

## **Agenda**

1. Date Public Notice appeared in the Norfolk Daily News:
2. Call to Order
  - 2.1. Roll Call
  - 2.2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
  - 4.1. Focus on the Students
  - 4.2. Strategic Action Planning Presentation
5. Public Comments & Communication
6. Information and Discussion Items
  - 6.1. Finance & Facilities Report
  - 6.2. Teaching & Learning Report
  - 6.3. Student Programs Report
  - 6.4. Student Services Report
  - 6.5. Human Resources & Accreditation Report
  - 6.6. Superintendent's Report
7. Committee Reports
  - 7.1. Facilities & Finance Committee Report
  - 7.2. Policy Committee Report
  - 7.3. 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 related to student achievement
  - 9.2. Discuss, consider and take action to approve the strategic action plan related to student support systems
  - 9.3. Discuss, consider and take action to approve the 2024-2025 Negotiated Agreement for Non-supervisory Certificated Staff
  - 9.4. Discuss, consider and take action to approve the 2024-2025 K-12 School Calendar
  - 9.5. Discuss, consider and take action to grant permission to request RFPs for exterior door access control
  - 9.6. Discuss, consider and take action to grant permission to request RFPs for interior door locks

- 9.7. Discuss, consider and take action to approve the NASB ALICAP member Resolution of Commitment
- 9.8. Discuss, consider and take action to approve the payment of \$362,879 to ALICAP for insurance services from 1/1/2024 to 9/1/2024
- 9.9. Discuss, consider and take action to approve the first reading of board policies 4013-4027 related to personnel.
10. Future Meetings
11. Executive Session -- To Discuss the Superintendent's Contract --As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual
  - 11.1. Convene Executive Session -- To Discuss the Superintendent's Contract --As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual
  - 11.2. Reconvene Meeting from Executive Session
  - 11.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
12. Adjournment

<b>NOVEMBER 2023 SENIOR HIGH ACTIVITY FUND EXPENDITURES</b>				
1	BARLAS, MICHELLE	CHOREOGRAPHY & MILEAGE	13 2900 610 2 517 001	\$1,781.00
2	BELLEVUE EAST HIGH SCHOOL	12/9 ENTRY FEE	13 2900 610 2 546 001	\$200.00
3	BODLAK, TYSON	11/30 OFFICIAL	13 2900 610 2 531 001	\$85.00
4	BODLAK, TYSON	11/30 OFFICIAL	13 2900 610 2 538 001	\$85.00
5	BSN SPORTS,	YOUTH JERSEYS	13 2900 610 2 513 001	\$2,582.44
6	BSN SPORTS,	TENNIS NET	13 2900 610 2 534 001	\$127.65
7	BSN SPORTS,	TENNIS NET	13 2900 610 2 541 001	\$127.65
8	CARD SERVICES	WALMART-END OF YEAR BANQUET	13 2900 610 2 231 001	\$61.44
9	CARD SERVICES	KINGS-END OF YEAR BANQUET	13 2900 610 2 231 001	\$104.00
10	CARD SERVICES	SAM'S CLUB-DANCE DAY SUPPLIES	13 2900 610 2 556 001	\$154.78
11	CARD SERVICES	ORIENTAL TRADING-HAUNTED	13 2900 610 2 568 001	\$110.15
12	CARD SERVICES	SUBWAY-HAC TEAM MEAL	13 2900 610 2 561 001	\$290.04
13	CARD SERVICES	PANDA EXPRESS-TEAM MEAL	13 2900 610 2 561 001	\$392.10
14	CARD SERVICES	HOBBY LOBBY-APPLY 2 COLLEGE	13 2900 610 2 266 001	\$81.14
15	CARD SERVICES	UNIVERSITY OF SD VISIT--MEALS	13 2900 610 2 618 001	\$207.68
16	CARD SERVICES	WALMART-COLLEGE CLUB SUPPLIES	13 2900 610 2 266 001	\$220.99
17	CARD SERVICES	PEPPER JAX GRILL-HAC TEAM MEAL	13 2900 610 2 515 001	\$96.86
18	CARD SERVICES	WALMART-MTG SUPPLIES	13 2900 610 2 270 001	\$13.94
19	CARD SERVICES	APPLE-IPAD APP	13 2900 610 2 652 001	\$32.09
20	CARD SERVICES	CROWN AWARDS-END OF YEAR	13 2900 610 2 515 001	\$197.15
21	CARD SERVICES	AMAZON-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$186.27
22	CARD SERVICES	AMAZON-PUTTING TUTORS	13 2900 610 2 529 001	\$130.00
23	CARD SERVICES	AMAZON-PUTTING TUTORS	13 2900 610 2 532 001	\$69.79
24	CARD SERVICES	NATIONALS CANCELLATION FEE	13 2900 610 2 276 001	\$369.60
25	CARD SERVICES	GATE TEN-NATIONALS PARKING	13 2900 610 2 276 001	\$117.00
26	CARD SERVICES	AMAZON-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$111.38
27	CARD SERVICES	WALMART-INVITE AWARDS	13 2900 610 2 553 001	\$113.26
28	CARD SERVICES	AMAZON-COSTUME SUPPLIES	13 2900 610 2 519 001	\$20.96
29	CARD SERVICES	JIMMY JOHNS- TEAM MEAL	13 2900 610 2 517 001	\$237.04
30	CARD SERVICES	PAPA JOHNS- TEAM MEAL	13 2900 610 2 528 001	\$275.36
31	CARD SERVICES	HYVEE-3D PRINTER SUPPLIES	13 2900 610 2 503 001	\$14.97
32	CARD SERVICES	SUBWAY-FFA MEMBER MEAL	13 2900 610 2 276 001	\$45.06
33	CARD SERVICES	SIGNS.COM-SECURITY DESK	13 2900 610 2 503 001	\$99.72
34	CARD SERVICES	OLIVE GARDEN-STATE MEAL	13 2900 610 2 543 001	\$190.00
35	CARD SERVICES	OLIVE GARDEN-STATE MEAL	13 2900 610 2 558 001	\$222.10
36	CARD SERVICES	PANDA EXPRESS-TEAM MEAL	13 2900 610 2 558 001	\$187.00
37	CARD SERVICES	WALMART-STATE BREAKFAST	13 2900 610 2 543 001	\$43.04
38	CARD SERVICES	POWER MUSIC CHEER-MUSIC	13 2900 610 2 517 001	\$125.00
39	CARD SERVICES	UNL-MATH DAY REGISTRATION	13 2900 610 2 567 001	\$140.00

40	CARD SERVICES	AMAZON-MOBILE TV STAND	13 2900 610 2 544 001	\$76.49
41	CARD SERVICES	AMAZON-LED LIGHTS	13 2900 610 2 513 001	\$66.88
42	CARD SERVICES	VALENTINO'S-BANQUET MEAL	13 2900 610 2 558 001	\$516.25
43	CARD SERVICES	AMAZON-TOOLS TO UTILIZE MENTAL	13 2900 610 2 286 001	\$86.94
44	CARD SERVICES	AMAZON-INTRO TO PROGRAMMING	13 2900 610 2 277 001	\$318.50
45	CARD SERVICES	AMAZON-HAUNTED HALLWAY	13 2900 610 2 568 001	\$63.94
46	CARD SERVICES	AMAZON-HAUNTED HALLWAY	13 2900 610 2 568 001	\$193.17
47	CARD SERVICES	AMAZON-STUDENT BOOK	13 2900 610 2 579 001	\$16.99
48	CARD SERVICES	AMAZON-CAMERA CASE	13 2900 610 2 557 001	\$40.99
49	CARD SERVICES	AMAZON-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$45.99
50	CARD SERVICES	PIZZA RANCH-DISTRICT LAND	13 2900 610 2 276 001	\$316.86
51	CARD SERVICES	AMAZON-HOCO SUPPLIES	13 2900 610 2 517 001	\$12.49
52	CARD SERVICES	AMAZON-HOCO SUPPLIES	13 2900 610 2 556 001	\$12.50
53	CARD SERVICES	AMAZON-APPLY 2 COLLEGE	13 2900 610 2 266 001	\$338.58
54	CARD SERVICES	AMAZON-PUTTING TUTOR	13 2900 610 2 532 001	\$18.95
55	CARD SERVICES	AMAZON-MAKEUP SUPPLIES	13 2900 610 2 519 001	\$70.01
56	CARD SERVICES	STATE PRACTICE ROUND & STATE	13 2900 610 2 539 001	\$603.85
57	CARD SERVICES	AMAZON-WR ROOM SPEAKERS	13 2900 610 2 529 001	\$550.92
58	CARD SERVICES	AMAZON-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$424.24
59	CARD SERVICES	AMAZON-HAUNTED HALLWAY	13 2900 610 2 568 001	\$516.72
60	CARD SERVICES	FIREHOUSE-B.TENNIS MEAL	13 2900 610 2 529 001	\$300.00
61	CARD SERVICES	FIREHOUSE-B.TENNIS MEAL	13 2900 610 2 515 001	\$17.20
62	CARD SERVICES	ODDZ N ENDZ- ONE ACT SUPPLIES	13 2900 610 2 523 001	\$49.20
63	CARD SERVICES	HYVEE- HOT DOG BUNS	13 2900 610 2 502 001	\$11.45
64	CARD SERVICES	WALMART-OCTOBER EVENT SUPPLIES	13 2900 610 2 624 001	\$16.74
65	CARD SERVICES	WALMART-HAUNTED HALLWAY	13 2900 610 2 568 001	\$294.60
66	CARD SERVICES	GOODWILL-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$92.55
67	CARD SERVICES	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 558 001	\$103.50
68	CARD SERVICES	GOODWILL-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$75.30
69	CARD SERVICES	HOBBY LOBBY-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$12.48
70	CARD SERVICES	WALMART-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$73.56
71	CARD SERVICES	TOM KELLY'S PRO SHOP-SUPPLIES	13 2900 610 2 652 001	\$74.63
72	CARD SERVICES	PAPA JOHNS-TEAM MEAL	13 2900 610 2 231 001	\$242.71
73	CARD SERVICES	MENARDS-CUSTODIAL SUPPLIES	13 2900 610 2 503 001	\$17.28
74	CARD SERVICES	HYVEE-TEAM BREAKFAST	13 2900 610 2 528 001	\$213.24
75	CARD SERVICES	MATBOSS-STATISTICS PROGRAM	13 2900 610 2 652 001	\$599.00
76	CARD SERVICES	RAISING CANE'S-FB TEAM MEAL	13 2900 610 2 529 001	\$700.00
77	CARD SERVICES	RAISING CANE'S-FB TEAM MEAL	13 2900 610 2 528 001	\$68.60
78	CARD SERVICES	HYVEE-HAUNTED HALLWAY SUPPLIES	13 2900 610 2 568 001	\$109.41
79	CARD SERVICES	WALMART-HAUNTED HALLWAY	13 2900 610 2 568 001	\$71.76

80	CARD SERVICES	WALMART-HAUNTED HALLWAY	13 2900 610 2 568 001	\$77.53
81	CARD SERVICES	WALMART-DRAMA SUPPLIES	13 2900 610 2 519 001	\$235.20
82	CARD SERVICES	NFHS-HARTHOORN CERTIFICATION	13 2900 610 2 544 001	\$115.00
83	CARD SERVICES	ORIENTAL TRADING-HAUNTED	13 2900 610 2 568 001	\$211.72
84	CARD SERVICES	AMAZON-VET HOME CARD SUPPLIES	13 2900 610 2 614 001	\$48.96
85	CARD SERVICES	SICKIES-SUPERVISION MEAL	13 2900 610 2 543 001	\$55.00
86	CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$22.90
87	CARD SERVICES	ARBY'S-SUPERVISION MEAL	13 2900 610 2 539 001	\$14.48
88	CARD SERVICES	ARBY'S-SUPERVISION MEAL	13 2900 610 2 543 001	\$13.04
89	CARD SERVICES	RIVALS-SUPERVISION MEAL	13 2900 610 2 543 001	\$37.00
90	CARD SERVICES	HYVEE/SUBWAY-DISTRICTS	13 2900 610 2 539 001	\$270.47
91	CARD SERVICES	ARBY'S-SUPERVISION MEAL	13 2900 610 2 545 001	\$27.45
92	CARD SERVICES	OSCAR'S-SUPERVISION MEAL	13 2900 610 2 545 001	\$32.00
93	CARD SERVICES	NEBRASKA ALEWORKS-SUPERVISION	13 2900 610 2 537 001	\$37.00
94	CARD SERVICES	RESILITE-MAT GLUE & PAINT	13 2900 610 2 546 001	\$59.47
95	CARD SERVICES	RENEGADE-SENIOR AWARDS	13 2900 610 2 561 001	\$120.00
96	CARD SERVICES	WALMART-SENIOR AWARDS	13 2900 610 2 561 001	\$89.64
97	CARD SERVICES	MEGA CLINICS-GLAZIER CLINIC	13 2900 610 2 528 001	\$495.00
98	CARD SERVICES	GI PARKS & REC-INDOOR	13 2900 610 2 549 001	\$380.00
99	CARD SERVICES	HYVEE-WASHING SUPPLIES	13 2900 610 2 503 001	\$21.98
100	CARD SERVICES	CHICK FIL A- TEAM MEAL	13 2900 610 2 561 001	\$222.32
101	CARD SERVICES	VALENTINO'S-STATE TEAM MEAL	13 2900 610 2 279 001	\$149.50
102	CARD SERVICES	VALENTINO'S-STATE TEAM MEAL	13 2900 610 2 536 001	\$149.50
103	CARD SERVICES	NSAA-STUDENT PASSES FOR STATE	13 2900 610 2 231 001	\$36.50
104	CARD SERVICES	CHAMPION BRIEFS-NOV/DEC BRIEFS	13 2900 610 2 522 001	\$29.99
105	CARD SERVICES	HYVEE-APPLY 2 COLLEGE SUPPLIES	13 2900 610 2 266 001	\$220.86
106	CARD SERVICES	WALMART-STEPS TO COLLEGE	13 2900 610 2 266 001	\$61.10
107	CARD SERVICES	WALMART-APPLY2COLLEGE SUPPLIES	13 2900 610 2 266 001	\$378.71
108	CARD SERVICES	UNO COACH CLINIC REGISTRATION	13 2900 610 2 513 001	\$40.00
109	CARD SERVICES	UNO COACH CLINIC REFUND	13 2900 610 2 513 001	-\$40.00
110	CARD SERVICES	SUPREME HOOPS-OSA TOURNEY	13 2900 610 2 513 001	\$721.93
111	CARD SERVICES	SUPREME HOOPS-HOLIDAY HOOPS	13 2900 610 2 513 001	\$495.35
112	CARD SERVICES	SUPREME HOOPS-ICEBREAKER &	13 2900 610 2 513 001	\$1,320.28
113	CARD SERVICES	UDA-REGISTRATION DEPOSIT	13 2900 610 2 556 001	\$150.00
114	CARD SERVICES	CHILI'S-STATE TEAM MEAL	13 2900 610 2 534 001	\$165.00
115	CARD SERVICES	HYVEE-MTG SUPPLIES	13 2900 610 2 615 001	\$28.97
116	CARD SERVICES	SUBWAY-TEAM MEAL	13 2900 610 2 231 001	\$175.50
117	CARD SERVICES	FORENSIC FILES-NOV/DEC FILES	13 2900 610 2 522 001	\$35.00
118	CARD SERVICES	DQ-TEAM MEAL	13 2900 610 2 539 001	\$35.03
119	CASH	11/11 DEBATE CONCESSION	13 2900 610 2 501 001	\$420.00

120	CASH	11/16 UNIFIED BOWLING GATE	13 2900 610 2 501 001	\$400.00
121	CASH	11/16 ONE ACT GATE	13 2900 610 2 501 001	\$600.00
122	CASH	11/18 CIRCLE OF FRIENDS	13 2900 610 2 501 001	\$420.00
123	CASH	11/30 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
124	CASH	11/30 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$600.00
125	CASH	12/1 BOWLING GATE	13 2900 610 2 501 001	\$400.00
126	CASH	12/6 STATE ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
127	CHESTERMAN COMPANY	CONCESSION COCA COLA	13 2900 610 2 502 001	\$124.01
128	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$125.14
129	CREIGHTON HIGH SCHOOL	12/2 ENTRY FEE	13 2900 610 2 546 001	\$250.00
130	CUSTOM SPORTS	YOUTH SHIRTS	13 2900 610 2 547 001	\$1,056.00
131	DAKTRONICS, INC	BASKETBALL SCOREBOARD REPAIR	13 2900 610 2 597 001	\$2,413.75
132	DEDERMAN, HEATHER	JR CAMP OVER PAYMENT REFUND	13 2900 610 2 547 001	\$5.00
133	DIGITAL DREAMS	SENIOR BANNERS & POSTERS	13 2900 610 2 517 001	\$495.00
134	EDUCATORS RISING NE	UNK EXPO REGISTRATION	13 2900 610 2 285 001	\$80.00
135	EHRISMAN, REID	11/30 OFFICIAL	13 2900 610 2 538 001	\$60.00
136	EHRISMAN, REID	11/30 OFFICIAL	13 2900 610 2 531 001	\$60.00
137	FREMONT SENIOR HIGH SCHOOL	12/1 ENTRY FEE	13 2900 610 2 546 001	\$150.00
138	FREMONT SENIOR HIGH SCHOOL	12/1 ENTRY FEE	13 2900 610 2 650 001	\$150.00
139	GEIGER, NICOLETTE	11/11 JUDGE	13 2900 610 2 553 001	\$75.00
140	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$644.00
141	GODFATHERS PIZZA NORFOLK	APPLY TO COLLEGE INCENTIVE	13 2900 610 2 266 001	\$332.00
142	GRUBB, DILLON	11/18 DEBATE JUDGE	13 2900 610 2 522 001	\$75.00
143	HASTINGS HIGH SCHOOL	12/2 ENTRY FEE	13 2900 610 2 544 001	\$160.00
144	HEARTLAND ATHLETIC CONFERENCE	10/18 DISTRICT VB	13 2900 610 2 545 001	\$407.00
145	HRABIK, LUCAS	11/4 ONE ACT JUDGE	13 2900 610 2 523 001	\$200.00
146	HRABIK, LUCAS	ONE ACT JUDGE MILEAGE	13 2900 610 2 523 001	\$127.07
147	INTERNATIONAL E-Z UP, INC	TENNIS E-Z UP	13 2900 610 2 529 001	\$660.65
148	KNUDSEN, AUBREY	JR CAMP OVER PAYMENT REFUND	13 2900 610 2 547 001	\$5.00
149	KRAUSE, SYDNEY	11/11 JUDGE	13 2900 610 2 553 001	\$35.00
150	LAMBERT, ALLISON	11/11 JUDGE	13 2900 610 2 553 001	\$75.00
151	LINCOLN PIUS X HIGH SCHOOL	11/17 SPEECH ENTRY FEE	13 2900 610 2 522 001	\$120.00
152	LINCOLN SOUTHWEST HIGH SCHOOL	11/4 DEBATE ENTRY FEE	13 2900 610 2 522 001	\$135.00
153	LOVE SIGNS, INC	RECORD BOARD UPDATES	13 2900 610 2 529 001	\$100.00
154	MAHASKA	CONCESSION POPCORN	13 2900 610 2 502 001	\$180.00
155	MALCOLM YOUTH SPORTS ASSOCIATION	YOUTH TEAM REGISTRATION	13 2900 610 2 513 001	\$120.00
156	MARATHON PRESS INC	WINTER ACTIVITY POSTERS	13 2900 610 2 597 001	\$216.00

157	MASCHMAN, GREG	11/30 OFFICIAL	13 2900 610 2 538 001	\$85.00
158	MASCHMAN, GREG	11/30 OFFICIAL	13 2900 610 2 531 001	\$85.00
159	MAYTUM, TAMRA	11/4 ONE ACT JUDGE	13 2900 610 2 523 001	\$200.00
160	MAYTUM, TAMRA	ONE ACT JUDGE MILEAGE	13 2900 610 2 523 001	\$107.42
161	MERCHANT, KAITLYN	SHEIN APPAREL REIMB-USED OWN	13 2900 610 2 556 001	\$562.39
162	MILLARD NORTH HIGH SCHOOL	11/4 ENTRY FEE	13 2900 610 2 522 001	\$72.00
163	MILLARD SOUTH HIGH SCHOOL	11/18 DEBATE ENTRY FEE	13 2900 610 2 522 001	\$160.00
164	NATIONAL FFA ORGANIZATION	JACKETS/SCARVES/TIES	13 2900 610 2 276 001	\$272.00
165	NAVA, TANYA	11/11 JUDGE	13 2900 610 2 553 001	\$35.00
166	NEBRASKA COACHES ASSOCIATION	STATE REGISTRATION	13 2900 610 2 517 001	\$410.00
167	NEBRASKA COACHES ASSOCIATION	STATE REGISTRATION	13 2900 610 2 556 001	\$370.00
168	NHS THEATRE BOOSTERS	11/4 ONE ACT CONCESSION	13 2900 610 2 502 001	\$362.20
169	NORTHWEST HIGH SCHOOL	11/11 ENTRY FEE	13 2900 610 2 616 001	\$150.00
170	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 277 001	\$79.70
171	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 232 001	\$168.33
172	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 626 001	\$41.96
173	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 575 001	\$461.78
174	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 586 001	\$1,126.33
175	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 272 001	\$224.69
176	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 597 001	\$202.64
177	NPS GENERAL FUND	23/24 CENTRAL SUPPLY	13 2900 610 2 587 001	\$105.36
178	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 502 001	\$223.94
179	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 537 001	\$2,956.30
180	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 545 001	\$3,878.58
181	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 543 001	\$338.32
182	NPS-JUNIOR HIGH SCHOOL	YANKTON JH CC ENTRY FEE	13 2900 610 2 598 001	\$50.00
183	NPS-JUNIOR HIGH SCHOOL	OMAHA CENTRAL CC ENTRY FEE	13 2900 610 2 598 001	\$50.00
184	PRATT CORRUGATED HOLDINGS, INC.	BOXES	13 2900 610 2 276 001	\$830.75
185	QUILL CORPORATION	OFFICE SUPPLIES	13 2900 610 2 503 001	\$27.75
186	SCHMIDT, JASON	11/30 OFFICIAL	13 2900 610 2 531 001	\$60.00
187	SCHMIDT, JASON	11/30 OFFICIAL	13 2900 610 2 538 001	\$60.00
188	SCHULZ, DIAMOND	11/11 JUDGE	13 2900 610 2 553 001	\$75.00
189	SCHULZ, DIAMOND	11/4 JUDGE	13 2900 610 2 522 001	\$75.00
190	SHERER, CHARLES	23/24 WR ASSIGNER	13 2900 610 2 546 001	\$200.00
191	SNORTON, JUSTIN	11/30 OFFICIAL	13 2900 610 2 531 001	\$60.00
192	SNORTON, JUSTIN	11/30 OFFICIAL	13 2900 610 2 538 001	\$60.00
193	STADIUM SPORTS	INDOOR SOCCER SHIRTS	13 2900 610 2 549 001	\$180.00

194	STADIUM SPORTS	MANHANDLER SHIRTS	13 2900 610 2 528 001	\$433.00
195	STADIUM SPORTS	ONE ACT APPAREL	13 2900 610 2 519 001	\$450.00
196	SUKUP, AMANDA	REFUND FOR LIBRARY BOOKS	13 2900 610 2 579 001	\$37.66
197	TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$51.75
198	TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$95.50
199	VITALES KADLEC, TANIA	11/18 DEBATE JUDGE	13 2900 610 2 522 001	\$75.00
200	VOLQUARDSEN, GAILEN	11/4 ONE ACT JUDGE	13 2900 610 2 523 001	\$200.00
201	WALMSLEY, LYNN	NATIONALS CONCERT SERIES	13 2900 610 2 276 001	\$300.00
202	WEIS, PAYTON	11/11 JUDGE	13 2900 610 2 553 001	\$75.00
203	WEIS, PAYTON	11/4 JUDGE	13 2900 610 2 553 001	\$100.00
204	WESTERHOLT, TANNER	11/30 OFFICIAL	13 2900 610 2 538 001	\$85.00
205	WESTERHOLT, TANNER	11/30 OFFICIAL	13 2900 610 2 531 001	\$85.00
206	WILDCAT LANES	11/14 ENTRY FEE	13 2900 610 2 616 001	\$60.00
207	WINNERS CIRCLE	11/4 AWARDS	13 2900 610 2 616 001	\$288.65
208	WINNERS CIRCLE	11/5 AWARDS	13 2900 610 2 616 001	\$88.00
209	WINNERS CIRCLE	INVITE AWARDS	13 2900 610 2 553 001	\$16.72
210	WURDINGER, BREANNA	STATE CHEER CHOREO	13 2900 610 2 517 001	\$500.00
211	WYHE'S CHOICE FUNDRAISING	BUTTERBRAIDS FUNDRAISER	13 2900 610 2 517 001	\$1,530.50
212	YOUNG, MOLLIE	11/4 ONE ACT JUDGE	13 2900 610 2 523 001	\$200.00
213	YOUNG, MOLLIE	11/4 ONE ACT JUDGE	13 2900 610 2 523 001	\$31.44
214	<b>GRAND TOTAL</b>			<b>\$56,608.78</b>

<b>NOVEMBER 2023 JUNIOR HIGH ACTIVITY FUND EXPENDITURES</b>				
1	AGPARTS WORLDWIDE, INC	CAMERA AND CABLE	14 2900 610 2 842 002	\$61.65
2	BLAIR COMMUNITY SCHOOLS	SHOW CHOIR WORKSHOP	14 2900 610 2 875 002	\$200.00
3	BSN SPORTS,	COACHING SUPPLIES	14 2900 610 2 848 002	\$45.41
4	BSN SPORTS,	COACHING SUPPLIES	14 2900 610 2 848 002	\$82.60
5	CARD SERVICES	RED RIBBON WK SUPPLIES	14 2900 610 2 876 002	\$39.05
6	CARD SERVICES	FOOTBALL STORAGE #24	14 2900 610 2 846 002	\$24.17
7	CARD SERVICES	STUDENT COUNCIL SUPPLIES #24	14 2900 610 2 867 002	\$34.11
8	CARD SERVICES	STUDENT COUNCIL SUPPLIES #24	14 2900 610 2 867 002	\$37.27
9	CARD SERVICES	WRESTLING SUPPLIES #24	14 2900 610 2 850 002	\$348.54
10	CARD SERVICES	WRESTLING SUPPLIES #24	14 2900 610 2 650 002	\$348.54
11	CARD SERVICES	VOLLEYBALL TOURNAMENT	14 2900 610 2 847 002	\$159.76
12	CARD SERVICES	REGISTRATIONS #24	14 2900 610 2 861 002	\$315.00
13	CARD SERVICES	AUDITION FEES #24	14 2900 610 2 861 002	\$60.00
14	CARD SERVICES	VOLLEYBALL AWARDS #24	14 2900 610 2 847 002	\$30.38
15	CARD SERVICES	PT CONFERENCES SUPPLIES #24	14 2900 610 2 832 002	\$204.38
16	CARD SERVICES	PT CONFERENCE SUPPLIES #24	14 2900 610 2 832 002	\$100.80
17	CARD SERVICES	PT CONFERENCE SUPPLIES #24	14 2900 610 2 832 002	\$10.72
18	CARD SERVICES	HOSPITALITY VBALL TOURNAMENT	14 2900 610 2 847 002	\$35.02
19	CARD SERVICES	HOSPITALITY VBALL TOURNAMENT	14 2900 610 2 840 002	\$13.47
20	CARD SERVICES	HOSPITALITY VBALL TOURNAMENT	14 2900 610 2 835 002	\$4.94
21	CARD SERVICES	STUDENT COUNCIL SUPPLIES #24	14 2900 610 2 867 002	\$15.44
22	CARD SERVICES	PT CONFERENCE SUPPLIES #24	14 2900 610 2 832 002	\$180.00
23	CARD SERVICES	PT CONFERENCE SUPPLIES #24	14 2900 610 2 832 002	\$98.52
24	CARD SERVICES	PANTHER PANTRY SUPPLIES #24	14 2900 610 2 830 002	\$8.74
25	CARD SERVICES	PANTHER PANTRY SUPPLIES #24	14 2900 610 2 830 002	\$77.09
26	CARD SERVICES	ATHLETE SUPPLIES #24	14 2900 610 2 845 002	\$11.94
27	CARD SERVICES	CONCESSION SUPPLIES #24	14 2900 610 2 835 002	\$8.90
28	CARD SERVICES	FANATICS SUBSCRIPTION #24	14 2900 610 2 834 002	\$200.00
29	CARSTENS, ETHAN	WRESTLING OFFICIAL 11/9	14 2900 610 2 850 002	\$150.00
30	CASH-WA DISTRIBUTING	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$577.49
31	CHESTERMAN COMPANY	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$262.05
32	CHESTERMAN COMPANY	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$383.80
33	COOLEY, STEVEN	WRESTLING OFFICIAL 11/9	14 2900 610 2 850 002	\$150.00

