was the patient admitted for an overnight stay in a hospital, hospice, or residential medical care facility?

No Yes. If so, dates of admission: _____

Date(s) you treated the patient for condition: _____

Will the patient need to have treatment visits at least twice per year due to the condition?

No Yes.

Was medication, other than over-the-counter medication, prescribed? No Yes.

Was the patient referred to other health care provider(s) for evaluation or treatment (e.g., physical therapist)?

No Yes. If so, state the nature of such treatments and expected duration of treatment: _____

2. Is the medical condition pregnancy? No Yes. If so, expected delivery date: _____.

3. Use the information provided by the employer in Section 1 to answer this question. If the employer fails to provide a list of the employee's essential functions or a job description, answer these questions based upon the employee's own description of his/her job functions.

Is the employee unable to perform any of his/her job functions due to the condition: No Yes

If so, identify the job functions the employee is unable to perform: _____

4. Describe other relevant medical facts, if any, related to the condition for which the employee seeks leave (such medical facts may include symptoms, diagnosis, or any regimen of continuing treatment such as the use of specialized equipment): _____

Part B: AMOUNT OF LEAVE NEEDED

5. Will the employee be incapacitated for a single continuous period of time due to his/her medical condition, including any time for treatment and recovery? ___ No ___ Yes.

If so, estimate the beginning and ending dates for the period of incapacity: _____

6. Will the employee need to attend follow-up treatment appointments or work part-time or on a reduced schedule because of the employee's medical condition? ___ No ___ Yes.

If so, are the treatments or the reduced number of hours of work medically necessary? ___ No ___ Yes.

Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period: _____

Estimate the part-time or reduced work schedule the employee needs, if any:

_____ hour(s) per day; _____ days per week from _____ through _____

7. Will the condition cause episodic flare-ups periodically preventing the employee from performing his/her job functions? ___ No ___ Yes.

Is it medically necessary for the employee to be absent from work during the flare-ups? ___ No ___ Yes. If so, explain: _____

Based upon the patient's medical history and your knowledge of the medical condition, estimate the frequency of flare-ups and the duration of related incapacity that the patient may have over the next 6 months (e.g., 1 episode every 3 months lasting 1-2 days):

Frequency: ___ times per ___ week(s) ___ month(s)

Duration: ___ hours or ___ day(s) per episode

ADDITIONAL INFORMATION: IDENTIFY QUESTION NUMBER WITH YOUR ADDITIONAL ANSWER:

SECTION III: For Completion by the HEALTH CARE PROVIDER

INSTRUCTIONS to the HEALTH CARE PROVIDER: The employee listed above has requested leave under the FMLA to care for your patient. Answer, fully and completely, all applicable parts below. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the condition for which the patient needs leave. Please be sure to sign the form on the last page.

Provider's name and business address: _____

Type of practice/Medical specialty: _____

Telephone: (_____) _____ Fax: (_____) _____

Part A. MEDICAL FACTS

1. Approximate date condition commenced: _____

Probable duration of condition: _____

Was the patient admitted for an overnight stay in a hospital, hospice, or residential medical care facility? No Yes. If so, dates of admission: _____

Date(s) you treated the patient for condition: _____

Was medication, other than over-the-counter medication, prescribed? No Yes.

Will the patient need to have treatment visits at least twice per year due to the condition? No Yes.

Was the patient referred to other health care provider(s) for evaluation or treatment (e.g., physical therapist)? No Yes. If so, state the nature of such treatments and expected duration of treatment: _____

2. Is the medical condition pregnancy? No Yes. If so, expected delivery date: _____

3. Describe other relevant medical facts, if any, related to the condition for which the patient needs care (such medical facts may include symptoms, diagnosis, or any regiment of continuing treatment such as the use of specialized equipment): _____

Part B: AMOUNT OF CARE NEEDED

- 4. Will the patient be incapacitated for a single continuous period of time, including any time for treatment and recovery? ___ No ___ Yes.

Estimate the beginning and ending dates for the period of incapacity: _____

During this time, will the patient need care? ___ No ___ Yes.

Explain the care needed by the patient and why such care is medically necessary: _____

- 5. Will the patient require follow-up treatment, including any time for recovery? ___ No ___ Yes.

Estimate treatment schedule, if any, including the dates of any scheduled appointments and the time required for each appointment, including any recovery period: _____

Explain the care needed by the patient, and why such care is medically necessary: _____

- 6. Will the patient require care on an intermittent or reduced schedule basis, including any time for recovery? ___ No ___ Yes.

