

Board of Education Regular Meeting
Monday, September 14, 2020 5:30 PM

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

Agenda

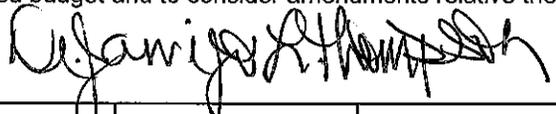
1. Date Public Notice Appeared in the Norfolk Daily News:
2. Call to Order
 1. Roll Call
 2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. Special Presentations/Recognition
 1. Award for Excellence
5. Annual Budget Hearing
6. Annual Tax Hearing
7. Public Comments & Communication
8. Information and Discussion Items
 1. Finance & Facilities Report
 2. Teaching & Learning Report
 3. Student Programs Report
 4. Student Services Report
 5. Human Resources & Accreditation Report
 6. Superintendent's Report
9. Committee Reports
 1. Board Building Visit Reports
 2. Facilities & Finance Committee Report
 3. Policy Committee Report
 4. Minutes of Committee Meetings
10. Approve Consent Agenda
 1. Minutes of Previous Meetings
 2. Personnel
 1. Contract Approval
 2. Resignations
 3. Claims
11. Action Items
 - 1.
 2. **11.1 Discuss, consider and take action to approve the 2020-2021 Tax Resolution**
 - 3.
 4. **Discuss, consider and take action to approve the 2020-2021 budget**
 5. Discuss, consider and take action to approve the First Reading of Board Policy 5001 (Admission Requirements)
 6. Discuss, consider and take action to approve the First Reading of Board Policy 1211 (Title IX-Procedure for Complaints of Sexual Harassment)

7. Discuss, consider and take action to approve revisions to the Central Office Administration Evaluation Forms
- 8.
9. **Discuss, consider and take action to approve the Norfolk City Education Association as the collective bargaining agent for non-supervisory certificated employees for the 2022-2023 school year.**
- 10.
11. Discuss, consider and take action regarding the district's COVID-19 Return to School Plan.
12. Future Meetings
13. Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual
 1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
 2. Reconvene Meeting from Executive Session
 3. Approval of Any Action Deemed Necessary as a Result of Executive Session
14. Adjournment

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14th day of September, 2020 at 5:30 o'clock, P.M., at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.

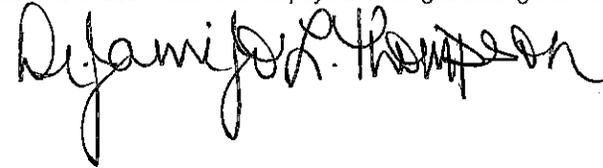


FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2018-2019 (1)	2019-2020 (2)	2020-2021 (3)			
General	\$ 45,932,875.00	\$ 47,328,517.98	\$ 63,674,660.00	\$ 7,542,423.00	\$ 44,601,735.99	\$ 26,884,189.01
Depreciation	\$ 2,826,607.00	\$ 1,080,644.17	\$ 8,376,241.69		\$ 8,376,241.69	
Employee Benefit	\$ 4,301.00	\$ 651.14	\$ 135,385.00	\$ -	\$ 135,385.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 1,973,806.97	\$ 1,725,000.00	\$ 3,964,126.00	\$ -	\$ 3,964,126.00	
School Nutrition	\$ 2,510,685.00	\$ 2,774,172.00	\$ 3,834,080.00	\$ -	\$ 3,834,080.00	
Bond	\$ 1,952,599.00	\$ 1,948,115.00	\$ 5,577,609.74	\$ -	\$ 4,377,550.84	\$ 1,212,180.90
Special Building	\$ 2,146,443.00	\$ 609,147.97	\$ 7,231,405.26		\$ 4,429,789.63	\$ 2,829,914.63
Qualified Capital Purpose Undertaking	\$ 1,048,654.00	\$ 3,928,063.02	\$ 5,771,701.19	\$ -	\$ 4,931,211.19	\$ 848,980.00
Cooperative	\$ 376,695.00	\$ 283,000.00	\$ 1,058,885.00	\$ -	\$ 1,058,885.00	
Student Fee	\$ 201,181.00	\$ 100,000.00	\$ 479,739.00	\$ -	\$ 479,739.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 58,973,846.97	\$ 59,777,311.28	\$ 100,103,832.88	\$ 7,542,423.00	\$ 76,188,744.34	\$ 31,775,264.54

Notice of Special Hearing To Set Final Tax Request

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at 5:30 o'clock P.M., at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.



	2019-2020	2020-2021	Change
Property Valuations	2,594,686,224	2,829,914,633	9%

2019/20 Budget Information

2020/21 Budget Information

Fund	2019-2020 Operating Budget	2019-2020 Property Tax Request	2019 Tax Rate	Property Tax Rate (2019-2020 Request Divided By 2020 Valuation)	2020-2021 Operating Budget	2020-2021 Proposed Property Tax Request	Proposed 2020 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	61,315,009.77	25,946,862.24	1.000000	0.916878	63,874,660.00	26,884,189.01	0.950000	-5%	4%
Bond Fund(s) K - 8	3,690,275.09	1,152,272.00	0.053529	0.040718	3,234,979.49	709,090.90	0.029978	-44%	-12%
Bond Fund(s) 9 - 12	2,672,268.16	817,424.26	0.031110	0.028885	2,342,630.25	503,090.00	0.017532	-44%	-12%
Special Building Fund	5,028,902.66	1,297,343.11	0.050000	0.045844	7,231,405.26	2,829,914.63	0.100000	100%	44%
Qualified Capital Purpose Undertaking Fund K - 12	11,980,817.29	1,010,101.00	0.038930	0.035694	5,771,701.19	848,980.00	0.030000	-23%	-52%
Total	84,687,272.97	30,224,002.61	1.173569	1.068019	82,255,376.19	31,775,264.54	1.127510	-4%	-3%

Norfolk Daily News

OWNED BY THE HUSE PUBLISHING COMPANY
 NORFOLK, NEBRASKA
 Federal ID #47-0197190

PROOF OF PUBLICATION

THE STATE OF NEBRASKA
 Madison County

Debbie Warneke, being first duly sworn on oath says that she is the Business Manager of **The Huse Publishing Company**, a corporation, publishers of the **Norfolk Daily News**, a legal daily newspaper published at Norfolk, Madison County, Nebraska, and of general circulation in said county; that a notice entitled

Notice of Special Hearing To Set Final Tax Request
 Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

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Debbie Warneke

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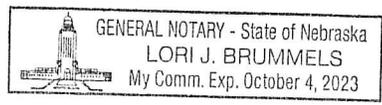
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is printed in said
 proof, was
 time, the
 said newspaper
 within said County
 at least 10 days
 immediately prior to the
 meeting and every
 day for more than 30
 days in English language
 published by the

Subscribed and sworn to before me this 1 day of September, 2020

Lori J. Brummels
 Notary Public

3 X 3.25 Display \$ 48.75
 Clip Fee \$
 Proof of Publication \$
 Prepayment \$



Balance Due \$ 48.75

AUGUST 20, 2020
EOY BOARD BILLS

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	EDGENUITY INC	ODYSSEYWARE	01 1125 340 2 209 001	\$21,591.00
2	EDGENUITY INC Total			\$21,591.00
3	NPS-RESERVE ACCOUNT	DEPRECIATION TRANSFER	01 1100 640 1 028 000	\$242,326.83
4			01 1100 640 2 028 000	\$242,326.83
5			01 1100 650 1 005 000	\$242,326.84
6			01 1100 650 2 005 000	\$242,326.83
7			01 1190 610 1 163 021	\$7,000.36
8			01 2410 610 1 104 010	\$17,570.17
9			01 2410 610 1 201 003	\$4,645.34
10			01 2410 610 1 302 004	\$3,712.57
11			01 2410 610 1 430 014	\$7,974.12
12			01 2410 610 1 602 005	\$210.77
13			01 2410 610 1 704 008	\$2,843.72
14			01 2410 610 1 904 012	\$5,779.16
15			01 2410 610 2 141 002	\$8,087.98
16			01 2410 610 2 209 001	\$25,764.13
17			01 2620 610 1 001 000	\$242,326.84
18	01 2620 610 2 001 000	\$242,326.83		
19	NPS-RESERVE ACCOUNT Total			\$1,537,549.32
20	Grand Total			\$1,559,140.32

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending August 31, 2020

Fund/Account	2019-2020 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$5,121,854.59	\$28,985.79	\$408,446.88	\$4,742,393.50
SPECIAL BUILDING FUND (2)	\$4,044,126.85	\$35,029.25	\$0.00	\$4,079,156.10
DEPRECIATION RESERVE FUND (2)	\$6,258,692.23	\$1,538,872.11	\$0.00	\$7,797,564.34
ACTIVITIES ACCOUNT (2)	\$836,191.03	\$38,587.11	\$51,262.05	\$823,516.09
SUBSIDIARY ACCOUNT (2)	\$347,555.76	\$79,556.80	\$114,159.68	\$312,952.88
GENERAL FUND (1)	\$19,083,574.35	\$1,124,273.83	4,993,609.94	\$15,214,238.24
PAYROLL ACCOUNT (2)	\$5,705.78	\$2,889,100.51	\$2,889,100.51	\$5,705.78
SCHOOL LUNCH FUND (2)	\$754,173.15	\$255,448.88	\$148,245.41	\$861,376.62
BOND FUND (2)	\$3,828,750.72	\$45,156.85	\$0.00	\$3,873,907.57
COOPERATIVE FUND (2)	\$287,177.71	\$63,180.75	\$11,625.06	\$338,733.40
EMPLOYEE BENEFIT FUND (2)	\$5,276.05	\$3.16	\$0.00	\$5,279.21
ATHLETIC FIELD COOPERATIVE FUND (2)	\$348,268.60	\$83.15	\$0.00	\$348,351.75
CONVENIENCE FEE FUND (2)	\$7,021.53	\$1,052.24	\$879.77	\$7,194.00
STUDENT FEE FUND (2)	\$318,484.66	\$25,399.50	\$5,004.42	\$338,879.74
TOTAL ALL FUNDS	\$41,246,853.01	\$6,124,729.93	\$8,622,333.72	\$38,749,249.22
BALANCES CLASSIFIED BY DEPOSITORY				
(1) BANK FIRST				\$15,214,238.24
(2) ELKHORN VALLEY BANK				\$19,661,103.41
(2) MIDWEST BANK				\$3,873,907.57
TOTAL BALANCES				\$38,749,249.22

AUGUST 2020 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	AMERICAN 3B SCIENTIFIC	HYDROCOLLATOR MOBILE UNIT	13 2900 610 2 597 0	\$0.00
2	AMERICAN 3B SCIENTIFIC Total			\$0.00
3	BACKES, LARRY	8/28 OFFICIAL	13 2900 610 2 537 0	\$100.00
4	BACKES, LARRY Total			\$100.00
5	BARNHILL ENTERPRISES LLC	GRADUATION SOUND SYSTEM	13 2900 610 2 503 0	\$750.00
6	BARNHILL ENTERPRISES LLC Total			\$750.00
7	BRASCH, AMANDA	CONFERENCE REGISTRATION REFUND	13 2900 610 2 270 0	\$30.00
8	BRASCH, AMANDA Total			\$30.00
9	CARRERA, JOSE	CONFERENCE REGISTRATION REFUND	13 2900 610 2 270 0	\$30.00
10	CARRERA, JOSE Total			\$30.00
11	CARROLL, MIKE	8/28 OFFICIAL	13 2900 610 2 537 0	\$100.00
12	CARROLL, MIKE Total			\$100.00
13	CASH	8/22 SB GATE	13 2900 610 2 501 0	\$600.00
14		8/28 FB GATES	13 2900 610 2 501 0	\$2,000.00
15		8/28 FB PROGRAMS	13 2900 610 2 501 0	\$100.00
16		8/29 VB CONCESSION	13 2900 610 2 501 0	\$300.00
17		8/29 VB GATE-JH	13 2900 610 2 501 0	\$500.00
18		8/29 VB GATE-MS	13 2900 610 2 501 0	\$500.00
19		8/29 VB GATES-SH	13 2900 610 2 501 0	\$1,000.00
20		8/31 JV FB GATE	13 2900 610 2 501 0	\$600.00
21		9/1 SB GATE	13 2900 610 2 501 0	\$600.00
22		9/1 VB CONCESSION	13 2900 610 2 501 0	\$300.00
23		9/1 VB GATE	13 2900 610 2 501 0	\$600.00
24		9/3 FRESH FB GATE	13 2900 610 2 501 0	\$600.00
25		9/5 JV SB GATE	13 2900 610 2 501 0	\$600.00
26		9/5 V SB GATE	13 2900 610 2 501 0	\$600.00
27		9/8 SB GATE	13 2900 610 2 501 0	\$600.00
28	JH FB CONCESSION	13 2900 610 2 501 0	\$300.00	
29	CASH Total			\$9,800.00
30	CONSOLI, DOMEMIC	9/1 OFFICIAL	13 2900 610 2 543 0	\$120.00
31	CONSOLI, DOMEMIC Total			\$120.00
32	CUSTOM SPORTS	POLO SHIRT	13 2900 610 2 278 0	\$45.00
33		POLOS	13 2900 610 2 278 0	\$565.00

34		PRACTICE SHIRTS	13 2900 610 2 561 0	\$320.00
35		STUDENT SHIRTS-BOOSTER REIMB	13 2900 610 2 529 0	\$4,462.50
36	CUSTOM SPORTS Total			\$5,392.50
37	DRESS REHEARSAL COSTUME	SPRING 2018 COSTUMES	13 2900 610 2 523 0	\$472.00
38	DRESS REHEARSAL COSTUME Total			\$472.00
39	DWC	ACTIVITY SCHEDULER RENEWAL	13 2900 610 2 597 0	\$595.00
40	DWC Total			\$595.00
41	EDUCATIONAL THEATRE	RENEWAL DUES	13 2900 610 2 519 0	\$129.00
42	EDUCATIONAL THEATRE Total			\$129.00
43	EISENHAUER, DOUG	8/31 OFFICIAL	13 2900 610 2 537 0	\$60.00
44	EISENHAUER, DOUG Total			\$60.00
45	FINOCHIARO, SUSAN	TJ SALMON TEXTBOOK RETURNED	13 2900 610 2 579 0	\$110.00
46	FINOCHIARO, SUSAN Total			\$110.00
47	FLEER, MIKE	9/1 OFFICIAL	13 2900 610 2 543 0	\$100.00
48	FLEER, MIKE Total			\$100.00
49	HAUDER, NICHOLAS	8/22 OFFICIAL	13 2900 610 2 543 0	\$120.00
50	HAUDER, NICHOLAS Total			\$120.00
51	HAUFF SPORTS	20/21 EQUIPMENT	13 2900 610 2 543 0	\$474.75
52	HAUFF SPORTS Total			\$474.75
53	HIEMKE, ELOISE	8/29 OFFICIAL	13 2900 610 2 545 0	\$240.00
54	HIEMKE, ELOISE Total			\$240.00
55	HOLIDAY INN EXPRESS-	CHOREOGRAPHER LODGING-BOOSTER	13 2900 610 2 518 0	\$192.00
56	HOLIDAY INN EXPRESS- Total			\$192.00
57	HORNER, RICHARD	8/28 OFFICIAL	13 2900 610 2 537 0	\$100.00
58	HORNER, RICHARD Total			\$100.00
59	HOUCHEN BINDERY LTD	TEXTBOOK REBINDING	13 2900 610 2 579 0	\$647.00
60	HOUCHEN BINDERY LTD Total			\$647.00
61	HYDE, MITCHEL	8/31 OFFICIAL	13 2900 610 2 537 0	\$60.00
62	HYDE, MITCHEL Total			\$60.00
63	IMPACT APPLICATIONS INC	SUBSCRIPTION RENEWAL	13 2900 610 2 597 0	\$655.00
64	IMPACT APPLICATIONS INC Total			\$655.00
65	JOHNS DISPOSAL	SHREDDING	13 2900 610 2 503 0	\$35.00
66	JOHNS DISPOSAL Total			\$35.00
67	KENNY, SHAWNTEL	TECH FEE DOUBLE PAYMENT	13 2900 610 2 598 0	\$35.00

68	KENNY, SHAWNTEL Total			\$35.00
69	KOEHLMOOS, KEENA	8/29 OFFICIAL	13 2900 610 2 545 0	\$280.00
70	KOEHLMOOS, KEENA Total			\$280.00
71	KOWALSKI, LISA	CONFERENCE REGISTRATION REFUND	13 2900 610 2 270 0	\$30.00
72	KOWALSKI, LISA Total			\$30.00
73	LECHNER, JARED	WALMART-POWERADE	13 2900 610 2 231 0	\$38.88
74	LECHNER, JARED Total			\$38.88
75	MARATHON PRESS INC	GRADUATION PROGRAMS	13 2900 610 2 503 0	\$750.00
76	MARATHON PRESS INC Total			\$750.00
77	MASTEL, NOAH	8/28 OFFICIAL	13 2900 610 2 537 0	\$100.00
78	MASTEL, NOAH Total			\$100.00
79	NEBRASKA HOSA	VIRTUAL CONFERENCE	13 2900 610 2 270 0	\$40.00
80	NEBRASKA HOSA Total			\$40.00
81	NORTHEAST COMMUNITY	TEXTBOOK	13 2900 610 2 269 0	\$80.00
82		TEXTBOOKS	13 2900 610 2 269 0	\$880.00
83	NORTHEAST COMMUNITY Total			\$960.00
84	NPS GENERAL FUND	ASSISTANT-SUCKSTORF	13 2900 610 2 549 0	\$100.00
85		D. SCHRECK PAYMENT #9	13 2900 610 2 285 0	\$164.25
86		D.SCHRECK PAYMENT 8	13 2900 610 2 285 0	\$164.26
87		GRADUATION CORDS PAID ONLINE	13 2900 610 2 598 0	\$79.00
88	NPS GENERAL FUND Total			\$507.51
89	NPS STUDENT FEES ACCOUNT	FEES PAID BY CHECK & COMBINED	13 2900 610 2 598 0	\$440.00
90		FEES PAID ONLINE	13 2900 610 2 598 0	\$4,250.00
91	NPS STUDENT FEES ACCOUNT Total			\$4,690.00
92	OCONNOR, RUSSELL	8/29 OFFICIAL	13 2900 610 2 545 0	\$0.00
93	OCONNOR, RUSSELL Total			\$0.00
94	PAPILLION LAVISTA HIGH	8/20 ENTRY FEE	13 2900 610 2 539 0	\$140.00
95	PAPILLION LAVISTA HIGH Total			\$140.00
96	PATEFIELD, ROBERT	9/1 OFFICIAL	13 2900 610 2 543 0	\$100.00
97	PATEFIELD, ROBERT Total			\$100.00
98	QUILL CORPORATION	CENTRAL SUPPLIES	13 2900 610 2 597 0	\$12.23
99		PHONE SHOULDER REST	13 2900 610 2 503 0	\$108.29
100		SANITIZING WIPES	13 2900 610 2 503 0	\$29.52
101	QUILL CORPORATION Total			\$150.04