34	COOLEY, STEVEN	OFFICIAL PAY WRESTLING DUEL	14 2900 610 2 850 002	\$150.00
35	GRAND ISLAND PUBLIC SCHOOLS	WRESTLING MEET	14 2900 610 2 850 002	\$270.00
36	HAUFF MID AMERICA SPORTS	GAME BALLS	14 2900 610 2 848 002	\$99.99
37	HAUFF MID AMERICA SPORTS	GAME BALLS	14 2900 610 2 849 002	\$99.99
38	J W PEPPER, INC	SHOW CHOIR SUPPLIES	14 2900 610 2 875 002	\$23.00
39	MOORE, KAMARI	OFFICIAL PAY 11/14 IM GBB	14 2900 610 2 849 002	\$50.00
40	MOORE, KAMARI	IM G BBALL 11/20 OFFICIAL PAY	14 2900 610 2 849 002	\$50.00
41	MOORE, KAMARI	OFFICIAL PAY 11/27 IM G BB	14 2900 610 2 849 002	\$50.00
42	NPS GENERAL FUND	AUG-SEPT ACTIVITY WORKERS	14 2900 610 2 835 002	\$457.68
43	NPS GENERAL FUND	AUG-SEPT ACTIVITY WORKERS	14 2900 610 2 846 002	\$345.54
44	NPS GENERAL FUND	AUG-SEPT ACTIVITY WORKERS	14 2900 610 2 847 002	\$267.65
45	SNORTON, JUSTIN	IM G B B 11/7	14 2900 610 2 849 002	\$50.00
46	SNORTON, JUSTIN	OFFICIAL PAY IM GBB 11/14	14 2900 610 2 849 002	\$50.00
47	SNORTON, JUSTIN	OFFICIAL PAY 7/8 G BBALL 11/21	14 2900 610 2 849 002	\$80.00
48	SNORTON, JUSTIN	OFFICIAL PAY IM G BB 12/5	14 2900 610 2 849 002	\$50.00
49	SNORTON, JUSTIN	OFFICIAL PAY 8TH GBB 11/28	14 2900 610 2 849 002	\$80.00
50	SNORTON, JUSTIN	OFFICIAL PAY 11/27 IM G BB	14 2900 610 2 849 002	\$50.00
51	STADIUM SPORTS	STAFF SHIRTS	14 2900 610 2 840 002	\$163.00
52	STEPANEK, NEAL	WRESTLING OFFICIAL 11/9	14 2900 610 2 850 002	\$150.00
53	STEPANEK, NEAL	WRESTING DUAL OFFICIAL PAY	14 2900 610 2 850 002	\$150.00
54	WAYNE JUNIOR HIGH SCHOOL	WRESTLING INVITE	14 2900 610 2 850 002	\$125.00
55	<b>GRAND TOTAL</b>			<b>\$7,091.63</b>

<b>NOVEMBER 2023 SUBSIDIARY EXPENDITURES</b>				
1	AGPARTS WORLDWIDE, INC	CAMERAS AND PARTS	05 2900 610 0 040 000	\$99.50
2	BECKER'S SCHOOL SUPPLIES	FOUNDATION-OUTDOOR CLASSROOM	05 2900 610 0 089 000	\$1,530.62
3	BECKER'S SCHOOL SUPPLIES	FOUNDATION-OUTDOOR CLASSROOM	05 2900 610 0 089 000	\$30.59
4	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 038 000	\$93.15
5	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 038 000	\$340.15
6	CARD SERVICES	PANTER PANTRY GRANT #13	05 2900 610 0 040 000	\$181.96
7	CARD SERVICES	MUSIC #13	05 2900 610 0 040 000	\$126.49
8	CARD SERVICES	BAND GRANT #13	05 2900 610 0 040 000	\$225.75
9	CARD SERVICES	DREHER GRANT #13	05 2900 610 0 040 000	\$385.41
10	CARD SERVICES	PANTHER PANTRY SUPPLIES #13	05 2900 610 0 040 000	\$57.03
11	CARD SERVICES	SKIFF GRANT #13	05 2900 610 0 040 000	\$16.50
12	CARD SERVICES	TEACHER CONFERENCE SUPPLIES	05 2900 610 0 043 000	\$298.44
13	CARD SERVICES	COFFEE #20	05 2900 610 0 050 000	\$119.96
14	CARD SERVICES	SENSORY LIGHT OUTREACH GRANT	05 2900 610 0 058 000	\$298.54
15	CARD SERVICES	OUTREACH GRANT #6	05 2900 610 0 058 000	\$399.89
16	CARD SERVICES	PRIME TIME CATERING #15	05 2900 610 0 061 000	\$507.01
17	CARD SERVICES	STUDENT SUPPLIES #9	05 2900 610 0 063 000	\$109.71
18	CARD SERVICES	MINI PROJECTORS #9	05 2900 610 0 063 000	\$119.98
19	CARD SERVICES	ONE SCHOOL, ONE BOOK #14	05 2900 610 0 069 000	\$210.94
20	CARD SERVICES	ONE SCHOOL, ONE BOOK #14	05 2900 610 0 069 000	\$529.65
21	CARD SERVICES	SAT LUNCHESES #12	05 2900 610 0 073 000	\$54.57
22	CARD SERVICES	STUDENT SUPPLIES #12	05 2900 610 0 073 000	\$75.95
23	CARD SERVICES	PAINT #12	05 2900 610 0 073 000	\$96.44
24	CARD SERVICES	FUN RUN PRIZES #12	05 2900 610 0 073 000	\$72.72
25	CARD SERVICES	ALBRECHT GRANT #3	05 2900 610 0 076 000	\$136.19
26	CARD SERVICES	SCHOOL SUPPLIES #3	05 2900 610 0 076 000	\$21.99
27	CARD SERVICES	ONE BOOK ONE SCHOOL #3	05 2900 610 0 076 000	\$23.97
28	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 093 000	\$41.56
29	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 093 000	\$19.99
30	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 093 000	\$5.46
31	CARD SERVICES	MTSS SUMMIT MEAL #9	05 2900 610 0 095 000	\$164.46
32	CARD SERVICES	MTSS SUMMIT MEAL #9	05 2900 610 0 095 000	\$75.00
33	CARD SERVICES	PBIS LUNCH #19	05 2900 610 0 095 000	\$320.00

34	CARD SERVICES	MTSS SUMMIT MEAL #2	05 2900 610 0 095 000	\$69.57
35	CHESTERMAN COMPANY	VENDING MACHINE PRODUCTS	05 2900 610 0 043 000	\$204.80
36	KING'S LANES	BOWLING LINEAGE FOR AFTERSHOCK	05 2900 610 0 038 000	\$185.21
37	LAKESHORE LEARNING MATERIALS	FOUNDATION-OUTDOOR CLASSROOM	05 2900 610 0 089 000	\$10,301.93
38	MADISON NATIONAL LIFE INSURANCE CO	NOV2023 RETIREE LIFE INSUR	05 2900 610 0 090 000	\$486.72
39	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$53.66
40	NPS GENERAL FUND	K.BASSETT NOV23 PAYROLL	05 2900 610 0 038 000	\$1,001.96
41	NPS GENERAL FUND	WELLNESS COMMITTEE MTG	05 2900 610 0 060 000	\$411.21
42	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$23.65
43	SCHOLASTIC BOOK FAIRS - 8	BOOK FAIR	05 2900 610 0 044 000	\$1,658.13
44	STADIUM SPORTS	BE OUTSTANDING T-SHIRTS	05 2900 610 0 050 000	\$500.24
45	STADIUM SPORTS	BE OUTSTANDING T-SHIRTS	05 2900 610 0 050 000	\$101.00
46	STADIUM SPORTS	BE OUTSTANDING T-SHIRTS	05 2900 610 0 057 000	\$46.76
47	STADIUM SPORTS	BE OUTSTANDING T-SHIRTS	05 2900 610 0 057 000	\$307.00
48	TEECO INC	WATER JUGS	05 2900 610 0 050 000	\$33.00
49	TEECO INC	RENTAL/LEASE PUMP, COOLER,	05 2900 610 0 050 000	\$49.00
50	TEECO INC	WATER FILTERS AND SUPPLIES	05 2900 610 0 073 000	\$241.50
51	WASHINGTON PAVILLION OF ARTS	SCIENCE DAY PRESENTER	05 2900 610 0 076 000	\$1,200.00
52	WAYNE STATE COLLEGE	AUDITION FEE	05 2900 610 0 045 000	\$65.00
53	WEST MUSIC COMPANY	REORDERS	05 2900 610 0 058 000	\$274.50
54	WEST MUSIC COMPANY	REORDERS	05 2900 610 0 058 000	\$27.45
55	WEST MUSIC COMPANY	REORDERS	05 2900 610 0 058 000	\$5.49
56	WEST MUSIC COMPANY	MUSIC PLAYNG CARDS	05 2900 610 0 058 000	\$29.97
57	<b>GRAND TOTAL</b>			<b>\$24,067.32</b>

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

Fund/Account	2023-2024 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,778,986.53	\$12,100.38	\$719,200.00	\$1,071,886.91
SPECIAL BUILDING FUND (3)	\$6,961,317.40	\$31,860.12	\$36,404.75	\$6,956,772.77
DEPRECIATION RESERVE FUND (3)	\$6,973,631.53	\$16,789.26	\$444,600.00	\$6,545,820.79
ACTIVITIES ACCOUNT (2)	\$678,920.59	\$67,876.70	\$63,700.41	\$683,096.88
SUBSIDIARY ACCOUNT (2)	\$333,148.12	\$77,408.07	\$59,823.16	\$350,733.03
GENERAL FUND (1)	\$16,381,252.24	\$1,683,164.69	4,864,716.15	\$13,199,700.78
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,137,151.04	\$4,137,151.04	\$5,705.78
SCHOOL LUNCH FUND (2)	\$1,255,557.27	\$328,266.66	\$746,844.62	\$836,979.31
BOND FUND (3)	\$1,121,906.13	\$3,533.41	\$0.00	\$1,125,439.54
COOPERATIVE FUND (2)	\$386,376.07	\$4,755.24	\$4,599.69	\$386,531.62
EMPLOYEE BENEFIT FUND (2)	\$3,951.36	\$8.98	\$0.00	\$3,960.34
ATHLETIC FIELD COOPERATIVE FUND (2)	\$500,127.58	\$12,837.47	\$0.00	\$512,965.05
CONVENIENCE FEE FUND (2)	\$13,843.26	\$245.54	\$44.13	\$14,044.67
STUDENT FEE FUND (2)	\$450,606.17	\$3,651.50	\$5,904.29	\$448,353.38
<b>TOTAL ALL FUNDS</b>	<b>\$36,845,330.03</b>	<b>\$6,379,649.06</b>	<b>\$11,082,988.24</b>	<b>\$32,141,990.85</b>
<b>BALANCES CLASSIFIED BY DEPOSITORY</b>				
(1) BANK FIRST				\$13,199,700.78
(2) ELKHORN VALLEY BANK				\$4,314,256.97
(3) MIDWEST BANK				\$14,628,033.10
<b>TOTAL BALANCES</b>				<b>\$32,141,990.85</b>

# Supt Report for the 12-11-2023 Board Meeting

## ACT (National Senior High Level Achievement Data):

The ACT scores of NPS' graduating class of 2023 showed increases in all areas tested—even though ACT scores across the state and nation showed decreases. Norfolk Public Schools' ACT scores were above the state average in English, Reading, Science, and Composite. We were 0.1 points below the Nebraska average in Reading.

Year	ACT English		ACT Math		ACT Reading		ACT Science		ACT Composite		
	NPS	Neb	NPS	Neb	NPS	Neb	NPS	Neb	NPS	Neb	Nat'l
2022	17.5	18.6	18.5	19.1	18.2	19.8	18.5	19.6	18.3	19.4	18.7
2023	18.7	18.3	18.8	18.9	19.6	19.5	19.5	19.4	19.3	19.2	18.4
Diff.	+1.2	-0.3	+0.3	-0.2	+0.4	-0.3	+1.0	-0.2	+1.0	-0.2	-0.3

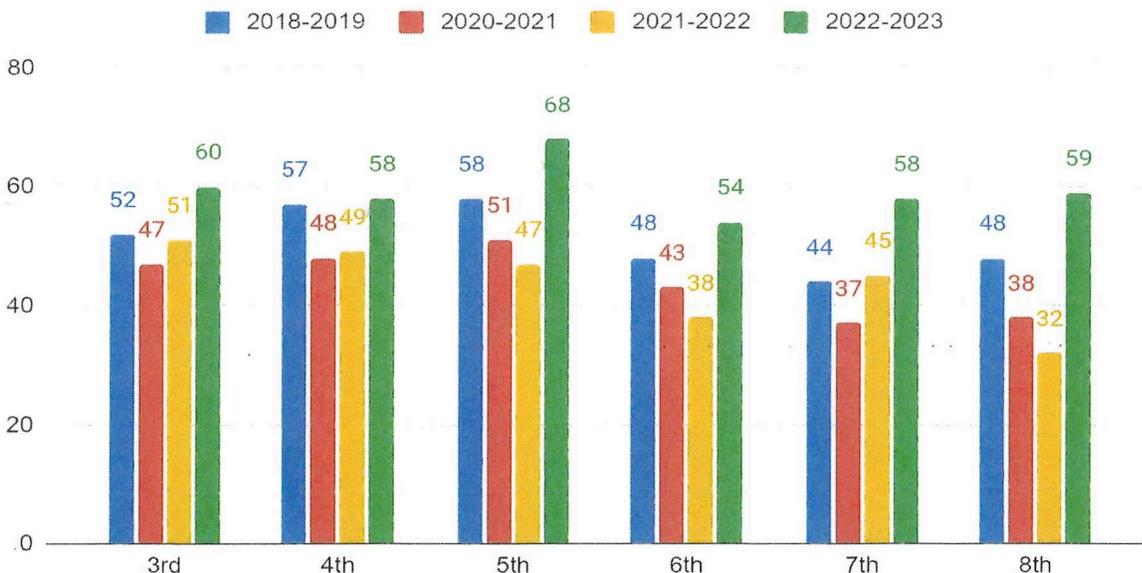
Note: National Data is based upon the 15 states that test at least 90% of their students.

## NSCAS (State Elementary-Junior High Level Achievement Data):

Norfolk Public Schools' NSCAS data indicates that we have made strong growth and are now performing above pre-pandemic levels in most areas.

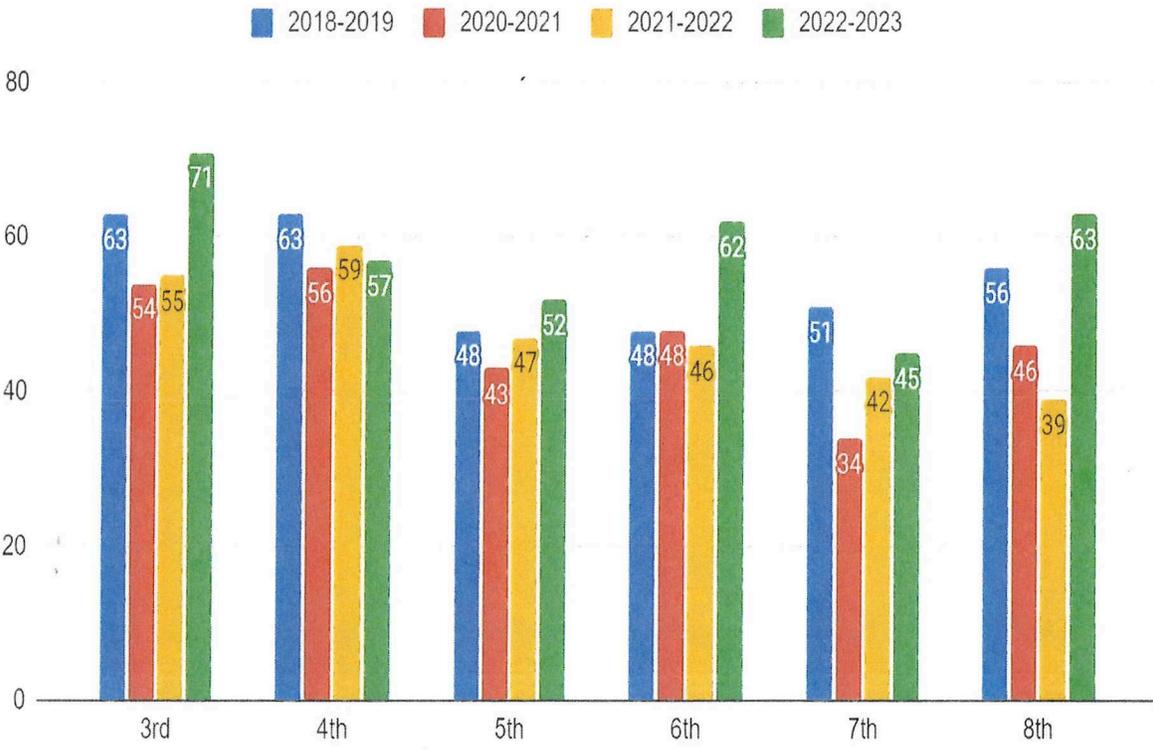
**All grade levels are now above pre-pandemic levels in math.**

NSCAS Math Pre-pandemic (2019) to Today (2023)



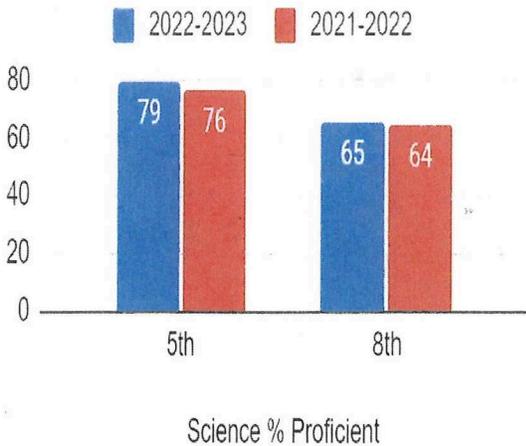
**Grades 3,5,6, and 8 scored above pre-pandemic levels in English-Language Arts.**

NSCAS English-Language Arts Pre-pandemic (2019) to Today (2023)



Due to changes in the assessment, only two years worth of data is available for NSCAS Science. However, our scores show increases in both grades tested (5th and 8th grade.)

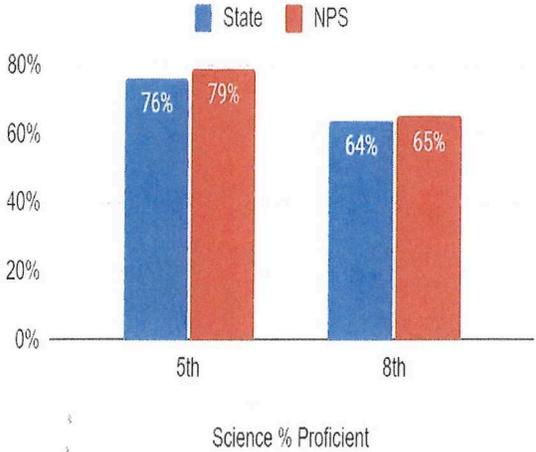
NPS 5th and 8th Science



**NPS Comparison to State:**

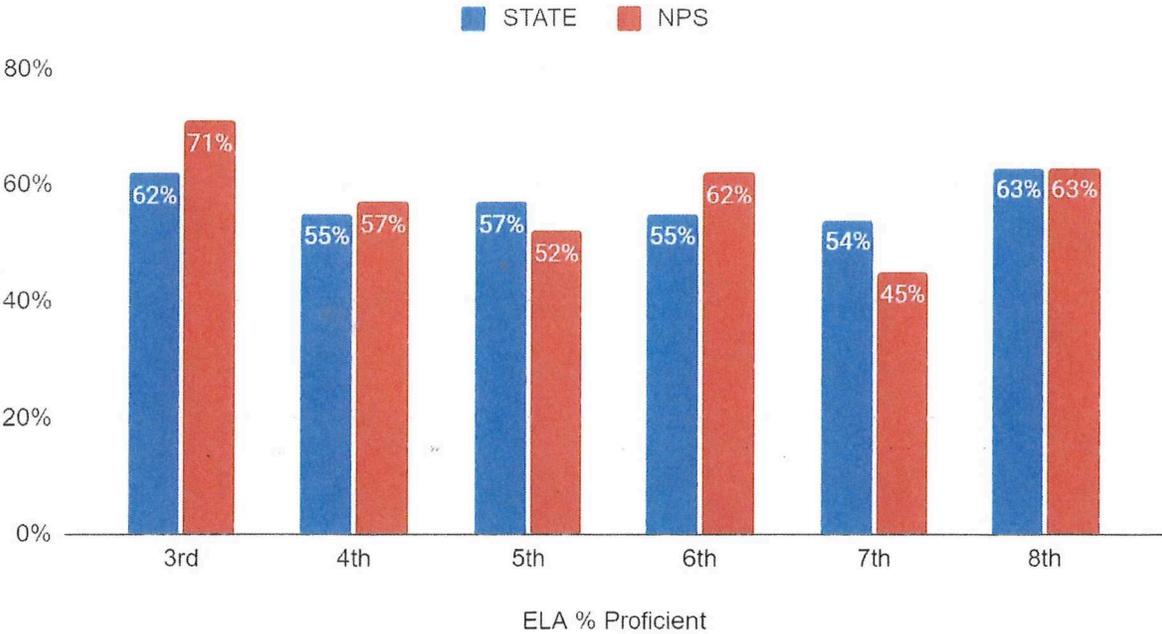
**Our NSCAS Science Scores also show that we scored above the state average in both grade levels.**

22-23 Science State and NPS Comparison



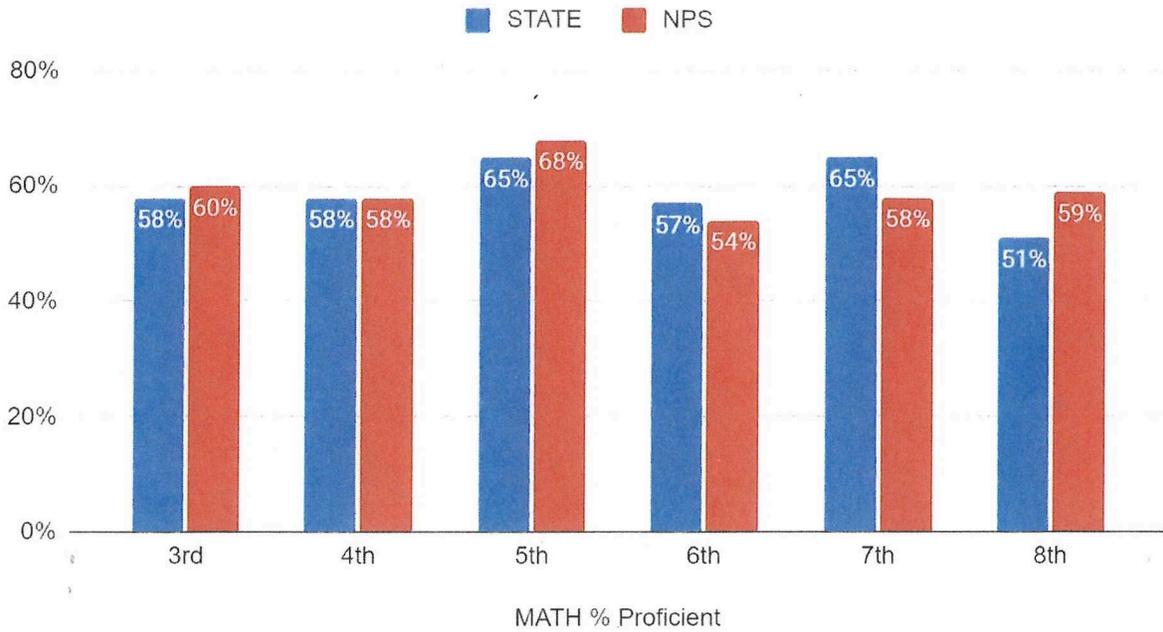
**We scored at or above the State average for English-Language Arts in grades 3,4,6, & 8.**

2022-23 NSCAS Comparison to State Average



We scored above the state average in math in grades 3,4,5, & 8.

### 2022-2023 NSCAS Comparison to the State Average

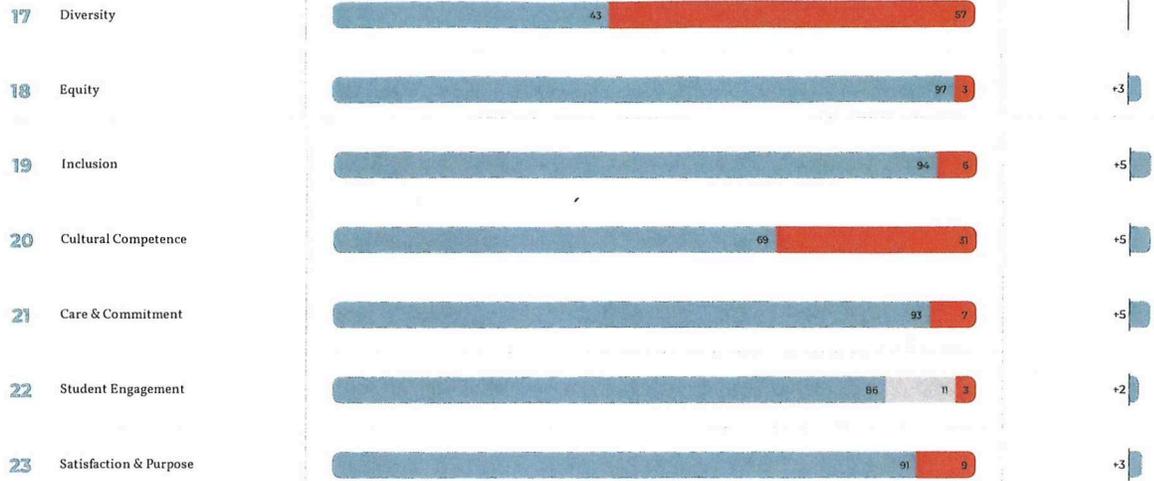


**Our goal is to continuously improve our achievement scores and, ultimately, score above the state in all areas. Mr. Wilson and Mrs. Nelson shared our action plans earlier tonight to help us achieve this.**

## Upbeat Staff Survey Results

All PK-12 faculty (certified staff) were encouraged to participate in an anonymous third-party survey regarding their engagement and satisfaction with their employment at NPS. 312 staff members (92%) completed the survey. I am happy to share that our Fall 2022 to Fall 2023 scores showed improvement in all areas (as a district) except diversity (which stayed the same). Scores that grew by 5% or more included: parent/teacher communication, professional development, autonomy, principal/teacher trust, instructional leadership, appreciation, collaboration, work/life balance, self-efficacy, teacher voice & leadership, recruitment, hiring & onboarding, compensation & career path, belonging & wellbeing, inclusion, cultural competence, and care & commitment.





