

Board of Education 2nd Monthly Meeting
Monday, March 25, 2024 12:00 PM

Norfolk Public School's Central Administration
Office
P.O. Box 139
Norfolk, NE 68702-0139

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. Information & Discussion Items
 - 3.1. Finance & Facilities Report
4. Consent Agenda
 - 4.1. Personnel
 - 4.1.1. Contract Approval
 - 4.1.2. Resignations
 - 4.2. Claims
5. Action Items
 - 5.1. Discuss, consider and take action to approve the resignation of Brittany Young effective at the end of the contract year due to extreme extenuating circumstances
 - 5.2. Discuss, consider and take action to grant permission to seek RFPs for auditing services
 - 5.3. Discuss, consider and take action to approve the 2024-2025 through 2026-2027 Superintendent Contract
6. Future Meetings
7. Executive Session If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
 - 7.1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
 - 7.2. Reconvene Meeting from Executive Session
 - 7.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
8. Adjournment

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #129 for the month of March in the consent agenda for this meeting.

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

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

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #126 for the month of March in the consent agenda for this meeting.

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

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

Date: _____

Board Member

37	COMPUTER INFORMATION Total			\$11,676.00
38	CONCEPTUAL LEARNING	CARDSTOCK	01 1100 610 1 028 005	\$42.00
39	CONCEPTUAL LEARNING Total			\$42.00
40	CORNHUSKER AUTO CENTER	PARTS FOR 21H	01 2712 610 1 001 000	\$140.40
41	CORNHUSKER AUTO CENTER Total			\$140.40
42	COURTESY FORD	REPAIRS TO #55	01 2650 340 1 001 000	\$250.00
43	COURTESY FORD	REPAIRS TO #55	01 2650 340 2 001 000	\$250.00
44	COURTESY FORD Total			\$500.00
45	DELL MARKETING L.P.	TECH SUPPLIES	01 2230 650 1 005 000	\$311.30
46	DELL MARKETING L.P.	TECH SUPPLIES	01 2230 650 2 005 000	\$311.30
47	DELL MARKETING L.P. Total			\$622.60
48	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$11.78

