

## **Agenda**

1. Date Public Notice Appeared in the Norfolk Daily News:
2. Call to Order
  - 2.1. Roll Call
  - 2.2. Declaration of a Legal Meeting
3. Study Session
4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
  - 5.1. Focus on the Students
  - 5.2. Award for Excellence
6. Public Comments & Communication
7. Information and Discussion Items
  - 7.1. Finance & Facilities Report
  - 7.2. Teaching & Learning Report
  - 7.3. Student Programs Report
  - 7.4. Student Services Report
  - 7.5. Human Resources & Accreditation Report
  - 7.6. Superintendent's Report
8. Committee Reports
  - 8.1. Facilities & Finance Committee Report
  - 8.2. Policy Committee Report
  - 8.3. Government Relations Committee Report
  - 8.4. Activities Committee Report
  - 8.5. Norfolk Public Schools Foundation Committee Report
  - 8.6. Minutes of Committee Meetings
9. Approve Consent Agenda
  - 9.1. Minutes of Previous Meetings
  - 9.2. Personnel
    - 9.2.1. Contract Approval
    - 9.2.2. Resignations
  - 9.3. Claims
10. Action Items
  - 10.1. Discuss, consider and take action to approve Girls Wrestling as an official activity.
  - 10.2. Discuss, consider and take action to approve the hiring of an assistant coach for our Girls Wrestling program.
  - 10.3. Discuss, consider and take action to approve the addition of Junior High Cross Country Coaches
  - 10.4. Discuss, consider and take action to grant permission to seek RFPs for exclusive uniform agreements

- 10.5. Discuss, consider and take action to approve the sale of outdated teacher laptops
- 10.6. Discuss, consider and take action to approve the 2022-2023 compensation increase for hourly classified staff
- 10.7. Discuss, consider and take action to approve the 2022-2023 compensation increase for salaried classified staff
- 10.8. Discuss, consider and take action to approve the 2022-2023 compensation increase for nurses
- 10.9. Discuss, consider and take action to approve the compensation increase for substitute teachers
- 10.10. Discuss, consider and take action to approve the 2022-2023 compensation increase for district administrators
- 10.11. Discuss, consider and take action to approve the 2022-2023 compensation increase and contract for the Superintendent
- 10.12. Discuss, consider and take action to approve the bid from Otte Construction for the Junior High addition and remodel
- 10.13. Discuss, consider and take action to approve the core bid from Huff Construction for the Bel Air addition and remodel
- 10.14. Discuss, consider and take action to approve or reject the alternate bid for additional classrooms at Bel Air elementary
- 10.15. Discuss, consider and take action to approve the first reading of board policies 5417-5602 related to students
- 10.16. Discuss, consider and take action to approve the Little Panthers Preschool 2022-2023 Calendar
11. Future Meetings
12. Executive Session to Discuss Potential Litigation and Real Estate Negotiations-- As Needed to Protect the Interest of the District and to Prevent Needless Injury to the Reputation of an Individual
  - 12.1. Convene Executive Session to Discuss Potential Litigation and Real Estate Negotiations -- As Needed to Protect the Interest of the District and to Prevent Needless Injury to the Reputation of an Individual
  - 12.2. Reconvene Meeting from Executive Session
  - 12.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
13. Adjournment



March 14, 2022

**Award for Excellence Summary**

**Kris Anderson**

**4th Grade Teacher, Woodland Park Elementary School**

***Nomination Comments:***

- With forty years of educational experience, I cannot think of anyone more deserving. She is a dedicated professional who has touched the lives of hundreds of students and families. I saw first hand how dedicated she was to her career. Teaching for her wasn't just a job, it was a passion. If you spend a day in her classroom, you will quickly learn that she is firm but fair, strict yet relational, and remembering that though she teaches numerous subject areas she is really teaching children to be beneficial members of society.
- She has always been dedicated and goes above and beyond to help every student be successful. She puts in many long hours every day in order to see children grow in their learning. This year, she even is running our before school program to help our kiddos who are behind, due to COVID, catch up.
- I worked with Kris Anderson in many aspects in my time at Norfolk Public Schools. First as a parent, then as a teacher, and finally as an instructional coach. Kris was my daughter's teacher in elementary school and when she graduated from NHS, Kris attended her graduation party because she still had a connection with the student she had taught eight years prior.
- Kris is an amazing teacher! She has a great rapport/relationship with her students. She is a team player with staff and is willing to go above and beyond her duties and expectations!
- Kris is a great person and an even better teacher. She walks around school with pride of being a teacher and you can tell she is totally genuine about everything she does. She is so friendly.
- Kris holds her students to high expectations, while motivating and inspiring them to do their best. Krist has her students set reading goals and if they meet that goal, they get to "practice" with the men's basketball team at Northeast Community College. The athletes have even come out to Woodland Park to talk about the importance of school. The community involvement has opened students' eyes to hard work, dedication, and higher education.
- My daughter had Kris as her 4th grade teacher 3 years ago. To this day, my daughter does not hesitate to sign the praises of Mrs. Anderson. She was available to talk to if I had questions and she worked hard to help my daughter in any way she needed extra guidance. I am so very thankful for her and her wonderful teaching expertise!
- One of the things I admire the most about Kris is her desire to help ALL students succeed. It does not matter what a student's background or achievement level is, she is going to give her best effort in developing them to their greatest potential. She has so many experiences with students and has developed many tools over the years to impact student learning.
- Kris is a great teacher. She was kind, caring, amazing, and most importantly cool! I believe in her! She was an amazing teacher and I hope that all the years to come are amazing for her!