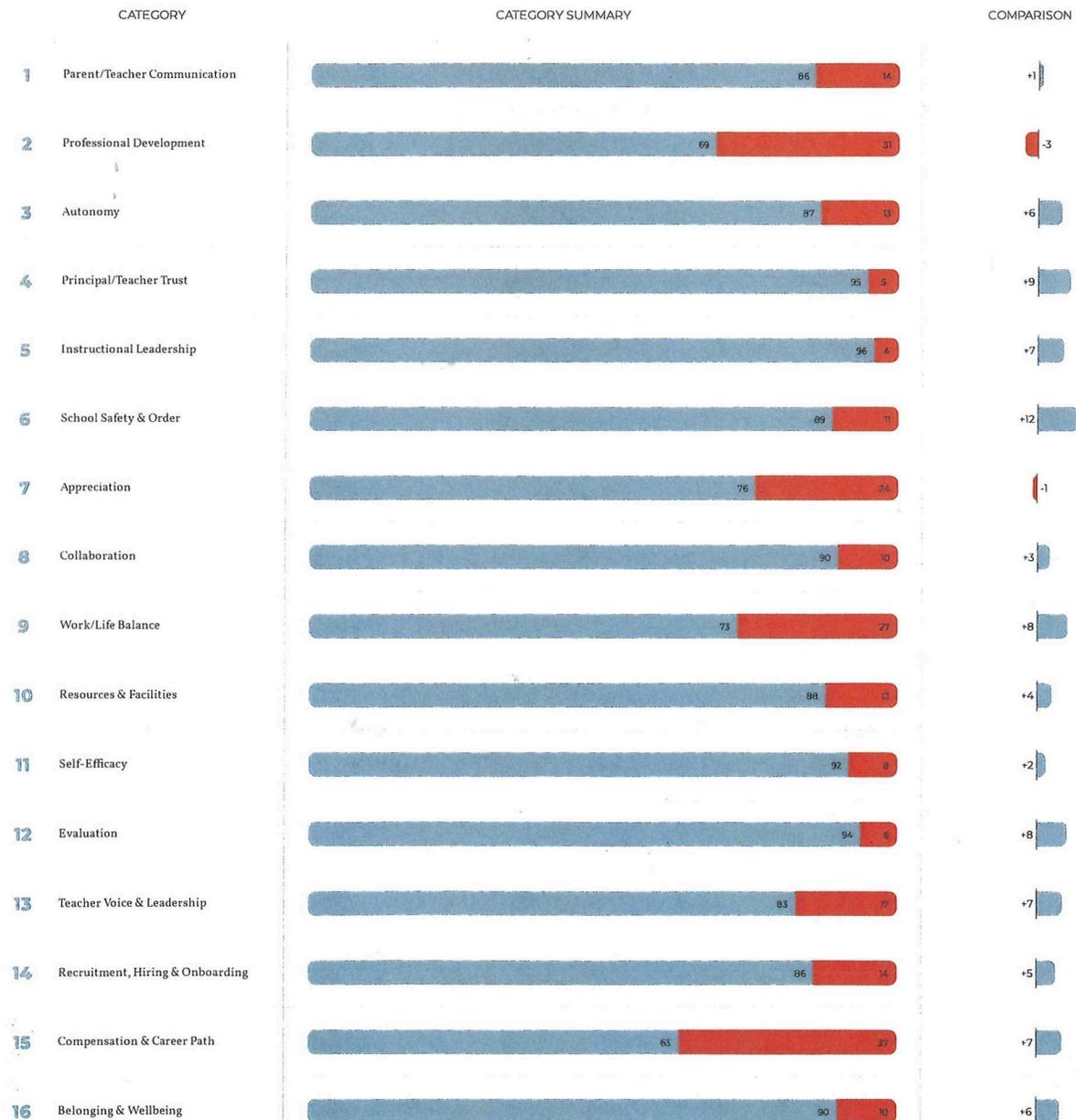
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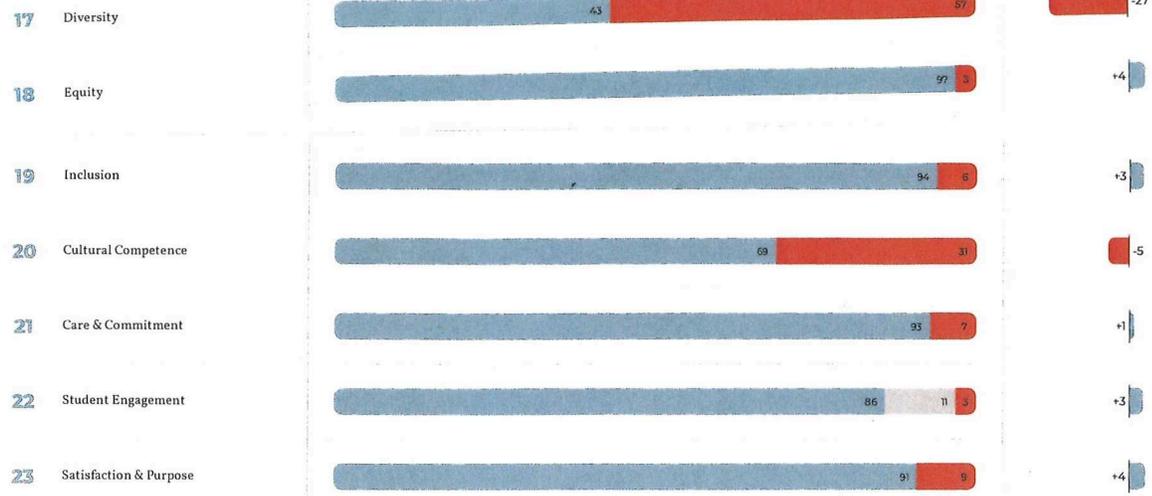
1

Norfolk Public Schools also scored above the national average (Upbeat Global Cluster) as a whole. Areas where we scored 5% or more above the national average include: autonomy, principal/teacher trust, instructional leadership, school safety & order, work/life balance, evaluation, teacher voice & leadership, recruitment, hiring & onboarding, compensation & career path, and belonging & well being. The areas where we scored below the national average were professional development, appreciation, diversity, and cultural competence...and, as noted previously, we improved in all of these areas except diversity. Our staff is not as diverse as our student population.



Results by Question Category ■ % Positive ■ % Neutral ■ % Negative





**Policy Committee Meeting**  
Wednesday December 6, 2023  
8:30 AM  
NPS Central Administration Building

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

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

1. Policies section scheduled for review - 4013-4027 Related to Personnel
  - 4013 Personnel Files - no changes
  - 4014 Receiving Agents, Salespersons, and Other Business Representatives
    - Wording changed from school 'annual' to 'yearbook'
    - Removed 'class insignia'
  - 4015 Unauthorized Purchases - no changes
  - 4016 Use of School Facilities and Equipment by School Employees - no changes
  - 4017 Activity Passes
    - Remove the last sentence. Any policy may have additional administrative rules, not just this one
  - 4018 Community Relations – Political Activity
    - Updated to include logos
  - 4019 Fair Labor Standards Act (Minimum Wage and Overtime)
    - Updated to include 'PM' on time
  - 4020 Shredding Consumer Reports - no changes
  - 4021 Social Security Numbers- no changes
  - 4022 Military and Family Military Leave - no changes
  - 4023 Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints - no changes
  - 4024 Wage and Deduction Information - no changes
  - 4025 Professional Boundaries Between Employees and Students
    - Discussion over teacher's classroom libraries and appropriate materials. This does not pertain to this policy, but is addressed via our curriculum policies. No changes.
    - Change 'or' to 'and' to include parent and school administrator
    - Change Twitter to Facebook and Snapchat
  - 4026 Prohibition on Aiding and Abetting Sexual Abuse - no changes
  - 4027 Workplace Privacy Policy - no changes
2. Reading of policies 4013-4027
  - 1st reading of policies at Board Meeting: December 11, 2023
  - 2nd reading of policies at Board meeting: January 8, 2024
3. Future Policy Committee Meetings:
  - January 3rd– If additional conversation is needed regarding 4013-4027

- February 7th – Board Policies 4028-4133 related to Personnel
  - March 6th – If additional conversation is needed regarding 4028-4133
  - April 3rd – Board Policies 4140-4270 related to Personnel
  - May 1st – If additional conversation is needed regarding 4140-4270
  - June 5th – Annual updates required by state statute
    - 5008-Attendance
    - 5415-Anti-Bullying
    - 5416 Student Fees
    - 5417 Wellness
    - 6400-6420 - Parental Involvement
    - 6370 Multiculturalism
    - New/Revised Policies Based Upon Legislative Session
4. Additional Items for For Future Committee Meetings
- No other policies brought up for discussion
5. Meeting adjourned at 9:04 AM

Board of Education Regular Meeting  
Monday, November 13, 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: Absent  
Beth Shashikant: Present  
Sandy Wolfe: Absent

1. Date Public Notice appeared in the Norfolk Daily News: November 6, 2023.
2. Call to Order  
The Norfolk Public School District's board of education meeting was called to order at 5:30 PM.
  - 2.1. Roll Call – See attendance above.

Motion to excuse the absence of Sandy Wolfe and Lindsay Dixon at 5:30 PM. Motion passed with a motion by Teri Bauer and a second by Cindy Booth.

Teri Bauer: Yea	Lindsay Dixon: Absent
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. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
  - 4.1. Focus on the Students
    - A. Washington Elementary presented their English Language Learner (ELL) Program. Principal, Mr. Specht, and ELL Teacher, Xochitl Naranjo, spoke about the program and their accomplishments. Students introduced themselves and each read a book to Board members.
  - 4.2. Award for Excellence
    - A. Award for Excellence presented to Gary Obermire, Custodian at Bel Air Elementary.
  - 4.3. Strategic Action Plan Presentation
    - A. Strategic Action Plan (SAP) Presentation on Retention and Recruitment. Speakers & team members included Angie Baumann, Lisa Langenburg, Kari Cronin, Sarah Shearer. The SAP Goal states - By 2026 NPS will implement a plan of retention and recruitment for all staff. The objectives are:
      1. Community Involvement, Knowledge, and Engagement
      2. NPS will improve staff morale by providing opportunities for staff to feel valued and have a voice.
      3. Continuously explore new opportunities to expand recruitment efforts, attracting more talented individuals to join the district's teaching workforce.
    - B. The team answered questions from the Board.
  - 4.4. Special Presentation: "Annie's Story"
    - A. The "Annie's Story" video was played. The video highlighted a student at the middle school, Annie, and two outstanding teachers, Mr. Ginn and Mr. Dreher. When Mr. Ginn learned Annie required an alternative method to play the guitar,

he and Mr. Dreher immediately sprang into action. Through the work of 3-D printers and several iterations, they successfully designed a device that enabled Annie to master the art of playing the guitar.

5. Public Comments & Communication
  - A. 3 members of the community spoke.
6. Information and Discussion Items
  - 6.1. Finance & Facilities Report - Speaker: Dr. Jami Jo Thompson
    - A. The total amount of claims to be approved on the consent agenda for the month of November, 2023 by specific fund are listed below:  
General Fund =\$729,544.77  
Nutrition Services Fund =\$746,844.62  
Cooperative Fund =\$3,420.54  
Depreciation Fund =\$444,600.00  
Special Building Fund =\$36,404.75  
QCPUF: \$719,200.00  
Student Fee Fund = \$5,904.29
    - B. The total amount of claims for the month of October, 2023 in the Activities Fund is \$131,851.53
    - C. All of these claims were reviewed earlier today by the Finance and Facility Committee.
  - 6.2. Teaching & Learning Report - Speaker: Beth Nelson
    - A. The month of October proved to be eventful, marked by the ending of the first quarter, parent/teacher conferences, and professional development activities. It was a Central Office partnership that intentionally designed a diverse array of professional learning experiences for our educators. I want to emphasize one initiative that merits recognition - the collaborative gatherings of junior high and senior high teachers to discuss curriculum scope and sequence. This contributes to the ensuring of rigor and the progression of educational content.
    - B. The Teaching and Learning team have been diligently focusing on the development of the Social Studies curriculum, alongside an effort to engage with and support new teachers within the district. Additionally, we have participated in conducting instructional rounds with building administrators. These rounds offer a swift and efficient means to enhance our ability to provide constructive feedback to our teachers and engage in peer discussions about our classroom observations. It is important to note that our primary goal of these instructional rounds is not to evaluate teacher performance but to refine our skills in identifying indicators of quality instruction.
    - C. In collaboration with building principals, I have reviewed the official 2023 spring data and its implications for the state accountability system in evaluating our progress. This data-driven review empowers our principals to chart a course for goal setting and planning with their staff, thus facilitating improvements in areas where they believe growth is needed.
    - D. Lastly, I have had the privilege of working closely with our preschool teachers, focusing on the development of Professional Learning Community (PLC) skills, and fostering a culture of collaborative work. My engagement with them will continue with follow-up sessions scheduled for early in the upcoming year.
  - 6.3. Student Programs Report - Speaker: Mary Luhr

- A. Our October 1st count for 2023 shows an increase in the number of students in ELL and Special Education. The increase for ELL went from 5% to 6% (an increase of 46 students). The Special Education count increased to 20 students, but the overall percentage is still at 18% of the total student population. The total ELL count is 278.
  - B. CPR will be required for all coaches starting at the fall of the 2024-2025 school year. Our nurses and some teachers will be trained as trainers of CPR in the second semester to assist in the certification of the coaches.
- 6.4. Student Services & Safety Report - Speaker: Erik Wilson
- A. On October 19th and 20th members of our District Safety Team and Wilson attended the annual Safety Summit and the Great Plains Association of Threat Assessment Professionals Conference in Lincoln. The conference focused on the importance of relationship building and looking at the whole picture when completing a threat assessment. This was important training to help our team be as effective as possible when dealing with safety concerns.
  - B. Finally, we completed our fall parent teacher conferences near the end of October. Attendance numbers are posted below. As a district for the fall 2020 conferences, we were at 65.7%, fall of 2021 = 70.08%, fall of 2022 = 72.66% and this fall we are at 73.47%. As always it is great to see parents at those conferences. If you were not able to attend conferences for your student, we encourage you to reach out to your student's school. They would be happy to discuss your student's educational plan and progress with you.

	Attendance at P/T Conferences including Zoom	Total School Enrollment	% attended 2023
Little Panther Preschool	234	236	99%
Bel Air	311	323	96%
Jefferson	244	249	98%
Grant	206	206	100%
Lincoln	216	216	100%
Washington	229	232	99%
Westside	194	195	99%
Woodland Park	198	199	99%
Middle School	585	607	96%
Junior High	417	646	65%
Senior High	454	1366	33%
District Results	3291	4475	73.47%

- 6.5. Human Resources & Accreditation Report - Speaker: Angie Baumann
- A. Since the last board meeting, Baumann has attended the Wayne State College Student Teacher Fair. There were almost 400 students, freshmen through seniors, in attendance. Mary Luhr and Baumann attended the two-day

Nebraska Educator Shortage Summit in Kearney. We met with a variety of stakeholders from all over the state, including school administrators, college staff, ESU staff, NDE staff, and teachers. This group will continue to work with data and decision making to reduce the educator shortage. Baumann was on campus at WSC to speak to the NENTA teachers, which are college students that have a local sub permit and are allowed to substitute teach, while taking classes. In addition, WSC and Growing Together hosted an employer symposium. Mr. Hughes, Middle School Principal, attended. This symposium was designed to provide students with information and experiences on navigating from college to a career. Baumann is continuing to work to gain the interest of potential teachers to apply at NPS for teaching positions.

- B. October 23 was a district-wide professional development day. Staff were provided with professional development that was geared more specifically to their level, area, and needs. This day included professional development on MTSS/PBIS, vertical PLCs, program deep dives, digital learning, and more. Our leadership team has received positive feedback on the effectiveness of the day.

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

- A. Strategic Facilities Planning (2018 - Today) summarized facility needs and how they have been addressed. Now starting the beginning stages of analyzing future facility needs.
- B. Three listening sessions were held in October, this gave staff the opportunity to talk informally about their ideas, concerns, and questions. Topics included: lack of substitutes, growing number of non-English speaking students, administration, policies, professional development, and more.

7. Committee Reports

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

- A. The committee met at Noon today. Board members present were Brenda Carhart and Teri Baurer, Sandy Wolfe was absent. Others in attendance included Dr. Jami Thompson, Erik Wilson, & Angie Baumann. The claims for the month of November and activity claims for October were reviewed. Vendors provided information to the committee for insurance services. A recommendation for insurance services will be brought to the Board in December. Other items reviewed and discussed: Updates on current district facility projects, CD renewals and rates, and Facility planning process.
- B. The next meeting will be Monday, December 11th, at 4:00 PM.

7.2. Activities Committee Report – Speaker: Brenda Carhart

- A. The Activities Committee met electronically to discuss the continuation of our cooperative agreement for softball with Norfolk Catholic and Lutheran High Northeast. The committee is in favor of continuing this cooperative arrangement and is recommending that the Board approve the extension of that agreement tonight.

7.3. Norfolk Public Schools Foundation Committee Report – Speaker: Brenda Carhart

- A. The Norfolk Public Schools Foundation Board of Directors met on October 16th at the NPS Administration Building. Twelve board members were present. The Foundation is preparing for its Traditions Breakfast on Thursday October 26th at the Lifelong Learning Center. This is the main fundraiser for the year where we plan to celebrate the tradition of academic excellence at Norfolk Public Schools. All funds

raised by this event will benefit the NPS Foundation and will help support students and teachers in our District. The Board will meet again in November.

8. Approve Consent Agenda

Motion to approve the consent agenda at 7:15 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

8.1. Minutes reviewed of previous meetings - October 9, 2023 & October 26, 2023

8.2. Personnel

8.2.1. Contract Approval - None

8.2.2. Resignations

1. Jacquelyn Ruzicka, Industrial Tech teacher, Junior High, effective at the end of the 2023-2024 contract year.

8.3. Claims

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

B. There are two conflict statements this month that will need to be read before voting.

9. Action Items

9.1. Discuss, consider and take action to approve the Strategic Action Plan on Retention and Recruitment

Motion to approve the Strategic Action Planning Committee on Retention and Recruitment at 7:22 PM passed with a motion by Cindy Booth and a second by Teri Bauer.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

9.2. Discuss, consider and take action to approve the sale or disposal of old wrestling mats – Speaker: Erik Wilson

A. I am requesting permission to sell 1 set of old style wrestling mats. These are 3 mats that combine to make 1 large wrestling circle. We have upgraded to the newer style mats and no longer use this one.

Motion to approve the sale or disposal of old wrestling mats at 7:24 PM unseconded with a motion by Beth Shashikant. Motion failed.

Motion to approve the sale of old wrestling mats at 7:26 PM passed with a motion by Cindy Booth and a second by Teri Bauer.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

9.3. Discuss, consider, and take action to approve the purchase of chiller equipment for the senior high school

A. I am requesting permission to purchase 4 new chillers for the High School. There is a very small window left where these chillers will still be available. The manufacturer has been on site and verifies that their units will work in our setting with minor piping and electrical changes. Once engineer drawings are completed I will request permission from the board to release an RFP for installation.

Motion to approve the purchase of chiller equipment for the senior high from Mechanical Sales for \$675,000 at 7:28 PM passed with a motion by Teri Bauer and a second by Beth Shashikant.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

- 9.4. Discuss, consider and take action to approve revisions to the 2023-2024 PK and K-12 calendars - Speakers: Dr. Jami Jo Thompson and Mr. Settles
- A. After multiple discussions with the senior high administration and Mr. Wilson regarding safety concerns during State One Act Competition, I have decided to ask the Board to revise our 2023-2024 PK and K-12 school calendars. We would like to change Friday, December 8, 2023 from a normal school day to a "Staff PD/Work Day: No School For Students".
  - B. The State One Act Competition runs Wednesday-Friday, but is much busier on Friday when the Class A and B Schools compete. It has become very difficult to keep patrons out of the school and separate from our students on that day. Parking and safety concerns.
  - C. My draft calendar for 2024-2025 already includes this day as a "Staff PD/Work Day: No School For Students"; however, we would like to make this change this year.
  - D. Staff would participate in Safety Standards training, Math PD and Special Education training that day, and they would also be provided with some extra work time.
  - E. We would still have enough instructional hours built into our calendar to meet NDE's requirements even if we hit our maximum snow days.

Motion to approve the proposed revisions to the 2023-2024 PK and K-12 calendars at 7:41 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

- 9.5. Discuss, consider and take action to approve the renewal of our softball cooperative agreement with Norfolk Catholic and Lutheran High Northeast
- A. The renewal of our cooperative agreement with Norfolk Catholic and Lutheran High Northeast for softball is due to the NSAA by Dec. 1st. This has been a strong collaboration for a number of years with a tradition of success. Furthermore, facility usage would become problematic if we had separate, competing teams. Mr. Erwin and the Activities Committee recommend the renewal of this coop.

Motion to approve the renewal of our softball cooperative agreement with Norfolk Catholic and Lutheran High Northeast at 7:42 PM passed with a motion by Teri Bauer and a second by Beth Shashikant.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

- 9.6. Discuss, consider and take action to approve the second and final reading of Board Policies 4001-4012 related to personnel
- A. No changes have been made since the first reading at the last meeting.
  - B. Personnel - Policies 4001 - 4012
    - 4001 Recruitment and Selection

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

Motion to postpone voting on policies 4001 - 4012 since 2 board members are absent at 7:45 PM unseconded with a motion by Cindy Booth. Motion failed.

Motion to approve the second and final reading of policies 4001- 4012 at 7:46 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

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

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

Motion to approve the second and final reading of Board Policy 8152 (Standing Committee on Negotiations) at 7:48 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

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

- 9.8. Discuss, consider and take action to approve the addition of Lindsay Dixon to the Negotiations Committee

- A. Lindsay Dixon has expressed an interest in joining this committee. With her addition, the membership of the committee would be comprised of: Sandy Wolfe, Beth Shashikant, and Lindsay Dixon.

Motion to approve the addition of Lindsay Dixon to the Negotiations Committee at 7:49 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

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

10. Future Meetings

- A. The 2nd monthly meeting of the Board of Education is scheduled for Monday November 27, 2023 at Noon at the NPS Central Administration Offices.
- B. The next regular meeting of the Board of Education will be held on Monday, December 11, 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 -- 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

Motion to convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual at 7: 51 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Absent

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Absent

11.2. Reconvene Meeting from Executive Session at 8:15 PM – no action taken.

12. Adjournment

The meeting adjourned at 8:15 PM.

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Chairperson

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Superintendent

Board of Education 2nd Monthly Meeting  
Monday, November 27, 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: Present

1. Date Public Notice appeared in the Norfolk Daily News: November 20, 2023
2. Call to Order  
The meeting was called to order at 12:00 PM.
  - 2.1. Roll Call – See attendance above.
  - 2.2. Declaration of a Legal Meeting  
The meeting was declared legal.
3. Consent Agenda
  - 3.1. Contracts
    - A. Mr. Erik Wilson-- Associate Superintendent of Business Operations, starting July 1, 2024.
    - B. Discussion regarding the hiring process and policy

Motion to approve the consent agenda at 12:17 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

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

4. Future Meetings
  - A. The next regular meeting of the Board of Education will be held on Monday, December 11, 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.
5. Executive Session -- To Discuss Negotiations -- As Needed to Protect the Interest of the District
  - 5.1. Convene Executive Session -- To Discuss Negotiations -- As Needed to Protect the Interest of the District

Motion to convene Executive Session -- to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual at 12:18 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

- 5.2. Reconvene Meeting from Executive Session at 12:36 PM. No action taken.
6. Adjournment  
The meeting adjourned at 12:36 PM.

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Chairperson

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Superintendent

DECEMBER 11, 2023

NORFOLK PUBLIC SCHOOLS  
NORFOLK, NEBRASKA

<b>GENERAL FUND</b>				
1	3-D AUTOBODY INC	REPAIRS TO #47	01 2650 340 1 001 000	\$1,451.50
2	3-D AUTOBODY INC	REPAIRS TO #47	01 2650 340 2 001 000	\$1,451.50
3			<b>3-D AUTOBODY TOTAL</b>	<b>\$2,903.00</b>
4	A TO Z VAC & SEW	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$19.98
5	A TO Z VAC & SEW	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$19.97
6	A TO Z VAC & SEW	VACCUUM BAGS	01 2610 610 1 001 000	\$23.00
7	A TO Z VAC & SEW	VACCUUM BAGS	01 2610 610 2 001 000	\$23.00
8			<b>A TO Z VAC &amp; SEW TOTAL</b>	<b>\$85.95</b>
9	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$2.76
10	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$2.75
11	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$69.27
12	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$69.26
13	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$8.73
14	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$8.73
15	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$23.48
16	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$23.47
17			<b>ADVANCE AUTO PARTS TOTAL</b>	<b>\$208.45</b>
18	AKRS EQUIPMENT SOLUTIONS, INC	BUSHING	01 2630 610 1 001 000	\$20.00
19	AKRS EQUIPMENT SOLUTIONS, INC	BUSHING	01 2630 610 2 001 000	\$19.99
20	AKRS EQUIPMENT SOLUTIONS, INC	SUPPLIES	01 2630 610 1 001 000	\$308.89
21	AKRS EQUIPMENT SOLUTIONS, INC	SUPPLIES	01 2630 610 2 001 000	\$308.89
22			<b>AKRS EQUIPMENT SOLUTIONS, INC TOTAL</b>	<b>\$657.77</b>
23	ALLAROUND, DANICA	PARENT MILEAGE	01 2713 332 1 004 021	\$27.51
24			<b>ALLAROUND, DANICA TOTAL</b>	<b>\$27.51</b>
25	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
26	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
27	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
28	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
29	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50

30	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
31	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
32	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
33		<b>ALPHA WORKFORCE HEALTH TOTAL</b>		\$300.00
34	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$60.66
35	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$60.65
36	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$15.17
37	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$15.17
38	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$57.22
39	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$57.22
40	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.31
41	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.30
42	APPEARA	LAUNDRY SERVICES	01 2410 340 2 209 001	\$217.70
43	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$28.27
44	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$23.38
45	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$15.21
46	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
47	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
48	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
49	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
50	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$60.66
51	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$60.66
52	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$15.17
53	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$15.16
54	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
55	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
56	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
57	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
58	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$57.22
59	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$57.22
60	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.31
61	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.30
62	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$57.22
63	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$57.22
64	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.31
65	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.30
66	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
67	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
68		<b>APPEARA TOTAL</b>		\$1,467.01
69	ARKFELD LOCK & SECURITY	KEY BLANK	01 2620 610 1 001 014	\$24.93

