

## **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. Award for Excellence
  - 4.3. Strategic Action Plan Presentation
  - 4.4. Special Presentation: "Annie's Story"
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 & Safety Report
  - 6.5. Human Resources & Accreditation Report
  - 6.6. Superintendent's Report
7. Committee Reports
  - 7.1. Facilities & Finance Committee Report
  - 7.2. Activities Committee Report
  - 7.3. Norfolk Public Schools Foundation 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 on Retention and Recruitment
  - 9.2. Discuss, consider and take action to approve the sale or disposal of old wrestling mats
  - 9.3. Discuss, consider and take action to approve the purchase of chiller equipment for the senior high school
  - 9.4. Discuss, consider and take action to approve revisions to the 2023-2024 PK and K-12 calendars
  - 9.5. Discuss, consider and take action to approve the renewal of our softball cooperative agreement with Norfolk Catholic and Lutheran High Northeast

- 9.6. Discuss, consider and take action to approve the second and final reading of Board Policies 4001-4012 related to personnel
- 9.7. Discuss, consider and take action to approve the second and final reading of Board Policy 8152 (Standing Committee on Negotiations)
- 9.8. Discuss, consider and take action to approve the addition of Lindsay Dixon to the Negotiations Committee
10. Future Meetings
11. Executive Session -- To Discuss Negotiations -- As Needed to Protect the Interest of the District
  - 11.1. Convene Executive Session -- To Discuss Negotiations -- 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



November 13, 2023

**Award for Excellence Summary**

**Gary Obermire**

**Custodian, Bel Air Elementary**

*Nomination Comments:*

- Gary has done an absolutely phenomenal job since starting at Bel Air. He is always so hard working, kind to students, and so organized. He is our head custodian and he wears many hats but he never lets it show if he's feeling stressed or overwhelmed. He had a lot to do over the summer with the new construction for the building and he managed it all with grace. Our building looks outstanding and he worked so hard to get it in tip-top shape for our open house. (Abbie Jarecki)
- Mr. Obermire goes above and beyond for Bel Air Elementary! With all the construction happening the past two years, he has taken on so much more than his everyday duties. He is ALWAYS friendly, positive, and willing to help out in any way he can. Gary is such a hard working, driven, dedicated, patient, and talented guy. Everyone in our building notices these fantastic quality traits that he possesses and we want to share his hard work with NPS and our community! :) (Karissa Henery)
- Gary has gone above and beyond during Bel Air's addition and remodel. Helping many teachers move to new rooms. Constantly cleaning and keeping areas clean during the process. (Blake Wagner)
- Gary is always willing to help out even if he is busy with another project. He has been such a tremendous help to Bel Air and the staff and students look forward to seeing him every day. (Diane Reestman)
- Gary has worked SO very hard to get the BelAir school ready for the new school year. He has been the go to guy for the construction crew, maintenance crew and the teachers/staff. He has been the rock and lighthouse in the construction storm! (Melora Hirschman)
- What does it mean to "be outstanding"? Spend a few moments in the presence of Mr. Obermire and you will see exactly what it means! Mr. O consistently shows his steady grace, commitment, and initiative. He goes above and beyond for the students, staff and school. He enhances the school environment by working positively with everyone at the school. Not only do the staff love him but the students do too. Mr. O is top-notch and we are so very fortunate to have him at our school! (Carlee Connot)
- Gary goes above and beyond to make Bel Air Outstanding. He is dedicated, a very hard worker, and personable. His passion for being here and around the students is contagious.
- Gary is phenomenal! He doesn't just do what needs to be done, he goes beyond! He gets things done in a timely manner, usually before you would even expect it to be done. He's had to take on so much with all of the construction in our building. I'm in awe of all he's been able to do. He really is the best! (Bobbi Myers)
- Gary is THE BEST custodian I have ever worked with. He anticipates a need, and just does things because they need done or for the simple fact that it will make the day easier for someone else. If you ever ask him to do something for you, he always does it right away, even if it isn't something that needs done right away. He does EVERYTHING with a smile and never complains. This summer, his job was 1000% harder with all of the construction in our building, but he still came to work each day without complaint, did what he could around everything that was going on, and helped others even when he really didn't have the time. He's friendly to the kids, and they love and respect him too. I feel very fortunate to work with someone as hard-working and caring as Gary! (Jennifer Schick)
- Gary is the absolute best!! With all of the construction going on at Bel Air , Gary is always willing to help out wherever and whenever. He is a very hard worker and dependable. Thank you Gary for ALL you do at Bel Air! (Rachel Sukup)
- Gary is the BEST of the best! He joined our team last year and has been nothing but ABSOLUTELY AMAZING!!! He has a strong work ethic, get it done attitude, and is ALWAYS willing to do anything! He does it all with poise and a humble smile. I am so thankful that Gary is at Bel Air! He makes our building a better place to work and is an asset to our team! (Megan Lewis)



- Gary has been incredibly hard working this summer with all of Bel Air's construction, movements, repairs, and timelines. He has been Bel Air's MVP this summer. He has gone above and beyond to make the start to the school year a success. We are thankful and SO blessed to have Gary on our team. (Cameryn Ronspies)
- As many people know, Bel Air underwent a huge amount of construction this past year. What many do not know, is it wasn't just the construction employees working day in and day out to complete our building. Our custodian, Gary Obermire, has been working nonstop to not only fulfill his regular job duties but countless others that have been placed on him throughout this time as well. If you would've seen our building during the summer, you would've thought there was no way it would be ready for kids come August. With the hard work of Gary, our building looks better than ever and we are so thankful for his dedication to our school. In our back to school meeting we were going around and sharing things about our summer. Everyone was sharing about fun trips they took, time they spent with family, and so on. When it came time for Gary to share he stated, "I'm just excited to see kids back in the building." The man who worked so diligently on our building for months upon months never complained about all the extra duties that were placed on him or the hiccups that come along with the construction of such a large project. He was simply looking forward to seeing our kids again. If that doesn't scream, "I'm here for the kids" I don't know what does. Gary is so deserving of this award and we are so grateful that we get to have him on our team! (Morgan Siedschlag)
- Gary is an OUTSTANDING custodian. No matter what obstacle he may run into during the day, he has a positive attitude. Gary is well liked by all students and staff members. He goes above and beyond every day for Bel Air. We are blessed to have Gary at our school! (Taylor Zhang)

*Thank you Mr. Obermire for your commitment to our students and our district!*

*Mr. Obermire was nominated by a variety of staff at Bel Air Elementary.*

**OCTOBER 2023 SENIOR HIGH ACTIVITY FUND EXPENDITURES**

1 ABANTE MARKETING	BAND SHIRTS	13 2900 610 2 559 001	\$3,142.24
2 ABBOTT, JAMIE	10/5 OFFICIAL	13 2900 610 2 545 001	\$110.00
3 AGPARTS WORLDWIDE, INC	CB PARTS	13 2900 610 2 230 001	\$344.35
4 AGPARTS WORLDWIDE, INC	REPLACEMENT PARTS	13 2900 610 2 230 001	\$212.40
5 ARLT, KRISTI	10/18 OFFICIAL	13 2900 610 2 545 001	\$130.00
6 ASQ PROMOTIONAL PRODUCTS	COLLEGE CLUB BLANKET INCENTIVE	13 2900 610 2 266 001	\$449.70
7 BAND SHOPPE	JACKETS	13 2900 610 2 632 001	\$307.65
8 BARTEE, JAMES	10/17 OFFICIAL	13 2900 610 2 537 001	\$70.00
9 BARTEE, JAMES	10/10 OFFICIAL	13 2900 610 2 537 001	\$70.00
10 BATTLE CREEK HIGH SCHOOL	YOUTH TRNMNT REGISTRATION	13 2900 610 2 513 001	\$125.00
11 BAUMANN, TRAVIS	10/17 OFFICIAL	13 2900 610 2 537 001	\$70.00
12 BELLAR, GINA	10/18 OFFICIAL	13 2900 610 2 545 001	\$130.00
13 BEST WESTERN	STATE LODGING	13 2900 610 2 539 001	\$650.00
14 BIG RED PRINTING	HOCO TICKETS	13 2900 610 2 517 001	\$146.61
15 BIG RED PRINTING	HOCO TICKETS	13 2900 610 2 556 001	\$146.62
16 BLOOMFIELD HIGH SCHOOL	10/7 ENTRY FEE	13 2900 610 2 536 001	\$35.00
17 BLOOMFIELD HIGH SCHOOL	10/7 ENTRY FEE	13 2900 610 2 279 001	\$35.00
18 BOCK, BRIAN	10/13 OFFICIAL	13 2900 610 2 537 001	\$120.00
19 BODLAK, TYSON	10/6 OFFICIAL	13 2900 610 2 537 001	\$120.00
20 BOEKA, ALEX	10/13 OFFICIAL	13 2900 610 2 537 001	\$120.00
21 BORER, JEFF	10/5 OFFICIAL	13 2900 610 2 545 001	\$100.00
22 BSN SPORTS,	HELMETS RETURNED	13 2900 610 2 530 001	-\$154.00
23 BSN SPORTS,	DRY FIT JERSEYS	13 2900 610 2 540 001	\$342.88
24 BSN SPORTS,	UNIFORMS	13 2900 610 2 540 001	\$5,654.52
25 BSN SPORTS,	BASEBALL HELMETS	13 2900 610 2 530 001	\$169.00
26 BSN SPORTS,	WHITE/MAROON JERSEYS & PANTS	13 2900 610 2 530 001	\$6,312.64
27 BSN SPORTS,	YOUTH BASKETBALLS	13 2900 610 2 529 001	\$498.64
28 BSN SPORTS,	SOFTBALLS	13 2900 610 2 543 001	\$791.62
29 BSN SPORTS,	UNIFORMS	13 2900 610 2 533 001	\$5,654.52
30 CARD SERVICES	AMAZON-REFUND FOR LOST ITEMS	13 2900 610 2 559 001	-\$59.98
31 CARD SERVICES	AMAZON-FLAG CORP SHOES	13 2900 610 2 559 001	\$59.98
32 CARD SERVICES	WALMART-COLLEGE CLUB MTG	13 2900 610 2 266 001	\$59.34
33 CARD SERVICES	AMAZON-COLLEGE CLUB INCENTIVES	13 2900 610 2 266 001	\$113.26
34 CARD SERVICES	NEB STATE BAR FOUNDATION-MOCK	13 2900 610 2 505 001	\$150.00
35 CARD SERVICES	MENARDS-LUMBER	13 2900 610 2 593 001	\$993.80
36 CARD SERVICES	HYVEE-MTG SUPPLIES	13 2900 610 2 615 001	\$18.97
37 CARD SERVICES	PIZZA HUT-TEAM MEAL	13 2900 610 2 558 001	\$163.00
38 CARD SERVICES	WALMART-PANTHER PANTRY	13 2900 610 2 584 001	\$119.13
39 CARD SERVICES	AMAZON-HOCO CROWNS	13 2900 610 2 556 001	\$48.45

40 CARD SERVICES	AMAZON-FLAG CORP SHOES	13 2900 610 2 559 001	\$59.98
41 CARD SERVICES	WRISTBAND EXPRESS-HAUNTED	13 2900 610 2 568 001	\$199.00
42 CARD SERVICES	COMPLETE WEDDINGS-WINTER	13 2900 610 2 568 001	\$546.80
43 CARD SERVICES	THE LINE UP-POM DRESSES	13 2900 610 2 556 001	\$1,907.20
44 CARD SERVICES	HEARTLAND PREVIEW-ENTRY FEE	13 2900 610 2 279 001	\$106.00
45 CARD SERVICES	FAIR PLAY-PRACTICE ROUND	13 2900 610 2 539 001	\$216.00
46 CARD SERVICES	AMAZON-STEPS TO COLLEGE	13 2900 610 2 266 001	\$330.05
47 CARD SERVICES	WALMART-COLLEGE CLUB MT	13 2900 610 2 266 001	\$207.19
48 CARD SERVICES	HYVEE-HOSPITALITY SUPPLIES	13 2900 610 2 543 001	\$50.97
49 CARD SERVICES	NSCTA-CASSELBERRY REGISTRATION	13 2900 610 2 553 001	\$170.00
50 CARD SERVICES	WALMART-SUPPLIES	13 2900 610 2 597 001	\$41.03
51 CARD SERVICES	HYVEE-TRAINER SUPPLIES	13 2900 610 2 597 001	\$30.29
52 CARD SERVICES	AMAZON-HOCO SUPPLIES	13 2900 610 2 556 001	\$106.41
53 CARD SERVICES	COMPLETE WEDDINGS-HOCO DJ	13 2900 610 2 556 001	\$478.50
54 CARD SERVICES	WALMART-DANCE DAY SUPPLIES	13 2900 610 2 556 001	\$61.16
55 CARD SERVICES	MENARDS-CC SIGNS	13 2900 610 2 279 001	\$16.90
56 CARD SERVICES	FREDDYS-TENNIS TEAM MEAL	13 2900 610 2 529 001	\$67.29
57 CARD SERVICES	JIMMY JOHNS-VB TEAM MEAL	13 2900 610 2 529 001	\$451.44
58 CARD SERVICES	HYVEE-HOSPITALITY SUPPLIES	13 2900 610 2 539 001	\$37.36
59 CARD SERVICES	AMAZON-YEARBOOK SUPPLIES	13 2900 610 2 557 001	\$20.97
60 CARD SERVICES	NEBRASKALAND-SUBSCRIPTION	13 2900 610 2 595 001	\$47.08
61 CARD SERVICES	GOODCENTS-SB TEAM MEAL	13 2900 610 2 529 001	\$300.00
62 CARD SERVICES	NCC-GOLF TEAM MEAL	13 2900 610 2 529 001	\$124.12
63 CARD SERVICES	SAKURA-GOLF TEAM MEAL	13 2900 610 2 529 001	\$68.52
64 CARD SERVICES	NFHS-HOFFMANN CERTIFICATION	13 2900 610 2 597 001	\$85.00
65 CARD SERVICES	NCA-HOFFMANN CHEER MEMBERSHIP	13 2900 610 2 597 001	\$52.00
66 CARD SERVICES	BLACK SQUIRREL-TIMING SYSTEM	13 2900 610 2 279 001	\$407.55
67 CARD SERVICES	DOMINO'S-CC TEAM MEAL	13 2900 610 2 529 001	\$317.75
68 CARD SERVICES	PIZZA RANCH-SUPERVISION MEAL	13 2900 610 2 537 001	\$14.81
69 CARD SERVICES	MEL'S DINER- SUPERVISION MEAL	13 2900 610 2 537 001	\$33.00
70 CARD SERVICES	FREDDY'S-G.GOLF TEAM MEAL	13 2900 610 2 529 001	\$54.94
71 CARD SERVICES	RAISING CANE'S-SB TEAM MEAL	13 2900 610 2 529 001	\$178.58
72 CARD SERVICES	PANERA-VB TEAM MEAL	13 2900 610 2 529 001	\$480.00
73 CARD SERVICES	FREDDY'S-TENNIS TEAM MEAL	13 2900 610 2 529 001	\$64.37
74 CARD SERVICES	AMAZON-CHAIRS/CHARGER	13 2900 610 2 519 001	\$92.77
75 CARD SERVICES	UPS-SHIPPING EMBLEMS TO	13 2900 610 2 276 001	\$17.32
76 CARD SERVICES	PAPA JOHNS-CC TEAM MEAL	13 2900 610 2 529 001	\$342.57
77 CARD SERVICES	AMAZON-STRIKE ZONE PLATES	13 2900 610 2 529 001	\$68.97
78 CARD SERVICES	AMAZON-TRAINER DISHWASHER	13 2900 610 2 529 001	\$301.96
79 CARD SERVICES	STELLAS-SUPERVISION MEAL	13 2900 610 2 537 001	\$35.00

80 CARD SERVICES	LOU'S-P/T CONFERENCE SUPPLIES	13 2900 610 2 503 001	\$26.97
81 CARD SERVICES	SAM'S CLUB-P/T CONFERENCE	13 2900 610 2 503 001	\$188.00
82 CARD SERVICES	PAPA JOHNS-TEAM MEAL	13 2900 610 2 528 001	\$400.13
83 CARD SERVICES	AMAZON-LAMINATING POUCHES	13 2900 610 2 528 001	\$62.82
84 CARD SERVICES	HEALTHY PAWS-MYERS GRANT	13 2900 610 2 280 001	\$58.50
85 CARD SERVICES	AMAZON-CLOTHING RACK	13 2900 610 2 519 001	\$149.74
86 CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$22.90
87 CARD SERVICES	HYVEE-DONUTS	13 2900 610 2 502 001	\$33.98
88 CARD SERVICES	MENARDS-MTG SUPPLIES	13 2900 610 2 276 001	\$29.67
89 CARD SERVICES	MENARDS-CHAIN MARKER	13 2900 610 2 537 001	\$6.30
90 CARD SERVICES	HOG WILD BBG-SUPERVISION MEAL	13 2900 610 2 537 001	\$29.52
91 CARD SERVICES	WALMART-P/T CONFERENCE	13 2900 610 2 503 001	\$74.61
92 CARD SERVICES	AMAZON-SHOW CHOIR MAKEUP	13 2900 610 2 518 001	\$32.44
93 CARD SERVICES	AMAZON-SHOW CHOIR MAKEUP	13 2900 610 2 518 001	\$259.91
94 CARD SERVICES	WALMART-OFFICE SUPPLIES	13 2900 610 2 503 001	\$129.80
95 CARD SERVICES	WALMART/MENARDS-ONE ACT SET	13 2900 610 2 523 001	\$159.97
96 CARD SERVICES	WALMART/HOBBY-ONE ACT SET	13 2900 610 2 523 001	\$499.20
97 CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$18.32
98 CARD SERVICES	COMPLETE WEDDINGS-HOCO DJ	13 2900 610 2 517 001	\$478.50
99 CARD SERVICES	HAMPTON INN-REGIONALS LODGING	13 2900 610 2 517 001	\$1,213.65
100 CARD SERVICES	HYVEE-DONUTS	13 2900 610 2 502 001	\$16.99
101 CARD SERVICES	JD DRAMA PUBLISHING-SCRIPTS	13 2900 610 2 522 001	\$36.00
102 CARD SERVICES	LOU'S-P/T CONFERENCE SUPPLIES	13 2900 610 2 503 001	\$17.98
103 CARD SERVICES	AMAZON-SHOW CHOIR POWER	13 2900 610 2 518 001	\$1,199.00
104 CARD SERVICES	MENARDS-CC SIGNS	13 2900 610 2 536 001	\$16.89
105 CARD SERVICES	HEARTLAND PREVIEW-ENTRY FEE	13 2900 610 2 536 001	\$106.00
106 CARD SERVICES	EVENT SUPPLY-10 PANEL PIPE &	13 2900 610 2 518 001	\$2,448.06
107 CARD SERVICES	SWEETWATER-DRUM SET	13 2900 610 2 518 001	\$1,411.96
108 CARD SERVICES	WET N WILD- SHOW CHOIR MAKEUP	13 2900 610 2 518 001	\$499.09
109 CARD SERVICES	AMAZON-HOCO SUPPLIES	13 2900 610 2 517 001	\$106.40
110 CARD SERVICES	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 517 001	\$216.23
111 CARD SERVICES	AMAZON-HOCO CROWNS	13 2900 610 2 517 001	\$48.45
112 CARD SERVICES	HAMPTON INN-LODGING	13 2900 610 2 517 001	-\$1,197.66
113 CARD SERVICES	CHEERLEADING.COM-WHITE POMS	13 2900 610 2 517 001	\$479.60
114 CARD SERVICES	NMEA-ALL STATE REGISTRATIONS	13 2900 610 2 518 001	\$350.00
115 CARD SERVICES	BLACK SQUIRREL-TIMING SYSTEM	13 2900 610 2 536 001	\$407.55
116 CARD SERVICES	CHICK-FIL-A- TEAM MEAL	13 2900 610 2 561 001	\$456.18
117 CARD SERVICES	PANERA-TEAM MEAL BALANCE	13 2900 610 2 561 001	\$187.38
118 CARD SERVICES	DOMINO'S-TEAM MEAL	13 2900 610 2 561 001	\$291.30
119 CARD SERVICES	WHISKEY CREEK-COACH MEAL	13 2900 610 2 231 001	\$155.36

120 CARD SERVICES	CHAMPIONSHIP PROD-COACHING	13 2900 610 2 513 001	\$53.49
121 CARD SERVICES	OMAHA SPORTS COMPLEX-INDOOR	13 2900 610 2 514 001	\$800.00
122 CARD SERVICES	QDOBA-TEAM MEAL	13 2900 610 2 561 001	\$629.28
123 CASH	10/5 VB GATES	13 2900 610 2 501 001	\$1,200.00
124 CASH	10/5 VB CONCESSION	13 2900 610 2 501 001	\$420.00
125 CASH	10/6 FB GATES	13 2900 610 2 501 001	\$1,600.00
126 CASH	10/7 HOCO CONCESSION	13 2900 610 2 501 001	\$800.00
127 CASH	10/28 HAUNTED HALLWAY	13 2900 610 2 501 001	\$200.00
128 CASH	11/4 ONE ACT INVITE GATE	13 2900 610 2 501 001	\$800.00
129 CASH	11/4 ONE ACT INVITE CONCESSION	13 2900 610 2 501 001	\$420.00
130 CASH	10/28 FALL FESTIVAL GATE	13 2900 610 2 501 001	\$600.00
131 CASH	10/28 HAUNTED HALLWAY GATE #1	13 2900 610 2 501 001	\$600.00
132 CASH	10/28 HAUNTED HALLWAY GATE #2	13 2900 610 2 501 001	\$600.00
133 CASH	10/29 3V3 CONCESSION	13 2900 610 2 501 001	\$420.00
134 CASH	11/4 UNIFIED BOWLING GATE	13 2900 610 2 501 001	\$400.00
135 CASH	10/18 HAC VB GATES	13 2900 610 2 501 001	\$1,200.00
136 CASH	10/18 HAC VB CONCESSION	13 2900 610 2 501 001	\$420.00
137 CASH	10/14 JH VB @ SH CONCESSION	13 2900 610 2 501 001	\$600.00
138 CASH	10/13 FB GATES	13 2900 610 2 501 001	\$2,400.00
139 CASH	10/9 FB GATE	13 2900 610 2 501 001	\$600.00
140 CASH	10/10 FB GATES	13 2900 610 2 501 001	\$800.00
141 CASH	10/10 MS CONCESSION	13 2900 610 2 501 001	\$420.00
142 CASH-WA DISTRIBUTING	CANDY SUPPLIES	13 2900 610 2 502 001	\$422.59
143 CATCHPOOL, SCOTT	10/5 OFFICIAL	13 2900 610 2 545 001	\$110.00
144 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$125.14
145 CUSTOM SPORTS	BOWLING BAG EMBROIDERY	13 2900 610 2 652 001	\$320.00
146 CUSTOM SPORTS	JR PANTHER SHIRTS	13 2900 610 2 547 001	\$190.00
147 CUSTOM SPORTS	DANCE DAY SHIRTS	13 2900 610 2 556 001	\$2,570.00
148 CUSTOM SPORTS	23/24 SHIRTS	13 2900 610 2 568 001	\$640.00
149 CUSTOM SPORTS	HAUNTED HALLWAY SHIRTS	13 2900 610 2 568 001	\$278.00
150 CUSTOM SPORTS	YOUTH T-SHIRTS	13 2900 610 2 513 001	\$675.00
151 CUSTOM SPORTS	YOUTH T-SHIRTS	13 2900 610 2 513 001	\$180.00
152 CUSTOM SPORTS	COACH APPAREL	13 2900 610 2 278 001	\$60.00
153 CUSTOM SPORTS	DANCE DAY SHIRTS	13 2900 610 2 556 001	\$737.00
154 DINSLAGE, BRANDON	10/6 OFFICIAL	13 2900 610 2 537 001	\$120.00
155 ECSELL SPORTS	COACH EVALS	13 2900 610 2 597 001	\$1,000.00
156 ELKHORN FEED CENTER	GOAT FEED	13 2900 610 2 628 001	\$66.94
ELKINS PORTABLE RESTROOMS,	PORTABLE RESTROOM RENTAL	13 2900 610 2 536 001	\$350.00
157 LLC			
158 FAIRPLAY GOLF COURSE	DISTRICT GOLF	13 2900 610 2 539 001	\$512.50