*Thank you Mrs. Anderson for your commitment to our students and our district!*

*Mrs. Anderson was nominated by a variety of staff, parents, and students at Woodland Park Elementary School.*

**NORFOLK PUBLIC SCHOOLS**  
**INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**  
**ALL FUNDS**  
**For Month Ending February 28, 2022**

Fund/Account	2021-2022 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$2,874,531.91	\$15,220.88	\$135,761.00	\$2,753,991.79
SPECIAL BUILDING FUND (3)	\$7,039,244.61	\$29,269.29	\$129.08	\$7,068,384.82
DEPRECIATION RESERVE FUND (3)	\$8,081,070.79	\$572.69	\$15,129.08	\$8,066,514.40
ACTIVITIES ACCOUNT (2)	\$712,072.43	\$76,468.13	\$92,219.98	\$696,320.58
SUBSIDIARY ACCOUNT (2)	\$368,738.16	\$113,600.17	\$94,854.11	\$387,484.22
GENERAL FUND (1)	\$15,477,148.95	\$2,749,889.95	4,905,324.98	\$13,321,713.92
PAYROLL ACCOUNT (2)	\$4,972.15	\$3,713,958.84	\$3,714,094.14	\$4,836.85
SCHOOL LUNCH FUND (2)	\$1,321,630.95	\$350,548.12	\$309,805.89	\$1,362,373.18
BOND FUND (3)	\$1,072,068.63	\$2,939.92	\$0.00	\$1,075,008.55
COOPERATIVE FUND (2)	\$294,864.73	\$90,950.72	\$11,414.53	\$374,400.92
EMPLOYEE BENEFIT FUND (2)	\$3,764.87	\$0.14	\$0.00	\$3,765.01
ATHLETIC FIELD COOPERATIVE FUND (2)	\$424,866.19	\$8.20	\$0.00	\$424,874.39
CONVENIENCE FEE FUND (2)	\$10,165.47	\$253.88	\$5.43	\$10,413.92
STUDENT FEE FUND (2)	\$427,884.71	\$3,482.47	\$971.86	\$430,395.32
<b>TOTAL ALL FUNDS</b>	<b>\$38,113,024.55</b>	<b>\$7,147,163.40</b>	<b>\$9,279,710.08</b>	<b>\$35,980,477.87</b>
<b>BALANCES CLASSIFIED BY DEPOSITORY</b>				
(1) BANK FIRST				\$13,321,713.92
(2) ELKHORN VALLEY BANK				\$6,448,856.18
(3) MIDWEST BANK				\$16,209,907.77
<b>TOTAL BALANCES</b>				<b>\$35,980,477.87</b>

**FEBRUARY 2022 SENIOR HIGH ACTIVITY FUND EXPENDITURES**

1	ANDERSON, RANDALL	2/4 OFFICIAL	13 2900 610 2 538 001	\$60.00
2	ANDERSON, RANDALL Total			\$60.00
3	ARENS, JAMIE	2/12 OFFICIAL	13 2900 610 2 531 001	\$180.00
4	ARENS, JAMIE Total			\$180.00
5	AWARDS UNLIMITED, INC	HAC PLAQUE	13 2900 610 2 597 001	\$51.25
6	AWARDS UNLIMITED, INC Total			\$51.25
7	BECKENHAUER, EMMA	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
8	BECKENHAUER, EMMA Total			\$70.00
9	BELLEVUE EAST HIGH SCHOOL	2/5 ENTRY FEE	13 2900 610 2 522 001	\$180.00
10	BELLEVUE EAST HIGH SCHOOL Total			\$180.00
11	BELLEVUE WEST HIGH SCHOOL	DISTRICT ADMISSION	13 2900 610 2 517 001	\$60.00
12			13 2900 610 2 556 001	\$95.00
13	BELLEVUE WEST HIGH SCHOOL Total			\$155.00
14	BIGGER FASTER STRONGER	HIGH HEX BARS	13 2900 610 2 529 001	\$2,114.00
15	BIGGER FASTER STRONGER Total			\$2,114.00
16	BOOTH, KATIE	17/18 LION'S CLUB SCHOLARSHIP	13 2900 610 2 591 001	\$300.00
17	BOOTH, KATIE Total			\$300.00
18	BOSH, LAUREN	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
19		2/5 JUDGE	13 2900 610 2 522 001	\$70.00
20	BOSH, LAUREN Total			\$140.00
21	BRACHT, JEFF	2/4 OFFICIAL	13 2900 610 2 531 001	\$180.00
22	BRACHT, JEFF Total			\$180.00
23	BRYANT, DAVID	2/19 OFFICIAL	13 2900 610 2 538 001	\$180.00
24	BRYANT, DAVID Total			\$180.00
25	CALLAM SPORTS PHOTOGRAPHY,	DUAL CHAMP TEAM PIC	13 2900 610 2 562 001	\$120.00
26		STATE HIP HOP PICS	13 2900 610 2 556 001	\$180.00
27		STATE POM PICS	13 2900 610 2 556 001	\$195.00
28	CALLAM SPORTS PHOTOGRAPHY, Total			\$495.00
29	CARLSON, ANDREW	2/12 OFFICIAL	13 2900 610 2 538 001	\$180.00
30	CARLSON, ANDREW Total			\$180.00
31	CASH	2/11 SPEECH CONCESSION	13 2900 610 2 501 001	\$500.00
32		2/12 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$300.00
33		2/12 GBB/BBB GATES	13 2900 610 2 501 001	\$2,400.00