70	ARKFELD LOCK & SECURITY	SPACER COLLAR	01 2620 610 1 001 003	\$9.40
71		<b>ARKFELD LOCK &amp; SECURITY TOTAL</b>		\$34.33
72	ARROW STAGE LINES	UNO CAMPUS VISIT	01 2710 340 1 001 000	\$825.00
73	ARROW STAGE LINES	UNO CAMPUS VISIT	01 2710 340 2 001 000	\$825.00
74	ARROW STAGE LINES	UNO CAMPUS VISIT	01 2710 340 1 001 000	\$1,650.00
75	ARROW STAGE LINES	UNO CAMPUS VISIT	01 2710 340 2 001 000	\$1,650.00
76	ARROW STAGE LINES	JH WRESTLING	01 2710 340 1 001 000	\$825.00
77	ARROW STAGE LINES	JH WRESTLING	01 2710 340 2 001 000	\$825.00
78	ARROW STAGE LINES	ONE ACT	01 2710 340 1 001 000	\$1,650.00
79	ARROW STAGE LINES	ONE ACT	01 2710 340 2 001 000	\$1,650.00
80	ARROW STAGE LINES	JH GIRLS BB	01 2710 340 1 001 000	\$825.00
81	ARROW STAGE LINES	JH GIRLS BB	01 2710 340 2 001 000	\$825.00
82	ARROW STAGE LINES	ONE ACT TRAVEL	01 2710 340 1 001 000	\$1,650.00
83	ARROW STAGE LINES	ONE ACT TRAVEL	01 2710 340 2 001 000	\$1,650.00
84	ARROW STAGE LINES	SOFTBALL TRAVEL	01 2710 340 1 001 000	-\$150.00
85	ARROW STAGE LINES	SOFTBALL TRAVEL	01 2710 340 2 001 000	-\$150.00
86	ARROW STAGE LINES	SOFTBALL TRAVEL	01 2710 340 1 001 000	\$975.00
87	ARROW STAGE LINES	SOFTBALL TRAVEL	01 2710 340 2 001 000	\$975.00
88		<b>ARROW STAGE LINES TOTAL</b>		\$16,500.00
89	ASCD	ASCD BASIC MEMBERSHIP/THOMPSON	01 2320 810 1 033 000	\$551.65
90	ASCD	ASCD BASIC MEMBERSHIP/THOMPSON	01 2320 810 2 033 000	\$551.65
91		<b>ASCD TOTAL</b>		\$1,103.30
92	BAUER BUILT, INC	TIRES	01 2650 610 1 001 000	\$297.50
93	BAUER BUILT, INC	TIRES	01 2620 610 2 001 000	\$297.50
94	BAUER BUILT, INC	TIRES	01 2650 610 1 001 000	\$5.00
95	BAUER BUILT, INC	TIRES	01 2620 610 2 001 000	\$5.00
96	BAUER BUILT, INC	LABOR	01 2650 340 1 001 000	\$7.00
97	BAUER BUILT, INC	LABOR	01 2650 340 2 001 000	\$7.00
98		<b>BAUER BUILT, INC TOTAL</b>		\$619.00
99	BELLWETHER MEDIA, INC	BOOK ORDER	01 2220 640 1 030 000	\$492.70
100		<b>BELLWETHER MEDIA, INC TOTAL</b>		\$492.70
101	BENDER, DENISE	ALL STATE MEAL REIMB	01 1100 580 2 205 001	\$37.59
102		<b>BENDER, DENISE TOTAL</b>		\$37.59
103	BOMGAARS SUPPLY	MAINT. SUPPLIES	01 2650 610 1 001 000	\$27.99
104	BOMGAARS SUPPLY	MAINT. SUPPLIES	01 2650 610 2 001 000	\$27.98
105	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 008	\$129.80
106	BOMGAARS SUPPLY	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$44.98
107	BOMGAARS SUPPLY	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$44.97
108	BOMGAARS SUPPLY	RESPIRATOR	01 2620 610 1 001 000	\$32.50
109	BOMGAARS SUPPLY	RESPIRATOR	01 2620 610 2 001 000	\$32.49

110	BOMGAARS SUPPLY	SAFETY PINS	01 2620 610 1 001 000	\$14.97
111	BOMGAARS SUPPLY	SAFETY PINS	01 2620 610 2 001 000	\$14.97
112	BOMGAARS SUPPLY	CASTERS	01 2620 610 1 001 010	\$51.96
113	BOMGAARS SUPPLY	RATCHET	01 2620 610 1 001 000	\$16.00
114	BOMGAARS SUPPLY	RATCHET	01 2620 610 2 001 000	\$15.99
115	BOMGAARS SUPPLY	SAW	01 2620 610 1 001 000	\$90.00
116	BOMGAARS SUPPLY	SAW	01 2620 610 2 001 000	\$89.99
117	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$37.50
118	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$37.49
119	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 009	\$162.25
120	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 2 001 001	\$408.87
121	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$35.28
122	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$35.27
123			<b>BOMGAARS SUPPLY TOTAL</b>	\$1,351.25
124	BRODART CO	MCNAUGHTON BOOKS	01 2220 640 2 228 001	\$2,892.00
125			<b>BRODART CO TOTAL</b>	\$2,892.00
126	BULLSEYE FIRE SPRINKLER INC.	RE-ROUTED AND REPLACED DRAINS	01 2620 431 2 001 001	\$2,333.75
127			<b>BULLSEYE FIRE SPRINKLER INC. TOTAL</b>	\$2,333.75
128	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 1 001 000	\$40.00
129	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 2 001 000	\$40.00
130	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 1 001 000	\$20.00
131	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 2 001 000	\$20.00
132			<b>BULLSEYE WINDSHIELD REPAIR TOTAL</b>	\$120.00
133	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 1 001 000	\$12.37
134	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 2 001 000	\$12.36
135	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 016 001	\$23.40
136	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 104 010	\$358.18
137	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 201 003	\$186.07
138	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 302 004	\$200.85
139	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1190 610 1 163 021	\$79.86
140	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 602 005	\$131.64

141	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 430 014	\$482.39
142	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 209 001	\$1,018.04
143	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 2 141 002	\$433.12
144	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 705 008	\$228.34
145	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 819 009	\$142.15
146	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1100 340 1 904 012	\$187.69
147	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2620 431 0 001 000	\$8.61
148	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1200 610 1 004 000	\$292.71
149	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1200 610 2 004 000	\$292.70
150	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1291 610 1 017 000	\$75.78
151	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 1292 610 1 017 000	\$75.78
152	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 1 001 000	\$2,764.82
153	CAPITAL BUSINESS SYSTEMS, INC	PRINTERS/COPIES	01 2530 340 2 001 000	\$2,764.82
154	CAPTAL BUSINESS SYSTEMS, INC	RM 611 COPIES	01 2410 340 2 209 001	\$7.94
155		<b>CAPITAL BUSINESS SYSTEMS, INC TOTAL</b>		<b>\$9,779.62</b>
156	CARDIO PARTNERS, INC	ZOLL STAT-PADS	01 2130 610 1 004 000	\$363.80
157	CARDIO PARTNERS, INC	ZOLL STAT-PADS	01 2130 610 2 004 000	\$363.80
158	CARDIO PARTNERS, INC	ZOLL STAT-PADS	01 2131 610 1 004 000	\$64.20
159	CARDIO PARTNERS, INC	ZOLL STAT-PADS	01 2131 610 2 004 000	\$64.20
160		<b>CARDIO PARTNERS, INC TOTAL</b>		<b>\$856.00</b>
161	CDW GOVERNMENT, INC	INTERACTIVE WHITEBOARD	01 1100 650 1 430 014	\$1,238.48
162		<b>CDW GOVERNMENT, INC TOTAL</b>		<b>\$1,238.48</b>
163	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$14.19
164	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$14.18
165	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$17.73
166	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$17.73

167	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$25.22
168	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$25.21
169	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$6.00
170	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$6.00
171	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$29.95
172	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$29.94
173	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$79.20
174	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$79.19
175	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
176	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
177	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$747.79
178	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$681.68
179	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$1,074.38
180	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$1,031.76
181	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$890.42
182	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$1,342.79
183	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$661.80
184	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$661.79
185		<b>CITY OF NORFOLK TOTAL</b>		\$7,439.95
186	CLAUSSEN, HILARY	IXL TRAINING-CATHOLIC	01 6310 330 1 028 000	\$95.00
187	CLAUSSEN, HILARY	IXL TRAINING-CATHOLIC	01 6310 333 1 028 000	\$148.03
188		<b>CLAUSSEN, HILARY TOTAL</b>		\$243.03
189	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 010	\$95.01
190	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 003	\$95.01
191	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 004	\$94.65
192	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 005	\$95.01
193	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 008	\$95.01
194	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 009	\$95.01
195	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 012	\$92.47
196	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 2 001 002	\$192.90
197	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 2 001 001	\$381.97
198	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 014	\$190.34
199	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 000	\$188.92
200	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 2 001 000	\$188.91
201	CLEARFLY	PHONE SERVICE DEC23	01 2510 382 1 001 021	\$94.65
202		<b>CLEARFLY TOTAL</b>		\$1,899.86
203	CODY, CARSON	SHAPE CONFERENCE-CHRIST	01 6310 333 1 028 000	\$135.00
204		<b>CODY, CARSON TOTAL</b>		\$135.00
205	COLLINS, NICHOLAS	SPEECH @ LINCOLN PIUS	01 2190 580 2 001 000	\$14.76
206		<b>COLLINS, NICHOLAS TOTAL</b>		\$14.76

207	CONNOT, CARLEE	SHAPE NE CONFERENCE	01 6310 580 1 028 000	\$11.99
208	CONNOT, CARLEE	SHAPE NE CONFERENCE	01 6310 330 1 028 000	\$100.00
209	CONNOT, CARLEE	SHAPE NE CONFERENCE	01 6310 333 1 028 000	\$158.51
210			<b>CONNOT, CARLEE TOTAL</b>	\$270.50
211	COOK, TODD	ALL STATE REIMB	01 1100 580 2 202 001	\$97.33
212			<b>COOK, TODD TOTAL</b>	\$97.33
213	COR THERAPEUTIC SERVICES, LLC	PARENTING CLASS	01 6416 330 1 017 000	\$40.00
214			<b>COR THERAPEUTIC SERVICES, LLC TOTAL</b>	\$40.00
215	CORNHUSKER INTERNATIONAL TRUCKS, INC	SUPPLIES	01 2710 610 1 001 000	\$195.29
216	CORNHUSKER INTERNATIONAL TRUCKS, INC	SUPPLIES	01 2710 610 2 001 000	\$195.28
217	CORNHUSKER INTERNATIONAL TRUCKS, INC	VEHICLE PARTS	01 2710 610 1 001 000	\$57.67
218	CORNHUSKER INTERNATIONAL TRUCKS, INC	VEHICLE PARTS	01 2710 610 2 001 000	\$57.66
219	CORNHUSKER INTERNATIONAL TRUCKS, INC	BELT FAN	01 2710 610 1 001 000	\$22.10
220	CORNHUSKER INTERNATIONAL TRUCKS, INC	BELT FAN	01 2710 610 2 001 000	\$22.09
221			<b>CORNHUSKER INTERNATIONAL TRUCKS, INC TOTAL</b>	\$550.09
222	COURTESY FORD	VEHICLE MAINT.	01 2650 610 1 001 000	\$263.06
223	COURTESY FORD	VEHICLE MAINT	01 2650 610 2 001 000	\$263.06
224	COURTESY FORD	VEHICLE MAINT	01 2650 610 1 001 000	\$15.93
225	COURTESY FORD	VEHICLE MAINT	01 2650 610 2 001 000	\$15.93
226			<b>COURTESY FORD TOTAL</b>	\$557.98
227	CRAVEN, SHEILA	SCHOOL AGE OT SERVICES	01 2161 320 1 004 000	\$10,813.50
228	CRAVEN, SHEILA	SCHOOL AGE OT SERVICES	01 2161 334 1 004 000	\$202.50
229	CRAVEN, SHEILA	OT SERVICES MILEAGE	01 2161 334 1 004 000	\$98.91
230	CRAVEN, SHEILA	OT SERVICES MILEAGE	01 2161 334 2 004 000	\$3.80
231			<b>CRAVEN, SHEILA TOTAL</b>	\$11,118.71
232	DATA MANAGEMENT INC	BADGES	01 2410 610 1 430 014	\$293.60
233			<b>DATA MANAGEMENT INC TOTAL</b>	\$293.60
234	DINKEL IMPLEMENT	EQUIPMENT REPAIR	01 2630 340 1 001 000	\$338.00
235	DINKEL IMPLEMENT	EQUIPMENT REPAIR	01 2630 340 2 001 000	\$337.99
236			<b>DINKEL IMPLEMENT TOTAL</b>	\$675.99
237	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$86.46
238	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$86.46
239			<b>DITTER, EMMA TOTAL</b>	\$172.92

240	DITTER, KERSTIN	SIXPENCE MILEAGE	01 3541 333 1 004 000	\$59.87
241			<b>DITTER, KERSTIN TOTAL</b>	\$59.87
242	EAKES OFFICE PLUS	REPAIR TO ICE MACHINE	01 2610 610 1 001 004	\$54.30
243	EAKES OFFICE PLUS	CUSTODIAL SUPPLIES	01 2610 431 1 001 004	\$187.50
244			<b>EAKES OFFICE PLUS TOTAL</b>	\$241.80
245	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$105.95
246	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$105.95
247	ECHO GROUP INC	BULBS	01 2620 610 2 001 002	\$45.46
248	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$32.50
249	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$32.50
250	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$350.40
251	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$350.40
252	ECHO GROUP INC	LED LAMP	01 2620 610 1 001 000	\$105.95
253	ECHO GROUP INC	LED LAMP	01 2620 610 2 001 000	\$105.95
254			<b>ECHO GROUP INC TOTAL</b>	\$1,235.06
255	EDUCATIONAL SERVICE UNIT #1	TOWER SCHOOL	01 1200 591 2 004 000	\$12,500.00
256	EDUCATIONAL SERVICE UNIT #1	TOWER SCHOOL-NON REIMB	01 1200 890 2 004 000	\$1,225.00
257	EDUCATIONAL SERVICE UNIT #1	AUDIOLOGIST	01 2151 591 1 004 000	\$447.19
258	EDUCATIONAL SERVICE UNIT #1	AUDIOLOGIST	01 2151 591 2 004 000	\$447.18
259	EDUCATIONAL SERVICE UNIT #1	SPED PRESCHOOL SERVICES	01 1291 591 1 004 021	\$193.50
260			<b>EDUCATIONAL SERVICE UNIT #1 TOTAL</b>	\$14,812.87
261	EDUCATIONAL SERVICE UNIT #3	IRIS WORKSHOP	01 2141 330 1 014 000	\$100.00
262	EDUCATIONAL SERVICE UNIT #3	IRIS WORKSHOP	01 2141 330 2 014 000	\$100.00
263	EDUCATIONAL SERVICE UNIT #3	IRIS WORKSHOP	01 1200 330 1 004 014	\$100.00
264			<b>EDUCATIONAL SERVICE UNIT #3 TOTAL</b>	\$300.00
265	EGAN SUPPLY COMPANY	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$821.38
266	EGAN SUPPLY COMPANY	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$821.38
267	EGAN SUPPLY COMPANY	SUPPLIES	01 2610 610 1 001 000	\$1,165.25
268	EGAN SUPPLY COMPANY	SUPPLIES	01 2610 610 2 001 000	\$1,165.25
269			<b>EGAN SUPPLY COMPANY TOTAL</b>	\$3,973.26
270	ELECTRONIC CONTRACTING CO	REPAIR THE TOUCH SCREEN FOR	01 2620 431 2 715 001	\$575.21
271	ELECTRONIC CONTRACTING CO	CARSON THEATRE SUPPORT	01 2620 431 2 715 001	\$971.75

272		<b>ELECTRONIC CONTRACTING CO TOTAL</b>		\$1,546.96
273	ELECTRONIC SYSTEMS	FIRE SYSTEM CHECKS AND REPAIRS	01 2620 431 2 001 002	\$136.40
274	ELECTRONIC SYSTEMS	FIRE SYSTEM CHECKS AND REPAIRS	01 2620 431 2 001 001	\$1,152.80
275	ELECTRONIC SYSTEMS	FIRE SYSTEM CHECKS AND REPAIRS	01 2620 431 2 001 001	\$590.74
276		<b>ELECTRONIC SYSTEMS TOTAL</b>		\$1,879.94
277	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,419.78
278		<b>ELKHORN RURAL PUBLIC POWER TOTAL</b>		\$1,419.78
279	EMBASSY SUITES/OMAHA-LA VISTA	ADDRESSING PROBLEM BEHAVIOR	01 2141 580 1 014 000	\$112.35
280	EMBASSY SUITES/OMAHA-LA VISTA	ADDRESSING PROBLEM BEHAVIOR	01 2141 580 2 014 000	\$112.35
281	EMBASSY SUITES/OMAHA-LA VISTA	ADDRESSING PROBLEM BEHAVIOR	01 1200 580 1 004 014	\$224.70
282	EMBASSY SUITES/OMAHA-LA VISTA	ADDRESSING PROBLEM BEHAVIOR	01 2141 580 1 014 000	\$112.35
283	EMBASSY SUITES/OMAHA-LA VISTA	ADDRESSING PROBLEM BEHAVIOR	01 2141 580 2 014 000	\$112.35
284		<b>EMBASSY SUITES/OMAHA-LA VISTA TOTAL</b>		\$674.10
285	ENVIRONMENTAL SERVICES, INC	TAT TESTING AND INSPECTION	01 2620 431 2 001 001	\$323.00
286		<b>ENVIRONMENTAL SERVICES, INC TOTAL</b>		\$323.00
287	ESU #7	OCTOBER 2023 SPECIAL ED	01 1200 591 2 004 000	\$4,840.00
288		<b>ESU #7 TOTAL</b>		\$4,840.00
289	ESU 8	E-RATE CONTRACT 23-24	01 2510 333 1 001 000	\$500.00
290	ESU 8	E-RATE CONTRACT 23-24	01 2510 333 2 001 000	\$500.00
291	ESU 8	LETRS TRAINING VOL1	01 1200 330 1 004 000	\$40.00
292	ESU 8	LETRS TRAINING VOL1	01 1150 330 1 004 000	\$20.00
293	ESU 8	LETRS TRAINING VOL1	01 6998 330 1 945 000	\$140.00
294	ESU 8	LMHP	01 2141 591 2 014 000	\$9,720.00
295	ESU 8	SPEECH THERAPY	01 2151 591 2 004 000	\$228.80
296	ESU 8	LEVEL III SCHOOL AGE	01 1200 591 2 004 000	\$8,600.00
297	ESU 8	LMHP FOR MIDDLE SCHOOL	01 6998 591 1 945 014	\$9,720.00
298	ESU 8	LMHP FOR JUNIOR HIGH	01 6998 591 2 945 002	\$9,720.00
299		<b>ESU #8 TOTAL</b>		\$39,188.80
300	FAIRFIELD INN & SUITES MARRIOTT	NE EDUCATOR SHORTAGE SUMMIT	01 1200 580 1 004 000	\$159.48
301	FAIRFIELD INN & SUITES MARRIOTT	NE EDUCATOR SHORTAGE SUMMIT	01 1200 580 2 004 000	\$159.47
302	FAIRFIELD INN & SUITES MARRIOTT	LODGING FOR NE EDUCATOR	01 2211 580 1 901 000	\$159.48

303	FAIRFIELD INN & SUITES MARRIOTT	LODGING FOR NE EDUCATOR	01 2211 580 2 901 000	\$159.47
304		<b>FAIRFIELD INN &amp; SUITES MARRIOTT TOTAL</b>		\$637.90
305	FAITH REGIONAL HEALTH SERVICES	23-24 ATHLETIC TRAINER	01 2130 340 2 001 000	\$17,225.00
306		<b>FAITH REGIONAL HEALTH SERVICES TOTAL</b>		\$17,225.00
307	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES	01 2163 320 1 004 000	\$5,565.00
308	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES	01 2162 320 1 004 000	\$5,565.00
309	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES MILEAGE	01 2163 334 1 004 000	\$49.22
310	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES MILEAGE	01 2162 334 1 004 000	\$49.22
311	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES	01 2163 320 1 004 000	\$4,340.00
312	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES	01 2162 320 1 004 000	\$4,340.00
313	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES MILEAGE	01 2163 334 1 004 000	\$29.38
314	FAMILY PHYSICAL THERAPY & SPORTS CENTER	OT SERVICES MILEAGE	01 2162 334 1 004 000	\$29.37
315		<b>FAMILY PHYSICAL THERAPY &amp; SPORTS CENTER TOTAL</b>		\$19,967.19
316	FATHER FLANAGAN'S BOYS' HOME	CLASSROOM SUPPLIES	01 1200 610 1 020 009	\$121.15
317	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES	01 1200 561 2 004 000	\$3,343.20
318	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES	01 1200 890 2 004 000	\$1,608.60
319		<b>FATHER FLANAGAN'S BOYS' HOME TOTAL</b>		\$5,072.95
320	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO PRODUCTION	01 2510 340 2 001 001	\$971.25
321		<b>FATT SUNNIE STUDIOS TOTAL</b>		\$971.25
322	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$38.19
323	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$21.42
324		<b>FERNAU, JESSICA TOTAL</b>		\$59.61
325	FISHER, MICHELLE	SHAPE CONFERENCE REIMB	01 6310 330 2 028 000	\$100.00
326	FISHER, MICHELLE	SHAPE CONFERENCE REIMB	01 6310 333 2 028 000	\$159.82
327	FISHER, MICHELLE	SHAPE CONFERENCE REIMB	01 6310 580 2 028 000	\$35.31
328		<b>FISHER, MICHELLE TOTAL</b>		\$295.13
329	FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$137.65

330	FLINN SCIENTIFIC, INC	LAB GOGGLES	01 1100 610 2 206 001	\$1,103.40
331			<b>FLINN SCIENTIFIC, INC TOTAL</b>	\$1,241.05
332	FLYNN, ALLISON	STAFF MILEAGE	01 2141 333 1 014 000	\$16.05
333	FLYNN, ALLISON	STAFF MILEAGE	01 2141 333 2 014 000	\$0.98
334	FLYNN, ALLISON	STAFF MILEAGE	01 2142 333 1 014 000	\$4.72
335	FLYNN, ALLISON	PROFESSIONAL CONFERENCE	01 2141 333 1 014 000	\$73.36
336	FLYNN, ALLISON	PROFESSIONAL CONFERENCE	01 2141 333 2 014 000	\$73.36
337	FLYNN, ALLISON	PROFESSIONAL CONFERENCE	01 2141 580 1 014 000	\$26.00
338	FLYNN, ALLISON	PROFESSIONAL CONFERENCE	01 2141 580 2 014 000	\$26.00
339			<b>FLYNN, ALLISON TOTAL</b>	\$220.47
340	FOX, CINDY	SCHOOL NURSE MILEAGE	01 2130 333 1 004 000	\$21.22
341	FOX, CINDY	SCHOOL NURSE MILEAGE	01 2130 333 2 004 000	\$21.22
342			<b>FOX, CINDY TOTAL</b>	\$42.44
343	FRISCH, VIRGINIA	STAFF MILEAGE	01 1291 333 1 004 021	\$3.14
344	FRISCH, VIRGINIA	STAFF MILEAGE	01 1292 333 1 004 000	\$48.60
345			<b>FRISCH, VIRGINIA TOTAL</b>	\$51.74
346	GATES, RHONDA	RBI TRAINING	01 6416 580 1 017 000	\$25.92
347			<b>GATES, RHONDA TOTAL</b>	\$25.92
348	GLASS EDGE INC, THE	ALUMINUM CLOSERS	01 2620 431 1 001 000	\$451.50
349	GLASS EDGE INC, THE	ALUMINUM CLOSERS	01 2620 431 2 001 000	\$451.50
350	GLASS EDGE INC, THE	SASH BALANCERS	01 2620 431 1 001 000	\$114.50
351	GLASS EDGE INC, THE	SASH BALANCERS	01 2620 431 2 001 000	\$114.50
352			<b>GLASS EDGE INC, THE TOTAL</b>	\$1,132.00
353	GRAHAM TIRE OF NORFOLK LLC	TIRES	01 2712 610 1 001 000	\$262.64
354	GRAHAM TIRE OF NORFOLK LLC	TIRES	01 2712 610 2 001 000	\$262.63
355			<b>GRAHAM TIRE OF NORFOLK LLC TOTAL</b>	\$525.27
356	GREAT EXTENSIONS	CLASSROOM SUPPLIES	01 1100 610 1 610 005	\$76.50
357			<b>GREAT EXTENSIONS TOTAL</b>	\$76.50
358	GREATER NEBR SCHOOLS ASSN	23-24 DUES	01 2320 810 1 033 000	\$2,125.00
359	GREATER NEBR SCHOOLS ASSN	23-24 DUES	01 2320 810 2 033 000	\$2,125.00
360			<b>GREATER NEBR SCHOOLS ASSN TOTAL</b>	\$4,250.00
361	HAKE, SARAH	STAFF MILEAGE	01 2151 333 1 004 000	\$26.79
362	HAKE, SARAH	STAFF MILEAGE	01 1200 333 1 004 000	\$23.68
363	HAKE, SARAH	STAFF MILEAGE	01 1200 333 2 004 000	\$23.68
364			<b>HAKE, SARAH TOTAL</b>	\$74.15
365	HAYS, DAN	CHOREOGRAPHER FEE	01 1100 340 2 207 001	\$600.00
366			<b>HAYS, DAN TOTAL</b>	\$600.00
367	HENKEL, KARL	STAFF MILEAGE	01 1100 333 2 001 000	\$11.53
368			<b>HENKEL, KARL TOTAL</b>	\$11.53
369	HIRSCHMAN, MELORA	NMEA CONFERENCE	01 6310 330 1 028 000	\$150.00

370			<b>HIRSCHMAN, MELORA TOTAL</b>	\$150.00
371	HITEMP	BUBBLING SUDS	01 2650 610 1 001 000	\$75.72
372	HITEMP	BUBBLING SUDS	01 2650 610 2 001 000	\$75.72
373			<b>HITEMP TOTAL</b>	\$151.44
374	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$113.54
375	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$85.16
376			<b>HOFERER, KIMBERLY TOTAL</b>	\$198.70
377	HOFMANN PLUMBING	VENT PIPE REPLACEMENT	01 2620 431 1 001 005	\$655.10
378			<b>HOFMANN PLUMBING TOTAL</b>	\$655.10
379	HOME DEPOT PRO, THE	DISINFECTANT	01 2610 610 1 001 000	\$292.32
380	HOME DEPOT PRO, THE	DISINFECTANT	01 2610 610 2 001 000	\$292.32
381	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$160.08
382	HOME DEPOT PRO, THE	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$160.08
383			<b>HOME DEPOT PRO, THE TOTAL</b>	\$904.80
384	HUGHES, PAUL	ACTIVITY WORKER	01 2190 120 2 001 000	\$72.99
385			<b>HUGHES, PAUL TOTAL</b>	\$72.99
386	HVALLEY TOOLS	ROUTER BITS	01 1100 610 2 211 001	\$83.00
387			<b>HVALLEY TOOLS TOTAL</b>	\$83.00
388	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$152.99
389	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$110.00
390	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$97.80
391	J W PEPPER, INC	MUSIC FOR HOLIDAY CONCERT	01 1100 610 2 202 001	\$56.00
392	J W PEPPER, INC	CHOIR SUPPLIES	01 1100 610 2 116 002	\$165.75
393	J W PEPPER, INC	CHOIR SUPPLIES	01 1100 610 2 116 002	\$62.48
394	J W PEPPER, INC	CHOIR SUPPLIES	01 1100 610 2 116 002	\$87.00
395			<b>JW PEPPER, INC TOTAL</b>	\$732.02
396	JEO CONSULTING GROUP, INC	JH TRACK REPLACEMENT	01 2620 431 2 001 002	\$5,200.00
397			<b>JEO CONSULTING GROUP, INC TOTAL</b>	\$5,200.00
398	JOSTENS	RETURNED ITEMS	01 2490 610 2 209 001	-\$1,023.50
399	JOSTENS	DIPLOMA COVERS	01 2490 610 2 209 001	\$2,470.45
400			<b>JOSTENS TOTAL</b>	\$1,446.95
401	JOURNEY ED.COM. INC	MICROSOFT WIN SERVER	01 2230 340 1 005 000	\$2,829.86
402	JOURNEY ED.COM. INC	MICROSOFT WIN SERVER	01 2230 340 2 005 000	\$2,829.86
403			<b>JOURNEY ED.COM INC. TOTAL</b>	\$5,659.72
404	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 014	\$32.80
405	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 001	\$35.28
406	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 014	\$32.80
407	KELLY SUPPLY COMPANY	MAINT SUPPLIES	01 2620 610 2 001 002	\$61.23
408	KELLY SUPPLY COMPANY	MAINT SUPPLIES	01 2620 610 2 001 001	\$263.04
409			<b>KELLY SUPPLY COMPANY TOTAL</b>	\$425.15