49	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$42.10
50	ECHO GROUP INC	FLUOR. BULBS	01 2620 610 1 001 000	\$116.55
51	ECHO GROUP INC	BALLAST	01 2620 610 1 001 014	\$289.75
52	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$11.77
53	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$42.09
54	ECHO GROUP INC	FLUOR. BULBS	01 2620 610 2 001 000	\$116.55
55	ECHO GROUP INC	BALLAST	01 2620 610 2 001 001	\$269.25
56	ECHO GROUP INC Total			\$899.84
57	ELKHORN FEED CENTER	ANIMAL SCIENCES SUPPLIES	01 1100 610 2 208 001	\$51.74
58	ELKHORN FEED CENTER Total			\$51.74
59	ESU 8	TIP SUPPORT & ILCD TEAM	01 1200 330 1 004 000	\$50.00
60	ESU 8	LETRS VOL 1 TRAINING	01 1200 330 1 004 000	\$40.00
61	ESU 8	TIP SUPPORT & ILCD TEAM	01 1200 330 2 004 000	\$50.00
62	ESU 8	LETRS VOL 1 TRAINING	01 6925 330 1 004 000	\$20.00
63	ESU 8	LETRS VOL 1 TRAINING	01 6998 330 1 945 000	\$140.00
64	ESU 8	LMHP FOR MIDDLE SCHOOL	01 6998 591 1 945 014	\$9,720.00
65	ESU 8	LMHP FOR JUNIOR HIGH	01 6998 591 2 945 002	\$9,720.00
66	ESU 8 Total			\$19,740.00
67	ETC MONTESSORI	CULTURAL STUDIES	01 1100 610 1 028 005	\$4,341.00
68	ETC MONTESSORI Total			\$4,341.00
69	FAITH REGIONAL HEALTH	23-24 ATHLETIC TRAINER	01 2130 340 2 001 000	\$17,225.00
70	FAITH REGIONAL HEALTH Total			\$17,225.00
71	FASTENAL INDUSTRIAL	SUPPLIES	01 2620 610 1 001 000	\$3.50
72	FASTENAL INDUSTRIAL	SUPPLIES	01 2620 610 2 001 000	\$3.50
73	FASTENAL INDUSTRIAL Total			\$7.00
74	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO HOURS	01 2510 340 2 001 001	\$210.00
75	FATT SUNNIE STUDIOS Total			\$210.00
76	FP MAILING SOLUTIONS	METER RENTAL	01 2510 531 1 001 000	\$138.60
77	FP MAILING SOLUTIONS	METER RENTAL	01 2510 531 2 001 000	\$138.60
78	FP MAILING SOLUTIONS Total			\$277.20
79	GLOWFORGE, INC	WEB/CLOUD BASED SOFTWARE	01 1100 643 1 402 014	\$239.00
80	GLOWFORGE, INC Total			\$239.00
81	HAND2MIND	MANIPULATIVES	01 6998 610 1 945 000	\$38,179.07
82	HAND2MIND Total			\$38,179.07
83	INSPIRA FINANCIAL	DEPENDENT/HEALTHCARE	01 2510 340 1 001 000	\$220.35
84	INSPIRA FINANCIAL	DEPENDENT/HEALTHCARE	01 2510 340 2 001 000	\$220.35
85	INSPIRA FINANCIAL Total			\$440.70
86	J W PEPPER, INC	DISTRICT CONTEST MUSIC	01 1100 610 2 202 001	\$25.97
87	J W PEPPER, INC Total			\$25.97
88	KELLY SUPPLY COMPANY	BELT	01 2620 610 2 001 001	\$11.24
89	KELLY SUPPLY COMPANY	BELT	01 2620 610 2 001 001	\$10.04
90	KELLY SUPPLY COMPANY Total			\$21.28
91	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 1 001 000	\$430.86

92	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 2 001 000	\$430.85
93	KURITA AMERICA, INC. Total			\$861.71
94	LUHR, MARY	MEAL-SPED STRATEGIES W/ STAFF	01 1200 580 1 004 000	\$52.50
95	LUHR, MARY	MEAL-SPED STRATEGIES W/ STAFF	01 1200 580 2 004 000	\$52.50
96	LUHR, MARY Total			\$105.00
97	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS FEB.	01 1100 890 1 001 000	\$936.10

98	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS FEB.	01 1100 890 2 001 000	\$936.09
99	LUNCHTIME SOLUTIONS, INC. Total			\$1,872.19
100	MEISINGER OIL CO	UNLEADED FUEL	01 2650 626 1 001 000	\$3,599.36
101	MEISINGER OIL CO	UNLEADED FUEL	01 2650 626 2 001 000	\$3,599.35
102	MEISINGER OIL CO	UNLEADED FUEL	01 2712 626 1 001 000	\$1,799.68
103	MEISINGER OIL CO Total			\$8,998.39
104	MENARDS	COMPACT VACUUM	01 2620 610 1 001 000	\$49.50
105	MENARDS	FENCE STRETCHER	01 2620 610 1 001 000	\$20.00
106	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$5.00
107	MENARDS	ADJUSTABLE ORGANIZER	01 2620 610 1 001 000	\$8.00
108	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$2.68
109	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$36.58
110	MENARDS	HD CORD COVER	01 2620 610 1 001 010	\$55.44
111	MENARDS	COMPACT VACUUM	01 2620 610 2 001 000	\$49.50
112	MENARDS	FENCE STRETCHER	01 2620 610 2 001 000	\$19.99
113	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$4.99
114	MENARDS	ADJUSTABLE ORGANIZER	01 2620 610 2 001 000	\$7.99
115	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$2.68
116	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$36.58
117	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$452.48
118	MENARDS	DRAIN STRAINERS	01 2620 610 2 001 002	\$35.88
119	MENARDS	GARDEN STAPLE	01 2650 610 1 001 000	\$54.98
120	MENARDS	GARDEN STAPLE	01 2650 610 2 001 000	\$54.98
121	MENARDS Total			\$897.25
122	MYSTERY SCIENCE	WEB/CLOUD BASED SOFTWARE	01 6969 643 1 028 000	\$850.00
123	MYSTERY SCIENCE Total			\$850.00
124	NASB	BUDGET/FINANCE WORKSHOP C	01 2310 330 1 033 000	\$35.00
125	NASB	BUDGET/FINANCE WORKSHOP C	01 2310 330 2 033 000	\$35.00
126		CINDY BOOTH TOTAL		\$70.00
127	NASB	BUDGET/FINANCE WORKSHOP B	01 2310 330 1 033 000	\$35.00
128	NASB	BUDGET/FINANCE WORKSHOP B	01 2310 330 2 033 000	\$35.00
129		BETH SHASHIKANT TOTAL		\$70.00
130	NASB	BUDGET/FINANCE WORKSHOP	01 2320 330 1 033 000	\$35.00
131	NASB	NAEP STATE CONV-C COLLINS	01 2320 330 1 033 000	\$57.50
132	NASB	BUDGET/FINANCE WORKSHOP	01 2320 330 2 033 000	\$35.00
133	NASB	NAEP STATE CONV-C COLLINS	01 2320 330 2 033 000	\$57.50
134	NASB Total			\$325.00
135	NEBRASKA FFA ASSOCIATION	LEADERSHIP CONF	01 3551 810 2 209 001	\$375.00
136	NEBRASKA FFA ASSOCIATION Total			\$375.00

