

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
 - 4.1.1. NHS Violin Quartet
 - 4.1.2. Grant Elementary - 4th Grade Students
 - 4.2. Life Skills Presentation K-12
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. Finance & Facilities Committee Report
 - 7.2. Policy Committee Report
 - 7.3. Government Relations Committee Report
 - 7.4. Norfolk Public Schools Foundation Committee Report
8. Approve Consent Agenda
 - 8.1. Minutes of Previous Meetings
 - 8.2. Personnel
 - 8.2.1. Contract Approval
 - 8.3. Claims
9. Action Items
 - 9.1. Discuss, consider and take action to approve revisions to the COVID-19 Safe Return to In-Person Learning Plan
 - 9.2. Discuss, consider and take action to approve the bid from Huff Construction to complete the addition to the Middle School for a cost of \$6,680,000
 - 9.3. Discuss, consider and take action to approve the bid from Johnson Hardware for the internal locks for a cost of \$121,694
 - 9.4. Discuss, consider and take action to approve the first reading of board policies 4140-4270 related to Personnel
 - 9.5. Discuss, consider and take action to approve the first reading of board policies 9330 Regular Meetings and 9320 Order of Business.

10. Executive Session -- To Discuss Personnel As Needed to Protect the Interest of an Individual
 - 10.1. Convene Executive Session -- To Discuss Personnel As Needed to Protect the Interest of an Individual
 - 10.2. Reconvene Meeting from Executive Session
 - 10.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
11. Discuss, consider and take action to approve the retirement of Kim Brummond effective at the end of the contract year due to extreme extenuating circumstances
12. Future Meetings
13. Adjournment

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending March 31, 2024

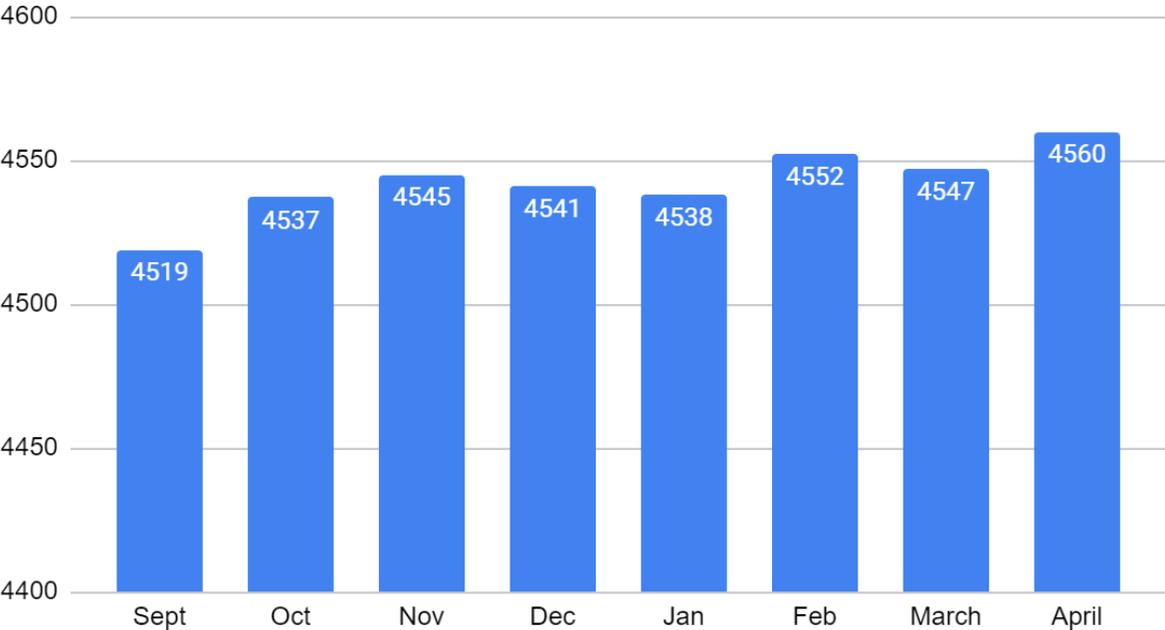
Fund/Account	2023-2024 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,145,182.60	\$32,284.28	\$0.00	\$1,177,466.88
SPECIAL BUILDING FUND (3)	\$7,131,645.03	\$161,439.87	\$76,710.00	\$7,216,374.90
DEPRECIATION RESERVE FUND (3)	\$6,606,661.12	\$24,156.34	\$0.00	\$6,630,817.46
ACTIVITIES ACCOUNT (2)	\$670,428.36	\$79,794.51	\$102,972.12	\$647,250.75
SUBSIDIARY ACCOUNT (2)	\$402,423.38	\$32,724.16	\$54,827.07	\$380,320.47
GENERAL FUND (1)	\$12,125,621.93	\$3,473,908.77	4,929,095.05	\$10,670,435.65
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,105,730.50	\$4,105,730.50	\$5,705.78
SCHOOL LUNCH FUND (2)	\$1,054,197.06	\$387,552.49	\$542,282.67	\$899,466.88
BOND FUND (3)	\$1,135,502.06	\$4,360.94	\$0.00	\$1,139,863.00
COOPERATIVE FUND (2)	\$358,880.89	\$46,846.94	\$136,169.03	\$269,558.80
EMPLOYEE BENEFIT FUND (2)	\$4,138.54	\$29.14	\$0.00	\$4,167.68
ATHLETIC FIELD COOPERATIVE FUND (2)	\$514,044.27	\$575.28	\$0.00	\$514,619.55
CONVENIENCE FEE FUND (2)	\$14,548.02	\$305.59	\$17.76	\$14,835.85
STUDENT FEE FUND (2)	\$452,021.12	\$9,007.74	\$1,440.01	\$459,588.85
TOTAL ALL FUNDS	\$31,621,000.16	\$8,358,716.55	\$9,949,244.21	\$30,030,472.50
BALANCES CLASSIFIED BY DEPOSITORY				
(1) BANK FIRST				\$10,670,435.65
(2) ELKHORN VALLEY BANK				\$4,372,981.49
(3) MIDWEST BANK				\$14,987,055.36
TOTAL BALANCES				\$30,030,472.50

Supt Report to the Board 4-8-2024

Monthly Enrollment Update

Although district enrollment has fluctuated throughout the year, we show an overall positive trend. Student enrollment has increased from 4519 in September to 4560 in April, an increase of 41 students, which is nearly 1%.

2023-2024 Monthly Enrollment



District Administration Leadership Institute (DALI)

I was able to participate in the District Administration Leadership Institute (DALI) Superintendent Summit held last month in Tennessee. DALI is an organization that provides "leadership development opportunities for superintendents in an effort to inspire innovation and leadership excellence in PreK-12 education." Participation in these summits is by invitation only and costs for the summits are paid for by DALI. Keynote presentations at this summit focused on student achievement, changing learning ecosystems, the science of reading, modern classrooms, differentiated learning strategies, mastery learning, AI, and other innovations in education.

It was evident throughout the conference that we are on the precipice of enormous opportunities and advancements in the field of education based upon technological advances and innovation. The possibilities that integration of artificial intelligence will bring us in terms of individualized, targeted mastery learning are amazing. I have started sharing this information with Mrs Nelson and Mr. Oswald and I am having follow-up conversations with others from the institute to determine which innovations and opportunities may be beneficial (*and affordable*) for NPS.

New Superintendent Advisory Councils

I am working on forming new Superintendent Advisory Councils in an effort to enhance communication and collaboration between the Norfolk Public Schools and our students, staff, and community. My goal is to include a diverse group of individuals in each of these advisory councils so that we have a variety of perspectives, opinions and experiences present. I do not have all the details worked out yet, but I am hoping to hold 3-4 meeting with each group each year in order to ensure that they can:

- Provide feedback to my administrative team regarding the school's/community's perceptions and opinions of NPS
- Ask questions, share concerns and make suggestions for improving school operations
- Help us identify opportunities for enhanced collaboration and partnerships within the school and community
- Receive current and accurate information regarding the school district and facilitate its communication with the community at large
- Ensure that I maintain a sense of clarity regarding the issues and concerns prevalent within the school/community

Further information will be shared regarding these councils in a future meeting.



Finance and Facilities Committee Meeting Minutes

Monday, March 11, 2024 at 4:00 PM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Brenda Carhart - present, Teri Bauer - present, Sandy Wolfe - present
- NPS Staff Present: Dr. Jami Jo Thompson, Erik Wilson, Callan Collins

Meeting began at 4:02 PM

1. Facilities Update - Wilson
 - a. New HVAC unit at Jefferson
 - b. Middle School HVAC unit ordered
 - c. Review plans with City of Norfolk and Huff Construction regarding softball fields
2. Request for Proposals (RFP) - Wilson
 - a. Auditor
 - i. Auditor RFP planned to be brought to Board on 3/25
 - b. Athletic Trainer
 - i. Proposal received and reviewed
 - c. Locks
 - i. Interior door locks
 1. Proposals received
 2. State grant applied for
 - ii. Exterior door locks
 1. RFP will go out on Friday 3/15
 - d. Middle School
 - i. Pre-bid walk thru scheduled
 - e. HS Chiller
 - i. RFP request on 3/11 board agenda
3. Negotiations – Dr. Thompson
 - a. Compensation packages on the 3/11 board agenda
4. RSP and Associates - Professional Educational Planning – Dr. Thompson
 - a. Enrollment projections and boundary movements
 - i. Elementary classroom sizes varies
 - ii. Discussion over boundary exceptions
 - iii. Committee approved moving forward with study

5. Property For Sale – Dr. Thompson
 - a. Discussion over purchase of local property
 - b. Committee waiting to see what the Middle School bids are

6. Finance Reports - Dr. Thompson
 - a. March Claims/Board Bills
 - b. All Funds Report
 - c. February Activity Fund Claims
 - d. February Revenue

7. Claims of Interest - Wilson
 - a. Erik Wilson answered questions from board members

8. Conflict Statements:
 - Booth:#154 - Travel
 - Wolfe: #883 - Travel
 - Shashikant: #823 - Travel

9. Future Meetings:
 - April 8, 2024 – 4:00 PM
 - May 13, 2024 – 4:00 PM
 - Budget Process:
 - Facilities and Finance committee meeting to include Cindy instead of Sandy for budget discussion
 - A Budget Workshop to be scheduled with entire board

Meeting adjourned at 4:58 PM



Policy Committee Meeting Minutes

Wednesday, April 3, 2024 at 8:30 AM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Brenda Carhart - present, Cindy Booth - present, Lindsay Dixon - present
- NPS Staff Present: Dr. Thompson, Angie Baumann, Callan Collins

Meeting began at 8:30 AM

1. Policies Section Scheduled for Review: 4140 - 4270 related to Personnel
 - 4140 Professional Growth - revised
 - 4141 Teacher Training - reaffirmed
 - 4150 Evaluation of Teachers - revised
 - 4160 Reduction in Force Policy for Certificated Staff - revised
 - 4170 Leave of Absence - reaffirmed
 - 4180 Dual Sponsorship of Activities - revised
 - 4190 Standards of Ethical and Professional Performance – Certificated Staff - reaffirmed
 - 4200 Qualifications of Non-Certificated Employees - reaffirmed
 - 4201 "At Will" Employees - reaffirmed
 - 4210 Hiring/Dismissal - reaffirmed
 - 4220 Contract - revised/remove. Contacted attorney.
 - 4230 Assignment and Transfer - reaffirmed
 - 4240 Complaint Procedure - reaffirmed
 - 4260 Standards of Performance for Non-Certified Employees - reaffirmed
 - 4270 Staff Payments During Closure - reaffirmed
2. Additional policies reviewed:
 - 9300 - Regular Meetings - revised
 - 9320 - Order of Business - revised
3. Reading of policies
 - 1st reading of policies at Board Meeting: April 8, 2024
 - 2nd reading of policies at Board meeting: May 13, 2024
4. Future Committee Meetings:
 - May 1st – To review any policies that will need to be updated after the legislative session
5. Additional Items
 - No other policies discussed

Meeting adjourned at 9:15 AM

Government Affairs Committee (Optional) Meeting Minutes

Monday, March 25, 2024 at 12:20 PM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members Present: Sandy Wolfe, Beth Shashikant
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles

Meeting began at 12:20pm.

1. Discussed additional bills that have been added to Educational Bill 1329-
 - a. Excessive absenteeism- LB 321- would add for written notices and opens to parents deciding if special ed eval is needed- if disability is causing absent
 - b. Option enrollment changes.
 - c. Firearms changes include the limitation of schools to Class I and II- (not NPS) and NDE developing the model policy and appropriate number of training hours.
 - d. 1306- would eliminate the Professional Practices Commission- NDE would serve in that capacity
 - e. 550- option enrollment
2. Second Educational Bill- LB 1284- provides for training for computer science and technology.
3. LB 71- is the definition of who the education decision maker is. Question on parents having access to testing information. Will continue to monitor.
4. Funding package is not out. Will continue to watch for that legislation.

No actions taken at this time.

Future Meetings:

*If needed

Meeting adjourned at 12:41pm

Board of Education Regular Meeting
Monday, March 11, 2024 5:30 PM
Norfolk Public School Administration Building
P.O. Box 139
Norfolk, NE 68702-0139

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

1. Date Public Notice appeared in the Norfolk Daily News: March 4, 2024
2. Call to Order - The Norfolk Public School District's board of education meeting was called to order at 5:30 PM.
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
 - 4.1. Focus on the Students
 - A. Angie Hausmann, Principal at Lincoln Montessori Elementary, and the 'Lincoln Leaders', 4th Grade students presented on student leadership in their building.
 - 4.2. Award for Excellence
 - A. Recipient: Caren Rubio, ELL Paraprofessional, Grant Elementary School
 - 4.3. Special Presentation
 - A. Informational Session on Artificial Intelligence (AI) presented by Mickie Mueller, Instructional Technology Facilitator
5. Public Comments & Communication
 - A. 4 members of the community spoke during public comment.
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda for the month of March 2024 by specific fund are listed below:
General Fund = \$621,232.60
Nutrition Services Fund = \$268,568.98
Cooperative Fund = \$1,863.93
Subsidiary Fund = \$447.36
Special Building Fund = \$13,650.00
Employee Benefit Fund = \$19,588.00
Student Fee Fund = \$1,440.01
 - B. The total amount of claims for the month of February 2024 in the Activities Fund is \$101,394.04
 - C. All of these claims were reviewed earlier today by the Finance and Facility Committee.
 - 6.2. Teaching & Learning Report - Speaker: Beth Nelson

- A. Curriculum, Instruction & Assessment - In the Curriculum Committee Meeting on February 13th, we reviewed curriculum purchases for the 2024-2025 school year, as reported by Beth Shashikant. Details can be found in her report.
 - B. I participated in two crucial meetings last month related to curriculum and assessment. As a member of the Nebraska Assessment and Accountability Advisory Committee, we discussed potential additions to the AQUESTT Accountability System. Our advice emphasized avoiding negative calculations for schools missing benchmarks, focusing only on positive marks for meeting goals. We also recommended running practice numbers on proposed changes to ensure their effectiveness.
 - C. The second meeting was with the Nebraska Association of Curriculum, Instruction, and Assessment (NACIA). Mike Dulany presented potential legislation that could impact curriculum and courses. Although nothing is confirmed, legislative decisions affecting classrooms may pose challenges for our district. Additionally, the state's decision to cease funding for the MAP Growth assessment for grades 3rd-8th raises questions for all districts. These include financial consequences, whether to continue with the same assessment, and considerations for alternative assessments. To address this, the director from Millard has arranged zoom presentations from various vendors to provide information on assessment design, grade levels, cost, technical functions, charting of results, desegregation of data, and more.
- 6.3. Student Programs Report – Speaker: Beth Nelson for Mary Luhr (absent)
- A. The English language proficiency assessment summative window will conclude this month. We will receive results in the first weeks of May.
 - B. The elementary special education teachers will complete their training in Letters 2 on Friday, March 15. This program focuses on vocabulary, comprehension and writing. We will use as a supplemental program to our Marzano vocabulary instruction to increase overall reading comprehension. Members of the special education leadership team attended a professional development at ESU 8 on February 23, where we will be applying to our targeted improvement plan.
- 6.4. Student Services Report - Speaker: Erik Wilson
- A. Reminder that Kindergarten enrollment for the 2023/2024 school year is in full swing. Registration is being held at neighborhood schools. Parents must have a birth certificate and a copy of immunizations to begin the enrollment process. Kindergarten Round Up will be held on Wednesday, April 17th at your neighborhood elementary school. We are encouraging families to start the registration process early to avoid complications.
 - B. Parent/Teacher conferences were held last month. Our attendance at our elementary and middle school is historically very high because those are scheduled meetings. Unfortunately, we do see a decrease in JH and SH levels. Information about those conferences is posted below.

Attendance at P/T Conferences including Zoom	Total School Enrollment	% attended 2024	% attended 2023	% attended 2022
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Little Panther
Preschool

225	233	97%	99%	98%
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Bel Air	306	322	95%	99%	98%
Jefferson	247	249	99%	99%	100%
Grant	195	207	94%	96%	98%
Lincoln	213	214	100%	100%	100%
Washington	220	236	94%	97%	100%
Westside	195	196	99%	98%	100%
Woodland Park	190	197	96%	97%	99%
Middle School	588	613	96%	96%	94%
Junior High	325	648	50%	64%	48%
Senior High	319	1364	23%	24%	26%
District Results	3023	4479	67.52%	70.91%	68.74%

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

- A. Letter of Intents were sent out to all NPS certified staff on March 1 and are due back on March 15. At that time, we should know all the positions that need to be filled. Quite a few teachers have been hired for the 2024-2025 school year, and we continue to advertise and search for the best teachers for Norfolk Public Schools.
- B. I have started receiving student teacher placement requests for the 2024-2025 school year, and I am starting to begin with placements at the appropriate grade levels.

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

- A. Report included:
 - Update on annual enrollment numbers from September 1, 2023
 - The procedures for closed Executive Session for Board members
 - NASB Finance workshop recap
 - Upcoming Spring Events throughout the District

7. Committee Reports

7.1. Facilities & Finance Committee Report

- A. The Facilities & Finance Committee met earlier today. Board members present were Brenda Carhart, Teri Bauer, and Sandy Wolfe.
- B. The committee reviewed claims for the month of March and activity claims for February. Other topics discussed included updates on the following:
 - Facilities Update
 - RFP's
 - Preliminary Budget Information
 - Negotiations
 - Property for Sale
- C. Our next Finance and Facilities Committee meeting is scheduled for April 8, 2024.

7.2. Government Relations Committee Report - Speaker: Teri Bauer

- A. The Government Relations Committee met twice since our February Board meeting. We met at 12:40 on Thursday, February 22, 2024. Board Committee

Members Sandy Wolfe, Teri Bauer, and Beth Shashikant were present, along with Dr. Jami Jo Thompson and Tiffany Settles.