410	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$45.78
411	KNIGHT, KARLA	STAFF MILEAGE	01 2152 333 1 004 021	\$20.44
412	KNIGHT, KARLA	STAFF MILEAGE	01 2153 333 1 004 000	\$8.52
413			<b>KNIGHT, KARLA TOTAL</b>	\$74.74
414	KORTH, JESSIE	BIRTH-5 PT SERVICES	01 2173 320 1 004 000	\$3,875.04
415	KORTH, JESSIE	BIRTH-5 PT SERVICES	01 2172 320 1 004 000	\$3,875.04
416	KORTH, JESSIE	BIRTH-5 PT SERVICES MILEAGE	01 2172 334 1 004 000	\$108.86
417	KORTH, JESSIE	BIRTH-5 PT SERVICES MILEAGE	01 2172 334 1 004 000	\$108.86
418			<b>KORTH, JESSIE TOTAL</b>	\$7,967.80
419	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 1 001 000	\$430.86
420	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 2 001 000	\$430.85
421			<b>KURITA AMERICA, INC TOTAL</b>	\$861.71
422	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 000	\$73.50
423	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 000	\$73.50
424	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 014	\$49.00
425	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 001	\$49.00
426	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 002	\$49.00
427	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 016 001	\$49.00
428	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 004	\$49.00
429	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 003	\$49.00
430	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 009	\$49.00
431	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 008	\$49.00
432	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 012	\$49.00
433	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 005	\$49.00
434	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 021	\$49.00
435	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 010	\$49.00
436			<b>KUSTOM PEST CONTROL TOTAL</b>	\$735.00
437	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$28.39
438			<b>LAMMERS, NANCY TOTAL</b>	\$28.39
439	LANGDEAUX, FAY	NATIVE AMERICAN LIASION	01 6910 333 1 004 000	\$442.98
440			<b>LANGDEAUX, FAY TOTAL</b>	\$442.98
441	LIBRARY STORE, THE	ADHESIVE	01 1100 610 1 403 014	\$26.94
442			<b>LIBRARY STORE, THE TOTAL</b>	\$26.94
443	LITERACY RESOURCES, LLC	KINDERGARTEN CURRICULUM	01 1100 610 1 809 009	\$192.24
444			<b>LITERACY RESOURCES, LLC TOTAL</b>	\$192.24
445	LONDON, JAMIE	NE MTSS SUMMIT	01 6990 333 1 001 000	\$196.50
446			<b>LONDON, JAMIE TOTAL</b>	\$196.50
447	LOVE SIGNS, INC	VEHICLE NUMBERS	01 2650 610 1 001 000	\$9.00
448	LOVE SIGNS, INC	VEHICLE NUMBERS	01 2650 610 2 001 000	\$9.00
449			<b>LOVE SIGNS, INC TOTAL</b>	\$18.00

450	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$17.69
451	LUHR, MARY	STAFF MILEAGE	01 1200 333 2 004 000	\$17.68
452	LUHR, MARY	STAFF MILEAGE	01 2510 333 1 001 000	\$12.45
453	LUHR, MARY	STAFF MILEAGE	01 2510 333 2 001 000	\$12.44
454			<b>LUHR, MARY TOTAL</b>	\$60.26
455	MATHESON TRI-GAS INC.	MILLER SYNCROWAVE AND	01 6700 610 2 028 001	\$77.72
456	MATHESON TRI-GAS INC.	WELDING RODS/CLASSROOM	01 1100 610 2 211 001	\$1,663.12
457	MATHESON TRI-GAS INC.	SUPPLIES	01 2620 610 1 001 000	\$48.11
458	MATHESON TRI-GAS INC.	SUPPLIES	01 2620 610 2 001 000	\$48.11
459	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 1 001 000	\$98.60
460	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 2 001 000	\$98.59
461			<b>MATHESON TRI-GAS INC TOTAL</b>	\$2,034.25
462	MCBRIDE, STEPHENIE	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$239.08
463			<b>MCBRIDE, STEPHENIE TOTAL</b>	\$239.08
464	MCGRAW-HILL SCHOOL EDUCATION LLC	WONDERS	01 6998 640 1 945 000	\$3,939.09
465	MCGRAW-HILL SCHOOL EDUCATION LLC	SPELLING MASTERY	01 1200 640 1 004 012	\$28.99
466			<b>MCGRAW-HILL SCHOOL EDUCATION LLC TOTAL</b>	\$3,968.08
467	MEAD LUMBER AND RENTAL NORFOLK	SHED MATERIALS	01 1100 610 2 211 001	\$20.80
468	MEAD LUMBER AND RENTAL NORFOLK	SHED MATERIALS	01 1100 610 2 211 001	\$71.53
469	MEAD LUMBER AND RENTAL NORFOLK	SHED MATERIALS	01 1100 610 2 211 001	\$47.95
470			<b>MEAD LUMBER AND RENTAL NORFOLK TOTAL</b>	\$140.28
471	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$12.97
472	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$12.96
473	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$65.86
474	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$10.10
475	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$10.10
476	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.40
477	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.40
478	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$3.76
479	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$13.38
480	MENARDS	TOOLS	01 2620 610 1 001 000	\$23.99
481	MENARDS	TOOLS	01 2620 610 2 001 000	\$23.98
482	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$3.36
483	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$3.36
484	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$8.79

485	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$8.78
486	MENARDS	CUSTODIAL SUPPLIES	01 2610 610 1 001 010	\$45.98
487	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$104.99
488	MENARDS	VINEGAR	01 2610 610 1 001 000	\$14.95
489	MENARDS	VINEGAR	01 2610 610 2 001 000	\$14.95
490	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$28.05
491	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$28.05
492	MENARDS	SUPPLIES	01 2620 610 1 001 008	\$33.56
493	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$41.24
494	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$30.97
495	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$30.96
496	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$11.52
497	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$11.51
498	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.48
499	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.47
500	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$12.82
501	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$12.82
502	MENARDS	EPSOM SALTS	01 2620 610 1 001 000	\$4.12
503	MENARDS	EPSOM SALTS	01 2620 610 2 001 000	\$4.12
504	MENARDS	GAS CAN	01 2620 610 1 001 000	\$12.50
505	MENARDS	GAS CAN	01 2620 610 2 001 000	\$12.49
506	MENARDS	FILTER	01 2610 610 1 001 000	\$5.00
507	MENARDS	FILTER	01 2610 610 2 001 000	\$4.99
508	MENARDS	CLEANER	01 2650 610 1 001 000	\$11.91
509	MENARDS	CLEANER	01 2650 610 2 001 000	\$11.91
510	MENARDS	SUPPLIES	01 2620 610 1 001 012	\$6.54
511			<b>MENARDS TOTAL</b>	\$767.09
512	MICROFILM IMAGING SYSTEMS	SERVICE AGREEMENT 23-24	01 2510 340 1 001 000	\$199.00
513	MICROFILM IMAGING SYSTEMS	SERVICE AGREEMENT 23-24	01 2510 340 2 001 000	\$199.00
514			<b>MICROFILM IMAGING SYSTEMS TOTAL</b>	\$398.00
515	MILLER, AMY	PT SERVICES SCHOOL AGE	01 2171 320 1 004 000	\$7,026.75
516	MILLER, AMY	PT SERVICES MILEAGE	01 2171 334 1 004 000	\$106.77
517			<b>MILLER, AMY TOTAL</b>	\$7,133.52
518	MILLER, TINA	PARENT MILEAGE	01 2713 332 1 004 021	\$327.50
519			<b>MILLER, TINA TOTAL</b>	\$327.50
520	MODEL ELECTRIC INC	INSTALLED NEW BREAKER	01 2620 431 1 001 000	\$121.98
521	MODEL ELECTRIC INC	INSTALLED NEW BREAKER	01 2620 431 2 001 000	\$121.97
522			<b>MODEL ELECTRIC INC TOTAL</b>	\$243.95
523	MOHR, ANDREW	ACTIVITY WORKER	01 2190 120 2 001 000	\$32.44
524			<b>MOHR, ANDREW TOTAL</b>	\$32.44

525	MOHR, JACE	ACTIVITY WORKER	01 2190 120 2 001 000	\$68.94
526			<b>MOHR, JACE TOTAL</b>	\$68.94
527	MORTLAND, ANDREA	ACTIVITY WORKER	01 2190 120 2 001 000	\$798.84
528			<b>MORTLAND, ANDREA TOTAL</b>	\$798.84
529	NAJE INC	JAZZ FESTIVAL PARTICIPATION	01 1100 810 2 202 001	\$350.00
530			<b>NAJE INC TOTAL</b>	\$350.00
531	NAPA OF NORFOLK	RADIATOR HOSE	01 2712 610 1 001 000	\$22.00
532	NAPA OF NORFOLK	RADIATOR HOSE	01 2712 610 2 001 000	\$21.99
533	NAPA OF NORFOLK	AIR FILTER	01 2650 610 1 001 000	\$7.75
534	NAPA OF NORFOLK	AIR FILTER	01 2650 610 2 001 000	\$7.75
535			<b>NAPA OF NORFOLK TOTAL</b>	\$59.49
536	NASP	ARCHERY SUPPLIES	01 1100 610 2 143 002	\$166.00
537			<b>NASP TOTAL</b>	\$166.00
538	NASPA	MVSPA CONF/BAUMANN	01 2211 330 1 901 000	\$75.00
539	NASPA	MVSPA CONF/BAUMANN	01 2211 330 2 901 000	\$75.00
540			<b>NASPA TOTAL</b>	\$150.00
541	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1291 610 1 017 021	\$37.48
542	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1190 610 1 163 021	\$74.96
543	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1190 610 1 163 021	\$92.76
544	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1291 610 1 017 021	\$92.76
545	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1100 610 2 111 002	\$52.48
546	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1190 610 1 163 021	\$209.92
547	NATIONAL ART & SCHOOL SUPPLIES	COOP SUPPLIES	01 1291 610 1 017 021	\$104.80
548			<b>NATIONAL ART &amp; SCHOOL SUPPLIES TOTAL</b>	\$665.16
549	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 1 014 000	\$71.28
550	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 2 014 000	\$71.28
551	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2142 610 1 014 000	\$15.84
552	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 1 014 000	\$61.97
553	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 2 014 000	\$61.96
554	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2142 610 1 014 000	\$13.77
555	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 1 014 000	\$122.72
556	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 2 014 000	\$122.71
557	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2142 610 1 014 000	\$27.27

558	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 1 014 000	\$48.60
559	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2141 610 2 014 000	\$48.60
560	NCS PEARSON	OCTOBER Q-INTERACTIVE	01 2142 610 1 014 000	\$10.80
561	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$137.38
562	NCS PEARSON	TESTING SUPPLIES	01 2141 610 2 014 000	\$137.38
563	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$30.52
564	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$249.48
565	NCS PEARSON	TESTING SUPPLIES	01 2141 610 2 014 000	\$249.48
566	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$55.44
567	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$45.00
568	NCS PEARSON	TESTING SUPPLIES	01 2141 610 2 014 000	\$45.00
569	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$10.00
570			<b>NCS PEARSON TOTAL</b>	\$1,636.48
571	NCSA	NE EDUCATOR SHORTAGE SUMMIT	01 1200 330 1 004 000	\$75.00
572	NCSA	NE EDUCATOR SHORTAGE SUMMIT	01 1200 330 2 004 000	\$75.00
573			<b>NCSA TOTAL</b>	\$150.00
574	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 010	\$2,599.43
575	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 003	\$2,618.14
576	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 004	\$1,740.86
577	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 005	\$2,155.04
578	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 008	\$2,021.24
579	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 009	\$1,532.03
580	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 002	\$12,539.97
581	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 001	\$38,582.47
582	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 014	\$7,579.89
583	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 000	\$1,520.42
584	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 000	\$1,520.42
585	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 021	\$1,570.37

586		<b>NEBRASKA PUBLIC POWER DISTRICT TOTAL</b>		\$75,980.28
587	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 1 001 000	\$200.00
588	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 2 001 000	\$200.00
589		<b>NEBRASKA SAFETY CENTER TOTAL</b>		\$400.00
590	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
591	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
592		<b>NMB LLC DBA NORFOLK WORKS TOTAL</b>		\$75.00
593	NORFOLK AREA CHAMBER OF COMMERCE	CHAMBER MEETING LUNCHES	01 2310 890 1 010 000	\$5.00
594	NORFOLK AREA CHAMBER OF COMMERCE	CHAMBER MEETING LUNCHES	01 2310 890 2 010 000	\$5.00
595		<b>NORFOLK AREA CHAMBER OF COMMERCE TOTAL</b>		\$10.00
596	NORFOLK AUTO SUPPLY	OXYGEN SENSOR	01 2650 610 1 001 000	\$26.50
597	NORFOLK AUTO SUPPLY	OXYGEN SENSOR	01 2650 610 2 001 000	\$26.49
598		<b>NORFOLK AUTO SUPPLY TOTAL</b>		\$52.99
599	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEALS	01 2320 890 1 033 000	\$14.22
600	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEALS	01 2320 890 2 033 000	\$14.21
601		<b>NORFOLK COUNTRY CLUB TOTAL</b>		\$28.43
602	NORFOLK DAILY NEWS	ADS	01 2510 540 1 901 000	\$295.15
603	NORFOLK DAILY NEWS	ADS	01 2510 540 2 901 000	\$295.15
604	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$20.58
605	NORFOLK DAILY NEWS	ADS	01 2310 540 2 001 000	\$20.57
606	NORFOLK DAILY NEWS	ADS	01 2510 540 1 001 000	\$204.48
607	NORFOLK DAILY NEWS	ADS	01 2510 540 2 001 000	\$204.48
608		<b>NORFOLK DAILY NEWS TOTAL</b>		\$1,040.41
609	NORFOLK GM AUTO CENTER	HANDLE	01 2650 610 1 001 000	\$23.30
610	NORFOLK GM AUTO CENTER	HANDLE	01 2650 610 2 001 000	\$23.29
611	NORFOLK GM AUTO CENTER	VEHICLE 8H REPAIR	01 2712 340 1 001 000	\$4,187.31
612		<b>NORFOLK GM AUTO CENTER TOTAL</b>		\$4,233.90
613	NORFOLK SENIOR HIGH SCHOOL	BUILDERS OF THE FUTURE	01 1100 610 2 211 001	\$1,750.00
614		<b>NORFOLK SENIOR HIGH SCHOOL TOTAL</b>		\$1,750.00
615	NORFOLK SPECIALTIES INC	TRACTOR BLADE REPAIR	01 2630 340 1 001 000	\$257.50
616	NORFOLK SPECIALTIES INC	TRACTOR BLADE REPAIR	01 2630 340 2 001 000	\$257.50
617		<b>NORFOLK SPECIALTIES INC TOTAL</b>		\$515.00
618	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 012	\$226.56
619	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 000	\$41.37
620	NORFOLK WINSUPPLY	FILTERS	01 2620 610 2 001 000	\$41.37
621	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 001	\$25.32
622	NORFOLK WINSUPPLY	DRAIN CLEANER	01 2620 610 1 001 000	\$39.67
623	NORFOLK WINSUPPLY	DRAIN CLEANER	01 2620 610 2 001 000	\$39.67

624	NORFOLK WINSUPPLY	DRAIN CLEANER	01 2620 610 1 001 014	\$31.00
625	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 001	\$93.01
626		<b>NORFOLK WINSUPPLY TOTAL</b>		<b>\$537.97</b>
627	NPS SUBSIDIARY	DEHUMIDIFIER #13	01 1100 610 1 430 014	\$109.99
628	NPS SUBSIDIARY	POPCORN/APPLESAUCE CUPS #13	01 1200 610 1 491 014	\$15.96
629	NPS SUBSIDIARY	CLASSROOM SUPPLIES #21	01 1200 610 2 293 001	\$163.95
630	NPS SUBSIDIARY	SUPPLIES #21	01 1100 610 2 208 001	\$117.00
631	NPS SUBSIDIARY	COMPRESSION VEST #17	01 2162 610 1 004 021	\$279.96
632	NPS SUBSIDIARY	MIPS PAPERWORK SOFTWARE #17	01 1200 643 1 004 000	\$25.00
633	NPS SUBSIDIARY	MIPS PAPERWORK SOFTWARE #17	01 1200 643 2 004 000	\$25.00
634	NPS SUBSIDIARY	NDE MEETING LUNCH #17	01 1200 580 1 004 000	\$57.78
635	NPS SUBSIDIARY	NDE MEETING LUNCH #17	01 1200 580 2 004 000	\$57.77
636	NPS SUBSIDIARY	SAFETY/SECURITY CONF MEALS #19	01 2660 580 1 035 000	\$20.00
637	NPS SUBSIDIARY	SAFETY/SECURITY CONF MEALS #19	01 2660 580 2 035 000	\$20.00
638	NPS SUBSIDIARY	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$98.90
639	NPS SUBSIDIARY	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 2 005 000	\$98.90
640	NPS SUBSIDIARY	CALENDAR #19	01 2670 610 1 035 000	\$3.83
641	NPS SUBSIDIARY	CHICKENS #21	01 1100 610 2 208 001	\$54.85
642	NPS SUBSIDIARY	EDPUZZLE #21	01 1150 610 2 299 001	\$12.50
643	NPS SUBSIDIARY	CALENDAR #19	01 2670 610 2 035 000	\$3.82
644	NPS SUBSIDIARY	SCIENCE RESOURCES #24	01 1100 610 2 137 002	\$175.00
645	NPS SUBSIDIARY	STUDENT LAB SUPPLIES #24	01 1100 610 2 109 002	\$56.59
646	NPS SUBSIDIARY	INDEX FILE LABELS & KLEENEX	01 2130 610 2 147 002	\$24.62
647	NPS SUBSIDIARY	STUDENT LAB SUPPLIES #24	01 1100 610 2 138 002	\$30.44
648	NPS SUBSIDIARY	MAGNET #24	01 1100 610 2 109 002	\$20.31
649	NPS SUBSIDIARY	TOTE #24	01 1100 610 2 141 002	\$14.37
650	NPS SUBSIDIARY	COLORED PENCILS #24	01 1100 610 2 139 002	\$41.19
651	NPS SUBSIDIARY	OSS LETTERS POSTAGE #24	01 1100 531 2 116 002	\$8.70
652	NPS SUBSIDIARY	SPELLING BEE REGISTRATION #24	01 1100 810 2 136 002	\$180.00
653	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 112 002	\$101.00
654	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 113 002	\$168.63
655	NPS SUBSIDIARY	DRY ICE #24	01 1100 610 2 137 002	\$23.21
656	NPS SUBSIDIARY	PERIODIC TABLE #24	01 1100 610 2 138 002	\$21.98
657	NPS SUBSIDIARY	BOOK PROTECTIVE COVERING #24	01 2220 610 2 106 002	\$28.98
658	NPS SUBSIDIARY	STUDENT LAB SUPPLIES #24	01 1100 610 2 111 002	\$22.59
659	NPS SUBSIDIARY	RETURNED ITEMS #24	01 1100 610 2 138 002	-\$59.88
660	NPS SUBSIDIARY	STUDENT LAB SUPPLIES #24	01 1100 610 2 111 002	\$166.39
661	NPS SUBSIDIARY	POSTAGE #24	01 1100 531 2 116 002	\$5.01
662	NPS SUBSIDIARY	PHONE HOLDERS #24	01 1100 610 2 141 002	\$233.64
663	NPS SUBSIDIARY	SUPPLIES FOR CONSTELLATION	01 1100 610 2 138 002	\$38.99

664	NPS SUBSIDIARY	VACUUM BELL JARS #24	01 1100 610 2 137 002	\$116.29
665	NPS SUBSIDIARY	SHELVES #24	01 1100 610 2 141 002	\$646.70
666	NPS SUBSIDIARY	STUDENT LAB SUPPLIES #24	01 1100 610 2 111 002	\$14.16
667	NPS SUBSIDIARY	SUPPLIES #24	01 1200 610 2 194 002	\$114.15
668	NPS SUBSIDIARY	MOTHERBOARD #25	01 2230 650 1 005 000	\$180.03
669	NPS SUBSIDIARY	SUPPLIES #13	01 1200 610 1 491 014	\$193.52
670	NPS SUBSIDIARY	SUPPLIES #13	01 1200 610 1 493 014	\$132.89
671	NPS SUBSIDIARY	ROBOTICS SUPPLIES #18	01 6988 610 2 001 002	\$67.68
672	NPS SUBSIDIARY	MS SUPPLIES #18	01 6968 610 1 001 014	-\$17.99
673	NPS SUBSIDIARY	CLASSROOM SUPPLIES #21	01 1100 610 2 208 001	\$19.99
674	NPS SUBSIDIARY	STAMPS #22	01 2410 531 2 209 001	\$116.40
675	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #22	01 1100 610 2 204 001	\$201.37
676	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #22	01 1100 610 2 204 001	\$72.22
677	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #22	01 1200 610 2 258 001	\$41.13
678	NPS SUBSIDIARY	ROTARY HAMMER BITS #22	01 6700 610 2 028 001	\$195.98
679	NPS SUBSIDIARY	PROFESSIONAL LANDSCAPE BUNDLE	01 6700 610 2 028 001	\$1,157.70
680	NPS SUBSIDIARY	ALTRONICS LOGGER/EXTRA EGT	01 6700 610 2 028 001	\$424.18
681	NPS SUBSIDIARY	HANDHELD BLOWER/SPRAYER KIT	01 6700 610 2 028 001	\$499.98
682	NPS SUBSIDIARY	OSHA CERTIFICATIONS #23	01 1115 810 2 257 001	\$1,952.00
683	NPS SUBSIDIARY	MILWAUKEE M18 FUEL 3 IN 1 #23	01 6700 610 2 028 001	\$607.00
684	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #23	01 1100 610 2 204 001	\$144.04
685	NPS SUBSIDIARY	ROTARY HAMMER AND BITS #23	01 6700 610 2 028 001	\$544.98
686	NPS SUBSIDIARY	FINISH NAILER #23	01 1100 610 2 211 001	\$179.99
687	NPS SUBSIDIARY	SCIENCE LAB SUPPLIES #23	01 1100 610 2 206 001	\$123.47
688	NPS SUBSIDIARY	ROTARY HAMMER BITS RETURNED	01 6700 610 2 028 001	-\$165.98
689	NPS SUBSIDIARY	IPAD AIR/APPLE PENCIL #27	01 6700 650 2 028 001	\$728.99
690	NPS SUBSIDIARY	DEHYDRATOR #27	01 6700 610 2 028 001	\$519.00
691	NPS SUBSIDIARY	PROFICIENCY TESTING SUPPLIES	01 1100 610 2 211 001	\$200.00
692	NPS SUBSIDIARY	BOTTLE FILLING STATION FILTER	01 2410 610 2 209 001	\$69.64
693	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #28	01 1200 610 2 258 001	\$57.22
694	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 225 001	\$138.05
695	NPS SUBSIDIARY	SUPPLIES #29	01 1200 610 2 293 001	\$373.91
696	NPS SUBSIDIARY	BULLETIN BOARD/WHITE BOARD #29	01 2410 610 2 209 001	\$253.89
697	NPS SUBSIDIARY	IPAD CASE #29	01 6700 650 2 028 001	\$24.48
698	NPS SUBSIDIARY	JOB SKILL POLOS #29	01 1200 610 2 004 001	\$306.46
699	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 211 001	\$68.84
700	NPS SUBSIDIARY	CLASSROOM SUPPLIES #29	01 1100 610 2 206 001	\$29.98
701	NPS SUBSIDIARY	HEADPHONES #12	01 1100 650 1 801 009	\$128.51
702	NPS SUBSIDIARY	WEB/CLOUD BASED SOFTWARE #12	01 2410 643 1 802 009	\$15.00
703	NPS SUBSIDIARY	CLOROX WIPES #12	01 1100 610 1 801 009	\$69.02

704	NPS SUBSIDIARY	MOTHERBOARD #25	01 2230 650 2 005 000	\$180.03
705	NPS SUBSIDIARY	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$298.50
706	NPS SUBSIDIARY	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 2 005 000	\$298.50
707	NPS SUBSIDIARY	PURIFIER #3	01 1100 610 1 904 012	\$260.21
708	NPS SUBSIDIARY	GIGGLE N GO YARD GAME #3	01 1100 610 1 919 012	\$46.98
709	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 918 012	\$24.72
710	NPS SUBSIDIARY	BUTTON BATTERY	01 1100 610 1 904 012	\$8.09
711	NPS SUBSIDIARY	KLEENEXES #3	01 1100 610 1 904 012	\$552.23
712	NPS SUBSIDIARY	WHITE CARDSTOCK #3	01 1100 610 1 904 012	\$37.50
713	NPS SUBSIDIARY	PAPER #3	01 1100 610 1 909 012	\$24.78
714	NPS SUBSIDIARY	PANTHER PAWS AND FELT TIP	01 1100 610 1 904 012	\$123.83
715	NPS SUBSIDIARY	A FE DAHLKOETTER/ORGANIZERS #3	01 2310 610 1 001 000	\$82.67
716	NPS SUBSIDIARY	A FE DAHLKOETTER/ORGANIZERS #3	01 2310 610 2 001 000	\$82.66
717	NPS SUBSIDIARY	A FE DAHLKOETTER/ORGANIZERS #3	01 1100 650 1 904 012	\$156.43
718	NPS SUBSIDIARY	A FE DAHLKOETTER/ORGANIZERS #3	01 2310 610 1 001 000	\$167.34
719	NPS SUBSIDIARY	A FE DAHLKOETTER/ORGANIZERS #3	01 2310 610 2 001 000	\$167.33
720	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 302 004	\$50.00
721	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 313 004	\$8.99
722	NPS SUBSIDIARY	PERFORMANCE SITE LICENSE #9	01 1100 643 1 302 004	\$480.00
723	NPS SUBSIDIARY	PE EQUIPMENT #9	01 1100 610 1 318 004	\$140.00
724	NPS SUBSIDIARY	SUPPLIES #9	01 1100 610 1 305 004	\$22.00
725	NPS SUBSIDIARY	CELL PHONES	01 3541 382 1 004 000	\$160.92
726	NPS SUBSIDIARY	CELL PHONES	01 6910 382 1 004 000	\$53.64
727	NPS SUBSIDIARY	CELL PHONES	01 6968 382 1 001 014	\$11.13
728	NPS SUBSIDIARY	CELL PHONES	01 6968 382 2 001 002	\$11.14
729	NPS SUBSIDIARY	CELL PHONES	01 2710 382 1 001 000	\$165.60
730	NPS SUBSIDIARY	CELL PHONES	01 2710 382 2 001 000	\$165.61
731	NPS SUBSIDIARY	CELL PHONES	01 2670 382 1 035 000	\$165.61
732	NPS SUBSIDIARY	CELL PHONES	01 2670 382 2 035 000	\$165.60
733	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$237.30
734	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 2 001 000	\$237.30
735	NPS SUBSIDIARY	EXPEDITIONS LICENSED	01 2650 890 1 001 000	\$21.00
736	NPS SUBSIDIARY	EXPEDITIONS LICENSED	01 2650 890 2 001 000	\$21.00
737	NPS SUBSIDIARY	BOE MEAL #20	01 2510 890 1 001 000	\$28.45
738	NPS SUBSIDIARY	BOE MEAL #20	01 2510 890 2 001 000	\$28.44
739	NPS SUBSIDIARY	LEAF BLOWER #21	01 6700 610 2 028 001	\$199.99
740	NPS SUBSIDIARY	ELEVATE WORKFORCE SUMMIT #21	01 6700 810 2 028 001	\$98.00
741	NPS SUBSIDIARY	FURNITURE COVERS #21	01 2410 610 2 209 001	\$85.16
742	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1200 610 1 020 009	\$182.10
743	NPS SUBSIDIARY	SUPPLIES #12	01 1200 610 1 823 009	\$248.41