Estimate the hours the patient needs care on an intermittent basis, if any:

_____ hour(s) per day; _____ days per week from _____ through _____

Explain the care needed by the patient, and why such care is medically necessary: _____

- 7. Will the conditions cause episodic flare-ups periodically preventing the patient from participating in normal daily activities? ___ No ___ Yes.

Based upon the patient's medical history and your knowledge of the medical condition, estimate the frequency of flare-ups and the duration of related incapacity that the patient may have over the next 6 months (e.g., 1 episode every 3 months lasting 1-2 days):

Frequency: ___ times per _____ week(s) _____ month(s)

Duration: ___ hours or ___ day(s) per episode

Does the patient need care during these flare-ups? ___ No ___ Yes.

Explain the care needed by the patient, and why such care is medically necessary: _____

_____ I have previously provided my employer with sufficient written documentation confirming the military member's covered active duty or call to covered active duty status.

Part A. QUALIFYING REASON FOR LEAVE

1. Describe the reason you are requesting FMLA leave due to a qualifying exigency (including the specific reason you are requesting leave):

2. A complete and sufficient certification to support a request for FMLA leave due to a qualifying exigency includes any available written documentation which supports the need for leave; such documentation may include a copy of a meeting announcement for informational briefings sponsored by the military; a document confirming the military member's Rest and Recuperation leave; a document confirming an appointment with a third party, such as a counselor or school official, or staff at a care facility; or a copy of a bill for services for the handling of legal or financial affairs. Available written documentation supporting this request for leave is attached.
___ Yes ___ No ___ None Available.

Part B: AMOUNT OF LEAVE NEEDED

1. Approximate date exigency commenced: _____
Probable duration of exigency: _____

2. Will you need to be absent from work for a single continuous period of time due to the qualifying exigency? ___ No ___ Yes.

If so, estimate the beginning and ending dates for the period of absence: _____

3. Will you need to be absent from work periodically to address this qualifying exigency?
___ No ___ Yes.

Estimate schedule of leave, including the dates of any scheduling meetings or appointments:

Estimate the frequency and duration of each appointment, meeting, or leave event, including any travel time (i.e., 1 deployment-related meeting every month lasting 4 hours):

Frequency: _____ times per _____ week(s) _____ month(s).

Duration: _____ hours _____ day(s) per event.

Certification for Serious Injury or
Illness of a Current
Servicemember - -for Military Family Leave
(Family and Medical Leave Act)

U.S. Department of Labor

Wage and Hour Division



OMB Control Number: 1235-0003
Expires: 2/28/2015

Notice to the EMPLOYER

INSTRUCTIONS to the EMPLOYER: The Family and Medical Leave Act (FMLA) provides that an employer may require an employee seeking FMLA leave due to a serious injury or illness of a current servicemember to submit a certification providing sufficient facts to support the request for leave. Your response is voluntary. While you are not required to use this form, you may not ask the employee to provide more information than allowed under the FMLA regulations, 29 CFR 825.310. Employers must generally maintain records and documents relating to medical certifications, recertifications, or medical histories of employees or employees' family members created for FMLA purposes as confidential medical records in separate files/records from the usual personnel files and in accordance with 29 CFR 1630.14(c)(1), if the Americans with Disabilities Act applies.

SECTION I: For Completion by the EMPLOYEE and/or the CURRENT SERVICEMEMBER for whom the Employee Is Requesting Leave

INSTRUCTIONS to the EMPLOYEE or CURRENT SERVICEMEMBER: Please complete Section I before having Section II completed. The FMLA permits an employer to require that an employee submit a timely, complete, and sufficient certification to support a request for FMLA leave due to a serious injury or illness of a servicemember. If requested by the employer, your response is required to obtain or retain the benefit of FMLA-protected leave. 29 U.S.C. 2613, 2614(c)(3). Failure to do so may result in a denial of an employee's FMLA request. 29 CFR 825.310(f). The employer must give an employee at least 15 calendar days to return this form to the employer.

SECTION II: For Completion by a UNITED STATES DEPARTMENT OF DEFENSE ("DOD") HEALTH CARE PROVIDER or a HEALTH CARE PROVIDER who is either: (1) a United States Department of Veterans Affairs ("VA") health care provider; (2) a DOD TRICARE network authorized private health care provider; (3) a DOD non-network TRICARE authorized private health care provider; or (4) a health care provider as defined in 29 CFR 825.125

INSTRUCTIONS to the HEALTH CARE PROVIDER: The employee listed on Page 2 has requested leave under the FMLA to care for a family member who is a current member of the Regular Armed Forces, the National Guard, or the Reserves who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list for a serious injury or illness. For purposes of FMLA leave, a serious injury or illness is one that was incurred in the line of duty on active duty in the Armed Forces or that existed before the beginning of the member's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces that may render the servicemember medically unfit to perform the duties of his or her office, grade, rank, or rating.