- B. The Committee discussed all education bills with upcoming hearings and decided to take the following actions:
- Teri agreed to write a letter opposing LB 1150, which would change the tax equity and education opportunity support act (TEEOSA). GNSA is also opposed to this legislation.
 - Beth agreed to write a letter opposing LB 1065, which would authorize a school district to hire a chaplain to perform the duties of a school counselor without a certificate issued by the Commissioner of Education
- C. We met on Friday, March 1st. Board committee members present were Sandy Wolfe and Beth Shashikant, along with Dr. Jami Jo Thompson and Tiffany Settles. Board member Teri Bauer was absent. The Committee discussed the 2024 priority bill list.
- LB 1329 - The education package bill that was released. It includes:
 - LB 1339- which allows boards to develop policies allowing armed staff in schools.
 - LB 673- which provides grant funding for emergency response mapping.
 - LB 1012 - which allows QCPUF for safety infrastructure.
 - LB 962- which limits maps to Gall-Peters or AuthaGraph projection maps
 - LB 855- which prohibits debt collection for outstanding lunch balances.
 - LB 1385- which streamlines the process for teaching certificate approval.
- D. The Committee agreed to email Senators in support of LB 1012 and 1385 and in opposition to 1329 as it is currently written. The committee would like to see legislators include some best practices and mandatory training prior to the authorization of armed staff. Beth, Sandy, and Dr. Thompson all agreed to write letters to ALL senators now and again when the bill hits the agenda for debate/consideration.
- E. Another education package is expected to come out of the Education Committee that will deal with funding. The Committee will watch for that.
- F. Future Meetings will be scheduled as needed based upon the daily legislative agenda.

7.3. Activities Committee Report - Speaker: Brenda Carhart

- A. The Activities Committee met on Monday, February 26, 2024 at noon. Board Members: Brenda Carhart, Teri Bauer, and Lindsay Dixon were present, along with the following NPS Staff members: Dr. Jami Jo Thompson, Erik Wilson, Jason Settles, John Erwin, Curt Lammers, Amber Lenton, Callan Collins.
- B. John Erwin reviewed the progress and results of the winter activities at the Senior High. He also discussed the addition of Neuro Training, which will be added to athletic training at the senior high. It is designed for athletes to optimize focus, mental resilience, and mental agility via Virtual Reality brain training. Costs will be covered via the booster club.
- C. Amber Lenton reviewed the progress and results of the winter activities at the Junior High.
- D. The Committee discussed our Swimming Coops. It will be recommended that we renew our girls swimming coop with Norfolk Catholic, Lutheran High Northeast and Wisner-Pilger Public Schools. It will also be recommended that we add

Wayne Public Schools to our Boys Swimming Coop with Norfolk Catholic and Lutheran High Northeast.

E. Our next meeting is scheduled for noon on Monday, April 29, 2024 at Central Office.

7.4. Curriculum Committee Report - Speaker: Beth Shashikant

A. The Curriculum Committee, in their meeting on February 13th, 2024, discussed potential program purchases for the upcoming 2024-25 school year. They recommended the adoption of the Preschool math program, McGraw Hill Building Blocks, based on positive feedback from teachers and its potential to enhance math instruction. Amplify Geometry for Senior High, previously piloted and approved, was deferred for a year to ease the implementation burden on teachers. The K-6th grade math program, iReady, received strong support after a two-year pilot emphasizing problem-solving and critical thinking. For seventh-grade health, "Essential Health Skills for Middle School" was chosen as an updated book for its appropriateness, lack of bias, and alignment with district principles. The Senior High Spanish materials will be renewed for five years, with no new materials considered. The next committee meeting in early fall will include a civics portion on the agenda.

7.5. Norfolk Public Schools Foundation Committee Report - Speaker: Brenda Carhart

A. The Norfolk Public Schools Foundation Board of Directors met on February 19, 2024 at the NPS Administration Building. Fifteen board members were present. Board President Jason Busch called the meeting to order. Committees will meet prior to the March Foundation meeting to continue work on marketing, fundraising, and strategic planning goals.

B. Executive Director, Austin Truex, reported that NPSF scholarships are nearly ready to open for applications. Additionally, the Foundation is planning to establish an ad-hoc committee to engage with NPS staff, exploring how the Foundation is perceived, understood, and expected to work by the educators we are dedicated to supporting.

8. Approve Consent Agenda

Motion to approve the consent agenda at 7:06 PM passed with a motion by Beth Shashikant and a second by Lindsay Dixon.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

8.1. Minutes of Previous Meetings - February 12, 2024 and February 22, 2024 for review.

8.2. Personnel

8.2.1. Contract Approval

- Kiley Bierman – English Teacher, Norfolk Junior High
- Amanda Gesell – 2nd Grade Teacher, Jefferson Elementary School
- Emily Kueter – Special Education Teacher, Norfolk Senior High
- Michelle Kuhlman – Science Teacher, Norfolk Senior High
- Caitlin Sharp – Kindergarten Teacher, Lincoln - Montessori Elementary School
- Brianne Swan – 3rd-4th Grade Teacher, Lincoln-Montessori Elementary
- Allyson Melcher - Assistant Principal, Norfolk Middle School
- Jordan Hinrichs - Dean of Students/Activities Director, Norfolk Junior High

8.2.2. Resignations

- Kelly Krueger - Business teacher at Norfolk Senior High
- Alicia Dukes - 3rd grade teacher at Grant Elementary
- Rhonda Gates - Early Childhood Special Education teacher at Little Panthers Preschool
- Sydnie Schilling - 1st grade teacher at Grant Elementary
- Liesel Powicki - Title I Interventionist at Washington Elementary
- Benjamin Sullivan - Social Studies teacher at Norfolk Senior High

8.3. Claims

- A. Claims for the month of March 2024 presented. These claims were reviewed earlier by our Finance and Facility Committee.
- B. There are three conflict statements this month that were read before voting.

9. Action Items

9.1. Discuss, consider and take action to approve the 2-year renewal of our Girls Swimming Coop with Norfolk Catholic High School, Lutheran High Northeast High School, and Wisner-Pilger High School.

- A. The Activities Committee has recommended that we continue our long-standing Swimming Coop with Norfolk Catholic High School, Lutheran High Northeast High School, and Wisner-Pilger High School. Once Wisner-Pilger no longer has a girl participating, we will consider adding Wayne Public Schools in their place.

Motion to approve the 2 year renewal of our Girls Swimming Coop with Norfolk Catholic High School, Lutheran High Northeast High School, and Wisner-Pilger High School at 7:07 PM passed with a motion by Teri Bauer and a second by Beth Shashikant.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.2. Discuss, consider and take action to approve the addition of Wayne High School to our 2 year Boys Swimming Coop with Norfolk Catholic High School and Lutheran High Northeast High School.

- A. The Activities Committee has recommended that we add Wayne Public Schools to our long-standing Swimming Coop with Norfolk Catholic High School and Lutheran High Northeast High School. Wisner-Pilger does not have boys interested in participating and will be dropping our girls' coop once their current swimmer graduates. Wayne will be added to the girls' coop at that time.

Motion to approve the addition of Wayne High School to our 2 year Boys Swimming Coop with Norfolk Catholic High School and Lutheran High Northeast High School at 7:08 PM passed with a motion by Brenda Carhart and a second by Lindsay Dixon.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.3. Discuss, consider and take action to approve the 2024-2025 compensation rate for classified hourly staff.

- A. The following changes are recommended to the classified hourly compensation package.
 1. The classified hourly compensation rate should be increased by 4% for 2024-2025. This amount was determined by increasing each employee's pay rate by 4% (the same percentage that was applied to non-

supervisory certificated staff.) The estimated cost of this increase is \$411,433.

2. Business Office Personnel should be listed as a separate category, as outlined in the attached document.
3. Speech Language Pathology Assistant (SLPA) and Certified Occupational Therapist Assistant (COTA) should be listed as Specialist examples.

Motion to approve the 2024-2025 compensation rate for classified hourly staff at 7:09 PM passed with a motion by Teri Bauer and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.4. Discuss, consider and take action to approve the 2024- 2025 compensation rate for classified salaried staff.

A. The following changes are recommended to the classified salaried compensation package.

1. The classified hourly compensation rate should be increased by 2.39% for 2024-2025. This amount was determined by increasing the base of the classified salary structure by 4% (the same percentage that was applied to non-supervisory certificated staff.) The estimated cost of this increase is \$20,199.34.

Motion to approve the 2024- 2025 compensation rate for classified salaried staff at 7:10 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.5. Discuss, consider and take action to approve the 2024-2025 employment agreement for nurses

A. The following changes are recommended to the employment agreement for nurses:

1. The nurses' compensation rate should be increased by 3.44% for 2024-2025. This amount was determined by increasing the base of the nurses' salary structure by 4% (the same percentage that was applied to non-supervisory certificated staff.) The total cost for this increase is \$13,198.

Motion to approve the 2024-2025 employment agreement for nurses at 7:12 PM passed with a motion by Brenda Carhart and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.6. Discuss, consider and take action to approve the 2024-2025 compensation rate for Sixpence Facilitators

A. The following changes are recommended to the compensation agreement for Sixpence Facilitators:

- The Sixpence Facilitators' compensation rate should be increased by 4% for 2024-2025. This amount was determined by increasing each employee's pay rate by 4% (the same percentage that was applied to non-supervisory certificated staff.) The estimated cost for this increase is \$8,047.15.

Sixpence is a federal grant, Facilitator costs are reimbursed accordingly and on a separate salary schedule, as follows:

220 days

\$40,000-\$50,000 Salary Range for Placement

\$182-\$227 Per Diem Range

\$60,000 Longevity

Motion to approve the 2024-2025 compensation rate for Sixpence Facilitators at 7:13 PM passed with a motion by Cindy Booth and a second by Lindsay Dixon.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.7. Discuss, consider and take action to approve the 2024-2025 compensation rate for administrators

A. The following changes are recommended to the administrators compensation package.

1. The administrators compensation rate should be increased by 2.58% for 2024-2025. This amount was determined by increasing the base of the administrators salary structure by 4% (the same percentage that was applied to non-supervisory certificated staff.) The estimated cost of this increase is \$83,135.01.

Motion to approve the 2024-2025 compensation rate for administrators at 7:14 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.8. Discuss, consider and take action to approve the 2024-2025 Certificated Substitute Compensation Rate

A. Our system for compensating for certificated substitutes has been simplified. Each group will receive at least a 4% compensation increase. See attached for details.

Motion to approve the 2024-2025 Certificated Substitute Compensation Rate at 7:15 PM passed with a motion by Lindsay Dixon and a second by Beth Shashikant.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.9. Discuss, consider and take action to approve the amendment to the negotiated agreement with non-supervisory certificated staff regarding the extra duty schedule

Motion to approve the amendment to the negotiated agreement with non-supervisory certificated staff regarding the extra duty schedule at 7:18 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.10. Discuss, consider and take action to grant permission to seek RFPs for the chiller installation at the senior high school

A. This is for the bid to install the new chillers and redo the necessary pipe work at the Senior High. We anticipate bids to come back in April for Board approval; installation work will take place in the Fall if approved.

Motion to grant permission to seek RFPs for the chiller installation at the senior high school at 7:19 PM passed with a motion by Teri Bauer and a second by Lindsay Dixon.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.11. Discuss, consider and take action to approve the purchase of McGraw Hill Building Blocks Preschool Math Program

- A. The Preschool Administrator and Teachers have invested time into studying 2 math programs for implementation for the Fall of 2024. Building Blocks was found to provide structure, sequence and consistency for math instruction. As mentioned in the Curriculum Report, the program was reviewed and considered carefully. Although the program will likely be used for more than 5 years, the total cost for five years of use actually breaks down to \$9.00/student/year. The funds for this program will come from the general curriculum budget. Total cost \$9,994.37.

Motion to approve the purchase of McGraw Hill Building Blocks Preschool Math Program at 7:20 PM passed with a motion by Cindy Booth and a second by Beth Shashikant.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.12. Discuss, consider and take action to approve the purchase of Amplify Math, Geometry for the Senior High

- A. The decision to purchase the Amplify Math program in 7th -11th grade was determined last year. Geometry was intentionally delayed a year to allow overlapping teachers an opportunity to learn one new program at a time. The average cost per student per year is \$29. The funds for this program will come from the general curriculum budget. Includes classroom textbooks and online access for both teachers and students for 7 years at a cost of \$62,245.08.

Motion to approve the purchase of Amplify Math, Geometry for the Senior High at 7:22 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.13. Discuss, consider and take action to approve the purchase of Kindergarten through 6th Grade iReady Math Program

- A. The decision for the K-6 Math program has been under our study since 2020. There has been piloting of 3 different programs. The last 2 years have included exclusive piloting of iReady Math. We have reviewed the progress in the last 2 curriculum committee meetings. Although the cost appears high, the cost per student per year is \$38.00. The program will be a six-year subscription with scaffolded training opportunities throughout the first year. As I always mention with the core programs for English Language Arts and Math, they always come at a higher cost than other content area counterparts. The average cost per student per year for this program is \$38. Due to foresight, the funds for this program will come from a combination of the general fund and depreciation fund. Includes textbooks, online access and manipulative materials with a 6 year subscription at a cost of \$519,074.45.

Motion to approve the purchase of Kindergarten through 6th Grade iReady Math Program at 7:25 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.14. Discuss, consider and take action to approve the purchase of 7th Grade Essential Health Skills for Middle School by Goodheart-Wilcox Publishing

- A. Currently the textbook for the course is outdated with a copyright of 2010. This course has a limited number of sessions- only meeting 82 times/year. Upon completion of the 7th Health Textbook/Resource review, the teachers determined G-W Publisher of Essential Health Skills for Middle School, 4rd Edition (2025) as the resource that best fits the needs of the course while still upholding the integrity of the district's position toward health education. The book contains more age/grade level appropriate language that is free of bias. As a reminder, NPS does not follow the state standards but rather selects their own. The average cost per student per year is less than \$2.00 if used for 5 years. The funds for this program will come from the general curriculum budget. Cost of \$4,589.19.

Motion to approve the purchase of 7th Grade Essential Health Skills for Middle School by Goodheart-Wilcox Publishing at 7:28 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

Teri Bauer: Yea

Lindsay Dixon: Nay

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.15. Discuss, consider and take action to approve the purchase of the Senior High Spanish Senderos Vista Learning Program Renewal

- A. The Senior High Spanish program online access will expire at the end of the year. This program will be renewed for an additional 5 years. This program comes at a cost of \$30.00/student per year. The funds for this purchase will come from the general curriculum fund budget. Cost of \$89,671.25.

Motion to approve the purchase of the Senior High Spanish Senderos Vista Learning Program Renewal at 7:29 PM passed with a motion by Lindsay Dixon and a second by Brenda Carhart.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.16. Discuss, consider and take action to approve the second and final reading of Board policies 4028-4133 related to personnel

- A. There have been no changes to these policies since their first reading.
Policies 4028-4133 related to personnel:
4028: Appropriate Dress
4029: Fundraising
4030: Wage Information
4031: Injury Leave
4100: Qualifications for Appointment as a Teacher
4101: Qualification for Appointment to Administrative and Supervisory Positions
4110: Contract
4111: Certification
4120: Probationary Certified Employees

- 4121: Permanent Certified Employees
- 4130: Assignment of Duties
- 4131: Agents/Tutors
- 4132: Student Teachers and Pre-Student Teachers
- 4133: Substitute Teachers

Motion to approve the second and final reading of Board policies 4028-4133 related to personnel at 7:32 PM passed with a motion by Brenda Carhart and a second by Cindy Booth.

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

10. Future Meetings
 - A. The 2nd monthly meeting of the Board of Education is scheduled for Monday, March 25th, 2024 at Noon.
 - B. The next regular meeting of the Board of Education will be held on Monday, April 8th, 2024 at 5:30 PM.
 - C. 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 Superintendent Contract Negotiations -- 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 Superintendent Contract Negotiations -- As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual

Motion to convene Executive Session -- To Discuss Superintendent Contract Negotiations -- As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual at 7:33 PM passed with a motion by Beth Shashikant and a second by Lindsay Dixon.

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

- A. 7:33 PM Recess taken
- B. 7:40 PM Executive Session began
- 11.2. Reconvene Meeting from Executive Session at 8:15 PM
- 11.3. Approval of Any Action Deemed Necessary as a Result of Executive Session - No action taken
12. Adjournment - The meeting adjourned at 8:15 PM

Chairperson

Superintendent

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

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: March 18, 2024
2. Call to Order
The Norfolk Public School District's board of education 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. Information & Discussion Items
 - 3.1. Finance & Facilities Report – Speaker: Dr. Thompson
 - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
 - General Fund = \$211,744.86
 - Nutrition Services Fund = \$274,763.69
 - Cooperative Fund = \$131,600.39
 - Subsidiary Fund = \$16,519.90
 - Special Building Fund = \$63,060.00
 - Senior High Activity Fund = \$50,075.42
 - Junior High Activity Fund = \$800.00
 - B. All of these claims were reviewed by the Finance and Facility Committee.
4. Consent Agenda
Motion to approve consent agenda at 12:04 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

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

 - 4.1. Personnel
 - 4.1.1. Contract Approval
 - A. Richardson, Barbara, 2024 – 2025, K-6 English Language Learners Teacher
 - 4.1.2. Resignations
 - Denise Bender - Orchestra Director, retiring, effective at the end of the 2023-2024 contract year.

- Allyson Flynn - School Psychologist, resigning, effective at the end of the 2023-2024 contract year.
- Stephanie Goodrich - Behavior Specialist, resigning, effective at the end of the 2023-2024 contract year.
- Jessica Henrich - 2nd grade teacher at Washington Elementary, resigning, effective at the end of the 2023-2024 contract year.
- Alexa Moreno - ELL teacher at Norfolk Junior High, resigning, effective at the end of the 2023-2024 contract year.
- Danielle Steinkraus - Preschool teacher at Little Panthers Preschool, resigning, effective at the end of the 2023-2024 contract year.
- Kathryn Steskal - Special Education teacher at Norfolk Junior High, resigning, effective at the end of the 2023-2024 contract year.

4.2. Claims

- A. Claims were attached to the agenda
- B. Two conflict statements read before voting

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

Motion to approve the resignation of Brittany Young effective at the end of the contract year due to extreme extenuating circumstances at 12:06 PM passed with a motion by Cindy Booth and a second by Brenda Carhart.

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

- 5.2. Discuss, consider and take action to grant permission to seek RFPs for auditing services
 - A. The district will seek RFP's for an auditing service to have an annual independent audit of the finances conducted.

Motion to grant permission to seek RFPs for auditing services at 12:07 PM passed with a motion by Lindsay Dixon and a second by Beth Shashikant.

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

- 5.3. Discuss, consider and take action to approve the 2024-2025 through 2026-2027 Superintendent Contract

- A. It is recommended that a 1.52% total package increase and contract is approved for the superintendent for 2024-2025 through 2026-2027. This is a salary increase of \$3,385, which is the same amount given to all administrators in the district. Contract attached to agenda.