744	NPS SUBSIDIARY	PENCILS #14	01 1100 610 1 602 005	\$240.34
745	NPS SUBSIDIARY	TAGBOARD #14	01 1100 610 1 613 005	\$26.57
746	NPS SUBSIDIARY	TAGBOARD #14	01 1100 610 1 645 005	\$26.57
747	NPS SUBSIDIARY	TAGBOARD #14	01 1100 610 1 642 005	\$26.57
748	NPS SUBSIDIARY	TAGBOARD #14	01 1100 610 1 611 005	\$26.57
749	NPS SUBSIDIARY	TAGBOARD #14	01 1100 610 1 640 005	\$26.57
750	NPS SUBSIDIARY	TAGBOARD #14	01 1100 610 1 664 005	\$26.57
751	NPS SUBSIDIARY	PBIS SUPPLIES #14	01 1100 610 1 602 005	\$49.68
752	NPS SUBSIDIARY	GLUE STICKS/LAMINATING POUCHES	01 1100 610 1 602 005	\$55.28
753	NPS SUBSIDIARY	PROJECTOR #14	01 1100 650 1 602 005	\$238.99
754	NPS SUBSIDIARY	ZURCHERS #15	01 1100 610 1 201 003	\$27.32
755	NPS SUBSIDIARY	SUPPLIES #15	01 1100 610 1 201 003	\$21.57
756	NPS SUBSIDIARY	PICTURES #1	01 2310 610 2 010 000	\$35.19
757	NPS SUBSIDIARY	BALLOONS #1	01 2310 610 2 010 000	\$38.52
758	NPS SUBSIDIARY	SUPPLIES #1	01 2320 610 1 033 000	\$30.36
759	NPS SUBSIDIARY	SUPPLIES #1	01 2320 610 2 033 000	\$30.36
760	NPS SUBSIDIARY	BUILDING LEADERSHIP MEETING	01 2320 890 1 033 000	\$11.72
761	NPS SUBSIDIARY	BUILDING LEADERSHIP MEETING	01 2320 890 2 033 000	\$11.72
762	NPS SUBSIDIARY	FLASH CARDS #2	01 1100 610 1 028 000	\$48.90
763	NPS SUBSIDIARY	TITLE FAMILY NIGHT SUPPLIES #2	01 6200 610 1 028 009	\$102.27
764	NPS SUBSIDIARY	EARLY PK CURRICULUM #2	01 1100 640 1 028 021	\$192.24
765	NPS SUBSIDIARY	SURVEY MONKEY #2	01 1100 643 1 028 000	\$750.00
766	NPS SUBSIDIARY	SURVEY MONKEY #2	01 1100 643 2 028 000	\$750.00
767	NPS SUBSIDIARY	BOOKS & PERIODICALS #2	01 6310 640 2 028 000	\$57.96
768	NPS SUBSIDIARY	UFLI FOUNDATIONS #2	01 6200 640 1 028 000	\$90.00
769	NPS SUBSIDIARY	SUPPLIES #2	01 1100 610 1 011 000	\$168.82
770	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 127 010	\$128.97
771	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$11.63
772	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$85.61
773	NPS SUBSIDIARY	PROJECTOR #6	01 1100 650 1 104 010	\$196.33
774	NPS SUBSIDIARY	VOCABULARY BUNDLE #6	01 2151 610 1 156 010	\$69.00
775	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$158.90
776	NPS SUBSIDIARY	NOTEBOOKS #6	01 1100 610 1 104 010	\$33.10
777	NPS SUBSIDIARY	MAT #6	01 1100 610 1 104 010	\$94.05
778	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 1 001 000	\$134.50
779	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 2 001 000	\$134.50
780	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 2 001 002	\$24.88
781	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 1 001 000	\$48.23
782	NPS SUBSIDIARY	CUSTODIAL SUPPLIES #8	01 2610 610 2 001 000	\$48.22
783	NPS SUBSIDIARY	PERMIT FOR 405 WALNUT #8	01 2620 610 1 001 000	\$25.00

784	NPS SUBSIDIARY	PERMIT FOR 405 WALNUT #8	01 2620 610 2 001 000	\$25.00
785	NPS SUBSIDIARY	MAGNET LIFTER #8	01 2620 610 1 001 000	\$129.50
786	NPS SUBSIDIARY	MAGNET LIFTER #8	01 2620 610 2 001 000	\$129.50
787	NPS SUBSIDIARY	FAMILY ACTIVITY #10	01 3541 610 1 004 000	\$1,036.37
788	NPS SUBSIDIARY	FAMILY INCENTIVES #10	01 3541 610 1 004 000	\$129.36
789	NPS SUBSIDIARY	INCENTVES FOR FAMILIES #10	01 3541 610 1 004 000	\$230.50
790	NPS SUBSIDIARY	OCTOBER FAN SUPPLIES #10	01 3541 610 1 004 000	\$191.42
791	NPS SUBSIDIARY	FAN SUPPLIES #10	01 3541 610 1 004 000	\$194.77
792	NPS SUBSIDIARY	OCTOBER FAN MEAL #10	01 3541 610 1 004 000	\$289.88
793	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$64.43
794	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$34.95
795	NPS SUBSIDIARY	CURRICULUM #10	01 1190 610 1 163 021	\$53.95
796	NPS SUBSIDIARY	SUPPLIES FOR BD ROOM #11	01 1200 610 2 022 002	\$39.98
797	NPS SUBSIDIARY	STEM ITEMS #16	01 1100 610 1 709 008	\$125.96
798	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 705 008	\$22.44
799	NPS SUBSIDIARY	MEETING LUNCH #16	01 2410 580 1 705 008	\$130.00
800	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 705 008	\$167.92
801	NPS SUBSIDIARY	SUPPLIES #16	01 3535 610 1 027 000	\$139.12
802	NPS SUBSIDIARY	ROOM DIVIDER #16	01 1150 610 1 755 008	\$69.95
803	NPS SUBSIDIARY	MEETING MEAL #16	01 2410 580 1 705 008	\$56.25
804	NPS SUBSIDIARY	MEETING MEAL #16	01 2410 580 1 705 008	\$59.40
805	NPS SUBSIDIARY	NAME PLATES #16	01 1100 610 1 705 008	\$155.60
806	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$55.00
807	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 2 001 000	\$55.00
808	NPS SUBSIDIARY	NCSA CONF LODGING #7	01 2211 580 1 901 000	\$96.72
809	NPS SUBSIDIARY	NCSA CONF LODGING #7	01 2211 580 2 901 000	\$96.72
810	NPS SUBSIDIARY	LABOR RELATIONS CONF MEAL #7	01 2211 580 1 901 000	\$9.18
811	NPS SUBSIDIARY	LABOR RELATIONS CONF MEAL #7	01 2211 580 2 901 000	\$9.18
812	NPS SUBSIDIARY	NDE STAKEHOLDERS MEETING	01 1200 580 1 004 000	\$52.15
813	NPS SUBSIDIARY	NDE STAKEHOLDERS MEETING	01 1200 580 2 004 000	\$52.15
814	NPS SUBSIDIARY	OVER THE EAR HEADSET #17	01 2151 650 1 004 008	\$119.85
815			<b>NPS SUBSIDIARY TOTAL</b>	<b>\$26,836.81</b>
816	OMAHA WORLD HERALD	CLASSIFIED ADS	01 2510 540 1 901 000	\$1,980.00
817	OMAHA WORLD HERALD	CLASSIFIED ADS	01 2510 540 2 901 000	\$1,980.00
818			<b>OMAHA WORLD HERALD TOTAL</b>	<b>\$3,960.00</b>
819	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$2.99
820	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$2.99
821			<b>ONE CALL CONCEPTS, INC TOTAL</b>	<b>\$5.98</b>
822	ORIENTAL TRADING COMPANY INC	SUPPLIES	01 1150 610 1 256 003	\$234.31

823		<b>ORIENTAL TRADING COMPANY INC TOTAL</b>		\$234.31
824	OTTE, BLAKE	RESORT FEE/CAR RENTAL REIMB	01 6700 580 2 028 001	\$202.08
825	OTTE, BLAKE	MILEAGE FOR SEMA CONFERENCE	01 6700 580 2 028 001	\$150.65
826		<b>OTTE, BLAKE TOTAL</b>		\$352.73
827	PAPIK, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$5.93
828		<b>PAPIK, MEGAN TOTAL</b>		\$5.93
829	PERMA BOUND	BOOK ORDER	01 2220 640 1 030 000	\$94.36
830	PERMA BOUND	BOOK ORDER	01 2220 640 1 030 000	\$94.36
831	PERMA BOUND	LIBRARY BOOKS	01 2220 640 1 423 014	\$4.29
832		<b>PERMA BOUND TOTAL</b>		\$193.01
833	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$4,253.34
834	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$4,253.34
835	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$256.00
836	PERRY,GUTHERY,HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$256.00
837		<b>PERRY, GUTHERY, HAASE &amp; GESSFORD TOTAL</b>		\$9,018.68
838	POLLARD PUMPING	JET LINE	01 2620 431 2 001 001	\$570.00
839	POLLARD PUMPING	JET LINE	01 2620 431 1 001 000	\$122.50
840	POLLARD PUMPING	JET LINE	01 2620 431 2 001 000	\$122.50
841		<b>POLLARD PUMPING TOTAL</b>		\$815.00
842	PRESENCE LEARNING, INC	SPEECH THERAPY SERVICES	01 2151 320 1 004 000	\$15,624.83
843	PRESENCE LEARNING, INC	PSYCHOLOGY SERVICES	01 1100 340 2 991 001	\$7,374.50
844	PRESENCE LEARNING, INC	PSYCHOLOGY SERVICES	01 1100 340 2 991 002	\$7,374.50
845	PRESENCE LEARNING, INC	SPEECH THERAPY SERVICES	01 2151 320 1 004 000	\$16,228.85
846	PRESENCE LEARNING, INC	PSYCHOLOGY SERVICES	01 1100 340 2 991 001	\$5,503.00
847	PRESENCE LEARNING, INC	PSYCHOLOGY SERVICES	01 1100 340 2 991 002	\$5,503.00
848		<b>PRESENCE LEARNING, INC TOTAL</b>		\$57,608.68
849	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 1 001 000	\$2,525.25
850	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 2 001 000	\$2,525.25
851		<b>PRIME SANITATION TOTAL</b>		\$5,050.50
852	PRIME SECURED	ETHERNET SWITCH	01 2230 650 1 005 000	\$4,551.75
853	PRIME SECURED	ETHERNET SWITCH	01 2230 650 2 005 000	\$4,551.75
854	PRIME SECURED	EXTREME SUPPORT 1/2/24-	01 2230 340 1 005 000	\$1,639.30
855	PRIME SECURED	EXTREME SUPPORT 1/2/24-	01 2230 340 2 005 000	\$1,639.29
856		<b>PRIME SECURED TOTAL</b>		\$12,382.09
857	PRO-ED	EVALUATION SUPPLIES	01 1292 610 1 004 021	\$268.40
858	PRO-ED	EVALUATION SUPPLIES	01 1291 610 1 004 021	\$268.40

859			<b>PRO-ED TOTAL</b>	\$536.80
860	QUILL CORPORATION	GENERAL SUPPLIES	01 1100 610 1 802 009	\$80.53
861			<b>QUILL CORPORATION TOTAL</b>	\$80.53
862	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$43.23
863			<b>RAMIREZ, SILVIA TOTAL</b>	\$43.23
864	RASMUSSEN MECHANICAL SERVICES, INC	LABOR TO GYM UNITS	01 2620 431 1 001 021	\$1,893.84
865	RASMUSSEN MECHANICAL SERVICES, INC	REPLACED GAS VALVE-BOILER	01 2620 431 1 001 012	\$4,604.49
866	RASMUSSEN MECHANICAL SERVICES, INC	REPAIR TO OVERHEATING GYM	01 2620 431 1 001 014	\$2,525.12
867	RASMUSSEN MECHANICAL SERVICES, INC	REPAIR TO LIBRARY NOT COOLING	01 2620 431 1 001 004	\$542.11
868	RASMUSSEN MECHANICAL SERVICES, INC	LIBRARY NOT COOLING	01 2620 431 1 001 009	\$392.40
869	RASMUSSEN MECHANICAL SERVICES, INC	HEAT PUMP IN ORCHESTRA AND	01 2620 431 1 001 014	\$9,831.00
870	RASMUSSEN MECHANICAL SERVICES, INC	OFFICE HVAC	01 2620 431 1 001 003	\$29,985.00
871	RASMUSSEN MECHANICAL SERVICES, INC	PREVENTIVE MAINTENANCE	01 2620 431 1 001 000	\$11,764.86
872	RASMUSSEN MECHANICAL SERVICES, INC	PREVENTIVE MAINTENANCE	01 2620 431 2 001 000	\$11,764.89
873			<b>RASMUSSEN MECHANICAL SERVICES, INC TOTAL</b>	\$73,303.71
874	REAL REPTILES LLC	INTERACTIVE REPTILE	01 1100 610 2 016 001	\$350.00
875			<b>REAL REPTILES LLC TOTAL</b>	\$350.00
876	SAFESIDE SHREDDING	SHREDDING	01 1100 340 2 209 001	\$40.00
877			<b>SAFESIDE SHREDDING TOTAL</b>	\$40.00
878	SANCHEZ, ADILENE	PARENT MILEAGE	01 2713 332 1 004 021	\$258.33
879			<b>SANCHEZ, ADILENE TOTAL</b>	\$258.33
880	SCHOLASTIC, INC.	BOOKS FOR FAN	01 3541 610 1 004 000	\$321.69
881			<b>SCHOLASTIC, INC TOTAL</b>	\$321.69
882	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$333.41
883			<b>SCHUMACHER, EMILY TOTAL</b>	\$333.41
884	SDACCC	2024 SPRING EDUCATION CAREER	01 2210 810 1 901 000	\$175.00
885	SDACCC	2024 SPRING EDUCATION CAREER	01 2210 810 2 901 000	\$175.00
886			<b>SDACCC TOTAL</b>	\$350.00
887	SHERWIN-WILLIAMS	PAINT	01 2620 610 1 001 000	\$72.23
888	SHERWIN-WILLIAMS	PAINT	01 2620 610 2 001 000	\$72.22
889			<b>SHERWIN-WILLIAMS TOTAL</b>	\$144.45

890	SID #1	WOODLAND PARK WATER/SEWER	01 2610 410 1 001 012	\$121.45
891			<b>SID #1 TOTAL</b>	\$121.45
892	SOCIAL THINKING	COMBATING	01 2151 330 2 004 000	\$49.00
893			<b>SOCIAL THINKING TOTAL</b>	\$49.00
894	SONGCUAN, ALEXANDRA	PROFESSIONAL CONFERENCE	01 2141 333 1 014 000	\$73.36
895	SONGCUAN, ALEXANDRA	PROFESSIONAL CONFERENCE	01 2141 333 2 014 000	\$73.36
896	SONGCUAN, ALEXANDRA	PROFESSIONAL CONFERENCE	01 2141 580 1 014 000	\$14.58
897	SONGCUAN, ALEXANDRA	PROFESSIONAL CONFERENCE	01 2141 580 2 014 000	\$14.58
898	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$53.45
899			<b>SONGCUAN, ALEXANDRA TOTAL</b>	\$229.33
900	STAPLES	PAPER	01 1100 610 0 001 000	\$26,367.60
901			<b>STAPLES TOTAL</b>	\$26,367.60
902	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$239.73
903			<b>SULLIVAN, KATLINN TOTAL</b>	\$239.73
904	SUPER DUPER PUBLICATIONS	TEST FORMS	01 2151 610 1 024 000	\$311.87
905	SUPER DUPER PUBLICATIONS	TEST FORMS	01 2151 610 2 024 000	\$311.88
906	SUPER DUPER PUBLICATIONS	TEST FORMS	01 2151 610 1 004 000	\$133.13
907	SUPER DUPER PUBLICATIONS	TEST FORMS	01 2151 610 2 004 000	\$133.12
908			<b>SUPER DUPER PUBLICATIONS TOTAL</b>	\$890.00
909	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 014	\$223.29
910	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 005	\$223.29
911	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 002	\$223.29
912	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 001	\$223.29
913	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 000	\$111.67
914	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 000	\$111.67
915			<b>THYSSENKRUPP ELEVATOR CORPORATION TOTAL</b>	\$1,116.50
916	TIME MANAGEMENT SYSTEMS	SOFTWARE SUPPORT CONTRACT	01 2510 340 1 001 000	\$3,361.50
917	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 1 001 000	\$500.50
918	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 2 001 000	\$500.50
919			<b>TIME MANAGEMENT SYSTEMS TOTAL</b>	\$4,362.50
920	TRUCK CENTER COMPANIES	DIMMER, TURN SIGNAL	01 2710 610 1 001 000	\$106.91
921	TRUCK CENTER COMPANIES	DIMMER, TURN SIGNAL	01 2710 610 2 001 000	\$106.91
922			<b>TRUCK CENTER COMPANIES TOTAL</b>	\$213.82

923	TURNKEY TELECOM SOLUTIONS, LLC	TROUBLESHOOTING SCOREBOARD AT	01 2620 431 2 001 001	\$255.00
924		<b>TURNKEY TELECOM SOLUTIONS, LLC TOTAL</b>		\$255.00
925	UNITED STATES POSTAL SERVICE	PO BOX SERVICE	01 2510 531 1 001 000	\$212.00
926	UNITED STATES POSTAL SERVICE	PO BOX SERVICE	01 2510 531 2 001 000	\$212.00
927		<b>UNITED STATES POSTAL SERVICE TOTAL</b>		\$424.00
928	UNIVERSITY OF KEARNEY	UNK FAIR REGISTRATION	01 2210 810 1 901 000	\$50.00
929	UNIVERSITY OF KEARNEY	UNK FAIR REGISTRATION	01 2210 810 2 901 000	\$50.00
930		<b>UNIVERSITY OF KEARNEY TOTAL</b>		\$100.00
931	VERNIER SOFTWARE	GAS SENSORS/CHARGERS/LAB EQUIP	01 6700 610 2 028 001	\$8,060.20
932		<b>VERNIER SOFTWARE TOTAL</b>		\$8,060.20
933	WALMSLEY, LYNN	REIMB NATIONAL CONCERT TICKETS	01 1100 610 2 208 001	\$180.00
934		<b>WALMSLEY, LYNN TOTAL</b>		\$180.00
935	WAYNE STATE COLLEGE	WSC FAIR REGISTRATION	01 2210 810 1 901 000	\$17.50
936	WAYNE STATE COLLEGE	WSC FAIR REGISTRATION	01 2210 810 2 901 000	\$17.50
937		<b>WAYNE STATE COLLEGE TOTAL</b>		\$35.00
938	WELDON PARTS NORFOLK	MAINT SUPPLIES	01 2650 610 1 001 000	\$51.23
939	WELDON PARTS NORFOLK	MAINT SUPPLIES	01 2650 610 2 001 000	\$51.22
940		<b>WELDON PARTS NORFOLK TOTAL</b>		\$102.45
941	WERNER, HEATHER	MTSS MILEAGE	01 6990 333 1 001 000	\$203.05
942		<b>WERNER, HEATHER TOTAL</b>		\$203.05
943	WEST HILL WELDING	OFFICE CHAIRS	01 2410 610 1 904 012	\$55.00
944		<b>WEST HILL WELDING TOTAL</b>		\$55.00
945	WEST MUSIC COMPANY	STAND	01 1100 610 1 817 009	\$165.94
946		<b>WEST MUSIC COMPANY TOTAL</b>		\$165.94
947	WILLIAM V. MACGILL	CRUTCH SUPPLIES	01 2130 610 1 425 014	\$25.12
948		<b>WILLIAM V. MACGILL TOTAL</b>		\$25.12
949	WINNERS CIRCLE	AFE PLAQUE	01 2310 610 1 001 000	\$23.22
950	WINNERS CIRCLE	AFE PLAQUE	01 2310 610 2 001 000	\$23.21
951		<b>WINNERS CIRCLE TOTAL</b>		\$46.43
952	WOODALL, EMILY	LHNE COUNSELOR CONVENTION	01 6310 330 2 028 000	\$180.00
953	WOODALL, EMILY	LHNE COUNSELOR CONVENTION	01 6310 333 2 028 000	\$193.88
954	WOODALL, EMILY	LHNE COUNSELOR CONVENTION	01 6310 580 2 028 000	\$145.31
955		<b>WOODALL, EMILY TOTAL</b>		\$519.19
956	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 010	\$521.98
957	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 003	\$153.27
958	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 004	\$415.78
959	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 005	\$576.31

960	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 021	\$1,121.03
961	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 008	\$1,544.76
962	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 009	\$456.37
963	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 012	\$467.72
964	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 2 001 002	\$3,923.76
965	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 2 001 001	\$2,109.63
966	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 014	\$818.33
967	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 1 001 000	\$384.72
968	WOODRIVER ENERGY LLC	NATURAL GAS 9/21-10/23/23	01 2610 621 2 001 000	\$384.72
969		<b>WOODRIVER ENERGY LLC TOTAL</b>		<b>\$12,878.38</b>
970	WORTMANN, MARY	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$7.07
971	WORTMANN, MARY	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$4.72
972		<b>WORTMANN, MARY TOTAL</b>		<b>\$11.79</b>
973	ZONE, THE	NOV 23 S.HUMLICEK PAYROLL	01 6968 340 1 001 014	\$442.50
974		<b>ZONE, THE TOTAL</b>		<b>\$442.50</b>
975	<b>GRAND TOTAL</b>			<b>\$569,050.33</b>
976				
977				
978	<b>NUTRITION FUND</b>			
979	HOBART SALES & SERVICE	LABOR CONVECTION OVEN	02 3100 340 1 001 014	\$162.00
980	HOBART SALES & SERVICE	SET UP NEW OVENS	02 3100 340 2 001 001	\$2,340.00
981	HOBART SALES & SERVICE	INSTALLATION OF OVENS	02 3100 340 2 001 001	\$518.68
982	HOBART SALES & SERVICE	OVEN PARTS	02 3100 610 2 001 001	\$329.96
983		<b>HOBART SALES &amp; SERVICE TOTAL</b>		<b>\$3,350.64</b>
984	LUNCHTIME SOLUTIONS, INC.	NOVEMBER MEALS	02 3100 340 1 001 000	\$158,728.98
985	LUNCHTIME SOLUTIONS, INC.	NOVEMBER MEALS	02 3100 340 2 001 000	\$158,728.98
986		<b>LUNCHTIME SOLUTIONS, INC</b>		<b>\$317,457.96</b>
987	NPS SUBSIDIARY	SUPPLIES FOR NEW KITCHENS #8	02 3100 610 1 001 010	\$999.45
988	NPS SUBSIDIARY	SUPPLIES FOR NEW KITCHENS #8	02 3100 610 1 001 008	\$999.44
989		<b>NPS SUBSIDIARY TOTAL</b>		<b>\$1,998.89</b>
990	RASMUSSEN MECHANICAL SERVICES, INC	INSTALL KITCHEN EXHAUST FAN	02 3100 340 1 001 008	\$4,008.00
991		<b>RASMUSSEN MECHANICAL SERVICES, INC TOTAL</b>		<b>\$4,008.00</b>
992	<b>GRAND TOTAL</b>			<b>\$326,815.49</b>
993				
994				
995	<b>COOPERATIVE FUND</b>			
996	ESU 8	HOFFART/STAUB FEB-JULY2023	04 1200 111 1 004 000	\$36,563.85
997	ESU 8	HOFFART/STAUB FEB-JULY2023	04 1200 111 2 004 000	\$36,563.85
998	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 281 1 004 000	\$6,044.16

999	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 281 2 004 000	\$6,044.16
1000	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 221 1 004 000	\$3,035.61
1001	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 221 2 004 000	\$3,035.61
1002	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 231 1 004 000	\$3,611.70
1003	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 231 2 004 000	\$3,611.70
1004	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 580 1 004 000	\$5,242.98
1005	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 580 2 004 000	\$5,242.98
1006	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 281 1 004 000	\$104.94
1007	ESU 8	HOFFART/STAUB FEB-JULY 2023	04 1200 281 2 004 000	\$104.93
1008			<b>ESU 8 TOTAL</b>	\$109,206.47
1009	ESU #13	SEPT DHH SERVICES	04 1200 591 2 004 000	\$736.56
1010			<b>ESU #13 TOTAL</b>	\$736.56
1011	HELLEBERG, CAROL	ASL INTERPRETER MENTOR	04 1200 340 1 004 000	\$220.00
1012	HELLEBERG, CAROL	ASL INTERPRETER MENTOR	04 1200 340 2 004 000	\$220.00
1013			<b>HELLEBERG, CAROL TOTAL</b>	\$440.00
1014	HOFFART, JILL	FALL OUTING REIMB	04 1200 580 2 004 000	\$47.68
1015			<b>HOFFART, JILL TOTAL</b>	\$47.68
1016	HOYER, VICTORIA	PARENT SIGN CLASS INSTRUCTOR	04 1200 340 1 004 000	\$112.50
1017	HOYER, VICTORIA	PARENT SIGN CLASS INSTRUCTOR	04 1200 340 2 004 000	\$112.50
1018			<b>HOYER, VICTORIA TOTAL</b>	\$225.00
1019	JELINEK, LINDSEY	LITTLE ONES PLAYDATE CHAPERONE	04 1200 340 1 004 000	\$60.00
1020	JELINEK, LINDSEY	PLAYDATE MILEAGE	04 1200 580 1 004 000	\$61.57
1021	JELINEK, LINDSEY	PLAYDATE MILEAGE	04 1200 580 2 004 000	\$61.57
1022	JELINEK, LINDSEY	BOTB CHAPERONE	04 1200 340 1 004 000	\$230.00
1023	JELINEK, LINDSEY	BOTB MILEAGE	04 1200 580 1 004 000	\$98.91
1024	JELINEK, LINDSEY	BOTB MILEAGE	04 1200 580 2 004 000	\$98.90
1025	JELINEK, LINDSEY	BOTB-CHAPERONE	04 1200 340 1 004 000	\$110.00
1026	JELINEK, LINDSEY	BOTB-CHAPERONE MILEAGE	04 1200 580 1 004 000	\$98.91
1027	JELINEK, LINDSEY	BOTB-CHAPERONE MILEAGE	04 1200 580 2 004 000	\$98.90
1028			<b>JELINEK, LINDSEY TOTAL</b>	\$918.76
1029	NPS GENERAL FUND	SEPT/OCT 2023 INVOICES	04 1200 531 1 004 000	\$3.15
1030	NPS GENERAL FUND	SEPT/OCT 2023 INVOICES	04 1200 531 2 004 000	\$3.15
1031			<b>NPS GENERAL FUND TOTAL</b>	\$6.30
1032	NPS SUBSIDIARY	REFUND #26	04 1200 580 1 004 000	-\$0.43
1033	NPS SUBSIDIARY	HOFFART STORYTELLING TRAVEL	04 1200 580 1 004 000	\$171.95
1034	NPS SUBSIDIARY	COORDINATOR MEETING TRAVEL #26	04 1200 580 1 004 000	\$122.55
1035	NPS SUBSIDIARY	COORDINATOR MEETING TRAVEL #26	04 1200 580 2 004 000	\$122.55
1036	NPS SUBSIDIARY	ACADEMIC BOWL LUNCH #26	04 1200 580 2 004 000	\$110.09
1037	NPS SUBSIDIARY	BATTLE OF THE BOOKS MAILING	04 1200 531 1 004 000	\$12.44
1038	NPS SUBSIDIARY	BATTLE OF THE BOOKS MAILING	04 1200 531 2 004 000	\$12.43