159	FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	13 2900 610 2 583 001	\$100.15
160	FREMONT SENIOR HIGH SCHOOL	10/7 ENTRY FEE	13 2900 610 2 534 001	\$80.00
161	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$445.00
162	GODFATHERS PIZZA NORFOLK	FINANCIAL AID PRESENTATION	13 2900 610 2 266 001	\$287.00
163	HEARTLAND CHAMPIONSHIPS	REGISTRATION	13 2900 610 2 517 001	\$720.00
164	HEARTLAND CHAMPIONSHIPS	REGISTRATION	13 2900 610 2 556 001	\$560.00
	HOSA-FUTURE HEALTH	NEBR & NATIONAL DUES	13 2900 610 2 270 001	\$760.00
165	PROFESSIONALS			
166	HOWARD, HEATH	10/6 OFFICIAL	13 2900 610 2 537 001	\$120.00
167	INTOXIMETERS	BREATHALYZER TUBES	13 2900 610 2 582 001	\$188.84
168	INTOXIMETERS	BREATHALYZER TUBES	13 2900 610 2 568 001	\$188.83
169	INTOXIMETERS	BREATHALYZER TUBES	13 2900 610 2 517 001	\$94.41
170	INTOXIMETERS	BREATHALYZER TUBES	13 2900 610 2 556 001	\$94.42
171	KAUP, CAREY	10/3 OFFICIAL	13 2900 610 2 545 001	\$100.00
172	KWAPNIOSKI, KIM	10/3 OFFICIAL	13 2900 610 2 545 001	\$110.00
173	LOU'S THRIFTY WAY	TEAM MEAL SPONSORED BY PARENTS	13 2900 610 2 528 001	\$2,043.69
174	LOWE, ROBERT	10/17 OFFICIAL	13 2900 610 2 537 001	\$70.00
175	LUTZ, ZACH	10/13 OFFICIAL	13 2900 610 2 537 001	\$120.00
176	MARATHON PRESS INC	POSTERS	13 2900 610 2 276 001	\$200.00
177	MARATHON PRESS INC	POSTERS	13 2900 610 2 556 001	\$439.78
178	METZGER, CHAD	10/6 OFFICIAL	13 2900 610 2 537 001	\$120.00
179	MIDLAND UNIVERSITY	ONE ACT ENTRY FEE	13 2900 610 2 523 001	\$150.00
180	MISKO SPORTS, INC.	HEADGEAR & SINGLETs	13 2900 610 2 546 001	\$1,628.50
181	MISKO SPORTS, INC.	HEADGEAR & SINGLETs	13 2900 610 2 650 001	\$1,628.50
182	MONAHAN, SEAN	10/13 OFFICIAL	13 2900 610 2 537 001	\$120.00
183	MORTLAND, ANDREA	CHEER CERTIFICATION REIMB	13 2900 610 2 517 001	\$327.00
184	MY PLACE HOTEL	STATE LODGING	13 2900 610 2 543 001	\$970.00
185	NANONATION, INC	ANNUAL SUPPORT PLAN	13 2900 610 2 597 001	\$900.00
186	NATIONAL FFA ORGANIZATION	NON-QUALIFIERS REGISTRATIONS	13 2900 610 2 276 001	\$525.00
187	NATIONAL FFA ORGANIZATION	SCRAPBOOK SUPPLIES	13 2900 610 2 276 001	\$38.00
188	NBDA	23/24 MEMBERSHIP DUES	13 2900 610 2 547 001	\$85.00
189	NCEA	10/7 HOCO CONCESSION	13 2900 610 2 502 001	\$451.85
190	NEBRASKA FFA ASSOCIATION	MEMBERSHIP DUES	13 2900 610 2 276 001	\$180.00
191	NEBRASKA FFA ASSOCIATION	MEMBERSHIP DUES	13 2900 610 2 276 001	\$306.00
192	NORFOLK CATHOLIC SCHOOL	SKYVIEW CC MEET POWER REIMB	13 2900 610 2 536 001	\$13.04
193	NORFOLK CATHOLIC SCHOOL	SKYVIEW CC MEET POWER REIMB	13 2900 610 2 279 001	\$13.04
	NORFOLK PANTHER ATHLETIC	10/29 3V3 CONCESSION	13 2900 610 2 502 001	\$108.50
194	BOOSTERS			
195	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 536 001	\$315.29
196	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 502 001	\$1,662.78

197 NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 537 001	\$2,785.96
198 NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 279 001	\$315.28
199 NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 543 001	\$1,017.70
200 NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 545 001	\$7,221.79
201 NPS-JUNIOR HIGH SCHOOL	10/14 JH VB CONCESSION	13 2900 610 2 502 001	\$256.80
202 NPS-JUNIOR HIGH SCHOOL	9/7 MS CONCESSION	13 2900 610 2 502 001	\$97.20
203 NPS-JUNIOR HIGH SCHOOL	9/11 MS CONCESSION	13 2900 610 2 502 001	\$55.35
204 NPS-JUNIOR HIGH SCHOOL	9/28 MS CONCESSION	13 2900 610 2 502 001	\$47.95
205 NPS-JUNIOR HIGH SCHOOL	9/7 JH FB GATE	13 2900 610 2 537 001	\$138.00
206 NPS-JUNIOR HIGH SCHOOL	9/12 MS CONCESSION	13 2900 610 2 502 001	\$39.65
207 NPS-JUNIOR HIGH SCHOOL	9/19 CONCESSION	13 2900 610 2 502 001	\$163.45
208 NPS-JUNIOR HIGH SCHOOL	9/26 CONCESSION	13 2900 610 2 502 001	\$11.45
209 OMAHA PERFORMING ARTS	NHSTA REGISTRATION	13 2900 610 2 519 001	\$125.00
210 OSBORN, ZACH	10/13 OFFICIAL	13 2900 610 2 537 001	\$120.00
211 PAULYN'S DANCE STUDIO	HALF SHOES	13 2900 610 2 556 001	\$340.00
212 PIONEER DRAMA SERVICE INC	SPRING PLAY RIGHTS	13 2900 610 2 523 001	\$227.25
POPPIN' DELIGHTS GOURMET	FALL FESTIVAL POPCORN BALLS	13 2900 610 2 568 001	\$212.50
213 POPCORN, LLC			
214 REESTMAN, KORY	10/10 OFFICIAL	13 2900 610 2 537 001	\$70.00
RIDDELL/ALL AMERICAN	SPEED FLEX MAX BOX	13 2900 610 2 528 001	\$201.63
215 SPORTS CORP			
216 SCHAFER, JEREMIAH	10/17 OFFICIAL	13 2900 610 2 537 001	\$70.00
217 SOKOL, LEXI	10/5 OFFICIAL	13 2900 610 2 545 001	\$100.00
218 SPEER, MARK	10/3 OFFICIAL	13 2900 610 2 545 001	\$110.00
219 STADIUM SPORTS	COACHES JACKETS	13 2900 610 2 231 001	\$88.11
220 STADIUM SPORTS	23/24 T-SHIRTS	13 2900 610 2 276 001	\$415.00
221 STREETER, TROY	10/6 OFFICIAL	13 2900 610 2 537 001	\$120.00
222 TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$101.75
223 TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$51.75
224 TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$108.00
225 TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$45.50
UNITED STATES POSTAL	DONATION LETTER BULK MAILING	13 2900 610 2 588 001	\$226.52
226 SERVICE			
UNIVERSAL DANCE	REGISTRATION	13 2900 610 2 556 001	\$618.00
227 ASSOCIATION			
228 UNO DANCE TEAM	REGISTRATION	13 2900 610 2 556 001	\$560.00
229 WELLS, JORDAN	10/10 OFFICIAL	13 2900 610 2 537 001	\$70.00
230 WELLS, LARRY	10/10 OFFICIAL	13 2900 610 2 537 001	\$70.00
231 WELLS, LARRY	2023 ASSIGNER	13 2900 610 2 537 001	\$150.00
232 WINNERS CIRCLE	22/23 BANQUET AWARDS	13 2900 610 2 562 001	\$514.79

233 WINNERS CIRCLE	19/20 HALL OF FAME PLAQUE	13 2900 610 2 597 001	\$135.84
234 WINNERS CIRCLE	END OF YEAR AWARDS	13 2900 610 2 558 001	\$89.28
235 WINNERS CIRCLE	22/23 ONE ACT AWARDS	13 2900 610 2 523 001	\$311.85
236 WINNERS CIRCLE	ONE ACT AWARDS	13 2900 610 2 523 001	\$127.35
237 YORK HIGH SCHOOL	ONE ACT ENTRY FEE	13 2900 610 2 523 001	\$150.00
238 <b>GRAND TOTAL</b>			<b>\$105,174.14</b>

**OCTOBER 2023 JUNIOR HIGH ACTIVITY FUND EXPENDITURES**

1	AGPARTS WORLDWIDE, INC	CHROMEBOOK SUPPLIES	14 2900 610 2 842 002	\$69.70
2	BEHNKIE, NATHANIEL	OFFICIAL PAY 7TH A/B	14 2900 610 2 846 002	\$100.00
3	BEHNKIE, NATHANIEL	OFFICIAL PAY 10/5 IM/8TH	14 2900 610 2 846 002	\$140.00
4	BORER, JEFF	OFFICIAL PAY VB TOURNAMENT	14 2900 610 2 847 002	\$140.00
5	CARD SERVICES	PANTHER PANTRY ITEMS #24	14 2900 610 2 830 002	\$143.96
6	CARD SERVICES	STOCK TANK FOR TRAINER RM #24	14 2900 610 2 846 002	\$74.99
7	CARD SERVICES	CONCESSION STAND SUPPLIES #11	14 2900 610 2 835 002	\$39.92
8	CARD SERVICES	CONCESSION STAND SUPPLIES #11	14 2900 610 2 835 002	\$8.97
9	CARD SERVICES	COFFEE MAKER FOR STAFF #24	14 2900 610 2 832 002	\$34.43
10	CARD SERVICES	SHOW CHOIR OUTFITS #24	14 2900 610 2 840 002	\$246.59
11	CARD SERVICES	SUPPLIES FOR CART #11	14 2900 610 2 841 002	\$61.32
12	CARD SERVICES	CONCESSION STAND SUPPLIES #11	14 2900 610 2 835 002	\$14.46
13	CARD SERVICES	ALL STATE ORCH AUDITIONS #24	14 2900 610 2 861 002	\$100.00
14	CARD SERVICES	SHOW CHOIR OUTFITS #24	14 2900 610 2 875 002	\$323.00
15	CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$454.74
16	CHESTERMAN COMPANY	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$163.84
17	DATA MANAGEMENT INC	VISITOR STICKERS	14 2900 610 2 840 002	\$211.80
18	ELKHORN VALLEY SCHOOLS	VOCAL CLINIC	14 2900 610 2 875 002	\$170.00
19	GODFATHERS PIZZA NORFOLK	PIZZA FOR CONCESSIONS	14 2900 610 2 835 002	\$123.50
20	GODFATHERS PIZZA NORFOLK	PIZZA FOR CONCESSIONS	14 2900 610 2 835 002	\$33.50
21	MARATHON PRESS INC	YEARBOOKS 22-23	14 2900 610 2 865 002	\$150.00
22	MEDCO SUPPLY, INC	ATHLETE SUPPLIES	14 2900 610 2 845 002	\$63.52
23	MEDCO SUPPLY, INC	ATHLETE SUPPLIES	14 2900 610 2 845 002	\$27.47
24	MORTLAND, AMANDA	OFFICIAL PAY VB TOURNAMENT	14 2900 610 2 847 002	\$140.00
25	NORFOLK SENIOR HIGH SCHOOL	REIMB FOR ATHLETE SUPPLIES	14 2900 610 2 845 002	\$48.67
26	NPS-FOUNDATION	GRANT NOT BEING USED-RETURNED	14 2900 610 2 830 002	\$270.00
27	PRIVETT, COREY	IM CHAMPIONSHIP 10-5	14 2900 610 2 846 002	\$40.00
28	PRIVETT, COREY	OFFICIAL PAY 7TH A/B	14 2900 610 2 846 002	\$100.00
29	SCHOLASTIC, INC.	DAYCOS GRANT-SOAR PROJECTS	14 2900 610 2 838 002	\$273.44
30	STADIUM SPORTS	STAFF SHIRTS	14 2900 610 2 840 002	\$851.00
31	TEECO INC	WATER COOLER LEASE	14 2900 610 2 840 002	\$38.00
32	TEECO INC	LEASE RO, COOLER RENTAL	14 2900 610 2 840 002	\$38.00
33	WINNERS CIRCLE	TROPHIES FOR VBALL TOURNAMENT	14 2900 610 2 847 002	\$191.92
34	<b>GRAND TOTAL</b>			<b>\$4,886.74</b>

**OCTOBER 2023 SUBSIDIARY EXPENDITURES**

1	BARNHILL ENTERPRISES LLC	KOHLER DONATION FOR BAND	05 2900 610 0 050 000	\$500.00
2	CARD SERVICES	TECH CENTER SUPPLIES #19	05 2900 610 0 095 000	\$112.52
3	CARD SERVICES	CONFERENCE MEALS #2	05 2900 610 0 081 000	\$10.15
4	CARD SERVICES	AFTERSHOCK ENTREPRENEURSHIP	05 2900 610 0 093 000	\$439.67
5	CARD SERVICES	LANGUAGE KITS-GRANT MONEY #3	05 2900 610 0 076 000	\$75.00
6	CARD SERVICES	CLASSROOM SUPPLIES GRANT MONEY	05 2900 610 0 076 000	\$118.36
7	CARD SERVICES	LUNA/DRAHOTA MATH GRANT #10	05 2900 610 0 089 000	\$124.97
8	CARD SERVICES	LUNA/DRAHOTA MATH GRANT #10	05 2900 610 0 089 000	\$564.22
9	CARD SERVICES	RANSEN GRANT	05 2900 610 0 058 000	\$46.99
10	CARD SERVICES	LEUTHOLD GRANT #6	05 2900 610 0 058 000	\$73.38
11	CARD SERVICES	PIZZA W/PRINCIPAL #9	05 2900 610 0 063 000	\$31.95
12	CARD SERVICES	SCIENCE DAY PRESENTERS #9	05 2900 610 0 063 000	\$238.00
13	CARD SERVICES	STUDENT SUPPLIES #12	05 2900 610 0 073 000	\$231.45
14	CARD SERVICES	STUDENT SUPPLIES #12	05 2900 610 0 073 000	\$81.75
15	CARD SERVICES	BUCKET FILLER PRIZES #12	05 2900 610 0 073 000	\$112.80
16	CARD SERVICES	RED RIBBON WEEK PRIZES #12	05 2900 610 0 073 000	\$25.85
17	CARD SERVICES	CLASSROOM SUPPLIES STRAND #13	05 2900 610 0 040 000	\$483.28
18	CARD SERVICES	FILAMENT DREHER #13	05 2900 610 0 040 000	\$26.98
19	CARD SERVICES	CONFERENCE SUPPLIES #13	05 2900 610 0 043 000	\$44.91
20	CARD SERVICES	PANTHER PARTNER GRANT #15	05 2900 610 0 061 000	\$10.69
21	CARD SERVICES	PANTHER PARTNER GRANT #15	05 2900 610 0 061 000	\$255.44
22	CARD SERVICES	PRIME TIME NIGHTS #15	05 2900 610 0 061 000	\$771.97
23	CARD SERVICES	WORKING LUNCH #17	05 2900 610 0 059 000	\$107.70
24	CARD SERVICES	SPED TRANSPORT SUPPLIES #17	05 2900 610 0 059 000	\$192.95
25	CARD SERVICES	WELLNESS INCENTIVE #3	05 2900 610 0 060 000	\$81.95
26	EDGERTON EXPLORIT CENTER	2ND GR FIELD TRIP	05 2900 610 0 058 000	\$504.00
	FAIRFIELD INN & SUITES	WELLNESS CONF. LODGING	05 2900 610 0 060 000	\$239.90
27	MARRIOTT			
28	HAUSMANN, ANGIE	MTSS CONFERENCE	05 2900 610 0 095 000	\$48.26
29	HOLCOMB, JILL	CONFERENCE MEAL	05 2900 610 0 095 000	\$24.12
30	JA FOODSERVICE CORP	BACKPACK MEALS	05 2900 610 0 095 000	\$9,542.70
	LAKESHORE LEARNING	GYM INDOOR PLAY-CONNIE FUNDS	05 2900 610 0 089 000	\$1,064.85
31	MATERIALS			
	MADISON NATIONAL LIFE	OCT 2023 BASIC LIFE INSUR	05 2900 610 0 090 000	\$486.72
32	INSURANCE CO			
33	NATHAN, PATRICIA	WELLNESS CONFERENCE	05 2900 610 0 060 000	\$21.54
34	NELSON, BETH	NACIA CONFERENCE	05 2900 610 0 081 000	\$229.08
35	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$50.00
36	NPS GENERAL FUND	BSB PAYROLL OCT 2023 BASSETT	05 2900 610 0 038 000	\$73.47

37 NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$24.49
38 OMAHA SYMPHONY	CELEBRATE CREATIVITY	05 2900 610 0 045 000	\$750.00
39 POPPY'S PUMPKIN PATCH	KINDERGARTEN FIELD TRIP	05 2900 610 0 058 000	\$544.00
40 REAL REPTILES LLC	FAMILY NIGHT	05 2900 610 0 038 000	\$350.00
41 STADIUM SPORTS	RED RIBBON RUN T-SHIRTS	05 2900 610 0 083 000	\$1,194.00
42 STRONG, AUNI	EHA WELLNESS CONFERENCE	05 2900 610 0 060 000	\$214.26
43 TEECO INC	COMMERCIAL WATER	05 2900 610 0 050 000	\$8.00
44 TEECO INC	LEASE COOLER/RENTAL	05 2900 610 0 050 000	\$49.00
45 TEECO INC	COMMERCIAL WATER JUGS	05 2900 610 0 050 000	\$20.50
46 TEECO INC	WATER JUGS	05 2900 610 0 050 000	\$33.00
47 TEECO INC	LEASE RO PUMP,COOLER RENTAL	05 2900 610 0 050 000	\$49.00
48 TUCKER, TAMI	CASH DRAWER FOR BOOK FAIR	05 2900 610 0 044 000	\$280.00
UNIVERSITY OF NEBRASKA-	3RD GR SCIENCE DAY EVENT	05 2900 610 0 058 000	\$438.00
49 LINCOLN			
50 WEBER, RICKI	RETURNED BOOK	05 2900 610 0 051 000	\$5.50
51 WINNERS CIRCLE	5TH/6TH TRACK MEET AWARDS	05 2900 610 0 040 000	\$720.83
52 WINNERS CIRCLE	RED RIBBON RUN AWARDS	05 2900 610 0 083 000	\$62.50
53 <b>GRAND TOTAL</b>			<b>\$21,790.65</b>

**NORFOLK PUBLIC SCHOOLS**  
**INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**  
**ALL FUNDS**  
**For Month Ending October 31, 2023**

Fund/Account	2023-2024 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,696,652.02	\$84,734.51	\$2,400.00	\$1,778,986.53	
SPECIAL BUILDING FUND (3)	\$6,843,094.48	\$171,029.30	\$52,806.38	\$6,961,317.40	
DEPRECIATION RESERVE FUND (3)	\$7,063,679.64	\$28,742.14	\$118,790.25	\$6,973,631.53	
ACTIVITIES ACCOUNT (2)	\$677,085.29	\$111,600.18	\$109,764.88	\$678,920.59	
SUBSIDIARY ACCOUNT (2)	\$326,547.11	\$81,259.07	\$74,658.06	\$333,148.12	
GENERAL FUND (1)	\$17,056,810.69	\$4,352,365.00	5,027,923.45	\$16,381,252.24	
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,130,138.67	\$4,130,138.67	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$1,200,141.53	\$331,622.02	\$276,206.28	\$1,255,557.27	
BOND FUND (3)	\$1,118,657.98	\$3,248.15	\$0.00	\$1,121,906.13	
COOPERATIVE FUND (2)	\$324,279.64	\$69,541.45	\$7,445.02	\$386,376.07	
EMPLOYEE BENEFIT FUND (2)	\$3,942.10	\$9.26	\$0.00	\$3,951.36	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$492,329.32	\$7,798.26	\$0.00	\$500,127.58	
CONVENIENCE FEE FUND (2)	\$13,636.48	\$246.14	\$39.36	\$13,843.26	
STUDENT FEE FUND (2)	\$456,935.63	\$2,529.70	\$8,859.16	\$450,606.17	
<b>TOTAL ALL FUNDS</b>	<b>\$37,279,497.69</b>	<b>\$9,374,863.85</b>	<b>\$9,809,031.51</b>	<b>\$36,845,330.03</b>	
<b>BALANCES CLASSIFIED BY DEPOSITORY</b>					
(1) BANK FIRST				\$16,381,252.24	
(2) ELKHORN VALLEY BANK				\$5,407,222.73	
(3) MIDWEST BANK				\$15,056,855.06	
<b>TOTAL BALANCES</b>				<b>\$36,845,330.03</b>	

Board of Education Regular Meeting  
Monday, October 9, 2023 5:30 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: October 2, 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. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
  - 4.1. Focus on the Students
    - A. Students from the Middle School 'Character Congress' group presented. Included introductions of students and guidance counselors. Character Congress is an organized group of student leaders who represent the student body that gives students an opportunity to hold a leadership role. Character Ed assembly topics include - Respect, Empathy, Caring, and Citizenship.
  - 4.2. Strategic Action Plan - Communications
    - A. Goal = By 2025 NPS will develop a comprehensive communications plan to engage internal and external stakeholders.
    - B. Speakers: Mary Luhr, Chuck Hughes, Tiffany Settles, Mickie Mueller, & Chris Begeman
    - C. In order to continue to be a source of pride and an asset to the community, we will improve communication with students, staff and patrons of the district.
      - Strategic Objective #1: Engage stakeholders by actively promoting district endeavors and accomplishments to alumni, community members, staff, students and their families. Action steps outlined.
      - Strategic Objective #2: Engage stakeholders by developing formal and informal educational opportunities related to district policies, operations, and communications. Action steps outlined.
  - 4.3. Norfolk Public Schools Foundation Annual Update
    - A. Speaker - Austin Truex, Executive Director
    - B. The Norfolk Public Schools Foundation is a 501(c)3 non-profit organization that provides opportunities to the Norfolk school district that cannot be offered by traditional school funding. These opportunities include items like Classroom Grants, Scholarships to Norfolk High School graduates, and other types of support.