34		2/12 GBB/BBB PROGRAMS	13 2900 610 2 501 001	\$300.00
35		2/13 YOUTH B-BALL YMCA	13 2900 610 2 501 001	\$500.00
36		2/19 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$300.00
37		2/19 GBB/BBB GATES	13 2900 610 2 501 001	\$1,800.00
38		2/19 GBB/BBB PROGRAMS	13 2900 610 2 501 001	\$150.00
39		2/28 CONCESSION	13 2900 610 2 501 001	\$300.00
40		2/28 GATES	13 2900 610 2 501 001	\$1,200.00
41		2/4 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$300.00
42		2/4 GBB/BBB GATES	13 2900 610 2 501 001	\$2,400.00
43		2/4 GBB/BBB PROGRAMS	13 2900 610 2 501 001	\$300.00
44	CASH Total			\$10,750.00
45	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$1,603.45
46	CASH-WA DISTRIBUTING Total			\$1,603.45
47	CATTAU, CHAD	D1-3 FINAL OFFICIAL	13 2900 610 2 529 001	\$78.00
48	CATTAU, CHAD Total			\$78.00
49	CHESTERMAN COMPANY	COCA COLA PRODUCTS	13 2900 610 2 502 001	\$1,797.27
50		COCA COLA SUPPLIES	13 2900 610 2 502 001	\$216.29
51	CHESTERMAN COMPANY Total			\$2,013.56
52	COLLEGE ENTRANCE	OCTOBER PSAT TEST	13 2900 610 2 576 001	\$76.00
53	COLLEGE ENTRANCE Total			\$76.00
54	CULLIN, IAN	1/29 JUDGE	13 2900 610 2 522 001	\$70.00
55	CULLIN, IAN Total			\$70.00
56	CUSTOM SPORTS	CHEER CAMP SHIRTS	13 2900 610 2 517 001	\$2,873.00
57		CREWNECKS	13 2900 610 2 517 001	\$630.00
58		GOLF-EMBROIDERED TOWELS	13 2900 610 2 529 001	\$450.00
59		STIRUPS/BELTS	13 2900 610 2 558 001	\$940.00
60	CUSTOM SPORTS Total			\$4,893.00
61	DAVID CITY PUBLIC SCHOOLS	2/12 ENTRY FEE	13 2900 610 2 522 001	\$133.00
62	DAVID CITY PUBLIC SCHOOLS Total			\$133.00
63	DENNIS, CLINT	2/12 OFFICIAL	13 2900 610 2 531 001	\$60.00
64	DENNIS, CLINT Total			\$60.00
65	DINLAGE, BRANDON	2/4 OFFICIAL	13 2900 610 2 538 001	\$180.00
66	DINLAGE, BRANDON Total			\$180.00
67	EHRISMAN, REID	2/19 OFFICIAL	13 2900 610 2 531 001	\$120.00

68	EHRISMAN, REID Total			\$120.00
69	ELECTRONIC CONTRACTING CO	GYM SOUND SYSTEM-BOOSTER	13 2900 610 2 529 001	\$10,000.00
70	ELECTRONIC CONTRACTING CO Total			\$10,000.00
71	ELITE SPORTSWEAR, L.P.	CHEER SOCKS	13 2900 610 2 517 001	\$87.82
72		POMS	13 2900 610 2 517 001	\$381.24
73	ELITE SPORTSWEAR, L.P. Total			\$469.06
74	ELKHORN FEED CENTER	CALF STARTER	13 2900 610 2 628 001	\$21.69
75	ELKHORN FEED CENTER Total			\$21.69
76	ELKHORN VALLEY BANK	STOP PAYMENT FEE-SUPLES CHECK	13 2900 610 2 597 001	\$20.00
77	ELKHORN VALLEY BANK Total			\$20.00
78	FITZKE, ANDREW	2/4 OFFICIAL	13 2900 610 2 531 001	\$180.00
79	FITZKE, ANDREW Total			\$180.00
80	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$1,116.00
81		JR WR INVITE MEAL	13 2900 610 2 562 001	\$100.00
82		MINDSET TRAINING MEAL	13 2900 610 2 562 001	\$60.00
83	GODFATHERS PIZZA NORFOLK Total			\$1,276.00
84	HARDIN, GREGORY	2/19 OFFICIAL	13 2900 610 2 531 001	\$180.00
85	HARDIN, GREGORY Total			\$180.00
86	HARTINGTON CC HIGH SCHOOL	CLUB VB ENTRY FEE	13 2900 610 2 561 001	\$1,080.00
87	HARTINGTON CC HIGH SCHOOL Total			\$1,080.00
88	HEARTLAND VETERINARY	ANIMAL VACCINATIONS/PROBIOTICS	13 2900 610 2 628 001	\$27.52
89	HEARTLAND VETERINARY Total			\$27.52
90	HOFFMANN, BRADLEY	2/12 OFFICIAL	13 2900 610 2 531 001	\$60.00
91		2/19 OFFICIAL	13 2900 610 2 531 001	\$180.00
92	HOFFMANN, BRADLEY Total			\$240.00
93	JOHNSON, SYLVO	2/12 OFFICIAL	13 2900 610 2 531 001	\$90.00
94			13 2900 610 2 538 001	\$90.00
95	JOHNSON, SYLVO Total			\$180.00
96	JOOI CLUB	1/11 COMMISSION	13 2900 610 2 502 001	\$109.60
97		1/24 COMMISSION	13 2900 610 2 502 001	\$68.40
98		1/31 COMMISSION	13 2900 610 2 502 001	\$70.05
99		2/12 COMMISSION	13 2900 610 2 502 001	\$341.90
100	JOOI CLUB Total			\$589.95
101	KEARNEY HIGH SCHOOL	2/5 ENTRY FEE	13 2900 610 2 544 001	\$60.00