137	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 1 001 000	\$127.50
138	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 890 2 001 000	\$127.50
139	NEBRASKA SAFETY CENTER Total			\$255.00
140	NIENHUIS MONTESSORI USA	FRACTION ACTIVITY SET	01 1100 610 1 028 005	\$81.77
141	NIENHUIS MONTESSORI USA Total			\$81.77
142	NORFOLK COUNTRY CLUB	GOLF TEAM MEMBERSHIP	01 2510 890 2 001 000	\$2,500.00
143	NORFOLK COUNTRY CLUB Total			\$2,500.00
144	NORFOLK WINSUPPLY	BOTTLE FILTER	01 2620 610 1 001 000	\$59.34
145	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$16.06
146	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$13.40
147	NORFOLK WINSUPPLY	REPAIR KIT, WATER SAVER KIT	01 2620 610 1 001 014	\$238.30
148	NORFOLK WINSUPPLY	BOTTLE FILTER	01 2620 610 1 001 021	\$105.54
149	NORFOLK WINSUPPLY	BOTTLE FILTER	01 2620 610 2 001 000	\$59.33
150	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$16.06
151	NORFOLK WINSUPPLY	TRACK SUPPLIES	01 2620 610 2 001 001	\$242.51
152	NORFOLK WINSUPPLY	TRACK SUPPLIES	01 2620 610 2 001 001	\$44.16
153	NORFOLK WINSUPPLY Total			\$794.70
154	OMAHA WORLD HERALD	CLASSIFIEDS	01 2510 540 1 901 000	\$615.00
155	OMAHA WORLD HERALD	CLASSIFIEDS	01 2510 540 2 901 000	\$615.00
156	OMAHA WORLD HERALD Total			\$1,230.00
157	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$16,774.30
158	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 2 001 000	\$16,774.29
159	PERRY,GUTHERY,HAASE Total			\$33,548.59
160	PINKELMAN TRUCK & TRAILER	REPAIRS	01 2710 340 1 001 000	\$305.76
161	PINKELMAN TRUCK & TRAILER	REPAIRS	01 2710 340 2 001 000	\$305.76
162	PINKELMAN TRUCK & TRAILER Total			\$611.52
163	PIONEER ATHLETICS	FIELD PAINT	01 2620 610 2 001 000	\$1,835.10
164	PIONEER ATHLETICS Total			\$1,835.10
165	POLLARD PUMPING	JET LINE	01 2620 431 1 001 000	\$122.50
166	POLLARD PUMPING	JET LINE	01 2620 431 2 001 000	\$122.50
167	POLLARD PUMPING	JET LINE	01 2620 431 2 001 001	\$570.00
168	POLLARD PUMPING Total			\$815.00
169	PRESENCE LEARNING, INC	HEADSET, ADAPTOR	01 2151 610 1 004 003	\$63.24
170	PRESENCE LEARNING, INC	HEADSET, ADAPTOR	01 2151 610 1 004 004	\$63.24
171	PRESENCE LEARNING, INC Total			\$126.48
172	RASMUSSEN MECHANICAL	WORKED WITH CONTROL SYSTEM	01 2620 431 1 001 000	\$3,789.03
173	RASMUSSEN MECHANICAL	WORKED WITH CONTROL SYSTEM	01 2620 431 2 001 000	\$3,789.02
174	RASMUSSEN MECHANICAL	INSTALLED BOXES AND CONDUIT	01 2620 431 2 001 002	\$744.08