- C. Board members and the community are invited to attend the Traditions Breakfast fundraiser on Thursday 10/26 at 7:00 AM at the Lifelong Learning Center
5. Public Comments & Communication
  - A. 4 members of the public spoke in support of NPS.
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 October, 2023 by specific fund are listed below:
      - General Fund =\$903,340.32
      - Nutrition Services Fund =\$276,206.20
      - Cooperative Fund =\$5,023.93
      - Depreciation Fund =\$4506.25
      - QCPUF: \$2400.00
      - Special Building Fund =\$52,806.38
      - Student Fee Fund = \$8,859.16
    - B. The total amount of claims for the month of September 2023 in the Activities Fund is listed below:
      - Activity Fund =\$252,359.15
    - C. All of these claims were reviewed earlier today by the Finance and Facility Committee.
  - 6.2. Teaching & Learning Report – Speaker: Beth Nelson
    - A. Curriculum, Instruction, and Assessment
      - As we approach the end of the first quarter, we’ve had several groups meet on curriculum work. Those included are Middle School Social Studies, Junior High ELA, Junior High Science, Junior High PE/Health, Elementary Science, and Elementary Writing. Curriculum is an ongoing process, and we handle that by tackling certain subjects each year.
      - Another item that is ongoing for the Teaching and Learning department is following up with new teachers to support or help them with their classroom responsibilities and preparing for P/T conferences.
      - The Spring 2023 Statewide Assessment data has been shared with individual reports. Parents can expect those to come home at P/T conference time. We’ve been notified that the tentative date for the AQUESTT State Accountability report for schools will be coming out in the November-December timeframe. Our local Fall assessment window is closed. We will be generating reports on that data to determine if any curricular items need immediate attention and to use in our data meetings over student progress.
      - DIBS for Kids is a literacy nonprofit organization. The program has been presented in prior board meetings. As a reminder, the organization operates under the belief that every student should have a great book to read at home every night, regardless of family income. It is a classroom-based library that supports teachers in easily sending books home with students. The program was first established at Washington Elementary and spearheaded by the Title I teacher at the time, the late Mrs. Rhonda Spanel. Since then, it has grown into all the 1st and 2nd grade elementary classrooms. Recent donations from the Connie Fund will allow the expansion of the program to every 3rd and 4th grade classroom in the district. As of Sept. 20th, 7,724 books had been taken home

since the beginning of this school year. The most popular books so far this year have been, Don't Let the Pigeon Drive the Buss, Giraffes Can't Dance, The Pigeon Needs a Bath, How Do Dinosaurs Learn to Read? And Meet the Big Cats. All sets include some Spanish language books and other languages are available upon request.

- The Curriculum Committee met on Tuesday, Sept. 19th where Beth Shashikant will share a full committee report.

6.3. Student Programs Report – Speaker: Mary Luhr

- A. ELVPHD is providing flu shots for our staff on October 3rd, 5th, and 10th.
- B. Mary Luhr will be attending NDE's stakeholders' meeting for Results Driven Accountability on October 17th in Lincoln. On November 2nd and 3rd, Mary will attend the Tri-state special education law conference with two of our NPS principals.
- C. Arrow Stage Lines continues to be good to work with and any concerns have been addressed professionally. As of September 21, 2023 our expenditures for Arrow Stage Lines are at \$43,263.00

6.4. Student Services & Safety Report – Speaker: Erik Wilson

- A. The University of Nebraska Public Policy Center has completed a review of our District Emergency Operations Plan (EOP) which was reapproved at last month's Board of Education meeting. Erik was happy to report that our EOP met the necessary requirements and showed lots of improvements over our 2017 submission. Erik would like to recognize the District Safety Team, Norfolk Fire and Rescue, Norfolk Police Department, and our Local Emergency Manager who volunteered a lot of time and effort to help develop usable plans to ensure the safety of our students and staff.
- B. Also, this week marks the end of the 1st quarter. Erik reminded our NPS families that Parent Teacher Conferences begin next week. We want to encourage parents/guardians to attend those conferences as some of the best educational outcomes can occur when the parent/guardian, the student, and the school are all working together towards graduation and preparing the students to pursue their goals for the future. Those conference times are listed below.  
Oct 16th K-8 Conferences 4pm-7pm  
Oct 17th K-4, 9-12 Conferences 4pm-7pm  
Oct 18th 5-12 Conferences 4pm-7pm  
Oct 19th K-12 Conferences 1pm-4pm - Students dismissed at 11:30 AM  
Students will not have school on Friday the 20th or Monday the 23rd

6.5. Human Resources & Accreditation Report – Speaker: Angie Baumann

- A. Today Angie Baumann and Mr. Settles were at the University of Nebraska Lincoln to participate in the UNL Educator Career Fair. Next week Angie will attend the Wayne State College Student Teacher Fair and the following week Mary Luhr and Angie Baumann will participate in the Nebraska Educator Shortage Summit in Kearney. Angie is working to gain the interest of potential teachers to apply at NPS for teaching positions.
- B. NPS currently has 15 student teachers in our district. The requests have already started coming in for the Spring 2024 semester. Currently have 18 requests and have not heard from all the colleges yet. This group consists of placement requests in the areas of Early Childhood, Elementary, English, Math, Physical Education, Social Science, Skilled and Technical Sciences, Special Education, and

Physical Education. Although we do not yet know what openings we will have for the 2024-2025 school year, these are several of the areas that were difficult for us to fill for the current school year.

6.6. Superintendent's Report – Speaker: Dr. Jami Jo Thompson

A. October Enrollment Update

- Our 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 2023. 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. In fact, our October 1st enrollment increased by 18 students, placing us at 4537.

B. Negotiations Process & 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. 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).

7. Committee Reports

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

- A. Facilities & Finance Committee meeting minutes from October 9, 2023 summarized.

7.2. Policy Committee Report - Speaker: Cindy Booth

- A. Policy Committee meeting minutes from October 4, 2023 summarized.

7.3. Curriculum & American Civics Committee Report – Speaker: Beth Shashikant

- A. Policy Committee meeting minutes from September 19, 2023 summarized.

8. Consent Agenda

Motion to approve the consent agenda at 6:53 PM passed with a motion by Beth Shashikant and a second by Lindsay Dixon.

Teri Bauer: Yea Lindsay Dixon: Yea

Cindy Booth: Yea Beth Shashikant: Yea

Brenda Carhart: Yea Sandy Wolfe: Yea

8.1. Minutes reviewed of previous meetings - September 11, 2023 and September 28, 2023

8.2. Personnel

8.2.1. Contract Approval – None at this time

8.2.2. Resignations

- Retirement - Beth Nelson, Director of Teaching and Learning, effective at the end of the 2023-2024 contract year.
- Resignation - Elle Wegher, Speech Language Pathologist, effective at the end of the 2023-2024 contract year.

8.3. Claims

A. Attached are the claims for the month of October, 2023. These claims were reviewed earlier by our Finance and Facility Committee.

B. There were four conflict statements this month that were read before voting.

9. Action Items

9.1. Discuss, consider and take action to approve the Strategic Action Plan for Communication

Motion to approve the Strategic Action Plan for Communication at 6:57 PM passed with a motion by Teri Bauer and a second by Lindsay Dixon.

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

9.2. Discuss, consider and take action to grant permission to seek bids for the Middle School addition and renovation

A. We are seeking your permission to begin the bidding process for the Middle School addition and renovation. This project includes the addition of a safe and secure entrance, the renovation of existing offices into classrooms, and the addition of new, larger fine arts classrooms. It addresses safety and space concerns described previously. Most importantly, this entrance does not meet the same safety standards as other entrances across the district, as office personnel must utilize a camera system to determine if guests should be admitted into the building. In addition, this building currently serves approximately one hundred more students than it did a decade ago, creating significant space issues.

B. If bids for this project come in higher than anticipated, the Board has the option to refuse all bids. This is important, as our funding is limited.

Motion to grant permission to seek bids for the Middle School addition and renovation at 6:58 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

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 addition of the Jobs for America's Graduates-Nebraska (JAG-NE) course at the Senior High for 2024-2025.

A. This course is to be taught as part of the JAG Program that the Board approved last month. It is an elective, for-credit classroom program with instruction provided by certified CTE JAG Career Specialists. It teaches up to 87 desirable workplace competencies. The course is intended to empower students with personal and professional development skills and support to achieve success in high school graduations, further-education and employment following high school graduation.

B. The primary learning concepts in this course are:

- Career Development
- Job Attainment
- Job Survival
- Basic Skills
- Leadership and Self-Development
- Personal Skills
- Life Survival
- Workplace Competencies
- Economic Empowerment

Motion to approve the addition of the Jobs for America's Graduates-Nebraska (JAG-NE) course at the Senior High for 2024-2025 at 7:03 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

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

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.

- A. We have received a formal written request by the NCEA (Norfolk City Educational Association) to be recognized as the exclusive collective bargaining agent for non-supervisory certificated staff. This action is required each year by Nebraska State Statute. We have not received any other requests.

Motion to approve the Norfolk City Education Association as exclusive bargaining agent for non-supervisory certificated employees for the 2025-2026 school year at 7:06 PM passed with a motion by Brenda Carhart and a second by Beth Shashikant.

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

9.5. Discuss, consider and take action to approve the 2024-2025 Option Enrollment Capacities

- A. According to State Statute, public schools must adopt an Option Enrollment Resolution annually, setting grade and program capacities and indicating which grade levels and programs are open for option enrollment students, based upon those capacities and projected enrollments.
- B. For the 2024-2025 school year, our projections indicate that we will be at capacity in grades 10 and 12.
- C. The grades that we will be accepting option enrollment students in next year are Kindergarten through 9th and 11th. See the attached appendix for the number of option students that will be accepted at each grade level.

Motion to approve the 2024-2025 Option Enrollment Capacities at 7:07 PM passed with a motion by Cindy Booth and a second by Lindsay Dixon.

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

9.6. Discuss, consider and take action to approve the 2023-2024 NASB Delegate Representative

- A. The NASB Delegate Representative attends the NASB Delegate Assembly on Friday, November 17th to help determine the NASB's annual legislative and leadership agenda. This meeting occurs annually at the NASB State Education Conference. Brenda Carhart and Beth Shashikant are both planning to attend this conference.

Motion to approve Beth Shashikant as the 2023 NASB Delegate Representative at 7:08 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

- 9.7. Discuss, consider and take action to approve the first reading of Board Policies 4001-4012 related to personnel

- A. These policies were discussed during the Policy Committee Report:
  - 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

Motion to approve the first reading of Board Policies 4001-4012 related to personnel at 7:10 PM passed with a motion by Brenda Carhart and a second by Cindy Booth.

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

- 9.8. Discuss, consider and take action to approve the first reading of Board Policy 8152 (Standing Committee on Negotiations)

Motion to approve the first reading of Board Policy 8152 (Standing Committee on Negotiations) at 7:13 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

10. Future Meetings

- A. The 2nd monthly meeting of the Board of Education has been scheduled for Noon on Thursday, October 26, 2023.
- B. The next regular meeting of the Board of Education will be held on Monday, November 13, 2023. The regular business meeting will begin at 5:30 PM. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

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

Motion Convene Executive Session to Discuss Negotiations -- As Needed to Protect the Interest of the District at 7:15 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 at 8:27 PM. No action taken.

12. Adjournment

The meeting adjourned at 8:27 PM.

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Chairperson

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Superintendent

Board of Education 2nd Monthly Meeting  
Thursday, October 26, 2023 12:00 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: Absent

1. Date Public Notice appeared in the Norfolk Daily News: October 20, 2023.
2. Call to Order  
The Norfolk Public School District's board of education meeting was called to order at 12:00PM.
  - 2.1. Roll Call – See attendance above.

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

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

- 2.2. Declaration of a legal meeting. The meeting was declared legal.
3. Reports and Discussion Items
  - 3.1. 2023 Annual Audit
    - A. The annual audit for the 2022-2023 school year has been completed by Herley & Reinke Accounting, P.C. The final audit findings were shared by BrenDee Reinke. A copy of the results were presented to each board member and results were published on the District website.
4. Executive Session to Discuss Personnel As Needed to Prevent Needless Injury to the Reputation of an Individual.
  - 4.1. Convene Executive Session to Discuss Personnel As Needed to Prevent Needless Injury to the Reputation of an Individual.

Motion to convene executive session to Discuss Personnel As Needed to Prevent Needless Injury to the Reputation of an Individual at 12:26 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:	Absent

- 4.2. Reconvene Meeting from Executive Session at 12:37 PM. No action taken.
5. Action Items
  - 5.1. Discuss, consider, and take action to acknowledge and accept the 2023 Annual Financial Audit into record.

Motion to acknowledge and accept the 2023 Annual Financial Audit into record at 12:38 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

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

5.2. Discuss, consider, and take action to approve payment of \$114,284 to Courtesy Ford for the purchase of two Ford Expeditions.

A. The Board approved the purchase of these Ford Expeditions at the March 12, 2023 Board meeting. There was a delay in production, but they have now been delivered and are awaiting payment. Funding will come from the depreciation account.

Motion to approve payment of \$114,284 to Courtesy Ford for the purchase of two Ford Expeditions at 12:40 PM passed with a motion by Teri Bauer and a second by Cindy Booth.

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

5.3. Discuss, consider, and take action to grant permission to seek RFPs for the High School Chiller project.

A. The district is involved in litigation regarding the high school chiller project at the Senior High but cannot wait for a resolution of that litigation before pursuing a remedy. Initially funding will come from our Special Building Fund, with the hope that it will be recouped via litigation.

Motion to grant permission to seek RFPs for the High School Chiller project at 12:42 PM passed with a motion by Beth Shashikant and a second by Lindsay Dixon.

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

6. Future Meetings

A. The next regular meeting of the Board of Education will be held on Monday, November 13, 2023. The regular business meeting will begin at 5:30 PM. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

8. Adjournment

The meeting adjourned at 12:43 PM.

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Chairperson

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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 #707 for the month of November 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 #710 for the month of November 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

NOVEMBER 13, 2023

NORFOLK PUBLIC SCHOOLS  
NORFOLK, NEBRASKA

1	<b>GENERAL FUND</b>			
2	A TO Z VAC & SEW	VACCUUM PARTS	01 2610 610 2 001 001	\$223.00
3	<b>A TO Z VAC &amp; SEW Total</b>			\$223.00
4	ACT	PRE-ACT SCORING	01 1100 340 2 028 000	\$10,676.00
5	ACT	PRE-ACT SCORING	01 2410 340 2 209 001	\$5,729.00
6	<b>ACT Total</b>			\$16,405.00
7	ADVANCE AUTO PARTS	VEHICLE #40 SUPPLIES	01 2712 610 1 001 000	\$20.68
8	ADVANCE AUTO PARTS	VEHICLE #40 SUPPLIES	01 2712 610 2 001 000	\$20.67
9	ADVANCE AUTO PARTS	BATTERY	01 2630 610 1 001 000	\$66.66
10	ADVANCE AUTO PARTS	BATTERY	01 2630 610 2 001 000	\$66.66
11	ADVANCE AUTO PARTS	GENERAL SUPPLIES	01 2650 610 1 001 000	\$48.18
12	ADVANCE AUTO PARTS	GENERAL SUPPLIES	01 2650 610 2 001 000	\$48.18
13	ADVANCE AUTO PARTS	FILTERS	01 2650 610 1 001 000	\$51.48
14	ADVANCE AUTO PARTS	FILTERS	01 2650 610 2 001 000	\$51.48
15	ADVANCE AUTO PARTS	TUBING/HEATER HOSE	01 2712 610 1 001 000	\$8.04
16	ADVANCE AUTO PARTS	TUBING/HEATER HOSE	01 2712 610 2 001 000	\$8.03
17	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$39.90
18	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$39.89
19	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$44.21
20	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$44.21
21	ADVANCE AUTO PARTS	PARTS	01 2710 610 1 001 000	\$13.39
22	ADVANCE AUTO PARTS	PARTS	01 2710 610 2 001 000	\$13.39
23	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$34.45
24	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$34.44
25	ADVANCE AUTO PARTS	AIR FILER	01 2650 610 1 001 000	\$26.25
26	ADVANCE AUTO PARTS	AIR FILTER	01 2650 610 2 001 000	\$26.24
27	<b>ADVANCE AUTO PARTS Total</b>			\$706.43
28	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50

29	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
30	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
31	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
32	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
33	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
34	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
35	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
36	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
37	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
38	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
39	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
40	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
41	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
42	<b>ALPHA WORKFORCE HEALTH Total</b>			\$525.00
43	AMERICAN OUTLETS	LOCKER LOCKS	01 1100 610 1 430 014	\$528.32
44	<b>AMERICAN OUTLETS Total</b>			\$528.32
45	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
46	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
47	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
48	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
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	MOP CLEANING	01 2610 431 1 001 000	\$45.00
52	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
53	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
54	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
55	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.58
56	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.58
57	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$33.51
58	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$21.64
59	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$15.21
60	APPEARA	LAUNDRY SERVICES	01 2410 340 2 209 001	\$217.70
61	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
62	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00

63	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.30
64	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.30
65	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.58
66	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.58
67	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$57.22
68	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$57.22
69	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.31
70	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.30
71	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
72	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
73	<b>APPEARA Total</b>			\$1,228.39
74	ARKFELD LOCK & SECURITY	SUPPLIES	01 2620 610 1 001 000	\$172.48
75	ARKFELD LOCK & SECURITY	SUPPLIES	01 2620 610 2 001 000	\$172.47
76	ARKFELD LOCK & SECURITY	TOOL BOX KEY BLANK	01 2620 610 1 001 010	\$14.95
77	<b>ARKFELD LOCK &amp; SECURITY Total</b>			\$359.90
78	ARROW STAGE LINES	TENNIS TRANSPORTATION	01 2710 340 1 001 000	\$967.50
79	ARROW STAGE LINES	TENNIS TRANSPORTATION	01 2710 340 2 001 000	\$967.50
80	ARROW STAGE LINES	CROSS COUNTRY TRAVEL	01 2710 340 1 001 000	\$967.50
81	ARROW STAGE LINES	CROSS COUNTRY TRAVEL	01 2710 340 2 001 000	\$967.50
82	ARROW STAGE LINES	FRESHMAN FB TRAVEL	01 2710 340 1 001 000	\$825.00
83	ARROW STAGE LINES	FRESHMAN FB TRAVEL	01 2710 340 2 001 000	\$825.00
84	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
85	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
86	ARROW STAGE LINES	JH CROSS COUNTRY TRAVEL	01 2710 340 1 001 000	\$825.00
87	ARROW STAGE LINES	JH CROSS COUNTRY TRAVEL	01 2710 340 2 001 000	\$825.00
88	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
89	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
90	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
91	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
92	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
93	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
94	ARROW STAGE LINES	VARSITY FB TRAVEL	01 2710 340 1 001 000	\$825.00
95	ARROW STAGE LINES	VARSITY FB TRAVEL	01 2710 340 2 001 000	\$825.00
96	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00

97	ARROW STAGE LINES	VOLLEYBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
98	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
99	ARROW STAGE LINES	SOFTBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
100	ARROW STAGE LINES	JH CROSS COUNTRY TRAVEL	01 2710 340 1 001 000	\$825.00
101	ARROW STAGE LINES	JH CROSS COUNTRY TRAVEL	01 2710 340 2 001 000	\$825.00
102	ARROW STAGE LINES	CAMPUS VISIT TRAVEL	01 2710 340 1 001 000	\$939.00
103	ARROW STAGE LINES	CAMPUS VISIT TRAVEL	01 2710 340 2 001 000	\$939.00
104	ARROW STAGE LINES	SOFTBALL TRAVEL	01 2710 340 1 001 000	\$899.00
105	ARROW STAGE LINES	SOFTBALL TRAVEL	01 2710 340 2 001 000	\$899.00
106	ARROW STAGE LINES	CROSS COUNTRY TRAVEL	01 2710 340 1 001 000	\$825.00
107	ARROW STAGE LINES	CROSS COUNTRY TRAVEL	01 2710 340 2 001 000	\$825.00
108	ARROW STAGE LINES	FRESHMAN FB TRAVEL	01 2710 340 1 001 000	\$825.00
109	ARROW STAGE LINES	FRESHMAN FB TRAVEL	01 2710 340 2 001 000	\$825.00
110	ARROW STAGE LINES	BAND TRANSPORTATION	01 2710 340 1 001 000	\$2,475.00
111	ARROW STAGE LINES	BAND TRANSPORTATION	01 2710 340 2 001 000	\$2,475.00
112	ARROW STAGE LINES	JV FB TRANSPORTATION	01 2710 340 1 001 000	\$825.00
113	ARROW STAGE LINES	JV FB TRANSPORTATION	01 2710 340 2 001 000	\$825.00
114	ARROW STAGE LINES	MIDDLE SCHOOL TRAVEL	01 2710 340 1 001 000	\$825.00
115	ARROW STAGE LINES	MIDDLE SCHOOL TRAVEL	01 2710 340 2 001 000	\$825.00
116	ARROW STAGE LINES	CROSS COUNTRY TRAVEL	01 2710 340 1 001 000	\$967.50
117	ARROW STAGE LINES	CROSS COUNTRY TRAVEL	01 2710 340 2 001 000	\$967.50
118	ARROW STAGE LINES	VARSITY FB TRAVEL	01 2710 340 1 001 000	\$967.50
119	ARROW STAGE LINES	VARSITY FB TRAVEL	01 2710 340 2 001 000	\$967.50
120	ARROW STAGE LINES	CHEER/PINK PATHERS TRAVEL	01 2710 340 1 001 000	\$967.50
121	ARROW STAGE LINES	CHEER/PINK PANTHERS TRAVEL	01 2710 340 2 001 000	\$967.50
122	ARROW STAGE LINES	BAND TRANSPORTATION	01 2710 340 1 001 000	\$2,475.00
123	ARROW STAGE LINES	BAND TRANSPORTATION	01 2710 340 2 001 000	\$2,475.00
124	<b>ARROW STAGE LINES Total</b>			\$46,351.00
125	ATAP	GREAT PLAINS CONFERENCE	01 2660 330 1 035 000	\$54.50
126	ATAP	GREAT PLAINS CONFERENCE	01 2660 330 2 035 000	\$54.50
127	<b>ATAP Total</b>			\$109.00
128	B & H PHOTO-VIDEO	CAMERA/CARD READER/MEMORY	01 6700 650 2 028 001	\$5,603.65
129	<b>B &amp; H PHOTO-VIDEO Total</b>			\$5,603.65
130	BACKER, TRACY	POSTAGE REIMBURSEMENT	01 2410 531 2 209 001	\$15.03