A complete and sufficient certification to support a request for FMLA leave due to a current servicemember's serious injury or illness includes written documentation confirming that the servicemember's injury or illness was incurred in the line of duty on active duty or if not, that the current servicemember's injury or illness existed before the beginning of the servicemember's active duty and was aggravated by service in the line of duty on active duty in the Armed Forces, and that the current servicemember is undergoing treatment for such injury or illness by a health care provider listed above. Answer, fully and completely, all applicable parts. Several questions seek a response as to the frequency or duration of a condition, treatment, etc. Your answer should be your best estimate based upon your medical knowledge, experience, and examination of the patient. Be as specific as you can; terms such as "lifetime," "unknown," or "indeterminate" may not be sufficient to determine FMLA coverage. Limit your responses to the servicemember's condition for which the employee is seeking leave.

SECTION I: For Completion by the EMPLOYEE and/or the CURRENT SERVICEMEMBER for whom the Employee Is Requesting Leave:

(This section must be completed first before any of the below sections can be completed by a health care provider.)

Part A: EMPLOYEE INFORMATION

Name and Address of Employer (this is the employer of the employee requesting leave to care for the current servicemember):

Name of Employee Requesting Leave to Care for the Current Servicemember:

First

Middle

Last

Name of the Current Servicemember (for whom employee is requesting leave to care):

First

Middle

Last

Relationship of Employee to the Current Servicemember:

Spouse Parent Son Daughter Next of Kin

Part B: SERVICEMEMBER INFORMATION

(1) Is the Servicemember a Current Member of the Regular Armed Forces, the National Guard or Reserves?
Yes No

If yes, please provide the servicemember's military branch, rank and unit currently assigned to:

Is the servicemember assigned to a military medical treatment facility as an outpatient or to a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients (such as a medical hold or warrior transition unit)?

Yes No

If yes, please provide the name of the medical treatment facility or unit:

(2) Is the Servicemember on the Temporary Disability Retired List (TDRL)?
Yes No

Part C: CARE TO BE PROVIDED TO THE SERVICEMEMBER

Describe the Care to Be Provided to the Current Servicemember and an Estimate of the Leave Needed to Provide the Care:

SECTION II: For Completion by a United States Department of Defense (“DOD”) Health Care Provider or a Health Care Provider who is either: (1) a United States Department of Veterans Affairs (“VA”) health care provider; (2) a DOD TRICARE network authorized private health care provider; (3) a DOD non-network TRICARE authorized private health care provider; or (4) a health care provider as defined in 29 CFR 825.125. If you are unable to make certain of the military-related determinations contained below in Part B, you are permitted to rely upon determinations from an authorized DOD representative (such as a DOD recovery care coordinator).

(Please ensure that Section I above has been completed before completing this section. Please be sure to sign the form on the last page.)

Part A: HEALTH CARE PROVIDER INFORMATION

Health Care Provider’s Name and Business Address:

Type of Practice/Medical Specialty: _____

Please state whether you are either: (1) a DOD health care provider; (2) a VA health care provider; (3) a DOD TRICARE network authorized private health care provider; (4) a DOD non-network TRICARE authorized private health care provider, or (5) a health care provider as defined in 29 CFR 825.125:

Telephone: () _____ Fax: () _____ Email: _____

PART B: MEDICAL STATUS

(1) The current Servicemember’s medical condition is classified as (Check One of the Appropriate Boxes):

(VSI) Very Seriously Ill/Injured – Illness/Injury is of such a severity that life is imminently endangered. Family members are requested at bedside immediately. (Please note this is an internal DOD casualty assistance designation used by DOD healthcare providers.)

(SI) Seriously Ill/Injured – Illness/injury is of such severity that there is cause for immediate concern, but there is no imminent danger to life. Family members are requested at bedside. (Please note this is an internal DOD casualty assistance designation used by DOD healthcare providers.)

OTHER Ill/Injured – a serious injury or illness that may render the servicemember medically unfit to perform the duties of the member’s office, grade, rank, or rating.

NONE OF THE ABOVE (Note to Employee: If this box is checked, you may still be eligible to take leave to care for a covered family member with a “serious health condition” under § 825.113 of the FMLA. If such leave is requested, you may be required to complete DOL FORM WH-380-F or an employer-provided form seeking the same information.)

