

Board of Education 2nd Monthly Meeting
Monday, March 23, 2026 12:00 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. Public Comments & Communication
5. Consent Agenda
 - 5.1. Minutes of Previous Meetings
 - 5.2. Personnel
 - 5.2.1. Contract Approval
 - 5.2.2. Resignations
6. Action Items
 - 6.1. Discuss, consider and take action to approve the selection of a new district photography company
 - 6.2. Discuss, consider and take action to approve the resignation of Alyssa Rood pending the hiring of a suitable replacement
7. Future Meetings
8. Adjournment



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
Board of Education Regular Meeting
Monday, March 9, 2026 5:30 PM
NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

Teri Bauer: Present
Cindy Booth: Present
Brenda Carhart: Present
Dr. Patti Gubbels: Present
Steve McNally: Present
Tom Stanton: Present

1. Date Public Notice appeared in the Norfolk Daily News: March 2nd, 2026
2. Call to Order
 - A. The Norfolk Public School District's Board of Education regular meeting was called to order at 5:30 PM by President Carhart.
 - 2.1. Roll Call - See attendance above. A statement was made declaring a quorum.
 - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Presentations & Special Recognition
 - 4.1. Focus on the Students
 - A. Principal Jamie London and 6 staff members presented on how Professional Learning Communities (PLCs) are used to drive student success at Jefferson Elementary.
 - 4.2. Award for Excellence
 - A. Award for Excellence recipient: Michael Grove, Teacher, Alternative Education, Senior High
5. Public Comments & Communication
 - A. Two community members spoke during the Public Comment period.
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
General Fund = \$640,117.55
Nutrition Fund = \$304,836.03
Subsidiary Fund = \$13,489.65
Depreciation Fund = \$134,161.48
Special Building Fund = \$24,132.86
Senior High Activity Fund = \$95,325.87
February Senior High Activity Fund = \$10,400.00
Junior High Activity Fund = \$4,718.58
February Junior High Activity Fund = \$1,210.00

Student Fee Fund = \$1,949.39

- 6.2. Teaching & Learning Report - Speaker: Jared Oswald
 - State selected reading screener: Dibels 8th Edition
 - Nebraska Association of Curriculum Instruction and Assessment (NACIA) Meeting
 - Constructed Response Field Test on NSCAS in grade 4, 7, 8
 - AQuESTT update
- 6.3. Student Programs Report - Speaker: Lynette Mitzel
 - Nebraska Association of Special Education Supervisors (NASES) February Meeting
 - Additional Targeted Support and Improvement (ATSI) Meeting
- 6.4. Student Services Report - Speaker: Chuck Hughes
 - Kindergarten Enrollment
 - Parent/Teacher Conferences attendance numbers
 - Spring District Numbers
 - 2024: 67.52%
 - 2025: 63.28%
 - 2026: 67.75%
 - Junior High Cell Phone Report
- 6.5. Human Resources & Accreditation Report - Speaker: Angie Baumann
 - Binding Agreements due March 15th
 - Job Fairs attended
 - Student Teachers - Fall 2026
7. Committee Reports
 - 7.1. Finance & Facilities Committee Report
 - A. The Finance and Facilities Committee met on March 9th. The committee discussed and reviewed:
 - Claims/Board bills
 - Facilities update
 - 7.2. Policy Committee Report
 - A. The Policy Committee met on February 17th and recommends approval of the proposed revisions and reaffirmations to the 9000 series - Bylaws of the Board. These 9000's policies require that all Board members be present for the vote and that there be at least one month between the first and second readings.
 - 7.3. Government Relations Committee Report
 - A. The Government Relations Committee met on February 12th, February 20th, and March 4th. On February 12th, the committee discussed legislation with hearings scheduled that week. At the February 20th meeting, members reviewed bills of interest with upcoming hearings and discussed prioritized legislation. The March 4th meeting focused on three priority bills.
 - 7.4. District Wellness Committee Report
 - A. The NPS Wellness Committee met on February 9, 2026. In accordance with state law, the committee supports the health and wellness of Norfolk Public Schools students, staff, and teachers. With the help of a \$5,000

grant, the committee has organized a variety of engaging and healthy activities for the year.