131	<b>BACKER, TRACY Total</b>			\$15.03
132	BARNHILL ENTERPRISES LLC	MUSIC FOLDERS	01 1100 610 2 205 001	\$36.75
133	BARNHILL ENTERPRISES LLC	ORCHESTRA MUSIC FOLDERS	01 1100 610 2 118 002	\$30.45
134	<b>BARNHILL ENTERPRISES LLC Total</b>			\$67.20
135	BARNHILL PIANO SERVICE	PIANO TUNING	01 1100 340 2 116 002	\$125.00
136	BARNHILL PIANO SERVICE	PIANO TUNING	01 1100 340 1 705 008	\$125.00
137	<b>BARNHILL PIANO SERVICE Total</b>			\$250.00
138	BAUER BUILT, INC	TIRES	01 2650 610 1 001 000	\$290.00
139	BAUER BUILT, INC	TIRES	01 2620 610 2 001 000	\$290.00
140	BAUER BUILT, INC	TIRES	01 2650 610 1 001 000	\$8.75
141	BAUER BUILT, INC	TIRES	01 2620 610 2 001 000	\$8.75
142	BAUER BUILT, INC	LABOR	01 2650 340 1 001 000	\$2.50
143	BAUER BUILT, INC	LABOR	01 2650 340 2 001 000	\$2.50
144	<b>BAUER BUILT, INC Total</b>			\$602.50
145	BAUER, RACHEL	SIXPENCE MILEAGE SEPT23	01 3541 333 1 004 000	\$94.98
146	<b>BAUER, RACHEL Total</b>			\$94.98
147	BAUMANN, CHERYL	ACTIVITY WORKER	01 2190 120 2 001 000	\$170.31
148	<b>BAUMANN, CHERYL Total</b>			\$170.31
149	BAUMANN, TERRY	ACTIVITY WORKER	01 2190 120 2 001 000	\$170.31
150	<b>BAUMANN, TERRY Total</b>			\$170.31
151	BEEKS, RODNEY	CAREER DAY WSC	01 2190 580 2 001 000	\$12.07
152	<b>BEEKS, RODNEY Total</b>			\$12.07
153	BENDER, DENISE	STAFF MILEAGE	01 1100 333 1 001 000	\$81.16
154	BENDER, DENISE	STAFF MILEAGE	01 1100 333 2 001 000	\$81.15
155	<b>BENDER, DENISE Total</b>			\$162.31
156	BERNIKLAU EDUCATION SOLUTIONS TEAM	CONTRACTED SERVICES FOR 1 ON	01 1200 561 2 004 000	\$8,965.44
157	BERNIKLAU EDUCATION SOLUTIONS TEAM	TRANSP FOR 1 ON 1 INSTRUCTION	01 2712 350 2 001 000	\$1,177.44
158	<b>BERNIKLAU EDUCATION SOLUTIONS TEAM Total</b>			\$10,142.88
159	BIG RED PRINTING	CHILD FIND BROCHURES	01 6416 610 1 017 000	\$699.20
160	<b>BIG RED PRINTING Total</b>			\$699.20
161	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$45.45
162	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$45.44

163	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$25.27
164	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$25.27
165	BOMGAARS SUPPLY	KNEE BOOT	01 2620 610 1 001 000	\$18.50
166	BOMGAARS SUPPLY	KNEE BOOT	01 2620 610 2 001 000	\$18.49
167	BOMGAARS SUPPLY	SNOW CONTROL/ICE MELT	01 2630 610 1 001 000	\$1,898.27
168	BOMGAARS SUPPLY	SNOW CONTROL/ICE MELT	01 2630 610 2 001 000	\$1,898.26
169	BOMGAARS SUPPLY	MASONARY BIT	01 2610 610 1 001 000	\$9.25
170	BOMGAARS SUPPLY	MOSONRY BIT	01 2610 610 2 001 000	\$9.24
171	BOMGAARS SUPPLY	MAINT.SUPPLIES	01 2650 610 1 001 000	\$30.48
172	BOMGAARS SUPPLY	MAINT. SUPPLIES	01 2650 610 2 001 000	\$30.47
173	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 005	\$162.25
174	BOMGAARS SUPPLY	RAKE	01 2620 610 1 001 000	\$10.00
175	BOMGAARS SUPPLY	RAKE	01 2620 610 2 001 000	\$9.99
176	BOMGAARS SUPPLY	SNOW PUSHER	01 2620 610 1 001 000	\$30.00
177	BOMGAARS SUPPLY	SNOW PUSHER	01 2620 610 2 001 000	\$29.99
178	BOMGAARS SUPPLY	WOOD GLUE, PAINT, TOOL	01 2620 610 1 001 000	\$19.98
179	BOMGAARS SUPPLY	WOOD GLUE, PAINT, TOOL	01 2620 610 2 001 000	\$19.98
180	BOMGAARS SUPPLY	FASTENERS	01 2620 610 1 001 021	\$5.00
181	<b>BOMGAARS SUPPLY Total</b>			\$4,341.58
182	BRAINPOP LLC	BRAIN POP JR	01 1100 643 1 705 008	\$302.50
183	<b>BRAINPOP LLC Total</b>			\$302.50
184	CANNON MOSS BRYGGER ARCHITECTS	MIDDLE SCHOOL RENOVATIONS	01 6998 739 1 945 014	\$47,750.00
185	<b>CANNON MOSS BRYGGER ARCHITECTS Total</b>			\$47,750.00
186	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 1 001 000	\$12.37
187	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 2 001 000	\$12.36
188	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 016 001	\$35.48
189	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 104 010	\$434.63
190	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 201 003	\$267.98
191	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 302 004	\$229.59

192	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1190 610 1 163 021	\$95.80
193	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 602 005	\$194.25
194	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 430 014	\$568.69
195	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 209 001	\$1,213.52
196	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 141 002	\$541.93
197	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 705 008	\$247.34
198	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 819 009	\$192.09
199	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 904 012	\$208.03
200	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2620 431 0 001 000	\$14.90
201	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1200 610 1 004 000	\$397.66
202	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1200 610 2 004 000	\$397.66
203	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1291 610 1 017 000	\$108.93
204	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1292 610 1 017 000	\$108.92
205	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 1 001 000	-\$99.92
206	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 2 001 000	-\$99.91
207	<b>CAPITAL BUSINESS SYSTEMS, INC Total</b>			\$5,082.30
208	CAPTAL BUSINESS SYSTEMS, INC	RM 611 COPIES	01 2410 340 2 209 001	\$10.09
209	<b>CAPTAL BUSINESS SYSTEMS, INC Total</b>			\$10.09
210	CARLISLE, TIMOTHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$141.93
211	<b>CARLISLE, TIMOTHY Total</b>			\$141.93
212	CDW GOVERNMENT, INC	PROJECTOR LAMPS	01 1100 650 1 430 014	\$71.41
213	CDW GOVERNMENT, INC	PROJECTOR LAMPS	01 1100 650 1 430 014	\$173.24

214	CDW GOVERNMENT, INC	CHROMECAST	01 1100 610 2 106 002	\$32.72
215	<b>CDW GOVERNMENT, INC Total</b>			\$277.37
216	CITY OF NORFOLK	SIGN POSTS	01 2620 610 2 001 002	\$180.00
217	CITY OF NORFOLK	WATER METER	01 2630 610 1 001 000	\$8.00
218	CITY OF NORFOLK	WATER METER	01 2630 610 2 001 000	\$8.00
219	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$6.00
220	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$6.00
221	CITY OF NORFOLK	TRASH SERVICES	01 2620 420 1 001 000	\$69.74
222	CITY OF NORFOLK	TRASH SERVICES	01 2620 420 2 001 000	\$69.74
223	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$32.31
224	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$32.31
225	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$6.00
226	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$6.00
227	CITY OF NORFOLK	3RD QUARTER SRO	01 1160 350 2 001 000	\$26,975.26
228	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$6.00
229	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$6.00
230	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$1.50
231	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$1.50
232	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 010	\$545.51
233	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$164.70
234	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 001	\$3,657.25
235	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 014	\$3,737.65
236	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$162.14
237	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$162.13
238	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 021	\$1,550.85
239	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$6.31
240	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$6.30
241	<b>CITY OF NORFOLK Total</b>			\$37,407.20
242	CLASS INTERCOM, LLC	SUB-BRAND HIGH SCHOOL	01 2310 643 2 010 000	\$262.50
243	<b>CLASS INTERCOM, LLC Total</b>			\$262.50
244	CLAUSEN, TAMALA	T.CLAUSEN SEPT23 SERVICES	01 2510 340 1 001 000	\$1,566.13
245	CLAUSEN, TAMALA	T.CLAUSEN SEPT23 SERVICES	01 2510 340 2 001 000	\$1,566.12
246	CLAUSEN, TAMALA	T.CLAUSEN SEPT23 SERVICES	01 2510 333 1 001 000	\$175.54
247	CLAUSEN, TAMALA	T.CLAUSEN SEPT23 SERVICES	01 2510 333 2 001 000	\$175.54

248	CLAUSEN, TAMALA	OCT 2023 PAYROLL	01 2510 340 1 001 000	\$1,549.75
249	CLAUSEN, TAMALA	OCT 2023 PAYROLL	01 2510 340 2 001 000	\$1,549.75
250	CLAUSEN, TAMALA	OCT 2023 PAYROLL	01 2510 333 1 001 000	\$219.43
251	CLAUSEN, TAMALA	OCT 2023 PAYROLL	01 2510 333 2 001 000	\$219.42
252	<b>CLAUSEN, TAMALA Total</b>			\$7,021.68
253	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 010	\$95.01
254	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 003	\$95.01
255	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 004	\$94.65
256	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 005	\$95.01
257	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 008	\$95.01
258	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 009	\$95.01
259	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 012	\$92.47
260	CLEARFLY	PHONE SERVICES	01 2510 382 2 001 002	\$192.90
261	CLEARFLY	PHONE SERVICES	01 2510 382 2 001 001	\$381.97
262	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 014	\$190.34
263	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 000	\$188.92
264	CLEARFLY	PHONE SERVICES	01 2510 382 2 001 000	\$188.91
265	CLEARFLY	PHONE SERVICES	01 2510 382 1 001 021	\$94.65
266	<b>CLEARFLY Total</b>			\$1,899.86
267	CLINCH PRODUCE LLC	PUMPKINS FOR CLASSROOM	01 1100 610 2 016 001	\$100.00
268	<b>CLINCH PRODUCE LLC Total</b>			\$100.00
269	COLE PAPERS INC	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$96.26
270	COLE PAPERS INC	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$96.25
271	<b>COLE PAPERS INC Total</b>			\$192.51
272	COLFACK, DAVID	ACTIVITY WORKER	01 2190 120 2 001 000	\$81.10
273	<b>COLFACK, DAVID Total</b>			\$81.10
274	COMFORT INN KEARNEY	EARLY CHILDHOOD CONF LODGING	01 3541 580 1 004 000	\$338.90
275	<b>COMFORT INN KEARNEY Total</b>			\$338.90
276	COMPUTER INFORMATION CONCEPTS	ANNUAL PEOPLEWARE AGREEMENT	01 2210 643 1 005 000	\$67,703.00
277	<b>COMPUTER INFORMATION CONCEPTS Total</b>			\$67,703.00
278	CONTINUED.COM, LLC	SPEECH PATHOLOGY SUBSCRIPTION	01 2151 330 1 004 000	\$89.00
279	<b>CONTINUED.COM, LLC Total</b>			\$89.00
280	CORNHUSKER MARRIOTT HOTEL	NASES FALL CONF	01 1200 580 1 004 000	\$95.13

281	CORNHUSKER MARRIOTT HOTEL	NASES FALL CONF	01 1200 580 2 004 000	\$95.12
282	CORNHUSKER MARRIOTT HOTEL	NASES FALL CONF	01 1200 580 2 004 001	\$190.25
283	<b>CORNHUSKER MARRIOTT HOTEL Total</b>			\$380.50
284	COVER ONE, INC	BOOK BINDING MACHINE	01 2220 610 1 030 000	\$1,200.70
285	<b>COVER ONE, INC Total</b>			\$1,200.70
286	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 320 2 004 000	\$425.25
287	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 320 1 004 000	\$14,701.50
288	CRAVEN, SHEILA	CONTRACTED SCHOOL AGE OT	01 2161 334 1 004 000	\$116.98
289	<b>CRAVEN, SHEILA Total</b>			\$15,243.73
290	CUEVAS, CARLOS	INTERPRETER	01 1150 350 2 004 002	\$63.18
291	<b>CUEVAS, CARLOS Total</b>			\$63.18
292	DECKER EQUIPMENT COMPANY	ADA BATHROOM SIGNS	01 2620 610 1 001 014	\$52.15
293	DECKER EQUIPMENT COMPANY	COAT HANGERS	01 2620 610 1 001 000	\$107.95
294	DECKER EQUIPMENT COMPANY	COAT HANGERS	01 2620 610 2 001 000	\$107.94
295	<b>DECKER EQUIPMENT COMPANY Total</b>			\$268.04
296	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$92.22
297	<b>DITTER, EMMA Total</b>			\$92.22
298	DOLLIVER, DENNIS	ACTIVITY WORKER	01 2190 120 2 001 000	\$48.66
299	<b>DOLLIVER, DENNIS Total</b>			\$48.66
300	EAKES OFFICE PLUS	GLOVES	01 2610 610 1 001 000	\$193.00
301	EAKES OFFICE PLUS	GLOVES	01 2610 610 2 001 000	\$193.00
302	<b>EAKES OFFICE PLUS Total</b>			\$386.00
303	EBSCO	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$522.38
304	<b>EBSCO Total</b>			\$522.38
305	ECHO GROUP INC	BATTERY BACK UP	01 2620 610 1 001 000	\$79.50
306	ECHO GROUP INC	BATTERY BACK UP	01 2620 610 2 001 000	\$79.50
307	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 002	\$167.40
308	ECHO GROUP INC	MINI BAY LAMP	01 2620 610 1 001 000	\$4.80
309	ECHO GROUP INC	MINI BAY LAMP	01 2620 610 2 001 000	\$4.80
310	ECHO GROUP INC	BATTERY	01 2620 610 1 001 000	\$41.85
311	ECHO GROUP INC	BATTERY	01 2620 610 2 001 000	\$41.85
312	ECHO GROUP INC	BALLAST	01 2620 610 1 001 014	\$199.50
313	ECHO GROUP INC	BATTERY	01 2620 610 1 001 010	\$83.70
314	ECHO GROUP INC	BATTERY	01 2620 610 1 001 014	\$83.70

315	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$401.45
316	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$401.45
317	ECHO GROUP INC	BULBS	01 2620 610 1 001 014	\$117.20
318	<b>ECHO GROUP INC Total</b>			\$1,706.70
319	EDUCATIONAL SERVICE UNIT #1	NENCAP DUES	01 6700 810 2 028 001	\$1,000.00
320	EDUCATIONAL SERVICE UNIT #1	EMOTIONAL SUPPORT TRAINING	01 6416 330 1 017 000	\$500.00
321	<b>EDUCATIONAL SERVICE UNIT #1 Total</b>			\$1,500.00
322	ELKHORN RURAL PUBLIC POWER	WP ELECTRICITY	01 2610 621 1 001 012	\$1,734.52
323	<b>ELKHORN RURAL PUBLIC POWER Total</b>			\$1,734.52
324	EMBASSEY SUITES/LINCOLN	SAFETY AND SECURITY CONF.	01 2660 580 1 035 000	\$67.00
325	EMBASSEY SUITES/LINCOLN	SAFETY AND SECURITY CONF.	01 2660 580 2 035 000	\$67.00
326	<b>EMBASSEY SUITES/LINCOLN Total</b>			\$134.00
327	ESPARZA, KYRA	INTERPRETER	01 1150 350 2 004 001	\$31.59
328	ESPARZA, KYRA	INTERPRETER	01 1150 350 1 004 008	\$200.07
329	<b>ESPARZA, KYRA Total</b>			\$231.66
330	ESSENTIAL SCREEN	CONSORTIUM AND CLEARING HOUSE	01 2510 810 1 001 000	\$137.50
331	ESSENTIAL SCREEN	CONSORTIUM AND CLEARING HOUSE	01 2510 810 2 001 000	\$137.50
332	ESSENTIAL SCREEN	DOT PANEL	01 2510 340 1 001 000	\$22.44
333	ESSENTIAL SCREEN	DOT PANEL	01 2510 340 2 001 000	\$22.44
334	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$116.48
335	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$116.48
336	<b>ESSENTIAL SCREEN Total</b>			\$552.84
337	ESU #7	SPED SERVICES SEPT23	01 1200 591 2 004 000	\$4,800.00
338	<b>ESU #7 Total</b>			\$4,800.00
339	ESU 8	MANDT DAY 1	01 1200 330 1 004 000	\$50.00
340	ESU 8	MANDT DAY 1	01 1200 330 2 004 000	\$50.00
341	ESU 8	MANDT DAY 2	01 1200 330 1 004 000	\$50.00
342	ESU 8	MANDT DAY 2	01 1200 330 2 004 000	\$50.00
343	ESU 8	ART TEACHER DAY	01 6310 330 1 028 000	\$25.00
344	ESU 8	ART TEACHER DAY REGISTRATION	01 6310 330 2 028 000	\$25.00
345	ESU 8	ART TEACHER COLLABORATION	01 6310 330 1 028 000	\$25.00
346	ESU 8	LMHP FOR MIDDLE SCHOOL	01 6998 591 1 945 014	\$9,660.00

347	ESU 8	LMHP FOR JUNIOR HIGH	01 6998 591 2 945 002	\$9,660.00
348	ESU 8	LMHP	01 2141 591 2 014 000	\$9,660.00
349	ESU 8	SPEECH THERAPY	01 2151 591 2 004 000	\$228.80
350	ESU 8	LEVEL III SCHOOL AGE	01 1200 591 2 004 000	\$8,600.00
351	ESU 8	PK LMHP	01 1291 591 1 004 021	\$180.00
352	ESU 8	LMHP	01 2141 591 2 014 000	\$9,720.00
353	ESU 8	SPEECH THERAPY	01 2151 591 2 004 000	\$173.80
354	ESU 8	LEVEL III SCHOOL AGE	01 1200 591 2 004 000	\$8,600.00
355	ESU 8	LMHP FOR MIDDLE SCHOOL	01 6998 591 1 945 014	\$9,720.00
356	ESU 8	LMHP FOR JUNIOR HIGH	01 6998 591 2 945 002	\$9,720.00
357	<b>ESU 8 Total</b>			\$76,197.60
358	EWELL EDUCATIONAL SERVICES	CHAPTER PROGRAM FEE	01 6700 643 2 028 001	\$390.00
359	<b>EWELL EDUCATIONAL SERVICES Total</b>			\$390.00
360	FAIRFIELD INN & SUITES MARRIOTT	NE INFINITE CAMPUS TRAINING	01 2230 580 1 005 000	\$107.00
361	FAIRFIELD INN & SUITES MARRIOTT	NE INFINITE CAMPUS TRAINING	01 2230 580 2 005 000	\$107.00
362	FAIRFIELD INN & SUITES MARRIOTT	MTSS SUMMIT LODGING	01 6990 580 1 001 000	\$419.85
363	FAIRFIELD INN & SUITES MARRIOTT	MTSS SUMMIT LODGING	01 6990 580 2 001 000	\$419.85
364	FAIRFIELD INN & SUITES MARRIOTT	MTSS SUMMIT LODGING	01 6990 580 1 001 000	\$979.65
365	FAIRFIELD INN & SUITES MARRIOTT	MTSS SUMMIT LODGING	01 6990 580 2 001 000	\$979.65
366	<b>FAIRFIELD INN &amp; SUITES MARRIOTT Total</b>			\$3,013.00
367	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES	01 2163 320 1 004 000	\$3,697.50
368	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES	01 2162 320 1 004 000	\$3,697.50
369	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES MILEAGE	01 2163 334 1 004 000	\$36.57
370	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES MILEAGE	01 2162 334 1 004 000	\$36.56
371	<b>FAMILY PHYSICAL THERAPY &amp; SPORTS CENTER Total</b>			\$7,468.13

372	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES SEPT23	01 1200 561 2 004 000	\$2,865.60
373	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES SEPT23	01 1200 890 2 004 000	\$1,378.80
374	<b>FATHER FLANAGAN'S BOYS' HOME Total</b>			\$4,244.40
375	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO PRODUCTION	01 2510 340 2 001 001	\$927.50
376	<b>FATT SUNNIE STUDIOS Total</b>			\$927.50
377	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$21.81
378	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$52.99
379	<b>FERNAU, JESSICA Total</b>			\$74.80
380	FICK, KATHY	STAFF MILEAGE	01 2151 333 1 004 000	\$9.70
381	FICK, KATHY	STAFF MILEAGE	01 2151 333 2 004 000	\$9.69
382	<b>FICK, KATHY Total</b>			\$19.39
383	FILTER SHOP, INC, THE	FILTERS	01 2620 610 1 001 000	\$2,478.61
384	FILTER SHOP, INC, THE	FILTERS	01 2620 610 2 001 000	\$2,478.61
385	<b>FILTER SHOP, INC, THE Total</b>			\$4,957.22
386	FLOORING SOLUTIONS	HEAT WELDING REPAIRS TO CARSON	01 2620 431 2 715 001	\$1,200.35
387	<b>FLOORING SOLUTIONS Total</b>			\$1,200.35
388	FRISCH, VIRGINIA	STAFF MILEAGE	01 1291 333 1 004 021	\$12.45
389	FRISCH, VIRGINIA	STAFF MILEAGE	01 1292 333 1 004 000	\$13.10
390	<b>FRISCH, VIRGINIA Total</b>			\$25.55
391	FROWICK, KIM	STAFF MILEAGE	01 2151 333 1 004 000	\$8.32
392	FROWICK, KIM	STAFF MILEAGE	01 2151 333 2 004 000	\$8.32
393	<b>FROWICK, KIM Total</b>			\$16.64
394	GANSEBOM, HAYLEY	STEPS TRAINING	01 2151 580 1 004 000	\$65.16
395	GANSEBOM, HAYLEY	STEPS TRAINING	01 2151 333 1 004 000	\$136.24
396	<b>GANSEBOM, HAYLEY Total</b>			\$201.40
397	GARCIA, JUAN	INTERPRETER	01 1150 350 2 004 001	\$63.18
398	<b>GARCIA, JUAN Total</b>			\$63.18
399	GARCIA, RAQUEL	INTERPRETER	01 1150 350 1 004 014	\$196.49
400	<b>GARCIA, RAQUEL Total</b>			\$196.49
401	GATES, RHONDA	STAFF MILEAGE	01 1292 333 1 004 000	\$58.71
402	GATES, RHONDA	STAFF MILEAGE	01 1291 333 1 004 021	\$104.28
403	<b>GATES, RHONDA Total</b>			\$162.99