1039			<b>NPS SUBSIDIARY TOTAL</b>	\$551.58
1040	STAUB, JESSICA	FAMILY FUN STAFF	04 1200 340 1 004 000	\$120.00
1041			<b>STAUB, JESSICA TOTAL</b>	\$120.00
1042	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$65.24
1043	U. S. CELLULAR	HOT SPOTS	04 1200 610 2 004 000	\$65.23
1044			<b>U.S. CELLULAR TOTAL</b>	\$130.47
1045	US BANK VOYAGER FLEET SYSTEM	FUEL	04 1200 580 1 004 000	\$37.64
1046	US BANK VOYAGER FLEET SYSTEM	FUEL	04 1200 580 2 004 000	\$37.63
1047			<b>US BANK VOYAGER FLEET SYSTEM TOTAL</b>	\$75.27
1048	WOOD, JENNY	FALL OUTING CHAPERONE	04 1200 340 2 004 000	\$300.00
1049			<b>WOOD, JENNY TOTAL</b>	\$300.00
1050	<b>GRAND TOTAL</b>			<b>\$112,758.09</b>
1051				
1052				
1053	<b>SPECIAL BUILDING FUND</b>			
1054	CANNON MOSS BRYGGER ARCHITECTS	MIDDLE SCHOOL ADDITION	08 2620 720 1 001 014	\$5,950.00
1055			<b>CANNON MOSS BRYGGER ARCHITECTS TOTAL</b>	\$5,950.00
1056	<b>GRAND TOTAL</b>			<b>\$5,950.00</b>
1057				
1058				
1059	<b>STUDENT FEE FUND</b>			
1060	AMEN, ASHLEY	REFUND OF TECH FEE	17 2190 610 2 672 002	\$35.00
1061	AMEN, ASHLEY	REFUND OF PARTICIPATION FEE	17 2190 610 2 671 002	\$20.00
1062	AMEN, ASHLEY	REFUND OF ACTIVITY CARD FEE	17 2190 610 2 885 002	\$40.00
1063			<b>AMEN, ASHLEY TOTAL</b>	\$95.00
1064	BSN SPORTS,	SOCCER SOCKS	17 2190 610 2 549 001	\$676.39
1065	BSN SPORTS,	SOCCER SOCKS	17 2190 610 2 514 001	\$676.39
1066			<b>BSN SPORTS TOTAL</b>	\$1,352.78
1067	FROMUTH	WAIVABLE APPAREL FLOUNCY SKIRT	17 2190 610 2 550 001	\$1,330.96
1068			<b>FROMUTH TOTAL</b>	\$1,330.96
1069	KEN'S BAND INSTRUMENT REPAIR	MARCHING HORN REPAIR	17 2190 340 2 028 001	\$45.00
1070	KEN'S BAND INSTRUMENT REPAIR	TROMBONE REPAIR	17 2190 340 2 028 001	\$56.00
1071	KEN'S BAND INSTRUMENT REPAIR	CORNET REPAIR	17 2190 340 1 028 014	\$40.00

1072	KEN'S BAND INSTRUMENT REPAIR	CLARINET REBUILD	17 2190 340 1 028 014	\$210.00
1073	KEN'S BAND INSTRUMENT REPAIR	TUBA CASE REPAIR	17 2190 340 1 028 014	\$10.00
1074		<b>KEN'S BAND INSTRUMENT REPAIR TOTAL</b>		\$361.00
1075	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$34.14
1076	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$45.58
1077	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$86.60
1078	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$86.74
1079	NPS SUBSIDIARY	BUZZSPROUT #18	17 2190 610 2 669 002	\$12.00
1080	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$225.88
1081	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$193.86
1082	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$109.92
1083	NPS SUBSIDIARY	ROBOT COMPETITION #18	17 2190 610 2 669 002	\$120.00
1084	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #5	17 2190 610 2 972 001	\$63.98
1085	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #21	17 2190 610 2 972 001	\$240.43
1086	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #21	17 2190 610 2 972 001	\$55.18
1087	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #21	17 2190 610 2 972 001	\$136.16
1088	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #29	17 2190 610 2 972 001	\$139.98
1089	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #29	17 2190 610 2 972 001	\$766.98
1090	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #29	17 2190 610 2 972 001	\$443.76
1091	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #29	17 2190 610 2 972 001	\$3,551.89
1092	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #29	17 2190 610 2 972 001	\$55.48
1093		<b>NPS SUBSIDIARY TOTAL</b>		\$6,368.56
1094	<b>GRAND TOTAL</b>			<b>\$9,508.30</b>

# NEGOTIATED AGREEMENT

Between

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

and

Norfolk City Education Association  
Norfolk, Nebraska

FOR THE ACADEMIC YEARS  
2024-2025

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NORFOLK PUBLIC SCHOOLS  
NORFOLK, NEBRASKA

NEGOTIATED AGREEMENT  
2024-2025

I. DURATION OF AGREEMENT

This agreement shall be effective as of August 1, 2024 and shall continue in effect until July 31, 2025. If a new and substitute contract has not been duly entered into prior to July 31, 2025, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, 2025. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)

II. RECOGNITION

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

III. COMPENSATION

A. Salary: The base salary for the 2024-2025 school year shall be \$39,457 based on a 188 day contract for current and returning staff and 192 day contract for staff new to the district. 172.5 of the contract days will be instructional days with students. Two (2) comp days will be scheduled each year at the end of each parent teacher conference week to compensate for the extra time put in by staff. 13.5 non student days will be used for professional development and or work time, as scheduled by the superintendent in collaboration with the district calendar committee. The calendar committee must contain at least one NCEA representative. Certificated staff salaries for 2024-2025 shall be determined using the foregoing base salary and the salary schedule attached hereto and incorporated herein as Appendix A1.

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

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

- (4) Only those certificated staff members frozen on Step 15 in the MA+45, MA+MA/EDS and PHD columns are eligible for longevity pay. The certificated staff members who are frozen will receive longevity increments of 1% of the base salary starting with the first year they are frozen. An additional 1% shall be added each year for up to a total of 15%.
  - (5) Certified staff extra-duty pay aligns with teacher contract pay. Non-certified staff will be paid in installments that align with the activity/extra duty season and payroll dates published annually by the district.
- B. Special Assignment Stipends:
- (1) Certified staff who are teaching Dual Credit courses and/or AP courses will be compensated by Norfolk Public Schools \$200 per course taught, per college semester. The amount should be in addition to the teacher's salary. If the course counts for both AP and Dual Credit, the teacher will only receive the compensation once.
  - (2) Certified staff who serve Norfolk Public Schools as Speech Language Pathologists and/or School Psychologists will receive an annual stipend to be figured as 10% of the base salary for contract years through 2026-2027, at which time this provision will sunset.
- C. Certified staff who agree to teach zero hour (a 48 minute class prior to the start of teacher duty time) for an entire semester may: Be paid at their hourly per diem rate OR Be provided a duty free 8th period (this does NOT include ELO). Certified Staff who agree to teach an extra period during their plan period--for an entire semester--will be paid at their hourly per diem rate. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED.
- D. Certified staff who sub or cover another class during either their plan period or lunch period will be compensated \$20 for a half-period and \$40 for a full-period. (Definition of a period is defined as a typical/average period for a regular classroom teacher in that building.)
- E. Insurance: For the 2024-2025 school year the School District shall make available for all certificated staff Dual Choice PPO health insurance with \$1,050/\$3,800 HSA Eligible option and dental insurance Option 2 coverage established annually by the EHA. Premiums rated for the group health and dental plans will be in a four-tier structure with the four tiers defined as follows: employee (self only), employee/child(ren), employee/spouse, and employee/spouse and child(ren).
- F. Fringe Benefit Package: Eligible certificated staff employed by the School District shall be provided the Fringe Benefit Package as described herein. Benefits provided under the Fringe Benefit Package shall be prorated for part-time certificated staff based on full-time equivalency. Certificated staff provided the Fringe Benefit Package shall be eligible to receive the following benefit packages identified in subsections (1),(2) and (3) below, subject to limitations provided therein:
- (1) Insurance /Fringe Benefit Stipend: Full-time certificated staff eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates

under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.

- a. Fringe Benefit Stipends shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.
- (2) Full-time certificated staff eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren) health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428** will be paid by the certificated staff.
- a. A Certificated staff member may elect to receive dependent health and dental insurance coverage and/or the lower deductible health insurance option available under the EHA Dual Choice Plan, provided that all additional premium cost of such coverage above the premium cost of the employee (self only) higher deductible health and dental coverage offered by the School District is paid by the certificated staff member through a salary reduction agreement under the School District's Section 125 plan.
- (3) Cash-in-lieu: Full-time certificated staff eligible for the Fringe Benefit Package may elect not to enroll in the health and dental insurance plan offered by the School District and decline the School District's contribution towards such health and dental insurance and instead receive a Cash-in-Lieu of insurance stipend in the amount of \$11,428 (\$952.33/month) for the 2024-2025 school year provided the certificated staff member has filed with the business office on the form attached hereto and incorporated herein as Appendix C3 an acknowledgement which serves as evidence of alternative coverage in accordance with the conditions of an "eligible opt out payment" as set forth in Treas. Prop. Reg 26 CFR §1.36B-2(c)(v)(A)(7), as may be amended from time to time. Cash-in-lieu payments shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.

IV. IRS 125 Plan

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

V. SUMMER SCHOOL/CURRICULUM PAY

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

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

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

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

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

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

VI. EXTRA DUTY SCHEDULE

The extra duty salary schedule is based upon the base salary of \$39,457 for 2024-2025.

- A. See Appendix B1 for the Extra Duty Salary Schedule
- B. See Appendix C1 for placement on the Extra Duty Salary Schedule

VII. NEGOTIATIONS CONCERNING THE ENTIRE AGREEMENT

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

VIII. SICK LEAVE

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

occur. The date or approximate dates of the planned absence shall be communicated to his or her building administrator as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

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

Certificated staff who have a sick leave balance in excess of seventy-five (75) days at the end of the 2024-2025 school year will be able to maintain that balance, except that no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than seventy-five (75). When the accumulated sick leave falls below seventy-five (75), the staff member covered by this agreement shall be granted a maximum of ten (10) days or the number required to bring the staff member leave balance back to seventy-five (75). The granting of this additional leave shall be done once at the beginning of each school year.

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

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

IX. BEREAVEMENT LEAVE

The Norfolk Public Schools provides the following bereavement leave procedures: All full-time certificated employees are eligible for bereavement leave of up to five (5) days for the funeral of a member of the immediate family. One (1) day of bereavement will be granted for the funeral of a friend or relative. Additional bereavement days may be requested for each occasion. Additional days may be allowed at the discretion of the superintendent. The maximum number of bereavement days shall be no more than twelve (12) days in any one year. Bereavement leave is non-cumulative. If you are prevented from returning to work after leave is expired, because of extenuating circumstances (such as weather), your pay will be docked an amount equal to the pay of a substitute teacher

X. PROFESSIONAL LEAVE

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

- A. Serving as a member of an accreditation visitation team.
- B. Attending a clinic or workshop in the discipline or area to which the teacher is assigned when no students are being supervised.
- C. Attending a state or national meeting sponsored by the state or national organization made up of members of the discipline in which the teacher is assigned. Attendance will be allowed only if the staff member is an active member of the state or national organization.
- D. To act as a judge or official in activities such as music, drama, speech and debate contests, agricultural activities, science fairs and athletic events. If a staff member is paid to judge or officiate in any of the above activities or events, then that pay must be turned over to the District. Reimbursement of expenses may be kept by the judge or official.
- E. To visit exemplary programs in the instructor's area of assignment to other schools.
- F. The practice of granting leave for coaches to attend state tournaments, conferences and clinics shall be written into administrative procedures.

- G. Staff will be allowed to use up to two (2) professional leave days when attending NSEA events if they are a representative at the local or state level (when the NSEA does not pay the salary of a substitute teacher).

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

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

#### XI. SCHOOL BUSINESS LEAVE

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

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

#### XII. PERSONAL LEAVE

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

- A. Extenuating circumstances may dictate an exception at the discretion of the superintendent of schools:
  1. It may not be used when Norfolk athletic teams qualify for district or state playoffs or other such occasion when use of this day would create teacher substitute shortages.
  2. The personal leave day may not be taken preceding or following vacations or other non-contract days except for extenuating circumstances.
  3. This leave may not be taken after April 30 except for extenuating circumstances.

4. Those certificated staff members who have a son or daughter participating in district or state competition during the month of May, may use a personal day to attend, if substitute teachers are available.
- B. Personal leave shall be allowed to accumulate to six (6) days, and may be used consecutively following the conditions listed above.
- C. Personal leave will not be allowed for any absence when such absence is covered by other leave benefits by the Norfolk Public School System.
- D. If an employee is prevented from returning to work after personal leave has expired, because of extenuating circumstances (such as weather), the employee will be docked in an amount equal to the pay of a substitute teacher.
- E. Request for leave will be submitted in writing on forms provided by the school district to the supervising administrator at least seven (7) calendar days in advance of the date leave is to commence. The supervising administrator will consider any other leave request and submit it to the superintendent of schools with a recommendation for approval or disapproval. The superintendent of schools will act upon the request with dispatch and will promptly notify the staff member and the supervising administrator as to the disposition of the leave request.
- F. Staff members will be paid \$200 in June if they did not use any of the two (2) personal leave days or \$50 if they used one (1) of the personal leave days. Teachers can be reimbursed at the end of each school year for any or all unused personal leave days.
- G. Staff members who are unable to get to work due to inclement weather may use a personal day. If no personal days are available then a staff member will be docked in an amount equal to the pay of a substitute teacher.

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

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

XIII. NSEA LEAVE

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

XIV. GRIEVANCE POLICY

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

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

Level I:

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

Level II:

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

Level III:

If the grievance is not settled at Level II, the grievant may request a conference with the superintendent and the administrator or supervisor who made the decision causing the grievance within fifteen (15) days of the receipt of the written response. The request shall be sent to the superintendent. If the grievance is with the superintendent, then the request moves directly to Level IV. The request shall contain the written grievance, the written response to the grievance, and a summary of the attempt to settle the grievance at Levels I and II. Upon receipt of the request the superintendent shall direct the administrator or supervisor to submit within three (3) days a summary of the attempt to settle the grievance at Levels I and II. The superintendent shall first try to mediate an agreement between the two parties and, if unsuccessful in reaching agreement, shall render a decision. The conference and agreement or decision rendered will be completed within ten (10) calendar days of the request. A summary of Level III proceedings including an agreement reached or decision made shall be recorded.

Level IV:

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

XV. ACTIVITY PASSES

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

XVI. IMPLEMENTATION

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

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

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

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

XVII. TOTALITY OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this agreement, the Association had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this agreement; and that it shall constitute the entire agreement between the parties for 2024-2025.

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

XVIII. MANAGEMENT RIGHTS

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

APPROVED:

APPROVED:

\_\_\_\_\_  
President, Norfolk Board of Education

\_\_\_\_\_  
President, Norfolk City Education Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Appendix A-1

**NORFOLK PUBLIC SCHOOLS  
2024-2025 Salary Schedule**

**\$ 39,457**

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

Step	A BA	B BA+9	C BA+18	D BA+27	E MA	F MA+9	G MA+18	H MA+27	I MA+36	J MA+45	K MA+MA/EDS	L PHD
1	\$ 39,457 1.000	\$ 41,233 1.045	\$ 43,008 1.090	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495
2	\$ 41,233 1.045	\$ 43,008 1.090	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540
3	\$ 43,008 1.090	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585
4	\$ 44,784 1.135	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630
5	\$ 46,559 1.180	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675
6	\$ 48,335 1.225	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675	\$ 67,866 1.720
7	\$ 50,110 1.270	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675	\$ 67,866 1.720	\$ 69,642 1.765
8	\$ 51,886 1.315	\$ 53,662 1.360	\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,539 1.585	\$ 64,315 1.630	\$ 66,090 1.675	\$ 67,866 1.720	\$ 69,642 1.765	\$ 71,417 1.810
9		\$ 55,437 1.405	\$ 57,213 1.450	\$ 58,988 1.495	\$ 60,961 1.545	\$ 62,737 1.590	\$ 64,512 1.635	\$ 66,288 1.680	\$ 68,063 1.725	\$ 69,839 1.770	\$ 71,614 1.815	\$ 73,390 1.860
10			\$ 58,988 1.495	\$ 60,764 1.540	\$ 62,934 1.595	\$ 64,709 1.640	\$ 66,485 1.685	\$ 68,261 1.730	\$ 70,036 1.775	\$ 71,812 1.820	\$ 73,587 1.865	\$ 75,363 1.910
11					\$ 64,907 1.645	\$ 66,682 1.690	\$ 68,458 1.735	\$ 70,233 1.780	\$ 72,009 1.825	\$ 73,785 1.870	\$ 75,560 1.915	\$ 77,336 1.960
12						\$ 68,655 1.740	\$ 70,431 1.785	\$ 72,206 1.830	\$ 73,982 1.875	\$ 75,757 1.920	\$ 77,533 1.965	\$ 79,309 2.010
13							\$ 72,404 1.835	\$ 74,179 1.880	\$ 75,955 1.925	\$ 77,730 1.970	\$ 79,506 2.015	\$ 81,281 2.060
14								\$ 76,152 1.930	\$ 77,928 1.975	\$ 79,703 2.020	\$ 81,479 2.065	\$ 83,254 2.110
15									\$ 79,900 2.025	\$ 81,676 2.070	\$ 83,452 2.115	\$ 85,227 2.160

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

Appendix B1

2024-2025 Base Salary \$ 39,457

EXTRA DUTY SCHEDULE

Extra-Duty #1	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
SH Head B/G Basketball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864
SH Head Football	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864
SH Head Volleyball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864
SH Head B/G Wrestling	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864
FFA	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864
SH Head Speech	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864
SH Head Debate	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,891	\$ 8,286	\$ 8,681	\$ 9,075	\$ 9,470	\$ 9,864

Extra-Duty #2	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
SH Head Baseball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Head B/G Soccer	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Head Softball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Head Swimming	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Head B/G Track	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Head B/G XC	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Instrumental Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Vocal Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286
SH Head Drama	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497	\$ 7,891	\$ 8,286

Extra-Duty #3	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
SH Head B/G Golf	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Head Bowling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Head B/G Tennis	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Asst. B/G Basketball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Asst. Football	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Asst. FFA	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Asst. B/G Wrestling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Asst. Volleyball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
Orchestra	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497
SH Asst. Debate	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708	\$ 7,102	\$ 7,497

Extra-Duty #4	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
Head 9th Coach	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. Baseball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. B/G Soccer	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. Softball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. Swimming	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. B/G Track	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. Instrumental Music	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. B/G XC	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. Drama	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Publications	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708
SH Asst. Speech	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919	\$ 6,313	\$ 6,708

Extra-Duty #5	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
SH Asst. B/G Tennis	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919
SH Asst. Bowling	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919
SH Asst. B/G Golf	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919
SH Pink Panthers	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919
SH Cheerleaders	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524	\$ 5,919

Extra-Duty #6	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
Asst. 9th Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524
JH Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524
MS Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524
SH Weight Room Coordinator	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524
JH Head Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524
SH Technical Director	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735	\$ 5,129	\$ 5,524

Extra-Duty #7	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
Extra-Duty #8	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
JH Asst. Coach	0.07	0.08	0.09	0.10	0.11	0.12	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946	\$ 4,340	\$ 4,735
Extra-Duty #9	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
SH Flags	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946
SH Academic Challenge	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946
SH Mock Trial	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946
JH Vocal Music	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946
SH Student Council	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946
National Honor Society	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551	\$ 3,946
Extra-Duty #10	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
JH Academic Challenge	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
SH Weight Room Supervisor	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
DECA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
FBLA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
JH Student Council	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
Skills USA(VICA)	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
Intramural	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
Unified Bowling	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
Unified Track	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
Educators Rising	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551
HOSA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,578	\$ 1,973	\$ 2,367	\$ 2,762	\$ 3,157	\$ 3,551

## Appendix C-1

### Extra-Duty Salary Schedule Placement Guidelines

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

## **Appendix C-2**

### **SCIP TEAM EXTRA-DUTY COMPENSATION**

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

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

**Appendix C-3**

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

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

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

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

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

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

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

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

Dated this \_\_\_\_ day of \_\_\_\_\_, 2024.

\_\_\_\_\_  
(Print Your Name)

\_\_\_\_\_  
(Sign Your Name)



Norfolk Public Schools  
Draft 2024-2025 Parent Calendar

**August 2024** 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 2025** 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 2024** 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 2025** 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	

**October 2024** 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 2025** 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 2024** 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 2025** 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 2024** 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 2025** 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

**August**  
12 First Day - First Half Students K-12  
13 First Day - Second Half Students K-12  
14 All Day- K-12

**September**  
2 Labor Day - No School

**October**  
11 K-12 End First Quarter  
K-12 Students - No School  
14-17 K-12 Parent-Teacher Conferences  
14 - K-8 P-T Conferences, 4:00-7:00  
15 - K-4, 9-12 P-T Conferences, 4:00-7:00  
16 - 5-12 P-T Conferences, 4:00-7:00  
17 - K-12 Students - 11:30 a.m. dismissal  
(K-12 P-T Conferences, 1:00-4:00)  
18 K-12 Students - No School  
21 K-12 Students - No School

**November**  
27-29 Thanksgiving Break - No School

**December**  
13 K-12 No School  
20 K-12 End Second Quarter/First Semester  
23-31 Winter Break - No School

**January**  
1-6 Winter Break - No School  
7 K-12 School Resumes  
20 K-12 Students - No School

**February**  
7 K-12 Students - No School  
10-13 K-12 Parent-Teacher Conferences  
10- K-8 P-T Conferences, 4:00-7:00  
11- K-4, 9-12 P-T Conferences, 4:00-7:00  
12 - 5-12 P-T Conferences, 4:00-7:00  
13 - K-12 Students - 11:30 a.m. dismissal  
(K-12 P-T Conferences, 1:00-4:00)  
14 K-12 Students - No School  
17 K-12 No School

**March**  
13 K-12 Spring Break- No School  
K-12 End Third Quarter  
Make-Up Snow Day (if needed due to 3 snow days)  
14 K-12 Spring Break- No School  
Make - Up Snow Day (if needed due to 4 snow days)

**April**  
17-21 K-12 No School - Spring Break  
22 K-12 School Resumes  
24 Grades 9-12 - 11:30 a.m. dismissal  
PM- SH Track Meet  
25 K-12 Students - No School

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

**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)

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Norfolk Public Schools  
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Norfolk, Nebraska 68702-0139  
402-644-2500

Updated: 12/5/2023

**Note:** All dates and times subject to change.



Norfolk Public Schools  
Draft 2024-2025 Staff Calendar

August 2024 1

S	M	T	W	Th	F	Sa
			31	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 2024 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					

October 2024 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		

November 2024 4

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

December 2024 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				

January 2025 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	

February 2025 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	

March 2025 8

S	M	T	W	Th	F	Sa
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 2025 9

S	M	T	W	Th	F	Sa
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 2025 10

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	30	31

**July**  
31 Orientation - New Teaching Staff

**August**  
1-5 Orientation - New Teaching Staff  
6-9 Orientation - All Teaching Staff  
12 First Day - First Half Students K-12  
13 First Day - Second Half Students K-12  
14 All Day- K-12

**September**  
2 K-12 No School- Labor Day

**October**  
11 K-12 End First Quarter  
K-12 Staff- PD/Work Day-No School for Students  
14-17 K-12 Parent-Teacher Conferences  
14 - K-8 P-T Conferences, 4:00-7:00  
15 - K-4, 9-12 P-T Conferences, 4:00-7:00  
16 - 5-12 P-T Conferences, 4:00-7:00  
17 - K-12 Students - 11:30 a.m. dismissal  
(K-12 P-T Conferences, 1:00-4:00)  
18 K-12 Students- No School  
(K-12 Teacher's- Comp Day- No Duty)  
21 K-12 Staff- PD/Work Day- No School for Students

**November**  
27-29 K-12 No School- Thanksgiving Break

**December**  
13 K-12 No School- State One Act  
K-12 Staff- PD/Work Day-No School for Students  
20 K-12 End Second Quarter/First Semester  
23-31 K-12 No School- Winter Break

**January**  
1-3 K-12 No School- Winter Break  
6 K-12 Staff - PD/Work Day - No School For Students  
7 K-12 School Resumes  
20 K-12 Staff - Prof. Development ESU Speaker- No School

**February**  
7 K-12 Staff - PD/Work Day - No School for Students  
10-13 K-12 Parent-Teacher Conferences  
10- K-8 P-T Conferences, 4:00-7:00  
11- K-4, 9-12 P-T Conferences, 4:00-7:00  
12 - 5-12 P-T Conferences, 4:00-7:00  
13 - K-12 Students - 11:30 a.m. dismissal  
(K-12 P-T Conferences, 1:00-4:00)  
14 K-12 Students- No School  
(K-12 Teacher's Comp Day- No Duty)  
17 K-12 No school For Staff or Students

**March**  
13 K-12 No School- Spring Break  
K-12 End Third Quarter  
Make- Up Snow Day (if needed due to 3 snow days)  
14 K-12 No School- Spring Break  
Make- Up Snow Day (if needed due to 4 snow days)

**April**  
17-21 K-12 No School- Spring Break  
K-12 School Resumes  
24 Grades 9-12 - 11:30 a.m. dismissal  
PM- SH Track Meet  
25 No School For Students- District Music  
K-12 Staff PD/Work Day

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

Quar.	K-4 Days	5-6 Days	7-8 Days	9-12 Days	Dates
1	43.0	43.0	43.0	43.0	August 12 - October 11
2	43.5	43.5	43.5	43.5	October 14 -December 21
	86.5	86.5	86.5	86.5	
3	42.5	42.5	42.5	42.5	January 7 - March 13
4	43.5	43.5	43	43	March 18 - May 21
	86	86	85.5	85.5	

172.5 Student Days, Grades K-4  
172.5 Student Days, Grades 5-6  
172 Student Days, Grades 7-8  
172 Student Days, Grades 9-12

Updated: 1/12/5/2023

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

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)

## Insurance Comparison 12/2023

<b>Costs:</b>	<b>ALICAP</b>	<b>Local Agents</b>
Workers' Comp	\$213,387	\$182,225
Package Price	\$331,476	n/a—itemized below
Property	Included in Package Price	\$320,514
General Liability	Included in Package Price	\$23,695
Crime	Included in Package Price	\$949
Inland marine	Included in Package Price	\$2,709
Automobile	Included in Package Price	\$43,829
Umbrella	Included in Package Price	\$17,446
Linebacker	Included in Package Price	\$8,824
Cyber/Data	Included in Package Price—if we qualify	\$1,348
Treasurers Bonds	Included in Package Price	\$200
<b>TOTAL COST:</b>	<b>\$544,863</b>	<b>\$601,739</b>

<b>Coverage and Deductibles</b>	<b>ALICAP</b>	<b>Local Agents</b>
Property Limit	\$400,000,000	\$285,336,890
Property Deductible	\$500	\$10,000
Wind/Hail Deductible	0	1% per building HS= \$800,000
Flood Deductible	0	\$50,000
School Board E/O (Linebacker) Limit	\$5,000,000	\$6,000,000
School Board E/O (Linebacker) Deduct	\$2500	\$5000
Theft Limit	\$1,000,000	\$100,000

Theft Deductible	0	???
Cyber Security Limit	?? – must qualify	\$250,000
Cyber Security Deductible	?? – must qualify	\$1000
Auto Liability Limit	\$50,000	\$1,000,000
Auto Liability Deductible	? \$500	? \$500
Umbrella	n/a—property limit is high enough to cover any/all loss \$400,000,000	\$5,000,000

- Note: It is not an option to split ALICAP's package apart.

