

Board of Education Regular Meeting
Monday, December 9, 2024 5:30 PM

NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

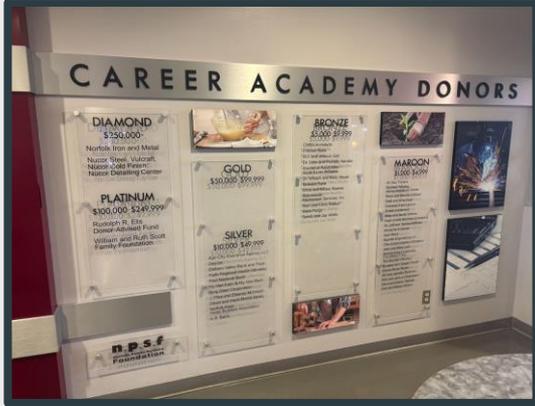
Agenda

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
 - 4.1. Special Presentation - Career Academies
 - 4.2. Board Member Service Recognition
5. Public Comments & Communication
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - 6.2. Teaching & Learning Report
 - 6.3. Financial Literacy Report
 - 6.4. Student Programs Report
 - 6.5. Student Services Report
 - 6.6. Human Resources & Accreditation Report
 - 6.7. Superintendent's Report
7. Committee Reports
 - 7.1. Facilities & Finance Committee Report
 - 7.2. Policy Committee Report
 - 7.3. Norfolk Public Schools Foundation Committee Report
8. Approve Consent Agenda
 - 8.1. Minutes of Previous Meetings
 - 8.2. Personnel
 - 8.2.1. Contract Approval
 - 8.2.2. Resignations
 - 8.3. Claims
9. Action Items
 - 9.1. Discuss, consider and take action to approve the 2025-2026 Negotiated Agreement for Non-supervisory Certificated Staff
 - 9.2. Discuss, consider and take action to approve the first reading Board policies 3010 - 3120 related to Business Operations
10. Future Meetings
11. Adjournment



NORFOLK
PUBLIC SCHOOLS
CAREER ACADEMIES

Overview of NHS Career Academies



Academic
Knowledge

Technical
Competency



Professional
Skills

Freshman Forum Career Speakers



Midwest Bank *Reality Check* [VIDEO](#)





NORFOLK IRON & METAL

Sophomore Mock Interviews





CTE Professional Development

NORFOLK IRON & METAL



A Student Perspective

Leiah Hardy

Norfolk Senior High School - Class of 2024

Education Major at Wayne State College





NORFOLK
PUBLIC SCHOOLS
CAREER ACADEMIES



Norfolk Public Schools Public Comment Information & Guidelines

The Norfolk Public School's Board of Education values and welcomes input during the public comment times at all monthly Board meetings. Feedback is an essential part of the NPS Board's decision-making process, helping us to better understand and address the needs and concerns of the community. We encourage you to share your thoughts and ideas.

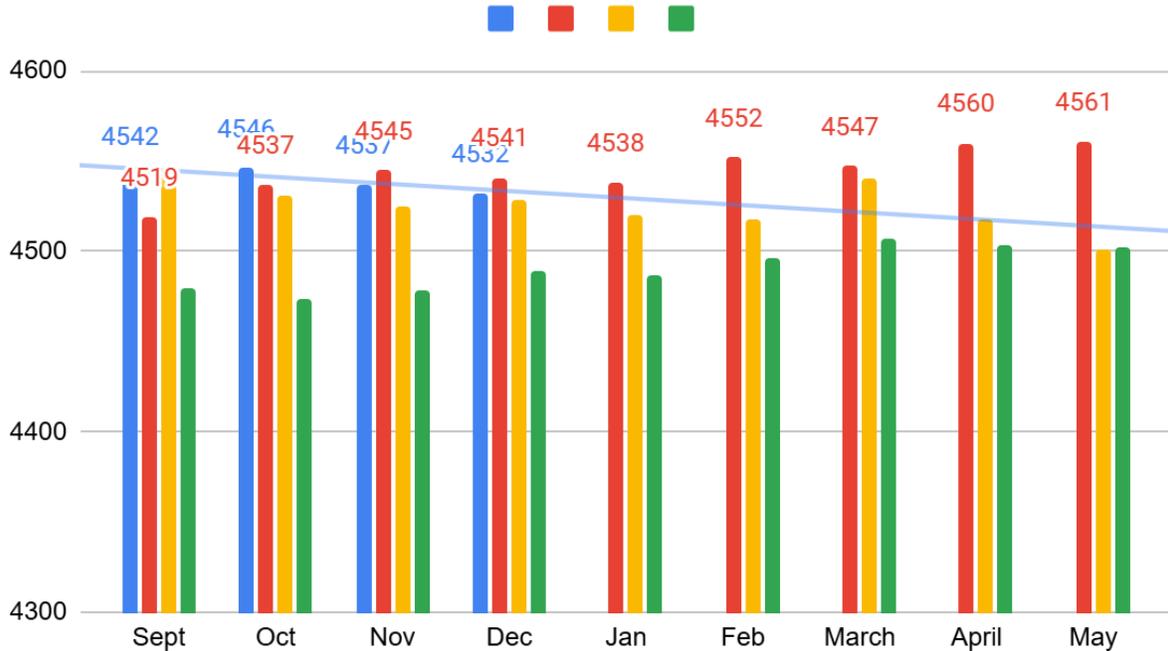
- At the first meeting of the month (2nd Monday), individual speakers will have up to five minutes to address the Board.
- For all other meetings, individual speakers will have up to three minutes, and the Board shall hear up to thirty cumulative minutes of public comment.
- These time limits are per speaker, per meeting, and may not be transferred or assigned to other speakers.
- Persons must be present in order to participate in the public comment section of the meeting. Phone conferencing, recording or other communication via electronic devices will not be allowed.
- Providing printed materials (paper no larger than 8.5 x 11 inches) to the Board is allowed.
- According to state law, members of the public who wish to comment must identify themselves, including their address, the name of the organization they represent and the topic that they wish to address. Public comment cards are available at the media table and need to be completed.
- Concerns related to school personnel need to be addressed to the Superintendent using the approved district protocol. Individuals who make false, defamatory, or slanderous statements during public comments may be held legally liable. Slanderous comments are not protected simply because they are made at a Board meeting.
- Persons attending Board meetings and/or speaking to the Board during public comment or during a public hearing must follow all requirements established by the Board, as well as all Board and staff directions in order to help maintain the order, proper decorum, safety and security, and the non-disruptive functioning of the Board meeting. These include, but are not limited to the following:
 - Refraining from applauding, cheering, jeering, or engaging in speech that defames any individual(s), or stymies or blocks meeting progress.
 - Refraining from the use of audio recordings, video recordings, or any digital still images, posters, signs, costumes, other props and/or photographs.
 - Refraining from abusive, offensive, disruptive, defamatory, hostile or threatening language, gestures, and conduct.
 - Staying in the areas identified by the Board as reserved for the public.
- If at any time persons appearing before the Board do not comply with these or any other Board requirements, the chair shall declare that person or persons out of order and require a change in behavior, delay or recess the meeting, or refuse permission to continue to address the Board, and ultimately may require the person or persons to leave the premises of the Board meeting.
- Board members cannot discuss or act upon matters that are not listed on the agenda. Therefore, Board members will not respond to comments or questions. If persons wish to request that an item be placed on a future Board agenda, contact the Superintendent's office during normal business hours.

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending November 30, 2024

Fund/Account	2024-2025 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,851,321.60	\$14,622.47	\$727,650.00	\$1,138,294.07	
SPECIAL BUILDING FUND (3)	\$6,688,526.93	\$55,204.76	\$419,434.53	\$6,324,297.16	
DEPRECIATION RESERVE FUND (3)	\$6,390,723.59	\$30,422.26	\$34,230.00	\$6,386,915.85	
ACTIVITIES ACCOUNT (2)	\$630,382.79	\$84,281.16	\$72,103.18	\$642,560.77	
SUBSIDIARY ACCOUNT (2)	\$474,022.40	\$9,367.64	\$28,939.24	\$454,450.80	
GENERAL FUND (1)	\$18,633,003.54	\$1,174,021.49	4,727,531.49	\$15,079,493.54	
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,240,827.26	\$4,240,827.26	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$647,890.42	\$518,066.75	\$388,675.20	\$777,281.97	
BOND FUND (3)	\$1,168,257.47	\$2,815.33	\$0.00	\$1,171,072.80	
COOPERATIVE FUND (2)	\$246,043.56	\$6,233.38	\$13,473.28	\$238,803.66	
EMPLOYEE BENEFIT FUND (2)	\$4,178.62	\$12.79	\$257.25	\$3,934.16	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$580,780.36	\$24,945.68	\$120,586.05	\$485,139.99	
CONVENIENCE FEE FUND (2)	\$16,456.81	\$550.38	\$3.74	\$17,003.45	
STUDENT FEE FUND (2)	\$515,023.17	\$3,970.54	\$3,612.01	\$515,381.70	
TOTAL ALL FUNDS	\$37,852,317.04	\$6,165,341.89	\$10,777,323.23	\$33,240,335.70	
BALANCES CLASSIFIED BY DEPOSITORY					
(1) BANK FIRST				\$15,079,493.54	
(2) ELKHORN VALLEY BANK				\$4,278,556.35	
(3) MIDWEST BANK				\$13,882,285.81	
TOTAL BALANCES				\$33,240,335.70	

Superintendent's Report to the Board 12-9-2024

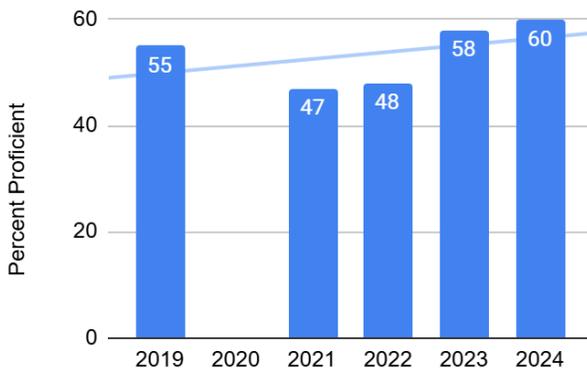
Monthly Enrollment 2021-2022 through 2023-2024



- Our September 1, 2024 enrollment was 4542, which is 23 students more than September 1, 2023.
- Enrollment increased by 4 students from September to October, but then decreased by 14 from October to December, for an overall decrease of 10 students since the beginning of the school year.

2023-2024 NSCAS Summary

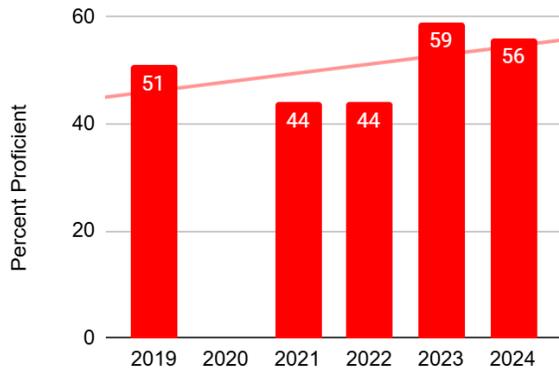
NPS NSCAS - ELA Spring 2024 All grades & schools combined



Notes:

- Norfolk's ELA scores took a substantial fall following the pandemic, but are now above pre-pandemic levels.
- The state average (59%) is slightly below Norfolk's average (60%).

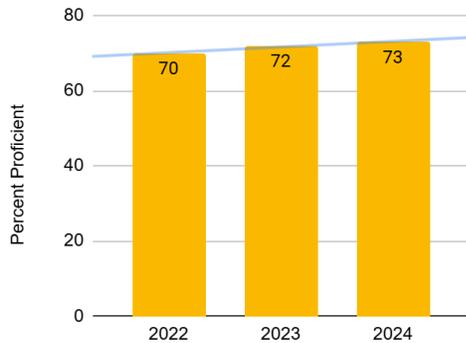
NPS NSCAS - Math Spring 2024 All grades and schools combined



Notes:

- Norfolk’s math scores took a substantial fall following the pandemic, but are now above pre-pandemic levels.
- Our math scores fell slightly this year, following a large (15 point) increase last year.
- The state average (58%) is slightly above Norfolk’s average (56%).