404	GLASS EDGE INC, THE	ADJUSTED HOLD OPEN TIME ON	01 2620 431 2 001 001	\$169.00
405	GLASS EDGE INC, THE	PUSH BAR GUIDE	01 2620 431 2 001 002	\$36.00
406	GLASS EDGE INC, THE	GLASS WORK	01 2620 431 1 001 000	\$547.50
407	GLASS EDGE INC, THE	GLASS WORK	01 2620 431 2 001 000	\$547.50
408	GLASS EDGE INC, THE	AUTOMATIC DOOR REPAIR	01 2620 431 1 001 000	\$493.00
409	GLASS EDGE INC, THE	AUTOMATIC DOOR REPAIR	01 2620 431 2 001 000	\$493.00
410	<b>GLASS EDGE INC, THE Total</b>			\$2,286.00
411	GONZALEZ, KARINA	INTERPRETER	01 1150 350 2 004 001	\$63.18
412	GONZALEZ, KARINA	INTERPRETER	01 1150 350 1 004 009	\$89.51
413	GONZALEZ, KARINA	INTERPRETER	01 1150 350 1 004 014	\$29.06
414	<b>GONZALEZ, KARINA Total</b>			\$181.75
415	GRAINGER	ELECTRIC HEATER	01 2620 610 1 001 005	\$464.27
416	<b>GRAINGER Total</b>			\$464.27
417	GRANVILLE, SERENA	PARENT MILEAGE	01 2713 332 1 004 021	\$122.62
418	<b>GRANVILLE, SERENA Total</b>			\$122.62
419	HAKE, SARAH	STAFF MILEAGE	01 2151 333 1 004 000	\$17.49
420	HAKE, SARAH	STAFF MILEAGE	01 1200 333 1 004 000	\$28.23
421	HAKE, SARAH	STAFF MILEAGE	01 1200 333 2 004 000	\$28.23
422	<b>HAKE, SARAH Total</b>			\$73.95
423	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$255.47
424	<b>HARDY, MARSHAL Total</b>			\$255.47
425	HAUSMANN, ANGIE	MTSS CONFERENCE	01 6990 333 1 001 000	\$203.05
426	<b>HAUSMANN, ANGIE Total</b>			\$203.05
427	HIRSCH, HEATHER	SIXPENCE MILEAGE JULY-OCT23	01 3541 333 1 004 000	\$159.10
428	<b>HIRSCH, HEATHER Total</b>			\$159.10
429	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$105.43
430	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$360.90
431	<b>HOFERER, KIMBERLY Total</b>			\$466.33
432	HOLIDAY INN EXPRESS	RBI BOOT CAMP LODGING	01 6416 580 1 017 000	\$214.00
433	HOLIDAY INN EXPRESS	RBI BOOT CAMP LODGING	01 6416 580 1 017 000	\$214.00
434	<b>HOLIDAY INN EXPRESS Total</b>			\$428.00
435	HUGHES, AMY	CONTRACTED SCHOOL AGE PT	01 2171 320 1 004 000	\$9,132.75
436	HUGHES, AMY	CONTRACTED SCHOOL AGE PT	01 2171 334 1 004 000	\$114.36
437	<b>HUGHES, AMY Total</b>			\$9,247.11

438	HUGHES, PAUL	ACTIVITY WORKER	01 2190 120 2 001 000	\$117.60
439	<b>HUGHES, PAUL Total</b>			\$117.60
440	IXL LEARNING	IXL LICENSES	01 6969 643 1 028 000	\$4,733.00
441	<b>IXL LEARNING Total</b>			\$4,733.00
442	J W PEPPER, INC	MUSIC FOR HOLIDAY CONCERT	01 1100 610 2 202 001	\$172.99
443	J W PEPPER, INC	MUSIC FOR HOLIDAY CONCERT	01 1100 610 2 202 001	\$65.00
444	J W PEPPER, INC	MUSIC	01 1100 610 2 116 002	\$96.00
445	J W PEPPER, INC	MUSIC	01 1100 610 2 116 002	\$85.49
446	<b>J W PEPPER, INC Total</b>			\$419.48
447	J.J. KELLER & ASSOCIATES, INC	LOG BOOKS	01 2710 610 1 001 000	\$307.15
448	J.J. KELLER & ASSOCIATES, INC	LOG BOOKS	01 2710 610 2 001 000	\$307.14
449	<b>J.J. KELLER &amp; ASSOCIATES, INC Total</b>			\$614.29
450	JAGELS, SUZANNE	CORRECTIVE READING DECODING	01 1200 340 1 004 000	\$1,500.00
451	<b>JAGELS, SUZANNE Total</b>			\$1,500.00
452	JAMES, ALLISON	STAFF MILEAGE	01 2181 333 1 004 000	\$62.59
453	JAMES, ALLISON	STAFF MILEAGE	01 2181 333 2 004 000	\$62.58
454	JAMES, ALLISON	STAFF MILEAGE	01 2182 333 1 004 021	\$50.76
455	<b>JAMES, ALLISON Total</b>			\$175.93
456	JEO CONSULTING GROUP, INC	JH TRACK REPLACEMENT	01 2620 431 2 001 002	\$2,600.00
457	<b>JEO CONSULTING GROUP, INC Total</b>			\$2,600.00
458	JOHNSON PLUMBING	BA RTU REPAIRS	01 2620 431 1 001 010	\$90.00
459	<b>JOHNSON PLUMBING Total</b>			\$90.00
460	KAUP FORAGE & TURF	GENERAL SUPPLIES	01 2630 610 1 001 000	\$52.50
461	KAUP FORAGE & TURF	GENERAL SUPPLIES	01 2630 610 2 001 000	\$52.50
462	<b>KAUP FORAGE &amp; TURF Total</b>			\$105.00
463	KELLY SUPPLY COMPANY	SUPPLIES	01 2712 610 1 001 000	\$7.22
464	KELLY SUPPLY COMPANY	SUPPLIES	01 2712 610 2 001 000	\$7.22
465	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$57.58
466	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 021	\$52.42
467	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 014	\$51.19
468	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 000	\$2.54
469	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 000	\$2.54

470	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 001	\$51.44
471	KELLY SUPPLY COMPANY	SUMP PUMP	01 2620 610 2 001 002	\$215.17
472	KELLY SUPPLY COMPANY	BELT	01 2620 610 2 001 001	\$10.62
473	<b>KELLY SUPPLY COMPANY Total</b>			\$457.94
474	KING'S LANES	BOWLING ALLEY UNIFIED RENT	01 2510 890 2 001 000	\$500.00
475	<b>KING'S LANES Total</b>			\$500.00
476	KLAUS, ELIZABETH	STAFF MILEAGE	01 2171 333 1 004 000	\$69.95
477	<b>KLAUS, ELIZABETH Total</b>			\$69.95
478	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 1 004 000	\$35.18
479	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$35.17
480	KNIGHT, KARLA	STAFF MILEAGE	01 2152 333 1 004 021	\$32.62
481	KNIGHT, KARLA	STAFF MILEAGE	01 2153 333 1 004 000	\$26.72
482	<b>KNIGHT, KARLA Total</b>			\$129.69
483	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$39.17
484	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 2 004 000	\$39.17
485	<b>KONERT, NICOLE Total</b>			\$78.34
486	KORTH, JESSIE	CONTRACTED BIRTH-5 PT SERVICES	01 2173 320 1 004 000	\$3,999.38
487	KORTH, JESSIE	CONTRACTED BIRTH-5 PT SERVICES	01 2172 320 1 004 000	\$3,999.37
488	KORTH, JESSIE	CONTRACTED BIRTH-5 PT MILEAGE	01 2173 334 1 004 000	\$132.71
489	KORTH, JESSIE	CONTRACTED BIRTH-5 PT MILEAGE	01 2172 334 1 004 000	\$132.70
490	<b>KORTH, JESSIE Total</b>			\$8,264.16
491	KREG TOOL COMPANY	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$195.50
492	<b>KREG TOOL COMPANY Total</b>			\$195.50
493	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 1 001 000	\$430.86
494	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 2 001 000	\$430.85
495	<b>KURITA AMERICA, INC. Total</b>			\$861.71
496	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 001	\$250.00
497	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 000	\$73.50
498	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 000	\$73.50
499	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 014	\$49.00
500	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 001	\$49.00
501	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 002	\$49.00
502	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 016 001	\$49.00
503	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 004	\$49.00

504	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 003	\$49.00
505	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 009	\$49.00
506	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 008	\$49.00
507	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 010	\$649.00
508	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 012	\$49.00
509	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 005	\$49.00
510	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 021	\$49.00
511	<b>KUSTOM PEST CONTROL Total</b>			\$1,585.00
512	LEWIS, DOUGLAS	BUDGET CONSULTANT	01 2510 340 1 001 000	\$3,000.00
513	LEWIS, DOUGLAS	BUDGET CONSULTANT	01 2510 340 2 001 000	\$3,000.00
514	<b>LEWIS, DOUGLAS Total</b>			\$6,000.00
515	LICHTY, TRACY	STAFF MILEAGE	01 6990 333 1 001 000	\$207.31
516	<b>LICHTY, TRACY Total</b>			\$207.31
517	LINKEDIN CORPORATION	ADVERTISING SERVICES	01 2510 540 1 901 000	\$6,352.50
518	LINKEDIN CORPORATION	ADVERTISING SERVICES	01 2510 540 2 901 000	\$6,352.50
519	<b>LINKEDIN CORPORATION Total</b>			\$12,705.00
520	LOVE SIGNS, INC	NAME PLATE	01 2320 610 1 033 000	\$75.00
521	LOVE SIGNS, INC	NAME PLATE	01 2320 610 2 033 000	\$75.00
522	LOVE SIGNS, INC	VINYL DOOR DECALS/PROJECTION	01 2410 610 2 209 001	\$301.69
523	LOVE SIGNS, INC	SIGNS AND NUMBERES	01 2670 610 1 035 010	\$156.89
524	LOVE SIGNS, INC	SIGNS AND NUMBERES	01 2670 610 1 035 004	\$54.57
525	LOVE SIGNS, INC	SIGNS AND NUMBERES	01 2670 610 2 035 001	\$125.00
526	LOVE SIGNS, INC	SIGNS AND NUMBERES	01 2670 610 2 035 002	\$170.54
527	LOVE SIGNS, INC	BULBS AND REPAIRS	01 2620 431 2 001 002	\$165.00
528	LOVE SIGNS, INC	BULBS AND REPAIRS	01 2620 610 2 001 002	\$65.00
529	<b>LOVE SIGNS, INC Total</b>			\$1,188.69
530	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$79.91
531	LUHR, MARY	STAFF MILEAGE	01 1200 333 2 004 000	\$79.91
532	<b>LUHR, MARY Total</b>			\$159.82
533	LUNDY, ADAM	ACTIVITY WORKER	01 2190 120 2 001 000	\$40.55
534	<b>LUNDY, ADAM Total</b>			\$40.55
535	MADISON COUNTY CLERK	JOINT PUBLIC HEARING POSTCARDS	01 2310 890 1 033 000	\$1,533.98
536	MADISON COUNTY CLERK	JOINT PUBLIC HEARING POSTCARDS	01 2310 890 2 033 000	\$1,533.97
537	<b>MADISON COUNTY CLERK Total</b>			\$3,067.95

538	MARATHON PRESS INC	BUSINESS CARDS	01 2310 610 2 010 000	\$130.00
539	MARATHON PRESS INC	BUSINESS CARDS	01 2320 610 1 033 000	\$32.50
540	MARATHON PRESS INC	BUSINESS CARDS	01 2320 610 2 033 000	\$32.50
541	MARATHON PRESS INC	BUSINESS CARDS	01 2320 610 1 033 000	\$32.50
542	MARATHON PRESS INC	BUSINESS CARDS	01 2320 610 2 033 000	\$32.50
543	MARATHON PRESS INC	BUSINESS CARDS	01 2410 610 1 704 008	\$65.00
544	<b>MARATHON PRESS INC Total</b>			\$325.00
545	MARTINEZ, ROSA	INTERPRETER	01 1150 350 1 004 014	\$126.36
546	<b>MARTINEZ, ROSA Total</b>			\$126.36
547	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$36.81
548	MATHESON TRI-GAS INC.	MILLER SYNCROWAVE AND	01 6700 610 2 028 001	\$14,229.48
549	MATHESON TRI-GAS INC.	MILLER SYNCROWAVE AND	01 6700 610 2 028 001	\$2,376.52
550	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 1 001 000	\$93.07
551	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 2 001 000	\$93.06
552	<b>MATHESON TRI-GAS INC. Total</b>			\$16,828.94
553	MATTEO SAND & GRAVEL	ICING GRAVEL	01 2630 610 1 001 000	\$45.39
554	MATTEO SAND & GRAVEL	ICING GRAVEL	01 2630 610 2 001 000	\$45.39
555	MATTEO SAND & GRAVEL	ICE CONTROL	01 2630 610 1 001 000	\$93.24
556	MATTEO SAND & GRAVEL	ICE CONTROL	01 2630 610 2 001 000	\$93.24
557	<b>MATTEO SAND &amp; GRAVEL Total</b>			\$277.26
558	MCGRAW-HILL SCHOOL EDUCATION LLC	WONDERWORKS GRADE 5	01 6925 640 1 004 000	\$154.26
559	<b>MCGRAW-HILL SCHOOL EDUCATION LLC Total</b>			\$154.26
560	MEISINGER OIL CO	DIESEL	01 2710 626 1 001 000	\$3,584.81
561	MEISINGER OIL CO	DIESEL	01 2710 626 2 001 000	\$3,584.81
562	MEISINGER OIL CO	DIESEL	01 2712 626 1 001 000	\$1,613.16
563	MEISINGER OIL CO	DIESEL	01 2650 626 1 001 000	\$89.62
564	MEISINGER OIL CO	DIESEL	01 2650 626 2 001 000	\$89.62
565	MEISINGER OIL CO	UNLEADED FUEL	01 2712 626 1 001 000	\$1,799.40
566	MEISINGER OIL CO	UNLEADED FUEL	01 2650 626 1 001 000	\$3,598.80
567	MEISINGER OIL CO	UNLEADED FUEL	01 2650 626 2 001 000	\$3,598.80
568	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2712 610 1 001 000	\$98.44
569	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2190 610 2 001 000	\$423.31
570	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2650 610 1 001 000	\$177.20

571	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2650 610 2 001 000	\$177.20
572	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2710 610 1 001 000	\$54.14
573	MEISINGER OIL CO	BULK OIL/BLUE DEF	01 2710 610 2 001 000	\$54.15
574	<b>MEISINGER OIL CO Total</b>			\$18,943.46
575	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$27.98
576	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$27.98
577	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$115.94
578	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$65.95
579	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$275.29
580	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$18.20
581	MENARDS	SUPPLIES	01 2610 610 1 001 000	\$13.68
582	MENARDS	SUPPLIES	01 2610 610 2 001 000	\$13.68
583	MENARDS	SUPPLIES	01 2610 610 2 001 002	\$23.89
584	MENARDS	LED LIGHTS	01 1100 610 2 112 002	\$74.95
585	MENARDS	STUDS	01 2650 610 1 001 000	\$56.29
586	MENARDS	STUDS	01 2650 610 2 001 000	\$56.28
587	MENARDS	SUPPLIES	01 2610 610 1 001 000	\$19.49
588	MENARDS	SUPPLIES	01 2610 610 2 001 000	\$19.48
589	MENARDS	SUPPLIES	01 2610 610 1 001 000	-\$12.49
590	MENARDS	SUPPLIES	01 2610 610 2 001 000	-\$12.49
591	MENARDS	SUPPLIES	01 2610 610 2 001 001	\$4.59
592	MENARDS	PLASTIC PIPE, HOSE CUTTER	01 2610 610 2 001 001	\$14.97
593	MENARDS	BOARD,CEMENT PATCH	01 2620 610 1 001 010	\$22.78
594	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$8.25
595	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$8.24
596	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$39.99
597	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$14.87
598	MENARDS	PLUMBING SUPPLIES	01 2620 610 1 001 014	\$145.51
599	MENARDS	WIPERS	01 2650 610 1 001 000	\$9.99
600	MENARDS	WIPER	01 2650 610 2 001 000	\$9.99
601	MENARDS	SHOP SUPPLIES	01 2620 610 1 001 000	\$14.79
602	MENARDS	SHOP SUPPLIES	01 2620 610 2 001 000	\$14.79
603	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$1.44
604	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$1.43

605	MENARDS	SHOP SUPPLIES	01 2620 610 1 001 000	\$14.68
606	MENARDS	SHOP SUPPLIES	01 2620 610 2 001 000	\$14.67
607	MENARDS	TAPE AND GLUE	01 2620 610 1 001 000	\$15.12
608	MENARDS	TAPE AND GLUE	01 2620 610 2 001 000	\$15.11
609	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$48.81
610	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$48.81
611	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$41.61
612	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$41.60
613	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$18.20
614	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$25.20
615	MENARDS	25.20	01 2620 610 2 001 000	\$25.20
616	MENARDS	FENCE STAPLE, DUCK TAPE	01 2620 610 1 001 014	\$14.48
617	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$13.47
618	MENARDS	DOOR STOP	01 2620 610 1 001 004	\$19.96
619	MENARDS	HOSE REEL	01 2620 610 1 001 000	\$50.00
620	MENARDS	HOSE REEL	01 2620 610 2 001 000	\$49.99
621	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$6.49
622	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$6.48
623	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$59.50
624	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$59.50
625	MENARDS	SUPPLIES	01 2620 610 1 001 021	\$10.41
626	MENARDS	ADHESIVES	01 2620 610 1 001 000	\$5.37
627	MENARDS	ADHESIVES	01 2620 610 2 001 000	\$5.37
628	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$4.99
629	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$29.91
630	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$29.91
631	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$38.43
632	MENARDS	SUPPLIES	01 2620 610 1 001 003	\$18.48
633	MENARDS	PLIER	01 2620 610 1 001 021	\$13.48
634	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$69.97
635	MENARDS	CARTS	01 2620 610 1 001 012	\$37.96
636	MENARDS	KNOB	01 2620 610 1 001 000	\$3.38
637	MENARDS	KNOB	01 2620 610 2 001 000	\$3.38
638	<b>MENARDS Total</b>			<b>\$1,955.65</b>

639	MIDWEST TURF & IRRIGATION	ROTORS	01 2630 610 1 001 000	\$230.18
640	MIDWEST TURF & IRRIGATION	ROTORS	01 2630 610 2 001 000	\$230.18
641	<b>MIDWEST TURF &amp; IRRIGATION Total</b>			\$460.36
642	MODEL ELECTRIC INC	LIGHT BULBS	01 2620 610 1 001 000	\$105.32
643	MODEL ELECTRIC INC	LIGHT BULBS	01 2620 610 2 001 000	\$105.31
644	MODEL ELECTRIC INC	SCOREBOARD REPAIR	01 2620 431 2 001 001	\$709.62
645	MODEL ELECTRIC INC	THEATER BULBS	01 2620 431 2 715 001	\$460.80
646	MODEL ELECTRIC INC	REPAIR TO FOUNTAIN	01 2620 431 1 001 003	\$428.06
647	MODEL ELECTRIC INC	REWIRE HOOPS IN SMALL GYM	01 2620 431 1 001 000	\$632.31
648	MODEL ELECTRIC INC	REPAIR FAN OUTLET	01 2620 431 2 001 001	\$242.32
649	MODEL ELECTRIC INC	REPAIR TO OUTSIDE LIGHTS	01 2620 431 2 001 002	\$298.65
650	MODEL ELECTRIC INC	INSTALL OUTSIDE LIGHT	01 2620 431 1 001 008	\$366.46
651	<b>MODEL ELECTRIC INC Total</b>			\$3,348.85
652	MOHR, ANDREW	ACTIVITY WORKER	01 2190 120 2 001 000	\$174.37
653	<b>MOHR, ANDREW Total</b>			\$174.37
654	MORTON, STEPHEN	ACTIVITY WORKER	01 2190 120 2 001 000	\$40.55
655	<b>MORTON, STEPHEN Total</b>			\$40.55
656	MUELLER, MEGAN	STEPS TRAINING	01 1200 333 1 004 000	\$140.69
657	MUELLER, MEGAN	STEPS TRAINING	01 1200 580 1 004 000	\$93.80
658	<b>MUELLER, MEGAN Total</b>			\$234.49
659	MUNSON, MAVIS	ACTIVITY WORKER	01 2190 120 2 001 000	\$60.83
660	MUNSON, MAVIS	ACTIVITY WORKER	01 2190 120 2 001 000	\$48.66
661	<b>MUNSON, MAVIS Total</b>			\$109.49
662	NAESP REGION III	REGION III NAESP DUES/B STRONG	01 2410 810 1 904 012	\$20.00
663	<b>NAESP REGION III Total</b>			\$20.00
664	NAPA OF NORFOLK	BATTERY	01 2650 610 1 001 000	\$72.30
665	NAPA OF NORFOLK	BATTERY	01 2650 610 2 001 000	\$72.29
666	NAPA OF NORFOLK	GENERAL SUPPLIES	01 2650 610 1 001 000	\$20.24
667	NAPA OF NORFOLK	GENERAL SUPPLIES	01 2650 610 2 001 000	\$20.24
668	NAPA OF NORFOLK	VEHICLE SUPPLIES	01 2650 610 1 001 000	\$12.00
669	NAPA OF NORFOLK	VEHICLE SUPPLIES	01 2650 610 2 001 000	\$11.99
670	<b>NAPA OF NORFOLK Total</b>			\$209.06
671	NATIONAL FFA ORGANIZATION	REGISTRATION FOR NATIONAL FFA	01 1100 810 2 208 001	\$420.00
672	<b>NATIONAL FFA ORGANIZATION Total</b>			\$420.00

673	NCS PEARSON	RECORD FORMS	01 2141 610 1 014 000	\$80.00
674	NCS PEARSON	Q-INTERACTIVE	01 2141 610 1 014 000	\$109.35
675	NCS PEARSON	Q-INTERACTIVE	01 2141 610 2 014 000	\$109.35
676	NCS PEARSON	Q-INTERACTIVE	01 2142 610 1 014 000	\$24.30
677	NCS PEARSON	Q-INTERACTIVE	01 2141 610 1 014 000	\$49.41
678	NCS PEARSON	Q-INTERACTIVE	01 2141 610 2 014 000	\$49.41
679	NCS PEARSON	Q-INTERACTIVE	01 2142 610 1 014 000	\$10.98
680	NCS PEARSON	Q-INTERACTIVE	01 2141 610 1 014 000	\$81.81
681	NCS PEARSON	Q-INTERACTIVE	01 2141 610 2 014 000	\$81.81
682	NCS PEARSON	Q-INTERACTIVE	01 2142 610 1 014 000	\$18.18
683	NCS PEARSON	Q-INTERACTIVE	01 2141 610 1 014 000	\$53.06
684	NCS PEARSON	Q-INTERACTIVE	01 2141 610 2 014 000	\$53.05
685	NCS PEARSON	Q-INTERACTIVE	01 2142 610 1 014 000	\$11.79
686	<b>NCS PEARSON Total</b>			\$732.50
687	NCSA	MEMBERSHIP B.WOCKENFUSS	01 2410 810 2 209 001	\$535.00
688	NCSA	NE SAFETY SUMMIT	01 2660 330 1 035 000	\$57.50
689	NCSA	NE SAFETY SUMMIT	01 2660 330 2 035 000	\$57.50
690	NCSA	NE SAFETY SUMMIT	01 2660 330 1 035 000	\$57.50
691	NCSA	NE SAFETY SUMMIT	01 2660 330 2 035 000	\$57.50
692	NCSA	NE SAFETY SUMMIT	01 2660 330 1 035 000	\$172.50
693	NCSA	NE SAFETY SUMMIT	01 2660 330 2 035 000	\$172.50
694	NCSA	MEMBERSHIP DUES	01 2211 810 1 901 000	\$80.00
695	NCSA	MEMBERSHIP DUES	01 2211 810 2 901 000	\$80.00
696	NCSA	LABOR RELATIONS CONF	01 2211 330 1 901 000	\$40.00
697	NCSA	LABOR RELATIONS CONF	01 2211 330 2 901 000	\$40.00
698	NCSA	J.SETTLES MEMBERSHIP RENEWAL	01 2410 810 2 209 001	\$635.00
699	<b>NCSA Total</b>			\$1,985.00
700	NEBRASKA APPLIANCE CENTER	REFRIGERATOR	01 2410 610 2 141 002	\$669.00
701	<b>NEBRASKA APPLIANCE CENTER Total</b>			\$669.00
702	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	STATE ED CONF/THOMPSON	01 2320 330 1 033 000	\$245.50
703	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	STATE ED CONF/THOMPSON	01 2320 330 2 033 000	\$245.50
704	NEBRASKA ASSOCIATION OF SCHOOL BOARDS		THOMPSON TOTAL	\$491.00