(2) Is the current Servicemember being treated for a condition which was incurred or aggravated by service in the line of duty on active duty in the Armed Forces? Yes No

(3) Approximate date condition commenced: _____

(4) Probable duration of condition and/or need for care: _____

(5) Is the servicemember undergoing medical treatment, recuperation, or therapy for this condition? Yes No

If yes, please describe medical treatment, recuperation or therapy:

PART C: SERVICEMEMBER'S NEED FOR CARE BY FAMILY MEMBER

(1) Will the servicemember need care for a single continuous period of time, including any time for treatment and recovery? Yes No

If yes, estimate the beginning and ending dates for this period of time: _____

(2) Will the servicemember require periodic follow-up treatment appointments? Yes No

If yes, estimate the treatment schedule: _____

(3) Is there a medical necessity for the servicemember to have periodic care for these follow-up treatment appointments? Yes No

(4) Is there a medical necessity for the servicemember to have periodic care for other than scheduled follow-up treatment appointments (e.g., episodic flare-ups of medical condition)?

Yes No

If yes, please estimate the frequency and duration of the periodic care:

Signature of Health Care Provider: _____ **Date:** _____

PAPERWORK REDUCTION ACT NOTICE AND PUBLIC BURDEN STATEMENT

If submitted, it is mandatory for employers to retain a copy of this disclosure in their records for three years, in accordance with 29 U.S.C. 2616; 29 CFR 825.500. Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. The Department of Labor estimates that it will take an average of 20 minutes for respondents to complete this collection of information, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room S-3502, 200 Constitution AV, NW, Washington, DC 20210. **DO NOT SEND THE COMPLETED FORM TO THE WAGE AND HOUR DIVISION; RETURN IT TO THE PATIENT.**

Personnel - All EmployeesAdoption Leave

Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee's child.

The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the employee for purposes of adoption. The employee shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the employee may otherwise agree. Advance notice of an anticipated adoption shall be provided by the employee to the Superintendent as soon as possible.

Legal Reference: Neb. Rev. Stat. ' 48-234

Date of Adoption: December 9, 2013
Date of Reaffirmation: February 8, 2016
Date of Reaffirmation: February 10, 2020

Personnel - All EmployeesDrug and Substance Use and Abuse

It is the policy of the Norfolk Public School District to eliminate the influence of drugs, alcohol and other chemicals within the school environment. The District will implement regulations and practices which will ensure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any district property or district sponsored event. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the work place or on duty time shall be a violation of the drug-free workplace.
2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense outside the work place or off duty time.
3. As a condition of employment, employees will abide by the District's drug-free workplace policies and notify the Superintendent or designee in writing of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) calendar days after such conviction.
4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. Sanctions for violation thereof may include the requirement that the employee complete an appropriate rehabilitation program, reprimands, and non-renewal, cancellation, or termination of contract of employment.
5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.
6. Employees shall be furnished with a paper or digital copy of this policy.

This policy supplements and is in addition to all other policies, regulations, practices, procedures and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

Section 2 Alcohol and Drug Testing

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, the Moving Ahead for Progress in the 21st Century (MAP-21) Act, and all regulations and rules promulgated pursuant to such Acts. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law. (See attached Appendix "1"). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Legal Reference: 41 U.S.C. §§701 to 707
49 U.S.C. §§5331(b) and 31306; 49 CFR Part 382

Date of Adoption: September 14, 2015
Date of Reaffirmation: February 8, 2016
Date of Revision: February 10, 2020
Date of Revision: July 11, 2022

**CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING:
FEDERAL REGULATIONS, [NAME] NORFOLK PUBLIC SCHOOLS' COMPLIANCE
POLICIES AND PROCEDURES, AND EDUCATIONAL MATERIALS**

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, [Name] Norfolk Public Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

(A) The persons designated by Norfolk Public Schools to answer employee questions about these materials are:

Superintendent of Schools
~~Associate Superintendent~~ Director of Human Resources

(B) The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are:

Individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

(C) The term "safety-sensitive functions" means:

- (1) All time waiting to be dispatched, unless the driver has been relieved from duty;
- (2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
- (3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
- (4) All time, other than driving time, in or upon any commercial motor vehicle;
- (5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
- (7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

(D) Employee conduct that is prohibited by the federal controlled substances and alcohol

use and testing regulations includes:

1. **Alcohol concentration.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession.**
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use.**
No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use.**
No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident.**
No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.
6. **Refusal to submit to a required alcohol or controlled substances test.**
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.
8. **Controlled substances test.**
No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

(E) The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include:

1. **Pre-employment testing.**
Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.
2. **Post-accident testing.**
 - (a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:
 - (1) Who was performing safety-sensitive functions with respect to the vehicle,

- if the accident involved the loss of human life; or
- (2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.
- (b)
 - (1) *Alcohol tests.* Shall be administered within two hours following the accident unless such cannot reasonably be done, and not more than eight hours following the accident.
 - (2) *Controlled substance tests.* Shall be administered within 32 hours following the accident.
 - (c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.