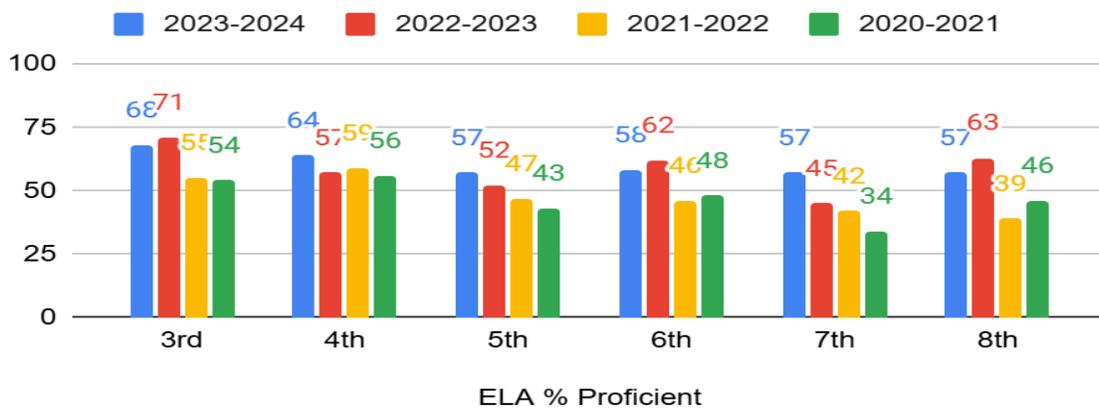
NPS NSCAS - Math Spring 2024 (All grades and schools combined)



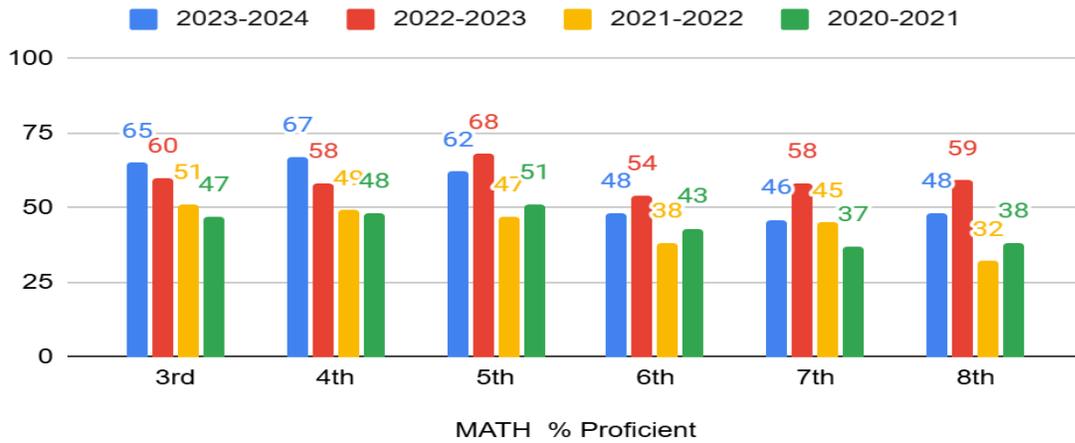
Notes:

- Pre-pandemic science scores are not available.
- The state average (74%) is slightly above Norfolk’s average (73%).

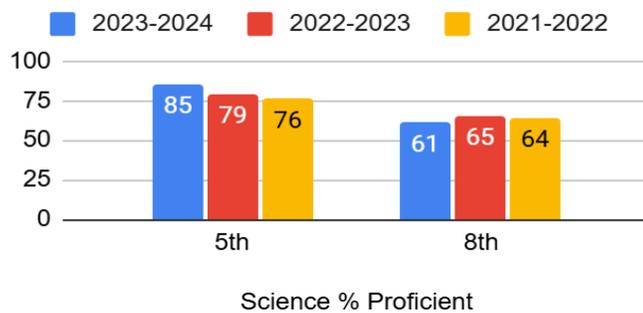
NPS 2023-24, 2022-23, 2021-22 and 2020-21



NPS 2023-24, 2022-23, 2021-22 and 2020-21



NPS 5th and 8th Science



Notes: Overall, we see positive growth in most grade levels and subject areas. We are digging into our recent math scores at the middle/junior high level, as they took a significant drop this year. This could be due to an implementation dip with our new program or the resetting of the cut-scores by the NDE but we need to investigate this further. Our building principals and teachers have additional data available to them and will study it during their PLCs to see where improvements can be made moving forward.



Finance and Facilities Committee Meeting Minutes
Monday, November 11, 2024 at 4:00 PM
Location: NPS Central Administration Building

Attendance:

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

Meeting began at 4:00 PM

1. Board Agenda Items
 - a. Audit Review
 - i. The annual audit for the 2023-2024 school year has been completed by Forward CPA. The audit results were shared by Abbie Janzing.
 1. Findings from last year were resolved, no new findings
2. Finance Updates & Claims Review
 - a. November Claims/Board Bills
 - i. Wilson answered questions about the claims
 - b. All Funds Report
 - c. Revenue Report
 - d. Board Member Conflict Statements - None
3. Facilities/Construction Update
 - a. Middle School
 - i. General construction update
 1. Addition almost weathertight, brick work to be completed in a few weeks, followed by windows.
 - b. Exterior Door Locks Replacement
 - i. ID cards being delivered to staff
 - c. Chiller Project at High School
 - i. Started work last week
 - d. Memorial Field Turf Replacement
 - i. Deposit paid
 - e. Tahazouka Softball complex
 - i. Work in progress
4. Other
 - a. Proposed budget cuts discussed
 - b. HVAC Service Contract
 - i. Rasmussen Mechanical
 1. Service contract renewal, no increase in price for next 2 years

- 2. Committee in favor of 2 year contract
- c. Maternity Leave/Extended Leave Plan
 - i. Changes to pay schedule coming from NPERS
- d. Early Retirement Message to Staff
 - i. No incentive
- e. Makerspace Grant Update
 - i. Update on grant funding
- 5. Upcoming Meeting Dates: December 9, 2024
 - a. Committee Meeting times may be adjusted depending on length of agenda

Meeting adjourned at 4:57 PM



Policy Committee Meeting Minutes

Friday, November 15, 2024 at 9:00 AM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Brenda Carhart - present, Cindy Booth - present, Tom Stanton - present
- NPS Staff Present: Dr. Thompson, Erik Wilson, Callan Collins

Meeting began at 9:03 AM

1. Policies for Review: Business Operations 3010- 3130
 - 3010 - Budget Planning - Reaffirm
 - i. Discussion about timeline of budget planning
 - 3011 - Fund Balance Reporting - Reaffirm
 - 3020 - Public Review of Budget - Reaffirm
 - 3030 - Transfer of Funds Between Categories - Reaffirm
 - 3040 - Budget as Spending Plan – Budgeted Items - Reaffirm
 - 3050 - Tuition Fees - Reaffirm
 - i. Pertains to option enrollment. NPS chooses not to implement this policy.
 - 3060 - Materials Fees - Reaffirm
 - 3070 - Summer School Fees - Reaffirm
 - 3080 - Federal Funds - Revised
 - i. Grammatical error corrected. Remove second 'for'
 - 3090 - Sales and Disposal of School Property - Reaffirm
 - 3100 - Leasing - Reaffirm
 - 3110 - Short-Term Investing - Reaffirm
 - 3120 - Depository - Revised
 - i. Addition of the Nebraska Liquid Asset Fund
 - 3130 - Purchasing Policies - Revised
 - i. Explanation of policy from Erik
 - ii. Increased the authorized purchase amount to \$500 via purchase order
2. Additional items:
 - Policy 3241 - Emergency Response Mapping
 - i. The 1st reading of the policy was held on 10/14, but forgot to put it on the 11/11 agenda. Will be on the 11/25 agenda for second reading. No changes have been made.
 - Purchasing of American Flags
3. Reading of policies at Board Meetings:
 - 1st reading of policies: December 9, 2024

- 2nd reading of policies: January 13, 2024
- 4. Next Meeting: January 24th, 2025 at 9:00 AM

Meeting adjourned at 9:35 AM

Board of Education 2nd Monthly Meeting
Monday, November 25, 2024 12:00 PM
NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

Teri Bauer: Present
Cindy Booth: Present
Brenda Carhart: Present
Beth Shashikant: Present
Tom Stanton: Present
Sandy Wolfe: Present

1. Date Public Notice appeared in the Norfolk Daily News: November 18, 2024
2. Call to Order
 - A. The Norfolk Public School District's Board of Education meeting was called to order at Noon.
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Public Comments & Communication
 - A. Number of community members who spoke: 3
5. Reports and Discussion Items
 - 5.1. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
General Fund = \$192,843.17
Nutrition Fund = \$344,441.05
Cooperative Fund = \$7,653.51
Subsidiary Fund = \$8,741.67
Special Building Fund = \$419,434.53
Senior High Activity Fund = \$39,061.21
Junior High Activity Fund = \$5,506.14
Student Fee Fund = \$2,438.42
 - B. All of these claims were reviewed earlier by the Finance and Facilities Committee.
6. Consent Agenda
Motion to approve the consent agenda at 12:10 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.
Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Beth Shashikant: Yea, Tom Stanton: Yea, Sandy Wolfe: Yea
Yea: 6, Nay: 0
 - 6.1. Minutes of Previous Meetings
 - A. Minutes from the meeting on November 11, 2024 were reviewed.
 - 6.2. Personnel

6.2.1. Contract Approval

- A. Emily Weisenburger: '24-'25 Orchestra Teacher, Norfolk Senior High School

6.3. Claims

- A. Claims were attached and reviewed by the Finance and Facilities Committee.
B. There were no conflict statements.

7. Action Items

7.1. Discuss, consider and take action to approve the second and final reading of Board policy 3241 related to Emergency Mapping

- A. There have been no changes to this policy since its first reading. We simply forgot to add it to the agenda on 11-11-2024.

Motion to approve the second and final reading of Board policy 3241 related to Emergency Mapping at 12:11 PM passed with a motion by Tom Stanton and a second by Cindy Booth.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Beth Shashikant: Yea, Tom Stanton: Yea, Sandy Wolfe: Yea

Yea: 6, Nay: 0

8. Future Meetings

- A. The next regular meeting of the Board of Education will be held on Monday, December 9th, 2024 at 5:30 PM.
B. The 2nd monthly meeting of the Board of Education is scheduled for Friday, December 20th, 2024 at Noon. This is a change from the typical meeting time due to the holidays.
C. Decision made to move the 2nd Board Meeting in January 2025 to Friday, January 24th at Noon.

9. Executive Session to Discuss Negotiations --As Needed to Protect the Interest of the District

- 9.1. Convene Executive Session to Discuss Negotiations -- As Needed to Protect the Interest of the District

Motion to Convene Executive Session to Discuss Negotiations -- As Needed to Protect the Interest of the District at 12:13 PM passed with a motion by Brenda Carhart and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Beth Shashikant: Yea, Tom Stanton: Yea, Sandy Wolfe: Yea

Yea: 6, Nay: 0

- 9.2. Reconvene Meeting from Executive Session at 12:42 PM. No action taken.

10. Adjournment

- A. The meeting adjourned at 12:42 PM.