102	ROLDAN, LIBNI	CONFERENCE REGISTRATION REFUND	13 2900 610 2 270 0	\$30.00
103	ROLDAN, LIBNI Total			\$30.00
104	ROLDAN, SAMMY	CONFERENCE REGISTRATION REFUND	13 2900 610 2 270 0	\$30.00
105	ROLDAN, SAMMY Total			\$30.00
106	RYSTROM, BRANDON	8/22 OFFICIAL	13 2900 610 2 543 0	\$100.00
107	RYSTROM, BRANDON Total			\$100.00
108	SCHLOTE, JOSHUA	9/1 OFFICIAL	13 2900 610 2 543 0	\$120.00
109	SCHLOTE, JOSHUA Total			\$120.00
110	SEVERANCE, CAROL	ACTIVITY PASS REFUND	13 2900 610 2 597 0	\$50.00
111	SEVERANCE, CAROL Total			\$50.00
112	SOHLER, SIENNA	CONFERENCE REGISTRATION REFUND	13 2900 610 2 270 0	\$30.00
113	SOHLER, SIENNA Total			\$30.00
114	STADIUM SPORTS	STUDENT SHIRTS	13 2900 610 2 529 0	\$689.00
115	STADIUM SPORTS Total			\$689.00
116	SUCKSTORF, LEISHA	TECH FEE DOUBLE PAYMENT REFUND	13 2900 610 2 598 0	\$35.00
117	SUCKSTORF, LEISHA Total			\$35.00
118	TAYLOR, CHUCK	8/29 OFFICIAL	13 2900 610 2 545 0	\$280.00
119	TAYLOR, CHUCK Total			\$280.00
120	TEECO INC	WATER COOLER	13 2900 610 2 503 0	\$59.00
121	TEECO INC Total			\$59.00
122	TURNER, PHILIP L.	8/22 OFFICIAL	13 2900 610 2 543 0	\$120.00
123	TURNER, PHILIP L. Total			\$120.00
124	VARSITY SPIRIT FASHIONS	APPAREL-NOT WAIVABLE	13 2900 610 2 517 0	\$4,973.60
125	VARSITY SPIRIT FASHIONS Total			\$4,973.60
126	VISA	3B SCIENTIFIC-HYDROCOLLATOR	13 2900 610 2 597 0	\$1,387.60
127		AMAZON-COFFEE CARAFES	13 2900 610 2 503 0	\$36.48
128		AMAZON-LAMINATING POUCHES	13 2900 610 2 503 0	\$80.26
129		AMAZON-TEXTBOOKS	13 2900 610 2 579 0	\$99.44
130		AMAZON-TIARAS	13 2900 610 2 582 0	\$37.40
131		BEST BUY-IPAD PENCILS	13 2900 610 2 586 0	\$233.29
132		BIG RED-CUSTODIAL MEAL	13 2900 610 2 502 0	\$125.61
133		FLUKER'S-HISSING COCKROACHES	13 2900 610 2 280 0	\$49.46
134		GAITORS TO GO-GAITER'S	13 2900 610 2 502 0	\$6,100.00
135		HYVEE-POPSICLES	13 2900 610 2 528 0	\$47.88

136		JIMMY JOHNS-CAMP MEALS	13 2900 610 2 556 0	\$206.65
137		UDA-CAMP REGISTRATION	13 2900 610 2 556 0	\$3,281.00
138		UNCLE JARROL'S-COACH MEALS	13 2900 610 2 529 0	\$277.63
139		WEBSTAURANT-COFFEE MAKER	13 2900 610 2 503 0	\$298.99
140	VISA Total			\$12,261.69
141	WAGNER, JONATHON	8/29 OFFICIAL	13 2900 610 2 545 0	\$280.00
142	WAGNER, JONATHON Total			\$280.00
143	WARRICK, JAQUELINE	8/29 OFFICIAL	13 2900 610 2 545 0	\$240.00
144	WARRICK, JAQUELINE Total			\$240.00
145	WELLS, JORDAN	8/31 OFFICIAL	13 2900 610 2 537 0	\$60.00
146	WELLS, JORDAN Total			\$60.00
147	WELLS, LARRY	8/31 OFFICIAL	13 2900 610 2 537 0	\$60.00
148	WELLS, LARRY Total			\$60.00
149	WEST POINT PUBLIC SCHOOLS	8/20 ENTRY FEE	13 2900 610 2 539 0	\$100.00
150	WEST POINT PUBLIC SCHOOLS Total			\$100.00
151	WIEDEL, CRAIG	8/29 OFFICIAL	13 2900 610 2 545 0	\$280.00
152	WIEDEL, CRAIG Total			\$280.00
153	WILKINSON, MATT	8/28 OFFICIAL	13 2900 610 2 537 0	\$100.00
154	WILKINSON, MATT Total			\$100.00
155	WINNERS CIRCLE	HALL OF FAME PHOTO	13 2900 610 2 636 0	\$68.40
156	WINNERS CIRCLE Total			\$68.40
157	Grand Total			\$48,100.37

AUGUST 2020 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

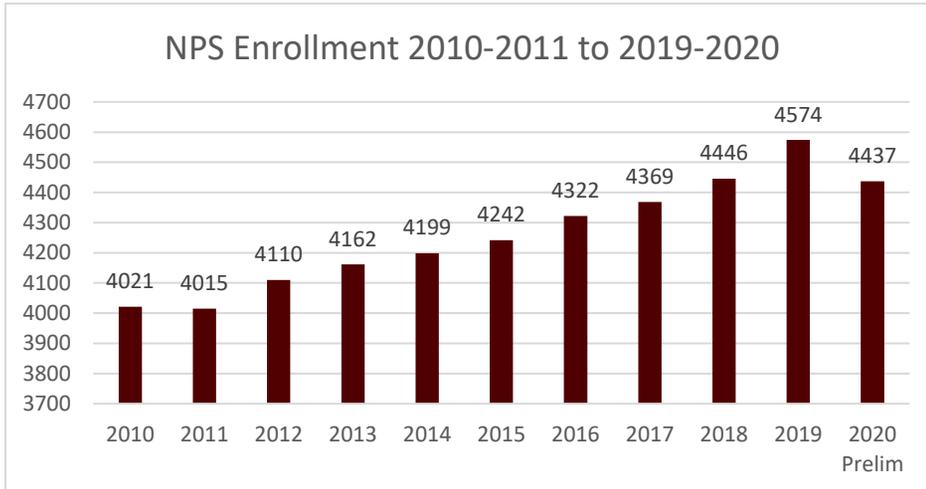
1	HAUFF SPORTS	SUPPLIES AND EQUIPMENT	14 2900 610 2 845 0	\$1,746.68
2	HAUFF SPORTS Total			\$1,746.68
3	NPS STUDENT FEES ACCOUNT	ROBINSON, MAXEY, HAMMER,	14 2900 610 2 840 0	\$253.00
4		TECH FEES AND AFTERSHOCK VANCO	14 2900 610 2 840 0	\$435.00
5		TECH FEES/BAND INSTR RENT	14 2900 610 2 840 0	\$267.00
6		TECHNOLOGY FEE BARRETT	14 2900 610 2 840 0	\$35.00
7		TECHNOLOGY FEE BORGMANN	14 2900 610 2 840 0	\$35.00
8		TECHNOLOGY FEE CARHART	14 2900 610 2 840 0	\$35.00
9		TECHNOLOGY FEE FREDRICKSON	14 2900 610 2 840 0	\$35.00
10		TECHNOLOGY FEE HANLEY	14 2900 610 2 840 0	\$35.00
11		TECHNOLOGY FEE MERCADO	14 2900 610 2 840 0	\$35.00
12	NPS STUDENT FEES ACCOUNT Total			\$1,165.00
13	VISA	REVISED YEARBOOK #32	14 2900 610 2 865 0	\$10.00
14	VISA Total			\$10.00
15	Grand Total			\$2,921.68

AUGUST 2020 SUBSIDIARY EXPENDITURES

1	APPLE INC	BROADCASTING CLUB SUPPLIES	05 2900 610 0 093 0	\$3,797.98
2	APPLE INC Total			\$3,797.98
3	ASSETGENIE, INC	REPLACEMENT PARTS FOR	05 2900 610 0 040 0	\$1,577.00
4	ASSETGENIE, INC Total			\$1,577.00
5	BAUER, TERI	RETURNED LIBRARY BOOK	05 2900 610 0 044 0	\$6.99
6	BAUER, TERI Total			\$6.99
7	COFFIN, ELLEY	PANTHER MURAL	05 2900 610 0 061 0	\$250.00
8	COFFIN, ELLEY Total			\$250.00
9	DIBS FOR KIDS	DIBS PACKAGE-2 CLASSROOMS	05 2900 610 0 057 0	\$2,510.00
10	DIBS FOR KIDS Total			\$2,510.00
11	FATT SUNNIE STUDIOS	SONG REMIX	05 2900 610 0 050 0	\$50.00
12	FATT SUNNIE STUDIOS Total			\$50.00
13	FLAGHOUSE INC	BOWLING SET	05 2900 610 0 069 0	\$378.00
14	FLAGHOUSE INC Total			\$378.00
15	LONESTAR PERCUSSION	BIG BOY THRONE	05 2900 610 0 098 0	\$104.98
16	LONESTAR PERCUSSION Total			\$104.98
17	MADISON NATIONAL LIFE	AUG 20 LIFE INSUR FOR RETIREES	05 2900 610 0 090 0	\$477.28
18	MADISON NATIONAL LIFE Total			\$477.28
19	MIDWEST SCHOOL SERVICES,	2019/2020 YEARBOOKS	05 2900 610 0 058 0	\$1,720.00
20	MIDWEST SCHOOL SERVICES, Total			\$1,720.00
21	NATA	YEARLY MEMBERSHIP DUES	05 2900 610 0 095 0	\$65.00
22	NATA Total			\$65.00
23	NPS STUDENT FEES ACCOUNT	AFTERSHOCK	05 2900 610 0 040 0	\$1,660.00
24		AFTERSHOCK LUNDRY, SCHMIT	05 2900 610 0 050 0	\$100.00
25		AFTERSHOCK/ORCHESTRA BURBACH	05 2900 610 0 050 0	\$50.00
26		BAND/ORCHESTRA RENT	05 2900 610 0 040 0	\$750.00
27		DIZMANG/ROBINSON	05 2900 610 0 050 0	\$75.00
28		ORCH INSTR RENT SCHMIT	05 2900 610 0 050 0	\$25.00
29		SUMMER SCHOOL ZARATE	05 2900 610 0 050 0	\$20.00
30	NPS STUDENT FEES ACCOUNT Total			\$2,680.00
31	SHERWIN-WILLIAMS	PAINT	05 2900 610 0 076 0	\$184.26
32	SHERWIN-WILLIAMS Total			\$184.26
33	TEECO INC	MONTHLY RENTAL	05 2900 610 0 069 0	\$15.00

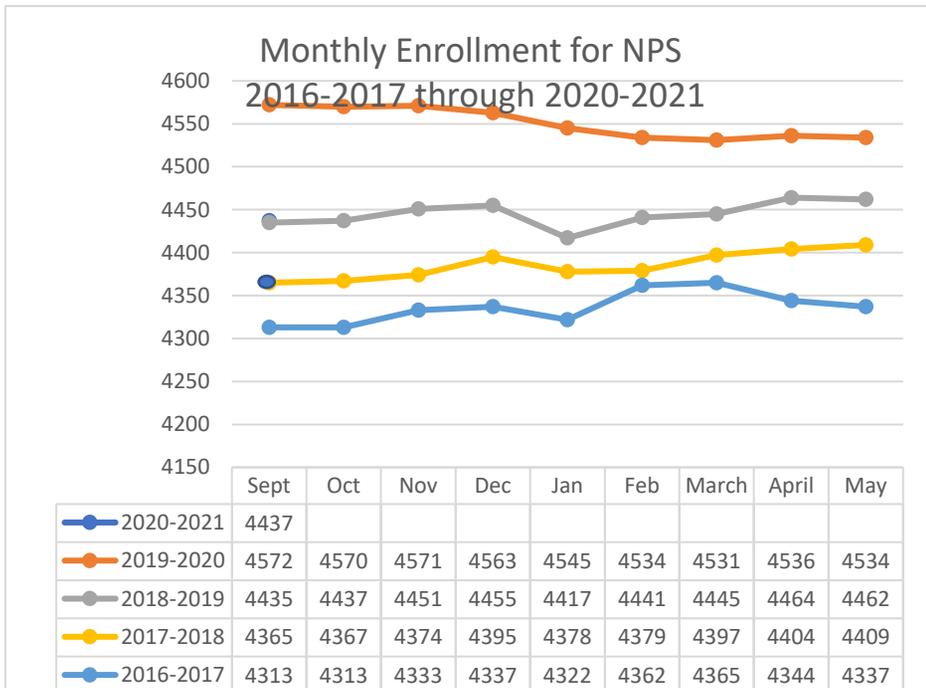
34		POU COOLER AND TANK/RENTAL	05 2900 610 0 050 0	\$43.00
35	TEECO INC Total			\$58.00
36	VISA	AMAZON SUPPLIES #21	05 2900 610 0 093 0	\$390.78
37		BRAIN POP # 46	05 2900 610 0 073 0	\$175.00
38		GIFT CARDS #50	05 2900 610 0 060 0	\$231.60
39		WALMART #46	05 2900 610 0 073 0	\$51.84
40	VISA Total			\$849.22
41	WEST MUSIC COMPANY	GLOBAL BEAT GBX-GBF	05 2900 610 0 069 0	\$693.85
42		MALLETS	05 2900 610 0 069 0	\$16.90
43	WEST MUSIC COMPANY Total			\$710.75
44	Grand Total			\$15,419.46

Norfolk Public Schools Enrollment Information (Preliminary September 2020 Results)



Norfolk Public Schools' district enrollment has increased every year since 2011-2012, until this year (2020-2021).

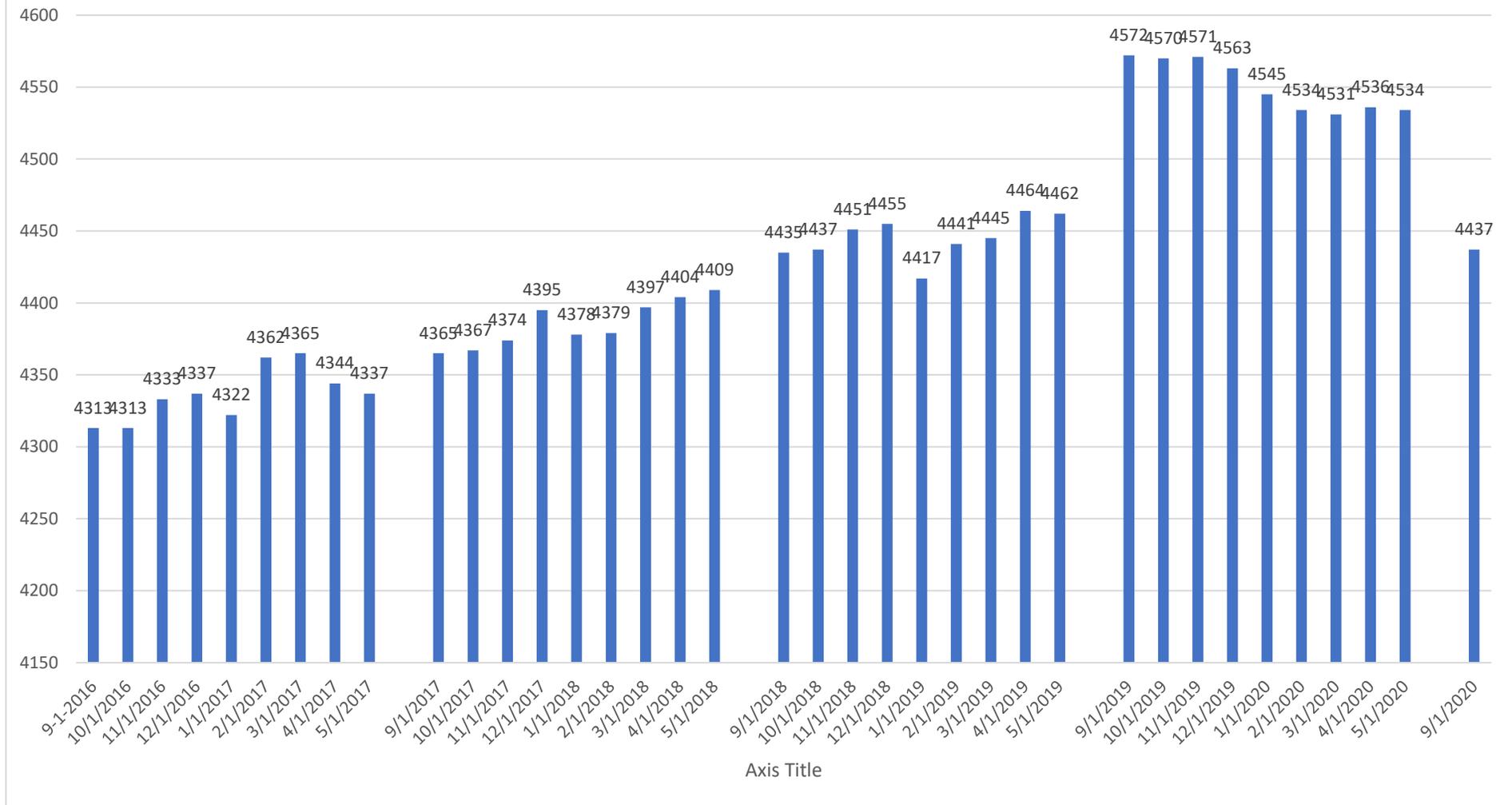
- Our average annual increase from 2011-2012 to 2019-2020 was nearly 70 student per year.
- However, our enrollment decreased by 137 students from September 2019 to September 2020.
- We know that the number of homeschooled students has increased within our district due to COVID. However, this may not fully explain this loss.



Typically, NPS student enrollment increases throughout the school year (with additional increases occurring during the summer months). However, this trend reversed (with a drop in student enrollment) in 2019-2020.

- During the 2016-2017 school year enrollment increased from 4313 to 4337 (24 students).
- During the 2017-2018 school year enrollment increased from 4365 to 4409 (44 students).
- During the 2018-2019 school year enrollment increased from 4435 to 4462 (27 students).
- During the 2019-2020 school year enrollment decreased from 4572 to 4534 (38 students).
- Our unofficial enrollment on September 1, 2020 is significantly less (135 students) than our enrollment on September 1, 2019.

Monthly Enrollment for NPS from 2016-2017 to Present



A closer look at this data indicates that NPS’ enrollment typically increases from September through December, temporarily decreases in January, then increases again in the Spring. This trend did not hold true in 2019-2020. NPS’ enrollment began decreasing in December 2019 and continued to decline for the remainder of the 2019-2020 school year and the summer of 2020.

NPS current enrollment is near the same level as it was in September of 2018.

We will need to monitor this situation closely to determine if it is an anomaly due to COVID (or other circumstances)—or if this is the beginning of a new trend of outmigration.



Mary Luhr
Director of Student Programs
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Norfolk, NE 68702-0139
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maryluhr@npsne.org

Nurses Meeting September 1, 2020

- **In attendance** - Blair Brink, Cori Pena, Diane Schilling, Cindy Fox, Mary Luhr, Stacie Uzzell
 - **Excused** -
-
- ❖ Return to Learn and Return to Play guidelines followed for concussions.
 - ❖ UNMC nursing students to help with health screening days.
 - ❖ Staff flu shots will be held in October.
 - ❖ Extra supplies will be needed this year for health screenings to follow guidelines.
 - ❖ CPR classes will be scheduled for this fall.

The next Nurse's meeting will be October 6, 2020 in the Central Office at 7:45 am.



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**Student Health Meeting
September 1, 2020
7:45am**

Welcome and Introductions

- **In attendance - Cindy Fox, Diane Schilling, Blair Brink, Cori Pena, Mary Luhr and Stacie Uzzell**

 - **Excused - Mark Claussen, Heather Drahota, Betty Froehlich**
- I. Reading of the minutes of the previous meeting.
 - II. Reports of Officers - Treasurer's report can be [accessed at this link](#).
 - Beginning balance - \$ 6763.63
 - Debits -
 - Credits -
 - Ending Balance - \$ 6763.63

 - IV. Unfinished/Old Business -

 - V. New/Miscellaneous Business
 - Encourage staff and parents of the importance of an influenza vaccination this fall.-Laura Holtz ELVPHD

 - VII. New Referrals -

The next Student Health Fund Council meeting will be November 3, 2020 at 7:45 a.m. in the Central Office.

Board of Education Regular Meeting
Monday, August 10, 2020 5:30 PM

Public Notice of BOE meeting was published Monday, August 3, 2020 in the Norfolk Daily News.