3. **Random testing.**

- (a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.
- (b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.
- (c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.
- (d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

4. **Reasonable suspicion testing.**

- (a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).
- (b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:
 - (i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or
 - (ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

5. **Return-to-duty testing.**

(a) **Alcohol.** If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) **Controlled Substances.** If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

6. **Follow-up testing.**

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

(F) The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include:

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

(G) An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations.

(H) A "refusal to submit" to an alcohol or controlled substance test includes:

Refuse to submit (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the testing process. A failure to remain readily available for post-accident testing, or to notify the employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

The consequences for refusing to submit to an alcohol or controlled substances test are as follows: A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol

(concentration of 0.04 or greater) or controlled substances test.

(I) The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include:

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

- (i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and
- (ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

(J) The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include: Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

(K) Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected: Information will be made available by the counselor to employees upon request.

Date of Adoption:	September 14, 2015
Date of Reaffirmation:	February 8, 2016
Date of Revision:	February 10, 2020
Date of Revision:	July 11, 2022

**APPLICANT'S CONSENT
TO OBTAIN PAST DRUG AND ALCOHOL TEST RESULTS**

I, _____ [insert applicant's name], understand that as a condition of hire with Norfolk Public Schools ("School District") I must give the School District written Consent to obtain the results of all DOT-required drug and/or alcohol tests (including any refusals to be tested) from all of the companies for which I worked as a driver, or for which I took a pre-employment drug and/or alcohol test during the past two (2) years. I also understand that the School District requires me to consent to access to the same information concerning any non-DOT driver drug and/or alcohol tests which I took during this same period of time. I have also been advised and understand that my signing of this consent does not guarantee me a job or guarantee that I will be offered a position with the School District.

Below I have listed all of the companies for which I worked as a driver, or for which I took a pre-employment driver position drug and/or alcohol test during the past two (2) years. I hereby consent to the School District obtaining from those companies, and I hereby consent to those companies furnishing to the School District, all requested information concerning my drug and alcohol tests, including:

- (i) all DOT and non-DOT alcohol test results of 0.04 or greater during the past two (2) years;
- (ii) all verified positive DOT and non-DOT drug test results during the past two (2) years;
- (iii) all instances in which I refused to submit to a DOT-required drug and/or alcohol test during the past two (2) years;
- (iv) any other violations of DOT agency drug and alcohol testing regulations during the past two (2) years; and
- (v) documentation of successful completion of DOT return-to-duty requirements (including follow-up tests) in the event of a violation of a DOT drug and alcohol testing regulations during the past two (2) years.

I specifically authorize the companies to fully complete the School District's Report of Past Drug and/or Alcohol Test Results form.

The following is a list of all of the companies for which I worked as a driver, or for which I took a pre-employment driver position drug and/or alcohol test, during the past two (2) years:

<u>Company name</u>	<u>Dates worked for/took pre-employment test</u>
_____	_____
_____	_____
_____	_____
_____	_____

APPLICANT CERTIFICATION

I have carefully read and fully understand this Consent to release my past drug and alcohol test results. In authorizing the release of my test results, I consent and agree to waive any physician-patient privilege that may otherwise exist with respect to the confidentiality of my drug and alcohol test results. I further release the Company and its medical review officer, and any officer, employee or agent of the Company or medical review officer whose disclosure of the results is in accordance with this release from any and all claims or causes of actions which may result from the disclosure of such test results to the person or persons identified on this release form.

In signing below, I certify that all of the information which I have furnished on this form is true and complete, and that I have identified all of the companies for which I have either worked, or for which I took a pre-employment drug and/or alcohol test, as a driver during the past two years. I understand that this information is material to my hiring and that my failure to provide true and complete information will automatically disqualify me for a position with the School District or, in the event that I am hired, subject me to immediate termination. Further, I understand that in the event of receipt of a report of past drug and/or alcohol violation, any conditional offer of employment will be revoked and in the event I have been hired, any employment will be automatically ended.

_____ Signature of Applicant	_____ Print Name	_____ Date
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**APPLICANT'S CERTIFICATION OF
PAST DRUG AND ALCOHOL TEST RESULTS**

During the past two years before this application, I:

Did ____ Did not ____ (check applicable blank) test positive or refuse to submit to any pre-employment drug or alcohol test administered by an employer to which I applied for, but did not obtain, safety-sensitive transportation work covered by DOT agency drug and alcohol testing rules.