Chairperson

Superintendent

33	APPEARA	SHIRTS	01 2620 431 1 001 000	\$16.51
34	APPEARA	SHIRTS	01 2620 431 1 001 000	\$14.36
35	APPEARA	SHIRTS	01 2620 431 2 001 000	\$16.51
36	APPEARA	SHIRTS	01 2620 431 2 001 000	\$14.35
37	APPEARA Total			\$667.85
38	ARROW STAGE LINES	ONE ACT TRANSPORTATION	01 2710 340 1 001 000	\$1,730.00
39	ARROW STAGE LINES	JH GIRLS BBALL TRAVEL	01 2710 340 1 001 000	\$865.00
40	ARROW STAGE LINES	WA ZOO TRIP	01 2710 340 1 001 000	\$865.00
41	ARROW STAGE LINES	ONE ACT TRANSPORTATION	01 2710 340 1 001 000	\$1,730.00
42	ARROW STAGE LINES	JH BOYS WRESTLING TRAVEL	01 2710 340 1 001 000	\$865.00
43	ARROW STAGE LINES	ONE ACT TRANSPORTATION	01 2710 340 2 001 000	\$1,730.00
44	ARROW STAGE LINES	JH GIRLS BBALL TRAVEL	01 2710 340 2 001 000	\$865.00
45	ARROW STAGE LINES	WA ZOO TRIP	01 2710 340 2 001 000	\$865.00
46	ARROW STAGE LINES	ONE ACT TRANSPORTATION	01 2710 340 2 001 000	\$1,730.00
47	ARROW STAGE LINES	JH BOYS WRESTLING TRAVEL	01 2710 340 2 001 000	\$865.00
48	ARROW STAGE LINES Total			\$12,110.00
49	ATKINSON, CLAUDIA	PARENT MILEAGE	01 2713 332 1 004 021	\$38.59
50	ATKINSON, CLAUDIA Total			\$38.59
51	BAUER BUILT, INC	BUS #28 AND #39 REPAIRS	01 2710 340 1 001 000	\$1,558.95
52	BAUER BUILT, INC	BUS #28 AND #39 REPAIRS	01 2710 340 2 001 000	\$1,558.95
53	BAUER BUILT, INC Total			\$3,117.90
54	BLAIR COMMUNITY SCHOOLS	CHOIR COMPETITION	01 1100 810 2 207 001	\$200.00
55	BLAIR COMMUNITY SCHOOLS Total			\$200.00
56	BOMGAARS SUPPLY	BACTERIA TREATMENT	01 2620 610 1 001 000	\$6.50
57	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 021	\$64.90
58	BOMGAARS SUPPLY	BACTERIA TREATMENT	01 2620 610 2 001 000	\$6.49
59	BOMGAARS SUPPLY Total			\$77.89
60	BSN SPORTS	FLOOR PLATE COVER	01 2620 610 2 001 001	\$1,251.14
61	BSN SPORTS Total			\$1,251.14
62	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 104 010	\$350.37
63	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 201 003	\$208.20
64	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 302 004	\$272.11
65	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 430 014	\$623.55
66	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 602 005	\$193.46
67	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 705 008	\$232.02
68	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 819 009	\$149.49
69	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 904 012	\$161.74
70	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 016 001	\$4.22
71	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 141 002	\$422.18

72	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 209 001	\$1,679.52
73	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1190 610 1 163 021	\$135.52
74	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1200 610 1 004 000	\$377.22
75	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1200 610 2 004 000	\$377.21
76	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 1 001 000	\$12.37
77	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 1 001 000	\$2,509.74
78	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 2 001 000	\$12.36
79	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 2 001 000	\$2,509.74
80	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2620 431 0 001 000	\$28.98
81	CAPITAL BUSINESS SYSTEMS Total			\$10,260.00
82	CARLISLE, TIMOTHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$54.86
83	CARLISLE, TIMOTHY Total			\$54.86
84	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$558.29
85	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$1,010.55
86	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$1,218.14
87	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$2,053.25
88	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$1,313.28
89	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$1,024.24
90	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 014	\$76.48
91	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$558.29
92	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 001	\$99.32
93	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$2,456.90
94	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$7.09
95	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$1.50
96	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$25.18
97	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$12.73
98	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$23.28
99	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$31.64
100	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$57.92
101	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$11.43
102	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$7.09
103	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$1.50
104	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$25.17
105	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$12.73
106	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$23.27
107	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$31.63
108	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$57.92
109	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$11.42
110	CITY OF NORFOLK Total			\$10,710.24
111	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 000	\$189.30
112	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 003	\$95.63

113	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 004	\$95.26
114	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 005	\$95.26
115	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 008	\$95.26
116	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 009	\$95.26
117	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 010	\$95.26
118	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 012	\$92.72
119	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 014	\$190.86
120	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 021	\$96.80
121	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 000	\$189.30
122	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 001	\$383.00
123	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 002	\$193.42
124	CLEARFLY COMMUNICATIONS Total			\$1,907.33
125	COLFACK, DAVID	ACTIVITY WORKER	01 2190 120 2 001 000	\$42.20
126	COLFACK, DAVID Total			\$42.20
127	COLLINS, NICHOLAS	JH WRESTLING @COLUMBUS	01 2190 580 2 001 000	\$14.47
128	COLLINS, NICHOLAS Total			\$14.47
129	COLSDEN, EMMA	STAFF MILEAGE	01 1200 333 1 004 000	\$16.88
130	COLSDEN, EMMA Total			\$16.88
131	COOK, TODD	ALL STATE MUSIC TRAVEL/MEALS	01 1100 580 2 202 001	\$64.29
132	COOK, TODD Total			\$64.29
133	COURTESY FORD	TRANSMISSION FLUSH FOR VEHICLE	01 2650 340 1 001 000	\$397.83
134	COURTESY FORD	TRANSMISSION FLUSH FOR VEHICLE	01 2650 340 2 001 000	\$397.82
135	COURTESY FORD Total			\$795.65
136	CRAVEN, SHEILA	OT SERVICES	01 2161 320 1 004 000	\$10,651.50
137	CRAVEN, SHEILA	OT SERVICES MILEAGE	01 2161 334 1 004 000	\$95.68
138	CRAVEN, SHEILA Total			\$10,747.18
139	DITTER, KERSTIN	STAFF MILEAGE	01 3541 333 1 004 000	\$59.83
140	DITTER, KERSTIN Total			\$59.83
141	EAKES OFFICE PLUS	POSTERBOARD	01 1190 610 1 163 021	\$36.50
142	EAKES OFFICE PLUS	SPARCLING	01 2610 610 1 001 000	\$278.40
143	EAKES OFFICE PLUS	SPARCLING	01 2610 610 2 001 000	\$278.40
144	EAKES OFFICE PLUS Total			\$593.30
145	ECHO GROUP INC	LIGHT BULBS	01 2620 610 1 001 000	\$896.40
146	ECHO GROUP INC	LIGHTBULBS	01 2620 610 1 001 014	\$100.44
147	ECHO GROUP INC	LIGHT BULBS	01 2620 610 2 001 000	\$896.40
148	ECHO GROUP INC Total			\$1,893.24
149	ELECTRONIC SYSTEMS	SERVICE CALL SMOKE DETECTORS	01 2620 431 2 001 001	\$462.05
150	ELECTRONIC SYSTEMS	SERVICE CALL SMOKE DETECTORS	01 2620 431 2 001 002	\$200.75
151	ELECTRONIC SYSTEMS Total			\$662.80
152	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,319.08
153	ELKHORN RURAL PUBLIC POWER Total			\$1,319.08

154	ESU 8	LMHP SERVICES	01 2140 591 1 991 000	\$11,846.25
155	ESU 8	LMHP SERVICES	01 2140 591 2 991 000	\$11,846.25

156	ESU 8	LAN MANAGER MTG	01 2230 330 1 005 000	\$20.00
157	ESU 8	LAN MANAGER MTG	01 2230 330 2 005 000	\$20.00
158	ESU 8	LETRS TRAINING	01 6310 330 1 028 000	\$80.00
159	ESU 8	EXECUTIVE FUNCTION TRAINING	01 6310 330 1 028 000	\$270.00
160	ESU 8	EXECUTIVE FUNCTION TRAINING	01 6310 330 2 028 000	\$270.00
161	ESU 8 Total			\$24,352.50
162	FAMILY PHYSICAL THERAPY	OT SERVICES	01 2162 320 1 004 000	\$5,085.50
163	FAMILY PHYSICAL THERAPY	OT SERVICES	01 2162 334 1 004 000	\$33.34
164	FAMILY PHYSICAL THERAPY	OT SERVICES	01 2163 320 1 004 000	\$5,085.50
165	FAMILY PHYSICAL THERAPY	OT SERVICES MILEAGE	01 2163 334 1 004 000	\$33.33
166	FAMILY PHYSICAL THERAPY Total			\$10,237.67
167	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$21.31
168	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$33.43
169	FERNAU, JESSICA Total			\$54.74
170	FILTER SHOP, INC, THE	FILTERS	01 2620 610 1 001 000	\$1,016.31
171	FILTER SHOP, INC, THE	FILTERS	01 2620 610 2 001 000	\$1,016.30
172	FILTER SHOP, INC, THE Total			\$2,032.61
173	GARCIA, JUAN	INTERPRETER	01 1150 350 1 004 008	\$138.69
174	GARCIA, JUAN Total			\$138.69
175	GRAND ISLAND PUBLIC	CHOIR COMPETITION	01 1100 810 2 207 001	\$250.00
176	GRAND ISLAND PUBLIC Total			\$250.00
177	HAKE, SARAH	STAFF MILEAGE	01 1200 333 1 004 000	\$42.75
178	HAKE, SARAH	STAFF MILEAGE	01 2151 333 1 004 000	\$18.09
179	HAKE, SARAH Total			\$60.84
180	HEALTHY PAWS	AG ED SUPPLIES	01 3551 610 2 209 001	\$19.80
181	HEALTHY PAWS Total			\$19.80
182	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$118.16
183	HOFERER, KIMBERLY Total			\$118.16
184	HUGHES, AMY	PT SERVICES	01 2171 320 1 004 000	\$4,536.00
185	HUGHES, AMY	PT SERVICES MILEAGE	01 2171 334 1 004 000	\$60.97
186	HUGHES, AMY Total			\$4,596.97
187	HUGHES, PAUL	ACTIVITY WORKER	01 2190 120 2 001 000	\$54.86
188	HUGHES, PAUL Total			\$54.86
189	J W PEPPER, INC	ORCHESTRA MUSIC	01 1100 610 2 118 002	\$46.00
190	J W PEPPER, INC Total			\$46.00
191	J.H.HESPE COMPANY INC	BATHROOM STALL HINGES	01 2620 610 1 001 000	\$199.50
192	J.H.HESPE COMPANY INC	BATHROOM STALL HINGES	01 2620 610 2 001 000	\$199.50
193	J.H.HESPE COMPANY INC Total			\$399.00
194	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 1 001 000	\$2,550.00
195	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 2 001 000	\$2,550.00
196	JESSE'S SANITATION LLC Total			\$5,100.00

197	KORTH, JESSIE	PT SERVICES	01 2171 320 1 004 000	\$1,757.70
198	KORTH, JESSIE	PT SERVICES MILEAGE	01 2171 334 1 004 000	\$45.29
199	KORTH, JESSIE	PT SERVICES	01 2172 320 1 004 000	\$3,148.88
200	KORTH, JESSIE	PT SERVICES MILEAGE	01 2172 334 1 004 000	\$85.56
201	KORTH, JESSIE	PT SERVICES	01 2173 320 1 004 000	\$3,148.87
202	KORTH, JESSIE	PT SERVICES MILEAGE	01 2173 334 1 004 000	\$85.56
203	KORTH, JESSIE Total			\$8,271.86
204	LANGDEAUX, FAY	STAFF MILEAGE	01 6910 333 1 004 000	\$197.72
205	LANGDEAUX, FAY	STAFF MILEAGE	01 6910 333 2 004 000	\$197.71
206	LANGDEAUX, FAY Total			\$395.43
207	LANGENBERG, LISA	SPED LAW MEALS	01 1200 580 2 004 000	\$51.13
208	LANGENBERG, LISA Total			\$51.13
209	LENTON, AMBER	SPED LAW CONFERENCE	01 1200 580 2 004 000	\$57.00
210	LENTON, AMBER Total			\$57.00
211	LINCOLN HIGH SCHOOL	CHOIR COMPETITION	01 1100 810 2 207 001	\$250.00
212	LINCOLN HIGH SCHOOL Total			\$250.00