Norfolk Public School's Central Administration Building

P.O. Box 139

Norfolk, NE 68702-0139

Tammy Day:	Present	Arnie Robinson:	Present
Dr. Patti Gubbels:	Present	Bob Waite:	Present
Bruce Mitchell:	Absent	Sandy Wolfe:	Present

1. Call to Order

The Norfolk Public School District's board of education meeting is called to order at 5:30 PM.

1.1. Roll Call

Motion to excuse the absence of Bruce Mitchell at 5:30 PM passed with a motion by Arnie Robinson and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

2. Declaration of a Legal Meeting

This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.

3. Pledge of Allegiance

4. Public Comments & Communication

5. Information and Discussion Items

5.1. Finance & Facilities Report

A. Total amount of claims to be approved in the consent agenda for the month of August, 2020 by specific fund is listed below:

- General Fund = \$535,818.91
- Nutrition Services Fund = \$148,245.41
- Cooperative Fund = \$1,409.20
- QCPUF = \$408,446.88
- Student Fee Fund = \$5,004.42

B. The total amount of claims for the month of July, 2020 in the Activities Fund were:

- Activity Fund = \$44,965.70

C. All of these claims were reviewed earlier today by the Finance and Facility Committee. We are in the process of closing this current fiscal year and will start the 20-21 fiscal year on Sept. 1st. Auditors will be on site the week of Sept. 21st to perform the annual audit for 19-20. The Business office has been busy with getting new hires set up in payroll with their salary and

benefits as well as other start of the school year items. Maintenance has done a nice job of getting buildings and grounds ready for school. Tom Asmussen (Maint. Director) and his team have been going full speed for several months, I appreciate their efforts and flexibility.

5.2. Teaching & Learning Report

- A. It's a delight to report that we've held new teacher training face to face. The Teaching and Learning team has a couple of important goals to achieve during new teacher training. Building relationships is important for new teachers to be comfortable reaching out for help. Educating new teachers on the instructional model, their curriculum and textbook programs as well as a basic understanding of how PLC's work in our district is an important foundation.
- B. I have had multiple hours of zoom time with the Nebraska Department of Education regarding the processes and deadlines for this year. Transitioning at all levels is a challenge. Because things can change quickly, I find myself double checking deadlines often.
- C. Due to the interruption last spring, the state department is offering a Fall ACT test opportunity for any former junior student that would still like to take advantage of a free ACT test. It is not required, nor does it satisfy an accountability measurement. We have fall PreACT testing of students in 9th, 10th and 11th grades and K-8 MAP Growth testing scheduled for this fall.
- D. Just like any other year, we have a long list of curriculum work to update. The pace of curriculum work this year will rely on the health of our teachers and community. We may have to become creative on our collaboration and flexible on our speed.

5.3. Student Programs Report

- A. Thursday, August 6th, para education staff participated in the ESU 8 paraprofessional training for the 2020-2021 school year.
- B. During these first days with the staff I am meeting with the school nurses, speech pathologists, school psychologists, ELL teachers and the district special education staff. We will be reviewing the return to school plan and our role in student support and success at each level.
- C. Title VI- Native American school supplies are available for pick up for our families. Please contact our Native American Home/School Liaison for more information.

5.4. Student Services Report

- A. We are only a few days away from getting our 2020/2021 school year rolling. Everyone across the district has done an amazing job of making sure we are prepared and have safe learning opportunities for our students.
- B. All NPS students have been divided into Groups A or B, divided based upon households. Group A will attend on Thursday August 13th and Group B will attend on Friday August 14th. This will give each building time to train their students on proper Covid safety procedures. These will also be the groups that will be used if Elkhorn Logan Valley Public Health Department moves our area color dial to orange.
- C. Monday August 17th we will be back to all students K-12 in classes for the first time since March. Lastly, Little Panthers Preschool teachers will be doing

their required home visits over the next week and a half. If approved by the Board tonight, those students will be starting school in a similar process as our K-12, half would attend on Thursday August 20th and the other half on Friday August 21st.

5.5. Human Resources & Accreditation Report

Beginning of School Information:

- Our "New to the District" teacher training was Tuesday, August 4 - Friday, August 7. The group consists of 26 new teachers and they are excited to get started.
- All certified staff reported today, Monday, August 10.
- The first day of school for students is Thursday, August 13 or Friday, August 14, depending on which group they are assigned.
- Substitute teacher training was held on August 6 and will be offered again on August 17.
- Substitute paraprofessional training was held on August 10.

Job Postings Update:

Certified Positions:

- Secondary Math Teacher
- Secondary Special Education Teacher
- Full-Time Substitute Teacher
- Substitute Teacher

Classified Openings:

- Aftershock - Club Facilitators (Part-time)
- Aftershock - Partnership Specialist (Contracted/Part-time)
- Central Office - Front Desk Receptionist/Assistant to District Administration
- Evening Elementary Custodians (Part-time)
- Grant Elementary - 2 Classroom Paras (Part-time)
- Jefferson Elementary - 2 Classroom Paras (Part-time)
- Junior High Custodian/Night Supervisor (Full-time)
- Junior High Evening Custodian (Full-time)
- Middle School - ELL Para (Part-time)
- Maintenance - Mowing
- Multi-Building Custodian (Full-time)
- Senior High - 2 High Needs Para w/Driving (Full-time)
- Senior High Special Ed Achievement Center Para (Part-time)
- Substitute: Paraprofessional, Health Tech, Secretary & Nurse
- Westside Elementary - Evening Custodian (part-time)
- Westside Elementary - Title 1 Paraprofessional (part-time)

Coaching Opportunities:

- Assistant Theater (2nd Semester)
- HS Head Boys Golf Coach
- SH Assistant Speech
- JH Show Choir

5.6. Superintendent's Report

A. Return to School Update

Staff returned to school today with a modified version of our Back to School Celebration. Half of our students will return to school on Thursday, with the other half returning on Friday. All students will be provided with masks on the first day of school and are strongly encouraged to wear them throughout the day. Because the ESU mask order was not filled correctly, some students may receive disposable masks, initially. However, these will be replaced with washable cloth masks as soon as they arrive (likely within one week).

B. Weekly News Bulletin (COVID Update from Communications Subcommittee)

The COVID-19 Return to School Communications Subcommittee has developed a weekly news bulletin which will be posted on our website and social media. It will contain a copy of the ELVPHD's COVID risk dial and the corresponding recommendations and guidelines for schools, as well as a variety of other COVID related updates that have been provided to parents over the course of the last week. The goal is to provide parents with the most recent COVID information in a convenient and easily accessible format.

C. Senior High Booster Shirts

The Norfolk Panther Athletic, Music and Drama Boosters have collaborated with one another to provide all NHS students with a FREE Panther t-shirt that can be worn throughout the school year--and they are looking to expand this to junior high students, as well. These t-shirts will replace the sport and camp-specific t-shirts that have been purchased by students in the past. I would like to thank our Boosters for this generous donation, which will help families who may be experiencing financial hardship AND increase school spirit. We appreciate the on-going support and partnership that we have with our Boosters. Go Panthers!

6. Committee Reports

6.1. Board Building Visit Reports

Sandy Wolfe attended the Back to School/Staff Appreciation presentation at JCT and observed all the yellow tape. Tammy Day attended schedule pick-up at SH. Arnie Robinson attended schedule pick-up at the JH.

6.2. Facilities & Finance Committee Report

A. The committee met at 12:00 noon today. The claims for the month of August and Activity claims for July were reviewed. The committee was updated about current facility projects under contract as well as other summer maintenance items. There was also discussion on the upcoming 20-21 school year, specifically with the reopening of facilities. The committee then went over the following items:

- Recommendation for SH Chilling system
- Annual Audit
- Admin compensation for 20-21

B. The next meeting will be a special meeting on Aug. 26th at 3:00 p.m. to discuss the 20-21 budget and then our regular meeting on Sept. 14th at 12:00 noon.

6.3. Policy Committee Report

A. The Policy Committee met on August 5, 2020 to discuss student and staff handbook supplements. These supplements were recommended by the

Perry Law Firm to address situations unique to the 2020-2021 school year due to COVID-19. They include rules and expectations that are intended to ensure the health and safety of our students, staff, and community.

- B. Some of the topics covered in the handbook supplements include:
- The requirement for staff (in yellow and orange levels) and students (in orange level only) to wear cloth masks or clear face shields when on school grounds
 - The procedure for staff and students to use when they have COVID-19 symptoms or they suspect that they have been exposed to COVID-19
 - The district's expectations regarding the completion of work at home
 - The need for staff and students to be honest and forthcoming about COVID-19 symptoms and exposures
 - The recommendation that staff follow guidance provided by the Elkhorn Logan Valley Public Health Department and the State's Directed Health Measures when off-duty
 - The assumption of risk for exposure to COVID-19
- C. The Policy Committee also reviewed waivers recommended by the Perry Law Firm for extra-curricular activities.

6.4. Government Relations Committee Report

- A. The Government Relations Committee met on August 5, 2020 to discuss recent developments within the Nebraska State Legislature, including:
- LB 1107: This bill has advanced and is expected to pass. It would provide property tax relief via the property tax credit fund and an income tax refund. It would also provide business incentives and pledge funding for the NeXT project and UNMC. As written LB 1107 would not affect TEEOSA or Norfolk Public's Schools funding. There is some concern, however, regarding how the state will fund this proposal.
 - LB 1089: This bill was passed. It will require all students to complete the FAFSA prior to high school graduation, regardless of whether they plan to attend college or seek financial aid.
 - LB 1186: This bill was passed. It states that "a school district employee who is physically injured by another person who "intentionally, knowingly or recklessly causes bodily injury" to that employee will receive injury leave and be paid their usual salary for the time they are absent and unable to work as a result of the injury."
 - LB 1080: This bill passed. It will require schools to adopt policies regarding appropriate relationships between students and employees, student-teachers, and interns.
 - LB 147: This bill did NOT pass. It was Groene's discipline bill which would have allowed student restraint. An interesting caveat is that lottery funding was set aside by the Legislature to pay for training related to this bill (even though it subsequently did not pass).
- B. The Government Relations Committee would like to thank Senator Jim Scheer for his service to the Nebraska Legislature, as his second term will end

with the last day of this session, which is scheduled for Thursday, August 13, 2020.

6.5. Activities Committee Report

- A. The Activities Committee met at noon on July 29, 2020.
- B. Mr. Ries reported that summer camps went well, people complied with the safety protocols and everyone stayed healthy. He also shared that fall practices are scheduled to start August 10th, but that some Class A schools are considering a later start.
- C. The Committee reviewed tentative safety protocols and discussed when it should be determined that activities should be postponed or discontinued. They also discussed coaches compensation and determined that coaches should be given the opportunity to complete other work if their season was cut short or discontinued.
- D. Mr. Viergutz discussed Junior High activities. At this time, the plan is to hold a regular season, with safety protocols in place. However, intramural options are being explored as a back-up plan.
- E. Activity Cards are not being sold at this point. They will be sold on a seasonal basis this year, rather than an annual basis. If it is determined that fall competitions will be held with spectators, fall activity cards will be sold for \$10.
- F. 2020-21 NPS Activities Committee Meeting(s)
 - Monday, October 5, 2020, Noon, Central Office
 - Monday, December 21, 2020, Noon, Central Office
 - Monday, February 22, 2020, Noon, Central Office
 - Monday, April 26, 2020, Noon, Central Office

6.6. Minutes of Committee Meetings

There are no minutes for this month.

7. Approve Consent Agenda

Motion to approve the consent agenda at 5:55 PM passed with a motion by Tammy Day and a second by Arnie Robinson.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

7.1. Minutes of Previous Meetings

Minutes of the July 13, 2020 and July 23, 2020 meetings are attached.

7.2. Personnel

7.2.1. Contract Approval
None at this time.

7.2.2. Resignations
None at this time.

7.3. Claims

Attached are the claims for the month of August, 2020. These claims were reviewed earlier today by our Finance and Facility Committee. There are no conflict statements for this month.

8. Action Items

- 8.1. Discuss, consider and take action to approve the 2020-2021 Substitute Teacher Handbook

- The major changes to the Substitute Handbook include the area of Substitute Daily Rate Pay and the section on Weapon Free Workplace. The Daily Rate of Pay was approved at the School Board Meeting on March 9, 2020 and was updated in the handbook. The Weapon Free Workplace section was updated to match the Certified and Classified Handbooks.
- The section on Classroom Environments was also added to address essential oils in classrooms.

Motion to approve the 2020-2021 Substitute Teacher Handbook at 5:56 PM passed with a motion by Dr. Patti Gubbels and a second by Arnie Robinson.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.2. Discuss, consider and take action to approve the 2020-2021 Students Handbook: COVID Supplement

This handbook supplement was recommended by the Perry Law Firm to address situations unique to the 2020-2021 school year due to COVID-19. It includes rules and expectations that are intended to ensure the health and safety of our students, staff, and community.

See attachment for more information.

Motion to approve the 2020-2021 Students Handbook: COVID Supplement at 5:57 PM passed with a motion by Dr. Patti Gubbels and a second by Tammy Day.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.3. Discuss, consider and take action to approve the 2020-2021 Staff Handbook: COVID Supplement

This handbook supplement was recommended by the Perry Law Firm to address situations unique to the 2020-2021 school year due to COVID-19. It includes rules and expectations that are intended to ensure the health and safety of our students, staff, and community.

See attachment for more information.

Motion to approve the 2020-2021 Staff Handbook: COVID Supplement at 5:58 PM passed with a motion by Tammy Day and a second by Arnie Robinson.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.4. Discuss, consider and take action to approve the revised 2020-2021 Little Panthers Preschool Calendar

We would like to start with half of our LPP students attending school on August 20th, the second half attending on August 21st, and all students attending on August 24th. This recommended change is very similar to the change adopted last month for our K-12 students. It will allow us to teach and practice our new practices and procedures with smaller groups of children.

Motion to approve the revised 2020-2021 Little Panthers Preschool Calendar at 5:59 PM passed with a motion by Arnie Robinson and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.5. Discuss, consider and take action to approve up to \$2,500,000 in additional claims to close out the 2019-2020 school year.

I am requesting a motion to approve to spend up to \$2,500,000 of additional claims out of the General Fund in August for completion of 2019-2020 budgets, grants, and transfers to depreciation. An end of August claims list will be posted for the Sept. 14th board meeting.

Motion to approve up to \$2,500,000 in additional claims to close out the 2019-2020 school year at 6:01 PM passed with a motion by Arnie Robinson and a second by Tammy Day.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.6. Discuss, consider and take action to accept the proposal for the replacement of the Senior High chilling system

Listed below are the qualified bids for the Sr. High Chiller replacement project.

- MCS CONSTRUCTION West Point, NE \$988,088.63
- RASMUSSEN Council Bluffs, IA \$1,573,651.00
- JOHNSON CONTROLS Kearney, NE \$980,921.00
- BAKER MECHANICAL, INC Ankeny, IA \$1,295,674.00
- **STROBEL ENERGY GROUP LLC Clarks, NE \$915,849.38**

KPE Engineering will be overseeing this project which will be funded from our QCPUF allocation.

Motion to accept the proposal from Strobel Energy Group LLC for the replacement of the Senior High chilling system for the price of \$915,849.38 at 6:03 PM passed with a motion by Tammy Day and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.7. Discuss, consider and take action to approve the 2020-2021 administrative compensation package and contracts, including the Superintendent
It is recommended to approve a 3.32% package increase for our PK-12 administrative staff and Superintendent for 2020-2021, the recommended salary structure for PK-12 administration for 2020-2021, Proposed Superintendent Contract and Schedule D are all attached. The 3.32% package increase is the same increase approved for all of the district's other employee groups. The Proposed Superintendent Contract and Schedule D have all been posted on the District website since August 3rd.

Motion to approve the 2020-2021 administrative compensation package and contracts, including the Superintendent at 6:05 PM Motion passed with a motion by Arnie Robinson and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.8. Discuss, consider and take action to approve the second and final reading of Board Policy 6250 related to grades

No changes have been made to this policy since its first reading last month. The policy committee recommends that this policy is approved, as written.

Motion to approve the second and final reading of Board Policy 6250 related to grades at 6:05 PM passed with a motion by Dr. Patti Gubbels and a second by Tammy Day.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.9. Discuss, consider and take action to approve the second and final reading of Board Policy 6111 related to the Classroom Environment

No changes have been made to this policy since its first reading last month. The policy committee recommends that this policy is approved, as written.

Motion to approve the second and final reading of Board Policy 6111 related to the Classroom Environment at 6:06 PM passed with a motion by Tammy Day and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.10. Discuss, consider and take action to approve the second and final reading of Board Policies 1040 (Annual Report), 5506 (Safe Pupil Transportation Plan), and 6117 (Ceremonies)

No changes have been made to these policies since their first reading last month. The policy committee recommends the approval of these policies, as written.

Motion to approve the second and final reading of Board Policies 1040 (Annual Report), 5506 (Safe Pupil Transportation Plan), and 6117 (Ceremonies) at 6:07 PM passed with a motion by Tammy Day and a second by Dr. Patti Gubbels.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

8.11. Discuss, consider and take action to suspend Board Policy 5007 related to Foreign Exchange Students for the 2020-2021 school year

It is my recommendation that we suspend this policy and the practice of accepting Foreign Exchange Students for the 2020-2021 school year, due to COVID-19.

Motion to suspend Board Policy 5007 related to Foreign Exchange Students for the 2020-2021 school year at 6:08 PM passed with a motion by Tammy Day and a second by Arnie Robinson.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Absent	Sandy Wolfe:	Yea

9. Future Meetings

- A. The 2nd monthly meeting of the Board of Education has been scheduled for noon on Thursday, August 27, 2020.
 - B. The next regular meeting of the Board of Education will be held on Monday, September 14, 2020. The Business Meeting will begin at 5:30 PM. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.
10. Executive Session -- To discuss personnel issues -- as Needed to Protect the Interest of the District
- 10.1. Convene Executive Session -- To discuss personnel issues -- As Needed to Protect the Interest of the District
- Motion to Convene Executive Session – To discuss personnel issues - As Needed to Protect the Interest of the District at 6:09 PM passed with a motion by Arnie Robinson and a second by Dr. Patti Gubbels.
- | | | | |
|--------------------|--------|-----------------|-----|
| Tammy Day: | Yea | Arnie Robinson: | Yea |
| Dr. Patti Gubbels: | Yea | Bob Waite: | Yea |
| Bruce Mitchell: | Absent | Sandy Wolfe: | Yea |
- 10.2. Reconvene Meeting from Executive Session
The meeting reconvened from the Executive Session at 6:38 PM.
- 10.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
No action was deemed necessary.
11. Adjournment
The meeting adjourned at 6:38 PM.

Chairperson

Superintendent

Board of Education Special Meeting

Monday, August 17, 2020 8:00 AM

Public Notice of BOE meeting was published Saturday, August 5, 2020 in the Norfolk Daily News.

Norfolk Public School's Central Administration Office

P.O. Box 139

Norfolk, NE 68702-0139

Tammy Day:	Present
Dr. Patti Gubbels:	Present
Bruce Mitchell:	Present
Arnie Robinson:	Present
Bob Waite:	Present
Sandy Wolfe:	Present

1. Call to Order

The Norfolk Public School District's board of education meeting is called to order at 8:01 AM.

2. Roll Call—See attendance above.

3. Declaration of a Legal Meeting

This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.

4. Action Items

4.1. Discuss, consider and take action regarding the NPS COVID-19 Return to School Plan, including mask protocols.

The purpose of the Special Board Meeting is to revisit our COVID-19 Return to School Plan, including our mask protocols.

There are three questions that need to be answered regarding our current plan:

1. Do we want to make any changes to our rules related to face coverings/masks based upon recent updates from the ELVPHD which indicate that in the event of a possible exposure both the COVID positive person and the close contact person must be wearing a cloth face covering in order to avoid quarantine?
2. Under what circumstances should we allow face shields--given new guidance that they are not as effective as cloth face masks and they do not prevent the need for a quarantine.
3. Do we want to allow elementary PE to be held in our gyms? Our current plan indicates that all K-5 specials are to occur in home classrooms. The intent of this was to keep cohorts of students together in one location as much as possible. However, teachers have already found it very difficult to have PE in the classroom and would like to use their gyms. This would allow for better social distancing, more movement, and a greater variety of activities. It would also make the elementary plan the same as our plans for MS, JH, and SH.