7.5. Curriculum and American Civics Committee Report

- A. The Committee on American Civics and Curriculum met on Monday, March 9, 2026. The meeting began with a discussion of American Civics at NPS. Jared Oswald discussed the upcoming adoption of State Social Studies standards led by the NDE. New standards will be adopted next fall by the State Board of Education. The last item on the Civics committee agenda was a review of State Statute 79-724. NPS meets this requirement with a project completed by students during Government in the 11th Grade.
- B. The Committee on Curriculum began immediately after the conclusion of the Committee on American Civics. The meeting began with a discussion of new state draft standards that are available for public comment. NPS teachers are reviewing them and providing feedback. The meeting continued with a discussion about GPA and the system currently used at NPS. The current system is outdated and does not align with practices used in the rest of the state. The Teaching and Learning Department is working with teachers and administrators to address this issue. Additional information will be shared with the Board before any proposed changes are made to the student handbook. The next item discussed was AI in the classroom. The Teaching and Learning team shared how teachers and students are currently using AI at NPS. Next, the Teaching and Learning team shared information about updates coming to the freshman forum and sophomore seminar classes that focus on skills that prepare students for success in high school and beyond.
- C. Lastly, curriculum purchases were discussed. A purchase will be proposed for K-6 Music and K-6 Guidance. Teachers in each area evaluated programs and selected the programs to be purchased. Recommended motions for these purchases will be presented at the April Board meeting.

7.6. Norfolk Public Schools Foundation Committee Report

- A. The NPS Foundation met on February 16th and was called to order by April Pearson with nine board members in attendance. Executive Director Austin Truex shared updates regarding scholarships and classroom grants. During committee breakout sessions, Chairs were selected and goals were set. Additional discussion focused on recruiting new Foundation board members.

8. Approve Consent Agenda

Motion to approve the consent agenda at 6:42 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

8.1. Minutes of Previous Meetings

- A. Minutes from the meeting on February 23, 2026 were reviewed.

8.2. Personnel

8.2.1. Contract Approval

- Brown, Anna - 2026 - 2027 4th Grade Teacher, Bel Air Elementary
- Carpenter, Sarah - 2026 - 2027 4th Grade Teacher, Bel Air Elementary
- Spaniel, Morgan - 2026 - 2027 Business Teacher, Junior High
- Long, Abbigail - 2026 - 2027 Physical Education Teacher, Junior High
- Shatto, Tori - 2026 - 2027 5th Grade Teacher, Middle School
- Prauner, Tresa - 2026 - 2027 Special Education (LIFE) Teacher, Bel Air

8.2.2. Resignations

- Tracie Chochon - School Psychologist - resigning at the end of the 2025-2026 school year
- Emily Korth - English Teacher, Norfolk Senior High - resigning at the end of the 2025-2026 school year

8.3. Claims

- A. Claims were reviewed. Conflict statements were read by Carhart, McNally, Stanton, & Gubbels.

9. Action Items

9.1. Discuss, consider and take action to approve the bid for the Junior High Theater paint project

- A. We received proposals from 3 different vendors for repainting the tan walls and ceiling of the Junior High Theater. The estimates came in all over the place. The high bid was \$253,450 and the low bid was \$85,207. In visiting with the low bidder, there were some concerns about the plan to complete the project. Using lifts, removing seats, and getting equipment into the facility. For those reasons, I would recommend not accepting the low bid. Our 3rd bid came in at \$112,000. They have a solid plan of how to complete the project and I have visited a reference of a similar project they have done in the past. I feel confident moving forward with Midwest Custom Paint for \$112,000. The NPS Foundation has raised funds for this project and will cover most of this expense. The project will begin once school is out for the summer.

Motion to approve the Midwest Custom Paint bid for the Junior High Theater for \$112,000 at 6:46 PM passed with a motion by Steve McNally and a second by Dr. Patti Gubbels.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

9.2. Discuss, consider and take action to approve the bid for the District print/copy contract

- A. We have received bids from 5 different vendors for our Print/Copy Contract. All bidders provided proposals that met our district needs. ACP (All Copy Products) did provide a proposal that had the lowest monthly lease fee. When taking into consideration the added cost of printing, ACP was still lowest. I have checked references and visited with our Tech team, we feel comfortable moving forward with ACP for this contract.

Motion to approve the 5 year contract with ACP for the District print & copy services at 6:47 PM passed with a motion by Dr. Patti Gubbels and a second by Teri Bauer.