213	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$18.09
214	LUHR, MARY	STAFF MILEAGE	01 1200 333 2 004 000	\$18.09
215	LUHR, MARY Total			\$36.18
216	MATHESON TRI-GAS INC.	PLASMA CUTTER	01 1100 610 2 211 001	-\$455.00
217	MATHESON TRI-GAS INC.	PLASMA CUTTER	01 1100 610 2 211 001	\$2,955.46
218	MATHESON TRI-GAS INC.	PLASMA CUTTER	01 1100 610 2 211 001	\$121.00
219	MATHESON TRI-GAS INC.	GENERAL SUPPLIES	01 3551 610 2 209 001	\$176.17
220	MATHESON TRI-GAS INC. Total			\$2,797.63
221	MCBRIDE, STEPHENIE	STAFF MILEAGE	01 1150 333 1 004 000	\$266.53
222	MCBRIDE, STEPHENIE Total			\$266.53
223	MENARDS	SUPPLIES	01 2610 610 1 001 000	\$51.13
224	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$11.54
225	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$49.31
226	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$6.54
227	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$51.14
228	MENARDS	ANTIFREEZE	01 2620 610 1 001 000	\$20.93
229	MENARDS	CLEANER, CORD	01 2620 610 1 001 000	\$12.99
230	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$27.90
231	MENARDS	NUTS	01 2620 610 1 001 000	\$2.08
232	MENARDS	TUBE	01 2620 610 1 001 000	\$6.50
233	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$47.60
234	MENARDS	LED BULBS	01 2620 610 1 001 009	\$11.99
235	MENARDS	SPRAY ADHESIVE	01 2620 610 1 001 021	\$60.39
236	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$11.54
237	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$49.30
238	MENARDS	ANTIFREEZE	01 2620 610 2 001 000	\$20.93
239	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$6.54
240	MENARDS	CLEANER, CORD	01 2620 610 2 001 000	\$12.99
241	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$27.89
242	MENARDS	NUTS	01 2620 610 2 001 000	\$2.08
243	MENARDS	TUBE	01 2620 610 2 001 000	\$6.49
244	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$47.59
245	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$5.99
246	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$7.98
247	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$8.46
248	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$10.99
249	MENARDS Total			\$578.81
250	MIDWEST TURF & IRRIGATION	SPRINKLER SUPPLIES	01 2630 610 1 001 000	\$74.67
251	MIDWEST TURF & IRRIGATION	SPRINKLER SUPPLIES	01 2630 610 2 001 000	\$74.67
252	MIDWEST TURF & IRRIGATION Total			\$149.34
253	MILLARD NORTH HIGH SCHOOL	CHOIR COMPETITION	01 1100 810 2 207 001	\$300.00

254	MILLARD NORTH HIGH SCHOOL Total			\$300.00
255	MODEL ELECTRIC INC	CHANGED OUTLET IN CEILING	01 2230 350 1 005 000	\$75.00
256	MODEL ELECTRIC INC	CHANGED OUTLET IN CEILING	01 2230 650 1 005 000	\$13.54
257	MODEL ELECTRIC INC	WATER HEATER OUTLET	01 2620 431 1 001 008	\$296.26
258	MODEL ELECTRIC INC Total			\$384.80

259	MOHR, ANDREW	ACTIVITY WORKER	01 2190 120 2 001 000	\$54.86
260	MOHR, ANDREW Total			\$54.86
261	MORTON, STEPHEN	ACTIVITY WORKER	01 2190 120 2 001 000	\$42.20
262	MORTON, STEPHEN Total			\$42.20
263	MUELLER, JULIE	SLP LICENSE RENEWAL	01 2670 330 1 035 000	\$140.00
264	MUELLER, JULIE Total			\$140.00
265	NAJE INC	SHOW CHOIR COMPETITION FEE	01 1100 810 2 207 001	\$150.00
266	NAJE INC Total			\$150.00
267	NAPA OF NORFOLK	GENERAL SUPPLIES	01 2710 610 1 001 000	\$11.49
268	NAPA OF NORFOLK	GENERAL SUPPLIES	01 2710 610 2 001 000	\$11.49
269	NAPA OF NORFOLK Total			\$22.98
270	NATIONAL STUDENT	STUDENT TRACKER	01 2410 340 2 209 001	\$595.00
271	NATIONAL STUDENT Total			\$595.00
272	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$1,482.01
273	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 003	\$2,366.61
274	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 004	\$1,381.48
275	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 005	\$2,358.71
276	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 008	\$2,157.85
277	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 009	\$1,355.64
278	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 010	\$2,706.77
279	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 014	\$9,021.66
280	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 021	\$1,806.74
281	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 000	\$1,482.00
282	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 001	\$38,493.07
283	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 002	\$14,705.41
284	NEBRASKA PUBLIC POWER Total			\$79,317.95
285	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 1 001 000	\$60.00
286	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 1 001 003	\$120.00
287	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 1 001 005	\$120.00
288	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 1 001 014	\$120.00
289	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 2 001 000	\$60.00
290	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 2 001 001	\$120.00
291	NEBRASKA STATE FIRE	ANNUAL INSPECTIONS	01 2620 431 2 001 002	\$120.00
292	NEBRASKA STATE FIRE Total			\$720.00
293	NORFOLK AUTO SUPPLY	FORK LIFT PART	01 2650 610 1 001 000	\$26.00
294	NORFOLK AUTO SUPPLY	FORK LIFT PART	01 2650 610 2 001 000	\$25.99

295	NORFOLK AUTO SUPPLY	SUPPLIES	01 2710 610 1 001 000	\$7.50
296	NORFOLK AUTO SUPPLY	SUPPLIES	01 2710 610 2 001 000	\$7.49
297	NORFOLK AUTO SUPPLY Total			\$66.98
298	NORFOLK NOW MAGAZINE	ADVERTISING AND PRINTING	01 2310 540 1 010 000	\$325.00
299	NORFOLK NOW MAGAZINE	ADVERTISING AND PRINTING	01 2310 540 2 010 000	\$325.00
300	NORFOLK NOW MAGAZINE Total			\$650.00
301	NORFOLK SENIOR HIGH SCHOOL	HOT SPOT CANCELLATION	01 2670 382 1 035 000	\$4.84
302	NORFOLK SENIOR HIGH SCHOOL	HOT SPOT CANCELLATION	01 2670 382 2 035 000	\$4.83
303	NORFOLK SENIOR HIGH SCHOOL	HOT SPOT CANCELLATION	01 2710 382 1 001 000	\$4.84
304	NORFOLK SENIOR HIGH SCHOOL	HOT SPOT CANCELLATION	01 2710 382 2 001 000	\$4.84
305	NORFOLK SENIOR HIGH SCHOOL Total			\$19.35
306	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 000	\$37.30
307	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$23.62
308	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$4.62
309	NORFOLK WINSUPPLY	TAPE	01 2620 610 1 001 000	\$21.49
310	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 005	\$46.16
311	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 014	\$3.08
312	NORFOLK WINSUPPLY	FILTERS	01 2620 610 2 001 000	\$37.30
313	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$23.61
314	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$4.62
315	NORFOLK WINSUPPLY	TAPE	01 2620 610 2 001 000	\$21.49
316	NORFOLK WINSUPPLY	SURE VENT	01 2620 610 2 001 002	\$29.92
317	NORFOLK WINSUPPLY Total			\$253.21
318	NORTHEAST REGIONAL DEAF	DEAF ED SERVICES	01 1200 340 2 004 000	\$248.00
319	NORTHEAST REGIONAL DEAF Total			\$248.00
320	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$9.52
321	OHL, CASSIE	STAFF MILEAGE	01 2142 333 1 014 000	\$11.99
322	OHL, CASSIE Total			\$21.51
323	ONE OFFICE SOLUTION	SHIPPING-RETURN POSTAGE	01 2510 531 1 001 000	\$13.31
324	ONE OFFICE SOLUTION	SHIPPING-RETURN POSTAGE	01 2510 531 2 001 000	\$13.31
325	ONE OFFICE SOLUTION Total			\$26.62
326	OVERHEAD DOOR COMPANY	REPAIR TO DOOR	01 2620 431 2 001 001	\$218.75
327	OVERHEAD DOOR COMPANY Total			\$218.75
328	PRECISION MATTHEWS	3 PHASE TV MILLING MACHINE	01 6700 731 2 028 001	\$10,353.97
329	PRECISION MATTHEWS Total			\$10,353.97
330	RASMUSSEN MECHANICAL	WORK ON COMPRESSOR	01 2620 431 1 001 004	\$5,789.60
331	RASMUSSEN MECHANICAL	HEAT PUMP IN ORCHESTRA AND	01 2620 431 1 001 014	\$13,042.00
332	RASMUSSEN MECHANICAL	VENMAR UNIT REPAIRS	01 2620 431 1 001 014	\$7,176.00
333	RASMUSSEN MECHANICAL	GYM HVAC REPLACEMENT	01 2620 431 1 001 014	\$49,599.00
334	RASMUSSEN MECHANICAL	RTU REPLACEMENT	01 2620 431 2 001 001	\$21,328.00
335	RASMUSSEN MECHANICAL	RECLAIN TANKS	01 2620 431 2 001 001	\$1,568.28

336	RASMUSSEN MECHANICAL	COMPRESSOR REPLACEMENTS AND	01 2620 431 2 001 002	\$29,460.00
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337	RASMUSSEN MECHANICAL	COOLING TOWER REPAIRS	01 2620 431 2 001 002	\$10,165.00
338	RASMUSSEN MECHANICAL Total			\$138,127.88
339	READ ALOUD NORFOLK	COMMUNITY EVENT	01 6416 610 1 017 000	\$100.00
340	READ ALOUD NORFOLK Total			\$100.00
341	REHADAPT NORTH AMERICA LLC	MOUNT FOR WHEELCHAIR	01 1200 610 1 004 000	\$164.00
342	REHADAPT NORTH AMERICA LLC Total			\$164.00
343	RICHARDSON, BARBARA	STAFF MILEAGE	01 1150 333 1 004 000	\$26.13
344	RICHARDSON, BARBARA Total			\$26.13
345	RISTAU, RYAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$54.86
346	RISTAU, RYAN Total			\$54.86
347	RSP & ASSOCIATES, LLC	ELEMENTARY ENROLLMENT/BOUNDARY	01 2310 340 1 001 000	\$34,750.00
348	RSP & ASSOCIATES, LLC Total			\$34,750.00
349	SAFESIDE SHREDDING	SHREDDING	01 1100 340 1 602 005	\$40.00
350	SAFESIDE SHREDDING Total			\$40.00
351	SCHOOL SPECIALTY, LLC	WATERCOLOR PAINT REFILLS	01 1100 610 1 011 000	\$124.64
352	SCHOOL SPECIALTY, LLC Total			\$124.64
353	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$404.43
354	SCHUMACHER, EMILY Total			\$404.43
355	SCHUURMANS, GARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$54.86
356	SCHUURMANS, GARY Total			\$54.86
357	SETTLES, TIFFANY	ANNUAL NEBSPPRA CONFERENCE	01 2310 333 1 010 000	\$73.03
358	SETTLES, TIFFANY	ANNUAL NEBSPPRA CONFERENCE	01 2310 333 2 010 000	\$73.03
359	SETTLES, TIFFANY Total			\$146.06
360	SID #1	WOODLAND PARK WATER/SEWER	01 2610 410 1 001 012	\$155.12
361	SID #1 Total			\$155.12
362	SIEDSCHLAG, KILEY	PARENT MILEAGE	01 2713 332 1 004 021	\$25.33
363	SIEDSCHLAG, KILEY Total			\$25.33
364	SIMPSON, BRENDA	SPED CONFERENCE MEALS	01 1200 580 1 004 000	\$57.12
365	SIMPSON, BRENDA Total			\$57.12
366	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$41.81
367	SONGCUAN, ALEXANDRA Total			\$41.81
368	TAYLOR, AMBER	STAFF MILEAGE	01 2181 333 1 004 000	\$36.85
369	TAYLOR, AMBER Total			\$36.85
370	THOMPSON, JAMI JO	STATE ED CONF MEALS/B CARHART	01 2310 580 1 033 000	\$23.56
371	THOMPSON, JAMI JO	STATE ED CONF MEALS/T STANTON	01 2310 580 1 033 000	\$22.28
372	THOMPSON, JAMI JO	STATE ED CONF MEALS/P GUBBELS	01 2310 580 1 033 000	\$24.02
373	THOMPSON, JAMI JO	STATE ED CONF MEALS/B CARHART	01 2310 580 2 033 000	\$23.55
374	THOMPSON, JAMI JO	STATE ED CONF MEALS/T STANTON	01 2310 580 2 033 000	\$22.28
375	THOMPSON, JAMI JO	STATE ED CONF MEALS/P GUBBELS	01 2310 580 2 033 000	\$24.02
376	THOMPSON, JAMI JO	STAFF TRAVEL	01 2320 333 1 033 000	\$103.18
377	THOMPSON, JAMI JO	STAFF TRAVEL	01 2320 333 2 033 000	\$103.18

378	THOMPSON, JAMI JO	STAFF TRAVEL	01 2320 580 1 033 000	\$5.30
379	THOMPSON, JAMI JO	STATE ED CONF MEALS/J THOMPSON	01 2320 580 1 033 000	\$32.53
380	THOMPSON, JAMI JO	STAFF TRAVEL	01 2320 580 2 033 000	\$5.30
381	THOMPSON, JAMI JO	STATE ED CONF MEALS/J THOMPSON	01 2320 580 2 033 000	\$32.53
382	THOMPSON, JAMI JO Total			\$421.73