705	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	STATE ED CONF/ B CARHART	01 2310 810 1 001 000	\$213.50
706	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	STATE ED CONF/ B CARHART	01 2310 810 2 001 000	\$213.50
707	NEBRASKA ASSOCIATION OF SCHOOL BOARDS		CARHART TOTAL	\$427.00
708	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	STATE ED CONF/ B SHASHIKANT	01 2310 810 1 001 000	\$263.50
709	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	STATE ED CONF/ B SHASHIKANT	01 2310 810 2 001 000	\$263.50
710	NEBRASKA ASSOCIATION OF SCHOOL BOARDS		SHASHIKANT TOTAL	\$527.00
711	<b>NEBRASKA ASSOCIATION OF SCHOOL BOARDS Total</b>			\$1,445.00
712	NEBRASKA LAND JUDGING COMMITTEE	LAND EVALUATION REGISTRATION	01 1100 610 2 208 001	\$66.00
713	<b>NEBRASKA LAND JUDGING COMMITTEE Total</b>			\$66.00
714	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 010	\$3,648.88
715	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 003	\$2,143.41
716	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 004	\$1,780.13
717	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 005	\$1,968.35
718	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 008	\$2,498.09
719	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 009	\$1,630.76
720	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 002	\$18,717.56
721	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 001	\$51,532.56
722	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 014	\$9,723.51
723	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 000	\$974.21
724	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 000	\$974.21

725	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 021	\$2,369.47
726	<b>NEBRASKA PUBLIC POWER DISTRICT Total</b>			\$97,961.14
727	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 1 001 000	\$400.00
728	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 2 001 000	\$400.00
729	<b>NEBRASKA SAFETY CENTER Total</b>			\$800.00
730	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 1 001 014	\$120.00
731	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 2 001 001	\$120.00
732	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 2 001 002	\$120.00
733	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 1 001 000	\$60.00
734	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 2 001 000	\$60.00
735	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 1 001 003	\$120.00
736	NEBRASKA STATE FIRE MARSHALL	ANNUAL INSPECTION	01 2620 431 1 001 005	\$120.00
737	<b>NEBRASKA STATE FIRE MARSHALL Total</b>			\$720.00
738	NEGRETE, SARAI	INTERPRETER	01 1150 350 2 004 002	\$63.18
739	NEGRETE, SARAI	INTERPRETER	01 1150 350 1 004 009	\$136.89
740	<b>NEGRETE, SARAI Total</b>			\$200.07
741	NORDBY FENCING LLC	FENCE REPAIR	01 2620 431 1 001 021	\$604.00
742	<b>NORDBY FENCING LLC Total</b>			\$604.00
743	NORDHUES, ELLE	MILEAGE	01 6200 333 1 028 004	\$45.98
744	<b>NORDHUES, ELLE Total</b>			\$45.98
745	NORFOLK AREA CHAMBER OF COMMERCE	CHAMBER MEETING LUNCHES	01 2310 890 1 010 000	\$5.00
746	NORFOLK AREA CHAMBER OF COMMERCE	CHAMBER MEETING LUNCHES	01 2310 890 2 010 000	\$5.00
747	NORFOLK AREA CHAMBER OF COMMERCE	INVESTOR LEVEL MEMBERSHIP DUES	01 2320 810 1 033 000	\$162.50
748	NORFOLK AREA CHAMBER OF COMMERCE	INVESTOR LEVEL MEMBERSHIP DUES	01 2320 810 2 033 000	\$162.50

749	<b>NORFOLK AREA CHAMBER OF COMMERCE Total</b>			\$335.00
750	NORFOLK AUTO SUPPLY	VEHICLE SUPPLIES	01 2650 610 1 001 000	\$14.58
751	NORFOLK AUTO SUPPLY	VEHICLE SUPPLIES	01 2650 610 2 001 000	\$14.58
752	<b>NORFOLK AUTO SUPPLY Total</b>			\$29.16
753	NORFOLK DAILY NEWS	ADS	01 2510 540 1 901 000	\$359.00
754	NORFOLK DAILY NEWS	ADS	01 2510 540 2 901 000	\$359.00
755	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$13.17
756	NORFOLK DAILY NEWS	ADS	01 2310 540 2 001 000	\$13.16
757	NORFOLK DAILY NEWS	ADS	01 2510 540 1 001 000	\$85.72
758	NORFOLK DAILY NEWS	ADS	01 2510 540 2 001 000	\$85.72
759	<b>NORFOLK DAILY NEWS Total</b>			\$915.77
760	NORFOLK GM AUTO CENTER	SENSOR #8H	01 2712 610 1 001 000	\$257.51
761	NORFOLK GM AUTO CENTER	SENSOR #8H	01 2712 610 1 001 000	\$60.62
762	NORFOLK GM AUTO CENTER	THERMOSTAT #8H	01 2712 610 1 001 000	\$80.11
763	<b>NORFOLK GM AUTO CENTER Total</b>			\$398.24
764	NORFOLK WINSUPPLY	REPAIR KIT	01 2620 610 2 001 002	\$160.44
765	NORFOLK WINSUPPLY	URINAL SUPPLIES	01 2620 610 1 001 000	\$7.80
766	NORFOLK WINSUPPLY	URINAL SUPPLIES	01 2620 610 2 001 000	\$7.80
767	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$20.10
768	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$20.10
769	NORFOLK WINSUPPLY	BOTTLE FILLER	01 2620 610 1 001 003	\$105.54
770	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 021	\$74.04
771	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$69.59
772	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$69.58
773	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$194.60
774	NORFOLK WINSUPPLY	FILTERS	01 2620 610 2 001 001	\$93.84
775	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 009	\$103.20
776	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 002	\$460.00
777	NORFOLK WINSUPPLY	WATER SAVER KIT	01 2620 610 1 001 000	\$22.22
778	NORFOLK WINSUPPLY	WATER SAVER KIT	01 2620 610 2 001 000	\$22.22
779	NORFOLK WINSUPPLY	REPAIR KIT	01 2620 610 2 001 001	\$68.76
780	NORFOLK WINSUPPLY	WATER SAVER KIT	01 2620 610 2 001 001	\$44.44
781	NORFOLK WINSUPPLY	BOTTLE FILLER	01 2620 610 2 001 002	\$211.08

782	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$8.28
783	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$26.26
784	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$20.69
785	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$20.68
786	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 001	\$32.40
787	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$15.46
788	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$15.46
789	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 002	\$83.98
790	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 002	\$68.76
791	NORFOLK WINSUPPLY	FILTER	01 2620 610 2 016 001	\$20.27
792	NORFOLK WINSUPPLY	TUBE CUTTER	01 2620 610 1 001 000	\$24.63
793	NORFOLK WINSUPPLY	TUBE CUTTER	01 2620 610 2 001 000	\$24.62
794	NORFOLK WINSUPPLY	FOOT VALVE AND REPAIR KIT	01 2620 610 2 001 001	\$573.78
795	<b>NORFOLK WINSUPPLY Total</b>			\$2,690.62
796	NPS SUBSIDIARY	KUBOTA MOWER SUPPLIES	01 2630 610 1 001 000	\$130.00
797	NPS SUBSIDIARY	KUBOTA MOWER SUPPLIES	01 2630 610 2 001 000	\$130.00
798	NPS SUBSIDIARY	GENERAL SUPPLIES #29	01 1100 610 2 212 001	\$421.36
799	NPS SUBSIDIARY	GENERAL SUPPLIES #29	01 1100 610 2 206 001	\$51.31
800	NPS SUBSIDIARY	STUDENT INCENTIVES #29	01 1200 610 2 290 001	\$214.39
801	NPS SUBSIDIARY	SUPPLIES FOR STS PROGRAM #28	01 1100 610 2 211 001	\$254.50
802	NPS SUBSIDIARY	MOSYLE #19	01 2230 340 1 005 000	\$5.50
803	NPS SUBSIDIARY	MOSYLE #19	01 2230 340 2 005 000	\$5.50
804	NPS SUBSIDIARY	FILES AND INK #20	01 2510 610 1 001 000	\$47.04
805	NPS SUBSIDIARY	FILES AND INK #20	01 2510 610 2 001 000	\$47.03
806	NPS SUBSIDIARY	BOOKS & PERIODICALS #24	01 1150 640 2 198 010	\$14.00
807	NPS SUBSIDIARY	DATE STAMP #24	01 2220 610 2 106 002	\$15.44
808	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 141 002	\$90.00
809	NPS SUBSIDIARY	STUDENT USE SUPPLIES #24	01 1100 610 2 114 002	\$32.91
810	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #28	01 1100 610 2 204 001	\$52.67
811	NPS SUBSIDIARY	KINGS-GOLF UNIT #28	01 1100 610 2 016 001	\$100.00
812	NPS SUBSIDIARY	SCREEN COVERS FOR DRAINS #24	01 1100 610 2 141 002	\$101.94
813	NPS SUBSIDIARY	FOOD LAB SUPPLIES #24	01 1100 610 2 111 002	\$154.73
814	NPS SUBSIDIARY	LAB SUPPLIES #24	01 1100 610 2 137 002	\$38.40
815	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 107 002	\$30.88

816	NPS SUBSIDIARY	STARFISH BOOK #24	01 2220 640 2 106 002	\$23.32
817	NPS SUBSIDIARY	BOOKS & PERIODICALS #24	01 2220 640 2 106 002	\$34.94
818	NPS SUBSIDIARY	TV FOR CONF ROOM #24	01 2410 650 2 141 002	\$547.97
819	NPS SUBSIDIARY	BAKING LAB SUPPLIES #24	01 1100 610 2 111 002	\$176.91
820	NPS SUBSIDIARY	GIMKITS #24	01 1100 610 2 138 002	\$239.52
821	NPS SUBSIDIARY	NYLON SPOOL STRING #24	01 1100 610 2 133 002	\$35.85
822	NPS SUBSIDIARY	TECH RELATED SUPPLIES #25	01 2230 650 1 005 000	\$30.49
823	NPS SUBSIDIARY	TECH RELATED SUPPLIES #25	01 2230 650 2 005 000	\$30.49
824	NPS SUBSIDIARY	PERSONALIZED STAMPED ENVELOPES	01 2510 531 1 001 000	-\$73.20
825	NPS SUBSIDIARY	PERSONALIZED STAMPED ENVELOPES	01 2510 531 2 001 000	-\$73.20
826	NPS SUBSIDIARY	SPEAKING ITEMS #9	01 1100 610 1 313 004	\$29.76
827	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 307 004	\$89.18
828	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 313 004	\$6.00
829	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 320 004	-\$19.25
830	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 307 004	\$28.29
831	NPS SUBSIDIARY	SIPPS EXTENSION LEVEL #9	01 1200 610 1 353 004	\$783.00
832	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 702 008	\$48.85
833	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 709 008	\$79.05
834	NPS SUBSIDIARY	SUPPLIES #16	01 1150 610 1 755 008	\$139.90
835	NPS SUBSIDIARY	LABELS #16	01 1100 610 1 705 008	\$15.61
836	NPS SUBSIDIARY	SUPPLIES #16	01 1150 610 1 755 008	\$91.87
837	NPS SUBSIDIARY	CLIPBOARDS #16	01 1100 610 1 709 008	\$20.98
838	NPS SUBSIDIARY	COOKING SUPPLIES #29	01 1200 610 2 258 001	\$36.41
839	NPS SUBSIDIARY	AUTOMOTIVE SHOP SUPPLIES #29	01 1100 610 2 211 001	\$336.75
840	NPS SUBSIDIARY	AUTOMOTIVE SHOP SUPPLIES #29	01 1100 610 2 211 001	-\$324.19
841	NPS SUBSIDIARY	GENERAL SUPPLIES #29	01 1100 610 2 225 001	\$295.92
842	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 206 001	\$59.71
843	NPS SUBSIDIARY	DUES AND FEES #23	01 1100 810 2 202 001	\$274.00
844	NPS SUBSIDIARY	DUES AND FEES #23	01 1100 810 2 205 001	\$137.00
845	NPS SUBSIDIARY	DUES AND FEES #28	01 1100 810 2 207 001	\$137.00
846	NPS SUBSIDIARY	DUES AND FEES #23	01 1100 810 2 202 001	\$210.00
847	NPS SUBSIDIARY	DUES AND FEES #23	01 1100 810 2 205 001	\$105.00
848	NPS SUBSIDIARY	DUES AND FEES #28	01 1100 810 2 207 001	\$105.00
849	NPS SUBSIDIARY	ONLINE HOMEWORK/ASSESSMENT	01 1100 643 2 212 001	\$335.00

850	NPS SUBSIDIARY	STAMPED ENVELOPES #27	01 2410 531 2 209 001	\$2,259.30
851	NPS SUBSIDIARY	BLACK SQUIRREL TIMING #27	01 2620 610 2 001 001	\$200.00
852	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #27	01 2410 610 2 209 001	\$169.28
853	NPS SUBSIDIARY	LIGHT BOARD APP #23	01 2410 650 2 209 001	\$53.49
854	NPS SUBSIDIARY	CONTROLLER REPAIR #23	01 2410 340 2 209 001	\$518.82
855	NPS SUBSIDIARY	MARCHING BAND ENTRY FEE #22	01 1100 810 2 202 001	\$200.00
856	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #22	01 1100 610 2 204 001	\$40.15
857	NPS SUBSIDIARY	LAB SUPPLIES #22	01 1100 610 2 206 001	\$39.59
858	NPS SUBSIDIARY	EDPUZZLE #21	01 1150 610 2 299 001	\$12.50
859	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #21	01 2410 610 2 209 001	\$21.82
860	NPS SUBSIDIARY	POSTAGE #21	01 2410 531 2 209 001	\$25.62
861	NPS SUBSIDIARY	BOE FINANCE MEAL #20	01 2510 890 1 001 000	\$17.10
862	NPS SUBSIDIARY	BOE FINANCE MEAL #20	01 2510 890 2 001 000	\$17.10
863	NPS SUBSIDIARY	SPORTS EQUIPMENT #18	01 6988 610 1 001 014	\$2,487.30
864	NPS SUBSIDIARY	MINECRAFT CLUB SUPPLIES #18	01 6988 610 1 001 014	\$80.89
865	NPS SUBSIDIARY	MS SUPPLIES #18	01 6968 610 1 001 014	\$210.88
866	NPS SUBSIDIARY	GET CONNECTED CONF LODGING #18	01 6988 580 1 001 014	\$189.79
867	NPS SUBSIDIARY	GET CONNECTED CONF LODGING #18	01 6988 580 2 001 002	\$189.79
868	NPS SUBSIDIARY	GET CONNECTED CONF #18	01 6968 330 1 001 014	\$405.00
869	NPS SUBSIDIARY	GET CONNECTED CONF #18	01 6968 330 2 001 002	\$405.00
870	NPS SUBSIDIARY	ROBOTICS SUPPLIES #18	01 6988 610 2 001 002	\$315.02
871	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$19.02
872	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$64.73
873	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$10.69
874	NPS SUBSIDIARY	RETURN #15	01 1100 610 1 201 003	-\$27.32
875	NPS SUBSIDIARY	SMORE #15	01 1100 610 1 201 003	\$99.00
876	NPS SUBSIDIARY	LAMINATING FILM #14	01 1100 610 1 602 005	\$160.70
877	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 613 005	\$2.72
878	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 645 005	\$2.72
879	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 642 005	\$2.71
880	NPS SUBSIDIARY	CLASSROOM SUPPLIES #14	01 1100 610 1 664 005	\$2.70
881	NPS SUBSIDIARY	BROOM #14	01 1100 610 1 602 005	\$17.97
882	NPS SUBSIDIARY	16 DRAWER BINS #14	01 1100 610 1 610 005	\$18.00
883	NPS SUBSIDIARY	16 DRAWER BINS #14	01 1100 610 1 611 005	\$18.00

884	NPS SUBSIDIARY	16 DRAWER BINS #14	01 1100 610 1 637 005	\$18.00
885	NPS SUBSIDIARY	16 DRAWER BINS #14	01 1100 610 1 640 005	\$18.00
886	NPS SUBSIDIARY	NOTEBOOKS #14	01 1100 610 1 610 005	\$44.00
887	NPS SUBSIDIARY	GENERAL SUPPLIES #14	01 1100 610 1 643 005	\$34.33
888	NPS SUBSIDIARY	CORN STARCH #13	01 1100 610 1 407 014	\$166.18
889	NPS SUBSIDIARY	BOOKS & PERIODICALS #13	01 2220 640 1 423 014	\$9.08
890	NPS SUBSIDIARY	BOOKS & PERIODICALS #13	01 2220 610 1 423 014	\$48.84
891	NPS SUBSIDIARY	BSP STORE REWARDS #13	01 1200 610 1 492 014	\$178.92
892	NPS SUBSIDIARY	CHARACTER ED ASSEMBLY SUPPLIES	01 2120 610 1 404 014	\$105.93
893	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 713 008	\$16.40
894	NPS SUBSIDIARY	WASTE	01 2630 420 1 001 000	\$27.19
895	NPS SUBSIDIARY	WASTE	01 2630 420 2 001 000	\$27.18
896	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 010	\$95.01
897	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 003	\$95.01
898	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 004	\$94.65
899	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 005	\$95.01
900	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 008	\$95.01
901	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 009	\$95.01
902	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 012	\$92.47
903	NPS SUBSIDIARY	TELEPHONE	01 2510 382 2 001 002	\$192.90
904	NPS SUBSIDIARY	TELEPHONE	01 2510 382 2 001 001	\$381.97
905	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 014	\$190.34
906	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 000	\$188.92
907	NPS SUBSIDIARY	TELEPHONE	01 2510 382 2 001 000	\$188.91
908	NPS SUBSIDIARY	TELEPHONE	01 2510 382 1 001 021	\$94.65
909	NPS SUBSIDIARY	ELECTRICITY	01 2610 621 1 001 012	\$2,079.25
910	NPS SUBSIDIARY	GENERAL SUPPLIES	01 2712 610 1 001 000	\$48.57
911	NPS SUBSIDIARY	GENERAL SUPPLIES	01 2712 610 2 001 000	\$48.56
912	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$242.95
913	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 2 001 000	\$242.95
914	NPS SUBSIDIARY	WATER AND SEWER	01 2610 410 1 001 012	\$123.23
915	NPS SUBSIDIARY	CABINET	01 1100 610 1 104 010	\$507.50
916	NPS SUBSIDIARY	CELL PHONES	01 3541 382 1 004 000	\$160.92
917	NPS SUBSIDIARY	CELL PHONES	01 6910 382 1 004 000	\$53.64

918	NPS SUBSIDIARY	CELL PHONES	01 2710 382 1 001 000	\$165.60
919	NPS SUBSIDIARY	CELL PHONES	01 2710 382 2 001 000	\$165.61
920	NPS SUBSIDIARY	CELL PHONES	01 2670 382 1 035 000	\$165.61
921	NPS SUBSIDIARY	CELL PHONES	01 2670 382 2 035 000	\$165.60
922	NPS SUBSIDIARY	CELL PHONES	01 6968 382 1 001 014	\$11.13
923	NPS SUBSIDIARY	CELL PHONES	01 6968 382 2 001 002	\$11.14
924	NPS SUBSIDIARY	REFUND OF CLASSROOM SUPPLIES	01 1100 610 2 206 001	-\$59.71
925	NPS SUBSIDIARY	SOUND SYSTEM CORDS #29	01 1100 650 2 202 001	\$30.36
926	NPS SUBSIDIARY	CARDSTOCK #29	01 1100 610 2 212 001	\$685.77
927	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 414 014	-\$17.99
928	NPS SUBSIDIARY	CONCERT MUSIC #13	01 1100 610 1 415 014	\$438.98
929	NPS SUBSIDIARY	EAR PLUGS #13	01 1100 610 1 418 014	\$37.95
930	NPS SUBSIDIARY	CONSTRUCTION PAPER AND FINGER	01 1100 610 1 801 009	\$28.42
931	NPS SUBSIDIARY	COOKING SUPPLIES #5	01 1200 610 2 258 001	\$49.09
932	NPS SUBSIDIARY	COOKING SUPPLIES #5	01 1100 610 2 204 001	\$147.71
933	NPS SUBSIDIARY	COOKING SUPPLIES #5	01 1100 610 2 204 001	\$195.13
934	NPS SUBSIDIARY	CLASSROOM SUPPLIES #5	01 1200 610 2 258 001	\$150.51
935	NPS SUBSIDIARY	GENERAL SUPPLIES #5	01 1100 610 2 211 001	\$953.28
936	NPS SUBSIDIARY	MEETING SUPPLIES #1	01 2310 890 1 033 000	\$62.51
937	NPS SUBSIDIARY	MEETING SUPPLIES #1	01 2310 890 2 033 000	\$62.51
938	NPS SUBSIDIARY	BLT MEETING 9/12/23 #1	01 2320 890 1 033 000	\$80.39
939	NPS SUBSIDIARY	BLT MEETING 9/12/23 #1	01 2320 890 2 033 000	\$80.38
940	NPS SUBSIDIARY	BATTERIES/USB DRIVE #1	01 2320 610 1 033 000	\$16.43
941	NPS SUBSIDIARY	BATTERIES/USB DRIVE #1	01 2320 610 2 033 000	\$16.42
942	NPS SUBSIDIARY	ACTIVIES MEETING LUNCH #1	01 2310 890 1 033 000	\$55.41
943	NPS SUBSIDIARY	ACTIVIES MEETING LUNCH #1	01 2310 890 2 033 000	\$55.40
944	NPS SUBSIDIARY	NACIA CONF LODGING/B NELSON #2	01 6310 580 1 028 000	\$179.00
945	NPS SUBSIDIARY	NACIA CONF LODGING/B NELSON #2	01 6310 580 2 028 000	\$179.00
946	NPS SUBSIDIARY	FASTENERS/TIMERS/CLAY #2	01 1100 610 1 011 000	\$751.11
947	NPS SUBSIDIARY	ART SUPPLIES #2	01 1100 610 1 011 000	\$911.84
948	NPS SUBSIDIARY	ABC STORYBOOK/WORKBOOK #3	01 1150 640 1 955 012	-\$44.42
949	NPS SUBSIDIARY	VINYL AND TRANSFER TAPE #3	01 1100 610 1 904 012	\$20.47
950	NPS SUBSIDIARY	LAMINATING FILM #3	01 1100 610 1 904 012	\$214.64
951	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 904 012	\$142.25