Motion to approve the 2024-2025 through 2026-2027 Superintendent Contract at 12:09 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

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

6. Future Meetings

- A. The next regular meeting of the Board of Education will be held on Monday, April 8th, 2024 at 5:30 PM. All components of these meetings will be held at the NPS Central Administration

Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

8. Adjournment

The meeting adjourned at 12:10 PM

Chairperson

Superintendent

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #116 for the month of April 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

APRIL 8, 2024

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND				
1	A TO Z VAC & SEW	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$14.95
2	A TO Z VAC & SEW	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$14.95
3	A TO Z VAC & SEW Total			\$29.90
4	ADVANCE AUTO PARTS	CORE BATTERIES	01 2620 610 1 001 000	-\$54.00
5	ADVANCE AUTO PARTS	BATTERIES	01 2620 610 1 001 000	\$253.64
6	ADVANCE AUTO PARTS	BATTERIES	01 2620 610 2 001 000	\$253.64
7	ADVANCE AUTO PARTS	CORE BATTERIES	01 2620 610 2 001 000	-\$54.00
8	ADVANCE AUTO PARTS	VEHICLE PARTS	01 2650 610 1 001 000	\$184.80
9	ADVANCE AUTO PARTS	SHOCKS/STRUTS	01 2650 610 1 001 000	\$90.35
10	ADVANCE AUTO PARTS	VEHICLE SUPPLIES	01 2650 610 1 001 000	\$84.73
11	ADVANCE AUTO PARTS	SUPPLIES	01 2650 610 1 001 000	\$22.42
12	ADVANCE AUTO PARTS	SHOCKS/STRUTS	01 2650 610 2 001 000	\$90.34
13	ADVANCE AUTO PARTS	SUPPLIES	01 2650 610 2 001 000	\$22.42
14	ADVANCE AUTO PARTS	VEHICLE SUPPLIES	01 2650 610 2 001 000	\$84.73
15	ADVANCE AUTO PARTS	VEHICLE PARTS	01 2650 610 2 001 000	\$184.79
16	ADVANCE AUTO PARTS	SHOCKS	01 2712 610 1 001 000	\$295.76
17	ADVANCE AUTO PARTS Total			\$1,459.62
18	ALISON'S MONTESSORI	MATH AND CULTURAL MATERIALS	01 1100 610 1 028 005	\$4,242.72
19	ALISON'S MONTESSORI Total			\$4,242.72
20	ALVARADO, TANIA J MEZA	STAFF MILEAGE	01 1150 333 1 004 000	\$21.78
21	ALVARADO, TANIA J MEZA	STAFF MILEAGE	01 1150 333 2 004 000	\$21.77
22	ALVARADO, TANIA J MEZA Total			\$43.55
23	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$33.51
24	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$20.94
25	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$15.21
26	APPEARA	LAUNDRY SERVICES	01 2410 340 2 209 001	\$192.04
27	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$59.32
28	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
29	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.46
30	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
31	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$61.91
32	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
33	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
34	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$59.32
35	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.46
36	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00

37	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
38	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$61.90
39	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
40	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
41	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.83
42	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$15.48
43	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.62
44	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.83
45	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.62
46	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$15.47
47	APPEARA Total			\$1,070.92
48	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 1 001 000	\$825.00
49	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 1 001 000	\$825.00
50	ARROW STAGE LINES	GIRLS TRACK TRANSPORTATION	01 2710 340 1 001 000	\$825.00
51	ARROW STAGE LINES	GIRLS SOCCER TRANSPORTATION	01 2710 340 1 001 000	\$825.00
52	ARROW STAGE LINES	SWIMMING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
53	ARROW STAGE LINES	BASEBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
54	ARROW STAGE LINES	BOYS TRACK TRANSPORTATION	01 2710 340 1 001 000	\$825.00
55	ARROW STAGE LINES	SHOW CHOIR TRANSPORTATION	01 2710 340 1 001 000	\$1,325.00
56	ARROW STAGE LINES	SHOW CHOIR TRANSPORTATION	01 2710 340 1 001 000	\$1,650.00
57	ARROW STAGE LINES	SOCCER TRANSPORTATION	01 2710 340 1 001 000	\$825.00
58	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 1 001 000	\$1,650.00
59	ARROW STAGE LINES	GIRLS TRACK TRANSPORTATION	01 2710 340 1 001 000	\$825.00
60	ARROW STAGE LINES	VIOLIN DAY	01 2710 340 1 001 000	\$225.00
61	ARROW STAGE LINES	JH WRESTLING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
62	ARROW STAGE LINES	BOYS SOCCER	01 2710 340 1 001 000	\$825.00
63	ARROW STAGE LINES	CHEER TRANSPORTATION	01 2710 340 1 001 000	\$825.00
64	ARROW STAGE LINES	LION KING TRANSPORTATION	01 2710 340 1 001 000	\$1,650.00
65	ARROW STAGE LINES	HOSA TRANSPORTATION	01 2710 340 1 001 000	\$825.00
66	ARROW STAGE LINES	SOCCER TRANSPORTATION	01 2710 340 1 001 000	\$825.00
67	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 2 001 000	\$825.00
68	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 2 001 000	\$825.00
69	ARROW STAGE LINES	GIRLS TRACK TRANSPORTATION	01 2710 340 2 001 000	\$825.00
70	ARROW STAGE LINES	GIRLS SOCCER TRANSPORTATION	01 2710 340 2 001 000	\$825.00
71	ARROW STAGE LINES	SWIMMING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
72	ARROW STAGE LINES	BASEBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
73	ARROW STAGE LINES	BOYS TRACK TRANSPORTATION	01 2710 340 2 001 000	\$825.00
74	ARROW STAGE LINES	SHOW CHOIR TRANSPORTATION	01 2710 340 2 001 000	\$1,325.00
75	ARROW STAGE LINES	SHOW CHOIR TRANSPORTATION	01 2710 340 2 001 000	\$1,650.00
76	ARROW STAGE LINES	SOCCER TRANSPORTATION	01 2710 340 2 001 000	\$825.00
77	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 2 001 000	\$1,650.00
78	ARROW STAGE LINES	GIRLS TRACK TRANSPORTATION	01 2710 340 2 001 000	\$825.00
79	ARROW STAGE LINES	VIOLIN DAY	01 2710 340 2 001 000	\$225.00

80	ARROW STAGE LINES	JH WRESTLING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
81	ARROW STAGE LINES	BOYS SOCCER	01 2710 340 2 001 000	\$825.00
82	ARROW STAGE LINES	CHEER TRANSPORTATION	01 2710 340 2 001 000	\$825.00
83	ARROW STAGE LINES	LION KING TRANSPORTATION	01 2710 340 2 001 000	\$1,650.00
84	ARROW STAGE LINES	HOSA TRANSPORTATION	01 2710 340 2 001 000	\$825.00
85	ARROW STAGE LINES	SOCCER TRANSPORTATION	01 2710 340 2 001 000	\$825.00
86	ARROW STAGE LINES Total			\$36,100.00
87	BAINTER, SUE ANN	FIDELITY	01 6416 340 1 017 000	\$400.00
88	BAINTER, SUE ANN Total			\$400.00
89	BAUER BUILT, INC	TIRES #15H	01 2712 610 1 001 000	\$448.62
90	BAUER BUILT, INC Total			\$448.62
91	BAUER, RACHEL	SIXPENCE MILEAGE	01 3541 333 1 004 000	\$100.03
92	BAUER, RACHEL Total			\$100.03
93	BEAM, HOPE	NETA CONFERENCE	01 6310 330 2 028 000	\$199.00
94	BEAM, HOPE	NETA CONFERENCE	01 6310 333 2 028 000	\$160.80
95	BEAM, HOPE	NETA CONFERENCE	01 6310 580 2 028 000	\$15.00
96	BEAM, HOPE Total			\$374.80
97	BERTRAND, SAMANTHA	PARENT MILEAGE	01 2713 332 1 004 021	\$186.53
98	BERTRAND, SAMANTHA Total			\$186.53
99	BIXENMANN, MELISSA	PARENT MILEAGE	01 2712 332 2 004 000	\$2,201.62
100	BIXENMANN, MELISSA Total			\$2,201.62
101	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$3.29
102	BOMGAARS SUPPLY	DIGITAL TIMER	01 2620 610 1 001 000	\$22.50
103	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 008	\$4.99
104	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 008	\$162.25
105	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 021	\$6.58
106	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$3.29
107	BOMGAARS SUPPLY	DIGITAL TIMER	01 2620 610 2 001 000	\$22.49
108	BOMGAARS SUPPLY	RATCHET STRAP	01 2620 610 2 001 001	\$29.98
109	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 2 001 001	\$408.87
110	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 2 001 002	\$162.25
111	BOMGAARS SUPPLY Total			\$826.49
112	BOOTH, CINDY	NASB WORKSHOP TRAVEL	01 2310 333 1 033 000	\$81.74
113	BOOTH, CINDY	NASB WORKSHOP TRAVEL	01 2310 333 2 033 000	\$81.74
114	BOOTH, CINDY	NASB WORKSHOP TRAVEL	01 2310 580 1 033 000	\$2.50
115	BOOTH, CINDY	NASB WORKSHOP TRAVEL	01 2310 580 2 033 000	\$2.50
116	BOOTH, CINDY Total			\$168.48
117	CARDIO PARTNERS, INC	ZOLL STAT-PADS II	01 2130 610 1 004 000	\$58.65
118	CARDIO PARTNERS, INC	ZOLL STAT-PADS II	01 2130 610 2 004 000	\$58.65
119	CARDIO PARTNERS, INC	ZOLL STAT-PADS II	01 2131 610 1 004 000	\$10.35
120	CARDIO PARTNERS, INC	ZOLL STAT-PADS II	01 2131 610 2 004 000	\$10.35
121	CARDIO PARTNERS, INC Total			\$138.00
122	CDW GOVERNMENT, INC	PROJECTOR	01 6988 610 1 001 014	\$1,729.28

123	CDW GOVERNMENT, INC Total			\$1,729.28
124	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$212.40
125	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$324.03
126	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$418.78
127	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$251.49
128	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$426.53
129	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$524.17
130	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$212.40
131	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$1,324.13
132	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$7.09
133	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$6.00
134	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$29.16
135	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$29.15
136	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$7.09
137	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$6.00
138	CITY OF NORFOLK	JH WASTE	01 2630 420 2 001 002	\$60.68
139	CITY OF NORFOLK	JH WASTE	01 2630 420 2 001 002	\$45.70
140	CITY OF NORFOLK Total			\$3,884.80
141	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 000	\$188.32
142	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 003	\$94.61
143	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 004	\$94.25
144	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 005	\$94.61
145	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 008	\$94.61
146	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 009	\$94.61
147	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 010	\$94.61
148	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 012	\$92.09
149	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 014	\$189.55
150	CLEARFLY	PHONE SERVICE	01 2510 382 1 001 021	\$94.25
151	CLEARFLY	PHONE SERVICE	01 2510 382 2 001 000	\$188.32
152	CLEARFLY	PHONE SERVICE	01 2510 382 2 001 001	\$380.39
153	CLEARFLY	PHONE SERVICE	01 2510 382 2 001 002	\$192.11
154	CLEARFLY Total			\$1,892.33
155	COLLINS, NICHOLAS	GIRLS SOCCER TRAVEL	01 2190 580 2 001 000	\$10.75
156	COLLINS, NICHOLAS	JH MUSIC CONTEST TRAVEL	01 2190 580 2 001 000	\$12.51
157	COLLINS, NICHOLAS	TRACK AT YANKTON	01 2190 580 2 001 000	\$13.93
158	COLLINS, NICHOLAS	TRACK AT YANKTON	01 2710 610 1 001 000	\$2.11
159	COLLINS, NICHOLAS	TRACK AT YANKTON	01 2710 610 2 001 000	\$2.11
160	COLLINS, NICHOLAS Total			\$41.41
161	CORLEY, LISA	PARENT MILEAGE	01 2713 332 1 004 021	\$64.86
162	CORLEY, LISA Total			\$64.86
163	CORNERSTONE MONTESSORI	KINDERGARTEN MATERIALS	01 1100 640 1 028 005	\$620.00
164	CORNERSTONE MONTESSORI Total			\$620.00
165	CRAVEN, SHEILA	OT CONTRACTED SERVICES	01 2161 320 1 004 000	\$14,337.00

166	CRAVEN, SHEILA	OT CONTRACTED SERVICES	01 2161 320 2 004 000	\$870.75
167	CRAVEN, SHEILA	OT CONTRACTED SERVICES MILEAGE	01 2161 334 1 004 000	\$119.73
168	CRAVEN, SHEILA	OT CONTRACTED SERVICES MILEAGE	01 2161 334 2 004 000	\$12.06
169	CRAVEN, SHEILA Total			\$15,339.54
170	CURRICULUM ASSOCIATES	PHONICS FOR READING	01 1200 610 1 254 003	\$201.27
171	CURRICULUM ASSOCIATES Total			\$201.27
172	CYBER ACOUSTICS	HEADPHONES	01 6998 650 1 945 000	\$27,025.00
173	CYBER ACOUSTICS Total			\$27,025.00
174	DELL MARKETING L.P.	DELL 22 MONITOR	01 2230 650 1 005 000	\$290.50
175	DELL MARKETING L.P.	MONITORS	01 2230 650 1 005 000	\$231.98
176	DELL MARKETING L.P.	MONITORS	01 2230 650 2 005 000	\$231.97
177	DELL MARKETING L.P.	DELL 22 MONITOR	01 2230 650 2 005 000	\$290.50
178	DELL MARKETING L.P.	DELL 22 MONITOR	01 6988 610 1 001 014	\$124.50
179	DELL MARKETING L.P.	DELL 22 MONITOR	01 6988 610 2 001 002	\$124.50
180	DELL MARKETING L.P. Total			\$1,293.95
181	DEMCO	BOOK SUPPLIES	01 2220 610 1 030 000	\$232.72
182	DEMCO Total			\$232.72
183	DEMOULIN BROTHERS & CO	BOW TIES FOR JAZZ BAND	01 1100 610 2 202 001	\$88.23
184	DEMOULIN BROTHERS & CO Total			\$88.23
185	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$70.75
186	DITTER, EMMA Total			\$70.75
187	EAKES OFFICE PLUS	COLORED COPY PAPER	01 1100 610 1 201 003	\$127.60
188	EAKES OFFICE PLUS Total			\$127.60
189	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$380.20
190	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$380.20
191	ECHO GROUP INC Total			\$760.40
192	ELECTRONIC SYSTEMS	SERVICE CALLS	01 2620 431 1 001 009	\$614.35
193	ELECTRONIC SYSTEMS	SERVICE CALLS	01 2620 431 2 001 001	\$347.80
194	ELECTRONIC SYSTEMS	SERVICE CALLS	01 2620 431 2 001 002	\$762.55
195	ELECTRONIC SYSTEMS Total			\$1,724.70
196	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,474.82
197	ELKHORN RURAL PUBLIC POWER Total			\$1,474.82
198	ERLEICHDA LLC	CULTURAL STUDIES MATERIALS	01 1100 610 1 028 005	\$5,778.75
199	ERLEICHDA LLC Total			\$5,778.75
200	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$356.45
201	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$356.45
202	ESSENTIAL SCREEN Total			\$712.90
203	ESU 8	SPED BEHAVIOR LEVEL III	01 1200 591 1 004 000	\$3,360.00
204	ESU 8	LEVEL III SCHOOL AGE	01 1200 591 2 004 000	\$8,600.00
205	ESU 8	LMHP	01 2141 591 2 014 000	\$9,720.00
206	ESU 8	SPEECH THERAPY	01 2151 591 2 004 000	\$165.00
207	ESU 8 Total			\$21,845.00
208	ETC MONTESSORI	CONTAINERS	01 1100 610 1 028 005	\$384.00

209	ETC MONTESSORI Total			\$384.00
210	FAIRFIELD INN & SUITES	KEARNEY LEADERSHIP CONF	01 1100 580 2 208 001	\$134.95
211	FAIRFIELD INN & SUITES	KEARNEY LEADERSHIP CONF	01 3551 580 2 209 001	\$269.90
212	FAIRFIELD INN & SUITES Total			\$404.85
213	FASTENAL INDUSTRIAL	GENERAL SUPPLIES	01 2620 610 2 001 001	\$23.21
214	FASTENAL INDUSTRIAL Total			\$23.21
215	FATHER FLANAGAN'S BOYS	DUNCAN SERVICES	01 1200 561 2 004 000	\$3,024.80
216	FATHER FLANAGAN'S BOYS	DUNCAN SERVICES	01 1200 890 2 004 000	\$1,455.40
217	FATHER FLANAGAN'S BOYS Total			\$4,480.20
218	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO HOURS	01 2510 340 2 001 001	\$420.00
219	FATT SUNNIE STUDIOS Total			\$420.00
220	FILTER SHOP, INC, THE	FILTERS	01 2620 610 1 001 000	\$579.57
221	FILTER SHOP, INC, THE	FILTERS	01 2620 610 2 001 000	\$579.57
222	FILTER SHOP, INC, THE Total			\$1,159.14
223	FROWICK, BRENNIA	STAFF MILEAGE	01 2151 333 1 004 000	\$60.30
224	FROWICK, BRENNIA Total			\$60.30
225	FROWICK, KIM	STAFF MILEAGE	01 1291 333 1 004 021	\$20.77
226	FROWICK, KIM	STAFF MILEAGE	01 2151 333 1 004 000	\$20.77
227	FROWICK, KIM Total			\$41.54
228	GILSDORF, RENEE	NETA CONFERENCE	01 6310 330 1 028 000	\$199.00
229	GILSDORF, RENEE	NETA CONFERENCE	01 6310 580 1 028 000	\$385.92
230	GILSDORF, RENEE Total			\$584.92
231	GLASS EDGE INC, THE	DOOR AUTO OPERATOR	01 2620 431 1 001 021	\$139.00
232	GLASS EDGE INC, THE Total			\$139.00
233	GREENE, CHELSEY	NETA CONF MEALS	01 2213 580 1 201 003	\$16.74
234	GREENE, CHELSEY	NETA CONF MEALS	01 2213 580 1 601 005	\$16.75
235	GREENE, CHELSEY	NETA CONF MEALS	01 2213 580 1 705 008	\$16.74
236	GREENE, CHELSEY	NETA CONF MEALS	01 2213 580 1 802 009	\$16.74
237	GREENE, CHELSEY Total			\$66.97
238	HAUSMANN, ANGIE	SPED BEHAVIOR CONFERENCE	01 1200 580 1 004 000	\$136.80
239	HAUSMANN, ANGIE Total			\$136.80
240	HENKEL, KARL	SHOW CHOIR MEALS	01 1100 580 2 202 001	\$7.79
241	HENKEL, KARL	BAND OLYMPIC MEALS	01 1100 580 2 207 001	\$9.00
242	HENKEL, KARL Total			\$16.79
243	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$32.44
244	HOFERER, KIMBERLY Total			\$32.44
245	HOME DEPOT PRO, THE	MOPS	01 2610 610 1 001 000	\$14.72
246	HOME DEPOT PRO, THE	MOPS	01 2610 610 1 001 000	-\$72.24
247	HOME DEPOT PRO, THE	MOPS	01 2610 610 1 001 000	\$73.58
248	HOME DEPOT PRO, THE	MOPS	01 2610 610 2 001 000	\$14.71
249	HOME DEPOT PRO, THE	MOPS	01 2610 610 2 001 000	-\$72.24
250	HOME DEPOT PRO, THE	MOPS	01 2610 610 2 001 000	\$73.57
251	HOME DEPOT PRO, THE Total			\$32.10