102	KEARNEY HIGH SCHOOL Total			\$60.00
103	KESTER, ADAM	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
104		2/12 JUDGE	13 2900 610 2 522 001	\$70.00
105		2/18 JUDGE	13 2900 610 2 522 001	\$70.00
106	KESTER, ADAM Total			\$210.00
107	KRAMER, DONNA	2/11 JUDGE	13 2900 610 2 522 001	\$100.00
108	KRAMER, DONNA Total			\$100.00
109	KRAUSE, SYDNEY	2/19 JUDGE	13 2900 610 2 522 001	\$75.00
110	KRAUSE, SYDNEY Total			\$75.00
111	LAMBERT, ALLISON	1/29 JUDGE	13 2900 610 2 522 001	\$75.00
112	LAMBERT, ALLISON Total			\$75.00
113	LIGHTNING VOLLEYBALL	CLUB VB ENTRY FEE	13 2900 610 2 561 001	\$240.00
114	LIGHTNING VOLLEYBALL Total			\$240.00
115	LINCOLN EAST HIGH SCHOOL	2/18 ENTRY FEE	13 2900 610 2 522 001	\$183.00
116	LINCOLN EAST HIGH SCHOOL Total			\$183.00
117	LINCOLN HIGH SCHOOL	1/29 ENTRY FEE	13 2900 610 2 522 001	\$40.00
118		DISTRICT ADMISSION	13 2900 610 2 517 001	\$81.00
119			13 2900 610 2 556 001	\$101.00
120	LINCOLN HIGH SCHOOL Total			\$222.00
121	LINCOLN NORTHEAST MUSIC	THE ROCK COMPETITION	13 2900 610 2 598 001	\$175.00
122	LINCOLN NORTHEAST MUSIC Total			\$175.00
123	LINCOLN SOUTHEAST HIGH	2/12 ENTRY FEE	13 2900 610 2 522 001	\$145.00
124	LINCOLN SOUTHEAST HIGH Total			\$145.00
125	LINCOLN SOUTHWEST HIGH	DISTRICT ADMISSION	13 2900 610 2 517 001	\$81.00
126			13 2900 610 2 556 001	\$101.00
127	LINCOLN SOUTHWEST HIGH Total			\$182.00
128	LOVE SIGNS, INC	RECORD BOARDS	13 2900 610 2 597 001	\$307.50
129		RECORD BOARDS-BOOSTER	13 2900 610 2 529 001	\$7,685.00
130		WEIGHT ROOM RECORDS	13 2900 610 2 529 001	\$4,935.00
131			13 2900 610 2 597 001	\$1,082.20
132	LOVE SIGNS, INC Total			\$14,009.70
133	MAHASKA	POPCORN	13 2900 610 2 502 001	\$210.00
134	MAHASKA Total			\$210.00
135	MAJOR REFRIGERATION	SLUSHY MACHINE REPAIR	13 2900 610 2 502 001	\$97.00

136	MAJOR REFRIGERATION Total			\$97.00
137	MARATHON PRESS INC	COUPON BOOKLET	13 2900 610 2 588 001	\$1,935.00
138		POSTERS	13 2900 610 2 276 001	\$265.00
139	MARATHON PRESS INC Total			\$2,200.00
140	MARIAN HIGH SCHOOL	2/5 ENTRY FEE	13 2900 610 2 522 001	\$150.00
141	MARIAN HIGH SCHOOL Total			\$150.00
142	MARTIN, RICHARD	1/29 JUDGE	13 2900 610 2 522 001	\$70.00
143		2/18 JUDGE	13 2900 610 2 522 001	\$70.00
144	MARTIN, RICHARD Total			\$140.00
145	MARTIN, STARIA	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
146		2/12 JUDGE	13 2900 610 2 522 001	\$70.00
147	MARTIN, STARIA Total			\$140.00
148	MASTER LOCK	REPLACEMENT LOCKER KEYS	13 2900 610 2 579 001	\$21.88
149	MASTER LOCK Total			\$21.88
150	MERRILL, JEFFREY	2/4 OFFICIAL	13 2900 610 2 531 001	\$120.00
151	MERRILL, JEFFREY Total			\$120.00
152	MILLARD NORTH HIGH SCHOOL	2/19 ENTRY FEE	13 2900 610 2 522 001	\$80.00
153	MILLARD NORTH HIGH SCHOOL Total			\$80.00
154	MONETTE, TONI	2/19 JUDGE	13 2900 610 2 522 001	\$75.00
155		2/5 JUDGE	13 2900 610 2 522 001	\$50.00
156	MONETTE, TONI Total			\$125.00
157	NEBRASKA FFA ASSOCIATION	DUES	13 2900 610 2 276 001	\$36.00
158		KEARNEY LEADERSHIP CONF	13 2900 610 2 276 001	\$900.00
159		STATE OFFICER VISIT	13 2900 610 2 276 001	\$50.00
160	NEBRASKA FFA ASSOCIATION Total			\$986.00
161	NORFOLK COUNTRY CLUB	GOLF BALLS	13 2900 610 2 529 001	\$543.75
162	NORFOLK COUNTRY CLUB Total			\$543.75
163	NORTHEAST COMMUNITY	JAZZ FESTIVAL REGISTRATION	13 2900 610 2 598 001	\$150.00
164	NORTHEAST COMMUNITY Total			\$150.00
165	NORTHWEST HIGH SCHOOL	2/7 ENTRY FEE	13 2900 610 2 546 001	\$90.00
166	NORTHWEST HIGH SCHOOL Total			\$90.00
167	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 522 001	\$82.24
168			13 2900 610 2 531 001	\$5,103.91
169			13 2900 610 2 538 001	\$3,862.15