175	RASMUSSEN MECHANICAL	COOLING TOWER REPAIR	01 2620 431 2 001 002	\$11,109.00
176	RASMUSSEN MECHANICAL Total			\$19,431.13
177	SCHOOLMASTERS SAFETY	SAFETY PATROL STOP SIGNS	01 1100 610 1 602 005	\$78.65
178	SCHOOLMASTERS SAFETY Total			\$78.65
179	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
180	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$273.00
181	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
182	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$273.00
183	SERVICEMASTER OF NORFOLK Total			\$3,497.00
184	SPECHT, RYAN	BEHAVIOR SYMPOSIUM	01 1200 580 1 004 008	\$86.21
185	SPECHT, RYAN Total			\$86.21
186	WARREN GARAGE DOORS	ANNUAL FIRE DOOR DROP TEST	01 2620 431 1 001 000	\$114.00
187	WARREN GARAGE DOORS	ANNUAL FIRE DOOR DROP TEST	01 2620 431 2 001 000	\$114.00
188	WARREN GARAGE DOORS Total			\$228.00
189	WILSON LANGUAGE TRAINING	FOUNDATIONS KITS	01 1200 610 1 753 008	\$691.20
190	WILSON LANGUAGE TRAINING Total			\$691.20
191	WINNERS CIRCLE	AFE PLAQUE	01 2310 610 1 001 000	\$27.75
192	WINNERS CIRCLE	AFE PLAQUE	01 2310 610 2 001 000	\$27.75
193	WINNERS CIRCLE Total			\$55.50
194	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 000	\$1,424.50
195	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 003	\$498.15
196	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 004	\$1,187.82
197	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 005	\$1,140.36
198	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 008	\$4,122.61
199	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 009	\$2,082.35
200	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 010	\$2,296.45
201	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 012	\$1,306.95
202	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 014	\$1,839.93
203	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 1 001 021	\$3,067.97
204	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 2 001 000	\$1,424.49
205	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 2 001 001	\$3,102.31
206	WOODRIVER ENERGY LLC	NATURAL GAS 1/22-2/21/24	01 2610 621 2 001 002	\$9,223.61
207	WOODRIVER ENERGY LLC Total			\$32,717.50
208	ZONE, THE	H HOCTOR FEB2024 PAYROLL	01 6968 340 1 001 014	\$1,111.03
209	ZONE, THE Total			\$1,111.03
210	Grand Total			\$211,744.86
211				
212				
213	NUTRITION FUND			
214	BEAM, HOPE	RETURN OF LUNCH ACCT	02 3100 890 0 001 000	\$166.35
215	BEAM, HOPE Total			\$166.35
216	HOBART SALES & SERVICE	LABOR TO KETTLE VULCAN	02 3100 340 1 001 014	\$461.00
217	HOBART SALES & SERVICE	LABOR TO DISHWASHING MACHINE	02 3100 340 2 001 002	\$803.68