252	HUGHES, AMY	PT SCHOOL AGED CONTRACTED	01 2171 320 1 004 000	\$7,634.25
253	HUGHES, AMY	PT SCHOOL AGED MILEAGE	01 2171 334 1 004 000	\$99.70
254	HUGHES, AMY Total			\$7,733.95
255	J W PEPPER, INC	MUSIC FOR POPS CONCERT	01 1100 610 2 117 002	\$93.49
256	J W PEPPER, INC	MUSIC FOR POPS CONCERT	01 1100 610 2 117 002	\$75.00
257	J W PEPPER, INC	MUSIC	01 1100 610 2 202 001	\$24.00
258	J W PEPPER, INC Total			\$192.49
259	JAMES, JESSIE	RBI FIDELITY	01 6416 340 1 017 000	\$450.00
260	JAMES, JESSIE Total			\$450.00
261	JEFF CHAMBERS MUSIC LLC	MARCHING BAND SHOW	01 1100 340 2 202 001	\$8,550.00
262	JEFF CHAMBERS MUSIC LLC Total			\$8,550.00
263	KLEIN, CARRE	OTHER PROF SERVICES	01 2151 333 1 004 000	\$83.45
264	KLEIN, CARRE	OTHER PROF SERVICES	01 2151 333 2 004 000	\$83.45
265	KLEIN, CARRE	OTHER PROF SERVICES	01 2151 340 1 004 000	\$1,139.25
266	KLEIN, CARRE	OTHER PROF SERVICES	01 2151 340 2 004 000	\$1,139.25
267	KLEIN, CARRE Total			\$2,445.40
268	KOINZAN, CASSIE	NETA CONF MEALS	01 2213 580 1 101 010	\$33.10
269	KOINZAN, CASSIE	NETA CONF MEALS	01 2213 580 1 302 004	\$33.09
270	KOINZAN, CASSIE	NETA CONF MEALS	01 2213 580 1 904 012	\$33.09
271	KOINZAN, CASSIE Total			\$99.28
272	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$38.53
273	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 2 004 000	\$38.52
274	KONERT, NICOLE Total			\$77.05
275	KOOPMAN, REBECCA	REGISTRATION WRITING SEMINAR	01 6310 330 2 028 000	\$279.00
276	KOOPMAN, REBECCA Total			\$279.00
277	KORTH, JESSIE	PT BIRTH TO 5 SERVICES	01 2172 320 1 004 000	\$4,429.49
278	KORTH, JESSIE	PT BIRTH TO 5 SERVICES MILEAGE	01 2172 334 1 004 000	\$133.33
279	KORTH, JESSIE	PT BIRTH TO 5 SERVICES	01 2173 320 1 004 000	\$4,429.48
280	KORTH, JESSIE	PT BIRTH TO 5 SERVICES MILEAGE	01 2173 334 1 004 000	\$133.33
281	KORTH, JESSIE Total			\$9,125.63
282	KSB SCHOOL LAW	LEGAL SERVICES	01 2330 317 1 001 000	\$450.00
283	KSB SCHOOL LAW	LEGAL SERVICES	01 2330 317 2 001 000	\$450.00
284	KSB SCHOOL LAW Total			\$900.00
285	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 000	\$73.50
286	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 003	\$49.00
287	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 004	\$49.00
288	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 005	\$49.00
289	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 008	\$49.00
290	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 009	\$49.00
291	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 010	\$49.00
292	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 012	\$49.00
293	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 014	\$49.00
294	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 021	\$49.00

295	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 000	\$73.50
296	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 001	\$49.00
297	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 002	\$49.00
298	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 016 001	\$49.00
299	KUSTOM PEST CONTROL Total			\$735.00
300	LAWNCO	LAWN SERVICE (2022-2024)	01 2630 420 1 001 000	\$3,939.00
301	LAWNCO	LAWN SERVICE (2022-2024)	01 2630 420 2 001 000	\$3,938.99
302	LAWNCO Total			\$7,877.99
303	LENTON, AMBER	SPED BEHAVIOR CONFERENCE	01 1200 580 2 004 000	\$93.26
304	LENTON, AMBER Total			\$93.26
305	LITERACY RESOURCES, LLC	GENERAL SUPPLIES	01 1100 610 1 805 009	\$101.00
306	LITERACY RESOURCES, LLC Total			\$101.00
307	MATHESON TRI-GAS INC.	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$1,274.36
308	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 1 001 000	\$101.64
309	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 2 001 000	\$101.64
310	MATHESON TRI-GAS INC.	ARGON SZ 150	01 3551 610 2 209 001	\$900.95
311	MATHESON TRI-GAS INC. Total			\$2,378.59
312	MATTEO SAND & GRAVEL	DIRT	01 2630 610 1 001 014	\$93.24
313	MATTEO SAND & GRAVEL Total			\$93.24
314	MCGRAW-HILL SCHOOL	SRA READING LABORATORY	01 1100 640 1 028 005	\$3,187.75
315	MCGRAW-HILL SCHOOL Total			\$3,187.75
316	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 1 001 000	\$68.48
317	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 2 001 000	\$68.47
318	MEISINGER OIL CO	DIESEL	01 2650 626 1 001 000	\$89.99
319	MEISINGER OIL CO	DIESEL	01 2650 626 2 001 000	\$89.98
320	MEISINGER OIL CO	DIESEL	01 2710 626 1 001 000	\$3,599.32
321	MEISINGER OIL CO	DIESEL	01 2710 626 2 001 000	\$3,599.32
322	MEISINGER OIL CO	DIESEL	01 2712 626 1 001 000	\$1,619.70
323	MEISINGER OIL CO Total			\$9,135.26
324	MENARDS	DOOR STOPS	01 2620 610 1 001 000	\$17.94
325	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.95
326	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$61.67
327	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$6.84
328	MENARDS	VICE GRIP	01 2620 610 1 001 000	\$6.99
329	MENARDS	GARDEN STAPLES	01 2620 610 1 001 000	\$7.49
330	MENARDS	PLUNGER AND CADDY	01 2620 610 1 001 008	\$22.96
331	MENARDS	VENT CAP	01 2620 610 1 001 014	\$52.40
332	MENARDS	SUPPLIES	01 2620 610 1 001 021	\$11.96
333	MENARDS	SUPPLIES	01 2620 610 1 001 021	\$21.56
334	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$61.66
335	MENARDS	DOOR STOPS	01 2620 610 2 001 000	\$17.94
336	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.94
337	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$6.83

338	MENARDS	GARDEN STAPLES	01 2620 610 2 001 000	\$7.48
339	MENARDS	VICE GRIP	01 2620 610 2 001 000	\$6.99
340	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$157.95
341	MENARDS	TAPE	01 2620 610 2 001 002	\$19.99
342	MENARDS Total			\$524.54
343	MILLER, TIM	TRAVEL/MEAL	01 2190 580 2 001 000	\$15.00
344	MILLER, TIM Total			\$15.00
345	MODEL ELECTRIC INC	REPLACED BREAKER AT TRACK	01 2620 431 1 001 000	\$62.08
346	MODEL ELECTRIC INC	DOOR NOT WORKING	01 2620 431 1 001 000	\$42.50
347	MODEL ELECTRIC INC	SIDE DIMMERS	01 2620 431 1 001 021	\$181.98
348	MODEL ELECTRIC INC	REPLACED BREAKER AT TRACK	01 2620 431 2 001 000	\$62.08
349	MODEL ELECTRIC INC	DOOR NOT WORKING	01 2620 431 2 001 000	\$42.50
350	MODEL ELECTRIC INC Total			\$391.14
351	MORTLAND, ANDREA	ACTIVITY WORKER	01 2190 120 2 001 000	\$401.45
352	MORTLAND, ANDREA Total			\$401.45
353	NAPA OF NORFOLK	WIPER	01 2650 610 1 001 000	\$19.00
354	NAPA OF NORFOLK	WIPER	01 2650 610 2 001 000	\$18.99
355	NAPA OF NORFOLK Total			\$37.99
356	NATIONAL FFA ORGANIZATION	UNIFORMS FOR FFA	01 3551 610 2 209 001	\$444.00
357	NATIONAL FFA ORGANIZATION Total			\$444.00
358	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$74.91
359	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$31.22
360	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$72.85
361	NCS PEARSON	TESTING SUPPLIES	01 2141 610 2 014 000	\$31.22
362	NCS PEARSON	TESTING SUPPLIES	01 2141 610 2 014 000	\$74.91
363	NCS PEARSON	TESTING SUPPLIES	01 2141 610 2 014 000	\$72.84
364	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$6.94
365	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$16.19
366	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$16.65
367	NCS PEARSON Total			\$397.73
368	NEBRASKA APPLIANCE CENTER	ELECTRIC RANGE	01 3551 610 2 209 002	\$693.00
369	NEBRASKA APPLIANCE CENTER Total			\$693.00
370	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$2,375.82
371	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 003	\$2,645.20
372	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 004	\$2,299.51
373	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 005	\$2,302.57
374	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 008	\$2,021.06
375	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 009	\$1,758.73
376	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 010	\$2,155.35
377	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 014	\$8,504.02
378	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 021	\$1,475.89
379	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 000	\$2,375.81
380	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 001	\$33,299.88

381	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 002	\$10,608.19
382	NEBRASKA PUBLIC POWER Total			\$71,822.03
383	NEMAHA SPORTS CONSTRUCTION	JH TRACK	01 2620 431 2 001 002	\$16,584.30
384	NEMAHA SPORTS CONSTRUCTION Total			\$16,584.30
385	NETA	NETA REGISTRATION	01 2223 810 2 106 002	\$199.00
386	NETA Total			\$199.00
387	NORFOLK AUTO SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$78.46
388	NORFOLK AUTO SUPPLY	SUPPLIES	01 2630 610 1 001 000	\$78.46
389	NORFOLK AUTO SUPPLY	GENERAL SUPPLIES	01 2650 610 1 001 000	\$189.18
390	NORFOLK AUTO SUPPLY	GENERAL SUPPLIES	01 2650 610 2 001 000	\$189.18
391	NORFOLK AUTO SUPPLY Total			\$535.28
392	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$10.58
393	NORFOLK DAILY NEWS	INSIGHT BUSINESS SECTION AD	01 2310 540 1 010 000	\$170.50
394	NORFOLK DAILY NEWS	ANNUAL REPORT	01 2310 540 1 010 000	\$907.50
395	NORFOLK DAILY NEWS	ADS	01 2310 540 2 001 000	\$10.57
396	NORFOLK DAILY NEWS	ANNUAL REPORT	01 2310 540 2 010 000	\$907.50
397	NORFOLK DAILY NEWS	INSIGHT BUSINESS SECTION AD	01 2310 540 2 010 000	\$170.50
398	NORFOLK DAILY NEWS	ADS	01 2510 540 1 001 000	\$69.93
399	NORFOLK DAILY NEWS	ADS	01 2510 540 1 901 000	\$401.09
400	NORFOLK DAILY NEWS	ADS	01 2510 540 2 001 000	\$69.93
401	NORFOLK DAILY NEWS	ADS	01 2510 540 2 901 000	\$401.09
402	NORFOLK DAILY NEWS Total			\$3,119.19
403	NORFOLK GM AUTO CENTER	FLUID VEHICLE #29	01 2650 610 1 001 000	\$7.20
404	NORFOLK GM AUTO CENTER	FLUID VEHICLE #29	01 2650 610 2 001 000	\$7.20
405	NORFOLK GM AUTO CENTER Total			\$14.40
406	NORFOLK IMPLEMENT INC	AIR FILTER ASSEMBLY	01 2630 610 1 001 000	\$20.19
407	NORFOLK IMPLEMENT INC	AIR FILTER ASSEMBLY	01 2630 610 2 001 000	\$20.19
408	NORFOLK IMPLEMENT INC Total			\$40.38
409	NORFOLK NOW MAGAZINE	24/25 ADVERTISEMENT	01 2310 540 1 010 000	\$325.75
410	NORFOLK NOW MAGAZINE	24/25 ADVERTISEMENT	01 2310 540 2 010 000	\$325.75
411	NORFOLK NOW MAGAZINE Total			\$651.50
412	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$27.16
413	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 000	\$39.00
414	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$79.59
415	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$7.31
416	NORFOLK WINSUPPLY	COPPER TUBE CUTTER	01 2620 610 1 001 000	\$11.14
417	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$4.14
418	NORFOLK WINSUPPLY	COPPER TUBE CUTTER	01 2620 610 2 001 000	\$11.14
419	NORFOLK WINSUPPLY	FILTERS	01 2620 610 2 001 000	\$39.00
420	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$4.14
421	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$7.31
422	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$27.15
423	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$79.59

424	NORFOLK WINSUPPLY Total			\$336.67
425	NPS SUBSIDIARY	HONOR CHOIR LODGING #5	01 1100 580 2 207 001	\$385.20
426	NPS SUBSIDIARY	GENERAL SUPPLIES #2	01 1100 610 1 011 000	\$482.34
427	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$123.10
428	NPS SUBSIDIARY	NOTEBOOKS #6	01 1100 610 1 104 010	\$55.60
429	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$75.92
430	NPS SUBSIDIARY	TEACHING MANUALS #6	01 1100 610 1 104 010	\$160.00
431	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 124 010	\$267.32
432	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 125 010	\$69.30
433	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 126 010	\$69.95
434	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 126 010	\$70.18
435	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 132 010	\$180.00
436	NPS SUBSIDIARY	KLEENEXES #15	01 1100 610 1 201 003	\$160.76
437	NPS SUBSIDIARY	RETURNED ITEMS #9	01 1100 610 1 317 004	-\$68.83
438	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 418 014	\$119.94
439	NPS SUBSIDIARY	DESK CALENDARS #13	01 1100 610 1 430 014	\$175.84
440	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 430 014	\$69.98
441	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 430 014	\$132.79
442	NPS SUBSIDIARY	RETURNED SUPPLIES #14	01 1100 610 1 602 005	-\$15.50
443	NPS SUBSIDIARY	RETURNED CLASSROOM SUPPLIES	01 1100 610 1 602 005	-\$81.30
444	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 602 005	\$22.49
445	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 602 005	\$50.88
446	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 602 005	\$175.29
447	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 613 005	\$26.57
448	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 637 005	\$67.99
449	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 643 005	\$9.00
450	NPS SUBSIDIARY	TOOTHBRUSH CASES #16	01 1100 610 1 702 008	\$37.44
451	NPS SUBSIDIARY	GENERAL SUPPLIES #16	01 1100 610 1 702 008	\$379.40
452	NPS SUBSIDIARY	BADGE HOLDERS AND LAMINATING	01 1100 610 1 705 008	\$197.21
453	NPS SUBSIDIARY	STANDING DESK #16	01 1100 610 1 705 008	\$508.99
454	NPS SUBSIDIARY	SHELVES #16	01 1100 610 1 705 008	\$162.02
455	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 802 009	\$76.56
456	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 808 009	\$94.71
457	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 808 009	\$104.14
458	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 809 009	\$198.64
459	NPS SUBSIDIARY	RHYTHM STICKS #12	01 1100 610 1 817 009	\$39.65
460	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 1100 610 1 821 009	\$70.44
461	NPS SUBSIDIARY	TITLE NIGHT SUPPLIES #3	01 1100 610 1 902 012	\$60.77
462	NPS SUBSIDIARY	SUPPLIES #3	01 1100 610 1 904 012	\$73.45
463	NPS SUBSIDIARY	TABLE MOVERS #3	01 1100 610 1 904 012	\$52.22
464	NPS SUBSIDIARY	BLOOD PRESSURE CUFFS #3	01 1100 610 1 904 012	\$57.98
465	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 107 002	\$86.59
466	NPS SUBSIDIARY	LAB SUPPLIES #24	01 1100 610 2 111 002	\$167.24

467	NPS SUBSIDIARY	LAB SUPPLIES #24	01 1100 610 2 111 002	\$196.27
468	NPS SUBSIDIARY	STUDENT SUPPLIES #24	01 1100 610 2 112 002	\$99.40
469	NPS SUBSIDIARY	STUDENT SUPPLIES #24	01 1100 610 2 113 002	\$99.40
470	NPS SUBSIDIARY	SPRAY PAINT #24	01 1100 610 2 113 002	\$100.00
471	NPS SUBSIDIARY	BLOW DRYER #24	01 1100 610 2 138 002	\$14.99
472	NPS SUBSIDIARY	STUDENT LAB SUPPLIES #24	01 1100 610 2 138 002	\$127.81
473	NPS SUBSIDIARY	BAGS #24	01 1100 610 2 141 002	\$59.98
474	NPS SUBSIDIARY	3D PENS #24	01 1100 610 2 142 002	\$239.94
475	NPS SUBSIDIARY	MARCHING BAND SUPPLIES #29	01 1100 610 2 202 001	\$1,508.00
476	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #29	01 1100 610 2 204 001	\$72.86
477	NPS SUBSIDIARY	REALCARE BABY #21	01 1100 610 2 204 001	\$117.00
478	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #5	01 1100 610 2 204 001	\$122.03
479	NPS SUBSIDIARY	DMC JUDGES MUSIC #21	01 1100 610 2 205 001	\$19.99
480	NPS SUBSIDIARY	LAB SUPPLIES #21	01 1100 610 2 206 001	\$23.99
481	NPS SUBSIDIARY	LAB SUPPLIES #5	01 1100 610 2 206 001	\$73.60
482	NPS SUBSIDIARY	GLOVES #27	01 1100 610 2 206 001	\$58.46
483	NPS SUBSIDIARY	PARTS FOR ENGINE RUN STAND #21	01 1100 610 2 211 001	\$390.47
484	NPS SUBSIDIARY	BOOKS & PERIODICALS #3	01 1100 640 1 904 012	\$24.44
485	NPS SUBSIDIARY	SUPPLIES #15	01 1150 610 1 256 003	\$167.98
486	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$36.98
487	NPS SUBSIDIARY	SUPPLIES #10	01 1190 610 1 163 021	\$95.39
488	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$154.34
489	NPS SUBSIDIARY	POSTER FRAME #10	01 1190 610 1 163 021	\$45.59
490	NPS SUBSIDIARY	CLASSROOM SUPPLIES #10	01 1190 610 1 163 021	\$32.00
491	NPS SUBSIDIARY	SUPPLIES #10	01 1190 610 1 163 021	\$167.52
492	NPS SUBSIDIARY	SUPPLIES #10	01 1190 610 1 163 021	\$65.96
493	NPS SUBSIDIARY	SUPPLIES #10	01 1190 610 1 163 021	\$100.00
494	NPS SUBSIDIARY	MSLBD CONF #17	01 1200 330 1 004 000	\$550.00
495	NPS SUBSIDIARY	MSLBD CONF #17	01 1200 330 2 004 000	\$550.00
496	NPS SUBSIDIARY	LODGING FOR MSLBD #17	01 1200 580 1 004 000	\$107.82
497	NPS SUBSIDIARY	PARKING/NASES #17	01 1200 580 1 004 000	\$4.38
498	NPS SUBSIDIARY	LODGING FOR MSLBD #17	01 1200 580 2 004 000	\$107.81
499	NPS SUBSIDIARY	PARKING/NASES #17	01 1200 580 2 004 000	\$4.37
500	NPS SUBSIDIARY	TRAINING SUPPLIES #19	01 1200 610 1 004 000	\$7.58
501	NPS SUBSIDIARY	SPED LEADERSHIP SUPPLIES #17	01 1200 610 1 004 000	\$37.09
502	NPS SUBSIDIARY	GENERAL SUPPLIES #17	01 1200 610 1 004 000	\$27.04
503	NPS SUBSIDIARY	CHANGING TABLE #30	01 1200 610 1 004 010	\$4,730.73
504	NPS SUBSIDIARY	STUDENT INCENTIVES #13	01 1200 610 1 492 014	\$223.51
505	NPS SUBSIDIARY	SUPPLIES #14	01 1200 610 1 639 005	\$154.58
506	NPS SUBSIDIARY	SUPPLIES #16	01 1200 610 1 753 008	\$79.41
507	NPS SUBSIDIARY	TRAINING SUPPLIES #19	01 1200 610 2 004 000	\$7.57
508	NPS SUBSIDIARY	GENERAL SUPPLIES #17	01 1200 610 2 004 000	\$27.04
509	NPS SUBSIDIARY	SPED LEADERSHIP SUPPLIES #17	01 1200 610 2 004 000	\$37.09