Steve McNally: Abstain (With Conflict), Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart:

Yea, Dr. Patti Gubbels: Yea, Tom Stanton: Yea

Yea: 5, Nay: 0, Abstain (With Conflict): 1

9.3. Discuss, consider and take action to approve the first reading of the reaffirmed 9000's policies - Bylaws of the Board

A. No changes were made to the following Bylaws of the Board. The Policy Committee recommends that they be reaffirmed.

9000 - General Statement

9010 - Limits of Authority

9100 - Legal Description

9110 - Number of Members, Terms of Office

9120 - Officers

9122 - Vice-President

9123 - Treasurer

9124 - Secretary

9125 - Attorney

9126 - Auditor

9127 - Individual Members

9140 - Removal From Office

9141 - Board Member Attendance

9200 - Formulation, Adoption, Amendment of Policies

9210 - Adoption and Amendment of Bylaws

9220 - Approval and Amendment of Administrative Regulations

9300 - Regular Meetings

9301 - Special Meetings

9330 - Parliamentary Procedure

9341 - Voting

9350 - Methods of Operation/Quorum

9360 - Board/School District Records

9370(b) - Closed Sessions

Motion to approve the first reading of the reaffirmed 9000's policies - Bylaws of the Board as presented at 6:48 PM passed with a motion by Tom Stanton and a second by Cindy Booth.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

9.4. Discuss, consider and take action to approve the first reading of the revised 9000's policies - Bylaws of the Board

A. The Policy Committee reviewed the policies listed below and recommends the proposed revisions.

9121 - President

9310 - Advance Delivery of Meeting Materials

9320 - Order of Business

9340 - Minutes

9370(a) - Open Sessions

Motion to approve the first reading of the revised 9000's policies - Bylaws of the Board as presented at 6:49 PM passed with a motion by Tom Stanton and a second by Dr. Patti Gubbels.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

- 9.5. Discuss, consider and take action to approve the second and final reading of reaffirmed board policy 8330 - Formulation of Administrative Regulations

A. There have been no changes to this policy.

Motion to approve the second and final reading of reaffirmed board policy 8330 - Formulation of Administrative Regulations at 6:50 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

- 9.6. Discuss, consider and take action to approve the second and final reading of the revised board policy 2222 - Director of Business Services

A. There have been no changes to this policy since its first reading on February 23rd.

Motion to approve the second and final reading of the revised board policy 2222 - Director of Business Services at 6:51 PM passed with a motion by Dr. Patti Gubbels and a second by Steve McNally.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

- 9.7. Discuss, consider and take action to approve the second and final reading of the revised board policy 8158 - Standing Committee on Government Relations

A. There have been no changes to this policy since its first reading on February 23rd.

Motion to approve the second and final reading of the revised board policy 8158 - Standing Committee on Government Relations at 6:52 PM passed with a motion by Tom Stanton and a second by Dr. Patti Gubbels.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

- 9.8. Discuss, consider and take action to approve the second and final reading of the revised board policy 8272--Code of Ethics and Standards of Conduct

A. There have been no changes to this policy since its first reading on February 23rd.

Motion to approve the second and final reading of the revised board policy 8272--Code of Ethics and Standards of Conduct at 6:53 PM passed with a motion by Dr. Patti Gubbels and a second by Teri Bauer.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

10. Future Meetings

A. The 2nd regular monthly meeting of the Board of Education is scheduled for Monday, March 23rd, 2026 at Noon.

B. The following regular meeting of the Board of Education will be held on Monday, April 13th, 2026 at 5:30 PM.

11. Closed Session to discuss personnel -- As needed to prevent needless injury to the reputation of an individual

11.1. Convene Closed Session to discuss personnel -- As needed to prevent needless injury to the reputation of an individual

Motion to convene Closed Session to discuss personnel, as needed to prevent needless injury to the reputation of an individual at 6:55 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

11.2. Reconvene Meeting from Closed Session

A. Reconvene meeting from Closed Session at 7:00 PM

11.3. Discuss, consider and take action to approve the Cancellation of Contract for Amber Kittle

A. Amber Kittle, ELL Teacher, Norfolk Junior High. Confidential personnel issue. A hearing was not requested.

Motion to approve the Cancellation of Contract for Amber Kittle at 7:00 PM passed with a motion by Teri Bauer and a second by Cindy Booth.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea

Yea: 6, Nay: 0

12. Adjournment

A. The meeting adjourned at 7:01 PM.

Chairperson

Superintendent