952	NPS SUBSIDIARY	BOARD GAME #3	01 2151 610 1 953 012	\$79.89
953	NPS SUBSIDIARY	BOOK CARTS #3	01 2410 610 1 904 012	\$322.80
954	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$82.75
955	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 2 001 000	\$82.75
956	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 1 001 000	\$139.45
957	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 2 001 000	\$139.45
958	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 1 001 010	\$34.99
959	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 1 001 000	\$13.39
960	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 2 001 000	\$13.39
961	NPS SUBSIDIARY	FIELD PAINT #8	01 2620 610 2 001 000	\$272.75
962	NPS SUBSIDIARY	HALLOWEEN BUCKETS #10	01 3541 610 1 004 000	\$53.50
963	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$21.26
964	NPS SUBSIDIARY	SENSORY TOOLS #10	01 1291 610 1 017 021	\$70.22
965	NPS SUBSIDIARY	FAN SUPPLIES #10	01 3541 610 1 004 000	\$110.87
966	NPS SUBSIDIARY	PRIME #10	01 1190 610 1 163 021	\$139.00
967	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$58.54
968	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$43.20
969	NPS SUBSIDIARY	BINDERS AND TAPE #10	01 1190 610 1 163 021	\$91.40
970	NPS SUBSIDIARY	OFFICE SUPPLIES #10	01 1291 610 1 017 021	\$40.12
971	NPS SUBSIDIARY	WEB/CLOUD BASED SOFTWARE #11	01 1100 643 2 141 002	\$49.95
972	NPS SUBSIDIARY	TV MOUNT #11	01 1100 650 2 141 002	\$47.58
973	NPS SUBSIDIARY	LED LIGHTS #6	01 1100 610 1 104 010	\$49.98
974	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$100.47
975	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$54.39
976	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$117.43
977	NPS SUBSIDIARY	CLOCK RETURNED #6	01 1100 610 1 104 010	-\$85.99
978	NPS SUBSIDIARY	THE LANGUAGE SHOW VIRTUAL	01 6925 330 2 004 000	\$40.78
979	NPS SUBSIDIARY	ASSESSMENTS #17	01 2151 610 1 004 000	\$123.73
980	NPS SUBSIDIARY	ASSESSMENTS #17	01 2151 610 2 004 000	\$123.73
981	NPS SUBSIDIARY	EMPLOYEE TRAINING #17	01 2151 330 1 004 000	-\$99.00
982	NPS SUBSIDIARY	MEETING MEALS #17	01 1200 580 1 004 000	\$22.32
983	NPS SUBSIDIARY	MEETING MEALS #17	01 1200 580 2 004 000	\$22.31
984	NPS SUBSIDIARY	WHEELED TOTE #17	01 2130 610 1 004 000	\$19.99
985	NPS SUBSIDIARY	WHEELED TOTE #17	01 2130 610 2 004 000	\$19.99

986	NPS SUBSIDIARY	FOLDER LABELS #17	01 1200 610 1 004 000	\$23.30
987	NPS SUBSIDIARY	FOLDER LABELS #17	01 1200 610 2 004 000	\$23.30
988	NPS SUBSIDIARY	Reversal: ASSESSMENTS #17	01 2151 610 2 004 000	-\$123.73
989	NPS SUBSIDIARY	Correction: ASSESSMENTS #17	01 2152 610 1 004 000	\$123.73
990	<b>NPS SUBSIDIARY Total</b>			\$28,854.60
991	OMAHA STAGE EQUIPMENT	COUNTERWEIGHT STAGE RIGGING	01 2620 431 2 715 001	\$17,559.90
992	<b>OMAHA STAGE EQUIPMENT Total</b>			\$17,559.90
993	OMAHA WORLD-HERALD	CLASSIFIED ADS	01 2510 540 1 901 000	\$1,230.00
994	OMAHA WORLD-HERALD	CLASSIFIED ADS	01 2510 540 2 901 000	\$1,230.00
995	<b>OMAHA WORLD-HERALD Total</b>			\$2,460.00
996	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$6.76
997	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$6.76
998	<b>ONE CALL CONCEPTS, INC Total</b>			\$13.52
999	OVERHEAD DOOR COMPANY OF NORFOLK	REPAIR DOOR	01 2620 431 1 001 000	\$49.75
1000	OVERHEAD DOOR COMPANY OF NORFOLK	REPAIR DOOR	01 2620 431 2 001 000	\$49.75
1001	<b>OVERHEAD DOOR COMPANY OF NORFOLK Total</b>			\$99.50
1002	PAPIK, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$7.91
1003	<b>PAPIK, MEGAN Total</b>			\$7.91
1004	PEARSON EDUCATION INC	CURRICULUM	01 6926 610 2 004 000	\$2,973.38
1005	<b>PEARSON EDUCATION INC Total</b>			\$2,973.38
1006	PERMA BOUND	BOOK ORDER	01 2220 640 1 030 000	\$213.92
1007	PERMA BOUND	LIBRARY BOOKS	01 2220 640 1 423 014	\$73.93
1008	PERMA BOUND	BOOK ORDER	01 2220 640 1 030 000	\$234.08
1009	<b>PERMA BOUND Total</b>			\$521.93
1010	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$424.00
1011	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$424.00
1012	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$2,710.50
1013	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$1,498.50
1014	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$1,498.50

1015	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$292.80
1016	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$292.80
1017	<b>PERRY,GUTHERY,HAASE &amp; GESSFORD Total</b>			\$7,141.10
1018	PETTY, KAYLA	ACTIVITY WORKER	01 2190 120 2 001 000	\$101.38
1019	<b>PETTY, KAYLA Total</b>			\$101.38
1020	PETTY, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$105.43
1021	<b>PETTY, LEAH Total</b>			\$105.43
1022	PIERCE COUNTY CLERK	JOINT HEARING POST CARDS	01 2310 890 1 033 000	\$17.81
1023	PIERCE COUNTY CLERK	JOINT HEARING POST CARDS	01 2310 890 2 033 000	\$17.80
1024	<b>PIERCE COUNTY CLERK Total</b>			\$35.61
1025	PINKELMAN TRUCK & TRAILER, INC	REPAIRS	01 2710 340 1 001 000	\$1,864.13
1026	PINKELMAN TRUCK & TRAILER, INC	REPAIRS	01 2710 340 2 001 000	\$1,864.12
1027	<b>PINKELMAN TRUCK &amp; TRAILER, INC Total</b>			\$3,728.25
1028	POLLARD PUMPING	JET LINE	01 2620 431 1 001 000	\$122.50
1029	POLLARD PUMPING	JET LINE	01 2620 431 2 001 000	\$122.50
1030	POLLARD PUMPING	JET LINE	01 2620 431 2 001 001	\$570.00
1031	POLLARD PUMPING	JET LINE	01 2620 431 1 001 014	\$1,072.50
1032	POLLARD PUMPING	JET LINE	01 2620 431 2 001 001	\$570.00
1033	POLLARD PUMPING	JET LINE	01 2620 431 1 001 000	\$122.50
1034	POLLARD PUMPING	JET LINE	01 2620 431 2 001 000	\$122.50
1035	<b>POLLARD PUMPING Total</b>			\$2,702.50
1036	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 1 001 000	\$2,525.25
1037	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 2 001 000	\$2,525.25
1038	<b>PRIME SANITATION SERVICE Total</b>			\$5,050.50
1039	PRIME SECURED	SECURITY ENGINEER FOR ISSUES	01 2230 350 1 005 000	\$67.50
1040	PRIME SECURED	SECURITY ENGINEER FOR ISSUES	01 2230 350 2 005 000	\$67.50
1041	PRIME SECURED	ADDITIONAL AP LICENSE	01 2230 340 1 005 000	\$126.30
1042	PRIME SECURED	ADDITIONAL AP LICENSE	01 2230 340 2 005 000	\$126.30
1043	<b>PRIME SECURED Total</b>			\$387.60

1044	PRIORITY COMMUNICATIONS & SOLUTIONS	PHONE CORD FOR ISS RM	01 2410 610 2 209 001	\$12.00
1045	PRIORITY COMMUNICATIONS & SOLUTIONS	LOUD CALL HORN INSTALL	01 2620 431 2 001 002	\$360.00
1046	PRIORITY COMMUNICATIONS & SOLUTIONS	LOUD CALL HORN	01 2620 610 2 001 002	\$400.00
1047	PRIORITY COMMUNICATIONS & SOLUTIONS	HANDSET	01 1100 610 1 904 012	\$52.50
1048	PRIORITY COMMUNICATIONS & SOLUTIONS	LABOR	01 1100 340 1 904 012	\$65.00
1049	<b>PRIORITY COMMUNICATIONS &amp; SOLUTIONS Total</b>			\$889.50
1050	QUILL CORPORATION	KLEENEX	01 1100 610 1 201 003	\$116.08
1051	<b>QUILL CORPORATION Total</b>			\$116.08
1052	RAKA	AIR COMPRESSOR RENT	01 2620 610 1 001 000	\$405.33
1053	RAKA	AIR COMPRESSOR RENT	01 2620 610 2 001 000	\$405.32
1054	<b>RAKA Total</b>			\$810.65
1055	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$94.32
1056	<b>RAMIREZ, SILVIA Total</b>			\$94.32
1057	RASMUSSEN MECHANICAL SERVICES, INC	CHILLER REPAIR	01 2620 431 2 001 001	\$2,667.86
1058	RASMUSSEN MECHANICAL SERVICES, INC	REPAIR TO COMMONS AND GYM	01 2620 431 1 001 014	\$1,649.47
1059	RASMUSSEN MECHANICAL SERVICES, INC	RM 106 REPLACED FAN MOTOR	01 2620 431 1 001 014	\$1,035.17
1060	RASMUSSEN MECHANICAL SERVICES, INC	JUNIOR HIGH RETURN FAN MOTOR	01 2620 431 2 001 002	\$7,098.00
1061	RASMUSSEN MECHANICAL SERVICES, INC	REPLACED MOTOR ASSEMBLY	01 2620 431 2 016 001	\$1,134.19
1062	RASMUSSEN MECHANICAL SERVICES, INC	REPAIR TO OFFICE NOT COOLING	01 2620 431 1 001 012	\$1,098.17
1063	<b>RASMUSSEN MECHANICAL SERVICES, INC Total</b>			\$14,682.86
1064	READ ALOUD NORFOLK	CHILDRENS DAY FESTIVAL	01 6416 610 1 017 000	\$100.00
1065	<b>READ ALOUD NORFOLK Total</b>			\$100.00
1066	READING WAREHOUSE, THE	LIBRARY BOOKS	01 2220 640 1 423 014	\$667.23
1067	<b>READING WAREHOUSE, THE Total</b>			\$667.23
1068	RISTAU, RYAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$93.27

1069	<b>RISTAU, RYAN Total</b>			\$93.27
1070	ROBINSON, KATIE	MARCHING BAND FUEL	01 2650 626 2 001 000	\$266.00
1071	<b>ROBINSON, KATIE Total</b>			\$266.00
1072	ROCHA, ANGELICA	INTERPRETER	01 1150 350 1 004 014	\$63.18
1073	<b>ROCHA, ANGELICA Total</b>			\$63.18
1074	SAFESIDE SHREDDING	SHREDDING SERVICES	01 1100 340 1 904 012	\$40.00
1075	<b>SAFESIDE SHREDDING Total</b>			\$40.00
1076	SALAVERA, MARIA	INTERPRETER	01 1150 350 1 004 014	\$31.59
1077	<b>SALAVERA, MARIA Total</b>			\$31.59
1078	SANCHEZ, ADILENE	PARENT MILEAGE	01 2713 332 1 004 021	\$212.74
1079	<b>SANCHEZ, ADILENE Total</b>			\$212.74
1080	SANCHEZ, ROSALVA	INTERPRETER	01 1150 350 1 004 014	\$155.00
1081	<b>SANCHEZ, ROSALVA Total</b>			\$155.00
1082	SCHOLASTIC INC.	BOOKS & PERIODICALS	01 2410 640 1 904 012	\$823.65
1083	SCHOLASTIC INC.	KIND. AND 1ST GR SUBSCRIPTION	01 1100 610 1 104 010	\$210.76
1084	<b>SCHOLASTIC INC. Total</b>			\$1,034.41
1085	SCHOLASTIC, INC	FAMILY BOOK NIGHT BOOKS	01 6200 640 1 028 004	\$150.97
1086	<b>SCHOLASTIC, INC Total</b>			\$150.97
1087	SCHOLASTIC, INC.	BOOKS FOR FAMILIES	01 3541 610 1 004 000	\$453.07
1088	<b>SCHOLASTIC, INC. Total</b>			\$453.07
1089	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$333.41
1090	<b>SCHUMACHER, EMILY Total</b>			\$333.41
1091	SCHUURMANS, GARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$105.43
1092	<b>SCHUURMANS, GARY Total</b>			\$105.43
1093	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
1094	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
1095	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$273.00
1096	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$273.00
1097	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
1098	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
1099	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$273.00
1100	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$273.00
1101	<b>SERVICEMASTER OF NORFOLK Total</b>			\$6,994.00
1102	SETTLES, TIFFANY	OPEN HOUSE SUPPLIES	01 2310 610 2 010 000	\$37.00

1103	SETTLES, TIFFANY	PUBLIC RELATIONS MEETING	01 2310 333 1 010 000	\$77.95
1104	SETTLES, TIFFANY	PUBLIC RELATIONS MEETING	01 2310 333 2 010 000	\$77.94
1105	<b>SETTLES, TIFFANY Total</b>			\$192.89
1106	SID #1	WATER/SEWER WOODLAND PARK	01 2610 410 1 001 012	\$140.83
1107	<b>SID #1 Total</b>			\$140.83
1108	SIERRA-RIOS, VIRGELINA	INTERPRETER	01 1150 350 2 004 001	\$131.63
1109	SIERRA-RIOS, VIRGELINA	INTERPRETER	01 1150 350 1 004 004	\$63.18
1110	<b>SIERRA-RIOS, VIRGELINA Total</b>			\$194.81
1111	SKOGSTOE, ALINE	STAFF MILEAGE	01 2151 333 1 004 000	\$60.72
1112	SKOGSTOE, ALINE	STAFF MILEAGE	01 2151 333 2 004 000	\$60.72
1113	<b>SKOGSTOE, ALINE Total</b>			\$121.44
1114	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$25.12
1115	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 2 014 000	\$25.12
1116	<b>SONGCUAN, ALEXANDRA Total</b>			\$50.24
1117	SONOVA USA INC	AUDIOLOGY SUPPLIES	01 2152 610 1 004 000	\$5,368.49
1118	SONOVA USA INC	LANYARD SET	01 2151 610 1 004 012	\$25.39
1119	<b>SONOVA USA INC Total</b>			\$5,393.88
1120	STANTON COUNTY CLERK	JOINT HEARING POST CARDS	01 2310 890 1 033 000	\$97.38
1121	STANTON COUNTY CLERK	JOINT HEARING POST CARDS	01 2310 890 2 033 000	\$97.38
1122	<b>STANTON COUNTY CLERK Total</b>			\$194.76
1123	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$271.69
1124	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$223.75
1125	<b>SULLIVAN, KATLINN Total</b>			\$495.44
1126	SVENSON, TARA	PARENT MILEAGE	01 2713 332 1 004 021	\$58.69
1127	SVENSON, TARA	PARENT MILEAGE	01 2713 332 1 004 021	\$102.70
1128	<b>SVENSON, TARA Total</b>			\$161.39
1129	TEACHER INNOVATIONS, INC	SUBSCRIPTION TO PLANBOOK	01 1100 643 1 430 014	\$256.50
1130	<b>TEACHER INNOVATIONS, INC Total</b>			\$256.50
1131	TENNANT SALES AND SERVICE COMPANY	FLOOR SCRUBBER PARTS	01 2610 610 2 001 001	\$267.10
1132	TENNANT SALES AND SERVICE COMPANY	FLOOR SCRUBBER PARTS	01 2610 610 2 001 001	\$30.40
1133	<b>TENNANT SALES AND SERVICE COMPANY Total</b>			\$297.50

1134	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 014	\$223.29
1135	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 005	\$223.29
1136	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 002	\$223.29
1137	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 001	\$223.29
1138	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 000	\$111.67
1139	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 000	\$111.67
1140	<b>THYSSENKRUPP ELEVATOR CORPORATION Total</b>			\$1,116.50
1141	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 1 001 000	\$505.38
1142	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 2 001 000	\$505.37
1143	<b>TIME MANAGEMENT SYSTEMS Total</b>			\$1,010.75
1144	TURNKEY TELECOM SOLUTIONS, LLC	MATERIAL FOR INSTALLING	01 2620 610 2 001 001	\$910.07
1145	TURNKEY TELECOM SOLUTIONS, LLC	INSTALLATION OF SCOREBOARD	01 2620 431 2 001 001	\$840.00
1146	<b>TURNKEY TELECOM SOLUTIONS, LLC Total</b>			\$1,750.07
1147	UNIVERSITY OF NEBRASKA-KEARNEY	TEACHER PLACEMENT/S HUBBARD	01 2210 340 2 901 000	\$2,000.00
1148	UNIVERSITY OF NEBRASKA-KEARNEY	TRANSITIONAL TEACHER PLACEMENT	01 6310 330 2 028 000	\$2,000.00
1149	<b>UNIVERSITY OF NEBRASKA-KEARNEY Total</b>			\$4,000.00
1150	WACHTER, EMILY	ACTIVITY WORKER	01 2190 120 2 001 000	\$97.32
1151	<b>WACHTER, EMILY Total</b>			\$97.32
1152	WATTERS, TERESA	WORKSHOP	01 1200 333 1 004 000	\$150.65
1153	WATTERS, TERESA	WORKSHOP	01 1200 580 1 004 000	\$23.00
1154	<b>WATTERS, TERESA Total</b>			\$173.65
1155	WESTERN ROOFING	PATCH HOLES BY AUDITORIUM	01 2620 431 2 001 001	\$945.13
1156	<b>WESTERN ROOFING Total</b>			\$945.13
1157	WIEBELHAUS, JULIE	STAFF MILEAGE	01 2230 333 1 005 000	\$43.92
1158	WIEBELHAUS, JULIE	STAFF MILEAGE	01 2230 333 2 005 000	\$43.92

1159	<b>WIEBELHAUS, JULIE Total</b>			\$87.84
1160	WIESE, TOM	INFININTE CAMPUS USER DAY MEAL	01 2230 580 1 005 000	\$12.53
1161	WIESE, TOM	INFININTE CAMPUS USER DAY MEAL	01 2230 580 2 005 000	\$12.53
1162	<b>WIESE, TOM Total</b>			\$25.06
1163	WILLIAM V. MACGILL	SUPPLIES	01 2130 610 1 004 000	\$67.26
1164	WILLIAM V. MACGILL	SUPPLIES	01 2130 610 2 004 000	\$67.26
1165	WILLIAM V. MACGILL	NURSES OFFICE SUPPLIES	01 2130 610 2 228 001	\$382.55
1166	<b>WILLIAM V. MACGILL Total</b>			\$517.07
1167	WILSON, ERIK	STAFF MILEAGE	01 2660 333 1 035 000	\$81.22
1168	WILSON, ERIK	STAFF MILEAGE	01 2660 333 2 035 000	\$81.22
1169	<b>WILSON, ERIK Total</b>			\$162.44
1170	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 010	\$370.93
1171	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 003	\$138.98
1172	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 004	\$349.94
1173	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 005	\$482.04
1174	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 021	\$839.71
1175	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 008	\$867.12
1176	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 009	\$297.51
1177	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 012	\$334.35
1178	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 2 001 002	\$3,296.69
1179	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 2 001 001	\$1,751.43
1180	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 014	\$696.98
1181	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 1 001 000	\$270.40
1182	WOODRIVER ENERGY LLC	NATURAL GAS 8/22-9/21/23	01 2610 621 2 001 000	\$270.40
1183	<b>WOODRIVER ENERGY LLC Total</b>			\$9,966.48
1184	ZONE, THE	S.BAUER OCT2023 PAYROLL	01 6968 340 1 001 014	\$1,931.87
1185	ZONE, THE	S.HUMLICEK OCT2023 PAYROLL	01 6968 340 1 001 014	\$780.00
1186	ZONE, THE	M.INDRA OCT2023 PAYROLL	01 6968 340 1 001 014	\$142.50
1187	ZONE, THE	T OLSEN 8/1-9/30/23 PAYROLL	01 6968 340 1 001 014	\$1,869.68
1188	<b>ZONE, THE Total</b>			\$4,724.05
1189	<b>Grand Total</b>			<b>\$729,544.77</b>
1190				
1191				
1192	<b>NUTRITION FUND</b>			

1193	HOFMANN PLUMBING	HOSE REEL AT SH	02 3100 610 2 001 001	\$292.95
1194	HOFMANN PLUMBING	HOSE REEL AT SH	02 3100 340 2 001 001	\$400.00
1195	<b>HOFMANN PLUMBING Total</b>			\$692.95
1196	JOHNSON, DAWN	LUNCH ACCT REFUND	02 3100 890 0 001 000	\$139.50
1197	<b>JOHNSON, DAWN Total</b>			\$139.50
1198	LUNCHTIME SOLUTIONS, INC.	SEPTEMBER MEALS	02 3100 340 1 001 000	\$176,525.98
1199	LUNCHTIME SOLUTIONS, INC.	SEPTEMBER MEALS	02 3100 340 2 001 000	\$176,525.98
1200	LUNCHTIME SOLUTIONS, INC.	OCTOBER MEALS	02 3100 340 1 001 000	\$155,374.49
1201	LUNCHTIME SOLUTIONS, INC.	OCTOBER MEALS	02 3100 340 2 001 000	\$155,374.49
1202	<b>LUNCHTIME SOLUTIONS, INC. Total</b>			\$663,800.94
1203	MAJOR REFRIGERATION	COOLER-FREEZER INSTALLATION	02 3100 610 1 001 010	\$5,680.00
1204	<b>MAJOR REFRIGERATION Total</b>			\$5,680.00
1205	NPS SUBSIDIARY	AFTER SCHOOL TUTORING SNACKS	02 3100 610 1 001 005	\$80.74
1206	NPS SUBSIDIARY	DOOR GASKET FOR KITCHEN	02 3100 610 1 001 014	\$43.14
1207	<b>NPS SUBSIDIARY Total</b>			\$123.88
1208	OCC BUILDERS, LLC	JH ADDITION/RENOVATION	02 3100 340 2 001 002	\$22,637.00
1209	<b>OCC BUILDERS, LLC Total</b>			\$22,637.00
1210	PENA, CHELSEY	ASKED FOR MONEY REFUNDED	02 3100 890 0 001 000	\$113.35
1211	<b>PENA, CHELSEY Total</b>			\$113.35
1212	TRIMARK HOCKENBERGS	KITCHEN APPLIANCES FOR BA	02 3100 731 1 001 010	\$53,657.00
1213	<b>TRIMARK HOCKENBERGS Total</b>			\$53,657.00
1214	<b>Grand Total</b>			<b>\$746,844.62</b>
1215				
1216				
1217	<b>COOPERATIVE FUND</b>			
1218	ARTEAGA, JONATHAN	MUSEUM PRESENTER	04 1200 340 1 004 000	\$150.00
1219	ARTEAGA, JONATHAN	PRESENTER MILEAGE	04 1200 580 1 004 000	\$159.82
1220	<b>ARTEAGA, JONATHAN Total</b>			\$309.82
1221	ESU #13	HI/SUPERVISION SERVICES	04 1200 591 2 004 000	\$451.98
1222	<b>ESU #13 Total</b>			\$451.98
1223	HALL, KORRINE	FUEL FOR NERP TRANSPORTATION	04 1200 580 1 004 000	\$53.59
1224	<b>HALL, KORRINE Total</b>			\$53.59
1225	HELLEBERG, CAROL	MENTORING SERVICES	04 1200 340 1 004 000	\$330.00
1226	HELLEBERG, CAROL	MENTORING SERVICES	04 1200 340 2 004 000	\$330.00