If I did test positive or refuse to submit, then I further certify that I:

Did ____ Did not ____ N/A ____ (check applicable blank) complete the return-to-duty process of the DOT agency drug and alcohol testing rules. I agree that it is my responsibility to provide the School District with documents establishing completion of such process before I may perform safety-sensitive functions for the School District.

APPLICANT CERTIFICATION

In signing below, I certify that all of the information which I have furnished on this form is true and complete. I understand that this information is material to my hiring and that my failure to provide true and complete information concerning the time period in question will automatically disqualify me for a position with the School District or, in the event that I am hired, subject me to immediate termination.

Signature of Applicant

Print Name

Date

REQUEST FOR PAST TEST RESULTS

To: _____ *[Insert name of previous employer]*
From: _____ *[Insert name and title of school representative]*
Subject: Request to obtain past drug and alcohol test results
Date: _____ *[Insert date]*

_____ *[Insert applicant's name]* has advised us that he/she worked for your company as a driver or that he/she applied to your company for work as a driver, during the previous two (2) years.

Regulations of the Department of Transportation (DOT) (49 C.F.R. § 40.25) require us to obtain from your company, and **require your company to provide** to us, information concerning the above-named driver's past drug and alcohol test results (including refusals to be tested).

In accordance with DOT's regulations, therefore, we are providing you with the driver's written consent directing your company to provide us with the past drug and alcohol testing results, as set forth in the consent. A Report form to provide the requested information is also enclosed for your convenience.

Please send this information to

Norfolk Public Schools
512 Philip Avenue
PO Box 139
Norfolk, NE 68702

as soon as possible, either by facsimile (FAX # (402) 644-2506) or by mail. As required by the DOT, the information which you furnish will be treated as strictly confidential.

Enclosures:

- Document No. 1. Applicant's Consent to Obtain Past Drug and Alcohol Test Results.**
- Document No. 4. Report of Past Drug and Alcohol Test Results.**

Personnel - All EmployeesIntellectual Property and Work-for-Hire

The District encourages its staff members to be creative, innovative and to engage in continued learning and advancement. These aims are intended to contribute towards each staff member's professional development, enhance the District's reputation and image among its constituents and improve student learning. However, inherent in the pursuit of advancement is the possibility that a staff member may use resources provided through the District for commercial purposes or gain. All staff members shall abide by this policy when developing, producing or otherwise creating any "Covered Work," as defined herein.

A. Covered Works

A "Covered Work" includes all intellectual property, as defined by applicable state and federal law, including, but not limited to, the following:

1. Patents;
2. Copyrights;
3. Trademarks;
4. Trade secrets;
5. All other information and data owned by the District.

These include, but are not limited to, literary, scholarly, musical, sound, audiovisual, electronic, or other computer (including hardware, software or apps) work. In the event that any state or federal law, rule or regulation is amended to include a new category of "intellectual property," such new category will be included in this policy as if set forth fully herein.

B. Ownership of Covered Work

The District owns all "Covered Works" and any other intellectual property interest created by District employees in their capacity as a District employee or created with any District-sponsored resources. Employees shall have no claim to any ownership rights in such works and shall take whatever steps necessary to comply with this policy. An employee who accepts payment or other gain for any Covered Work, without Board approval, shall be in violation of this policy and may be disciplined up to and including termination of employment.

The Board may, in its discretion, recognize a staff member who contributed to such work.

The Board reserves the right to patent, register, market, and license any of its intellectual property. The Board may allocate any proceeds generated from such activities in a manner consistent with the Board's mission.

C. Employee Resolution Process

In the event that an employee is uncertain as to whether a work is a "Covered Work," as defined by this policy, or whether such work will be created in their capacity as a District employee or created with any District-sponsored resources, the employee should first seek clarification from the Superintendent. In the event that the Superintendent is uncertain, the Superintendent may ask the Board to adopt a determination. In the event that the Superintendent or Board conclude that the employee's intended work will not be covered under this policy, the employee need not make any further reports or findings to the Superintendent. However, if the employee's work changes in any way that may bring such work within the definition of "Covered Work," the employee must consult with the Superintendent.

In the event that the Superintendent and/or Board determines that an employee's proposed work would fall under the definition of "Covered Work," the employee shall regularly inform the Superintendent of the work's progress.

Employees are strongly encouraged to secure pre-approval before attempting to create or produce any work for which they intend to seek outside compensation.