170			13 2900 610 2 544 001	\$2,599.58
171			13 2900 610 2 545 001	\$79.30
172			13 2900 610 2 546 001	\$339.40
173			13 2900 610 2 616 001	\$22.50
174			13 2900 610 2 650 001	\$206.72
175	NPS GENERAL FUND Total			\$12,295.80
176	NSDA NEBRASKA DISTRICT	DISTRICT ENTRY FEE	13 2900 610 2 553 001	\$300.00
177	NSDA NEBRASKA DISTRICT Total			\$300.00
178	OMAHA PERFORMING ARTS	NE HS THEATER ACADEMY	13 2900 610 2 519 001	\$100.00
179	OMAHA PERFORMING ARTS Total			\$100.00
180	PERFECT PERFORMANCE, THE	MASQ ENTRIES	13 2900 610 2 553 001	\$335.00
181	PERFECT PERFORMANCE, THE Total			\$335.00
182	PIPER, LESTER	2/4 OFFICIAL	13 2900 610 2 538 001	\$60.00
183	PIPER, LESTER Total			\$60.00
184	PROGRESSIVE NUTRITION	MILK REPLACER	13 2900 610 2 628 001	\$141.66
185	PROGRESSIVE NUTRITION Total			\$141.66
186	RASMUSSEN, KRISAYLA	1/29 JUDGE	13 2900 610 2 522 001	\$75.00
187	RASMUSSEN, KRISAYLA Total			\$75.00
188	RETHWISCH, GAGE	D1-3 FINAL OFFICIAL	13 2900 610 2 529 001	\$78.00
189	RETHWISCH, GAGE Total			\$78.00
190	SCHMIDT, JASON	2/4 OFFICIAL	13 2900 610 2 538 001	\$60.00
191	SCHMIDT, JASON Total			\$60.00
192	SHERMAN, JESSICA	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
193	SHERMAN, JESSICA Total			\$70.00
194	SIMPLIFASTER	FREELAP PRO-TIMING SYSTEM	13 2900 610 2 529 001	\$784.00
195	SIMPLIFASTER Total			\$784.00
196	SKILLS USA	LEADERSHIP & SKILLS CONFERENCE	13 2900 610 2 569 001	\$740.00
197		REGISTRATION	13 2900 610 2 569 001	\$184.00
198	SKILLS USA Total			\$924.00
199	SOCCERCHILI.COM	REVERSIBLE SOCCER PINNIE	13 2900 610 2 529 001	\$862.29
200	SOCCERCHILI.COM Total			\$862.29
201	STADIUM SPORTS	CLUB SHIRTS	13 2900 610 2 561 001	\$780.00
202	STADIUM SPORTS Total			\$780.00
203	STANTON JRS VOLLEYBALL	CLUB VB ENTRY FEE	13 2900 610 2 561 001	\$700.00

204	STANTON JRS VOLLEYBALL Total			\$700.00
205	STEWART, BENJAMIN	SPEECHWIRE FEE	13 2900 610 2 553 001	\$180.00
206	STEWART, BENJAMIN Total			\$180.00
207	SUPLES LTD	BULGARIAN BAGS & SPEED STUMPS	13 2900 610 2 529 001	\$3,738.00
208	SUPLES LTD Total			\$3,738.00
209	SYNCB/AMAZON	CHEESE/CUPS	13 2900 610 2 502 001	\$400.40
210		PUTTING CUPS	13 2900 610 2 529 001	\$77.88
211		SPEECH MATERIALS	13 2900 610 2 553 001	\$122.37
212		STOPWATCHES	13 2900 610 2 231 001	\$52.62
213		VALENTINE CARDS	13 2900 610 2 614 001	\$41.50
214		WINTER ROYALTY SUPPLIES	13 2900 610 2 568 001	\$177.60
215	SYNCB/AMAZON Total			\$872.37
216	TANNER TEES	ADJUSTABLE TEE STEMS	13 2900 610 2 530 001	\$120.00
217	TANNER TEES Total			\$120.00
218	TEECO INC	WATER COOLER	13 2900 610 2 505 001	\$103.00
219	TEECO INC Total			\$103.00
220	TURNER, PHILIP L.	2/4 OFFICIAL	13 2900 610 2 531 001	\$120.00
221	TURNER, PHILIP L. Total			\$120.00
222	UHLING, AHREN	2/4 OFFICIAL	13 2900 610 2 531 001	\$120.00
223	UHLING, AHREN Total			\$120.00
224	ULDRICH, COREY	D1-3 FINAL OFFICIAL	13 2900 610 2 529 001	\$78.00
225	ULDRICH, COREY Total			\$78.00
226	USD DEPT OF MUSIC	JAZZ FESTIVAL REGISTRATION	13 2900 610 2 598 001	\$140.00
227	USD DEPT OF MUSIC Total			\$140.00
228	VAL LIMITED	TEAM MEAL	13 2900 610 2 513 001	\$229.98
229			13 2900 610 2 547 001	\$148.68
230	VAL LIMITED Total			\$378.66
231	VISA	AMAZON-CROWNS	13 2900 610 2 503 001	\$62.04
232		ARBY'S-SUPERVISION MEAL	13 2900 610 2 546 001	\$15.93
233		ARBY'S-TEAM MEAL	13 2900 610 2 547 001	\$163.66
234		CHAMPION BRIEFS-FEB	13 2900 610 2 553 001	\$29.99
235		COACH CONVENTION MEALS	13 2900 610 2 514 001	\$69.16
236			13 2900 610 2 549 001	\$69.16
237		COACH CONVENTION REGISTRATION	13 2900 610 2 514 001	\$200.00