Motion to reaffirm the current COVID-19 Return to School plan was made by Bob Waite. No vote was taken.

Motion to amend the current COVID-19 Return to School plan and to separate the 3 items listed above to vote on them individually at 8:23 AM passed with a motion by Bob Waite and a second by Bruce Mitchell.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

Motion to revise the COVID Return to School Plans to require all students, who are medically able, to wear a cloth face mask in the Yellow risk level at 8:21 AM passed with a motion by Tammy Day and a second by Dr. Patti Gubbels.

Bruce Mitchell:	Nay	Dr. Patti Gubbels:	Yea
Bob Waite:	Nay	Arnie Robinson:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

Motion to revise the current plan to require all staff and students to wear a cloth face mask except when a clear face shield is required to perform a specific duty, as outlined in administrative rule, at 8:35 AM passed with a motion by Arnie Robinson and a second by Dr. Patti Gubbels.

Bruce Mitchell:	Nay	Arnie Robinson:	Yea
Tammy Day:	Yea	Bob Waite:	Yea
Dr. Patti Gubbels:	Yea	Sandy Wolfe:	Yea

Motion, under the Yellow risk level, to allow elementary PE to be held in gyms at 8:37 AM passed with a motion by Arnie Robinson and a second by Tammy Day.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

5. Future Meetings

The next meeting of the Board of Education has been scheduled for noon on Thursday, August 27, 2020.

6.1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.

No Executive Session was convened.

6. Adjournment

The meeting adjourned at 8:43 AM.

Chairperson

Superintendent

Board of Education 3rd Monthly Meeting

Friday, August 28, 2020 12:00 PM

Norfolk Public School's Central Administration Office

P.O. Box 139

Norfolk, NE 68702-0139

Tammy Day:	Present	Arnie Robinson:	Present
Dr. Patti Gubbels:	Present	Bob Waite:	Present
Bruce Mitchell:	Present	Sandy Wolfe:	Present

1. Date Public Notice Appeared in the Norfolk Daily News: August 24, 2020
2. Call to Order
The Norfolk Public School District's board of education meeting is called to order at 12:00 PM.
 - 2.1. Roll Call—See attendance above.
 - 2.2. Declaration of a Legal Meeting
This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.
3. Reports and Discussion Items
 - 3.1. Budget Workshop
Dr. Robinson presented a fiscal synopsis of 2019-20 school year and discussed the upcoming 2020-2021 proposed budget. Dr. Thompson gave a 2020-2021 financial summary.
4. Future Meetings
The next regular meeting of the Board of Education will be held on Monday, September 14, 2020. The Business Meeting will begin at 5:30 PM. This meeting will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.
5. Executive Session If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
 - 5.1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.

Motion to Convene Executive to Discuss COVID 19 to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual at 12:50 PM passed with a motion by Dr. Patti Gubbels and a second by Arnie Robinson.

Tammy Day:	Yea	Arnie Robinson:	Yea
Dr. Patti Gubbels:	Yea	Bob Waite:	Yea
Bruce Mitchell:	Yea	Sandy Wolfe:	Yea

- 5.2. Reconvene Meeting from Executive Session
The meeting reconvened from the Executive Session at 1:48 PM.
 - 5.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
No action was deemed necessary.
6. Adjournment
The meeting adjourned at 1:48 PM.

Chairperson

Superintendent

SEPTEMBER 14, 2020

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	AASPA	AASPA MEMBERSHIP/A BAUMANN	01 2210 810 1 901 000	\$112.50
2			01 2210 810 2 901 000	\$112.50
3	AASPA Total			\$225.00
4	ACADIENCE LEARNING INC.	2019-20 DATA MANAGEMENT	01 1100 340 1 028 000	\$1,635.00
5	ACADIENCE LEARNING INC. Total			\$1,635.00
6	ADVANCE AUTO PARTS	BRAKE CLEANER	01 2650 610 1 001 000	\$33.57
7			01 2650 610 2 001 000	\$33.57
8		FUEL FILTER VEHICLE 49	01 2650 610 1 001 000	\$2.80
9			01 2650 610 2 001 000	\$2.79
10		FUEL PUMP FOR VEHICLE #49	01 2650 610 1 001 000	\$112.62
11			01 2650 610 2 001 000	\$112.62
12		OIL	01 2650 610 1 001 000	\$83.10
13			01 2650 610 2 001 000	\$83.10
14		RELAY	01 2650 610 1 001 000	\$5.74
15			01 2650 610 2 001 000	\$5.73
16	TOGGLE SWITCH		01 2620 610 1 001 000	\$5.73
17			01 2620 610 2 001 000	\$5.73
18	ADVANCE AUTO PARTS Total			\$487.10
19	AED SUPERSTORE	CONSUMER MASK	01 1200 610 1 945 000	\$119.94
20		GLOVES	01 1200 610 1 004 009	\$399.60
21		MASKS AND GLOVES	01 1190 610 1 163 021	\$63.92
22			01 6996 610 1 945 000	\$86.39
23		01 6996 610 2 945 000	\$86.38	
24	AED SUPERSTORE Total			\$756.23
25	ALISON'S MONTESSORI	GENERAL SUPPLIES	01 1100 610 1 028 005	\$177.00
26	ALISON'S MONTESSORI Total			\$177.00
27	ANIXTER INC	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$1,275.15

28			01 2230 650 2 005 000	\$1,275.15
29	ANIXTER INC Total			\$2,550.30
30	APPEARA	LAUNDRY SERVICE	01 2410 340 2 209 001	\$208.57
31		MOPS	01 2610 340 1 001 000	\$171.60
32			01 2610 340 2 001 000	\$171.60
33		NJHS LOGO	01 2410 340 2 141 002	\$78.73
34		WORK SHIRTS	01 2610 340 1 001 000	\$156.35
35			01 2610 340 2 001 000	\$156.37
36			01 2620 340 1 001 000	\$39.10
37			01 2620 340 2 001 000	\$39.09
38		WORKSHIRTS	01 2610 340 1 001 000	\$111.58
39			01 2610 340 2 001 000	\$111.58
40			01 2620 340 1 001 000	\$27.89
41			01 2620 340 2 001 000	\$27.90
42	APPEARA Total			\$1,300.36
43	APPLE INC	PAROCHIAL TECHNOLOGY	01 6996 650 1 945 000	\$32,424.00
44			01 6996 650 2 945 000	\$32,424.00
45	APPLE INC Total			\$64,848.00
46	ARANGO, IRMA	INTERPRETER	01 1150 350 1 004 009	\$16.38
47			01 1150 350 2 004 001	\$341.52
48			01 1150 350 2 004 002	\$166.80
49	ARANGO, IRMA Total			\$524.70
50	ARKFELD, KAREN	STAFF MILEAGE	01 1200 333 1 004 000	\$22.40
51			01 1200 333 2 004 000	\$22.39
52	ARKFELD, KAREN Total			\$44.79
53	ASSETGENIE, INC	MOTHERBOARDS	01 2230 650 1 005 014	\$329.85
54	ASSETGENIE, INC Total			\$329.85
55	BAILEY, SUSAN	N CLYDE ESY SUMMER 2020	01 1200 350 2 004 000	\$285.00
56	BAILEY, SUSAN Total			\$285.00
57	BAUER BUILT, INC	TIRES BUS 8H	01 2732 430 1 001 000	\$138.52
58			01 2732 430 2 001 000	\$138.52
59	BAUER BUILT, INC Total			\$277.04
60	BIG RED PRINTING	BROCHURES	01 1100 610 1 028 000	\$894.99
61			01 1100 610 2 028 000	\$248.37

62			01 1100 640 2 028 000	\$577.34
63	BIG RED PRINTING Total			\$1,720.70
64	BLICK ART MATERIALS	ART SUPPLIES	01 1100 610 1 011 000	\$1,367.30
65	BLICK ART MATERIALS Total			\$1,367.30
66	BOMGAARS SUPPLY	BIT HAMMER	01 2620 610 1 001 000	\$4.80
67			01 2620 610 2 001 000	\$4.79
68		C CLAMP	01 2620 610 1 001 000	\$3.99
69			01 2620 610 2 001 000	\$3.99
70		DOOR SUPPLIES	01 2620 610 1 001 005	\$58.66
71		DRAIN SUPPLIES	01 2620 610 2 001 001	\$19.97
72		FASTENERS	01 2620 610 1 001 000	\$3.00
73			01 2620 610 2 001 000	\$3.00
74		MOUNTING TAPE	01 2620 610 1 001 000	\$7.19
75			01 2620 610 2 001 000	\$7.18
76		OIL	01 2650 610 1 001 000	\$14.36
77			01 2650 610 2 001 000	\$14.36
78		PUMP DIAPHRAGM FOR PAINT	01 2620 610 1 001 000	\$65.00
79			01 2620 610 2 001 000	\$64.99
80		SOLAR SALT	01 2620 610 2 001 001	\$1,106.28
81		SPRAY PAINT	01 2620 610 1 001 000	\$5.79
82	01 2620 610 2 001 000		\$5.79	
83	SPRAYER TIPS	01 2620 610 1 001 000	\$17.74	
84		01 2620 610 2 001 000	\$17.74	
85	SPRING SNAP, OSCILLATING SET	01 2620 610 1 001 000	\$13.99	
86		01 2620 610 2 001 000	\$13.98	
87	TURBO PUMP	01 6996 610 1 945 000	\$149.93	
88		01 6996 610 2 945 000	\$149.92	
89	BOMGAARS SUPPLY Total			\$1,756.44
90	BRAINPOP LLC	BRAIN POP	01 1100 643 1 407 014	\$2,195.00
91			01 1100 643 1 602 005	\$1,335.00
92		CLASSROOM SUPPLIES	01 1100 610 1 304 004	\$43.75
93			01 1100 610 1 306 004	\$43.75
94			01 1100 610 1 311 004	\$43.75
95	01 1100 610 1 312 004		\$43.75	

96	BRAINPOP LLC Total			\$3,705.00
97	BULLSEYE FIRE SPRINKLER	FIRE SPRINKLER INSPECTION	01 2620 340 1 001 000	\$1,200.00
98			01 2620 340 2 001 000	\$1,200.00
99		REPLACED BACKFLOW DEVICE	01 2620 340 2 001 002	\$4,631.17
100		REPLACED CPVC ADAPTER	01 2620 340 2 001 002	\$514.62
101	BULLSEYE FIRE SPRINKLER Total			\$7,545.79
102	CARLISLE PAINTING PLUS,	PAINTING AT SENIOR HIGH	01 2620 340 2 001 001	\$6,000.00
103	CARLISLE PAINTING PLUS, Total			\$6,000.00
104	CDW GOVERNMENT, INC	CHROMEBOOK	01 1200 734 1 004 000	\$121.39
105			01 1200 734 2 004 000	\$121.38
106		CHROMEBOOKS	01 1100 350 1 005 000	-\$152.84
107			01 1100 650 1 005 000	\$84,281.71
108			01 1100 650 2 005 000	\$84,128.88
109		PROJECTORS	01 2410 650 2 141 002	\$830.00
110		REPLACEMENT BATTERY CARTRIDGE	01 2230 650 1 005 000	\$159.23
111			01 2230 650 2 005 000	\$159.23
112	CDW GOVERNMENT, INC Total			\$169,648.98
113	CENGAGE LEARNING	JOURNAL PAPERS	01 1100 610 2 203 001	\$1,275.00
114	CENGAGE LEARNING Total			\$1,275.00
115	CENTURY LUMBER CO	CONCRETE MIX	01 2620 610 1 001 004	\$131.78
116		DECKING/CALIBURN WASHERS	01 2620 610 1 001 000	\$26.47
117			01 2620 610 2 001 000	\$26.47
118		JIGSAW BLADES & LUMBER	01 2620 610 1 001 000	\$90.24
119			01 2620 610 2 001 000	\$90.24
120		LUMBER	01 2620 610 1 001 000	\$163.02
121			01 2620 610 2 001 000	\$163.02
122		PAINT	01 2620 610 2 001 001	\$1,192.69
123		PAINT AND SUPPLIES	01 2620 610 2 001 001	\$454.40
124		PAINT SUPPLIES	01 2620 610 1 001 000	\$207.47
125			01 2620 610 2 001 000	\$207.46
126	CENTURY LUMBER CO Total			\$2,753.26
127	CITY OF NORFOLK	SHARPS DISPOSAL	01 2130 610 1 004 000	\$60.00
128			01 2130 610 2 004 000	\$60.00
129		SRO	01 1160 350 2 001 000	\$23,517.35

130		WASTE	01 2630 420 1 001 000	\$46.76
131			01 2630 420 2 001 000	\$46.74
132		WATER	01 2610 410 1 001 010	\$79.17
133			01 2610 410 1 001 014	\$1,149.80
134			01 2610 410 1 001 021	\$788.71
135			01 2610 410 2 001 001	\$6,353.75
136	CITY OF NORFOLK Total			\$32,102.28
137	CONTACT PAPER GROUP	CENTRAL SUPPLY	01 1100 610 0 001 000	\$1,859.00
138	CONTACT PAPER GROUP Total			\$1,859.00
139	CORNHUSKER STATE	OFFICE FURNITURE	01 2510 731 1 001 000	\$6,819.00
140			01 2510 731 2 001 000	\$6,819.00
141	CORNHUSKER STATE Total			\$13,638.00
142	CRAVEN, SHEILA	CONTRACTED OT SERVICES	01 2161 320 1 004 000	\$2,981.50
143			01 2162 320 1 004 000	\$234.50
144			01 2163 320 1 004 000	\$737.00
145	CRAVEN, SHEILA Total			\$3,953.00
146	CREATIVE SITES, LLC	LPP PLAYGROUND	01 2620 340 1 001 021	\$4,600.00
147			01 2620 731 1 001 021	\$31,923.00
148		PRESCHOOL PLAYGROUND	01 2620 340 1 001 000	\$2,650.00
149			01 2620 731 1 001 000	\$6,773.00
150	CREATIVE SITES, LLC Total			\$45,946.00
151	D & L TOWING, L.L.C.	TOWING OF VEHICLE #49	01 2650 340 1 001 000	\$55.00
152	D & L TOWING, L.L.C. Total			\$55.00
153	DAKOTA POTTERS SUPPLY	CLAY	01 1100 610 1 011 000	\$698.40
154	DAKOTA POTTERS SUPPLY Total			\$698.40
155	DELL MARKETING L.P.	LHNE/DELL LATITUDES	01 6996 650 2 945 000	\$14,668.56
156	DELL MARKETING L.P. Total			\$14,668.56
157	DINKEL IMPLEMENT	MOWER #2 PARTS	01 2630 610 1 001 000	\$84.56
158			01 2630 610 2 001 000	\$84.55
159	DINKEL IMPLEMENT Total			\$169.11
160	EAKES OFFICE PLUS	BARRIER FOR CHRIST LUTHERAN	01 6996 610 1 945 000	\$1,862.50
161			01 6996 610 2 945 000	\$1,862.50
162		COPIER LEASE	01 2510 340 1 001 000	\$6,124.54
163			01 2510 340 2 001 000	\$6,124.54

164		MASKS	01 6996 610 1 945 014	\$232.00
165			01 6996 610 2 945 001	\$464.00
166	EAKES OFFICE PLUS Total			\$16,670.08
167	EARTH WALK	CHARGING CARTS	01 1100 650 1 005 000	\$7,812.18
168			01 1100 650 2 005 000	\$7,812.18
169		CHARGING CARTS/PAROCHIALS	01 6996 650 1 945 000	\$2,497.50
170			01 6996 650 2 945 000	\$2,497.50
171		POWER CORDS	01 1100 650 1 802 009	\$212.80
172	EARTH WALK Total			\$20,832.16
173	EBSCO SUBSCRIPTION SERVICE	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$418.20
174	EBSCO SUBSCRIPTION SERVICE Total			\$418.20
175	ECHO GROUP INC	FLUOR BULBS	01 2620 610 1 001 000	\$1,280.55
176			01 2620 610 2 001 000	\$1,280.55
177	ECHO GROUP INC Total			\$2,561.10
178	EGAN SUPPLY COMPANY	CLEANING SUPPLIES PAROCHIAL	01 6996 610 1 945 000	\$1,327.50
179			01 6996 610 2 945 000	\$1,327.50
180		COOP SUPPLIES	01 6996 610 1 945 000	-\$499.00
181			01 6996 610 2 945 000	-\$499.00
182		FOAM SANITIZER	01 6996 610 1 945 000	\$523.50
183			01 6996 610 2 945 000	\$523.50
184	EGAN SUPPLY COMPANY Total			\$2,704.00
185	ELECTRONIC SYSTEMS	FIRE ALARM INSPECTIONS	01 2620 340 1 001 000	\$20.00
186			01 2620 340 1 001 003	\$50.00
187			01 2620 340 1 001 004	\$50.00
188			01 2620 340 1 001 005	\$50.00
189			01 2620 340 1 001 008	\$50.00
190			01 2620 340 1 001 010	\$50.00
191			01 2620 340 1 001 012	\$50.00
192			01 2620 340 1 001 014	\$50.00
193			01 2620 340 2 001 000	\$20.00
194			01 2620 340 2 001 001	\$170.00
195			01 2620 340 2 001 002	\$85.00
196		INSTALLED EXISTING SMOKE	01 2620 340 2 001 002	\$337.50
197		REPLACED SMOKE DETECTOR	01 2620 340 2 001 001	\$239.00

198		SERVICE CALL FOR FIRE PANEL	01 2620 340 2 001 001	\$262.50
199	ELECTRONIC SYSTEMS Total			\$1,484.00
200	ENVIRONMENTAL SERVICES,	REMOVAL OF TSI	01 2620 340 1 001 004	\$8,439.85
201	ENVIRONMENTAL SERVICES, Total			\$8,439.85
202	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$228.34
203			01 2510 340 2 001 000	\$228.34
204	ESSENTIAL SCREEN Total			\$456.68
205	ESU #7	COGNITIVE COACHING	01 6310 330 2 028 000	\$440.00
206	ESU #7 Total			\$440.00
207	ESU 8	BRIGHT BYTES 20-21	01 2230 643 1 005 000	\$750.00
208			01 2230 643 2 005 000	\$750.00
209		LETRS TRAINING N PROBASCO	01 6310 330 1 028 000	\$430.00
210		NETWORK NEBRASKA 2ND HALF OF	01 2230 350 1 005 000	\$687.96
211			01 2230 350 2 005 000	\$687.96
212	ESU 8 Total			\$3,305.92
213	EVAN-MOOR	EBOOKS	01 1100 641 1 405 014	\$179.94
214	EVAN-MOOR Total			\$179.94
215	EVERYDAY SPEECH LLC	SUBSCRIPTION RENEWAL	01 2151 610 2 004 001	\$199.00
216			01 2151 610 2 296 001	\$100.00
217	EVERYDAY SPEECH LLC Total			\$299.00
218	FASTENAL INDUSTRIAL &	SHOP SUPPLIES	01 2620 610 1 001 000	\$13.26
219			01 2620 610 2 001 000	\$13.26
220	FASTENAL INDUSTRIAL & Total			\$26.52
221	FIRST CHOICE FOOD	ADMIN DAYS	01 2320 890 1 033 000	\$112.75
222			01 2320 890 2 033 000	\$112.75
223		BLT MEETING	01 2320 890 1 033 000	\$111.28
224			01 2320 890 2 033 000	\$111.27
225	FIRST CHOICE FOOD Total			\$448.05
226	FLOORING SOLUTIONS	CARPET TILE/INSTALLATION	01 2620 340 2 001 002	\$1,644.73
227		REMODEL IN LIBRARY	01 2620 340 2 001 002	\$0.00
228	FLOORING SOLUTIONS Total			\$1,644.73
229	GARCIA, RAQUEL	INTERPRETER	01 1150 350 1 004 014	\$233.42
230			01 1150 350 2 004 001	\$98.28
231		INTERPRETING	01 1150 350 1 004 008	\$69.62