510	NPS SUBSIDIARY	RET'D INDIVIDUALIZED	01 1200 610 2 004 002	-\$108.81
511	NPS SUBSIDIARY	INCENTIVES #24	01 1200 610 2 022 002	\$149.09
512	NPS SUBSIDIARY	READING SUPPLIES #24	01 1200 610 2 195 002	\$224.40
513	NPS SUBSIDIARY	COOKING LESSON SUPPLIES #23	01 1200 610 2 258 001	\$11.26
514	NPS SUBSIDIARY	SUPPLIES AND STUDENT	01 1200 610 2 291 001	\$227.23
515	NPS SUBSIDIARY	TRANSITION HOUSE SUPPLIES #27	01 1200 610 2 291 001	\$84.92
516	NPS SUBSIDIARY	SUPPLIES #15	01 2120 610 1 222 003	\$37.63
517	NPS SUBSIDIARY	SUPPLIES #16	01 2120 610 1 720 008	\$31.35
518	NPS SUBSIDIARY	BATTERIES #17	01 2130 610 1 004 000	\$246.42
519	NPS SUBSIDIARY	BATTERIES #17	01 2130 610 2 004 000	\$246.41
520	NPS SUBSIDIARY	GENERAL SUPPLIES #24	01 2130 610 2 147 002	\$46.62
521	NPS SUBSIDIARY	SUPPLIES #17	01 2151 610 1 004 003	\$24.48
522	NPS SUBSIDIARY	SUPPLIES #17	01 2151 610 1 004 004	\$24.48
523	NPS SUBSIDIARY	SUPPLIES #6	01 2151 610 1 156 010	\$118.95
524	NPS SUBSIDIARY	ACTIVITIES MEETING LUNCH	01 2190 890 2 001 000	\$82.06
525	NPS SUBSIDIARY	SCHOOL COUNSELOR CONF #16	01 2213 330 1 705 008	\$95.00
526	NPS SUBSIDIARY	SUPPLIES #13	01 2220 610 1 423 014	-\$23.99
527	NPS SUBSIDIARY	THANK YOU CARDS #24	01 2220 610 2 106 002	\$31.98
528	NPS SUBSIDIARY	BOOKS & PERIODICALS #2	01 2220 640 1 030 000	\$181.87
529	NPS SUBSIDIARY	BOOKS & PERIODICALS #24	01 2220 640 2 106 002	\$17.48
530	NPS SUBSIDIARY	IC USERS CONF #25	01 2230 330 1 005 000	\$100.00
531	NPS SUBSIDIARY	IC USERS CONF #25	01 2230 330 2 005 000	\$100.00
532	NPS SUBSIDIARY	SHEETGO #25	01 2230 643 1 005 000	\$105.60
533	NPS SUBSIDIARY	SHEETGO #25	01 2230 643 2 005 000	\$105.60
534	NPS SUBSIDIARY	TECH RELATED SUPPLIES #25	01 2230 650 1 005 000	\$36.46
535	NPS SUBSIDIARY	KEYBOARDS #19	01 2230 650 1 005 000	\$73.94
536	NPS SUBSIDIARY	FLASH DRIVES #19	01 2230 650 1 005 000	\$31.99
537	NPS SUBSIDIARY	TECH RELATED SUPPLIES #25	01 2230 650 2 005 000	\$36.46
538	NPS SUBSIDIARY	KEYBOARDS #19	01 2230 650 2 005 000	\$73.93
539	NPS SUBSIDIARY	FLASH DRIVES #19	01 2230 650 2 005 000	\$31.99
540	NPS SUBSIDIARY	BOE SUPPLIES #1	01 2310 610 1 001 000	\$42.38
541	NPS SUBSIDIARY	SUPPLIES #1	01 2310 610 1 010 000	\$65.97
542	NPS SUBSIDIARY	BOE SUPPLIES #1	01 2310 610 2 001 000	\$42.38
543	NPS SUBSIDIARY	SUPPLIES #1	01 2310 610 2 010 000	\$65.97
544	NPS SUBSIDIARY	REFUND OF FLIPSNACK #1	01 2310 643 1 010 000	-\$84.00
545	NPS SUBSIDIARY	REFUND OF FLIPSNACK #1	01 2310 643 2 010 000	-\$84.00
546	NPS SUBSIDIARY	SUPERINTENDENTS SUMMIT AIRFARE	01 2320 580 1 033 000	\$229.48
547	NPS SUBSIDIARY	SUPERINTENDENTS SUMMIT AIRFARE	01 2320 580 2 033 000	\$229.48
548	NPS SUBSIDIARY	SUPPLIES TO BE REFUNDED NEXT	01 2410 610 1 201 003	\$73.26
549	NPS SUBSIDIARY	SUPPLIES #15	01 2410 610 1 201 003	\$26.74
550	NPS SUBSIDIARY	SUPPLIES #15	01 2410 610 1 201 003	\$73.82
551	NPS SUBSIDIARY	WALKIE BATTERIES #21	01 2410 610 2 209 001	\$109.41
552	NPS SUBSIDIARY	EDPUZZLE #21	01 2410 610 2 209 001	\$12.50

553	NPS SUBSIDIARY	SUPPLIES #23	01 2410 610 2 209 001	\$80.87
554	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$1.00
555	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 2 001 000	\$1.00
556	NPS SUBSIDIARY	FINANCE MEETING MEAL #20	01 2510 890 1 001 000	\$29.96
557	NPS SUBSIDIARY	FINANCE MEETING MEAL #20	01 2510 890 2 001 000	\$29.96
558	NPS SUBSIDIARY	SDS BINDERS AND RACKS #8	01 2610 610 1 001 000	\$321.93
559	NPS SUBSIDIARY	SDS BINDERS AND RACKS #8	01 2610 610 2 001 000	\$321.93
560	NPS SUBSIDIARY	PESTICIDE TRAININGS #8	01 2620 330 1 001 000	\$57.50
561	NPS SUBSIDIARY	PESTICIDE TRAININGS #8	01 2620 330 2 001 000	\$57.50
562	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 1 001 000	\$22.94
563	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 2 001 000	\$22.93
564	NPS SUBSIDIARY	SUPPLIES #8	01 2630 610 1 001 000	\$28.01
565	NPS SUBSIDIARY	SUPPLIES #8	01 2630 610 2 001 000	\$28.01
566	NPS SUBSIDIARY	PARTS #8	01 2710 610 1 001 000	\$144.64
567	NPS SUBSIDIARY	PARTS #8	01 2710 610 2 001 000	\$144.63
568	NPS SUBSIDIARY	BOOKS FOR FAMILIES #10	01 3541 610 1 004 000	\$181.43
569	NPS SUBSIDIARY	SUPPLIES FOR FAN #10	01 3541 610 1 004 000	\$172.57
570	NPS SUBSIDIARY	FOOD FOR FAN #10	01 3541 610 1 004 000	\$704.95
571	NPS SUBSIDIARY	SUPPLIES FOR FAN #10	01 3541 610 1 004 000	\$23.77
572	NPS SUBSIDIARY	SUPPLIES #10	01 3541 610 1 004 000	\$85.81
573	NPS SUBSIDIARY	FOOD STORAGE CONTAINERS #27	01 3551 610 2 209 001	\$58.08
574	NPS SUBSIDIARY	PAPER BRICK MAKER #27	01 3551 610 2 209 001	\$305.96
575	NPS SUBSIDIARY	WHEEL WEIGHT RACK #21	01 3551 610 2 209 001	\$1,896.76
576	NPS SUBSIDIARY	FACE SHIELDS AND WELDING MASKS	01 3551 610 2 209 001	\$1,414.00
577	NPS SUBSIDIARY	DEWALT NAILER #23	01 3551 610 2 209 001	\$445.86
578	NPS SUBSIDIARY	MICROSCOPE & FIBER TESTING KIT	01 3551 610 2 209 001	\$423.48
579	NPS SUBSIDIARY	8000 PIECE BIN KIT #21	01 3551 610 2 209 001	\$1,282.49
580	NPS SUBSIDIARY	ONLINE EVALUATIONS #5	01 3551 643 2 209 001	\$300.00
581	NPS SUBSIDIARY	TOUCH SCREEN DESKTOP #2	01 6200 650 1 028 000	\$513.50
582	NPS SUBSIDIARY	TOUCH SCREEN DESKTOP #2	01 6200 650 2 028 000	\$513.50
583	NPS SUBSIDIARY	GOLD TRAINING #10	01 6416 330 1 017 000	\$20.35
584	NPS SUBSIDIARY	CLUB SUPPLIES #13	01 6988 610 1 001 014	\$1,202.07
585	NPS SUBSIDIARY	CLUB SUPPLIES #18	01 6988 610 2 001 002	\$698.34
586	NPS SUBSIDIARY	SUPPLIES #18	01 6988 610 2 001 002	\$74.82
587	NPS SUBSIDIARY	ROBOTICS SUPPLIES #18	01 6988 610 2 001 002	\$2,856.16
588	NPS SUBSIDIARY	ROBOTICS CLUB SUPPLIES #18	01 6988 610 2 001 002	\$68.37
589	NPS SUBSIDIARY Total			\$33,805.94
590	OLMER, HEATHER	NETA CONFERENCE	01 6310 330 1 028 000	\$199.00
591	OLMER, HEATHER	NETA CONFERENCE	01 6310 333 1 028 000	\$151.42
592	OLMER, HEATHER	NETA CONFERENCE	01 6310 580 1 028 000	\$74.50
593	OLMER, HEATHER Total			\$424.92
594	OMAHA WORLD HERALD	CLASSIFIEDS	01 2510 540 1 901 000	\$1,230.00
595	OMAHA WORLD HERALD	CLASSIFIEDS	01 2510 540 2 901 000	\$1,230.00

596	OMAHA WORLD HERALD Total			\$2,460.00
597	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$2.99
598	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$2.99
599	ONE CALL CONCEPTS, INC Total			\$5.98
600	ONE OFFICE SOLUTION	DATE STAMPER	01 2220 610 2 106 002	\$15.22
601	ONE OFFICE SOLUTION Total			\$15.22
602	PERMA BOUND	BOOKS	01 2220 640 1 030 000	\$226.28
603	PERMA BOUND Total			\$226.28
604	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$15,517.34
605	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$2,991.13
606	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 2 001 000	\$15,517.33
607	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 2 001 000	\$2,991.12
608	PERRY,GUTHERY,HAASE Total			\$37,016.92
609	POHL, COLLIN	HOMELESS FAMILY MILEAGE	01 6993 333 1 004 000	\$43.28
610	POHL, COLLIN Total			\$43.28
611	PRESENCE LEARNING, INC	OTHER PROF SERVICES	01 1100 340 2 991 001	\$7,631.50
612	PRESENCE LEARNING, INC	OTHER PROF SERVICES	01 1100 340 2 991 002	\$7,631.50
613	PRESENCE LEARNING, INC	PROFESSIONAL EDUCATIONAL	01 2151 320 1 004 000	\$14,467.11
614	PRESENCE LEARNING, INC Total			\$29,730.11
615	PRIME SECURED	CAMERA/SUPPLIES	01 2410 650 2 141 002	\$260.07
616	PRIME SECURED Total			\$260.07
617	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$36.18
618	RAMIREZ, SILVIA Total			\$36.18
619	RASMUSSEN MECHANICAL	NON-TECHNOLOGY RELATED REPAIR	01 2620 431 1 001 000	\$652.87
620	RASMUSSEN MECHANICAL	NON-TECHNOLOGY RELATED REPAIR	01 2620 431 1 001 008	\$7,263.23
621	RASMUSSEN MECHANICAL	NON-TECHNOLOGY RELATED REPAIR	01 2620 431 2 001 000	\$652.87
622	RASMUSSEN MECHANICAL	NON-TECHNOLOGY RELATED REPAIR	01 2620 431 2 001 001	\$2,526.53
623	RASMUSSEN MECHANICAL	NON-TECHNOLOGY RELATED REPAIR	01 2620 431 2 001 002	\$1,083.90
624	RASMUSSEN MECHANICAL Total			\$12,179.40
625	READING WAREHOUSE, THE	BOOK ORDER	01 2220 640 1 030 000	\$6,645.70
626	READING WAREHOUSE, THE Total			\$6,645.70
627	SAFETY-KLEEN	PARTS WASHER AND SOLVENT	01 1100 610 2 211 001	\$393.76
628	SAFETY-KLEEN Total			\$393.76
629	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$36.50
630	SAGER, WAYNE Total			\$36.50
631	SANTILLAN, MISCHA	PARENT MILEAGE	01 2713 332 1 004 021	\$66.20
632	SANTILLAN, MISCHA Total			\$66.20
633	SCHOLASTIC, INC	BOOKS FOR FAMILY READING NIGHT	01 6200 640 1 028 014	\$151.51
634	SCHOLASTIC, INC Total			\$151.51
635	SID #1	WATER/SEWER WOODLAND PARK	01 2610 410 1 001 012	\$137.69
636	SID #1 Total			\$137.69
637	SIEVERT, DANIEL	NETA CONFERENCE LHNE	01 6310 330 2 028 000	\$199.00
638	SIEVERT, DANIEL	NETA CONFERENCE LHNE	01 6310 333 2 028 000	\$160.80

639	SIEVERT, DANIEL	NETA CONFERENCE LHNE	01 6310 580 2 028 000	\$409.00
640	SIEVERT, DANIEL Total			\$768.80
641	SIMONSEN, CARISSA	RBI FIDELITY COACHING	01 6416 340 1 017 000	\$225.00
642	SIMONSEN, CARISSA Total			\$225.00
643	SOCIAL THINKING	SOCIAL FEELINGS AN D	01 2120 610 1 816 009	\$40.40
644	SOCIAL THINKING Total			\$40.40
645	SOLUTION TREE	EMPLOYEE TRAINING	01 6998 330 1 945 000	\$3,076.00
646	SOLUTION TREE	EMPLOYEE TRAINING	01 6998 330 2 945 000	\$3,076.00
647	SOLUTION TREE Total			\$6,152.00
648	STRONG, BRUCE	SPED BEHAVIOR CONERENCE	01 1200 580 1 004 000	\$219.73
649	STRONG, BRUCE Total			\$219.73
650	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$261.57
651	SULLIVAN, KATLINN Total			\$261.57
652	SVENSON, TARA	PARENT MILEAGE	01 2713 332 1 004 021	\$97.55
653	SVENSON, TARA Total			\$97.55
654	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT	01 2620 431 1 001 000	\$111.67
655	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT	01 2620 431 1 001 005	\$223.29
656	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT	01 2620 431 1 001 014	\$223.29
657	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT	01 2620 431 2 001 000	\$111.67
658	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT	01 2620 431 2 001 001	\$223.29
659	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT	01 2620 431 2 001 002	\$223.29
660	THYSSENKRUPP ELEVATOR Total			\$1,116.50
661	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 1 001 000	\$495.63
662	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 2 001 000	\$495.62
663	TIME MANAGEMENT SYSTEMS Total			\$991.25
664	U S POST OFFICE	BULK MAILING PERMIT	01 2510 531 1 001 000	\$160.00
665	U S POST OFFICE	BULK MAILING PERMIT	01 2510 531 2 001 000	\$160.00
666	U S POST OFFICE Total			\$320.00
667	UNIV OF NEBRASKA-LINCOLN	NE AUTISM SPECTRUM DISORDERS	01 6416 330 1 017 000	\$300.00
668	UNIV OF NEBRASKA-LINCOLN Total			\$300.00
669	UNIVERSITY OF NE - LINCOLN	CAREER DEVELOPMENT	01 1100 810 2 208 001	\$117.00
670	UNIVERSITY OF NE - LINCOLN Total			\$117.00
671	UNIVERSITY OF NEBRASKA	1ST GR TRIP LITERACY FESTIVAL	01 1100 610 1 104 010	\$60.00
672	UNIVERSITY OF NEBRASKA Total			\$60.00
673	VERIZON WIRELESS	CELL PHONES	01 2670 382 1 035 000	\$180.40
674	VERIZON WIRELESS	CELL PHONES	01 2670 382 2 035 000	\$180.40
675	VERIZON WIRELESS	CELL PHONES	01 2710 382 1 001 000	\$180.40
676	VERIZON WIRELESS	CELL PHONES	01 2710 382 2 001 000	\$180.40
677	VERIZON WIRELESS	CELL PHONES	01 3541 382 1 004 000	\$160.95
678	VERIZON WIRELESS	CELL PHONES	01 6910 382 1 004 000	\$53.65
679	VERIZON WIRELESS	CELL PHONES	01 6968 382 1 001 014	\$11.14
680	VERIZON WIRELESS	CELL PHONES	01 6968 382 2 001 002	\$11.13
681	VERIZON WIRELESS Total			\$958.47