218	HOBART SALES & SERVICE Total			\$1,264.68
219	LUNCHTIME SOLUTIONS, INC.	FEBRUARY MEALS	02 3100 340 1 001 000	\$136,666.33
220	LUNCHTIME SOLUTIONS, INC.	FEBRUARY MEALS	02 3100 340 2 001 000	\$136,666.33
221	LUNCHTIME SOLUTIONS, INC. Total			\$273,332.66
222	Grand Total			\$274,763.69
223				
224				
225	COOPERATIVE FUND			
226	EDUCATIONAL SERVICE UNIT	TITAN REPAIR REIMBURSEMENT	04 1200 350 1 004 000	\$333.72

227	EDUCATIONAL SERVICE UNIT	TITAN REPAIR REIMBURSEMENT	04 1200 350 2 004 000	\$333.72
228	EDUCATIONAL SERVICE UNIT Total			\$667.44
229	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 111 1 004 000	\$6,093.98
230	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 111 1 004 000	\$37,630.65
231	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 111 2 004 000	\$6,093.97
232	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 111 2 004 000	\$37,630.65
233	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 221 1 004 000	\$3,139.71
234	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 221 1 004 000	\$505.94
235	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 221 2 004 000	\$3,139.71
236	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 221 2 004 000	\$505.93
237	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 231 1 004 000	\$601.95
238	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 231 1 004 000	\$3,717.06
239	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 231 2 004 000	\$601.95
240	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 231 2 004 000	\$3,717.06
241	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 281 1 004 000	\$1,007.36
242	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 281 1 004 000	\$6,437.61
243	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 281 1 004 000	\$329.83
244	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 281 2 004 000	\$1,007.36
245	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 281 2 004 000	\$6,437.61
246	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 281 2 004 000	\$329.82
247	ESU 8	BACKGROUND CK	04 1200 340 1 004 000	\$12.50
248	ESU 8	BACKGROUND CK	04 1200 340 2 004 000	\$12.50
249	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 580 1 004 000	\$5,749.90
250	ESU 8	HOFFART/STAUB SALARIES AUG-FEB	04 1200 580 2 004 000	\$5,749.90
251	ESU 8 Total			\$130,452.95
252	HELLEBERG, CAROL	ASL MENTORING	04 1200 340 1 004 000	\$210.00
253	HELLEBERG, CAROL	ASL MENTORING	04 1200 340 2 004 000	\$210.00
254	HELLEBERG, CAROL Total			\$420.00
255	HOYER, VICTORIA	PARENT SIGN CLASSES	04 1200 340 1 004 000	\$60.00
256	HOYER, VICTORIA Total			\$60.00
257	Grand Total			\$131,600.39
258				
259				
260	SUBSIDIARY FUND			
261	COLTS DRUM AND BUGLE CORPS	MARIMBA, SYNTH CART	05 2900 610 0 098 000	\$6,950.00
262	COLTS DRUM AND BUGLE CORPS Total			\$6,950.00
263	HYVEE	INSTRUCTIONAL MODEL WORKDAY	05 2900 610 0 081 000	\$111.99
264	HYVEE Total			\$111.99
265	SCHOLASTIC BOOK FAIRS	BOOK FAIR	05 2900 610 0 044 000	\$900.42
266	SCHOLASTIC BOOK FAIRS Total			\$900.42
267	WEST MUSIC COMPANY	TIMPANI	05 2900 610 0 098 000	\$7,662.49
268	WEST MUSIC COMPANY Total			\$7,662.49
269	WILDLIFE ENCOUNTERS	WILDLIFE PRESENTATION	05 2900 610 0 076 000	\$895.00

270	WILDLIFE ENCOUNTERS Total			\$895.00
271	Grand Total			\$16,519.90
272				
273				
274	SPECIAL BUILDING FUND			
275	CANNON MOSS BRYGGER	MIDDLE SCHOOL ADDITION	08 2620 720 1 001 014	\$63,060.00
276	CANNON MOSS BRYGGER Total			\$63,060.00
277	Grand Total			\$63,060.00
278				
279				
280	SENIOR HIGH ACTIVITY FUND			
281	BARNHILL ENTERPRISES LLC	FOUNDATION DONATION-EXTRA	13 2900 610 2 280 001	\$12,595.00
282	BARNHILL ENTERPRISES LLC Total			\$12,595.00
283	BELLEVUE EAST HIGH SCHOOL	3/16 ENTRY FEE	13 2900 610 2 533 001	\$175.00
284	BELLEVUE EAST HIGH SCHOOL Total			\$175.00