232	GARCIA, RAQUEL Total			\$401.32
233	GLASS EDGE INC, THE	FLOOR STOPS	01 2620 610 2 001 002	\$59.60
234		LEXAN	01 2620 340 1 001 005	\$298.00
235	GLASS EDGE INC, THE Total			\$357.60
236	GNS	2020-21 GNS MEMBERSHIP	01 2320 810 1 033 000	\$125.00
237			01 2320 810 2 033 000	\$125.00
238	GNS Total			\$250.00
239	HAMPL, MELISSA	WEBINAR WORK	01 6310 121 2 028 000	\$60.00
240	HAMPL, MELISSA Total			\$60.00
241	HAUSMANN, ANGIE	MONTESSORI LEADERSHIP	01 2510 330 1 001 000	\$270.00
242			01 2510 330 2 001 000	\$270.00
243	HAUSMANN, ANGIE Total			\$540.00
244	HILTNER'S STRIPING	PARKING LOT STRIPING	01 2620 340 1 001 000	\$81.92
245			01 2620 340 1 001 003	\$442.30
246			01 2620 340 1 001 004	\$129.00
247			01 2620 340 1 001 005	\$276.38
248			01 2620 340 1 001 008	\$177.10
249			01 2620 340 1 001 010	\$726.56
250			01 2620 340 1 001 012	\$1,480.76
251			01 2620 340 1 001 014	\$2,154.26
252			01 2620 340 1 001 021	\$1,240.00
253			01 2620 340 2 001 000	\$81.92
254			01 2620 340 2 001 001	\$7,013.40
255			01 2620 340 2 001 002	\$1,100.00
256	HILTNER'S STRIPING Total			\$14,903.60
257	HOFMANN PLUMBING	CABLED DRAIN	01 2620 340 1 001 008	\$290.00
258		FLOOR SINK REPAIRS	01 2620 340 1 001 008	\$992.45
259		REPAIR VALVE	01 2620 340 1 001 014	\$315.05
260		RESET SINKS	01 2620 340 2 001 001	\$385.00
261		REST SINK SPED ROOM	01 2620 340 2 001 001	\$140.00
262	HOFMANN PLUMBING Total			\$2,122.50
263	HOME DEPOT PRO, THE	HAND SANITIZER	01 6996 610 1 945 000	\$1,175.93
264			01 6996 610 2 945 000	\$1,175.93
265		MASKS	01 6996 610 1 945 000	\$254.90

266			01 6996 610 2 945 000	\$254.90
267		MICROFIBER CLOTH	01 6996 610 1 945 000	\$22.14
268			01 6996 610 2 945 000	\$22.14
269		SUPPLIES	01 2610 610 1 001 000	\$616.95
270			01 2610 610 2 001 000	\$616.95
271	HOME DEPOT PRO, THE Total			\$4,139.84
272	HOMETOWN LEASING	COPIES	01 1100 340 1 104 010	\$1,126.13
273			01 1100 340 1 201 003	\$576.46
274			01 1100 340 1 302 004	\$631.82
275			01 1100 340 1 430 014	\$1,566.88
276			01 1100 340 1 602 005	\$307.05
277			01 1100 340 1 705 008	\$603.39
278			01 1100 340 1 819 009	\$608.32
279			01 1100 340 1 904 012	\$518.05
280			01 1100 340 2 141 002	\$924.72
281			01 1100 340 2 209 001	\$1,627.46
282			01 1125 340 2 209 001	\$117.48
283			01 1190 610 1 163 021	\$23.63
284			01 1291 610 1 017 000	\$143.00
285			01 1292 610 1 017 000	\$142.99
286			01 2530 340 1 001 000	-\$4,479.22
287			01 2530 340 2 001 000	-\$4,479.22
288			01 2620 340 0 001 000	\$28.87
289			01 6996 340 1 945 003	\$1.89
290			01 6996 340 1 945 004	\$0.54
291			01 6996 340 1 945 005	\$56.68
292			01 6996 340 1 945 008	\$0.01
293			01 6996 340 1 945 010	\$50.92
294			01 6996 340 1 945 012	\$0.01
295			01 6996 340 1 945 014	\$3.26
296			01 6996 340 2 945 001	\$139.39
297	HOMETOWN LEASING Total			\$240.51
298	IDEABANK MARKETING	STANDARD CMS	01 2230 340 1 005 000	\$624.00
299			01 2230 340 2 005 000	\$624.00

300	IDEABANK MARKETING Total			\$1,248.00
301	INTRADATA	READ N QUIZ	01 1100 610 1 104 010	\$556.90
302	INTRADATA Total			\$556.90
303	JAMES, ALLISON	STAFF MILEAGE	01 2181 333 1 004 000	\$18.14
304			01 2181 333 2 004 000	\$18.14
305	JAMES, ALLISON Total			\$36.28
306	JOHNSON, JENNIFER	REFUND OF EARLY ENTRANCE FEE	01 1100 610 1 001 000	\$50.00
307	JOHNSON, JENNIFER Total			\$50.00
308	KEVIN LINGENFELTER	JUNIOR HIGH REMODEL	01 2620 340 2 001 002	\$10,365.66
309	KEVIN LINGENFELTER Total			\$10,365.66
310	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$15.97
311			01 2152 333 1 004 021	\$15.97
312			01 2153 333 1 004 000	\$15.96
313	KNIGHT, KARLA Total			\$47.90
314	KNIGHTS OF AK-SAR-BEN	GROWING TOGETHER WORKFORCE	01 2320 330 1 033 000	\$5,000.00
315			01 2320 330 2 033 000	\$5,000.00
316	KNIGHTS OF AK-SAR-BEN Total			\$10,000.00
317	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$10.58
318			01 1200 333 2 004 000	\$10.58
319	KONERT, NICOLE Total			\$21.16
320	KPE	CONSULTING NEEDS FOR HVAC	01 2620 340 2 001 001	\$967.90
321	KPE Total			\$967.90
322	KURITA AMERICA, INC.	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$659.56
323			01 2620 610 2 001 000	\$659.55
324	KURITA AMERICA, INC. Total			\$1,319.11
325	KUSTOM PEST CONTROL	PEST CONTROL AUG.	01 2630 340 1 001 000	\$43.50
326			01 2630 340 1 001 003	\$29.00
327			01 2630 340 1 001 004	\$29.00
328			01 2630 340 1 001 005	\$29.00
329			01 2630 340 1 001 008	\$29.00
330			01 2630 340 1 001 009	\$29.00
331			01 2630 340 1 001 010	\$29.00
332			01 2630 340 1 001 012	\$29.00
333			01 2630 340 1 001 014	\$29.00

334			01 2630 340 1 001 021	\$29.00
335			01 2630 340 2 001 000	\$43.50
336			01 2630 340 2 001 001	\$58.00
337			01 2630 340 2 001 002	\$29.00
338	KUSTOM PEST CONTROL Total			\$435.00
339	LAKESHORE LEARNING	SUPPLIES	01 6200 610 1 028 000	\$59.96
340	LAKESHORE LEARNING Total			\$59.96
341	LAMPO GROUP, THE	FOUNDATIONS ENTREPRENEURSHIP	01 1100 643 2 028 001	\$450.00
342	LAMPO GROUP, THE Total			\$450.00
343	LAWNCO	LAWN SERVICE	01 2630 420 1 001 000	\$3,580.91
344			01 2630 420 2 001 000	\$3,580.90
345	LAWNCO Total			\$7,161.81
346	LAWSON PRODUCTS, INC	RESTOCK PARTS BIN	01 2620 610 1 001 000	\$62.64
347			01 2620 610 2 001 000	\$62.64
348	LAWSON PRODUCTS, INC Total			\$125.28
349	LOVE SIGNS, INC	J OSWALD NAME PLATE	01 2510 610 1 001 000	\$10.00
350			01 2510 610 2 001 000	\$10.00
351		NAME DECALS	01 1100 610 2 141 002	\$153.00
352		PORTABLE SNEEZE GUARDS	01 6996 610 1 945 000	\$160.00
353			01 6996 610 2 945 000	\$160.00
354		TEACHER NAME SIGNS	01 2410 610 1 430 014	\$179.00
355	LOVE SIGNS, INC Total			\$672.00
356	MARATHON PRESS INC	OPERATION 'N' PLOYABILITY	01 1200 610 2 004 001	\$216.00
357		REPORT CARD ENVELOPES	01 1100 610 1 028 000	\$438.00
358	MARATHON PRESS INC Total			\$654.00
359	MARTINEZ, ROSA	INTERPRETER	01 1150 350 1 004 014	\$192.47
360	MARTINEZ, ROSA Total			\$192.47
361	MARZANO RESEARCH	VIRTUAL INSTITUTE/S THELEN	01 6310 330 1 028 000	\$99.50
362			01 6310 330 2 028 000	\$99.50
363	MARZANO RESEARCH Total			\$199.00
364	MATHESON TRI-GAS INC.	MONTHLY MATERIAL	01 2620 610 1 001 000	\$109.19
365			01 2620 610 2 001 000	\$109.18
366		WELDING SUPPLIES	01 2620 610 1 001 000	\$104.25
367			01 2620 610 2 001 000	\$104.25

368	MATHESON TRI-GAS INC. Total			\$426.87
369	MATTEO SAND & GRAVEL	DIRT	01 2630 610 1 001 000	\$29.93
370			01 2630 610 2 001 000	\$29.92
371		FILL SAND	01 2620 610 1 001 000	\$10.00
372			01 2620 610 2 001 000	\$10.00
373	MATTEO SAND & GRAVEL Total			\$79.85
374	MCGRAW-HILL SCHOOL	READING WONDERS	01 1200 610 1 004 014	\$259.30
375	MCGRAW-HILL SCHOOL Total			\$259.30
376	MENARDS	BLECHE WHITE/SQUEEGEE	01 2620 610 1 001 000	\$10.46
377			01 2620 610 2 001 000	\$10.46
378		CEILING TILES	01 2620 610 1 001 005	\$127.68
379		CEMENT PATCH	01 2620 610 2 001 002	\$24.46
380		COMPRESSION CAP	01 2620 610 1 001 000	\$20.85
381			01 2620 610 2 001 000	\$20.85
382		DISPOSAL STOPPER	01 2620 610 1 001 009	\$4.98
383		FLAG POLE BRACKET	01 2620 610 1 001 005	\$5.16
384		GAPS AND CRACK FILLER	01 2620 610 1 001 000	\$4.41
385			01 2620 610 2 001 000	\$4.41
386		GLOSS	01 2620 610 2 001 002	\$55.44
387		LAWN CARE	01 2630 610 1 001 000	\$59.98
388			01 2630 610 2 001 000	\$59.98
389		PLUMBING SUPPLIES	01 2620 610 1 001 000	\$108.01
390			01 2620 610 2 001 000	\$107.97
391		SUPPLIES	01 2620 610 1 001 000	\$11.91
392	TARP	01 6996 610 1 945 005	\$2.99	
393	TWIST LOCK PLUG	01 2620 610 1 001 000	\$4.48	
394		01 2620 610 2 001 000	\$4.49	
395	MENARDS Total			\$648.97
396	MILLER, AMY	CONTRACTED PT SERVICES	01 2171 320 1 004 000	\$2,998.25
397			01 2171 334 1 004 000	\$31.74
398			01 2172 320 1 004 000	\$686.75
399			01 2172 334 1 004 000	\$3.45
400			01 2173 320 1 004 000	\$1,658.25
401			01 2173 334 1 004 000	\$11.96

402	MILLER, AMY Total			\$5,390.40
403	MODEL ELECTRIC INC	PARKING LOT LIGHTS	01 2620 340 1 001 014	\$22,846.00
404		REPLACED 98 LAMPS	01 2620 340 2 001 001	\$432.00
405		REPLACED GFCI	01 2620 340 1 001 009	\$84.70
406	MODEL ELECTRIC INC Total			\$23,362.70
407	MUNSON, REBECCA	REIMB FOR CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$46.09
408	MUNSON, REBECCA Total			\$46.09
409	NAPA OF NORFOLK	BATTERIES	01 2650 610 1 001 000	\$116.82
410			01 2650 610 2 001 000	\$116.82
411		BATTERY	01 2650 610 1 001 000	\$406.55
412			01 2650 610 2 001 000	\$240.97
413		IGNITION COIL VEHICLE #22	01 2650 610 1 001 000	\$17.40
414			01 2650 610 2 001 000	\$17.39
415		IGNITION CONTROL VEHICLE #22	01 2650 610 1 001 000	\$25.88
416			01 2650 610 2 001 000	\$25.88
417	NAPA OF NORFOLK Total			\$967.71
418	NASCO	ART SUPPLIES	01 1100 610 1 011 000	\$1,170.00
419	NASCO Total			\$1,170.00
420	NASPA	A BAUMANN MEMBERSHIP	01 2210 810 1 901 000	\$25.00
421	NASPA Total			\$25.00
422	NATIONAL ART & SCHOOL	COOP SUPPLIES	01 1100 610 2 226 001	\$5.97
423			01 1200 610 2 291 001	\$25.68
424	NATIONAL ART & SCHOOL Total			\$31.65
425	NCS PEARSON	INTERACTIVE TESTING SUPPLIES	01 2141 610 1 014 000	\$202.50
426			01 2141 610 2 014 000	\$202.50
427			01 2142 610 1 014 000	\$45.00
428		WIATT-III ENHANCED	01 2141 610 1 014 000	\$122.50
429			01 2141 610 2 014 000	\$122.50
430	NCS PEARSON Total			\$695.00
431	NCSA	ADMIN DAY 2020	01 2410 810 1 302 004	\$150.00
432		ADMIN DAYS	01 2211 330 1 901 000	\$37.50
433			01 2211 330 2 901 000	\$37.50
434			01 2214 330 1 901 000	\$37.50
435			01 2214 330 2 901 000	\$37.50

436			01 2410 810 1 430 014	\$300.00
437			01 2410 810 1 802 009	\$140.00
438			01 2410 810 2 141 002	\$450.00
439			01 2410 810 2 209 001	\$600.00
440			01 6310 330 1 028 000	\$75.00
441			01 6310 330 2 028 000	\$75.00
442		ADMIN WORKSHOP TITLE IX	01 2670 330 1 035 000	\$75.00
443			01 2670 330 2 035 000	\$75.00
444		MEMBERSHIP RENEWAL	01 2410 810 2 209 001	\$1,990.00
445		MEMEBERSHIP RENEWAL	01 2410 810 1 101 010	\$335.00
446		NCSA MEMBERSHIP JANTZ	01 1190 810 1 163 021	\$335.00
447		NCSA VIRTUAL TRAINING	01 2410 330 1 904 012	\$150.00
448	NCSA Total			\$4,900.00
449	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	NAEP ANNUAL MEMBERSHIP	01 2510 810 1 001 000	\$45.00
450			01 2510 810 2 001 000	\$45.00
451			TOTAL	\$90.00
452		P GUBBELS VIRTUAL MEETING	01 2310 330 1 033 000	\$50.00
453			01 2310 330 2 033 000	\$50.00
454		TOTAL	\$100.00	
455	NEBRASKA ASSOCIATION OF SCHOOL BOARDS Total			\$190.00
456	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$1,501.03
457			01 2610 621 1 001 003	\$2,809.04
458			01 2610 621 1 001 004	\$2,262.39
459			01 2610 621 1 001 005	\$2,395.47
460			01 2610 621 1 001 008	\$2,810.94
461			01 2610 621 1 001 009	\$1,986.48
462			01 2610 621 1 001 010	\$2,512.33
463			01 2610 621 1 001 014	\$7,981.10
464			01 2610 621 2 001 000	\$1,501.03
465			01 2610 621 2 001 001	\$52,984.77
466		01 2610 621 2 001 002	\$15,757.08	
467	NEBRASKA PUBLIC POWER Total			\$94,501.66
468	NEBRASKA SAFETY CENTER	EMPLOYEE TRAINING	01 2211 330 1 901 000	\$125.00
469			01 2211 330 2 901 000	\$125.00

470	NEBRASKA SAFETY CENTER Total			\$250.00
471	NEBRASKA/CENTRAL	PASSENGER MIRROR	01 2650 610 1 001 000	\$161.12
472			01 2650 610 2 001 000	\$161.11
473	NEBRASKA/CENTRAL Total			\$322.23
474	NEW ENGLAND SECURITY LOCK	LOCKS	01 2410 610 2 209 001	\$327.99
475	NEW ENGLAND SECURITY LOCK Total			\$327.99
476	NORDBY FENCING LLC	INSTALL 2 FORK LATCHES	01 2620 340 1 001 014	\$56.50
477	NORDBY FENCING LLC Total			\$56.50
478	NORFOLK AUTO SUPPLY	PAINT MASKS	01 6996 610 1 945 000	\$18.72
479			01 6996 610 2 945 000	\$18.72
480	NORFOLK AUTO SUPPLY Total			\$37.44
481	NORFOLK COUNTRY CLUB	GIRLS GOLF COURSE FEES	01 2510 890 2 001 000	\$2,000.00
482	NORFOLK COUNTRY CLUB Total			\$2,000.00
483	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$19.87
484			01 2310 540 2 001 000	\$19.86
485			01 2510 540 1 001 000	\$78.11
486			01 2510 540 1 901 000	\$562.50
487			01 2510 540 2 001 000	\$78.10
488			01 2510 540 2 901 000	\$562.50
489		ALL ABOUT NORFOLK AD	01 2310 540 1 010 000	\$170.50
490			01 2310 540 2 010 000	\$170.50
491		CLASSIFIED ADS	01 2510 540 1 901 000	\$244.00
492			01 2510 540 2 901 000	\$244.00
493		KINDERGARTEN ROUNDUP AD	01 2310 540 1 010 000	\$172.94
494			01 2310 540 2 010 000	\$172.94
495		NEWSPAPER SUBSCRIPTIONS	01 2220 640 2 106 002	\$250.00
496	NORFOLK DAILY NEWS Total			\$2,745.82
497	NORFOLK GM AUTO CENTER	TERMINAL FOR VEHICLE 50	01 2650 610 1 001 000	\$3.75
498			01 2650 610 2 001 000	\$3.75
499	NORFOLK GM AUTO CENTER Total			\$7.50
500	NORFOLK WINSUPPLY	AIR FILTERS	01 2620 610 1 001 004	\$85.23
501		CEILING TILES	01 2610 610 1 001 003	\$21.28
502			01 2610 610 1 001 009	\$32.10
503		COMPRESSION CAP/TEFLON TAPE	01 2620 610 1 001 000	\$13.15

504		01 2620 610 2 001 000	\$13.15	
505	FAUCET	01 2620 610 1 001 009	\$48.50	
506	FILTERS	01 2620 610 1 001 008	\$742.44	
507		01 2620 610 2 001 001	\$185.88	
508		01 2620 610 2 001 002	\$1,501.32	
509	FILTERS JEFFERSON	01 2620 610 1 001 004	\$119.52	
510	FILTERS JH	01 2620 610 2 001 002	\$266.76	
511	FILTERS LINCOLN	01 2620 610 1 001 005	\$250.56	
512	PLUMBING SUPPLIES	01 2620 610 1 001 000	\$85.92	
513		01 2620 610 2 001 000	\$85.92	
514	SOLENOID	01 2620 610 2 001 001	\$50.28	
515	WHITE EL PL SEAT	01 2620 610 2 001 002	\$151.92	
516	NORFOLK WINSUPPLY Total		\$3,653.93	
517	NPS SUBSIDIARY	5 POINT HARNESS #36	01 1200 610 1 004 000	\$248.85
518		ADMIN DAYS/SUPPLIES #3	01 2320 890 1 033 000	\$8.93
519			01 2320 890 2 033 000	\$8.92
520		BACKGROUND CHECKS #8	01 2510 340 1 001 000	\$6.00
521			01 2510 340 2 001 000	\$6.00
522		BATTERIES #49	01 1100 610 1 430 014	\$104.03
523		BLT MEETING #3	01 2320 890 1 033 000	\$28.53
524			01 2320 890 2 033 000	\$28.52
525		CABLE BOXES	01 2410 340 2 209 001	\$11.89
526			01 2510 340 1 001 000	\$2.76
527			01 2510 340 2 001 000	\$2.76
528			01 2670 340 1 035 000	\$2.76
529			01 2670 340 2 035 000	\$2.77
530		CARPET CLEANER/SUPPLIES #37	01 1190 610 1 163 021	\$213.99
531		CELL PHONE	01 2670 382 1 035 000	\$219.27
532			01 2670 382 2 035 000	\$219.26
533			01 2710 382 1 001 000	\$213.00
534			01 2710 382 2 001 000	\$213.00
535			01 3541 382 1 004 000	\$155.58
536			01 6910 382 1 004 000	\$51.86
537			01 6968 382 1 001 014	\$31.38