238		13 2900 610 2 549 001	\$200.00
239	DISTRICT MEALS	13 2900 610 2 650 001	\$474.26
240	DUAL ADMIN TICKET	13 2900 610 2 546 001	\$12.55
241	FIREHOUSE SUBS-SUPERVISION	13 2900 610 2 531 001	\$7.80
242		13 2900 610 2 538 001	\$7.81
243	FIREHOUSE SUBS-TEAM MEAL	13 2900 610 2 547 001	\$177.80
244	GI PARK & REC-LEAGUE FEES	13 2900 610 2 514 001	\$585.00
245	GLAZIER CLINIC MEALS & FUEL	13 2900 610 2 528 001	\$321.09
246	GOOCENTS-SWIM TEAM MEAL	13 2900 610 2 529 001	\$279.75
247	GOODWILL-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$643.18
248	HOBBY LOBBY-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$34.95
249	HOBBY LOBBY-WINTER ROYALTY	13 2900 610 2 568 001	\$87.27
250	HYVEE-BUNS	13 2900 610 2 502 001	\$173.00
251	HYVEE-COACH MTG SUPPLIES	13 2900 610 2 597 001	\$40.77
252	HYVEE-CONCESSION SUPPLIES	13 2900 610 2 502 001	\$47.96
253	HYVEE-HOSPITALITY ROOM	13 2900 610 2 531 001	\$72.66
254		13 2900 610 2 538 001	\$72.67
255	HYVEE-WR INVITE SUPPLIES	13 2900 610 2 502 001	\$44.55
256	JERSEY'S-SUPERVISION MEAL	13 2900 610 2 546 001	\$32.00
257	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 517 001	\$116.61
258	LAQUINTA-CLINIC LODGING	13 2900 610 2 514 001	\$120.60
259		13 2900 610 2 549 001	\$120.59
260	LAQUINTA-GLAZIER CLINIC	13 2900 610 2 528 001	\$113.30
261	LIED LODGE-G.DISTRICT LODGING	13 2900 610 2 650 001	\$952.00
262	LULU-TOPS	13 2900 610 2 556 001	\$1,588.95
263	LULU-TOPS TAX REFUND	13 2900 610 2 556 001	-\$49.14
264	MENARDS-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$245.33
265	OFFICEMAX-TICKETS	13 2900 610 2 597 001	\$32.37
266	PAPA JOHNS-TEAM MEAL	13 2900 610 2 560 001	\$200.78
267	PARTYS TOWN-SLUSH MACHINE	13 2900 610 2 502 001	\$123.60
268	PIZZA HUT-GBB BOOSTER MEAL	13 2900 610 2 529 001	\$193.84
269	PIZZA HUT-HOSPITALITY MEAL	13 2900 610 2 531 001	\$81.00
270		13 2900 610 2 538 001	\$81.00
271	RAISING CANE'S-TEAM MEAL	13 2900 610 2 513 001	\$359.13

272		RHINESTONE GUY-EARRINGS	13 2900 610 2 556 001	\$116.69
273		SMOKIN STANS-HOSPITALITY ROOM	13 2900 610 2 531 001	\$100.00
274			13 2900 610 2 538 001	\$100.00
275		STAGE LIGHTING STORE-MUSICAL	13 2900 610 2 523 001	\$297.91
276		STATE MEALS	13 2900 610 2 546 001	\$586.77
277		TASTEE TREAT-HOSPITALITY ROOM	13 2900 610 2 531 001	\$38.75
278			13 2900 610 2 538 001	\$38.74
279		VICTORY BRIEFS-FEB	13 2900 610 2 553 001	\$30.00
280		WALMART-ANKLE WEIGHTS	13 2900 610 2 556 001	\$180.08
281		WALMART-COLLEGE CLUB MTG	13 2900 610 2 266 001	\$222.44
282		WALMART-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$113.35
283		WALMART-WINTER ROYALTY	13 2900 610 2 568 001	\$37.42
284		WEBSTAURANT-POPCORN OIL	13 2900 610 2 502 001	\$233.26
285	VISA Total			\$10,300.38
286	WECKERLE DIETZ, GRAYSON	2/19 JUDGE	13 2900 610 2 522 001	\$150.00
287	WECKERLE DIETZ, GRAYSON Total			\$150.00
288	WESTBY, JACOB	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
289		2/5 JUDGE	13 2900 610 2 522 001	\$70.00
290	WESTBY, JACOB Total			\$140.00
291	WILLEY, ANGELEIGH	2/11 JUDGE	13 2900 610 2 522 001	\$70.00
292	WILLEY, ANGELEIGH Total			\$70.00
293	WINNERS CIRCLE	AWARDS	13 2900 610 2 553 001	\$682.16
294	WINNERS CIRCLE Total			\$682.16
295	WOLSLEGER, JOSEPH	2/19 OFFICIAL	13 2900 610 2 531 001	\$90.00
296			13 2900 610 2 538 001	\$90.00
297	WOLSLEGER, JOSEPH Total			\$180.00
298	YANKTON HIGH SCHOOL	1/29 ENTRY FEE	13 2900 610 2 522 001	\$60.00
299	YANKTON HIGH SCHOOL Total			\$60.00
300	<b>Grand Total</b>			<b>\$94,255.13</b>