285	BSN SPORTS	24/25 SUPPLIES	13 2900 610 2 279 001	\$63.17
286	BSN SPORTS	SPEED ROPES	13 2900 610 2 503 001	\$122.16
287	BSN SPORTS	DUMBBELL FOR WEIGHT ROOM	13 2900 610 2 503 001	\$108.06
288	BSN SPORTS	TRAINING BIBS	13 2900 610 2 514 001	\$209.23
289	BSN SPORTS	24/25 SUPPLIES	13 2900 610 2 536 001	\$63.17
290	BSN SPORTS	PAINT	13 2900 610 2 536 001	\$117.17
291	BSN SPORTS	CAPTAIN BANDS	13 2900 610 2 540 001	\$38.89
292	BSN SPORTS	TRACK SPIKES	13 2900 610 2 542 001	\$47.85
293	BSN SPORTS Total			\$769.70
294	CASH	4/5 B.SOCCER GATE	13 2900 610 2 501 001	\$800.00
295	CASH	4/5 G.SOCCER GATE	13 2900 610 2 501 001	\$800.00
296	CASH	4/5 G.SOCCER CONCESSION	13 2900 610 2 501 001	\$600.00
297	CASH	4/8 BASEBALL GATE- MEMORIAL	13 2900 610 2 501 001	\$800.00
298	CASH	4/8 BASEBALL GATE- TAHA	13 2900 610 2 501 001	\$600.00
299	CASH	4/9 JH TRACK MEET CONCESSION	13 2900 610 2 501 001	\$600.00
300	CASH	4/2 B.SOCCER GATE	13 2900 610 2 501 001	\$800.00
301	CASH	4/2 B.SOCCER CONCESSION	13 2900 610 2 501 001	\$600.00
302	CASH	3/30 SOCCER INVTE	13 2900 610 2 501 001	\$1,200.00
303	CASH	3/30 SOCCER INVITE CONCESSION	13 2900 610 2 501 001	\$600.00
304	CASH	4/1 BASEBALL GATE- MEMORIAL	13 2900 610 2 501 001	\$800.00
305	CASH	4/1 BASEBALL GATE- TAHA	13 2900 610 2 501 001	\$600.00
306	CASH	4/2 G.SOCCER GATE	13 2900 610 2 501 001	\$800.00
307	CASH Total			\$9,600.00
308	CERBONE HYPNOSIS	POST PROM HYPNOTIST	13 2900 610 2 588 001	\$2,500.00
309	CERBONE HYPNOSIS Total			\$2,500.00
310	CUSTOM SPORTS	COACH APPAREL	13 2900 610 2 512 001	\$85.00
311	CUSTOM SPORTS	JR CHEER CAMP SHIRTS	13 2900 610 2 517 001	\$2,310.00
312	CUSTOM SPORTS	COACH APPAREL	13 2900 610 2 552 001	\$320.00
313	CUSTOM SPORTS Total			\$2,715.00
314	INTERNATIONAL E-Z UP, INC	10X20 PERSONALIZED TRACK TENTS	13 2900 610 2 529 001	\$5,326.74
315	INTERNATIONAL E-Z UP, INC Total			\$5,326.74
316	LOOKING GLASS XR	VR HEADSET CASE	13 2900 610 2 529 001	\$4,198.99
317	LOOKING GLASS XR Total			\$4,198.99