383	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 000	\$111.67
384	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 005	\$223.29
385	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 014	\$223.29
386	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 000	\$111.67
387	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 001	\$223.29
388	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 002	\$223.29
389	THYSSENKRUPP ELEVATOR Total			\$1,116.50
390	TRUCK CENTER COMPANIES	FLASHER	01 2710 610 1 001 000	\$11.75
391	TRUCK CENTER COMPANIES	FLASHER, SWITCH	01 2710 610 1 001 000	\$81.56
392	TRUCK CENTER COMPANIES	KIT-REST INDICATOR	01 2710 610 1 001 000	\$26.53
393	TRUCK CENTER COMPANIES	FLASHER	01 2710 610 2 001 000	\$11.74
394	TRUCK CENTER COMPANIES	GENERAL SUPPLIES	01 2710 610 2 001 000	\$81.55
395	TRUCK CENTER COMPANIES	KIT-REST INDICATOR	01 2710 610 2 001 000	\$26.53
396	TRUCK CENTER COMPANIES Total			\$239.66
397	UNIVERSITY OF KEARNEY	UNK CAREER FAIR	01 2210 810 1 901 000	\$75.00
398	UNIVERSITY OF KEARNEY	UNK CAREER FAIR	01 2210 810 2 901 000	\$75.00
399	UNIVERSITY OF KEARNEY Total			\$150.00
400	VERIZON WIRELESS	CELL PHONES	01 2670 382 1 035 000	\$159.11
401	VERIZON WIRELESS	CELL PHONES	01 2670 382 2 035 000	\$159.10
402	VERIZON WIRELESS	CELL PHONES	01 2710 382 1 001 000	\$159.11
403	VERIZON WIRELESS	CELL PHONES	01 2710 382 2 001 000	\$159.11
404	VERIZON WIRELESS	CELL PHONES	01 3541 382 1 004 000	\$161.13
405	VERIZON WIRELESS	CELL PHONES	01 6910 382 1 004 000	\$53.71
406	VERIZON WIRELESS	CELL PHONES	01 6968 382 1 001 014	\$11.17
407	VERIZON WIRELESS	CELL PHONES	01 6968 382 2 001 002	\$11.16
408	VERIZON WIRELESS Total			\$873.60
409	VILLASENOR, ELIZABETH	PARENT MILEAGE	01 2713 332 1 004 021	\$217.62
410	VILLASENOR, ELIZABETH Total			\$217.62
411	WAUSA PUBLIC SCHOOL	TUITION	01 1291 561 1 004 021	\$144.00
412	WAUSA PUBLIC SCHOOL	PRESCHOOL CALMING CORNING	01 1291 610 1 004 021	\$138.90
413	WAUSA PUBLIC SCHOOL Total			\$282.90
414	WESTERN ROOFING	ROOF REPAIRS	01 2620 431 1 001 000	\$461.02
415	WESTERN ROOFING	ROOF REPAIRS	01 2620 431 2 001 000	\$461.02
416	WESTERN ROOFING Total			\$922.04
417	WILLIAM V. MACGILL	NURSES SUPPLIES	01 2130 610 2 228 001	\$524.75
418	WILLIAM V. MACGILL Total			\$524.75
419	WINNERS CIRCLE	NAME PLATES/AWARDS	01 2310 610 1 001 000	\$8.20
420	WINNERS CIRCLE	NAME PLATES/AWARDS	01 2310 610 1 001 000	\$60.86
421	WINNERS CIRCLE	NAME PLATES/AWARDS	01 2310 610 1 001 000	\$3.44
422	WINNERS CIRCLE	NAME PLATES/AWARDS	01 2310 610 2 001 000	\$8.20
423	WINNERS CIRCLE	NAME PLATES/AWARDS	01 2310 610 2 001 000	\$60.86

424	WINNERS CIRCLE	NAME PLATES/AWARDS	01 2310 610 2 001 000	\$3.43
425	WINNERS CIRCLE Total			\$144.99
426	Grand Total			\$392,332.06
427				
428				
429	NUTRITION FUND			
430	EDWARDS, SHAYLA	LUNCH ACCOUNT REFUND	02 3100 890 0 001 000	\$7.30
431	EDWARDS, SHAYLA Total			\$7.30
432	HOBART SALES & SERVICE	SERVICE TO KETTLE	02 3100 340 1 001 014	\$380.00
433	HOBART SALES & SERVICE	SERVICE TO OVEN	02 3100 340 2 001 001	\$380.00
434	HOBART SALES & SERVICE Total			\$760.00
435	MOSLEY, HANNAH	LUNCH ACCT REFUND	02 3100 890 0 001 000	\$39.60
436	MOSLEY, HANNAH Total			\$39.60
437	NPS GENERAL FUND	AUG-NOV20 LUNCH FUND POSTAGE	02 3100 610 1 001 000	\$173.99
438	NPS GENERAL FUND Total			\$173.99
439	SHAVLIK, MONIQUE	LUNCH ACCOUNT REFUND	02 3100 890 0 001 000	\$145.00
440	SHAVLIK, MONIQUE Total			\$145.00
441	Grand Total			\$1,125.89
442				
443				
444	COOPERATIVE FUND			
445	NPS GENERAL FUND	POSTAGE NERP INVOICES	04 1200 531 1 004 000	\$36.50
446	NPS GENERAL FUND	POSTAGE NERP INVOICES	04 1200 531 2 004 000	\$36.50
447	NPS GENERAL FUND Total			\$73.00
448	Grand Total			\$73.00
449				
450				
451	SUBSIDIARY FUND			
452	AMAZON CAPITAL SERVICES	KLEENEX	05 2900 610 0 081 000	\$49.39
453	AMAZON CAPITAL SERVICES Total			\$49.39
454	JA FOODSERVICE CORP	BACK PACK MEALS	05 2900 610 0 095 000	\$6,381.18
455	JA FOODSERVICE CORP Total			\$6,381.18
456	MADISON NATIONAL LIFE	DEC 2024 BASIC LIFE INSUR	05 2900 610 0 090 000	\$428.80
457	MADISON NATIONAL LIFE Total			\$428.80
458	NPS GENERAL FUND	BSB K.BASSETT NOV PAYROLL	05 2900 610 0 038 000	\$978.22
459	NPS GENERAL FUND Total			\$978.22

460	TEECO INC	COMMERCIAL WATER	05 2900 610 0 050 000	\$26.75
461	TEECO INC	MONTHLY RENTAL COOLER AND TANK	05 2900 610 0 050 000	\$49.00
462	TEECO INC Total			\$75.75
463	WAYNE STATE COLLEGE	AUDITION FEES FOR HONOR BAND	05 2900 610 0 045 000	\$55.00
464	WAYNE STATE COLLEGE Total			\$55.00
465	Grand Total			\$7,968.34
466				
467				
468	SPECIAL BUILDING FUND			
469	HELM MECHANICAL	CHILLER REPLACEMENT	08 2620 340 2 001 001	\$44,040.18
470	HELM MECHANICAL Total			\$44,040.18
471	HUFF CONSTRUCTION INC.	MIDDLE SCHOOL	08 2620 340 1 001 014	\$593,086.32
472	HUFF CONSTRUCTION INC. Total			\$593,086.32
473	Grand Total			\$637,126.50
474				
475				
476	SENIOR HIGH ACTIVITY FUND			
477	ARASMITH, CLETUS	11/30 OFFICIAL	13 2900 610 2 531 001	\$70.00
478	ARASMITH, CLETUS	11/30 MILEAGE	13 2900 610 2 531 001	\$23.00
479	ARASMITH, CLETUS Total			\$93.00
480	AURORA HIGH SCHOOL	12/9 ENTRY FEE	13 2900 610 2 546 001	\$75.00
481	AURORA HIGH SCHOOL Total			\$75.00
482	BELLEVUE EAST HIGH SCHOOL	12/14 ENTRY FEE	13 2900 610 2 546 001	\$200.00
483	BELLEVUE EAST HIGH SCHOOL Total			\$200.00
484	CASH	12/12 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
485	CASH	12/13 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
486	CASH	12/15 CHEER/DANCE GATES	13 2900 610 2 501 001	\$1,200.00
487	CASH	12/15 CHEER/DANCE CONCESSION	13 2900 610 2 501 001	\$600.00
488	CASH	12/16 BOWLING GATE	13 2900 610 2 501 001	\$400.00
489	CASH	12/16 GBB GATE	13 2900 610 2 501 001	\$600.00
490	CASH	12/28 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
491	CASH	12/28 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$430.00
492	CASH	12/16 GBB CONCESSION	13 2900 610 2 501 001	\$320.00
493	CASH	12/17 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
494	CASH	12/17 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$430.00
495	CASH	12/20 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
496	CASH	12/20 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$430.00
497	CASH Total			\$10,410.00
498	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$470.68
499	CHESTERMAN COMPANY Total			\$470.68
500	COLLEGE BOARD	PSAT EXAMS	13 2900 610 2 576 001	\$79.92

501	COLLEGE BOARD Total				\$79.92
502	COMFORT INN KEARNEY	P2C LODGING	13 2900 610 2 276 001		\$417.00
503	COMFORT INN KEARNEY Total				\$417.00
504	COSTUME SHOPPE: STAGE	ONE ACT COSTUME RENTAL	13 2900 610 2 523 001		\$1,035.00
505	COSTUME SHOPPE: STAGE Total				\$1,035.00
506	CUSTOM SPORTS	YOUTH UNIFORMS	13 2900 610 2 547 001		\$480.00
507	CUSTOM SPORTS	COACH APPAREL	13 2900 610 2 547 001		\$95.00
508	CUSTOM SPORTS Total				\$575.00

509	DUNHAM HARDWOODS	WOOD FOR STUDENT PROJECTS	13 2900 610 2 593 001	\$3,346.62
510	DUNHAM HARDWOODS Total			\$3,346.62
511	EMBASSEY SUITES/LINCOLN	SIDELINE POWER CLINIC LODGING	13 2900 610 2 528 001	\$267.20
512	EMBASSEY SUITES/LINCOLN Total			\$267.20
513	FARM LIFE CREAMERY	FUNDRAISER CHEESE	13 2900 610 2 276 001	\$375.00
514	FARM LIFE CREAMERY Total			\$375.00
515	FREMONT SENIOR HIGH SCHOOL	12/6 ENTRY FEE	13 2900 610 2 546 001	\$150.00
516	FREMONT SENIOR HIGH SCHOOL	12/6 ENTRY FEE	13 2900 610 2 650 001	\$150.00
517	FREMONT SENIOR HIGH SCHOOL Total			\$300.00
518	GEIGER, NICOLETTE	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
519	GEIGER, NICOLETTE Total			\$90.00
520	LAMBERT, ALLISON	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
521	LAMBERT, ALLISON Total			\$90.00
522	LANER, JONATHAN	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$75.00
523	LANER, JONATHAN Total			\$75.00
524	LINCOLN NORTH STAR HIGH	SPEECH ENTRY FEE	13 2900 610 2 522 001	\$24.00
525	LINCOLN NORTH STAR HIGH Total			\$24.00
526	LINCOLN SOUTHWEST HIGH	11/9 DEBATE ENTRY FEE	13 2900 610 2 522 001	\$100.00
527	LINCOLN SOUTHWEST HIGH Total			\$100.00
528	LINDANI, TIDALIRE	11/16 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
529	LINDANI, TIDALIRE	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
530	LINDANI, TIDALIRE Total			\$175.00
531	LONG ISLAND QUIZ BOWL	ENTRY FEE	13 2900 610 2 572 001	\$50.00
532	LONG ISLAND QUIZ BOWL Total			\$50.00
533	MARATHON PRESS INC	WINTER ACTIVITY POSTERS	13 2900 610 2 597 001	\$277.00
534	MARATHON PRESS INC Total			\$277.00
535	METROPOLITAN ENTERTAINMENT	STATE TICKETS	13 2900 610 2 562 001	\$5,406.50
536	METROPOLITAN ENTERTAINMENT	STATE TICKETS	13 2900 610 2 654 001	\$3,381.50
537	METROPOLITAN ENTERTAINMENT Total			\$8,788.00
538	MILLARD SOUTH HIGH SCHOOL	11/16 DEBATE ENTRY FEE	13 2900 610 2 522 001	\$85.00
539	MILLARD SOUTH HIGH SCHOOL Total			\$85.00
540	MORALES, TERESA	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$75.00
541	MORALES, TERESA Total			\$75.00
542	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 502 001	\$188.36
543	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 537 001	\$2,960.90
544	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 543 001	\$896.76
545	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 545 001	\$2,893.48
546	NPS GENERAL FUND Total			\$6,939.50
547	O'NEILL HIGH SCHOOL	12/7 ENTRY FEE	13 2900 610 2 546 001	\$150.00
548	O'NEILL HIGH SCHOOL	12/7 ENTRY FEE	13 2900 610 2 650 001	\$150.00
549	O'NEILL HIGH SCHOOL Total			\$300.00