682	VISTA HIGHER LEARNING	SENDEROS SUPERSITE PLUS WEBSAM	01 1100 640 2 028 000	\$89,671.25
683	VISTA HIGHER LEARNING Total			\$89,671.25
684	WEST MUSIC COMPANY	MUSIC SUPPLIES	01 1100 610 1 415 014	\$12.95
685	WEST MUSIC COMPANY	MUSIC STANDS	01 1100 610 2 117 002	\$240.00
686	WEST MUSIC COMPANY Total			\$252.95
687	ZHANG, TAYLOR	STAFF MILEAGE	01 1100 333 1 001 000	\$57.60
688	ZHANG, TAYLOR Total			\$57.60
689	Grand Total			\$515,590.07
690				
691				
692	NUTRITION FUND			
693	HOBART SALES & SERVICE	WORKED ON KETTLE VULCAN	02 3100 340 1 001 014	\$353.00
694	HOBART SALES & SERVICE	WORK ON PRESSURE STEAMER	02 3100 340 1 001 014	\$848.62
695	HOBART SALES & SERVICE Total			\$1,201.62
696	MOORE, LISA	LUNCH ACCT REFUND	02 3100 890 0 001 000	\$33.50
697	MOORE, LISA Total			\$33.50
698	NAPA OF NORFOLK	FOOD SERVICE VEHICLE SUPPLY	02 3100 610 1 001 000	\$19.99
699	NAPA OF NORFOLK	FOOD SERVICE VEHICLE SUPPLY	02 3100 610 2 001 000	\$19.99
700	NAPA OF NORFOLK Total			\$39.98
701	SUMMIT FIRE PROTECTION CO.	SEMI-ANNUAL INSPECTION	02 3100 340 1 001 010	\$360.00
702	SUMMIT FIRE PROTECTION CO. Total			\$360.00
703	VEIK, GRACE	LUNCH ACCT REFUND	02 3100 890 0 001 000	\$31.20
704	VEIK, GRACE Total			\$31.20
705	Grand Total			\$1,666.30
706				
707				
708	COOPERATIVE FUND			
709	AGIREPAIR, INC	I PAD REPAIR	04 1200 610 1 004 000	\$198.00
710	AGIREPAIR, INC Total			\$198.00
711	BARNES, ALECIA	MILEAGE	04 1200 580 2 004 000	\$53.60
712	BARNES, ALECIA Total			\$53.60
713	BLANK, KAREN	MILEAGE	04 1200 580 2 004 000	\$138.02
714	BLANK, KAREN Total			\$138.02
715	ESU #13	JAN DHH SERVICE/SUPERVISION	04 1200 591 2 004 000	\$580.54
716	ESU #13 Total			\$580.54
717	FROWICK, KIM	MILEAGE	04 1200 580 2 004 000	\$101.84
718	FROWICK, KIM Total			\$101.84
719	NPS SUBSIDIARY	EIPA REGISTRATION #26	04 1200 330 1 004 000	\$175.00
720	NPS SUBSIDIARY	EIPA REGISTRATION #26	04 1200 330 2 004 000	\$175.00
721	NPS SUBSIDIARY	STAFF HOTEL #26	04 1200 580 1 004 000	\$66.03
722	NPS SUBSIDIARY	STAFF HOTEL #26	04 1200 580 1 004 000	\$132.00
723	NPS SUBSIDIARY	STAFF HOTEL #26	04 1200 580 1 004 000	\$155.00
724	NPS SUBSIDIARY	STAFF HOTEL #26	04 1200 580 2 004 000	\$66.02

725	NPS SUBSIDIARY	STORYTELLING SUPPLIES #26	04 1200 610 1 004 000	\$81.92
726	NPS SUBSIDIARY Total			\$850.97
727	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$65.24
728	U. S. CELLULAR	HOT SPOTS	04 1200 610 2 004 000	\$65.23
729	U. S. CELLULAR Total			\$130.47
730	Grand Total			\$2,053.44
731				
732				
733	SUBSIDIARY FUND			
734	ALL FOR KIDZ	YO-YO SALES	05 2900 610 0 073 000	\$1,970.00
735	ALL FOR KIDZ Total			\$1,970.00
736	BECKER'S SCHOOL SUPPLIES	OUTDOOR CLASSROOM CONNIE GRANT	05 2900 610 0 089 000	\$584.99
737	BECKER'S SCHOOL SUPPLIES Total			\$584.99
738	JA FOODSERVICE CORP	BACK PACK MEALS - FOUNDATION	05 2900 610 0 095 000	\$6,331.00
739	JA FOODSERVICE CORP Total			\$6,331.00
740	MADISON NATIONAL LIFE	APRIL24 BASIC LIFE FOR	05 2900 610 0 090 000	\$447.36
741	MADISON NATIONAL LIFE Total			\$447.36
742	NPS GENERAL FUND	BSB STAFF MARCH 2024	05 2900 610 0 038 000	\$467.79
743	NPS GENERAL FUND	WELLNESS COMMITTEE STIPENDS	05 2900 610 0 060 000	\$287.85
744	NPS GENERAL FUND	AFTERSHOCK-ELLIS GRANT	05 2900 610 0 093 000	\$1,410.34
745	NPS GENERAL FUND Total			\$2,165.98
746	NPS SUBSIDIARY	CARD #15 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 061 000	\$180.08
747	NPS SUBSIDIARY	CARD #13 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 044 000	\$216.22
748	NPS SUBSIDIARY	CARD #13 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 043 000	\$523.31
749	NPS SUBSIDIARY	CARD #13 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 040 000	\$56.63
750	NPS SUBSIDIARY	CARD #9 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 063 000	\$175.18
751	NPS SUBSIDIARY	CARD #12 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 073 000	\$254.15
752	NPS SUBSIDIARY	CARD #2 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 081 000	\$48.23
753	NPS SUBSIDIARY	CARD #10 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 089 000	\$37.46
754	NPS SUBSIDIARY	CARD #16 REPAY 088 BATCH/JOURNAL ENTRY	05 2900 610 0 071 000	\$311.20
755	NPS SUBSIDIARY Total			\$1,802.46
756	PILAR, MAGGIE	STAFF MILEAGE	05 2900 610 0 038 000	\$164.82
757	PILAR, MAGGIE Total			\$164.82
758	SMARTSIGN	TRAFFIC FLOW SIGNS	05 2900 610 0 089 000	\$759.22
759	SMARTSIGN Total			\$759.22
760	TEECO INC	COMMERCIAL WATER AND DELIVERY	05 2900 610 0 050 000	\$20.50
761	TEECO INC	MONTHLY RENTAL/LEASE	05 2900 610 0 050 000	\$49.00
762	TEECO INC	FILTERS	05 2900 610 0 050 000	\$72.37
763	TEECO INC Total			\$141.87
764	WEST MUSIC COMPANY	MUSIC SUPPLIES	05 2900 610 0 040 000	\$36.25
765	WEST MUSIC COMPANY Total			\$36.25
766	Grand Total			\$14,403.95
767				

768				
769	DEPRECIATION FUND			
770	NEMAHA SPORTS CONSTRUCTION	JH TRACK	06 2900 340 2 001 002	\$27,350.00
771	NEMAHA SPORTS CONSTRUCTION	JH TRACK	06 2900 340 2 001 002	\$272,650.00
772	NEMAHA SPORTS CONSTRUCTION Total			\$300,000.00
773	NPS SUBSIDIARY	BLACK OTTOMANS #14	06 2900 610 1 602 005	\$111.94
774	NPS SUBSIDIARY Total			\$111.94
775	OCC BUILDERS, LLC	JH ADDITION/RENOVATION	06 2900 340 2 001 002	\$20,000.00
776	OCC BUILDERS, LLC Total			\$20,000.00
777	Grand Total			\$320,111.94
778				
779				
780	SENIOR HIGH ACTIVITY FUND			
781	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	13 2900 610 2 230 001	\$104.50
782	AGPARTS WORLDWIDE, INC Total			\$104.50
783	AMERICINN	STATE DEBATE LODGING	13 2900 610 2 522 001	\$319.96
784	AMERICINN Total			\$319.96
785	AVANT ASSESSMENT LLC	PROFICIENCY ASSESSMENTS	13 2900 610 2 280 001	\$622.50
786	AVANT ASSESSMENT LLC Total			\$622.50
787	BOONE CENTRAL SCHOOLS	3/26 ENTRY FEE	13 2900 610 2 535 001	\$100.00
788	BOONE CENTRAL SCHOOLS	3/26 ENTRY FEE	13 2900 610 2 542 001	\$100.00
789	BOONE CENTRAL SCHOOLS Total			\$200.00
790	CARD SERVICES	SAMS CLUB-CONCESSION SUPPLIES	13 2900 610 2 561 001	\$43.45
791	CARD SERVICES	CROWN AWARDS- WINTER LEAGUE	13 2900 610 2 561 001	\$273.09
792	CARD SERVICES	TSC-PIG FEED	13 2900 610 2 628 001	\$72.97
793	CARD SERVICES	RAISIG CANES-TEAM MEAL	13 2900 610 2 512 001	\$397.41
794	CARD SERVICES	PIZZA RANCH-TEAM MEAL	13 2900 610 2 512 001	\$628.00
795	CARD SERVICES	PIZZA RANCH-FUNDRAISER	13 2900 610 2 512 001	\$156.00
796	CARD SERVICES	RAISING CANE'S-TEAM MEAL	13 2900 610 2 512 001	\$152.85
797	CARD SERVICES	DOMINOS-TEAM MEAL	13 2900 610 2 512 001	\$174.84
798	CARD SERVICES	FITNESS EQUIP- BALL LAUNCHER	13 2900 610 2 533 001	\$224.50
799	CARD SERVICES	KWIK GOAL-FOLDING MAGNETIC	13 2900 610 2 514 001	\$204.70
800	CARD SERVICES	PAPA JOHNS-TEAM MEAL	13 2900 610 2 514 001	\$288.80
801	CARD SERVICES	SUBWAY-TEAM MEAL	13 2900 610 2 514 001	\$387.70
802	CARD SERVICES	AMAZON-TENNIS HOPPERS	13 2900 610 2 515 001	\$89.98
803	CARD SERVICES	CONCORDIA-ENTRY FEE	13 2900 610 2 535 001	\$129.92
804	CARD SERVICES	USD-ENTRY FEE	13 2900 610 2 535 001	\$150.00
805	CARD SERVICES	AMAZON-BATTERIES	13 2900 610 2 535 001	\$10.66
806	CARD SERVICES	MOUNT MARTY-ENTRY FEE	13 2900 610 2 535 001	\$161.50
807	CARD SERVICES	CROWN AWARDS-END OF SEASON	13 2900 610 2 517 001	\$72.32
808	CARD SERVICES	WALMART-CHEER CAMP SUPPLIES	13 2900 610 2 517 001	\$154.70
809	CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$23.88
810	CARD SERVICES	HYVEE-DONUTS	13 2900 610 2 502 001	\$28.98

811	CARD SERVICES	HYVEE-CONCESSION SUPPLIES	13 2900 610 2 502 001	\$75.72
812	CARD SERVICES	CUNNINGHAMS-STATE SPEECH MEAL	13 2900 610 2 522 001	\$126.38
813	CARD SERVICES	AMAZON-GRAD SUPPLIES	13 2900 610 2 503 001	\$14.80
814	CARD SERVICES	QUIZZIZ-SUBSCRIPTION	13 2900 610 2 503 001	-\$144.00
815	CARD SERVICES	HYVEE-ASST PRINCIPAL INTERVIEW	13 2900 610 2 503 001	\$22.24
816	CARD SERVICES	JIMMY JOHNS-INTERVIEW TEAM	13 2900 610 2 503 001	\$102.40
817	CARD SERVICES	BEST BUY-BLUETOOTH ADAPTER FOR	13 2900 610 2 503 001	\$39.99
818	CARD SERVICES	WALMART-MUSICAL COSTUME	13 2900 610 2 523 001	\$89.45
819	CARD SERVICES	WALMART-MUSICAL COSTUME	13 2900 610 2 523 001	\$510.36
820	CARD SERVICES	KINGS-END OF YEAR MTG	13 2900 610 2 276 001	\$45.00
821	CARD SERVICES	KINGS-END OF YR MTG INCENTIVES	13 2900 610 2 276 001	\$238.00
822	CARD SERVICES	JIMMY JOHNS-ANIMAL FARM DAY	13 2900 610 2 276 001	\$175.78
823	CARD SERVICES	FITNESS EQUIP- BALL LAUNCHER	13 2900 610 2 529 001	\$3,000.00
824	CARD SERVICES	GOODCENTS-B.SOCCER TEAM MEAL	13 2900 610 2 529 001	\$492.53
825	CARD SERVICES	FITNESS EQUIP- BALL LAUNCHER	13 2900 610 2 540 001	\$224.50
826	CARD SERVICES	PIZZA HUT-TEAM MEAL	13 2900 610 2 549 001	\$89.96
827	CARD SERVICES	GOODCENTS-TEAM MEAL	13 2900 610 2 549 001	\$422.60
828	CARD SERVICES	DOMINOS-TEAM MEAL	13 2900 610 2 550 001	\$106.87
829	CARD SERVICES	AMAZON-TENNIS HOPPERS	13 2900 610 2 550 001	\$89.97
830	CARD SERVICES	CONCORDIA-ENTRY FEE	13 2900 610 2 542 001	\$129.92
831	CARD SERVICES	AMAZON-BATTERIES	13 2900 610 2 542 001	\$10.67
832	CARD SERVICES	MOUNT MARTY-ENTRY FEE	13 2900 610 2 542 001	\$161.50
833	CARD SERVICES	RED ROBIN-STATE DEBATE MEAL	13 2900 610 2 553 001	\$133.72
834	CARD SERVICES	SICKIES-DEBATE TEAM MEAL	13 2900 610 2 553 001	\$85.53
835	CARD SERVICES	BLAZER ATHLETIC-HIP NUMBER	13 2900 610 2 554 001	\$306.80
836	CARD SERVICES	BLAZER ATHLETIC-HIP NUMBERS	13 2900 610 2 554 001	\$306.33
837	CARD SERVICES	CALLAM SPORTS PHOTOGRAPHY-TEAM	13 2900 610 2 556 001	\$480.00
838	CARD SERVICES	AMAZON-GAME COMMITTEE SUPPLIES	13 2900 610 2 588 001	\$807.35
839	CARD SERVICES	AMAZON-GAME COMMITTEE SUPPLIES	13 2900 610 2 588 001	\$397.11
840	CARD SERVICES	AMAZON-GAME COMMITTEE SUPPLIES	13 2900 610 2 588 001	\$174.11
841	CARD SERVICES	AMAZON-FOOD COMMITTEE SUPPLIES	13 2900 610 2 588 001	\$53.36
842	CARD SERVICES	AMAZON-INCENTIVES	13 2900 610 2 588 001	\$57.23
843	CARD SERVICES	WALMART-INCENTIVES	13 2900 610 2 588 001	\$2,217.00
844	CARD SERVICES	BEST BUY-INCENTIVES	13 2900 610 2 588 001	\$548.99
845	CARD SERVICES	WALMART-INCENTIVES	13 2900 610 2 588 001	\$2,703.86
846	CARD SERVICES	AMAZON-SHIPPING REFUNDS	13 2900 610 2 588 001	-\$6.99
847	CARD SERVICES	AMAZON-INCENTIVES	13 2900 610 2 588 001	\$1,476.36
848	CARD SERVICES	HYVEE-PIZZA/PIE FUNDRAISER	13 2900 610 2 588 001	\$2,815.00
849	CARD SERVICES	AMAZON-INCENTIVES	13 2900 610 2 588 001	\$615.92
850	CARD SERVICES	AMAZON-PROM SUPPLIES	13 2900 610 2 582 001	\$10.44
851	CARD SERVICES	AMAZON-SUPPLIES	13 2900 610 2 582 001	\$65.07
852	CARD SERVICES	EDUCATION QUEST-REGISTRATIONS	13 2900 610 2 266 001	\$105.00
853	CARD SERVICES	HOBBY LOBBY-BULLETIN BOARD	13 2900 610 2 266 001	\$38.65

854	CARD SERVICES	TARGET-SUPPLIES	13 2900 610 2 568 001	\$126.63
855	CARD SERVICES Total			\$23,368.36
856	CASH	4/18 TRACK GATES	13 2900 610 2 501 001	\$2,400.00
857	CASH	4/13 B.SOCCER CONCESSION-NMS	13 2900 610 2 501 001	\$500.00
858	CASH	4/16 BASEBALL GATE	13 2900 610 2 501 001	\$800.00
859	CASH	4/20 CLS TRACK CONCESSION	13 2900 610 2 501 001	\$600.00
860	CASH	4/20 G.SOCCER GATE	13 2900 610 2 501 001	\$800.00
861	CASH	4/23 B.SOCCER & BASEBALL GATE	13 2900 610 2 501 001	\$800.00
862	CASH	4/12 BASEBALL GATE	13 2900 610 2 501 001	\$800.00
863	CASH	4/13 G.SOCCER GATE-MEMORIAL	13 2900 610 2 501 001	\$800.00
864	CASH	4/13 B.SOCCER GATE-NMS	13 2900 610 2 501 001	\$800.00
865	CASH	4/18 TRACK CONCESSION	13 2900 610 2 501 001	\$600.00
866	CASH	4/18 BASEBALL GATE-TAHA	13 2900 610 2 501 001	\$600.00
867	CASH	4/19 DMC CONCESSION	13 2900 610 2 501 001	\$850.00
868	CASH	4/19 B. SOCCER GATE	13 2900 610 2 501 001	\$800.00
869	CASH	4/19 OPTIMIST TRACK CONCESSION	13 2900 610 2 501 001	\$600.00
870	CASH	4/20 BASEBALL GATE-TAHA	13 2900 610 2 501 001	\$600.00
871	CASH Total			\$12,350.00
872	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$672.05
873	CASH-WA DISTRIBUTING Total			\$672.05
874	CAVALIERI, JAIDYN	3/19 OFFICIAL	13 2900 610 2 540 001	\$60.00
875	CAVALIERI, JAIDYN Total			\$60.00
876	CECH, JODEY	CHEER CAMP REFUND	13 2900 610 2 517 001	\$30.00
877	CECH, JODEY Total			\$30.00
878	CHARTWELLS DINING SERVICES	WSC VISIT STUDENT MEALS	13 2900 610 2 266 001	\$230.00
879	CHARTWELLS DINING SERVICES Total			\$230.00
880	CHESTERMAN COMPANY	COCA COLA SUPPILES	13 2900 610 2 502 001	\$84.18
881	CHESTERMAN COMPANY	COCA COLA SUPPILES	13 2900 610 2 502 001	\$307.20
882	CHESTERMAN COMPANY Total			\$391.38
883	CREIGHTON PREPARATORY	4/15 ENTRY FEE	13 2900 610 2 532 001	\$150.00
884	CREIGHTON PREPARATORY Total			\$150.00
885	CUSTOM SPORTS	PLAYER JACKETS	13 2900 610 2 514 001	\$1,960.00
886	CUSTOM SPORTS	CLASS OF 2025 SHIRTS	13 2900 610 2 568 001	\$56.00
887	CUSTOM SPORTS Total			\$2,016.00
888	DAYS INN & SUITES	SPEECH STATE LODGING	13 2900 610 2 522 001	\$471.00
889	DAYS INN & SUITES Total			\$471.00
890	DISTRICT TABLE AND TAP	BANQUET RENTAL FEE	13 2900 610 2 556 001	\$100.00
891	DISTRICT TABLE AND TAP Total			\$100.00
892	DUNHAM HARDWOODS	CLASSROOM PROJECT LUMBER	13 2900 610 2 593 001	\$3,333.16
893	DUNHAM HARDWOODS Total			\$3,333.16
894	ELKHORN FEED CENTER	CALF STARTER FEED	13 2900 610 2 628 001	\$44.17
895	ELKHORN FEED CENTER Total			\$44.17
896	EMBASSY SUITES/OMAHA-LA	J.ERWIN STATE LODGING	13 2900 610 2 546 001	\$112.35