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	01 6968 382 2 001 002	\$31.38
CHAMBER COUNCIL #1	01 2320 890 1 033 000	\$5.00
	01 2320 890 2 033 000	\$5.00
CONCRETE WORK	01 2620 340 1 001 008	\$2,689.75
	01 2620 340 1 001 010	\$4,869.00
	01 2620 340 2 001 001	\$17,970.00
CORN AND HERBICIDE#31	01 1100 610 2 208 001	\$24.97
Correction: BATTERIES #49	01 6996 610 1 945 014	\$73.05
DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$299.45
	01 2510 340 2 001 000	\$299.45
DESK DIVIDER	01 6996 610 1 945 000	\$70.74
	01 6996 610 2 945 000	\$70.74
DESK GUARDS	01 6996 610 1 945 000	\$11,390.00
	01 6996 610 2 945 000	\$11,390.00
DIGITAL NEWSLETTER #19	01 2410 643 1 704 008	\$79.00
DISPOSABLE MASKS #4	01 6996 610 1 945 000	\$134.37
	01 6996 610 2 945 000	\$134.37
DISPOSABLE MASKS #9	01 6996 610 1 945 000	\$1,004.64
	01 6996 610 2 945 000	\$1,004.64
DRIVING RECORDS	01 2570 890 1 001 000	\$18.00
	01 2570 890 2 001 000	\$18.00
ELECTRICITY	01 2610 621 1 001 012	\$1,983.47
	01 2610 621 1 001 021	\$3,563.99
FACE MASKS #4	01 6996 610 1 945 000	\$1,765.82
	01 6996 610 2 945 000	\$1,765.81
FACEMASKS	01 6996 610 1 945 000	\$6,826.00
	01 6996 610 2 945 000	\$6,826.00
FILAMENT #49	01 1100 610 1 402 014	\$114.95
FINANCE MEETING MEAL #4	01 2510 890 1 001 000	\$27.26
	01 2510 890 2 001 000	\$27.26
GENERAL SUPPLIES #44	01 1100 610 1 304 004	\$50.00
	01 1100 610 1 306 004	\$50.00
GENERAL SUPPLIES #6	01 1100 610 1 104 010	\$60.54
IPADS/IPAD PENCILS #27	01 2410 734 2 209 001	\$866.60

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JOBBERs	01 2620 610 1 001 000	\$41.08
	01 2620 610 2 001 000	\$41.07
KINDERGARTEN ROUND UP SUPPLIES	01 1100 610 1 705 008	\$18.30
KITCHEN/MEETING SUPPLIES #24	01 2310 610 1 033 000	\$41.13
	01 2310 610 2 033 000	\$41.12
	01 2320 610 1 033 000	\$41.13
	01 2320 610 2 033 000	\$41.13
LABELS #42	01 1100 610 1 104 010	\$13.32
LABELS #44	01 1100 610 1 302 004	\$20.78
LABELS #45	01 1100 610 1 602 005	\$11.12
LABELS #48	01 1100 610 1 904 012	\$16.38
LANYARDS #43	01 1100 610 1 201 003	\$226.23
LUNCH FOR 7/29/20 ACTIVITIES	01 2190 890 2 001 000	\$45.84
MARKING PAINT #15	01 1100 610 1 802 009	\$14.82
MEAL FOR FAMILIES #37	01 3541 610 1 004 000	\$152.25
MEETING SUPPLIES #6	01 1100 610 1 104 010	\$29.62
MENTAL HEALTH CONF/T CHOCHON	01 2141 330 1 014 000	\$50.00
NEW TEACHER MEETING MEAL #8	01 2210 890 1 901 000	\$63.65
	01 2210 890 2 901 000	\$63.64
NEW TEACHER MEETING SUPPLIES	01 2211 610 1 901 000	\$14.85
	01 2211 610 2 901 000	\$14.85
NEWSLETTER #49	01 2410 643 1 430 014	\$79.00
NOTEBOOKS/FOLDERS #36	01 6910 610 1 004 000	\$150.00
	01 6910 610 2 004 000	\$150.00
PAYROLL FOLDERS #24	01 2510 610 1 001 000	\$7.88
	01 2510 610 2 001 000	\$7.87
PENCIL BOXES #37	01 6996 610 1 945 021	\$247.50
PLANNERS #47	01 1100 610 1 705 008	\$449.40
PLAY DOUGH #48	01 1100 610 1 904 012	\$16.04
POSTAGE	01 2510 531 1 001 000	\$82.93
	01 2510 531 2 001 000	\$82.92
POSTAGE #3	01 2310 531 1 033 000	\$5.16
	01 2310 531 2 033 000	\$5.16
POSTAGE #6	01 2410 531 1 104 010	\$110.00

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PROJECTOR AND WALL MOUNTS #33	01 2230 650 1 005 005	\$2,472.98
REFUND OF MEMBERSHIP #36	01 2152 643 1 004 000	-\$99.00
REPLACEMENT BULB #45	01 1100 610 1 602 005	\$69.71
Reversal: BATTERIES #49	01 1100 610 1 430 014	-\$73.05
RUGS #45	01 6996 610 1 945 000	\$738.24
SANITIZER WANDS #45	01 6996 610 1 945 005	\$524.16
SHEETGO #33	01 1100 643 1 005 000	\$187.20
	01 1100 643 2 005 000	\$187.20
SHOP SUPPLIES	01 2620 610 1 001 000	\$26.97
	01 2620 610 2 001 000	\$26.97
SHREDDING	01 1100 340 1 430 014	\$35.00
SMORE MEMBERSHIP #42	01 1100 643 1 101 010	\$79.00
SMORES #15	01 1100 643 1 802 009	\$149.00
SPRAY PAINT #6	01 1100 610 1 104 010	\$8.47
STOOLS #42	01 1100 610 1 126 010	\$42.75
STUDENT NEEDS SUPPLIES #36	01 1100 610 1 001 000	\$217.88
	01 1100 610 2 001 000	\$217.87
STUDENT SUPPLIES #34	01 6910 610 1 004 000	\$260.39
	01 6910 610 2 004 000	\$260.38
SUPPLIES #12	01 1100 610 2 141 002	\$81.18
SUPPLIES #32	01 1100 610 2 138 002	\$93.44
	01 1100 610 2 141 002	\$11.97
SUPPLIES #37	01 3541 610 1 004 000	\$70.30
SYMANTEC ENDPOINT	01 2230 643 1 005 000	\$4,765.00
	01 2230 643 2 005 000	\$4,765.00
TELEPHONE	01 2510 382 1 001 000	\$148.52
	01 2510 382 1 001 003	\$107.84
	01 2510 382 1 001 004	\$69.25
	01 2510 382 1 001 005	\$114.92
	01 2510 382 1 001 008	\$80.33
	01 2510 382 1 001 009	\$98.74
	01 2510 382 1 001 010	\$98.74
	01 2510 382 1 001 012	\$107.44
	01 2510 382 1 001 014	\$285.05

640			01 2510 382 1 001 021	\$98.31
641			01 2510 382 2 001 000	\$148.51
642			01 2510 382 2 001 001	\$393.41
643			01 2510 382 2 001 002	\$200.91
644		WATER	01 2610 410 1 001 012	\$75.18
645		WEB/CLOUD BASED SOFTWARE #33	01 6996 643 1 945 000	\$189.07
646			01 6996 643 2 945 000	\$189.07
647		WORKSHOP CANCELED #36	01 2151 330 1 004 000	-\$284.00
648	NPS SUBSIDIARY Total			\$96,925.78
649	OFFICESUPPLY.COM	SUPPLIES	01 6200 610 1 028 000	\$890.09
650	OFFICESUPPLY.COM Total			\$890.09
651	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$16.05
652			01 2142 333 1 014 000	\$16.04
653	OHL, CASSIE Total			\$32.09
654	O'KEEFE ELEVATOR COMPANY,	ELEVATOR MAINT CONTRACT	01 2620 340 1 001 000	\$101.13
655			01 2620 340 1 001 005	\$202.27
656			01 2620 340 1 001 014	\$202.27
657			01 2620 340 2 001 000	\$101.13
658			01 2620 340 2 001 001	\$202.27
659			01 2620 340 2 001 002	\$202.27
660	O'KEEFE ELEVATOR COMPANY, Total			\$1,011.34
661	ONE CALL CONCEPTS, INC	DIGGERS HOTLINE	01 2620 340 1 001 000	\$2.50
662			01 2620 340 2 001 000	\$2.49
663	ONE CALL CONCEPTS, INC Total			\$4.99
664	ONE OFFICE SOLUTION	TZE TAPE FOR LABEL MAKER	01 2211 610 1 901 000	\$15.08
665			01 2211 610 2 901 000	\$15.07
666	ONE OFFICE SOLUTION Total			\$30.15
667	OVERHEAD DOOR COMPANY OF	REPAIR ROLL UP DOOR	01 2620 340 1 001 014	\$195.00
668	OVERHEAD DOOR COMPANY OF Total			\$195.00
669	PALLAS, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$9.66
670	PALLAS, MEGAN Total			\$9.66
671	PARRA, PAOLA	INTERPRETER	01 1150 350 1 004 004	\$55.97
672			01 1150 350 2 004 002	\$141.69
673	PARRA, PAOLA Total			\$197.66

674	PERRY,GUTHERY,HAASE &	LEGAL SERVICES	01 2330 317 1 001 000	\$975.00
675			01 2330 317 2 001 000	\$975.00
676	PERRY,GUTHERY,HAASE & Total			\$1,950.00
677	PFEIL, KARY	SIXPENCE JOB COACH AUG 20	01 3541 340 1 004 000	\$1,250.00
678	PFEIL, KARY Total			\$1,250.00
679	POLLARD PUMPING	JET LINE AT ADMIN BUILDING	01 2620 340 1 001 000	\$92.50
680			01 2620 340 2 001 000	\$92.50
681	POLLARD PUMPING Total			\$185.00
682	POWERSCHOOL GROUP LLC	EMPLOYEE TRAINING	01 2211 330 1 901 000	\$1,875.00
683			01 2211 330 2 901 000	\$1,875.00
684		UNIFIED TALENT RECORDS	01 2211 643 1 901 000	\$6,555.15
685			01 2211 643 2 901 000	\$6,555.15
686	POWERSCHOOL GROUP LLC Total			\$16,860.30
687	PRESENCE LEARNING	CONTRACTED SLP SERVICES	01 2151 320 1 004 000	\$2,700.00
688	PRESENCE LEARNING Total			\$2,700.00
689	PRICE, MATTHEW	VIRTUAL BAND TESTING	01 1100 643 1 418 014	\$75.00
690	PRICE, MATTHEW Total			\$75.00
691	PRIME COMMUNICATIONS	CAMERAS/CONNECTIONS	01 2230 650 2 005 001	\$3,767.33
692	PRIME COMMUNICATIONS Total			\$3,767.33
693	PRIME SANITATION SERVICE	AUGUST COMMERCIAL W/DUMPSTER	01 2610 420 1 001 000	\$1,950.00
694			01 2610 420 2 001 000	\$1,950.00
695	PRIME SANITATION SERVICE Total			\$3,900.00
696	PRIORITY COMMUNICATIONS &	BELL SCHEDULE UPDATES	01 2620 340 1 001 000	\$500.00
697		INSTALL NEW SOFTWARE AT JH	01 2620 340 2 001 002	\$85.00
698		NEW PHONE AT MS	01 2620 340 1 001 014	\$300.00
699		PHONE AND INSTALLATION	01 2620 610 1 001 000	\$192.50
700			01 2620 610 2 001 000	\$192.50
701		PHONE REPAIR	01 1200 350 1 004 014	\$110.00
702	PRIORITY COMMUNICATIONS & Total			\$1,380.00
703	PROQUEST, LLC	ELIBRARY	01 2220 640 2 228 001	\$2,935.09
704	PROQUEST, LLC Total			\$2,935.09
705	PURELAND SUPPLY	REPLACEMENT LAMP	01 2220 610 2 106 002	\$177.30
706	PURELAND SUPPLY Total			\$177.30
707	PYRAMID SCHOOL PRODUCTS	COOP ORDER	01 1100 610 2 204 001	\$13.39

708	PYRAMID SCHOOL PRODUCTS Total			\$13.39
709	QUILL CORPORATION	CENTRAL SUPPLIES	01 1100 610 0 001 000	\$4,196.94
710		GENERAL SUPPLIES	01 1125 610 2 209 001	\$149.61
711			01 2410 610 2 209 001	\$35.36
712		LABELS	01 2410 610 1 430 014	\$53.08
713		STUDENT HANDBOOK SIGNATURE	01 2410 610 2 209 001	\$31.60
714	QUILL CORPORATION Total			\$4,466.59
715	RASMUSSEN MECHANICAL	FIXED AIRFLOW TO ROOMS	01 2620 340 2 001 002	\$650.00
716		GRANT RETURN AIR FILTER	01 2620 340 1 001 003	\$21,587.83
717		HEAT PUMP/INSTALLATION	01 2620 340 1 001 003	\$8,769.59
718		INSTALLED NEW COUPLING	01 2620 340 2 001 002	\$1,414.02
719		JH ATTIC VENTILATION	01 2620 340 2 001 002	\$7,648.00
720		LEAK IN COOLING TOWER	01 2620 340 2 001 002	\$808.35
721		REPAIRED HEAT PUMP	01 2620 340 1 001 003	\$1,514.30
722		REPAIRS TO COMMONS UNIT	01 2620 340 1 001 014	\$523.25
723		REPLACED BROKEN FLEX	01 2620 340 2 001 001	\$739.23
724		REPLACED TIME DELAY	01 2620 340 1 001 005	\$595.91
725	RASMUSSEN MECHANICAL Total			\$44,250.48
726	RIES, BEN	MILEAGE FROM 8/20-9/3/20	01 2190 333 2 001 001	\$365.13
727	RIES, BEN Total			\$365.13
728	ROCHA, ANGELICA	INTERPRETER	01 1150 350 1 004 014	\$32.76
729	ROCHA, ANGELICA Total			\$32.76
730	SAFESIDE SHREDDING	SHREDDING	01 1100 340 1 602 005	\$35.00
731			01 1100 610 1 705 008	\$70.00
732			01 2410 340 2 141 002	\$35.00
733	SAFESIDE SHREDDING Total			\$140.00
734	SCHEER'S ACE HARDWARE	COMPRESSION CAPS	01 2620 610 1 001 000	\$10.47
735			01 2620 610 2 001 000	\$10.46
736		SHOP SUPPLIES	01 2620 610 1 001 000	\$59.97
737			01 2620 610 2 001 000	\$59.95
738		WASP KILLER, HOLE SAW	01 2620 610 1 001 000	\$20.98
739			01 2620 610 2 001 000	\$20.98
740	SCHEER'S ACE HARDWARE Total			\$182.81
741	SCHOLASTIC INC.	MAGAZINE RENEWAL	01 1200 610 2 194 002	\$321.43

742		MAGAZINE RENEWAL BEHAVIOR	01 1200 610 2 022 002	\$104.39
743		MAGAZINE RENEWALS ENGLISH	01 1100 610 2 135 002	\$989.01
744		SCHOLASTIC NEWS ORDER	01 1100 610 1 101 010	\$2,473.11
745	SCHOLASTIC INC. Total			\$3,887.94
746	SCHOOL DATEBOOKS	PLANNERS	01 1100 610 2 141 002	\$2,318.76
747	SCHOOL DATEBOOKS Total			\$2,318.76
748	SCHOOL SPECIALTY	COOP SUPPLIES	01 1100 610 2 224 001	\$4.55
749			01 1190 610 1 163 021	\$2.27
750			01 1291 610 1 017 021	\$2.28
751			01 2120 610 2 228 001	\$4.55
752		MAKING CONNECTIONS BOOKS	01 6200 640 1 028 009	\$591.36
753		SUPPLIES	01 1100 610 2 224 001	\$102.95
754	SCHOOL SPECIALTY Total			\$707.96
755	SCHUMACHER, EMILY	MILEAGE	01 2710 332 1 001 000	\$251.72
756	SCHUMACHER, EMILY Total			\$251.72
757	SCHUURMANS, CONNIE	ACTIVITY WORKER	01 2190 120 2 001 000	\$37.00
758	SCHUURMANS, CONNIE Total			\$37.00
759	SEESAW	CLASSROOM SUPPLIES	01 1100 610 1 101 010	\$3,564.00
760		SUBSCRIPTION	01 1100 610 1 705 008	\$1,880.88
761	SEESAW Total			\$5,444.88
762	SERVICEMASTER OF NORFOLK	CUSTODIAL/CLEANING	01 2610 420 1 001 000	\$1,665.84
763			01 2610 420 2 001 000	\$1,665.83
764	SERVICEMASTER OF NORFOLK Total			\$3,331.67
765	SONOVA USA INC	STUDENT COMMUNICATION SUPPLIES	01 2151 610 1 004 012	\$4,138.99
766	SONOVA USA INC Total			\$4,138.99
767	STANDARD STATIONERY SUPPLY	CENTRAL SUPPLIES	01 1100 610 0 001 000	\$3,666.68
768	STANDARD STATIONERY SUPPLY Total			\$3,666.68
769	STANLEY PETROLEUM	REPLACE SENSORS	01 2650 340 1 001 000	\$550.00
770			01 2650 340 2 001 000	\$550.00
771	STANLEY PETROLEUM Total			\$1,100.00
772	SYMMETRY ENERGY SOLUTIONS,	NATURAL GAS	01 2610 621 1 001 000	\$80.28
773			01 2610 621 1 001 003	\$42.35
774			01 2610 621 1 001 004	\$90.80
775			01 2610 621 1 001 005	\$254.48

776			01 2610 621 1 001 008	\$146.93
777			01 2610 621 1 001 009	\$30.53
778			01 2610 621 1 001 010	\$33.50
779			01 2610 621 1 001 012	\$163.98
780			01 2610 621 1 001 014	\$109.51
781			01 2610 621 1 001 021	\$627.78
782			01 2610 621 2 001 000	\$80.26
783			01 2610 621 2 001 001	\$513.70
784			01 2610 621 2 001 002	\$102.42
785	SYMMETRY ENERGY SOLUTIONS, Total			\$2,276.52
786	SYNCB/AMAZON	BOOKS FOR LHNE	01 6310 640 2 028 000	\$263.64
787		FACE SHIELDS	01 6996 610 1 945 000	\$23.85
788			01 6996 610 2 945 000	\$23.84
789		IPAD CASES/NORFOLK CATHOLIC	01 6996 650 1 945 000	\$131.89
790			01 6996 650 2 945 000	\$131.89
791		OFFICE SUPPLIES	01 1200 610 1 004 000	\$53.12
792			01 1200 610 2 004 000	\$53.11
793		PLANNER/LABELS	01 1100 610 1 801 009	\$24.37
794		QUICKSTART GUIDE	01 1100 640 1 028 000	\$10.28
795			01 1100 640 2 028 000	\$10.27
796		ST PAULS/DIGITAL CAMERA	01 6996 650 1 945 000	\$47.50
797			01 6996 650 2 945 000	\$47.50
798	SYNCB/AMAZON Total			\$821.26
799	TEACHER INNOVATIONS, INC	20-21 MEMBERSHIP RENEWAL	01 1100 643 1 101 010	\$252.00
800		PLANBOOK	01 1100 643 1 430 014	\$270.00
801	TEACHER INNOVATIONS, INC Total			\$522.00
802	THOMAS, AMANDA	CDL LICENSE	01 2713 890 1 001 000	\$59.50
803	THOMAS, AMANDA Total			\$59.50
804	TIME MANAGEMENT SYSTEMS	LPP TIMECLOCK	01 2510 340 1 001 000	\$202.50
805			01 2510 340 2 001 000	\$202.50
806	TIME MANAGEMENT SYSTEMS Total			\$405.00
807	TOPP, REBECCA	STAFF MILEAGE	01 1200 333 1 004 000	\$7.51
808			01 1200 333 2 004 000	\$7.50
809	TOPP, REBECCA Total			\$15.01