318	NEBRASKA HOSA	BRYAN COLLEGE EXPERIENCE	13 2900 610 2 270 001	\$240.00
319	NEBRASKA HOSA Total			\$240.00
320	NORFOLK DAILY NEWS	SPEECH VISUAL AIDS	13 2900 610 2 522 001	\$8.00
321	NORFOLK DAILY NEWS Total			\$8.00
322	NORFOLK FAMILY YMCA	FIELD HOUSE/CAGE USAGE	13 2900 610 2 512 001	\$1,660.00
323	NORFOLK FAMILY YMCA	FIELD HOUSE USAGE	13 2900 610 2 514 001	\$900.00
324	NORFOLK FAMILY YMCA	FIELD HOUSE USAGE	13 2900 610 2 529 001	\$3,630.00
325	NORFOLK FAMILY YMCA Total			\$6,190.00
326	NORFOLK MUSIC BOOSTERS	Z.SWANTEK REFUND	13 2900 610 2 598 001	\$190.00
327	NORFOLK MUSIC BOOSTERS Total			\$190.00
328	NORTHEAST COMMUNITY COLLEGE	LIFELONG LEARNING CENTER	13 2900 610 2 576 001	\$280.00
329	NORTHEAST COMMUNITY COLLEGE Total			\$280.00
330	NPS STUDENT FEES ACCOUNT	FEES COMBINED WITH OTHER	13 2900 610 2 598 001	\$1,000.48
331	NPS STUDENT FEES ACCOUNT Total			\$1,000.48
332	NSDA NEBRASKA DISTRICT	QUALIFIES ADDITION	13 2900 610 2 522 001	\$20.00
333	NSDA NEBRASKA DISTRICT Total			\$20.00
334	OSWALD, TONYA	C.BREDEHOFT EXAM REFUND	13 2900 610 2 576 001	\$116.00
335	OSWALD, TONYA Total			\$116.00
336	SIMONSEN, STEVE	3/14 OFFICIAL	13 2900 610 2 530 001	\$150.00
337	SIMONSEN, STEVE Total			\$150.00
338	SLIVA, NATHAN	3/16 OFFICIAL	13 2900 610 2 530 001	\$150.00
339	SLIVA, NATHAN Total			\$150.00
340	SPEECHWIRE TOURNAMENT	PANTHER CLASSIC TRNMNT	13 2900 610 2 553 001	\$390.00
341	SPEECHWIRE TOURNAMENT Total			\$390.00
342	TEST, MIKE	3/14 OFFICIAL	13 2900 610 2 530 001	\$150.00
343	TEST, MIKE	3/14 OFFICIAL	13 2900 610 2 530 001	\$150.00
344	TEST, MIKE Total			\$300.00
345	UHOPE ENTERTAINMENT	INFLATABLES	13 2900 610 2 588 001	\$1,044.45
346	UHOPE ENTERTAINMENT Total			\$1,044.45
347	UNIVERSAL DANCE	SUMMER CAMP DEPOSIT	13 2900 610 2 556 001	\$2,000.00
348	UNIVERSAL DANCE Total			\$2,000.00
349	WINNERS CIRCLE	PLAYER OF THE WEEK TROPHIES	13 2900 610 2 549 001	\$116.06
350	WINNERS CIRCLE Total			\$116.06
351	Grand Total			\$50,075.42
352				
353				
354	JUNIOR HIGH ACTIVITY FUND			
355	BLAIR COMMUNITY SCHOOLS	HONOR BAND PARTICIPATION FEES	14 2900 610 2 861 002	\$100.00
356	BLAIR COMMUNITY SCHOOLS Total			\$100.00
357	MOORE, CHER	XTRA CASH FOR CONCESSIONS	14 2900 610 2 835 002	\$700.00
358	MOORE, CHER Total			\$700.00
359	Grand Total			\$800.00

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

Notice is hereby given that Norfolk Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 25, 2024 at noon at the Norfolk Public Schools Central Office in Norfolk, Nebraska.