897	EMBASSY SUITES/OMAHA-LA Total			\$112.35
898	FISSENDEN, URSULA	3/19 OFFICIAL	13 2900 610 2 540 001	\$60.00
899	FISSENDEN, URSULA	3/21 OFFICIAL	13 2900 610 2 540 001	\$120.00
900	FISSENDEN, URSULA Total			\$180.00
901	FROMUTH	CENTER STRAPS	13 2900 610 2 515 001	\$36.36
902	FROMUTH	CENTER STRAPS	13 2900 610 2 550 001	\$36.36
903	FROMUTH Total			\$72.72
904	GONZALEZ, KARINA	3/4 INTERPRETER FOR 8TH GRADE	13 2900 610 2 266 001	\$21.06
905	GONZALEZ, KARINA Total			\$21.06
906	GRAND ISLAND HIGH SCHOOL	4/4 ENTRY FEE	13 2900 610 2 535 001	\$125.00
907	GRAND ISLAND HIGH SCHOOL	4/4 ENTRY FEE	13 2900 610 2 542 001	\$125.00
908	GRAND ISLAND HIGH SCHOOL Total			\$250.00
909	GRANT, KAREN	PIGS	13 2900 610 2 628 001	\$320.00
910	GRANT, KAREN Total			\$320.00
911	HEADLEY, MATTHEW	3/19 OFFICIAL	13 2900 610 2 540 001	\$160.00
912	HEADLEY, MATTHEW Total			\$160.00
913	HEIER, TOD	3/21 OFFICIAL	13 2900 610 2 530 001	\$170.00
914	HEIER, TOD Total			\$170.00
915	HOFFMAN, TERESA	WALMART-PARENT TRAVEL SNACK	13 2900 610 2 528 001	\$186.46
916	HOFFMAN, TERESA Total			\$186.46
917	KEARNEY HIGH SCHOOL	4/5 ENTRY FEE	13 2900 610 2 532 001	\$130.00
918	KEARNEY HIGH SCHOOL Total			\$130.00
919	KIRBY, BRANDON	3/21 OFFICIAL	13 2900 610 2 530 001	\$170.00
920	KIRBY, BRANDON Total			\$170.00
921	LINCOLN EAST HIGH SCHOOL	4/29 ENTRY FEE	13 2900 610 2 532 001	\$100.00
922	LINCOLN EAST HIGH SCHOOL Total			\$100.00
923	LINE DRIVE INC.	COOKIE DOUGH FUNDRAISER	13 2900 610 2 512 001	\$5,654.00
924	LINE DRIVE INC. Total			\$5,654.00
925	LONG, JOEY	3/19 OFFICIAL	13 2900 610 2 540 001	\$120.00
926	LONG, JOEY	3/21 OFFICIAL	13 2900 610 2 540 001	\$120.00
927	LONG, JOEY	3/30 OFFICIAL	13 2900 610 2 540 001	\$180.00
928	LONG, JOEY Total			\$420.00
929	LUCAS, EZEQULE	3/19 OFFICIAL	13 2900 610 2 533 001	\$120.00
930	LUCAS, EZEQULE Total			\$120.00
931	LUNCHTIME SOLUTIONS, INC.	BANQUET SUPPLIES	13 2900 610 2 562 001	\$100.00
932	LUNCHTIME SOLUTIONS, INC. Total			\$100.00
933	MARATHON PRESS INC	SPRING ACTIVITY POSTERS	13 2900 610 2 597 001	\$225.00
934	MARATHON PRESS INC	TICKETS	13 2900 610 2 582 001	\$174.00
935	MARATHON PRESS INC Total			\$399.00
936	MARSDEN, KJELL	3/30 OFFICIAL	13 2900 610 2 540 001	\$200.00
937	MARSDEN, KJELL Total			\$200.00
938	MILLER, BRANDON	3/30 OFFICIAL	13 2900 610 2 540 001	\$200.00
939	MILLER, BRANDON Total			\$200.00

940	NATIONAL FFA ORGANIZATION	JACKETS/TIES/MEDALS/SCRAPBOOK	13 2900 610 2 276 001	\$604.40
941	NATIONAL FFA ORGANIZATION Total			\$604.40
942	NORFOLK DAILY NEWS	SPEECH BANNER	13 2900 610 2 553 001	\$15.00
943	NORFOLK DAILY NEWS Total			\$15.00
944	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 531 001	\$2,500.95
945	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 522 001	\$88.05
946	NPS GENERAL FUND	24/25 CLASSROOM SUPPLIES	13 2900 610 2 503 001	\$2,776.01
947	NPS GENERAL FUND	CHEER ASSISTANT	13 2900 610 2 597 001	\$1,102.96
948	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 538 001	\$2,265.23
949	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 546 001	\$879.93
950	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 650 001	\$879.93
951	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 652 001	\$28.39
952	NPS GENERAL FUND Total			\$10,521.45
953	PROGRESSIVE NUTRITION	CALF MILK REPLACER	13 2900 610 2 628 001	\$157.92
954	PROGRESSIVE NUTRITION Total			\$157.92
955	PULIDO, LUIS	3/30 OFFICIAL	13 2900 610 2 533 001	\$200.00
956	PULIDO, LUIS Total			\$200.00
957	RALSTON HIGH SCHOOL	3/30 ENTRY FEE	13 2900 610 2 535 001	\$175.00
958	RALSTON HIGH SCHOOL	3/30 ENTRY FEE	13 2900 610 2 542 001	\$175.00
959	RALSTON HIGH SCHOOL Total			\$350.00
960	REESTMAN, KORY	3/19 OFFICIAL	13 2900 610 2 533 001	\$160.00
961	REESTMAN, KORY	3/21 OFFICIAL	13 2900 610 2 540 001	\$160.00
962	REESTMAN, KORY Total			\$320.00
963	REGENCY PORTRAITS	G.WR HALL OF FAME PHOTO	13 2900 610 2 529 001	\$90.00
964	REGENCY PORTRAITS Total			\$90.00
965	RIECK, COREY	3/30 OFFICIAL	13 2900 610 2 533 001	\$220.00
966	RIECK, COREY Total			\$220.00
967	RIECK, ROSS	3/30 OFFICIAL	13 2900 610 2 540 001	\$180.00
968	RIECK, ROSS Total			\$180.00
969	SEVERSON-WESLEY, GEMINI	3/30 OFFICIAL	13 2900 610 2 533 001	\$180.00
970	SEVERSON-WESLEY, GEMINI Total			\$180.00
971	SIMONSEN, STEVE	3/21 OFFICIAL	13 2900 610 2 530 001	\$150.00
972	SIMONSEN, STEVE Total			\$150.00
973	STADIUM SPORTS	TEAM SHIRTS	13 2900 610 2 549 001	\$840.00
974	STADIUM SPORTS	TEAM APPAREL	13 2900 610 2 550 001	\$672.00
975	STADIUM SPORTS	APPAREL	13 2900 610 2 550 001	\$725.00
976	STADIUM SPORTS	MR PINK PANTHER SHIRTS	13 2900 610 2 556 001	\$261.00
977	STADIUM SPORTS Total			\$2,498.00
978	TAYLOR MADE CATERING	BANQUET MEAL	13 2900 610 2 556 001	\$756.00
979	TAYLOR MADE CATERING Total			\$756.00
980	TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$83.00
981	TEECO INC	WATER COOLER	13 2900 610 2 500 001	\$95.50
982	TEECO INC Total			\$178.50

983	TEST, MIKE	3/21 OFFICIAL	13 2900 610 2 530 001	\$150.00
984	TEST, MIKE Total			\$150.00
985	VARGAS HERNANDEZ, ERNESTO	3/19 OFFICIAL	13 2900 610 2 533 001	\$140.00
986	VARGAS HERNANDEZ, ERNESTO Total			\$140.00
987	VELASCO, JOSE	3/30 OFFICIAL	13 2900 610 2 533 001	\$200.00
988	VELASCO, JOSE Total			\$200.00
989	WINNERS CIRCLE	INVITE AWARDS	13 2900 610 2 532 001	\$129.96
990	WINNERS CIRCLE	INVITE AWARDS	13 2900 610 2 533 001	\$48.09
991	WINNERS CIRCLE	INVITE AWARDS	13 2900 610 2 540 001	\$48.09
992	WINNERS CIRCLE	JV INVITE AWARDS	13 2900 610 2 541 001	\$152.49
993	WINNERS CIRCLE	END OF SEASON AWARDS	13 2900 610 2 556 001	\$245.40
994	WINNERS CIRCLE Total			\$624.03
995	Grand Total			\$70,963.97
996				
997				
998	JUNIOR HIGH ACTIVITY FUND			
999	AGPARTS WORLDWIDE, INC	USB-C AC ADAPTORS	14 2900 610 2 842 002	\$194.25
1000	AGPARTS WORLDWIDE, INC Total			\$194.25
1001	NPS GENERAL FUND	ACTIVITY WORKERS 1/21-2/17/24	14 2900 610 2 650 002	\$214.73
1002	NPS GENERAL FUND	ACTIVITY WORKERS 1/21-2/17/24	14 2900 610 2 835 002	\$543.09
1003	NPS GENERAL FUND	ACTIVITY WORKERS 1/21-2/17/24	14 2900 610 2 848 002	\$1,663.47
1004	NPS GENERAL FUND Total			\$2,421.29
1005	NPS STUDENT FEES ACCOUNT	PART FEES	14 2900 610 2 840 002	\$60.00
1006	NPS STUDENT FEES ACCOUNT	ACTIVITY PASS	14 2900 610 2 840 002	\$80.00
1007	NPS STUDENT FEES ACCOUNT Total			\$140.00
1008	NPS SUBSIDIARY	PARENT TEACHER CONF. SUPPLIES	14 2900 610 2 832 002	\$225.00
1009	NPS SUBSIDIARY	SPEECH SUPPLIES #24	14 2900 610 2 834 002	\$4.02
1010	NPS SUBSIDIARY	TEAM COMPETITION #24	14 2900 610 2 834 002	\$19.25
1011	NPS SUBSIDIARY	TEAM COMPETITION #24	14 2900 610 2 834 002	\$19.25
1012	NPS SUBSIDIARY	CONCESSION SUPPLIES #24	14 2900 610 2 835 002	\$67.94
1013	NPS SUBSIDIARY	PARENT TEACHER CONF. SUPPLIES	14 2900 610 2 837 002	\$56.85
1014	NPS SUBSIDIARY	SUPPLIES FOR STUDENT ACTIVITY	14 2900 610 2 840 002	\$68.03
1015	NPS SUBSIDIARY	DANCE DECORATIONS #24	14 2900 610 2 867 002	\$115.97
1016	NPS SUBSIDIARY	SPRAY PAINT FOR PROJECTS #24	14 2900 610 2 886 002	\$45.61
1017	NPS SUBSIDIARY Total			\$621.92
1018	STADIUM SPORTS	TRACK GEAR	14 2900 610 2 873 002	\$554.00
1019	STADIUM SPORTS Total			\$554.00
1020	STUDENT ASSURANCE	CATASTROPHIC INSURANCE	14 2900 610 2 840 002	\$1,955.00
1021	STUDENT ASSURANCE Total			\$1,955.00
1022	TEECO INC	RO WITH PUMP WATER COOLER	14 2900 610 2 840 002	\$38.00
1023	TEECO INC Total			\$38.00
1024	Grand Total			\$5,924.46
1025				

1026				
1027	STUDENT FEE FUND			
1028	HARMON, KIM	SUMMER SCHOOL REFUND	17 2190 610 2 973 001	\$20.00
1029	HARMON, KIM Total			\$20.00
1030	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$217.13
1031	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$69.16
1032	NPS SUBSIDIARY	BUZZSPROUT #18	17 2190 610 2 669 002	\$12.00
1033	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$62.66
1034	NPS SUBSIDIARY	ROBOTICS REGISTRATION #18	17 2190 610 2 669 002	\$200.00
1035	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$105.63
1036	NPS SUBSIDIARY Total			\$666.58
1037	RAMIREZ, YULI	TECH FEE REFUND-WAIVED	17 2190 610 2 672 001	\$35.00
1038	RAMIREZ, YULI Total			\$35.00
1039	Grand Total			\$721.58



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

**Amended 09-13-2021, 12-13-2021,
01-10-2022, 06-15-2022, 9-07-2022, 1-16-2023,
7-10-2023, 1-10-2024, 4-8-2024**

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

Safe Return to In-Person Instruction Plan–Revised

The Norfolk Public Schools COVID-19 Return to School Committee developed our initial COVID-19 safety protocols during the summer of 2020. This plan allowed us to successfully return to in-person learning and remain in-person throughout the 2020-2021, 2021-2022, 2022-2023 and 2023-2024 school years. That plan and subsequent revisions were based upon guidance from the Center of Disease Control (CDC) and Elkhorn Logan Valley Public Health Department (ELVPHD).

At this point, ~~COVID Wastewater Surveillance Reports provided by the Nebraska Department of Health and Human Services indicate that COVID rates in Norfolk are “very low” and “decreasing”. COVID Safety Precautions and Protocols are not necessary at this time, but may be reinstated if transmission rates increase~~ the CDC no longer recommends specific actions regarding COVID-19 outside of the healthcare arena. Instead, they have published generic guidance for respiratory illnesses, which include COVID-19, influenza, and RSV. This guidance closely matches Norfolk Public Schools’ health services protocols, which require a student to remain home from school until they have been symptom and fever free for 24 hours.

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

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

	<p>home, consider giving them a COVID test, and follow the advice of your medical doctor.</p> <p>* COVID symptoms include any respiratory or gastrointestinal symptom, such as cough, fever, sore throat, vomiting, or diarrhea. symptoms of respiratory illness and keep their children home if they are sick.</p>
Isolation and Quarantine	<p>Parents should consult the CDC website and utilize the COVID-19 Isolation and Exposure Calculator to determine if and how long isolation is required. (At the present time, a five-day isolation period is required if an individual tests positive for COVID.)</p> <p>In addition, Students must be fever/symptom free for 24 hours before returning to school. (See our normal health procedures outlined in your student's handbook.)</p> <p>Isolation and quarantine are no longer recommended by the CDC.</p>
Accommodations for Children with Disabilities	Students' IEPs and 504 Plans will be followed.
Contract Tracing	Contract tracing is no longer recommended by the CDC and is not required by NPS. However, NPS will monitor COVID case levels and implement a dashboard if cases surge.
Coordination with Local Health Officials	We will continue to collaborate with our local health department, as necessary.
Vaccinations	Parents are encouraged to consult their family physician regarding vaccinations.
<p>IMPORTANT NOTE:</p> <ul style="list-style-type: none"> • Future changes may be made to these procedures if cases surge and/or guidance from the CDC or ELVPHD are revised. This may include the implementation of a temporary mask requirement for individual classes or schools with high rates of COVID or total illness. 	

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

If you are ill and/or exhibit COVID symptoms:

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

If you test positive for COVID:

- Follow the advice of your medical doctor and utilize the COVID-19 Isolation and Exposure Calculator to determine if and how long isolation is required.

Additional Information:

- ~~Quarantines are no longer recommended by the CDC for people who were exposed to COVID. Therefore, attendance will not be excused unless a child tests positive for COVID. Attendance for students who exhibit COVID symptoms, but have not tested positive, will follow our normal attendance rules outlined in our student handbooks.~~



BID TAB

NORFOLK PUBLIC SCHOOLS- NORFOLK MIDDLE SCHOOL ADDITION & RENOVATION

NORFOLK, NEBRASKA

PROJECT #

DATE/TIME

22029

3/21/2024 AT 2:00 PM

CONTRACTOR	BASE BID	ALT #1	ALT #2	ALT #3	ALT #4	ALT #5	BASE BID + ALTERNATES 1, 3 & 4	ADDENDA	BID SECURITY	COMPLETION DATE
Huff Construction, Norfolk, NE	\$6,222,000.00	\$170,000.00	-\$115,000.00	\$190,000.00	\$98,000.00	-\$33,000.00	\$6,680,000.00	X	X	11/30/2025
Otte Construction, Wayne, NE	\$6,261,000.00	\$190,490.00	-\$124,600.00	\$226,841.00	\$50,800.00	-\$48,100.00	\$6,729,131.00	X	X	Dec-25
RMV Construction, Kearney, NE	\$6,991,000.00	\$222,000.00	-\$122,000.00	\$227,000.00	\$131,000.00	-\$43,000.00	\$7,571,000.00	X	X	8/1/2025
Hausmann Construction, Norfolk, NE	\$6,670,000.00	\$163,000.00	-\$114,000.00	\$287,000.00	\$90,000.00	-\$39,000.00	\$7,210,000.00	X	X	8/1/2025
Rogge General Contractors, Lincoln, NE	\$6,328,000.00	\$137,000.00	-\$174,000.00	\$216,000.00	\$25,000.00	-\$43,000.00	\$6,706,000.00	X	X	8/30/2025

Addendum #1 - 3/12/24

Addendum #2 - 3/15/24

Addendum #3 - 3/19/24

Alternate #1 - Additional Finish Replacement

Alternate #2 - Shell-out Music Rooms

Alternate #3 - Exterior Canopy

Alternate #4 - Exterior Renovation

Alternate #5 - Alternate Precast Design

PersonnelProfessional Growth

As required by state law, certified staff members shall show evidence of on-going professional growth in order to remain eligible for continued employment. The minimum standard for professional growth includes the completion of six semesters of college credit or the equivalent (as determined by the school board) every six years.

Norfolk Public Schools supports the professional growth of its staff by offering high-quality professional development opportunities each contract year that are considered equivalent to one credit hour of college credit. Participation in all district-level professional development opportunities, including workshops and Professional Learning Communities, is determined to meet or exceed the requirements of this policy and state statute (79-830).

These professional development opportunities shall:

- A. Align with the district mission, vision, and core values of the District.
- B. Include activities focused on improving student outcomes.
- C. Focus on research-based programs and practices for effective schools and enhanced instructional effectiveness including, but not limited to, topics such as the district's instructional model, school improvement processes (data analysis and goal setting), curriculum, assessment and grading procedures, PLC collaboration, professional practices, and leadership development.

Any certified staff member who is absent on a district professional development day shall complete a Professional Development Make-Up Plan, approved by his/her building principal and/or director, in order to meet the requirements of this policy and state statute. The Professional Development Make-Up Plan may include alternatives such as, but not limited to, educational workshops/conventions, professional reading and discussion, completion of educational webinars, work on approved educational committees, service on an external school improvement advisory team, professional presentations, and/or service as a cooperating teacher.

The Professional Development Make-Up Plan and evidence of completion must be submitted to the **Building Principal** ~~Director of Human Resources~~ in order for credit to be awarded. Credit for participation in district workshops and PLCs is automatically awarded via the Human Resources Department. Evidence of professional growth activities will be documented according to district protocols.