550	RUYBALID, ROD	11/30 OFFICIAL	13 2900 610 2 531 001	\$70.00
551	RUYBALID, ROD	11/30 MILEAGE	13 2900 610 2 531 001	\$23.00
552	RUYBALID, ROD Total			\$93.00
553	SCHAFFER, LORI	DONUT REFUND	13 2900 610 2 563 001	\$32.00
554	SCHAFFER, LORI Total			\$32.00
555	SCHULZ, DIAMOND	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
556	SCHULZ, DIAMOND Total			\$90.00
557	STADIUM SPORTS	IRON MAN SHIRTS	13 2900 610 2 528 001	\$241.00
558	STADIUM SPORTS	MANHANDLER SHIRTS	13 2900 610 2 528 001	\$108.00
559	STADIUM SPORTS Total			\$349.00

560	STEINHAUSER, DREW	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
561	STEINHAUSER, DREW Total			\$90.00
562	SUMNERS, PENNY	BOWS	13 2900 610 2 556 001	\$492.00
563	SUMNERS, PENNY Total			\$492.00
564	SWEETWATER	SHOW CHOIR EQUIPMENT-BOOSTERS	13 2900 610 2 518 001	\$1,223.84
565	SWEETWATER Total			\$1,223.84
566	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$83.00
567	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$76.75
568	TEECO INC Total			\$159.75
569	ULFERTS, MARK	11/30 MILEAGE	13 2900 610 2 531 001	\$23.00
570	ULFERTS, MARK	11/30 OFFICIAL	13 2900 610 2 531 001	\$70.00
571	ULFERTS, MARK Total			\$93.00
572	UNIVERSAL DANCE	NATIONAL REGISTRATION BALANCE	13 2900 610 2 556 001	\$15,404.00
573	UNIVERSAL DANCE Total			\$15,404.00
574	VITALES KADLEC, TANIA	11/9 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
575	VITALES KADLEC, TANIA	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
576	VITALES KADLEC, TANIA Total			\$175.00
577	WARD, CALLAWAY	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
578	WARD, CALLAWAY Total			\$90.00
579	WEIS, PAYTON	11/23 DEBATE JUDGE	13 2900 610 2 553 001	\$90.00
580	WEIS, PAYTON Total			\$90.00
581	WILLOW CREEK HONEY	FUNDRAISER HONEY	13 2900 610 2 276 001	\$492.00
582	WILLOW CREEK HONEY Total			\$492.00
583	WINNERS CIRCLE	DEBATE AWARDS	13 2900 610 2 553 001	\$30.00
584	WINNERS CIRCLE	MAROON CUP UPDATE	13 2900 610 2 597 001	\$65.50
585	WINNERS CIRCLE Total			\$95.50
586	WYHE'S CHOICE FUNDRAISING	BUTTER BRAID FUNDRAISER	13 2900 610 2 276 001	\$2,538.00
587	WYHE'S CHOICE FUNDRAISING Total			\$2,538.00
588	Grand Total			\$56,220.01
589				
590				
591	JUNIOR HIGH ACTIVITY FUND			
592	AGPARTS WORLDWIDE, INC	CHROMEBOOK REPAIR PARTS	14 2900 610 2 842 002	\$702.15
593	AGPARTS WORLDWIDE, INC	CHROMEBOOK REPAIR PARTS	14 2900 610 2 842 002	\$365.05
594	AGPARTS WORLDWIDE, INC Total			\$1,067.20
595	AMAZON CAPITAL SERVICES	CHROMEBOOK SUPPLIES	14 2900 610 2 842 002	\$32.99
596	AMAZON CAPITAL SERVICES	GAME BALLS	14 2900 610 2 849 002	\$113.98
597	AMAZON CAPITAL SERVICES Total			\$146.97
598	BARNHILL ENTERPRISES LLC	MARSH GRANT-MUSIC SUPPLIES	14 2900 610 2 875 002	\$442.99
599	BARNHILL ENTERPRISES LLC Total			\$442.99
600	BLAIR COMMUNITY SCHOOLS	SHOW CHOIR WORKSHOP	14 2900 610 2 875 002	\$200.00

601	BLAIR COMMUNITY SCHOOLS Total			\$200.00
602	CHESTERMAN COMPANY	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$604.28
603	CHESTERMAN COMPANY Total			\$604.28
604	FESTIVAL OF HONOR BANDS	AUDITION FEES	14 2900 610 2 861 002	\$170.00
605	FESTIVAL OF HONOR BANDS Total			\$170.00
606	SCHUYLER MIDDLE SCHOOL	WRESTLING INVITATIONAL FEE	14 2900 610 2 850 002	\$100.00
607	SCHUYLER MIDDLE SCHOOL Total			\$100.00
608	SNORTON, JUSTIN	GIRLS BBALL OFFICIAL 11/19	14 2900 610 2 849 002	\$30.00
609	SNORTON, JUSTIN	INTRAMURAL G BBALL OFFICIAL	14 2900 610 2 849 002	\$30.00
610	SNORTON, JUSTIN Total			\$60.00
611	TEECO INC	WATER COOLER RENTAL	14 2900 610 2 840 002	\$38.00
612	TEECO INC Total			\$38.00
613	Grand Total			\$2,829.44
614				
615				
616	STUDENT FEE FUND			
617	AMAZON CAPITAL SERVICES	AFTERSHOCK CLUB SUPPLIES	17 2190 610 1 669 014	\$49.97
618	AMAZON CAPITAL SERVICES Total			\$49.97
619	BOETTGER, LORI	FEE RETURNED-WAIVABLE	17 2190 610 2 577 001	\$40.00
620	BOETTGER, LORI	FEE RETURNED-WAIVABLE	17 2190 610 2 671 001	\$20.00
621	BOETTGER, LORI	FEE RETURNED-WAIVABLE	17 2190 610 2 672 001	\$35.00
622	BOETTGER, LORI Total			\$95.00
623	FOWLER, JENNIE	TECH FEE RETURN-WAIVER	17 2190 610 2 672 001	\$35.00
624	FOWLER, JENNIE Total			\$35.00

625	MANGELSEN, LISA	FEE RETURNED-WAIVABLE	17 2190 610 2 577 001	\$40.00
626	MANGELSEN, LISA Total			\$40.00
627	PEEK, ERICA	FEE RETURNED-WAIVABLE	17 2190 610 2 577 001	\$80.00
628	PEEK, ERICA Total			\$80.00
629	Grand Total			\$299.97

NEGOTIATED AGREEMENT

Between

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

and

Norfolk City Education Association
Norfolk, Nebraska

FOR THE ACADEMIC YEARS

~~2024-2025~~

2025-2026

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NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

NEGOTIATED AGREEMENT
~~2024-2025~~
2025-2026

I. DURATION OF AGREEMENT

This agreement shall be effective as of August 1, ~~2024~~ 2025 and shall continue in effect until July 31, ~~2025~~ 2026. If a new and substitute contract has not been duly entered into prior to July 31, ~~2025~~ 2026, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, ~~2025~~2026. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)

II. RECOGNITION

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

III. COMPENSATION

A. Salary: The base salary for the ~~2024-2025~~ 2025-2026 school year shall be ~~\$39,457~~ \$39,848.50 based on a 188 day contract for current and returning staff and 192 day contract for staff new to the district. 172.5 of the contract days will be instructional days with students. Two (2) comp days will be scheduled each year at the end of each parent teacher conference week to compensate for the extra time put in by staff. 13.5 non student days will be used for professional development and or work time, as scheduled by the superintendent in collaboration with the district calendar committee. The calendar committee must contain at least one NCEA representative. Certificated staff salaries for ~~2024-2025~~2025-2026 shall be determined using the foregoing base salary and the salary schedule attached hereto and incorporated herein as Appendix A1.

- (1) New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4.
- (2) New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.
- (3) Nontraditional teachers who do not have a bachelor's degree but obtain alternative certification via the NDE will be placed at the BA level (column A) with their appropriate level of experience. They will remain at the BA level (column A) until

they receive their bachelor's degree plus 9 hours of approved graduate level coursework.

- (4) Horizontal advancement on the salary schedule shall be available for graduate level hours which have been previously approved by the superintendent and/or his/her designee. Approval for horizontal advancement to the MA+MA/EDS and PHD columns need to be pre-approved by the superintendent and/or his/her designee, approval will be dependent upon if that degree area is needed by the district. The maximum horizontal movement for certificated staff shall be three (3) columns (levels) per school year.
 - (5) Only those certificated staff members frozen on Step 15 in the MA+45, MA+MA/EDS and PHD columns are eligible for longevity pay. The certificated staff members who are frozen will receive longevity increments of 1% of the base salary starting with the first year they are frozen. An additional 1% shall be added each year for up to a total of 15%.
 - (6) Certified staff extra-duty pay aligns with teacher contract pay. Non-certified staff will be paid in installments that align with the activity/extra duty season and payroll dates published annually by the district.
- B. Special Assignment Stipends:
- (1) Certified staff who are teaching Dual Credit courses and/or AP courses will be compensated by Norfolk Public Schools \$200 per course taught, per college semester. The amount should be in addition to the teacher's salary. If the course counts for both AP and Dual Credit, the teacher will only receive the compensation once.
 - (2) Certified staff who serve Norfolk Public Schools as Speech Language Pathologists and/or School Psychologists will receive an annual stipend to be figured as 10% of the base salary for contract years through 2026-2027, at which time this provision will sunset.
- C. Certified staff who agree to teach zero hour (a 48 minute class prior to the start of teacher duty time) for an entire semester may: Be paid at their hourly per diem rate OR Be provided a duty free 8th period (this does NOT include ELO). Certified Staff who agree to teach an extra period during their plan period--for an entire semester--will be paid at their hourly per diem rate. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED.
- D. Certified staff who sub or cover another class during either their plan period or lunch period will be compensated \$20 for a half-period and \$40 for a full-period. (Definition of a period is defined as a typical/average period for a regular classroom teacher in that building.)
- E. Insurance: For the ~~2024-2025~~ 2025-2026 school year the School District shall make available for all certificated staff Dual Choice PPO health insurance with \$1,050/\$3,800 HSA Eligible option and dental insurance Option 2 coverage established annually by the EHA. Premiums rated for the group health and dental plans will be in a four-tier structure with the four tiers defined as follows: employee (self only), employee/child(ren), employee/spouse, and employee/spouse and child(ren).

- F. All **NEWLY** hired certified staff in the district starting with the 2025-2026 school year, and every school year thereafter, will be offered the school-offered health insurance only. There will be no Cash-In-Lieu offered or set benefit dollars for new and/or incoming certified staff to the district starting the 2025-2026 school year and beyond. The District will provide the following health benefits coverage of the lower cost benefit plan. This includes the health and employee dental coverage.

Employee only 100%
Employee/Child \$15,720.74
Employee Spouse \$15,922.81
Employee Family \$18,766.80

Spouses that are both employed at Norfolk Public Schools (Certified and Classified) that are both eligible for health insurance, the District will cover Employee/Family Health and Employee/Spouse Dental at 100%. All current spousal employees that are enrolled in the District's health insurance will automatically be transferred to the new system starting with the 2025-2026 school year.

Staff hired prior to 2025-2026 receiving Cash-In-Lieu or set benefit dollars will be grandfathered into our current system. Any current staff member who un-enrolls or makes changes from Cash-In-Lieu forfeits their rights to re-enroll in the Cash-In-Lieu system.

Grandfathered Benefit Package: Eligible certificated staff employed by the School District shall be provided the Fringe Benefit Package as described herein. Benefits provided under the Fringe Benefit Package shall be prorated for part-time certificated staff based on full-time equivalency. Certificated staff provided the Fringe Benefit Package shall be eligible to receive the following benefit packages identified in subsections (1),(2) and (3) below, subject to limitations provided therein:

- (1) Insurance /Fringe Benefit Stipend: Full-time certificated staff eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.
 - a. Fringe Benefit Stipends shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.
- (2) Full-time certificated staff eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren) health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428** will be paid by the certificated staff.