After the 2024/25 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2024/25 year and future years are listed below:

	2024/25 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 246,135.00	\$ 492,270.00	\$ 738,405.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 29,843.07	59686.14	\$ 89,529.21
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>	\$ 24,072.00	\$ 48,144.00	\$ 72,216.00
• <i>District's share of retirement, FICA and Medicare</i>	\$ 45,830.25	\$ 91,660.50	\$ 137,490.75
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>			\$ -
• <i>Cell Phone/Internet reimbursement</i>	\$ 640.00	\$ 1,280.00	\$ 1,920.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 346,520.32	\$ 693,040.64	\$ 1,039,560.96



SUPERINTENDENT OF SCHOOLS EMPLOYMENT CONTRACT

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

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

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the regularly scheduled Board meeting held on the **25th day of March, 2024**, the Board hereby agrees to employ the Superintendent and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

TERM OF CONTRACT

- A. Term: This contract is for a term of three (3) years beginning on the 1st day of July, 2024, and expiring on the 30th day of June, 2027. A “contract year” for the purposes of this contract shall be from July 1 to June 30.
- B. Superintendent’s Notice of Intent to Extend: The Superintendent shall give the President of the Board a “Superintendent’s Notice of Intent to Extend” which is a written notice that the Superintendent intends to extend the contract for a period of one (1) year. This notice shall be given between October 15th and December 1st. In the event a Superintendent’s Notice of Intent to Extend is not given within the specified time, the contract shall not be extended.
- C. Board Action on Notice of Intent to Extend: In the event the Board has received a Superintendent’s Notice of Intent to Extend, the Board shall have until on or before December 31st to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of a possible non-renewal or cancellation, the contract shall be extended for an additional term of one (1) contract year.
- D. Notice of Non-Renewal: Notice of intent to non-renew in the final year of the contract shall be given to the Superintendent on or before April 15th of the final year of the contract.

SALARY

- A. Salary for the Term: The annual salary for the contract year of **July 1, 2024, through June 30, 2027**, shall be as follows:

2024-2025 Salary	\$246,135.00
Family Health and Dental \$1,020 Deductible (125)	\$ 28,611.24
Employee share of retirement	\$ 24,072.00
Employee Term Life Insurance “\$125,000 value”	\$ 240.00
Disability	\$ 991.83
Cellphone stipend	\$ 640.00
District share of FICA	\$ 21,517.53
District share of Retirement	<u>\$ 24,312.72</u>

Final District Cost **\$346,520.32**

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



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

- B. Inclusive of All Services Provided to the District: In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than as provided in this contract.
- C. Salary for Extended Terms: The salary for any renewal or extension periods shall be set by mutual agreement of the Superintendent and the Board, but shall in no event be less than the annual salary for the immediately preceding contract year.
- D. Payment of Salary and Adjustments: The first annual salary installment shall be paid on July 18, 2024, and each subsequent installment shall be paid on or before the eighteenth (18th) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

BENEFITS/LEAVES

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

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

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

A. Vacation

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



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

B. Sick Leave

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

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

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

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

C. Personal Leave

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

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

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

Unused Days: In the event the Superintendent does not use available personal days during a leave year, the Superintendent will be eligible to receive payment for such unused personal leave, subject to the condition that employment not have ended during or at the end of such leave year for reason of non-renewal or cancellation of



employment contract. The rate of pay for unused personal leave will be paid at the effective daily rate of pay for the current leave year. Such payment will be made with the July paycheck.

D. Bereavement Leave

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

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

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

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

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

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

F. Miscellaneous Provisions

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

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

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

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

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

6. Meetings and Dues: The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not interfere with the proper performance of the Superintendent's duties. The reasonable



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

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

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

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

DUTIES

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

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



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

BOARD-SUPERINTENDENT RELATIONSHIP

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

EVALUATION OF SUPERINTENDENT

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

CONTRACT CANCELLATION

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



district by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the district are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

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

REPRESENTATIONS AND LEGAL REQUIREMENTS

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

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

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

GOVERNING LAWS

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



AMENDMENTS AND SEVERABILITY

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

Executed this day of March 25th, 2024

Superintendent

Executed this day of March 25th, 2024
Board of Education of Madison County School District 59-0002
a/k/a Norfolk Public Schools

Board President

Board Vice-President