Legal Reference: 17 U.S.C. § 101, et seq
Neb. Rev. Stat. § 87-126, et seq

Date of Adoption: August 12, 2019
Date of Reaffirmation: February 10, 2020

Personnel - All EmployeesBloodborne Pathogen Compliance PlanA. Procedures for Control of Communicable Diseases.

The School District shall cooperate with county and state health departments in developing procedures for the control of communicable disease in School District programs and activities. Procedures shall conform to the regulations for communicable disease control set up by the state health department. The Superintendent or designee shall establish an exposure control plan in accordance with OSHA's "Occupational Exposure to Blood-Borne Pathogens" Standard.

B. Students

1. Contagious and Infectious Diseases. Contagious and infectious diseases subject to this part include those diseases regulated by the Nebraska Department of Health and Human Services regulations pertaining to school health and communicable disease control (173 NAC 3). A student showing any signs or symptoms of a contagious or infectious disease will be excluded from attending Norfolk Public Schools or programs in accordance with the Contagious and Infectious Disease Chart attached to those regulations and not be allowed to return until the minimum isolation period has elapsed, and all signs or symptoms of illness have disappeared in accordance with the Chart. Students with contagious or infectious diseases or conditions other than those listed in the Chart will be subject to exclusion until the student's physician gives a written statement that the disease or condition is not in a communicable stage or there is minimal risk of transmission to others in a school program setting.
2. Bloodborne Pathogen Communicable Diseases. Communicable diseases subject to this part include diseases spread via bloodborne pathogens, including Human immunodeficiency virus (HIV) (including AIDS) and Hepatitis B (only carriers are of concern). A student with such a disease shall not be excluded or be subject to different treatment concerning services or participation in activities in the absence of an individualized determination that exclusion or modifications are appropriate because the student's condition poses an imminent threat to the health or the safety of others in the School District or program community. Such a determination shall be made by following established policies and procedures for students with chronic health problems or students with disabilities. Decision makers are to consult with the student's physician and parent or guardian; respect the student's and family's privacy rights; and reassess the placement if there is a change in the student's need for accommodations or services.

In making such a determination, the following factors will be evaluated: (1) the nature of the disease; (2) the age of the student; (3) the behavior of the student; (4) the neurological development of the student; (5) the physical condition of the student; (6) the expected type of interaction which the student will have with other individuals in the proposed placement setting; (7) the degree to which other individuals may be exposed to infectious organisms; (8) the hygienic practices of the student; (9) the risk of transmission of the disease from the student to those individuals with whom the student will interact; and (10) any other pertinent factor reasonably related to the decision.

3. Reporting. Employees who become aware that a student has been diagnosed with or is suspected of having a reportable disease shall immediately inform the ~~Superintendent~~ principal or designee, who shall notify the appropriate Superintendent or designee of the school in which the student is enrolled and make a report to the Board of Health where required by law.

C. Employees

1. Contagious and Infectious Diseases. When an employee has a contagious or infectious disease which is in a communicable stage or presents more than a minimal risk of transmission to others, the employee should not report to work and is expected to follow the absence reporting procedures. Employees should in general follow the same guidelines for absence from work as a student is to follow under the guidelines of the Contagious and Infectious Disease Chart of the Nebraska Department of Health and Human Services regulations pertaining to school health and communicable disease control. Prior to returning to work, employees shall upon request submit a physician's written statement stating that the employee is able to return to work and does not pose a significant risk of transmission of the disease to others.
2. Bloodborne Pathogen Communicable Diseases. Communicable diseases subject to this part include diseases spread via bloodborne pathogens, including Human immunodeficiency virus (HIV) (including AIDS) and Hepatitis B (only carriers are of concern). An employee with a communicable disease, or an applicant for employment, shall be employed or be continued in employment without consideration of the communicable disease provided the employee or applicant is able to perform the essential functions of the position with such reasonable accommodations as may be necessary and provided the communicable disease does not pose an imminent threat to the health or the safety of others within the employee's work environment. Employees who have a communicable disease are expected to conduct themselves in such a manner as to not place others at risk and, in the event reasonable accommodation is necessary to avoid such risk, to make a confidential request for such accommodation.

D. General Provisions

1. No Discrimination or Harassment. No employee or student shall be unlawfully discriminated against or subjected to harassment on the basis of having a communicable disease.
2. Privacy. Every employee has a duty to treat as highly confidential any knowledge or speculation concerning the bloodborne pathogen status of a student or other employee. Violation of medical privacy may be cause for disciplinary action against the employee, including possible termination.

No information regarding a person's bloodborne pathogen status will be divulged to any individual or organization other than School District employees or agents who have a need to know of the circumstance, appropriate officials of the school in which the student is enrolled, and emergency medical personnel with a need to know, without a court order or a signed and dated consent of the person with the bloodborne pathogen infection (or the parent or guardian of a minor).