- a. A Certificated staff member may elect to receive dependent health and dental insurance coverage and/or the lower deductible health insurance option available under the EHA Dual Choice Plan, provided that all additional premium cost of such coverage above the premium cost of the employee (self only) higher deductible health and dental coverage offered by the School District is paid by the certificated staff member through a salary reduction agreement under the School District’s Section 125 plan.
- (3) Cash-in-lieu: Full-time certificated staff eligible for the Fringe Benefit Package may elect not to enroll in the health and dental insurance plan offered by the School District and decline the School District’s contribution towards such health and dental insurance and instead receive a Cash-in-Lieu of insurance stipend in the amount of \$11,428 (\$952.33/month) for the ~~2024-2025~~ **2025-2026** school year provided the certificated staff member has filed with the business office on the form attached hereto and incorporated herein as Appendix C3 an acknowledgement which serves as evidence of alternative coverage in accordance with the conditions of an “eligible opt out payment” as set forth in Treas. Prop. Reg 26 CFR §1.36B-2(c)(v)(A)(7), as may be amended from time to time. Cash-in-lieu payments shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.

IV. IRS 125 Plan

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

V. SUMMER SCHOOL/CURRICULUM PAY

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

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

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

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

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

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

VI. EXTRA DUTY SCHEDULE

The extra duty salary schedule is based upon the base salary of ~~\$39,457 for 2024-2025.~~
\$39,848.50 for 2025-2026

- A. See Appendix B1 for the Extra Duty Salary Schedule
- B. See Appendix C1 for placement on the Extra Duty Salary Schedule
- C. **Extra Duty Volunteers: When a paid coaching position is not available a certified employee may volunteer to assist the program if approved by the head coach and activities director. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED. Years of volunteer experience do not count towards extra duty placement if hired for a paid position in the future.**

VII. NEGOTIATIONS CONCERNING THE ENTIRE AGREEMENT

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

VIII. SICK LEAVE

The Norfolk Public Schools provides the following sick leave plan for all full-time certificated staff members. Part-time staff receive sick leave on their prorated (FTE) basis. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt and uncle) equivalent to ten (10) days of full pay shall be granted to the teacher. This benefit shall be cumulative from year to year not to exceed seventy-five (75) days. Certificated staff members may use a maximum of seventy-five (75) sick leave days during any one (1) contract year. Days used in excess of the accumulated sick leave shall be counted as leave with an annual salary per diem loss in pay. Certificated staff members considering elective surgery should consider planning the surgery for a time that will not interfere with their contractual duties. Ten (10) of the seventy-five (75) available sick leave days may be used for a member of the immediate family not residing in the household. **If an employee qualifies for FMLA leave for a non-household family member, the employee may use a maximum of seventy-five (75) accumulated sick leave days during any one (1) contract year.** An employee shall notify his or her building administrator of any planned absence under the sick leave procedure as soon as the employee knows such absence will occur. The date or approximate dates of the planned absence shall be communicated to his or her building administrator as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

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

Certificated staff who have a sick leave balance in excess of seventy-five (75) days at the end of the ~~2024-2025~~ 2025-2026 school year will be able to maintain that balance, except that no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than seventy-five (75). When the accumulated sick leave falls below seventy-five (75), the staff member covered by this agreement shall be granted a maximum of ten (10) days or the number required to bring the staff member leave balance back to seventy-five (75). The granting of this additional leave shall be done once at the beginning of each school year.

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

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

Sick leave is defined as leave of absence granted due to physical illness, injury, or medical conditions and the treatment of both physical and mental illness, injury or medical conditions.

IX. BEREAVEMENT LEAVE

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

X. PROFESSIONAL LEAVE

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

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

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

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

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

XI. SCHOOL BUSINESS LEAVE

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

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

XII. PERSONAL LEAVE

The Norfolk Public School provides ~~two (2)~~ personal leave days with pay each year for full-time certificated staff members, based on the following:

- 2 personal leave days per year for certified employees with less than 10 years of service with Norfolk Public Schools,
- 3 personal leave days per year for certified employees with 10 or more years of service with Norfolk Public Schools.

A. Extenuating circumstances may dictate an exception at the discretion of the superintendent of schools:

1. It may not be used when Norfolk athletic teams qualify for district or state playoffs or other such occasion when use of this day would create teacher substitute shortages.

2. The personal leave day may not be taken preceding or following vacations or other non-contract days except for extenuating circumstances.
 3. This leave may not be taken after April 30 except for extenuating circumstances.
 4. Those certificated staff members who have a son or daughter participating in district or state competition during the month of May, may use a personal day to attend, if substitute teachers are available.
- B. Personal leave shall be allowed to accumulate to six (6) days, and may be used consecutively following the conditions listed above.
 - C. Personal leave will not be allowed for any absence when such absence is covered by other leave benefits by the Norfolk Public School System.
 - D. If an employee is prevented from returning to work after personal leave has expired, because of extenuating circumstances (such as weather), the employee will be docked in an amount equal to the pay of a substitute teacher.
 - E. Request for leave will be submitted in writing on forms provided by the school district to the supervising administrator at least seven (7) calendar days in advance of the date leave is to commence. The supervising administrator will consider any other leave request and submit it to the superintendent of schools with a recommendation for approval or disapproval. The superintendent of schools will act upon the request with dispatch and will promptly notify the staff member and the supervising administrator as to the disposition of the leave request.
 - F. Staff members ~~will~~ **can** be paid ~~\$200~~ **\$100 per day**, in June, **for any or all unused personal days not being rolled over (see B above)** ~~if they did not use any of the two (2) personal leave days or \$50 if they used one (1) of the personal leave days. Teachers can be reimbursed at the end of each school year for any or all unused personal leave days.~~
 - G. Staff members who are unable to get to work due to inclement weather may use a personal day. If no personal days are available then a staff member will be docked in an amount equal to the pay of a substitute teacher.

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

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

XIII. NSEA LEAVE

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

XIV. GRIEVANCE POLICY

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

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

Level I:

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

Level II:

If the grievance remains unresolved, the grievant shall present the grievance in writing to the grievant's administrator or supervisor within twenty-five (25) days from the date when the

alleged grievance occurred. The administrator or supervisor shall provide a written response to the grievance within five (5) days of the receipt of the written grievance.

Level III:

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

Level IV:

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

XV. ACTIVITY PASSES

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

XVI. IMPLEMENTATION

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

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

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

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

XVII. TOTALITY OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this agreement, the Association had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this agreement; and that it shall constitute the entire agreement between the parties for ~~2024-2025~~ 2025-2026.

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

XVIII. MANAGEMENT RIGHTS

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

APPROVED:

APPROVED:

President, Norfolk Board of Education

President, Norfolk City Education Association

Date

Date

Chief Negotiator

Chief Negotiator

Date

Date

Appendix A-1

**NORFOLK PUBLIC SCHOOLS
2025-2026 Salary Schedule**

\$ 39,849

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

Horizontal: 4.5% of Base

Step	A BA	B BA+9	C BA+18	D BA+27	E MA	F MA+9	G MA+18	H MA+27	I MA+36	J MA+45	K MA+MA/EDS	L PHD
1	\$ 39,849 1.000	\$41,642 1.045	\$43,435 1.090	\$ 45,228 1.135	\$ 47,021 1.180	\$48,814 1.225	\$ 50,608 1.270	\$ 52,401 1.315	\$ 54,194 1.360	\$ 55,987 1.405	\$ 57,780 1.450	\$59,574 1.495
2	\$ 41,642 1.045	\$43,435 1.090	\$45,228 1.135	\$ 47,021 1.180	\$ 48,814 1.225	\$50,608 1.270	\$ 52,401 1.315	\$ 54,194 1.360	\$ 55,987 1.405	\$ 57,780 1.450	\$ 59,574 1.495	\$61,367 1.540
3	\$ 43,435 1.090	\$45,228 1.135	\$47,021 1.180	\$ 48,814 1.225	\$ 50,608 1.270	\$52,401 1.315	\$ 54,194 1.360	\$ 55,987 1.405	\$ 57,780 1.450	\$ 59,574 1.495	\$ 61,367 1.540	\$63,160 1.585
4	\$ 45,228 1.135	\$47,021 1.180	\$48,814 1.225	\$ 50,608 1.270	\$ 52,401 1.315	\$54,194 1.360	\$ 55,987 1.405	\$ 57,780 1.450	\$ 59,574 1.495	\$ 61,367 1.540	\$ 63,160 1.585	\$64,953 1.630
5	\$ 47,021 1.180	\$48,814 1.225	\$50,608 1.270	\$ 52,401 1.315	\$ 54,194 1.360	\$55,987 1.405	\$ 57,780 1.450	\$ 59,574 1.495	\$ 61,367 1.540	\$ 63,160 1.585	\$ 64,953 1.630	\$66,746 1.675
6	\$ 48,814 1.225	\$50,608 1.270	\$52,401 1.315	\$ 54,194 1.360	\$ 55,987 1.405	\$57,780 1.450	\$ 59,574 1.495	\$ 61,367 1.540	\$ 63,160 1.585	\$ 64,953 1.630	\$ 66,746 1.675	\$68,539 1.720
7	\$ 50,608 1.270	\$52,401 1.315	\$54,194 1.360	\$ 55,987 1.405	\$ 57,780 1.450	\$59,574 1.495	\$ 61,367 1.540	\$ 63,160 1.585	\$ 64,953 1.630	\$ 66,746 1.675	\$ 68,539 1.720	\$70,333 1.765
8	\$ 52,401 1.315	\$54,194 1.360	\$55,987 1.405	\$ 57,780 1.450	\$ 59,574 1.495	\$61,367 1.540	\$ 63,160 1.585	\$ 64,953 1.630	\$ 66,746 1.675	\$ 68,539 1.720	\$ 70,333 1.765	\$72,126 1.810
9		\$55,987 1.405	\$57,780 1.450	\$ 59,574 1.495	\$ 61,566 1.545	\$63,359 1.590	\$ 65,152 1.635	\$ 66,945 1.680	\$ 68,739 1.725	\$ 70,532 1.770	\$ 72,325 1.815	\$74,118 1.860
10			\$59,574 1.495	\$ 61,367 1.540	\$ 63,558 1.595	\$65,352 1.640	\$ 67,145 1.685	\$ 68,938 1.730	\$ 70,731 1.775	\$ 72,524 1.820	\$ 74,317 1.865	\$76,111 1.910
11					\$ 65,551 1.645	\$67,344 1.690	\$ 69,137 1.735	\$ 70,930 1.780	\$ 72,724 1.825	\$ 74,517 1.870	\$ 76,310 1.915	\$78,103 1.960
12						\$69,336 1.740	\$ 71,130 1.785	\$ 72,923 1.830	\$ 74,716 1.875	\$ 76,509 1.920	\$ 78,302 1.965	\$80,095 2.010
13							\$ 73,122 1.835	\$ 74,915 1.880	\$ 76,708 1.925	\$ 78,502 1.970	\$ 80,295 2.015	\$82,088 2.060
14								\$ 76,908 1.930	\$ 78,701 1.975	\$ 80,494 2.020	\$ 82,287 2.065	\$84,080 2.110
15									\$ 80,693 2.025	\$ 82,486 2.070	\$ 84,280 2.115	\$86,073 2.160