**FEBRUARY 2022 JUNIOR HIGH ACTIVITY FUND EXPENDITURES**

1	FAUSS, DAVID M.	G BBALL OFFICIAL 8TH GR	14 2900 610 2 849 002	\$60.00
2		IM BBALL OFFICIAL 2/17/22	14 2900 610 2 849 002	\$45.00
3		IM GBBALL OFFICIAL 2/15/22	14 2900 610 2 849 002	\$45.00
4	FAUSS, DAVID M. Total			\$150.00
5	MILLER, PERRY	IM BBALL OFFICIAL 2/15/22	14 2900 610 2 849 002	\$45.00
6		IM BBALL OFFICIAL 2/17/22	14 2900 610 2 849 002	\$45.00
7	MILLER, PERRY Total			\$90.00
8	NORTHEAST COMMUNITY	ENTRY FEE JAZZ FESTIVAL	14 2900 610 2 861 002	\$300.00
9		SHOW CHOIR FESTIVAL	14 2900 610 2 875 002	\$150.00
10	NORTHEAST COMMUNITY Total			\$450.00
11	NPS GENERAL FUND	DEC19-JAN22 PAYROLL/WORKERS	14 2900 610 2 835 002	\$3.59
12			14 2900 610 2 849 002	\$518.06
13	NPS GENERAL FUND Total			\$521.65
14	NPS STUDENT FEES ACCOUNT	AFTERSHOCK PMTS FROM JH	14 2900 610 2 840 002	\$45.00
15	NPS STUDENT FEES ACCOUNT Total			\$45.00
16	TEECO INC	TANK RENTAL FOR WATER	14 2900 610 2 838 002	\$38.00
17	TEECO INC Total			\$38.00
18	VISA	CONCESSION SUPPLIES #32	14 2900 610 2 835 002	\$20.89
19		ONLINE SUBSCRIPTION #32	14 2900 610 2 865 002	\$60.00
20		PARTS FOR BLEACHERS #32	14 2900 610 2 840 002	\$64.20
21		SOAR PROJECTS #12	14 2900 610 2 840 002	\$105.90
22		STUDENT IN NEED CLOTHES #12	14 2900 610 2 838 002	\$204.57
23		SUPPLIES FOR PTC #32	14 2900 610 2 838 002	\$164.20
24		USB-C ADAPTER AND PLUG #32	14 2900 610 2 865 002	\$88.44
25	VISA Total			\$708.20
26	<b>Grand Total</b>			<b>\$2,002.85</b>

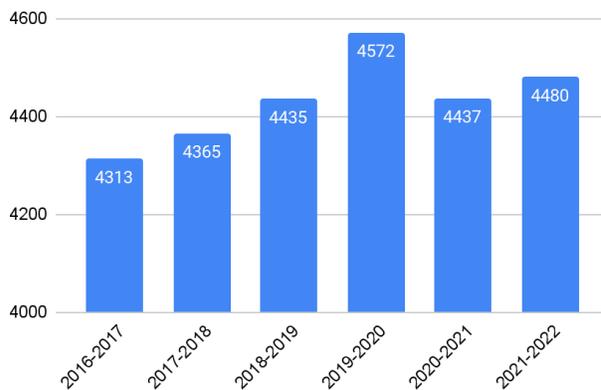
**FEBRUARY 2022 SUBSIDIARY EXPENDITURES**

1	CULLIGAN OF NORFOLK	WATER	05 2900 610 0 061 000	\$88.06
2	CULLIGAN OF NORFOLK Total			\$88.06
3	EARTH WALK	CHARGING CART	05 2900 610 0 069 000	\$1,495.00
4	EARTH WALK Total			\$1,495.00
5	ELKHORN VALLEY BANK	STOP/HOLD FEE FOR CHECK	05 2900 610 0 050 000	\$20.00
6	ELKHORN VALLEY BANK Total			\$20.00
7	GO-BOX, LLC	GO-BOX CHROME SINGLE DOMAIN	05 2900 610 0 095 000	\$1,425.74
8	GO-BOX, LLC Total			\$1,425.74
9	LAKESHORE LEARNING	BIG RED GRANT FOR SCIENCE DAY	05 2900 610 0 081 000	\$1,438.99
10	LAKESHORE LEARNING Total			\$1,438.99
11	MADISON NATIONAL LIFE	FEB22 BASIC LIFE FOR RETIREES	05 2900 610 0 090 000	\$452.64
12	MADISON NATIONAL LIFE Total			\$452.64
13	MENARDS	MOUNTING BOLTS FOR VAPE	05 2900 610 0 095 000	\$46.89
14	MENARDS Total			\$46.89
15	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$52.50
16	NORFOLK SENIOR HIGH SCHOOL Total			\$52.50
17	NPS GENERAL FUND	BEYOND SCHOOL BELLS STAFF 2/22	05 2900 610 0 038 000	\$890.54
18	NPS GENERAL FUND Total			\$890.54
19	NPS-FOUNDATION	DUAL CREDIT	05 2900 610 0 064 000	\$1,800.00
20		DUAL CREDIT FROM NECC	05 2900 610 0 064 000	\$48,303.14
21	NPS-FOUNDATION Total			\$50,103.14
22	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$32.75
23	NPS-JUNIOR HIGH SCHOOL Total			\$32.75
24	PASCO SCIENTIFIC	DEMO MIRROR CONVEX, MIRAGE	05 2900 610 0 081 000	\$211.00
25	PASCO SCIENTIFIC Total			\$211.00
26	PRUSA RESEARCH A.S	PRINTER	05 2900 610 0 040 000	\$1,458.33
27	PRUSA RESEARCH A.S Total			\$1,458.33
28	SCHOLASTIC BOOK FAIRS - 8	BOOK FAIR	05 2900 610 0 044 000	\$3,979.41
29	SCHOLASTIC BOOK FAIRS - 8 Total			\$3,979.41
30	SCHOOL SPECIALTY, LLC	PLANNERS	05 2900 610 0 040 000	\$105.50
31	SCHOOL SPECIALTY, LLC Total			\$105.50
32	SYNCB/AMAZON	SUPPLIES	05 2900 610 0 059 000	\$342.69
33		USB-C DOCKING STATION	05 2900 610 0 095 000	\$203.32