810	TROXELL COMMUNICATIONS	COOP SUPPLIES	01 1200 610 2 291 001	\$131.61
811	TROXELL COMMUNICATIONS Total			\$131.61
812	U. S. CELLULAR	HOT SPOTS	01 6996 610 1 945 000	\$21.74
813			01 6996 610 2 945 000	\$21.74
814	U. S. CELLULAR Total			\$43.48
815	U. S. GAMES	FITNESS GRAM	01 1100 643 1 414 014	\$149.00
816	U. S. GAMES Total			\$149.00
817	UZZELL, STACIE	MILEAGE	01 2670 333 1 035 000	\$6.44
818			01 2670 333 2 035 000	\$6.44
819	UZZELL, STACIE Total			\$12.88
820	WENGER CORPORATION	CARTS FOR TABLES/CHAIRS	01 6996 733 2 945 001	\$3,330.00
821	WENGER CORPORATION Total			\$3,330.00
822	WIESE, JODI	CDL PERMIT	01 2712 890 1 001 008	\$14.50
823	WIESE, JODI Total			\$14.50
824	WINNERS CIRCLE	NAME PLAQUES	01 2410 610 1 104 010	\$128.00
825	WINNERS CIRCLE Total			\$128.00
826	ZAZUETA, MELISSA	INTERPRETER	01 1150 350 1 004 014	\$65.52
827	ZAZUETA, MELISSA Total			\$65.52
828	ZONE, THE	8/15 TO 8/31 PAY	01 6968 340 2 001 002	\$353.76
829		JUNE/JULY GEARY	01 6968 340 1 001 014	\$259.00
830	ZONE, THE Total			\$612.76
831	Grand Total			\$859,287.41

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834 **NUTRITION FUND**

835	BARNHILL, AMY	REFUND LUNCH ACCOUNT ERIN	02 3100 890 0 001 000	\$69.69
836	BARNHILL, AMY Total			\$69.69
837	BELTZ, JAIME	REFUND LUNCH ACCOUNT BELTZ	02 3100 890 0 001 000	\$50.00
838	BELTZ, JAIME Total			\$50.00
839	BRANCH, GIL	REFUND LUNCH BALANCE	02 3100 890 0 001 000	\$140.35
840	BRANCH, GIL Total			\$140.35
841	CENTRAL RESTAURANT	CAMBOX	02 3100 610 1 001 000	\$366.00
842			02 3100 610 2 001 000	\$366.00
843		SHIPPING	02 3100 610 1 001 000	\$172.10

844			02 3100 610 2 001 000	\$172.09
845		UTILITY CART	02 3100 731 1 001 003	\$149.00
846			02 3100 731 1 001 010	\$149.00
847			02 3100 731 1 001 012	\$149.00
848			02 3100 731 1 001 021	\$149.00
849		WATER COOLER	02 3100 610 1 001 014	\$48.23
850			02 3100 610 2 001 001	\$48.23
851			02 3100 610 2 001 002	\$48.23
852	CENTRAL RESTAURANT Total			\$1,816.88
853	HEARTLAND FIRE PROTECTION	MAINT OF RANGE HOOD	02 3100 340 1 001 021	\$267.00
854	HEARTLAND FIRE PROTECTION Total			\$267.00
855	INFINITE CAMPUS, INC.	BARCODE SCANNER	02 3100 650 1 001 000	\$2,232.00
856			02 3100 650 2 001 000	\$2,232.00
857	INFINITE CAMPUS, INC. Total			\$4,464.00
858	LUNCHTIME SOLUTIONS, INC.	AUGUST MEALS	02 3100 340 1 001 000	\$63,836.66
859			02 3100 340 2 001 000	\$63,836.65
860		AUGUST SACK MEALS	02 3100 340 1 001 000	\$11,191.02
861			02 3100 340 2 001 000	\$11,191.01
862		MEALS IN AUGUST	02 3100 340 1 001 000	\$464.58
863			02 3100 340 2 001 000	\$464.57
864	LUNCHTIME SOLUTIONS, INC. Total			\$150,984.49
865	NPS SUBSIDIARY	REFUND OF LUNCH BALANCE	02 3100 890 0 001 000	\$36.65
866	NPS SUBSIDIARY Total			\$36.65
867	THOMPSON, MARTHA	REFUND OF LUNCH ACCOUNT CLAIRE	02 3100 890 0 001 000	\$55.55
868	THOMPSON, MARTHA Total			\$55.55
869	Grand Total			\$157,884.61
870				
871				
872	COOPERATIVE FUND			
873	ESU 8	HOFFART&BUETTGENBACH 2-7 2020	04 1200 111 1 004 000	\$30,650.67
874			04 1200 111 2 004 000	\$30,650.67
875			04 1200 221 1 004 000	\$2,590.57
876			04 1200 221 2 004 000	\$2,590.58
877			04 1200 231 1 004 000	\$3,027.60

878			04 1200 231 2 004 000	\$3,027.60
879			04 1200 281 1 004 000	\$7,668.11
880			04 1200 281 2 004 000	\$7,668.11
881			04 1200 340 1 004 000	\$181.32
882			04 1200 340 2 004 000	\$181.33
883			04 1200 580 1 004 000	\$1,052.46
884			04 1200 580 2 004 000	\$1,052.45
885	ESU 8 Total			\$90,341.47
886	KLEIN, CARRE	STAFF MILEAGE NERP	04 1200 580 1 004 000	\$538.49
887			04 1200 580 2 004 000	\$538.49
888	KLEIN, CARRE Total			\$1,076.98
889	NPS SUBSIDIARY	AMAZON/ANTI FOG SPRAY #35	04 1200 610 1 004 000	\$98.85
890		AMAZON/ANTI FOG SPRAY #35	04 1200 610 2 004 000	\$98.85
891		CHILD CLEAR MASKS #35	04 1200 610 1 004 000	\$60.08
892			04 1200 610 2 004 000	\$60.08
893		FILING CABINET SUPPLIES #35	04 1200 610 1 004 000	\$12.93
894			04 1200 610 2 004 000	\$12.93
895	NPS SUBSIDIARY Total			\$343.72
896	Grand Total			\$91,762.17
897				
898				
899	QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND			
900	JEO CONSULTING GROUP, INC	2020 PARKING LOT IMPROVEMENTS	09 4500 340 1 001 000	\$6,371.23
901			09 4500 340 2 001 000	\$6,371.22
902	JEO CONSULTING GROUP, INC Total			\$12,742.45
903	KPE	HVAC RENOVATION CONSULTING	09 4500 340 1 001 000	\$1,535.63
904			09 4500 340 2 001 000	\$1,535.62
905		SENIOR HIGH CHILLER	09 4500 340 2 001 001	\$2,173.75
906	KPE Total			\$5,245.00
907	NPS SUBSIDIARY	RELOCATE EXISTING DOWN-GUY AND	09 4500 340 1 001 000	\$600.94
908			09 4500 340 2 001 000	\$600.93
909	NPS SUBSIDIARY Total			\$1,201.87
910	PLATTE VALLEY PRECAST INC	PARKING LOT IMPROVEMENTS	09 4500 340 1 001 008	\$32,801.00
911	PLATTE VALLEY PRECAST INC Total			\$32,801.00

912	RASMUSSEN MECHANICAL	JEFFERSON HVAC RENOVATION	09 4500 340 1 001 004	\$27,305.46
913		JH HVAC RENOVATION	09 4500 340 2 001 002	\$51,910.97
914	RASMUSSEN MECHANICAL Total			\$79,216.43
915	Grand Total			\$131,206.75
916				
917				
918	STUDENT FEE FUND			
919	BARNHILL ENTERPRISES LLC	STICKS AND MALLETS	17 2190 610 2 028 001	\$263.00
920	BARNHILL ENTERPRISES LLC Total			\$263.00
921	BAUER, MELANIE	SUMMER SCHOOL REFUND BAUER	17 2190 610 0 976 000	\$20.00
922	BAUER, MELANIE Total			\$20.00
923	BURBACH, ANDREA	TECH FEE WAIVED M PETERSON	17 2190 610 2 672 001	\$35.00
924	BURBACH, ANDREA Total			\$35.00
925	DE LOS SANTOS, OFELIA	TECH FEE WAIVED-J. DELOS	17 2190 610 2 672 001	\$35.00
926	DE LOS SANTOS, OFELIA Total			\$35.00
927	DOVER, TIFFANY	TECH FEE WAIVED M DOVER	17 2190 610 2 672 001	\$35.00
928	DOVER, TIFFANY Total			\$35.00
929	EH, HTOO	TECH FEE WAIVED S. SHE	17 2190 610 2 672 001	\$35.00
930	EH, HTOO Total			\$35.00
931	HANLEY, MYRANDA	TECH FEE WAIVED-B. HANLEY	17 2190 610 2 672 001	\$35.00
932	HANLEY, MYRANDA Total			\$35.00
933	KEN'S BAND INSTRUMENT	BARITONE REPAIR	17 2190 340 2 028 001	\$22.00
934		SOUSAPHONE REPAIR	17 2190 340 2 028 001	\$27.00
935	KEN'S BAND INSTRUMENT Total			\$49.00
936	MCGHEE, CHARLES	TECH FEE WAIVED E ROBINSON	17 2190 610 2 672 001	\$35.00
937	MCGHEE, CHARLES Total			\$35.00
938	MCMAHON, NATIA	REFUND OF BAND FEE	17 2190 610 1 028 014	\$25.00
939	MCMAHON, NATIA Total			\$25.00
940	NPS SUBSIDIARY	VARSITY SHOES #31	17 2190 610 2 517 001	\$232.20
941	NPS SUBSIDIARY Total			\$232.20
942	QUALITY DRY CLEANERS	BAND UNIFORM CLEANING	17 2190 610 2 968 001	\$2,046.00
943	QUALITY DRY CLEANERS Total			\$2,046.00
944	SETTJE, STEPHANIE	TECH FEE WAIVED J GUTIERREZ	17 2190 610 2 672 001	\$35.00
945		TECH FEE WAIVED Z SETTJE	17 2190 610 2 672 001	\$35.00

946	SETTJE, STEPHANIE Total			\$70.00
947	VARSITY SPIRIT FASHIONS	APPAREL	17 2190 610 2 517 001	\$3,110.20
948	VARSITY SPIRIT FASHIONS Total			\$3,110.20
949	WARDLE, JESSICA	TECH FEE WAIVED N. CHRIST	17 2190 610 2 672 001	\$35.00
950	WARDLE, JESSICA Total			\$35.00
951	Grand Total			\$6,060.40

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest. Therefore I am abstaining from voting on claim #454 for the month of September in the consent agenda for this meeting.

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

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

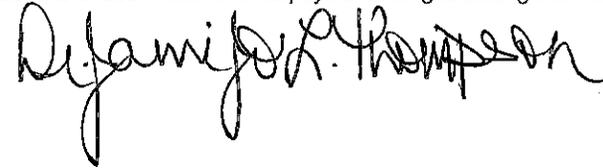
Date: _____

Board Member

Notice of Special Hearing To Set Final Tax Request

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at 5:30 o'clock P.M., at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.



	2019-2020	2020-2021	Change
Property Valuations	2,594,686,224	2,829,914,633	9%

2019/20 Budget Information

2020/21 Budget Information

Fund	2019-2020 Operating Budget	2019-2020 Property Tax Request	2019 Tax Rate	Property Tax Rate (2019-2020 Request Divided By 2020 Valuation)	2020-2021 Operating Budget	2020-2021 Proposed Property Tax Request	Proposed 2020 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	61,315,009.77	25,946,862.24	1.000000	0.916878	63,874,660.00	26,884,189.01	0.950000	-5%	4%
Bond Fund(s) K - 8	3,690,275.09	1,152,272.00	0.053529	0.040718	3,234,979.49	709,090.90	0.029978	-44%	-12%
Bond Fund(s) 9 - 12	2,672,268.16	817,424.26	0.031110	0.028885	2,342,630.25	503,090.00	0.017532	-44%	-12%
Special Building Fund	5,028,902.66	1,297,343.11	0.050000	0.045844	7,231,405.26	2,829,914.63	0.100000	100%	44%
Qualified Capital Purpose Undertaking Fund K - 12	11,980,817.29	1,010,101.00	0.038930	0.035694	5,771,701.19	848,980.00	0.030000	-23%	-52%
Total	84,687,272.97	30,224,002.61	1.173569	1.068019	82,255,376.19	31,775,264.54	1.127510	-4%	-3%

Norfolk Daily News

OWNED BY THE HUSE PUBLISHING COMPANY
 NORFOLK, NEBRASKA
 Federal ID #47-0197190

PROOF OF PUBLICATION

THE STATE OF NEBRASKA
 Madison County

Debbie Warneke, being first duly sworn on oath says that she is the Business Manager of **The Huse Publishing Company**, a corporation, publishers of the **Norfolk Daily News**, a legal daily newspaper published at Norfolk, Madison County, Nebraska, and of general circulation in said county; that a notice entitled

Notice of Special Hearing To Set Final Tax Request
 Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 14th day of September 2020 at 5:30 o'clock P.M., at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

Debbie Warneke

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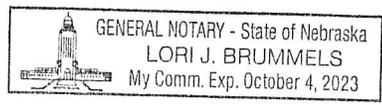
L23416

is printed in said
 proof, was
 time, the
 said newspaper
 within said County
 at least 10 days
 immediately prior to the
 hearing and every
 day for all of said time
 for more than 300
 English language
 copies of the

Subscribed and sworn to before me this 1 day of September, 2020

Lori J. Brummels
 Notary Public

3 X 3.25 Display \$ 48.75
 Clip Fee \$
 Proof of Publication \$
 Prepayment \$



Balance Due \$ 48.75

**2020/2021 TAX REQUEST RESOLUTION
FOR MADISON COUNTY SCHOOL DISTRICT 59-0002
A/K/A NORFOLK PUBLIC SCHOOLS**

Public notice was given at least five days in advance of the district's Special Public Hearing called for the purpose of discussing and approving or modifying the District's Tax Requests for the 2020-2021 school's fiscal year for the General Fund, Bond Fund, Special Building Fund, and Qualified Capital Purpose Undertaking Fund of Madison County School District 59-0002.

The Special Public Hearing was held before the Board of Education of Madison County School District 59-0002 at the time, date, and place announced in the notice published in a newspaper of general circulation, a copy of which notice and proof of publication of which is attached hereto as Exhibit A-1, all as required by law.

The Board provided an opportunity to receive comment, information and evidence from persons in attendance at such Special Hearing; and the Board, after having reviewed the District's Tax Requests for each said fund and after public consideration of the matter, has determined that the Final Tax Requests as listed below are necessary in order to carry out the functions of the District, as determined by the Board for the 2020/2021 fiscal year.

NOW, THEREFORE, the governing body of the Madison County School District 59-0002, resolves that (1) the Tax Request for the General Fund should be and hereby is set at \$26,884,189.01; (2) the Tax Request for the Special Building Fund should be and hereby is set at \$2,829,914.63; (3) the Tax Request for the Bond Fund K-8 should be and hereby is set at \$709,090.90; (4) the Tax Request for the Bond Fund 9-12 should be and hereby is set at \$503,090.00; (5) the Tax Request for the Qualified Capital Purpose Undertaking Fund should be and hereby is set at \$848,980.00.

The total assessed value of property differs from last year's total assessed value by an increase of 9.07%. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property, would be \$1.068019. Madison County School District 59-0002 proposes to adopt a property tax rate that will cause its tax rate to be \$1.127510 per \$100 of assessed value. Based on proposed property tax request and changes in other revenue, the total operating budget of Madison County School District 59-0002 will be an increase from last years by 3.8%.

It is so moved by _____ and seconded by _____ this

14th day of September, 2020 to adopt this resolution.

The following board members voting in favor of the motion: _____

The following board members voting against the motion: _____

The following board members were absent or not voting: _____

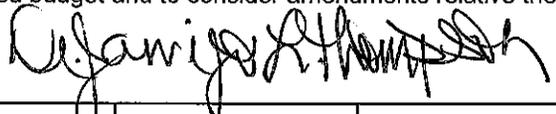
The undersigned herewith certifies, as Secretary of the Board of Education of Madison County School District 59-0002, that the above Resolution was duly adopted by a majority of said Board at a duly constituted public meeting of said Board in accordance with Neb Revised Statute 77-1601.02. A copy of the resolution was certified and forwarded to the County Clerk on or before October 13, 2020.

Secretary of the Board of Education

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Norfolk Public Schools (59-0002-000) in Madison County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 14th day of September, 2020 at 5:30 o'clock, P.M., at NPS Central Administration Building for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours.



FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2018-2019 (1)	2019-2020 (2)	2020-2021 (3)			
General	\$ 45,932,875.00	\$ 47,328,517.98	\$ 63,674,660.00	\$ 7,542,423.00	\$ 44,601,735.99	\$ 26,884,189.01
Depreciation	\$ 2,826,607.00	\$ 1,080,644.17	\$ 8,376,241.69		\$ 8,376,241.69	
Employee Benefit	\$ 4,301.00	\$ 651.14	\$ 135,385.00	\$ -	\$ 135,385.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 1,973,806.97	\$ 1,725,000.00	\$ 3,964,126.00	\$ -	\$ 3,964,126.00	
School Nutrition	\$ 2,510,685.00	\$ 2,774,172.00	\$ 3,834,080.00	\$ -	\$ 3,834,080.00	
Bond	\$ 1,952,599.00	\$ 1,948,115.00	\$ 5,577,609.74	\$ -	\$ 4,377,550.84	\$ 1,212,180.90
Special Building	\$ 2,146,443.00	\$ 609,147.97	\$ 7,231,405.26		\$ 4,429,789.63	\$ 2,829,914.63
Qualified Capital Purpose Undertaking	\$ 1,048,654.00	\$ 3,928,063.02	\$ 5,771,701.19	\$ -	\$ 4,931,211.19	\$ 848,980.00
Cooperative	\$ 376,695.00	\$ 283,000.00	\$ 1,058,885.00	\$ -	\$ 1,058,885.00	
Student Fee	\$ 201,181.00	\$ 100,000.00	\$ 479,739.00	\$ -	\$ 479,739.00	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 58,973,846.97	\$ 59,777,311.28	\$ 100,103,832.88	\$ 7,542,423.00	\$ 76,188,744.34	\$ 31,775,264.54

Norfolk Daily News

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 NORFOLK, NEBRASKA
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PROOF OF PUBLICATION

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Lori J. Brummels

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copy of which, as and made a part of the newspaper for one time; that said newspaper is published within said County immediately prior to the date of said notice and every day during all of said time for a period of more than 300 days in the English language maintained by the

Warneke

Warneke, 2020

Brummels

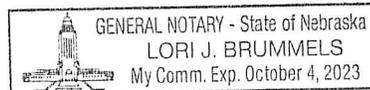
(September 1, 2020)

L23415

Notary Public

3 X 4 Display \$ 60.00
 Clip Fee \$
 Proof of Publication \$
 Prepayment \$

Balance Due \$ 60.00



Students

Admission Requirements

Minimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

Early Admission to Kindergarten:

The following assessment procedure for determining if a child is capable of carrying the work of kindergarten is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) mental ability, (2) emotional/social development, (3) pre academic skills, and (4) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between August 1 and October 15;
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected on the basis of testing by professionals trained and certified to administer the assessments that will produce evidence of strength in:
 1. mental ability defined as scoring 84th percentile or above on a standardized assessment of cognitive ability such as the Wechsler Pre Primary Scale of Intelligence ~~III~~IV, or the Stanford-Binet V;
 2. a test of emotional/social development such as the Behavior Assessment System for Children, Second Edition (BASC-~~2~~3);
 3. 75th percentile or greater on a test of pre academic skills such as the Woodcock Johnson III; and/or Wechster individual achievement test IV
 4. a test of fine motor ability, scoring 75th percentile or above on a standardized measurement such as the Beery VMI.