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

Appendix B1												
2025-2026 Base Salary		\$39,849										
EXTRA DUTY SCHEDULE												
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
Extra-Duty #1	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head B/G Basketball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
SH Head Football	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
SH Head Volleyball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
SH Head B/G Wrestling	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
FFA	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
SH Head Speech	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
SH Head Debate	0.20	0.21	0.22	0.23	0.24	0.25	\$ 7,970	\$ 8,368	\$ 8,767	\$ 9,165	\$ 9,564	\$ 9,962
Extra-Duty #2	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head Baseball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Head B/G Soccer	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Head Softball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Head Swimming	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Head B/G Track	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Head B/G XC	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Instrumental Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Vocal Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
SH Head Drama	0.16	0.17	0.18	0.19	0.20	0.21	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571	\$ 7,970	\$ 8,368
Extra-Duty #3	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Head B/G Golf	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Head Bowling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Head B/G Tennis	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. B/G Basketball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. Football	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. FFA	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. B/G Wrestling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. Volleyball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
Orchestra	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. Speech	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
SH Asst. Debate	0.14	0.15	0.16	0.17	0.18	0.19	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774	\$ 7,173	\$ 7,571
Extra-Duty #4	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
Head 9th Coach	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. Baseball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. B/G Soccer	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. Softball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. Swimming	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. B/G Track	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. Instrumental Music	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. B/G XC	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Asst. Drama	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
SH Publications	0.12	0.13	0.14	0.15	0.16	0.17	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977	\$ 6,376	\$ 6,774
Extra-Duty #5	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
SH Asst. B/G Tennis	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977
SH Asst. Bowling	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977
SH Asst. B/G Golf	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977
SH Pink Panthers	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977
SH Cheerleaders	0.10	0.11	0.12	0.13	0.14	0.15	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579	\$ 5,977
Extra-Duty #6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28	1 to 5	6 to 10	11 to 15	16 to 19	20 to 24	25 to 28
Asst. 9th Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579
JH Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579
MS Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579
SH Weight Room Coordinatc	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579
JH Head Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579
SH Technical Director	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180	\$ 5,579

	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 19	Level 5 20 to 24	Level 6 25 to 28
Extra-Duty #7												
SH Asst. Pink Panthers	0.08	0.09	0.10	0.11	0.12	0.13	\$ 3,188	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180
SH Asst. Cheerleaders	0.08	0.09	0.10	0.11	0.12	0.13	\$ 3,188	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782	\$ 5,180
Extra-Duty #8												
JH Asst. Coach	0.07	0.08	0.09	0.10	0.11	0.12	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985	\$ 4,383	\$ 4,782
Extra-Duty #9												
SH Flags	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985
SH Academic Challenge	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985
SH Mock Trial	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985
JH Vocal Music	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985
SH Student Council	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985
National Honor Society	0.05	0.06	0.07	0.08	0.09	0.10	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586	\$ 3,985
Extra-Duty #10												
JH Academic Challenge	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
SH Weight Room Supervisor	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
FBLA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
JH Student Council	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
Skills USA(VICA)	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
Intramural	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
Unified Bowling	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
Unified Track	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
Educators Rising	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586
HOSA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,594	\$ 1,992	\$ 2,391	\$ 2,789	\$ 3,188	\$ 3,586

Appendix C-1

Extra-Duty Salary Schedule Placement Guidelines

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

Appendix C-2

SCIP TEAM EXTRA-DUTY COMPENSATION

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

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

Appendix C-3

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

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

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

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

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

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

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

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

Dated this ____ day of _____, 2025.

(Print Your Name)

(Sign Your Name)

Business OperationsBudget Planning

1. The Superintendent, at the direction of the Board Finance and Facilities Committee and with the assistance of the Business Manager shall direct the preparation of the school budget annually for the fiscal year beginning September 1 and ending August 31. Income and expenditure estimates should be based upon the following:
 - A. State guidelines, legal spending limitations, and other statutes and regulations,
 - B. Priorities as established by the Board of Education,
 - C. Past experience,
 - D. Other projection techniques.
2. The annual budget preparation should be compatible with the short-and long-range goals of the school district. In addition, the Superintendent, in preparing the budget, shall be mindful of equalizing the educational opportunities for each building and program.
3. The specific manner in which the annual budget shall be compiled shall be at the discretion of the Superintendent. However, the budget shall contain the following:
 - A. The beginning fund balance for each fund.
 - B. Estimated receipts for each fund.
 - C. Estimated expenditures for each fund.
 - D. Estimated ending fund balance for each fund.
4. The tentative budget shall be developed for the board review, modification and approval prior to the budget hearing.
5. The Superintendent shall each year, prior to the preparation of the budget, establish a budget plan. This plan shall take into consideration all items of expenditure requests in relationship to the total school program, and shall be mindful of equalizing the educational opportunities at each level. In the budget plan the Superintendent will implement board budget priorities.
6. In preparing the annual budget for the board, the Superintendent shall provide school administration and staff the information necessary for them to assess adequately the availability of funds and to relate funds available to the Superintendent's budget plan.

District Administration may submit budget recommendations to the Superintendent. Each administrator's recommendations and requests will be evaluated according to the budget plan, then accepted or rejected for inclusion into the proposed budget. The Superintendent will convey or make available his/her decisions to administration prior to developing the final proposal.

Date of Adoption: November 11, 2013
Date of Reaffirmation: October 12, 2015
Date of Revision: October 14, 2019

Business OperationsFund Balance Reporting

Fund balance classification shall be recorded in accordance with governmental accounting standards as promulgated by the Governmental Accounting Standards Board (GASB), including GASB #54.

The order of spending and availability of the fund balance shall be to reduce funds from the listed areas in the following order: restricted, committed, assigned, and unassigned. Negative amounts shall not be reported for restricted, committed, or assigned funds.

Fund Balance shall mean the gross difference between governmental fund assets and liabilities reflected on the balance sheet. Governmental fund assets are those of the General Fund, Special Revenue Funds, Debt Service Funds, and Capital Project Funds.

The fund balance of the general fund finances most functions in the District. The fund balance of the general fund shall mean the gross difference between general fund assets and liabilities reflected on the balance sheet.

The five classifications of governmental fund balances are as follows:

1. Non-spendable fund balance means the portion of the gross fund balance that is not expendable (such as inventories) or is legally earmarked for a specific use (such as the self-funded reserves program).

Examples of non-spendable fund balance reserves for which fund balance shall not be available for financing general operating expenditures include: inventories, prepaid items, deferred expenditures, long-term receivables, and outstanding encumbrances.

2. Restricted fund balance includes amounts constrained to a specific purpose by the provider, such as a grantor. Examples of restricted fund balances include: child nutrition programs, technology programs, construction programs, and resources from other granting agencies.
3. Committed fund balance means that portion of the fund balance that is constrained to a specific purpose by the Board. Examples include: potential litigation, claims, and judgments and activity funds.
4. Assigned fund balance means that portion of the fund balance that is spendable or available for appropriation but has been tentatively earmarked for some specific purpose by the Superintendent or designee. Such plans or intent may change and may never be budgeted, or may result in expenditures in future periods of time. Examples include: insurance deductibles program start-up costs; and other legal uses.

5. Unassigned fund balance includes amounts available for any legal purpose. This portion of the total fund balance in the general fund is available to finance operating expenditures.

The unassigned fund balance shall be the difference between the total fund balance and the total of the non-spendable fund balance, restricted fund balance, committed fund balance, and assigned fund balance.

Date of Adoption: November 11, 2013

Date of Affirmation: October 12, 2015

Date of Affirmation: October 14, 2019

Business OperationsPublic Review of Budget

The Superintendent shall make the tentative budget conveniently available for public inspection and arrange for a public hearing on the tentative budget as required by law. At least one public hearing shall be held regarding the tentative budget prior to the final action by the board. Notice and time of such hearing together with a summary of the proposed budget statement, shall be published as required by law.

Legal Reference: Neb. Rev. Stat. ' ' 13-501 to 13-513

Date of Adoption: November 11, 2013

Date of Affirmation: October 12, 2015

Date of Affirmation: October 14, 2019

Business OperationsTransfer of Funds Between Categories

All transfers of funds between the major classifications of the budget shall be according to law and upon approval of the board. The board may make transfers of monies between the various items within the General Fund without a rehearing on the budget. Monies may be loaned from one fund to another as allowed by law so long as such funds are replaced as soon as revenues are available.

Legal Reference: Neb. Rev. Stat. ' ' 13-501 to 13-513

Date of Adoption: November 11, 2013

Date of Affirmation: October 12, 2015

Date of Revision: October 14, 2019

Business OperationsBudget as Spending Plan - Budgeted Items

After the budget has been adopted, the Superintendent shall be responsible for the proper use of the budget by all personnel. The Superintendent shall establish and operate budget controls for all schools and departments and shall ensure that the administration of the budget is in conformity with the legal requirements as well as the policies and actions of the board.

Date of Adoption: November 11, 2013

Date of Affirmation: October 12, 2015

Date of Affirmation: October 14, 2019

Business Operations

Tuition Fees for Non Resident Students

The Board of Education may at its sole discretion allow non-resident students to attend Norfolk Public Schools upon payment of tuition in an amount as required by law or as established by the Board of Education.

Legal Reference: Neb. Rev. Stat. § 79-215

Date of Adoption: November 11, 2013

Date of Reaffirmation: October 12, 2015

Date of Revision: October 14, 2019

Business Operations

Materials Fees

Each administrator is responsible, in cooperation with teachers, coaches and other instructional personnel for planning and requesting budgetary provision for all materials and activities recognized as part of the total school program.

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	October 12, 2015
Date of Revision:	October 14, 2019

Business OperationsSummer School Fees

Students who fail classes and need to take summer school classes out of district shall be expected to pay their own tuition and travel expenses. If the Norfolk Public Schools provides summer school instruction, the tuition charges shall not exceed the actual costs incurred in the operation of the program and will not be intended to provide a financial profit for the district.

Date of Adoption: November 11, 2013
Date of Affirmation: October 12, 2015
Date of Revision: October 14, 2019

Business Operations

Federal Funds

The Superintendent shall seek Board permission for initial ~~for~~ federal assistance under the provisions of federal laws if the use of such funds is not contrary to the educational goals and policies of the district.

Date of Adoption: November 11, 2013
Date of Affirmation: October 12, 2015
Date of Revision: October 14, 2019

Business OperationsSale and Disposal of School Property

The Superintendent is authorized and directed to dispose of books, furniture, equipment, real estate and other property that is obsolete or no longer needed for school operations. Any sale of school property is contingent on approval by the vote of at least two-thirds of the members of the Board of Education at a regular meeting.

Such disposal may be by private sale, auction, trade-in or by taking bids and selling to the highest or most responsible bidder.

The following procedures shall be followed for an auction or when taking bids:

1. The intention to sell shall be publicized, via school newsletter, a weekly memo, a bulletin posting, a newspaper advertisement, or other means suitable to the value and nature of the property.
2. Real estate will be sold to the highest bidder, except that a minimum acceptable price may be established prior to bidding.
3. Items which are offered for sale in an approved manner which are not sold after a reasonable period of time may be considered to have no value and may be disposed of as determined by the Superintendent and reported to the Board of Education.
4. Funds generated via sale of school property shall be deposited in the district activity fund unless otherwise designated by the Board of Education.

Property that has little or no value shall be discarded or recycled as appropriate. No school employee shall take such property for their personal use, even if the item has been placed in the trash, without the express approval of the administration.

Legal Reference: Neb. Rev. Stat. § 79-10,114

Date of Adoption: November 11, 2013
Date of Reaffirmation: October 12, 2015
Date of Revision: August 8, 2016
Date of Reaffirmation: October 14, 2019

Business OperationsLeasing

When inadequate space exists for the proper function of the educational program or for administrative needs, the Board of Education may use funds to lease additional space. When the board determines that space within its buildings is in excess of that required for the proper functioning of the educational program or for administrative needs, the Board may lease space to another party, providing the business of the leasing party does not distract from the reputation, education or administration of the schools.

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	October 12, 2015
Date of Reaffirmation:	October 14, 2019

Business OperationsShort-Term Investing

The Treasurer of the Board has the responsibility of investing funds in savings accounts, certificates of deposit, United States Government Securities and other legally approved investments. The interest received on any investments shall be credited to the fund from which the money was taken to make the investment, or in such other manner as may be permitted by law and in the best interests of the District's financial responsibilities.

Legal Reference: Neb. Rev. Stat. § 79-1043

Date of Adoption: November 11, 2013
Date of Affirmation: October 12, 2015
Date of Reaffirmation: October 14, 2019

Business OperationsDepository

The Treasurer of the Board shall deposit the funds received in a bank situated within the boundaries of the district, **and/or the Nebraska Liquid Asset Fund.**

The depository bank or banks shall be, from time to time, designated by the Board by a formal resolution. Such designation may be withdrawn at any time by the Board by a formal resolution.

If there is no bank within the district, or if the bank refuses, neglects, or cannot adequately secure deposits, the board may designate any bank that is a state bank or national bank within the State.

Legal Reference: Neb. Rev. Stat. ' ' 77-2350 and 77-2350.1

Date of Adoption: November 11, 2013

Date of Affirmation: October 12, 2015

Date of Revision: October 16, 2019