**NASB**  
**All Lines Interlocal Cooperative Aggregate Pool**  
**(ALICAP)**

**Member Resolution of Commitment**

WHEREAS, LB398 passed by the 1987 Nebraska Legislature created the Intergovernmental Risk Management Act; and

WHEREAS, Norfolk Public School District, believes it is in the best interest of its citizens to join with other Nebraska school districts in establishing a property, general liability, automobile, crime, dishonesty, school board liability and workers compensation pool; and

WHEREAS, the NASB Pool is established by school districts for the benefit of school district citizens; and

THEREFORE BE IT RESOLVED, that the Norfolk Public School District hereby:

1. Approves the document entitled "Participation Agreement"; and
2. Enters into the Agreement for the formation of and participation in the NASB All Lines Interlocal Cooperative Aggregate Pool; and,
3. Designates \_\_\_\_\_ to sign the Formation Agreement with the Pool on behalf of the school district

Passed and approved this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_

\_\_\_\_\_ School Board

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Please print name and title

# **Participation Agreement**

for the

**NASB All Lines Interlocal Cooperative Aggregate Pool  
(ALICAP)**

*Agreement between local governmental subdivision and the Pool*

## **NASB All Lines Interlocal Cooperative Aggregate Pool (ALICAP)**

1. **Parties.** The parties to this Agreement are the Nebraska public school districts which are signatories hereto.
2. **Recitals.** This Agreement is based upon certain understandings and in furtherance of certain purposes, as follows:
  - 2.1 The Nebraska Intergovernmental Risk Management Act permits two or more public agencies to enter into agreements to form risk-management pools to provide risk-management services and insurance coverage for property, general liability, automobile, crime, dishonesty, school board liability and workers compensation losses.
  - 2.2 The participants have determined that there is a desire to operate a pool to fund some or all of the types of coverages which are identified in Section 2.1 hereof.
  - 2.3 The participant desires to enter into an agreement for the purpose of participating in a risk-management pool.
  - 2.4 The Nebraska Association of School Boards (NASB) is a non-profit corporation formed by Nebraska public school boards to stimulate and contribute to the continuing improvement of public elementary and secondary education including increased efficiency and economy for the ultimate benefit of Nebraska citizens. The NASB shall furnish, provide, or contract for the necessary administrative and management services required by the pool.
3. **Definitions.**
  - 3.1 Pool shall mean the **NASB All Lines Interlocal Cooperative Aggregate Pool** otherwise referred to as **(ALICAP)**.
  - 3.2 Board shall mean the Board of Trustees of the Pool.
  - 3.3 Agreement shall mean this participation agreement between the school district and the Pool.
  - 3.4 Memorandum shall mean each memorandum of coverage stating what coverages are provided, the limits of coverages provided, members deductibles, the Pool's retentions and the Pool's excess carriers.

- 3.5 Members and/or school districts shall mean (a) those public school districts defined in §79-101, (b) those educational service units established under §79-2201, and (c) those technical community colleges established under §79-2636, the governing boards of which are members of NASB which have passed resolutions pursuant to law entering into this agreement.
- 3.6 Director shall mean the State of Nebraska Director of Insurance.
- 3.7 Act shall mean the Intergovernmental Risk Management Act, §44-4301 *et seq.*, and all amendments thereto.
- 3.8 Bylaws shall mean the bylaws governing the operation of the Pool.
- 3.9 NASB shall mean the Nebraska Association of School Boards.
4. **Affiliation of Membership.** The undersigned member hereby jointly and voluntarily agrees to participate in a risk-management pool under the provisions of the Act with all the rights, powers, and privileges vested in and conferred upon such a pool under the laws of the State of Nebraska. The member has read and understands its rights and responsibilities as described in this agreement and as prescribed in state and federal laws and regulations. The name of the pool shall be the NASB All Lines Interlocal Cooperative Aggregate Pool otherwise referred to as (ALICAP).
5. **Purposes.** The purpose of this Agreement is to define a member's participation in ALICAP whereby Nebraska school districts may fund some or all of their property, general liability, automobile, crime, dishonesty, school board liability and workers' compensation losses, as may be agreed to by each such school district and the Pool.
6. **Powers.** In order to carry out these purposes, the Pool shall exercise and enjoy all of the powers, privileges, and authority exercised or capable of being exercised pursuant to the Act, including, but not limited to, the power to issue bonds or other obligations on behalf of a member or to otherwise assist in the issuance by such member of such obligations; provided, however, that nothing herein shall prevent any other parties hereto from separately exercising any such powers, privileges, or authority.
7. **Participation.** The member hereby agrees to participate in the Pool as set forth herein, under the terms and conditions described in this agreement in the Memorandum, the Bylaws, the application for a Certificate of Authority, the Certificate of Authority issued by the Department of Insurance, the Nebraska Workers' Compensation Act and all rules of the Nebraska Workers' Compensation Court.

- 7.1 This Agreement shall become effective only upon receipt by a Pool representative of a signed written execution of this agreement by an authorized representative of the member, and the subsequent issuance of a Coverage Memorandum from the Pool.
- 7.2 A member may not withdraw from participation during the initial thirty-six (36) months after the effective date of this agreement, except that coverage may be suspended or terminated for nonpayment of contribution or other violations by the member of the terms of this Agreement, as set forth in the Intergovernmental Risk Management Act.
- 7.3 A member may withdraw from participation in the pool at any time after the initial thirty-six (36) months, effective as of the anniversary date as stated on the current Coverage Memorandum, by giving written notice of termination to the Pool, the other members in the Pool, and the Director of Insurance at least ninety (90) days prior to such anniversary date. Such termination shall not be effective until approved by the Director as provided by §44-4309(1).
- 7.4 After a member ceases to participate in the Pool, the former member shall remain liable for any costs and obligations incurred by the Pool while the member was a participant, and any contractual obligation the member entered into with the Pool on or before the date of termination, as provided by §44-4309(3).
- 7.5 After a member ceases to participate in the Pool, the member shall not be eligible to receive any future distribution of surplus paid in or accumulated during its period of participation.
- 7.6 The member desiring to either obtain or maintain certain types of coverages from the Pool agrees to adopt any and all necessary policies and procedures as promulgated by the Pool and approved by its board which are deemed necessary for exposures which the member desires coverage from the Pool.
- 7.7 Only those members who are members in good standing with NASB shall be eligible to participate in the Pool.

8. **Financial Plan.**

- 8.1 **Coverages.** Each Memorandum of Coverage shall be adopted by the Board and incorporated as an integral part of the Agreement. Each such Memorandum of Coverage shall include a financial plan setting forth the following:

- a) that property, general liability, automobile, crime, dishonesty, school board liability and workers' compensation coverage is to be offered by the Pool, applicable deductible levels, and maximum levels of claims which the Pool will purchase aggregate insurance coverage;
- b) amount of cash reserves to be set aside for the payment of claims;
- c) amount of standard insurance to be purchased by the Pool to provide coverage over and above the claims which are not to be satisfied directly from the Pool's resources;
- d) amount of aggregate excess insurance coverage and specific excess insurance coverage to be purchased in a given fiscal period; and
- e) the identification of funds and reserves by exposure area.

The terms of the Memorandum of Coverage may be amended for subsequent fiscal periods by a majority vote of the Board, provided that the member shall be given at least thirty (30) days prior written notice thereof.

Additional lines of coverages may be offered through a separate and distinct Memorandum of Coverage. Such additional Memorandum of Coverage is not binding on members until such time as adopted by the individual member and shall be filed with the Director thirty (30) days in advance of the effective date of the change, as stated in §44-4308.

8.2 **Pool Funding.** The Pool shall be funded as follows:

- a) **Deposit Contribution.** As of the effective date of this agreement, and as of the first day of each fiscal year of the Pool thereafter, the anticipated liabilities and expenses of the Pool for the fiscal year shall be calculated by the administrator of the Pool. Such liabilities and expenses shall include expected losses to be covered by the Memorandum, the cost of excess insurance and reinsurance, debt service owed or an obligation of the Pool, and other costs deemed appropriate by the Board. Such liabilities and expenses shall be paid from monies held by the Pool and monies collected from the participant by allocating such liabilities and expenses among the Pool's participants based on rating plans adopted by the Board, uniformly applied to all participants.

The member agrees to furnish all information requested by the Pool to determine the contribution of the member. The member shall pay its deposit contribution for the whole year to the Pool in cash within thirty (30) days of such notification, or by such later date as shall be specified in the notice.

- b) **Retrospective Contribution Adjustment.** Nine months following the close of the fiscal year and at annual intervals thereafter, the Pool may calculate each member's retrospective contribution or contribution adjustment for the year. Any retrospective contribution adjustment shall be charged only to cover losses and exposures of the fiscal year requiring a contribution adjustment. The retrospective contribution adjustment for any fiscal year shall be charged to each member in the same proportion as its share of the total contributions collected for that year. If it is determined that the Deposit Contribution paid is in excess of the contributions needed, such excess shall be applied as a credit towards the next annual Deposit Contribution. If it is determined that the Deposit Contribution paid into the Pool is less than the required amounts needed, such additional funds may be requested and included in the next annual contribution billing. Retrospective contribution adjustments for each fiscal year shall continue until all claims are closed or until the Board determines that sufficient facts are known to make a final adjustment for the year.
  
- c) **Assessment.** If the Pool becomes insolvent or is otherwise unable to discharge its legal liabilities and other obligations, the member may be assessed by the Board for an additional contribution for any and/or all years deemed attributable to the insolvency. Such assessment would be based on each member's contribution for such fiscal year divided by the contribution of all participants for such year, times the amount of such deficiency. Any such assessment, and the manner of calculating the same, shall be given to each member in writing, and each member shall thereafter have sixty (60) days in which to pay the amount of such assessment. Each member shall remain liable for such assessment, regardless of a member's withdrawal from participation or the termination of this Agreement. Such an assessment would only be for any liabilities incurred by the Pool during that member's participation period in the pool, as provided by §44-4309 and §44-4312.

8.3 **Loss Reserves.** The Pool shall maintain funds adequate to pay case reserves and claims that have been incurred but not reported. The Pool shall also maintain a surplus deemed appropriate by the Board, and which meets the regulations of the Department.

- 8.4 **Director's Approval of Dividends.** No dividends shall be distributed without prior approval of the Director, as set forth in §44-4308(2).
- 8.5 **Banking Relationships.** The Pool shall establish bank accounts necessary to carry out the terms of this Agreement. Controls shall be established and funds shall be invested so that the Pool is managed in a conservative, prudent manner.
- 8.6 **Distribution of Surplus.** At the termination of the Pool's existence, any surplus funds in the Pool, over and above those necessary to pay or reserve against the expenses and liabilities of the Pool, shall be distributed among the existing participants in the Pool. Such distribution shall be allocated among such participants in proportion to the contributions made by each participant, as required by §44-4306(2)(b).
- 8.7 **Financial Records.** The Board shall maintain complete financial records for each type of coverage provided by the Pool, including the amount of reserves and surplus for each type of coverage as required by §44-4306(2)(d).

9. **Plan of Management.**

- 9.1 **Board of Trustees.** The Pool shall be operated by a Board of Trustees consisting of two ex officio members and nine (9) persons, who are elected officials or appointed officials of school districts, which are signatories hereto. The two ex officio members of the Board of Directors shall be the President and the Executive Director of NASB. The other nine members shall be elected by a vote of the Board of Directors of NASB. A vacancy on the Board shall be filled by a vote of the Board of Directors of NASB. The person appointed to fill a vacancy shall serve for the remainder of the term of the vacating director.

All board members, whether ex officio, elected or appointed shall be entitled to one vote each in all matters that come before the Board.

- 9.2 **Powers of the Board.** The Board shall have the power to:
- a) establish a Memorandum of Coverage, as stated in §44-4306(1);
  - b) ensure that all claims covered by the Memorandum are paid promptly, as stated in §44-4306(2)(e);

- c) take all necessary precautions to safeguard the assets of the Pool;
- d) maintain minutes of meetings;
- e) establish reasonable reimbursement to the NASB for the day-to-day administration and management of the Pool;
- f) interview, select, and contract with claims administration firms, brokerage firms and insurance consulting firms as deemed necessary by the Board;
- g) notify the Director of the existence of the Pool and file all documents required by the Intergovernmental Risk Management Act;
- h) establish the rating plan to be used by the Pool;
- i) authority to sue and be sued, make contracts, hold and dispose of real and personal property, borrow money, contract debt, and pledge Pool assets in the name of the Pool;
- j) establish a system or program of loss control; and,
- k) such other powers as may be necessary to carry out the terms of this agreement.

**9.3 Election of the Board.**

- a) Elections of members to the board shall be made by the nominating committee. The nominating committee shall consist of three persons: the chairperson of the Board, an individual from a member school district selected by the Board, and the Executive Director of NASB. Nominations shall be requested from the floor of the annual meeting of the participants.
- b) Each of the nine elected trustees on the board shall serve for a three-year term of office, with members terms staggered so as to create three open seats each year.

The term of office for each board member shall commence January 1<sup>st</sup>.

**9.4 New Members.** All school districts, as members of NASB, are eligible to make application to the Pool in the following manner:

- a) the applicant school districts must provide such loss and exposure information as is required by the Board.

- b) The school district must enter this Agreement by resolution passed by its governing board.
- c) The Board, in its sole discretion, shall accept or reject each application. Each such school district shall become a member of the Pool only after both of the following requirements are met: (1) approval of the application of such school district by the Board and (2) due execution of this Agreement.

9.5 **Termination of a Member.** A member may be involuntarily terminated as a member of the Pool if, after due notice and hearing, the Director of Insurance finds one of the following: 1) the member has failed to pay its contribution or assessment to the Pool, 2) has failed to discharge any other obligation it owes to the Pool, 3) violated the laws of the state, rules of the Department of Insurance or Bylaws of the Pool, 4) has failed to meet the terms of participation as provided in paragraph 7. Such hearing may be initiated by the Director of Insurance or at the request of the Pool's Board of Directors, as provided in §44-4309(2).

9.6 **Inspection and Audit.** The Pool and its representatives shall be permitted, but shall not be obligated, to inspect the member's properties and operations at any time. Neither the Pool's right to make inspections nor the making thereof shall constitute an undertaking on behalf of, or for the benefit of, such member or others to determine or warrant that such property or operations are safe or are in compliance with any law, rule, or regulation.

- a) The Pool may examine and audit the member's records at any time during the period that this Agreement is in effect, and during any extensions hereof, and within three years after such school district is no longer a member of the Pool, insofar as said records may relate to the subject matter of this Agreement.
- b) The Pool shall be audited annually at the expense of the Pool by a certified public accountant. A copy of the report shall be submitted to the governing board of each member.

9.7 **Bylaws and Rules of Operation.** The board has bylaws and rules pertaining to the exercise of its purpose and powers. The Board may revise the Bylaws from time-to-time, by a majority vote. Any revision of the Bylaws shall become effective only after approved by the NASB Board of Directors. The Board may also from time-to-time adopt policies, rules, and procedures by majority vote for the administration and operation of the Pool so long as such policies, rules, and procedures are consistent with this Agreement, the Bylaws or applicable law. No provisions of the Bylaws, policies, rules, or

procedures shall be inconsistent with the terms of the Agreement or be contrary to applicable law.

9.8 **Place of Business.** The Principal place of business for the Pool shall be 1301 Stockwell Street, Lincoln, Nebraska. The Board may employ necessary staff and may purchase, lease, or rent real and personal property in order to carry out the business and purpose of the Pool.

9.9 **Professional Services.** The Board may retain the services of such legal counsel, actuaries, auditors, engineers, consultants, and other advisors as it deems necessary to carry out the business and purpose of the Pool.

9.10 **No Private Benefit.** No part of the net earnings or assets of the Pool shall inure to the benefit of any private person, as stated in §44-4306(2)(f).

10. **Dissolution of the Pool.**

10.1 **Event of Dissolution.** The Pool shall be dissolved upon the first to occur of the following:

a) when all participants in the Pool have ceased to participate;  
or

b) at such time as the Board shall determine that the number of participants and/or the size of the Pool is too small to adequately indemnify against the risks specified in the Memorandum.

10.2 **Required Approval.** The Board shall submit a written application to the Director of Insurance for approval of the plan to terminate the Pool as provided by §44-4311. Said application shall comply with applicable statutes and rules and regulations, including, without limitations, provisions for all pending and anticipated claims.

10.3 **Approval of Participants.** Any dissolution pursuant to this Section 10 shall not be effective until approval is obtained from the participants in the Pool upon a vote of at least two-thirds majority of all such participants granting approval. Such vote shall occur within thirty (30) days after approval by the Director of Insurance.

10.4 **Termination of the Agreement.** This Agreement shall terminate upon the occurrence of all of the following events: (1) the Pool has terminated pursuant to Section 10 herein; (2) all amounts owed by the Public Agency have been paid in full, and (3) all amounts owed for claims and other expenses have been paid in full.

- 10.5 **Distribution of Assets.** At the termination of the Pool's existence, any surplus funds in the Pool over and above those necessary to pay or reserve against the expenses and liabilities of the Pool shall be distributed among the existing participants in the Pool. Such distribution shall be allocated among such participants in proportion to the contributions made by each participant, as stated in §44-4306(2)(b).
11. **Conformity with Law.** In the event any term or provision of this Agreement shall be in conflict with the statutes, laws, rules, and regulations of the State of Nebraska as they now exist or are hereafter amended, this Agreement shall automatically be deemed amended to conform to such statutes, laws, rules, and regulations.
12. **Fiscal Year.** The Pool's fiscal year shall begin on September 1 of each year and end on August 31 of each year.
13. **Liability.** No participant in the Pool shall by reason of this Agreement, have any liability for claims brought by third parties against any other participant other than the obligation to contribute certain funds to the Pool as expressly provided herein. The liability for any claim against the member shall remain the sole and exclusive liability of the member; the obligation of the Pool is to indemnify the member against such loss as provided in the Memorandum to the extent and under the conditions contained therein.
14. **Execution in Counterpart.** This Agreement may be executed in several counterparts, each of which shall be regarded as an original and all of which shall constitute one and the same document.

The parties hereto have entered this Agreement on the dates set forth in the attached Resolutions.

Personnel-All EmployeesPersonnel Files

Any teacher, administrator, or classified employee of Norfolk Public Schools shall, upon request, have access to their personnel file and shall have the right to attach a written response to any item in such file, and may in writing authorize any other person to have access to such file, which authorization shall be honored by the district. Such access and right to attach a written response shall not be granted with respect to any letters of recommendation solicited by the employer which appear in the personnel file. No other person except school officials while engaged in their professional duties shall be granted access to such file nor shall the contents thereof be divulged in any manner to any unauthorized person.

Legal Reference: Neb. Rev. Stat. ' 79-539; ' 79-8,109

Date of Adoption: December 9, 2013

Date of Reaffirmation: February 8, 2016

Personnel - All EmployeesReceiving Agents, Salespersons, and Other Business Representatives

No school employee shall visit with or discuss business matters of a personal nature with any sales representative during the hours the employee is on duty in the school, except by special permission of the Superintendent or building principal.

Any agent or business representative calling on school personnel about school matters, such as, textbooks, publication of the school ~~annual~~ **yearbook**, ~~class insignia~~, athletic equipment, school equipment, school supplies, building and custodial supplies, and the like, shall first obtain the permission of the Superintendent or building principal and it is the duty of the school employee to ascertain that the representative has such permission. In general, a teacher shall not interrupt class work to confer with such representatives.

Legal Reference: Neb. Rev. Stat. ' 79-8,100

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Unauthorized Purchases

Any employee who orders any supplies or equipment without express authorization of the Superintendent or building principal may be personally liable for payment of the bill for the material so ordered.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Use of School Facilities and Equipment by School Employees

The Superintendent or designee may approve use of school facilities, equipment and other resources by school employees, except for activities which result in personal or corporate gain and provided that such use is consistent with Policy No. 1100.

School vehicles shall not be available for personal use.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesActivity Passes

All current employees, Board of Education members, Foundation Board Members, and Boosters Steering Committee members of Norfolk Public Schools may be given an activity pass which will provide free admittance to school activities. The activity pass may be used only by the person whose name appears on the pass.

Current employees, board, and committee members listed above may purchase an activity pass for their spouse or work at 3 activities to earn an activity pass for their spouse.

Employees who retire after 15 years of service to the district may receive a life-long activity pass.

~~The Superintendent may create additional administrative rules regarding Activity Passes.~~

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

PersonnelCommunity Relations—Political Activity

The Board requires that staff members who desire to seek public office or to engage in other political activity likely to interfere with their normal work requirements seek prior approval from the Superintendent or designee.

In order to guard against placing students or staff members under undue pressure to adopt particular positions on political issues, the Board directs that employees avoid using their positions or their access to school materials, logos, or facilities for solicitation, promotion, recruiting or to otherwise work for the election or defeat of any candidate for public office or to influence the outcome of an election or a decision by a governing body on a political issue. Specifically, employees are restricted from the use of the following for such purposes.

1. Their position, whether as an instructor or as a leader or supervisor of other employees;
2. Classrooms, buildings or facilities;
3. Students; ~~or~~
4. School equipment, materials or mailing systems.
5. School logos – i.e. compass, panther head

These restrictions do not apply to employees who are engaged in authorized lobbying activities on behalf of the district. The restrictions also do not apply to the distribution of employee association correspondence or newsletters in the normal course of association business, even though those communication media may contain information concerning adopted positions of the association on political issues.

Date of Adoption: December 9, 2013  
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:59 **PM** Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Reference: Fair Labor Standards Act, 29 U.S.C. § 201 et seq.  
29 CFR §§ 541.303; 541.602; 541.603; 541.710; 553.20-.28; and 771.105

Date of Adoption: December 9, 2013  
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesShredding Consumer Reports

It is the policy of Norfolk Public Schools to take reasonable measures to protect against unauthorized access to consumer information from consumer reports.<sup>1</sup> A consumer report includes criminal background checks performed on applicants or employees by a third party. It does not include criminal checks performed by school staff.

Reasonable measures to protect against unauthorized access to or use of consumer information in connection with its disposal include the following examples. These examples are illustrative only and are not exclusive or exhaustive methods for complying with this directive.

- (1) Shredding of papers containing consumer information so that the information cannot practicably be read or reconstructed. Burning or pulverising such papers are also options where appropriate.
- (2) Destruction or erasure of electronic media containing consumer information so that the information cannot practicably be read or reconstructed.
- (3) After due diligence, entering into and monitoring compliance with a contract with another party engaged in the business of record destruction to dispose of material in a manner consistent with this directive.

This policy does not require that the consumer reports information be disposed of; rather, it specifies the action to be taken whenever such disposal occurs. Questions regarding the disposal of consumer reports information should be directed to the Superintendent or the Superintendent's designee.

Legal Reference:       FTC Rule on Disposal of Consumer Report Information and Records, 16 CFR Part 682

Date of Adoption:       December 9, 2013  
Date of Reaffirmation:   March 14, 2016

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<sup>1</sup> "The term 'consumer report' means any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing the consumer's eligibility for . . . (B) employment purposes." Fair Credit Reporting Act, 15 U.S.C. § 1681a(3).



Personnel - All EmployeesMilitary and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Family military leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Legal Reference:      Neb. Rev. Stat. ' ' 55-160 to 55-166;  
                              Neb. Rev. Stat. ' ' 55-501 to 55-507  
                              29 U.S.C.A. §§ 2611, et seq. and 29 CFR Part 825  
                              38 USC Sections 4301 to 4333 and 20 CFR Part 1002

Date of Adoption:            December 9, 2013  
Date of Reaffirmation:      March 14, 2016

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
  - a. The maximum penalty for the crime equals or exceeds six months incarceration;
  - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
  - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
    - i. Would impact the responsibility to be a role model for students;
    - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
    - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
  - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
  - e. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall be subject

to being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption:	December 9, 2013
Date of Reaffirmation:	September 14, 2015
Date of Reaffirmation:	March 14, 2016

Personnel - All Employees

Wage and Deduction Information

Within ten working days after a written request is made by an employee, the Superintendent or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

Legal Reference:       Neb. Rev. Stat. § 48-1230

Date of Adoption:       December 9, 2013

Date of Reaffirmation:   March 14, 2016

Personnel - All EmployeesProfessional Boundaries Between Employees and Students**Definitions:**

Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place;

Personal communication system means a device or software that provides for communication between two or more parties and is capable of receiving, displaying, or transmitting communication. Personal communication system includes, but is not limited to, a mobile or cellular telephone, an email service, or a social media platform;

School employee means a person nineteen years of age or older who is employed by a public, private, denominations, or parochial school approved or accredited by the State Department of Education. Neb. Rev. Stat. § 28-720. School employee also includes any person who is contracted with, or otherwise paid by the district and who has access to or interaction with students including all student teachers or interns.

Sexual contact has the same meaning as in section 28-318;

Sexual penetration has the same meaning as in section 28-318; and

Student teacher or intern has the same meaning as in section 79-875.

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of this policy or any violation of professional boundaries is misconduct and will likely result in disciplinary action.

In addition, a violation of employee and student boundaries is also a violation of standards of professional conduct which could result in the revocation of a certificated educator's certificate or permit. 92 Nebraska Administrative Code Chapter 27.

Such violations could also result in a referral to the Nebraska Department of Health and Human Services and law enforcement.

**Prohibited Activity:**

Engaging in sexual activity, a romantic relationship, or dating a student while the student attends the school where the employee works and for one year after the student graduates or otherwise ceases enrollment.

The following is a non-exclusive list of actions that will be regarded as a violation of the professional boundaries that all employees are expected to maintain with all students. In addition, repeatedly engaging in any of these activities or a combination of these activities are examples of grooming as defined in this policy.

- Using e-mail, text messaging, instant messaging or social networking sites (such as **Facebook and Snapchat** ~~Twitter~~) to discuss with a student a matter that does not pertain to school-related activities. (School related activities include items such as the student's homework, class activity, school sport or club, or other school-sponsored activity.) Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student or responding in a positive manner to a student's sexual advance
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.

- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent ~~or~~ and school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent ~~or~~ and school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Grooming (as defined in this policy).
- Consuming illegal drugs in the presence of a student.
- Providing alcohol or illegal or unauthorized drugs or medication to a student.
- Any other behavior which could exploit the unique position of trust and authority between a student and employee.

Exceptions to these prohibitions may include:

1. Communicating with your own child or another student with whom there is personal relationship that exists independent of that child being a student at the same school where the employee works such as when the student is a relative, neighbor or fellow member of a group or organization outside of the school or school sponsored setting when such communications pertain to such a group or organization.
2. An emergency or concern for that student's immediate health or safety.
3. A singular chance encounter at a public place provided the encounter provided there is no additional violation of this policy

**Permissible methods to communicate with students outside of school:**

The Superintendent or Superintendent's designee will circulate to staff the District-approved apps or social media sites that employees may use to communicate with student regarding educationally related topics.

In addition, employees may utilize:

1. Text messages that include at least one other adult and a student. The adult may either be the student's parent or guardian or another school employee.
2. Use of social media through a district approved social media account as a coach or supervisor of a school sponsored club or activity. However, even approved social media communication must abide by the standards of professional conduct and must be professional in nature and in the best interest of the school district.
3. Use of the school district email system.

Allowing students to view an educator's social media postings is not a preferred method of communication. Educators are responsible for any social media postings that is viewed by students when such posting violates the standards of professional conduct.

**Permissible ways to engage with students when the employee has concerns about the student's well-being:**

1. Contact the guidance counselor and ensure the student's parent or guardian is aware of your concerns.
2. Contact the student's parents or guardian if the concern is not with the parent or guardian.
3. If you believe the student is in immediate danger, contact the Nebraska Department of Health and Human Services child abuse hotline or contact law enforcement.

**Reporting Violations:**

If any school employee violates this policy or has reason to believe another employee has violated this policy, the employee is required to make a report to the superintendent within 24 hours. The school employee also has an obligation to report to the Nebraska Health and Human Services and the Nebraska Department of Education.

The most serious violations shall be reported immediately. The Superintendent or designee shall also ensure a report is made to the Nebraska Department of Education, the Nebraska child abuse and neglect hotline and law enforcement authorities as required by law. If the superintendent is the alleged violator or fails to take appropriate steps, the Director of Human Resources shall be notified by the school employee.

Students who feel his or her boundaries have been violated or know of another student whose boundaries have been violated may report to any school employee he or she is comfortable to confide in. That school employee will then have an obligation to report as identified above.

Reprisal or retaliation for good faith reports made by students or school employees is itself a violation and is prohibited.

**FERPA and Confidentiality:**

School employees are encouraged to consult their school's policy on confidentiality of personally identifiable student information before posting any information regarding student or student

activities online.

Legal Reference: Neb. Rev. Stat. Sec. 79-879

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Date of Revision: December 14, 2020

Date of Revision: July 12, 2021

Personnel - All Employees

Prohibition on Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference:      ESSA sec. 8038, § 8546

Date of Adoption:     August 8, 2016

Personnel - All EmployeesWorkplace Privacy Policy

1. The District will abide by the Nebraska Workplace Privacy Act and will not:
  - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
  - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
  - c. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
  - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
  - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference:       Laws 2016, LB 821

Date of Adoption:     August 8, 2016