1227	<b>HELLEBERG, CAROL Total</b>			\$660.00
1228	HOYER, VICTORIA	SIGN CLASS INSTRUCTOR	04 1200 340 1 004 000	\$120.00
1229	<b>HOYER, VICTORIA Total</b>			\$120.00
1230	NPS GENERAL FUND	POSTAGE FOR INVOICES	04 1200 531 1 004 000	\$3.15
1231	NPS GENERAL FUND	POSTAGE FOR INVOICES	04 1200 531 2 004 000	\$3.15
1232	NPS GENERAL FUND	CENTRAL SUPPLY	04 1200 610 1 004 000	\$66.07
1233	NPS GENERAL FUND	CENTRAL SUPPLY	04 1200 610 2 004 000	\$66.06
1234	<b>NPS GENERAL FUND Total</b>			\$138.43
1235	NPS SUBSIDIARY	EXTRAVAGANZA HOTEL ROOMS #26	04 1200 580 1 004 000	\$559.96
1236	NPS SUBSIDIARY	EXTRAVAGANZA MEAL #26	04 1200 580 1 004 000	\$491.89
1237	NPS SUBSIDIARY	EXTRAVGANZA SUPPLIES #26	04 1200 580 1 004 000	\$161.54
1238	<b>NPS SUBSIDIARY Total</b>			\$1,213.39
1239	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$65.24
1240	U. S. CELLULAR	HOT SPOTS	04 1200 610 2 004 000	\$65.23
1241	<b>U. S. CELLULAR Total</b>			\$130.47
1242	US BANK VOYAGER FLEET SYSTEM	FUEL FOR NERP TRANSPORTATION	04 1200 580 1 004 000	\$18.93
1243	US BANK VOYAGER FLEET SYSTEM	FUEL FOR NERP TRANSPORTATION	04 1200 580 2 004 000	\$18.93
1244	<b>US BANK VOYAGER FLEET SYSTEM Total</b>			\$37.86
1245	WEGHER, MEGAN	POSTAGE FOR AUDIOMETER REPAIR	04 1200 531 1 004 000	\$14.62
1246	WEGHER, MEGAN	POSTAGE FOR AUDIOMETER REPAIR	04 1200 531 2 004 000	\$14.62
1247	<b>WEGHER, MEGAN Total</b>			\$29.24
1248	WILSON, TYLER	FIRE SAFETY DRILL STAFF	04 1200 340 1 004 000	\$150.00
1249	WILSON, TYLER	MILEAGE TO ESU 13-ROUNDTRIP	04 1200 580 1 004 000	\$125.76
1250	<b>WILSON, TYLER Total</b>			\$275.76
1251	<b>Grand Total</b>			<b>\$3,420.54</b>
1252				
1253				
1254	<b>DEPRECIATION FUND</b>			
1255	OCC BUILDERS, LLC	EPOXY FLOORING	06 2900 610 2 141 002	\$8,298.00
1256	OCC BUILDERS, LLC	JH ADDITION/RENOVATION	06 2900 340 2 001 002	\$436,302.00
1257	<b>OCC BUILDERS, LLC Total</b>			\$444,600.00
1258	<b>Grand Total</b>			<b>\$444,600.00</b>

1259				
1260				
1261	<b>SPECIAL BUILDING FUND</b>			
1262	CANNON MOSS BRYGGER ARCHITECTS	JUNIOR HIGH RENOVATION	08 2620 340 2 001 002	\$7,468.50
1263	CANNON MOSS BRYGGER ARCHITECTS	MIDDLE SCHOOL ADDITION	08 2620 720 1 001 014	\$11,650.00
1264	<b>CANNON MOSS BRYGGER ARCHITECTS Total</b>			\$19,118.50
1265	NPS SUBSIDIARY	300 S 5TH STREET LOT	08 4100 710 1 001 000	\$8,643.13
1266	NPS SUBSIDIARY	300 S 5TH STREET LOT	08 4100 710 2 001 000	\$8,643.12
1267	<b>NPS SUBSIDIARY Total</b>			\$17,286.25
1268	<b>Grand Total</b>			<b>\$36,404.75</b>
1269				
1270				
1271	<b>QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND</b>			
1272	BOK FINANCIAL	2020 SERIES INTEREST	09 5000 832 0 001 000	\$64,000.00
1273	BOK FINANCIAL	2020 SERIES PRINCIPAL	09 5000 831 0 001 000	\$655,000.00
1274	BOK FINANCIAL	2020 SERIES AGENT FEE	09 5000 830 0 001 000	\$200.00
1275	<b>BOK FINANCIAL Total</b>			\$719,200.00
1276	<b>Grand Total</b>			<b>\$719,200.00</b>
1277				
1278				
1279	<b>STUDENT FEE FUND</b>			
1280	GARCIA, CLAUDIA	FEE WAIVER APPLIED	17 2190 610 2 672 001	\$35.00
1281	<b>GARCIA, CLAUDIA Total</b>			\$35.00
1282	KEN'S BAND INSTRUMENT REPAIR	SAXOPHONE REPAIRS	17 2190 340 2 028 001	\$20.00
1283	KEN'S BAND INSTRUMENT REPAIR	SAXOPHONE REPAIRS	17 2190 340 2 028 001	\$15.00
1284	KEN'S BAND INSTRUMENT REPAIR	SAXOPHONE REPAIRS	17 2190 340 2 028 001	\$25.00
1285	<b>KEN'S BAND INSTRUMENT REPAIR Total</b>			\$60.00
1286	KRAHULIK, JAMIE	FEE WAIVER APPLIED	17 2190 610 2 672 001	\$35.00
1287	<b>KRAHULIK, JAMIE Total</b>			\$35.00

1288	MILLER, JENNIFER	FEE WAIVER APPLIED	17 2190 610 2 577 001	\$40.00
1289	MILLER, JENNIFER	FEE WAIVER APPLIED	17 2190 610 2 671 001	\$20.00
1290	MILLER, JENNIFER	FEE WAIVER APPLIED	17 2190 610 2 672 001	\$35.00
1291	<b>MILLER, JENNIFER Total</b>			\$95.00
1292	MYERS, TINA	REFUND OF AFTERSHOCK	17 2190 610 1 669 014	\$25.00
1293	<b>MYERS, TINA Total</b>			\$25.00
1294	NPS SUBSIDIARY	SHOW CHOIR COSTUME	17 2190 610 2 972 001	\$90.87
1295	NPS SUBSIDIARY	SHOW CHOIR COSTUME	17 2190 610 2 972 001	\$363.96
1296	NPS SUBSIDIARY	SHOW CHOIR COSTUME #28	17 2190 610 2 972 001	\$626.33
1297	NPS SUBSIDIARY	SHOW CHOIR COSTUME #28	17 2190 610 2 972 001	\$1,345.00
1298	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$94.88
1299	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$255.23
1300	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$81.89
1301	NPS SUBSIDIARY	WAIVABLE APPAREL #5	17 2190 610 2 515 001	\$2,277.00
1302	NPS SUBSIDIARY	BUZZSPROUT FOR AFTERSHOCK #18	17 2190 610 2 669 002	\$12.00
1303	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #29	17 2190 610 2 972 001	\$242.13
1304	<b>NPS SUBSIDIARY Total</b>			\$5,389.29
1305	NPS-FOOD SERVICE	MOVING SURPLUS MONEY TO LUNCH	17 2190 610 2 672 002	\$10.00
1306	NPS-FOOD SERVICE	MOVING SURPLUS MONEY TO LUNCH	17 2190 610 2 672 002	\$10.00
1307	<b>NPS-FOOD SERVICE Total</b>			\$20.00
1308	PHELPS, DAWN	FEE WAIVER APPLIED	17 2190 610 2 577 001	\$80.00
1309	PHELPS, DAWN	FEE WAIVER APPLIED	17 2190 610 2 671 001	\$40.00
1310	PHELPS, DAWN	FEE WAIVER APPLIED	17 2190 610 2 672 001	\$70.00
1311	PHELPS, DAWN	FEE WAIVER APPLIED	17 2190 610 2 968 001	\$15.00
1312	PHELPS, DAWN	FEE WAIVER APPLIED	17 2190 610 2 965 001	\$5.00
1313	<b>PHELPS, DAWN Total</b>			\$210.00
1314	YEE, THAY	FEE WAIVER APPLIED	17 2190 610 2 672 001	\$35.00
1315	<b>YEE, THAY Total</b>			\$35.00
1316	<b>Grand Total</b>			<b>\$5,904.29</b>



Norfolk Public Schools  
2023-2024 Parent Calendar (DRAFT 11/13/23)

**August 2023** 1

S	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16*	17	18	19
20	21	22	23*	24	25	26
27	28	29	30*	31		

**January 2024** 6

S	M	T	W	Th	F	Sa
	(1)	(2)	(3)	4	5	6
7	8	9	10*	11	12	13
14	(15)	16	17*	18	19	20
21	22	23	24*	25	26	27
28	29	30	31*			

**September 2023** 2

S	M	T	W	Th	F	Sa
					1	2
3	(4)	5	6*	7	8	9
10	11	12	13*	14	15	16
17	18	19	20*	21	22	23
24	25	26	27*	28	29	30

**February 2024** 7

S	M	T	W	Th	F	Sa
				1	2	3
4	5	6	7*	8	(9)	10
11	12	13	14*	15	(16)	17
18	(19)	(20)	21*	22	23	24
25	26	27	28*	29		

**October 2023** 3

S	M	T	W	Th	F	Sa
1	2	3	4*	5	6	7
8	9	10	11*	(12)	(13)	14
15	16	17	18*	19	(20)	21
22	(23)	24	25*	26	27	28
29	30	31				

**March 2024** 8

S	M	T	W	Th	F	Sa
					1	2
3	4	5	6*	7	8	9
10	11	12	13*	(14)	(15)	16
17	18	19	20*	21	22	23
24	25	26	(27)	(28)	(29)	30
31						

**November 2023** 4

S	M	T	W	Th	F	Sa
			1*	2	3	4
5	6	7	8*	9	10	11
12	13	14	15*	16	17	18
19	20	21	(22)	(23)	(24)	25
26	27	28	29*	30		

**April 2024** 9

S	M	T	W	Th	F	Sa
	(1)	2	3*	4	5	6
7	8	9	10*	11	12	13
14	15	16	17*	18	(19)	20
21	(22)	23	24*	25	26	27
28	29	30				

**December 2023** 5

S	M	T	W	Th	F	Sa
					1	2
3	4	5	6*	7	(8)	9
10	11	12	13*	14	15	16
17	18	19	(20)	(21)	(22)	23
24	(25)	(26)	(27)	(28)	(29)	30
31						

**May 2024** 10

S	M	T	W	Th	F	Sa
			1*	2	3	4
5	6	7	8*	9	10	11
12	13	14	15*	16	17	18
19	20	21	(22)	(23)	24	25
26	27	28	29	30	31	

**Key:**

- No school for students or teachers
- Teacher PD/Work Day - No School For Students
- ⏸ Teacher PD/Work Da - No School For Students (a.m. only)
- ┌ End Quarter
- \* 2:00 p.m. dismissal for students K-12
- └ 11:30 a.m. dismissal for students K-12
- + Make-up Snow Days (if needed)

**August**

- 14 First Day - First Half Students K-12
- 15 First Day - Second Half Students K-12
- 16 All Day- K-12

**September**

- 4 Labor Day - No School

**October**

- 12 K-12 End First Quarter
- 13 K-12 Students - No School
- 16-19 K-12 Parent-Teacher Conferences
  - 16 - K-8 P-T Conferences, 4:00-7:00
  - 17 - K-4, 9-12 P-T Conferences, 4:00-7:00
  - 18 - 5-12 P-T Conferences, 4:00-7:00
  - 19 - K-12 Students - 11:30 a.m. dismissal (K-12 P-T Conferences, 1:00-4:00)
- 20 K-12 Students - No School
- 23 K-12 Students - No School

**November**

- 22-24 Thanksgiving Break - No School

**December**

- 8 K-12 Students - No School
- 20 K-12 End Second Quarter/First Semester
- 21-29 Winter Break - No School

**January**

- 1-3 Winter Break - No School
- 4 K-12 School Resumes
- 15 K-12 Students - No School

**February**

- 9 K-12 Students - No School
- 12-15 K-12 Parent-Teacher Conferences
  - 12- K-8 P-T Conferences, 4:00-7:00
  - 13- K-4, 9-12 P-T Conferences, 4:00-7:00
  - 14 - 5-12 P-T Conferences, 4:00-7:00
  - 15 - K-12 Students - 11:30 a.m. dismissal (K-12 P-T Conferences, 1:00-4:00)
- 16 K-12 Students - No School
- 19-20 K-12 No School - Spring Break

**March**

- 14 K-12 End Third Quarter
- 15 K-12 Students - No School
- 27-29 K-12 No School - Spring Break
- 27 Make - Up Snow Day (if needed due to 3 snow days)
- 28 Make - Up Snow Day (if needed due to 4 snow days)

**April**

- 1 K-12 No School - Spring Break
- 2 K-12 School Resumes
- 18 Grades 9-12 - 11:30 a.m. dismissal PM- SH Track Meet
- 19 K-12 Students - No School
- 22 K-12 Students - No School

**May**

- 1 K-12 Students - 1:00 pm Dismissal
- 2 Grades 7-8- 11:30 dismissal PM JH Track Meet
- 19 Graduation
- 22 Students Last Day/End Fourth Quarter K-12 -11:30 a.m. dismissal

Note: All dates and times subject to change.

**Published by:**  
Director of Human Resources  
Norfolk Public Schools  
512 Philip - PO Box 139  
Norfolk, Nebraska 68702-0139  
402-644-2500

Updated: 11/13/2023



## 2023-2024 Calendar

AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**No Preschool on Wednesdays**  
**\*\* 2 Home Visits Required Per Year \*\***

**August**  
 2-7 Orientation-New Teaching Staff  
 8-11 Orientation- All Teaching Staff  
 10-11, 14-15 Preschool Home Visits  
 16 Preschool Orientation 10:00-11:00 or 1:00-2:00  
 17 Group A-First Day of Preschool (No Group B)  
 18 Group B-First Day of Preschool (No Group A)  
 21 All Little Panthers at Preschool

**September**  
 4 No School- Labor Day

**October**  
 13 No School for Students-Teacher Prof. Dev./ Work Day  
 16-17 Parent Teacher Conferences (4:00-7:00 pm)  
 19 PT Conferences (1:00-4:00)  
 No Half Day Class (AM and PM) Full Day Dismiss at 11:15  
 20 No School  
 23 No School for Students-Teacher Prof. Dev./ Work Day

**November**  
 22-24 No School- Thanksgiving Break

**December**  
 8 No School for Students-Teacher Prof. Dev./Work Day  
 21-29 No School-Winter Break

**January**  
 1-2 No School-Winter Break  
 3 No School for Students-Teacher Prof. Dev./ Work Day  
 4 School Resumes  
 15 No School- Teacher Professional Development

**February**  
 9 No School for Students-Teacher Prof. Dev./ Work Day  
 12-13 Parent Teacher Conf. (4:00-7:00 pm)  
 15 PT Conf. (1:00-4:00)  
 No Half Day Class (AM and PM) Full Day Dismiss at 11:15  
 16-20 No School-Spring Break

**March**  
 15 No School for Students-Teacher Prof. Dev./ Work Day  
 27-29 No School- Spring Break (possible snow make-up dates)

**April**  
 1 No School-Spring Break  
 19 No School for Students-Teacher Prof. Dev./Work Day  
 22 No School-Staff or Students  
 23-26 No School- Preschool Home Visits

**May**  
 21 Last Day of Preschool- Full Day Class Graduation  
 22-23 Teacher Work Day-GOLD Finalization

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**Red** - Start and End of Preschool  
**Green** - No School for students or staff  
**Purple** - Home Visits (2 required per year)

**Orange** - Professional Development/No School for Students  
**Blue** - Parent/Teacher Conferences  
**Yellow** - No Preschool on Wednesdays



Norfolk Public Schools  
2023-2024 Staff Calendar (DRAFT 11-13-23)

**August 2023** 1

S	M	T	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16*	17	18	19
20	21	22	23*	24	25	26
27	28	29	30*	31		

**January 2024** 6

S	M	T	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10*	11	12	13
14	15	16	17*	18	19	20
21	22	23	24*	25	26	27
28	29	30	31*			

**September 2023** 2

S	M	T	W	Th	F	Sa
3	4	5	6*	7	8	9
10	11	12	13*	14	15	16
17	18	19	20*	21	22	23
24	25	26	27*	28	29	30

**February 2024** 7

S	M	T	W	Th	F	Sa
4	5	6	7*	8	9	10
11	12	13	14*	15	16	17
18	19	20	21*	22	23	24
25	26	27	28*	29		

**October 2023** 3

S	M	T	W	Th	F	Sa
1	2	3	4*	5	6	7
8	9	10	11*	12	13	14
15	16	17	18*	19	20	21
22	23	24	25*	26	27	28
29	30	31				

**March 2024** 8

S	M	T	W	Th	F	Sa
				1	2	3
3	4	5	6*	7	8	9
10	11	12	13*	14	15	16
17	18	19	20*	21	22	23
24	25	26	27*	28	29	30
31						

**November 2023** 4

S	M	T	W	Th	F	Sa
5	6	7	8*	9	10	11
12	13	14	15*	16	17	18
19	20	21	22*	23	24	25
26	27	28	29*	30		

**April 2024** 9

S	M	T	W	Th	F	Sa
	1	2	3*	4	5	6
7	8	9	10*	11	12	13
14	15	16	17*	18	19	20
21	22	23	24*	25	26	27
28	29	30				

**December 2023** 5

S	M	T	W	Th	F	Sa
3	4	5	6*	7	8	9
10	11	12	13*	14	15	16
17	18	19	20*	21	22	23
24	25	26	27*	28	29	30
31						

**May 2024** 10

S	M	T	W	Th	F	Sa
			1*	2	3	4
5	6	7	8*	9	10	11
12	13	14	15*	16	17	18
19	20	21	22*	23	24	25
26	27	28	29	30	31	

**Key:**

- No school for students or teachers
- Teacher PD/Work Day - No School For Students
- ◻ Teacher PD/Work Day - No School For Students (a.m. only)
- └ End Quarter
- \* 2:00 p.m. dismissal for students K-12
- / 11:30 a.m. dismissal for students K-12
- + Make-up Snow Days (if needed)

**August**

- 2-7 Orientation - New teaching staff
- 8-11 Orientation - All teaching staff
- 14 First Day - First Half Students K-12
- 15 First Day - Second Half Students K-12
- 16 All Day- K-12

**September**

- 4 Labor Day - No School

**October**

- 12 K-12 End First Quarter
- 13 K-12 Staff- PD/Work Day-No School for Students
- 16-19 K-12 Parent-Teacher Conferences
  - 16 - K-8 P-T Conferences, 4:00-7:00
  - 17 - K-4, 9-12 P-T Conferences, 4:00-7:00
  - 18 - 5-12 P-T Conferences, 4:00-7:00
  - 19 - K-12 Students - 11:30 a.m. dismissal (K-12 P-T Conferences, 1:00-4:00)
- 20 K-12 Students- No School (K-12 Teacher's- Comp Day- No Duty)
- 23 K-12 Staff- PD/Work Day- No School for Students

**November**

- 22-24 Thanksgiving Break - No School

**December**

- 8 K-12 Staff- PD/Work Day- No School for Students
- 20 K-12 End Second Quarter/First Semester
- 21-29 Winter Break - No School

Quar.	Days	Days	Days	Days	Dates
1	43.0	43.0	43.0	43.0	August 14 - October 12
2	41.5	41.5	41.5	41.5	October 16 -December 20
	84.5	84.5	84.5	84.5	
3	45.5	45.5	45.5	45.5	January 4 - March 14
4	41.5	41.5	41.0	41.0	March 18 - May 22
	87.0	87.0	86.5	86.5	

- 171.5 Student Days, Grades K-4
- 171.5 Student Days, Grades 5-6
- 171.0 Student Days, Grades 7-8
- 171.0 Student Days, Grades 9-12

188/192 Veteran/New Teacher Contract Days

Updated: 11/13/2023

**January**

- 1-2 Winter Break - No School
- 3 K-12 Staff - PD/Work Day - No School For Students
- 4 K-12 School Resumes
- 15 K-12 Staff - Prof. Development ESU Speaker- No School for

**February**

- 9 K-12 Staff - PD/Work Day - No School for Students
- 12-15 K-12 Parent-Teacher Conferences
  - 12- K-8 P-T Conferences, 4:00-7:00
  - 13- K-4, 9-12 P-T Conferences, 4:00-7:00
  - 14 - 5-12 P-T Conferences, 4:00-7:00
  - 15 - K-12 Students - 11:30 a.m. dismissal (K-12 P-T Conferences, 1:00-4:00)
- 16 K-12 Students- No school (K-12 Teacher's Comp Day- No Duty)
- 19-20 Spring Break- No School

**March**

- 14 K-12 End Third Quarter
- 15 K-12 Staff- PD/Work Day - No School for Students
- 27-29 K-12 No school - Spring Break
- 27 Make - Up Snow Day (if needed due to 3 snow days)
- 28 Make - Up Snow Day (if needed due to 4 snow days)

**April**

- 1 No School - Spring Break
- 2 K-12 School Resumes
- 18 Grades 9-12 - 11:30 a.m. dismissal PM- SH Track Meet
- 19 No School For Students- District Music K-12 Staff PD/Work Day
- 22 No School- Staff or Students

**May**

- 1 K-12 Staff Appreciation Day 1:00 pm Dismissal
- 2 Grades 7-8- 11:30 dismissal PM JH Track Meet
- 19 Graduation
- 22 Students Last Day/End Fourth Quarter
- K-12 -11:30 a.m. dismissal
- 23 Last Teacher Work Day

**Published by:**  
Director of Human Resources  
Norfolk Public Schools  
512 Philip - PO Box 139  
Norfolk, Nebraska 68702-0139  
402-644-2500

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, 3<sup>rd</sup> 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](mailto: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 1<sup>st</sup> 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 1<sup>st</sup>. 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 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

**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 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 21<sup>st</sup> 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



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.  
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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**

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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.

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**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: \_\_\_\_\_

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\_\_\_\_\_ 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: \_\_\_\_\_

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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: \_\_\_\_\_

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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: \_\_\_\_\_

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

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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: \_\_\_\_\_

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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: \_\_\_\_\_

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\_\_\_\_\_ 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):

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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:

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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:

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(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:

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**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.**

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