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determine appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must be weighed with institutional factors also considered. Sound decision making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Families who seek early admission of their child into kindergarten must obtain an *Early Entrance to Kindergarten Packet* from the School District Administrative.

Parents must fill out the early entrance application forms, which include a parent questionnaire and obtain and attach a reference letter from someone who is well acquainted with the child but not a relative of the child. The person providing this reference should know the child well enough that they can speak with some expertise about the child's attributes and abilities. The reference letter should indicate whether this person recommends the child be schooled with children who will be a year older than the child and, if so, the evidence this person has concerning the child's mental ability, fine and gross motor ability, visual and auditory discrimination, emotional/social development, and communication skills. Suggestions for this reference letter are a preschool teacher, a Sunday school teacher, a day-care provider, or a physician.

The assessment request, reference letter and parent questionnaire must be completed and returned to the District no later than May 25th of the spring before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on race, color, gender, religion, ancestry, national origin, marital status, age, disability, or sexual orientation of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within 30 days of enrollment. Other reliable proof of the child's identify and age, accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).
- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), Haemophilus Influenzae type b (Hib), invasive pneumococcal disease and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes than an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a

telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private, denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school district in its sole and absolute discretion upon a proper application approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. A student expelled from a private, denominational, or parochial school or from any public school in another state, will not be prohibited from enrolling in the public school district in which the student resides or in which the student has been accepted pursuant to the enrollment option program for any period of time beyond the time limits placed on expulsion, pursuant to the Student Discipline Act, or for any expulsion for an offense for which expulsion is not authorized for a public school student under such Act. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

Military Families

[If a parent presents evidence to the District of military orders that military family will be stationed in the State of Nebraska during the current or following school year, the District will enroll preliminarily the parent's students.](#)

Legal Reference: Neb. Rev. Stat. §§ 43-2001 to 43-2012
 Neb. Rev. Stat. § 79-214
 Neb. Rev. Stat. §§ 79-217 to 79-223
 Neb. Rev. Stat. § 79-266.01
 173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption: March 14, 2004

Date of Revision: November 13, 2017

Date of Revision: A

Community RelationsTitle IX – Procedure for Complaints of Sexual HarassmentA. Complaint Procedure - Generally

All employees are responsible for helping to prevent sexual harassment. Employees, or students, who believe they have been subjected to, or believe they have witnessed sexual harassment should follow these procedures:

1. Directly inform the person engaging in the discrimination or harassment that such conduct is offensive and must stop.
2. For employee reporters, contact your principal or supervisor, the principal or supervisor of the offending person, or the Title IX Coordinator if you do not wish to communicate directly with the person whose conduct is offensive or if direct communication with the offending person has been ineffective.
3. Report the matter to the Title IX Coordinator if the offending conduct continues or has not been resolved to your satisfaction after you have reported the matter to a principal or supervisor.
4. For student reporters, contact any teacher, counselor, or administrator.
5. Report to the Title IX Coordinator if you are the adult to whom the student has made a report so that the matter can be properly resolved. The Title IX Coordinator may file a formal complaint and begin the following complaint procedure.

Allegations of sexual harassment or discrimination shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion, if the offender is a student. Retaliatory action will not be taken against an employee or student for reporting discrimination or harassment.

B. Response to a Formal Complaint:

1. Filing Formal Complaint: An employee or student can allege sexual harassment by filing a formal complaint in writing with the Title IX Coordinator in person or by mail, or by electronic mail using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION
Erik Wilson
Norfolk Public Schools, 512 Philip Avenue, Norfolk, NE 68701
402-644-2500
erikwilson@npsne.org

The formal complaint must be signed by the complainant or by the Title IX Coordinator. **The following procedures apply only in the event that a formal complaint is filed. All other allegations of sexual harassment shall be resolved using the general complaint procedure. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.**

2. Immediate Actions upon Receipt of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall provide the following to all known parties of (A): The complaint procedure as outlined in this regulation; and (B): Notice of the allegations of sexual harassment, including: (i) the identities of the parties involved, if known; and (ii) the conduct allegedly constituting sexual harassment; and (iii) the date and location of the alleged incident.

The parties to the formal complaint may select an advisor of their choice, who may be, but is not required to be, an attorney.

3. Investigation of Formal Complaint: Upon receipt of a formal complaint, the Title IX Coordinator shall notify the Investigator. The Investigator will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The Investigator will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this complaint procedure. If the allegation(s) involves possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The Investigator will aim to complete its investigation within a reasonable time frame, as determined by the Title IX Coordinator. The factors to determine a reasonable time frame include, but are not limited to, the allegations of the formal complaint, the number of witnesses that may need to be interviewed, and whether the police are also conducting an investigation into the allegations. The time frame originally set by the Title IX Coordinator may be extended by the Title IX Coordinator, upon notice to the parties, as he or she deems necessary to complete the investigation. Periodic status updates will be given to the parties, when appropriate.

(A) *Neutrality*: The Title IX Coordinator, investigator, decision-maker, or any person designated by the District to facilitate this complaint procedure, shall not have any conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. The District shall ensure that Title IX Coordinators, investigators, decision-makers, and any persons who facilitate this complaint procedure shall receive training on the definition of sexual harassment in accordance with this regulation, the scope of the District's education program or activity, how to conduct an investigation and complaint process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the fact at issue, conflicts of interest, and bias. The District shall ensure that the individuals involved in the complaint procedure receive training on issues of relevance of questions and evidence and on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

(B) *Burden of Production*: It shall be the Investigator's burden to gather evidence sufficient to reach a determination regarding responsibility. To reach a determination, the investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

(C) *Rights of the Parties*: The respondent is entitled to a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the complaint process.

The Investigator must provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.

The Investigator shall not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The Investigator shall provide the parties with the same opportunities to have others present during any complaint proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice if the Investigator deems appropriate.

However, the Investigator may establish restrictions regarding the extent to which the advisor may participate in the proceedings, if the restrictions apply equally to both parties.

The Investigator shall provide to all witnesses expected to attend a meeting notice of the date, time, location, participants, and purpose of all hearings within two (2) days of the meeting.

Up until the conclusion of the investigation, the parties shall have an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. This includes the evidence upon which the Investigator does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence obtained from any source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.

The District retains the right to place an employee on administrative leave during the pendency of an investigation. The District also retains the right to remove a student from the District's educational program prior to the conclusion of the investigation. In the event of a removal, the respondent shall have the opportunity to challenge the decision for removal.

(D) *Conclusion of Investigation:* Prior to the conclusion of the investigation, the investigator shall send each party and the party's advisor, if any, the evidence that is subject to inspection and review in an electronic format or a hard copy. The parties shall then have ten (10) days to submit a written response, which the investigator will consider.

Once the investigator has considered the written statements of the parties, if any, and any questions of the parties, if any, the investigator shall create an investigative report that fairly summarizes relevant evidence. The investigator shall then submit the written investigation report to the decision-maker. The parties shall each receive a copy of the final investigative report at the same time as the decision-maker.

4. Decision of Responsibility: The decision-maker shall review the investigative report. Prior to coming to a determination regarding responsibility, the decision-maker shall provide ten (10) days for each party to submit written, relevant questions that a party wants asked of any party or witness, provide each party with answers, and allow for additional, limited follow-up questions from each party.

Once the decision-maker has considered the written questions of the parties, if any, the decision-maker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame as determined by the Title IX Coordinator. The decision-maker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as complainant, respondent, or witness. The decision-maker shall provide the written determination to both parties simultaneously. The written determination must include:

- a. Identification of the allegations potentially constituting sexual harassment;
- b. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with

- parties and witnesses, site visits, and methods used to gather evidence;
- c. Findings of fact supporting the determination;
- d. Conclusions regarding the application of each recipient's code of conduct to the facts;
- e. A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the complainant; and
- f. The recipient's procedures and permissible bases for the complainant and respondent to appeal.

The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

5. Supportive Measures and Disciplinary Actions:

Throughout the investigation, either party may be entitled to supportive measures. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the recipient's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the District's educational environment to deter sexual harassment.

Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

At the conclusion of the investigation, the decision-maker may institute disciplinary measures to the respondent if the decision-maker determines that the respondent engaged in sexual abuse or harassment. Disciplinary measures may include, but are not limited to, in-school suspension, out-of-school suspension, expulsion, and in the case of an employee, disciplinary action up to and including dismissal from employment. This policy does not limit or prohibit the District from instituting disciplinary measures if, in the course of the investigation, it determines that the complainant or respondent violated the student code of conduct.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

C. Appeals

If either party is not satisfied with the outcome of the investigation and the decision of the decision-maker, they may appeal on the following basis:

- a. Procedural irregularity that affected the outcome of the matter;
- b. New evidence, that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
- c. The Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against the complainant or respondent generally or the individual complainant or respondent that affected the outcome of the matter.

The request for an appeal shall be in writing and submitted on the appropriate document. The appeal document shall be submitted to the Superintendent of Schools.

Upon notice of an appeal by either party, the Superintendent of Schools shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties.

The Superintendent of Schools shall give both parties a reasonable and equal opportunity to submit a written statement in support of, or challenging the outcome.

The Superintendent of Schools shall review the investigative report, decision-maker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent of Schools shall provide the written decision simultaneously to both parties.

D. Informal Resolution

If a formal complaint is filed, the District may offer the complainant and respondent the opportunity to participate in an informal resolution process. The informal resolution process may take place at any time prior to reaching a determination regarding responsibility. The informal resolution process shall only take place upon:

- a. Written notice to both parties disclosing: the allegations, the requirements of the informal resolution process, including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the resolution process and resume the complaint process with respect to the formal complaint, and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared;
- b. The parties' voluntary written consent to the informal resolution process; and
- c. That the allegations of the formal complaint do not involve any allegations that an employee sexually harassed a student.

E. Record Keeping

The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, any transcripts, or audio recordings pertaining to the investigative and appeal proceedings for a period of seven (7) years.

Legal Reference: Title IX

Date of Adoption: [Insert Date]

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Name:

Date:

Position: Associate Supt of Business Services

Evaluator:

KEY: 1 – Unsatisfactory 2 – Basic 3 – Proficient 4 - Distinguished
1. Communication Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
2. Collaboration Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
3. Organization Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
4. Leadership Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
5. Technology Skills <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Comments, justifications, explanations 1 2 3 4

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

6. Public/Community Relations

1 2 3 4

Comments, justifications, explanations:

7. Fiscal Management & Planning

1 2 3 4

Comments, justifications, explanations:

8. Maintenance & Facilities Management

1 2 3 4

Comments, justifications, explanations:

9. Program Operations & Management

1 2 3 4

Comments, justifications, explanations:

10. Records Management

1 2 3 4

Comments, justifications, explanations:

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

11. Human Resources Management

1 2 3 4

Comments, justifications, explanations:

12. Contract Negotiations

1 2 3 4

Comments, justifications, explanations:

13. Compliance with Regulations & Policy

1 2 3 4

Comments, justifications, explanations:

14. Problem Solving/ Decision Making

1 2 3 4

Comments, justifications, explanations:

15. Innovation/Change Agent

Comments, justifications, explanations:

1 **2** **3** **4**

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

16. Goal Setting/Strategic Planning	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
Comments, justifications, explanations:				

17. Organization and Management of Professional Responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments, justifications, explanations:				

18. Ethics/Integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments, justification, explanations:				

Areas for Improvement:

Additional Comments:

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

Evaluation Period: School Year _____

Employment Recommendation: Renewal of Contract Non-renewal of Contract

Professional Growth Plan _____

Continue current job targets _____ New Job Targets _____ Remediation Targets _____

Central Office Administrator Signature

Date

Evaluator's Signature

Date

The administrator's signature indicates only that the administrator has read and discussed the contents of this summary report with the evaluator. The administrator has seven days in which to attach a response to this evaluation to become part of the permanent record.

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Name:

Date:

Position: Director of Human Resources & Accreditation Evaluator:

KEY: 1 – Unsatisfactory 2 – Basic 3 – Proficient 4 - Distinguished
1. Communication Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
2. Collaboration Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
3. Organization Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
4. Leadership Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
5. Technology Skills <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Comments, justifications, explanations 1 2 3 4

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

6. Public/Community Relations

1 2 3 4

Comments, justifications, explanations:

7. HR Management & Planning

1 2 3 4

Comments, justifications, explanations:

8. Professional Development

1 2 3 4

Comments, justifications, explanations:

9. Accreditation/School Improvement Processes

1 2 3 4

Comments, justifications, explanations:

10. Personnel/Evaluation Processes

1 2 3 4

Comments, justifications, explanations

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

11. Program Operations & Management

1 2 3 4

Comments, justifications, explanations:

12. Fiscal Planning/Management

1 2 3 4

Comments, justifications, explanations:

13. Compliance with Regulations & Policy

1 2 3 4

Comments, justifications, explanations:

14. Problem Solving/Decision Making

1 2 3 4

Comments, justifications, explanations:

15. Innovation/Change Agent

Comments, justifications, explanations:

1 **2** **3** **4**

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

16. Goal Setting/Strategic Planning Comments, justifications, explanations:	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4
17. Organization and Management of Professional Responsibilities Comments, justifications, explanations:	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4
18. Ethics/Integrity Comments, justifications, explanations:	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4

Areas for Improvement:

Additional Comments:

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Evaluation Period: School Year _____

Employment Recommendation: Renewal of Contract Non-renewal of Contract

Professional Growth Plan _____

Continue current job targets _____ New Job Targets _____ Remediation Targets _____

Central Office Administrator Signature

Date

Evaluator's Signature

Date

The administrator's signature indicates only that the administrator has read and discussed the contents of this summary report with the evaluator. The administrator has seven days in which to attach a response to this evaluation to become part of the permanent record.

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Name:

Date:

Position: Director of Student Programs

Evaluator:

KEY: 1 – Unsatisfactory 2 – Basic 3 – Proficient 4 - Distinguished
1. Communication Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
2. Collaboration Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
3. Organization Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
4. Leadership Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
5. Technology Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

6. Public/Community Relations

1 2 3 4

Comments, justifications, explanations:

7. Special Education Leadership & Management

1 2 3 4

Comments, justifications, explanations:

8. Program Leadership & Management

1 2 3 4

Comments, justifications, explanations:

9. Professional Development

1 2 3 4

Comments, justifications, explanations:

10. HR Management & Planning

1 2 3 4

Comments, justifications, explanations

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

11. Student Services Leadership

1 2 3 4

Comments, justifications, explanations:

12. Fiscal Planning & Management

1 2 3 4

Comments, justifications, explanations:

13. Compliance with Regulations & Policy

1 2 3 4

Comments, justifications, explanations:

14. Problem Solving/Decision Making

1 2 3 4

Comments, justifications, explanations:

15. Innovation/Change Agent

Comments, justifications, explanations:

1 **2** **3** **4**

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

16. Goal Setting/Strategic Planning	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4
Comments, justifications, explanations: .								
17. Organization and Management of Professional Responsibilities	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Comments, justifications, explanations:	1		2		3		4	
18. Ethics/Integrity	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Comments, justifications, explanations	1		2		3		4	

Areas for Improvement:

Additional Comments:

.

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Evaluation Period: School Year _____

Employment Recommendation: Renewal of Contract Non-renewal of Contract

Professional Growth Plan _____

Continue current job targets _____ New Job Targets _____ Remediation Targets _____

Central Office Administrator Signature

Date

Evaluator's Signature

Date

The administrator's signature indicates only that the administrator has read and discussed the contents of this summary report with the evaluator. The administrator has seven days in which to attach a response to this evaluation to become part of the permanent record.

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

Name:

Date:

Position: Director of Student Services and Safety

Evaluator:

KEY: 1 – Unsatisfactory 2 – Basic 3 – Proficient 4 - Distinguished
1. Communication Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
2. Collaboration Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
3. Organization Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
4. Leadership Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
5. Technology Skills <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Comments, justifications, explanations 1 2 3 4

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

6. Public/Community Relations

1 2 3 4

Comments, justifications, explanations:

**7. ~~Special Education~~ Student Services Leadership
& Management**

1 2 3 4

Comments, justifications, explanations:

8. Safety Program Leadership & Management

1 2 3 4

Comments, justifications, explanations:

9. Professional Development

1 2 3 4

Comments, justifications, explanations:

10. HR Management & Planning

1 2 3 4

Comments, justifications, explanations:

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

11. Student Services Leadership

1 2 3 4

Comments, justifications, explanations:

12. Fiscal Planning & Management

1 2 3 4

Comments, justifications, explanations:

13. Compliance with Regulations & Policy

1 2 3 4

Comments, justifications, explanations:

14. Problem Solving/Decision Making

1 2 3 4

Comments, justifications, explanations:

15. Innovation/Change Agent

Comments, justifications, explanations:

1 **2** **3** **4**

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

16. Goal Setting/Strategic Planning Comments, justifications, explanations: 	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4
17. Organization and Management of Professional Responsibilities Comments, justifications, explanations: 	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4
18. Ethics/Integrity Comments, justifications, explanations: 	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4

Areas for Improvement:

Additional Comments:

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

Evaluation Period: School Year _____

Employment Recommendation: Renewal of Contract Non-renewal of Contract

Professional Growth Plan _____

Continue current job targets _____ New Job Targets _____ Remediation Targets _____

Central Office Administrator Signature

Date

Evaluator's Signature

Date

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**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Name:

Date:

Position: Director of Teaching & Learning

Evaluator:

KEY: 1 – Unsatisfactory 2 – Basic 3 – Proficient 4 - Distinguished
1. Communication Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
2. Collaboration Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
3. Organization Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
4. Leadership Skills <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 Comments, justifications, explanations:
5. Technology Skills <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Comments, justifications, explanations 1 2 3 4

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

6. Public/Community Relations

1 2 3 4

Comments, justifications, explanations:

7. Curriculum Planning/Management

1 2 3 4

Comments, justifications, explanations:

8. Professional Development

1 2 3 4

Comments, justifications, explanations:

9. Instructional Leadership

1 2 3 4

Comments, justifications, explanations:

10. Assessment/Data Management

1 2 3 4

Comments, justifications, explanations:

EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION

11. Technology Management

2 3 4

Comments, justifications, explanations:

12. Program Operations & Management

1 2 3 4

Comments, justifications, explanations:

13. Fiscal Planning/Management

1 2 3 4

Comments, justifications, explanations:

14. Human Resources Management

1 2 3 4

Comments, justifications, explanations:

15. Compliance with Regulations & Policy

Comments, justifications, explanations:

1 **2** **3** **4**

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

16. Problem Solving/ Decision Making

1 2 3 4

Comments, justifications, explanations:

17. Innovation/Change Agent

Comments, justifications, explanations:

1 **2** **3** **4**

18. Goal Setting/ Strategic Planning

Comments, justification, explanations:

1 **2** **3** **4**

**19. Organization and Management
of Professional Responsibilities**

Comments, justifications, explanations:

1 **2** **3** **4**

20. Ethics/Integrity

Comments, justifications, explanations:

1 **2** **3** **4**

**EVALUATION SUMMARY REPORT
NORFOLK PUBLIC SCHOOL CENTRAL OFFICE EVALUATION**

Areas for Improvement:

Additional Comments:

Evaluation Period: School Year _____

Employment Recommendation: Renewal of Contract Non-renewal of Contract

Professional Growth Plan _____

Continue current job targets _____ New Job Targets _____ Remediation Targets _____

Central Office Administrator Signature

Date

Evaluator's Signature

Date

The administrator's signature indicates only that the administrator has read and discussed the contents of this summary report with the evaluator. The administrator has seven days in which to attach a response to this evaluation to become part of the permanent record.