Date of Reaffirmation:	September 14, 2015
Date of Revision:	April 11, 2016
Date of Revision:	April 13, 2020

Personnel - Certificated EmployeesTeacher Training

The district shall provide and promote development programs for all professional staff - Superintendent, principals, teachers and the board of education. Features of the staff development program are:

1. Staff development resources and time shall align with the district mission, vision, and core values of the District.
2. The staff development program shall concentrate on research-based programs and practices for effective schools and enhanced instructional effectiveness including, but not limited to, topics such as the district's instructional model, school improvement processes (data analysis and goal setting), curriculum, assessment and grading procedures, PLC collaboration, professional practices, and leadership development.
3. When practical, teachers shall be actively involved in initiating, planning, and conducting the development programs for teachers.

Date of Adoption: January 13, 2014

Date of Revision: April 13, 2020

Personnel - Certificated EmployeesEvaluation of Teachers

These evaluation procedures are applicable to certificated staff (teachers). Administrators are not covered by this evaluation policy.

1. Communication of Evaluation Process

Annual written communication of the evaluation process to those being evaluated shall be made by distributing a copy of the evaluation instrument to the certificated staff at the beginning of each school year.

2. Duration and frequency of observations and written evaluations

The duration and frequency of observations and written evaluations for probationary and permanent (tenured) teachers are to be as follows:

- a. Probationary Teachers.
 - i. Formal observations of probationary teachers shall be based upon actual classroom observations for an entire instructional period.
 - ii. Probationary teachers shall be formally observed and evaluated at least once each semester.
 - iii. The responsible evaluator is expected to complete the second semester evaluations of probationary teachers prior to April 15 of each year.
- b. Permanent Teachers.
 - i. Formal observations and evaluations of permanent teachers are to be based upon actual classroom observations for an entire instructional period.
 - ii. Permanent teachers are to be formally observed and evaluated at least once **every 3 years** ~~each school year~~.
- c. Teachers' Responsibility. Teachers are expected to inform the responsible evaluator of instructional periods that would be conducive to an evaluation and to make themselves readily available for evaluations. In the event the responsible evaluator has not initiated the evaluation process nearing the time within which an evaluation is required to be completed, the teacher has the responsibility to notify the responsible evaluator such that the evaluation can be completed when due.
- d. Failure to Complete Evaluations. For permanent teachers, a failure to complete evaluations with the designated duration and frequency shall not give the permanent teacher rights, but is to be considered in evaluating the responsible evaluator's performance.
- e. Informal Observations and Evaluations. Informal observations and evaluations may be conducted as the administration determines to be appropriate.

- f. Additional Observations and Evaluations. The duration and frequency of observations and written evaluations is specified as a minimum. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the teacher or in the discretion of the evaluator.

3. Evaluation Criteria

Teachers shall be evaluated based upon the following district-defined evaluation criteria:

- ~~Instruction, which includes:~~
 - ~~Instructional Process~~
 - ~~Instructional Climate, which includes Classroom Organization and Management~~
- ~~Professionalism, which includes:~~
 - ~~Professional Conduct~~
 - ~~Personal Conduct~~
- ~~Improvement, which includes:~~
 - ~~Teaching Improvement~~
 - ~~School Improvement~~
- **Planning and Preparation**
 - Demonstrating knowledge of content and pedagogy and setting instructional outcomes
 - Demonstrating knowledge of students
 - Demonstrating knowledge of resources
 - Designing coherent instruction
 - Designing student assessments
- **The Classroom Environment**
 - Creating an environment of respect and rapport and establishing a culture for learning
 - Managing classroom procedures
 - Managing student behavior
 - Organizing physical space
- **Instruction**
 - Communicating with students and using questioning and discussion techniques
 - Engaging students in learning
 - Using assessment in instruction
 - Demonstrating flexibility and responsiveness
 - Student performance on summative assessments demonstrates growth
- **Professional Responsibilities**
 - Reflecting on teaching
 - Maintaining accurate records
 - Communicating with families
 - Participating in a professional community

- Growing and developing professionally and showing professionalism

The descriptors set forth in the evaluation instrument approved by the board of education set forth the specific district-defined criterion within each of the foregoing criteria areas.

In preparing summative evaluations, evaluators are to consider not only the formal observations conducted, but also informal observations and other relevant information concerning the performance of the teacher in each of the evaluation criteria.

4. Communication of Deficiencies

The evaluation process shall include written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement.

As professionals, teachers may be assigned responsibility to provide suggestions for improvement plans or job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, teachers shall have the duty to comply with such plans. Teachers are expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the evaluator.

5. Teacher Responses to Evaluations

Teachers shall be provided seven calendar days from receipt of an evaluation in which to give a written response to the evaluation.

6. Plan for Training Evaluators

All evaluators shall possess a valid Nebraska Administrator's Certificate and be trained to use the evaluation system used in the District. Training sessions in the use of the District's teacher evaluation system will be provided by the Superintendent or designee to all evaluators prior to their participation in teacher evaluations. Refresher training is to be conducted as the Superintendent determines to be needed.

Legal Reference: Neb. Rev. Stat. § 79-828 (Evaluation of Probationary Teachers)
NDE Rule 10

Date of Adoption: January 13, 2014
Date of Revision: April 11, 2016
Date of Reaffirmation: April 13, 2020

Personnel - Certificated EmployeesReduction in Force Policy for Certificated Staff

Reductions-in-force of certificated staff member may be required due to decreasing enrollments, limited financial support, changing programs, or other changes in circumstances. If such changes occur and a reduction of certificated staff is necessary, the Superintendent (or his designee) shall recommend to the Board of Education those certificated employees to be reduced under the reduction-in-force provisions of the continuing contract laws; provided, however, that no permanent employee may be reduced through a reduction-in-force while a probationary employee is retained to perform a service in a position that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often ~~close~~ intimate, confidential, and unique personal working relationship necessary between the administration and the Board of Education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be reduced shall be made with consideration given to the following: (1) programs to be offered, (2) areas of certification and endorsement, (3) state and federal regulations which may mandate certain employment practices, (4) special qualifications that may require specific training and/or experience, (5) contributions to activity programs, (6) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures, (7) the organizational and educational impact created by multiple part time certificated employees, and (8) any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used for purposes of this policy shall conform to the board policies and administrative rules, regulations, and practices (in effect at the time) related to the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the Superintendent that no significant difference exists between certificated employees being considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained. Uninterrupted service time shall accrue the same for all certificated employees regardless of their full time equivalency. Uninterrupted service time for employees employed less than a full school year shall accrue according to the number of contract days worked. Uninterrupted service time shall not accrue for certificated employees on leave of absence for more than forty (40) days.

Any certificated employee whose contract is terminated because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to re-employment for a period of twenty-four months commencing at the end of the contract year and the employee shall be recalled on the basis

of length of uninterrupted service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. The employee shall, upon reappointment, retain any benefits which had accrued to said employee prior to the reduction, but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of such certificated employee to file (with the Superintendent of Schools) a copy of said employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15th of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in said employee's certification or endorsements which have occurred (since March 15th of the previous year) or are pending shall be filed with the Superintendent of Schools.

Any certificated employee whose employment contract is reduced as a result of reductions-in-force shall (during his/her period of recall) report his/her current address to the Superintendent of Schools and shall inform said Superintendent of any changes of address thereafter. If a vacancy in the system occurs for which said employee has rights of recall, the offer of such employment may be sent by said Superintendent to said employee's last known address. If no acceptance of such offer is received from said employee within fourteen days of mailing and the Superintendent has no personal knowledge of the whereabouts of said employee (other than said last known address), the employee shall be deemed to have waived his/her rights to recall to said employment position.

Anything in this policy to the contrary notwithstanding, this policy shall specifically permit and allow reductions in force to occur which deal with total elimination or termination or amendment of contracts or positions, which deal with reductions in force from full-time to part-time, which deal with reductions in force from part-time to a lesser part-time, or which deal with any other reductions in force which result in the termination or amendment of a certificated employee's contract or employment position.

Legal Reference: Neb. Rev. Stat. ' ' 79-846 to 79-849

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 13, 2020

Personnel - Certificated EmployeesLeave of Absence

After a minimum of five (5) years of employment in Norfolk Public Schools, a teacher may apply for a one-year leave of absence. Criteria to be considered by the superintendent in recommending approval or denial of a request include:

1. No more than one Elementary teacher and no more than one Secondary teacher may be on leave during the same year. If more than one request is received from the Elementary or Secondary, the administration shall decide based on factors including the date of application, the reason for requesting leave, the subsequent value to the school district, and seniority.
2. Requests for the one-year leave of absence must be submitted in writing to the Superintendent prior to March 1 through the Superintendent.
3. A qualified replacement must be found before the leave is approved.
4. No salary or benefits will be paid to the teacher by the district during the year of absence. Continued group health insurance may be obtained, subject to the approval of the insurance carrier; the premiums for such insurance shall be paid by the teacher in advance. Upon return, the teacher will be placed on the salary schedule at the vertical step earned prior to the beginning of the leave period.
5. A teacher who wishes to return from leave shall notify the Superintendent in writing by March 1. If no such notice is received by March 1, the teacher is considered to have resigned. The school district shall not be responsible for reminding the teacher of the required return notice.
6. A teacher returning from leave is not guaranteed the same position held before the leave of absence. However, an effort will be made to arrange for the same or a comparable position placement.
7. A teacher shall enter into a written agreement with the Board of Education setting forth the terms of such leave of absence.

Date of Adoption: January 13, 2014
Date of Revision: March 15, 2015
Date of Revision: April 13, 2020

Personnel - Certificated EmployeesDual Sponsorship of Activities

In any instance where more than one teacher is assigned to the sponsorship of an activity for which a stipend is paid, each teacher thereby assigned shall receive payment of the stipend as is specified in the negotiated agreement between the certificated teaching staff and the school district. Should two or more teachers receive administration approval to share the sponsorship of any activity, only an amount equal to one stipend as specified **by the district** shall be made ~~but~~ **and** shall be equally divided among those teachers sharing the sponsorship.

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 13, 2020

Personnel - Certificated EmployeesStandards of Ethical and Professional Performance – Certificated Staff

Both the State of Nebraska and the Board of Education recognize that teaching and its related services, including administrative and supervisory services, are a profession with all of the rights, responsibilities, and privileges accorded other recognized professions. The Board recognizes and endorses the Standards of Ethical and Professional Performance as established by the Nebraska Department of Education and expects all certificated employees to abide by these standards.

Certificated Personnel-Professional Performance and Code of Ethics

It is the expectation of this District that all certificated staff shall comply with the ethics standards set forth by the Nebraska Department of Education, as such standards may be modified from time to time. The ethics standards which certificated staff shall follow shall include the standards set forth in this policy. References to “educator” shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for all educators with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.

2. Shall not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not have had revoked for cause in Nebraska or another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which an educator's certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Superintendent any known violation of these standards.
10. Shall seek no reprisal against any individual who has reported a violation of these standards.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.

5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
7. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
6. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
3. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the Board of Education.
5. Shall not assign to unqualified personnel tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of his or her professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

Legal Reference: Neb. Rev. Stat. §§ 79-859, 79-866; 92 NAC 27 (NDE Rule 27)

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 13, 2020

Date of Revision: July 12, 2021

Personnel - Non-Certificated Employees

Qualifications of Non-Certificated Employees

Non-certificated employees shall meet the statutory license requirements and such other qualifications as may be determined by the Board and the Superintendent.

Date of Adoption: January 13, 2014

Date of Reaffirmation: May 11, 2020

Personnel - Non-Certificated Employees"At Will" Employees

All non-certificated employees and non-certificated assignments shall be employed on an "at will" basis. Non-certificated employees shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Nothing in board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the appraisal process or program for non-certificated employees shall or is intended to create or be a contract or part of a contract with a non-certificated employee which shall in any way be construed to be contrary to the "at will" employment of non-certificated employees. No administrator or other employee of the school district has any authority to enter into any agreement of employment with a non-certificated employee for any specific period of time or to make any agreement contrary to an at-will employment relationship.

Date of Adoption: January 13, 2014
Date of Reaffirmation: May 11, 2020

Personnel - Non-Certificated EmployeesHiring/Dismissal

The Board of Education hereby delegates to the Superintendent or designee the authority to hire, suspend and dismiss non-certificated employees (employees in positions that do not legally require a teacher or administrative certificate) on behalf of Norfolk Public Schools. Such authority shall be exercised in compliance with the policies of the Board of Education. The Board of Education reserves the authority to modify or reverse any such action taken by the Superintendent.

Dismissal of non-certificated employees shall be on an at-will basis, as such employees are subject to termination at any time without cause, without prior disciplinary action or progressive discipline, and irrespective of the lack of any evaluation or the irregularity in any evaluation process.

Date of Adoption: January 13, 2014
Date of Reaffirmation: May 11, 2020

Personnel – Non-Certificated Employees

Contract

~~All non-certificated employees shall be required to sign an "at will" employment contract with the school district as a condition precedent to employment or continued employment with the school district. The non-certificated "at will" employee contract shall be in the form as proposed by the Superintendent and approved by resolution of the Board of Education.~~

Policy Removed

Date of Adoption: January 13, 2014

Personnel - Non-Certificated Employees

Assignment and Transfer

Each non-certificated employee shall be assigned to a position at the direction of the Superintendent or designee and may be transferred to any other position as the Superintendent or designee may direct.

Date of Adoption: January 13, 2014

Date of Reaffirmation: May 11, 2020

Personnel - Non-Certificated EmployeesComplaint Procedure

The normal procedure to be followed by each employee regarding a personal complaint related to his/her employment is to discuss the matter in a personal conference with the school principal or with the supervisor directly in charge. When the nature of the complaint dictates otherwise, the employee is entitled to present the complaint to the next higher supervisor. An unsatisfactory result with the school principal or with the supervisor may be taken to the Superintendent or designee.

Date of Adoption: January 13, 2014

Date of Revision: May 11, 2020

PersonnelStandards of Performance for Non-Certified Employees

In fulfillment of the employee's minimum responsibilities, the employee:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, other employees, parents, school patrons, or school board members.
2. Shall not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethical origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status.
3. Shall not use coercive means, or promise or provide special treatment to students, other employees, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the employee is responsible.
5. Shall not exploit relationships with students, other employees, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not harass in any manner students, parents or school patrons, employees, or board members.
7. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of duties.
8. Shall keep in confidence personally identifiable student or employee information that has been obtained in the course of service to the district, unless disclosure serves professional purposes or is required by law.
9. Shall not discipline students using corporal punishment.
10. Shall not misrepresent the school district, and shall take added precautions to distinguish between the employee's personal and institutional views.
11. Shall abide by policies and regulations of the Board of Education and the rules and standards established by the administration and the employee's supervisor.
12. Shall seek no reprisal against any individual who has reported a violation of these standards.

Date of Adoption: January 13, 2014

Date of Affirmation: May 11, 2020

Date of Revision: July 12, 2021

Personnel - All EmployeesStaff Payments During Closure

In the event of inclement weather, a pandemic, or other unexpected or extraordinary circumstances, the Board of Education or the Superintendent may close school or a particular school building in order to protect staff and students from harm, and will establish a reopen date when it is safe to return. If such closure extends for a long period of time as determined by the Superintendent, then the Superintendent may implement procedures, agreements, or other requirements to compensate staff during a closure to ensure staff return to employment after the closure. The District may consistently pay staff according to District policies and procedures already established by salaries or wages.

Legal Reference: 2 C.F.R. § 200.430

Date of Adoption: December 14, 2020

Bylaws of the Board - MeetingsRegular Meetings

The Board shall meet in regular session on the second **and fourth Mondays** of each calendar month, unless otherwise designated by the President with the approval of the Board. ~~Such meetings shall begin at 5:30 p.m.~~ **The first meeting of the month will begin at 5:30 PM. The second meeting of the month will begin at Noon.**

All meetings shall be held in the boardroom at the Norfolk Public Schools' Central Administration Office unless otherwise designated by the President with the approval of the Board.

In each odd-numbered year, the January meeting will be held on or after the first Thursday after the first Tuesday.

~~The Board shall hold a 2nd regular session on the fourth Thursday of each calendar month, unless otherwise designated or cancelled by the President. Such meetings shall begin at 12:00 noon and shall be held in the small boardroom at the Norfolk Public Schools' Central Administration Office unless otherwise designated by the President with the approval of the Board.~~

Legal Reference: Neb. Rev. Stat. § 79-554
 Neb. Rev. Stat. § 79-555
 Neb. Rev. Stat. § 84-1401

Date of Adoption: September 8, 2014
Date of Revision: January 9, 2017
Date of Reaffirmation: May 9, 2017
Date of Reaffirmation: March 8, 2021

Bylaws of the Board - MeetingsOrder of Business

The following shall be the order of business for the first regular meeting of the month. The order of business may be changed when the Board President or Superintendent establish the agenda and also by consent of the Board.

- 1.0. Call to Order
- 1.1. Roll Call
- 1.2. Declaration of a Legal Meeting
- ~~2.0. Study Session~~
- ~~3.0. Pledge of Allegiance~~
- 2.0.
- ~~4.0. Presentations & Special Recognitions~~
- 3.0.
- ~~4.1. Focus on the Students~~
- 3.1.
- ~~4.2. Award for Excellence~~
- 3.2.
- 3.3. **Special Reports & Presentations**
- ~~5.0. Public Comments & Communication~~
- 4.0.
- ~~6.0. Information and Discussion Items~~
- 5.0.
- ~~6.1. Finance & Facilities Report~~
- 5.1.
- ~~6.2. Teaching & Learning Report~~
- 5.2.
- ~~6.3. Student Programs Report~~
- 5.3.
- ~~6.4. Student Services Report~~
- 5.4.
- ~~6.5. Human Resources & Accreditation Report~~
- 5.5.
- ~~6.6. Superintendent's Report~~
- 5.6.
- 7.0. Committee Reports

~~6.0.~~

~~8.0.~~ Approve Consent Agenda

~~7.0.~~

~~8.1.~~ Minutes of Previous Meetings

~~7.1.~~

~~8.2.~~ Personnel

~~7.2.~~

~~8.3.~~ Claims

~~7.3.~~

~~9.0.~~ Action Items

~~8.0.~~

~~10.0.~~ Future Meetings

~~9.0.~~

~~11.0.~~ Executive Session -- if needed to protect the interest of the district or to prevent needless injury to the reputation of an individual

~~10.0.~~

~~12.0.~~ Adjournment

~~11.0.~~

The following shall be the order of business for the second regular meeting of the month. The order of business may be changed when the Board President or Superintendent establish the agenda and also by consent of the Board.

1.0. Call to Order

1.1. Roll Call

1.2. Declaration of a Legal Meeting

2.0. Reports and Discussion Items

3.0. Approve Consent Agenda

~~3.0.~~ Action Items

~~4.0.~~

~~4.0.~~ Future Meetings

~~5.0.~~

~~5.0.~~ Executive Session if needed to protect the interest of the district or to prevent needless injury to the reputation of an individual

~~6.0.~~

~~6.0.~~ Adjournment

7.0.

Date of Adoption: September 8, 2014
Date of Revision: May 9, 2017
Date of Revision: March 8, 2021