3. Records. All health records, notes, and other documents that reference an employee's bloodborne pathogen status or occupational exposure will be maintained in a separate confidential medical file for the employee. Records of occupational exposure shall be maintained for at least the duration of employment plus 30 years in accordance with OSHA standards.

All health records, notes, and other documents that reference a student's bloodborne pathogen status will be maintained in a separate confidential medical file for the student.

4. Infection Control. All employees are required to consistently follow infection control guidelines. Employees are required to follow the exposure control plan of The School District established in accordance with OSHA's "Occupational Exposure to Blood-Borne Pathogens" Standard. The use of universal precautions is mandated and work practice controls to minimize or prevent potential exposure are to be implemented. Any incident of exposure to blood shall be reported, evaluated, and follow-up completed and shall be shared only to the extent required to accomplish legitimate educational goals and to comply with employees' right to know requirements. Equipment and supplies needed to apply the infection control guidelines will be maintained and kept accessible.
5. Staff Development. The Superintendent or designee will make communicable disease and bloodborne pathogen education programs available to employees as appropriate to convey guidance on infection control procedures and inform employees about School District policies.

Legal Reference: 173 NAC 3 (HHS Control of Communicable Disease regulation) §§ 20-167 and 20-168 (HIV/AIDs statutes)
Neb. Rev. Stat. ' 79-264 (student emergency exclusion)
29 CFR 1910.1030 (OSHA Bloodborne Pathogens regulation)
ADA-42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.
Rehabilitation Act of 1973, Section 504--29 U.S.C. §791, et seq.; 34 CFR §104, et seq.
Nebraska Fair Employment Practices Act--§§48-1101 to 48-1126
20 U.S.C. 1232g (FERPA)

Date of Adoption: December 9, 2013
Date of Reaffirmation: February 8, 2016
Date of Reaffirmation: February 10, 2020

Personnel - All EmployeesInfectious Diseases

In the event that a student, employee, or other person in frequent contact with students, employees or others present in Norfolk Public Schools contracts an infectious disease, the determination of whether that person should be permitted to remain on duty, attend school or participate in school activities shall be made on a case-by-case basis. The following factors will be taken into consideration:

- (1) The behavior, neurological development, and physical condition of the individual;
- (2) The expected type of interaction with others in the school setting;
- (3) The impact on both the infected person and others in that setting.

The determination of whether or not the infected person remains in the school shall be based on scientific and medical evidence.

When it is determined that an infected student poses an imminent threat to the health and safety of the school community or that the student's conduct presents a clear threat to the physical safety of himself, herself, or others, the provisions of the Communicable and Infectious Disease policies shall be implemented, providing for the exclusion of that student.

Any person with an infectious disease will retain the rights of confidentiality and privacy, limited to individuals in a need-to-know position (administrators and board members). The community shall be informed that an infectious disease is present in the school system and that the person will be excluded if the situation warrants such action, based on medical and legal advice. No information will be given out about the individual, his or her specific medical record, or about the family without the written permission of the individual (adult) or parent/legal guardian (student).

Legal Reference: 173 NAC 3 (HHS Control of Communicable Disease regulation) §§ 20-167 and 20-168 (HIV/AIDs statutes)
Neb. Rev. Stat. ' 79-264 (student emergency exclusion)
29 CFR 1910.1030 (OSHA Bloodborne Pathogens regulation)
ADA-42 U.S.C. §12101 et seq.; 28 CFR §35.101 et seq.
Rehabilitation Act of 1973, Section 504--29 U.S.C. §791, et seq.; 34 CFR §104, et seq.
Nebraska Fair Employment Practices Act--§§48-1101 to 48-1126
20 U.S.C. 1232g (FERPA)

Date of Adoption: December 9, 2013
Date of Reaffirmation: February 8, 2016
Date of Reaffirmation: February 10, 2020

Internal Board PoliciesStanding Committee on Negotiations

It shall be the policy of Norfolk Public Schools that the Negotiations Committee shall consist of ~~two~~ **three** Board members.

The Negotiations Committee will represent the full Board of Education in negotiations with recognized labor organizations. The full Board of Education may also include selected administrators on the negotiations team. The Board of Education reserves the right to appoint a chief spokesperson who is not a member of the Board to represent the Board in negotiations.

After negotiations are completed, the negotiations committee will make a recommendation to the full Board of Education on the salary schedule and benefits under consideration.

Date of Adoption: August 11, 2014
Date of Revision: March 13, 2017
Date of Reaffirmation: January 28, 2021