34	SYNCB/AMAZON Total			\$546.01
35	TEECO INC	WATER	05 2900 610 0 069 000	\$45.50
36		WATER, LEASE AGREEMENT	05 2900 610 0 050 000	\$65.75
37	TEECO INC Total			\$111.25
38	U. S. CELLULAR	HOT SPOTS	05 2900 610 0 095 000	\$1,348.19
39	U. S. CELLULAR Total			\$1,348.19
40	VISA	AMAZON SUPPLIES #6	05 2900 610 0 058 000	\$53.28
41		AMAZON VISA #16	05 2900 610 0 044 000	\$82.34
42		BLUE TICKET INCENTIVES #3	05 2900 610 0 076 000	\$21.58
43		BUZZSPROUT FEB22 #21	05 2900 610 0 093 000	\$12.00
44		DNA MODEL KIT #2	05 2900 610 0 081 000	\$245.86
45		JIMMY JOHNS VISA #15	05 2900 610 0 073 000	\$69.78
46		JONES GRANT #6	05 2900 610 0 058 000	\$90.73
47		K-REG COFFEE MAKER #1	05 2900 610 0 057 000	\$139.99
48		LUNCH FOR ZEARN MEETING #2	05 2900 610 0 081 000	\$81.65
49		ORIENTAL TRADING CO VISA #15	05 2900 610 0 073 000	\$57.37
50		PAPER CRAFT VINYL #10	05 2900 610 0 063 000	\$23.51
51		PIZZA ZEARN MEETING #2	05 2900 610 0 081 000	\$99.41
52		STAFF MEETING SUPPLIES HYVEE	05 2900 610 0 059 000	\$9.14
53		THERM GRANT/AMAZON #16	05 2900 610 0 040 000	\$596.28
54		THERM GRANT/POWER STRIPS #16	05 2900 610 0 040 000	\$107.80
55		WATER FOR CONFERENCES #16	05 2900 610 0 043 000	\$15.84
56		WOOT WOOT CART SUPPLIES #18	05 2900 610 0 061 000	\$21.02
57		WOOT WOOT CART WALMART #18	05 2900 610 0 061 000	\$199.72
58	VISA Total			\$1,927.30
59	VOYAGER SORIS LEARNING	LETRS TRAINING	05 2900 610 0 081 000	\$4,701.73
60	VOYAGER SORIS LEARNING Total			\$4,701.73
61	<b>Grand Total</b>			<b>\$70,434.97</b>

## Monthly Board Report on Enrollment – March 2022

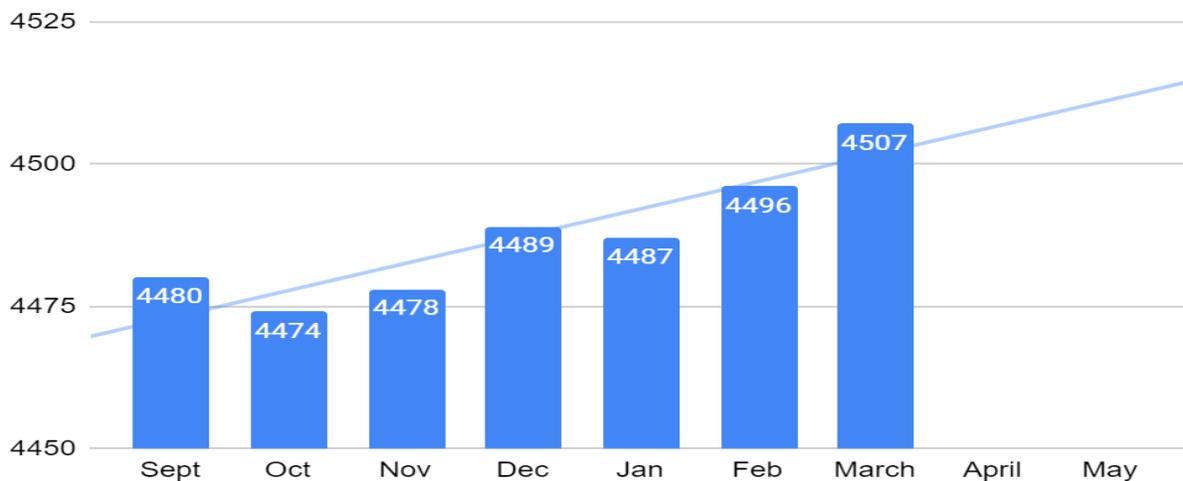
Annual Enrollment on September 1st



### Annual Enrollment Summary:

Prior to the pandemic (March 2019), Norfolk Public School's enrollment was steadily increasing. However, we lost 135 students from September 1, 2019 to September 1, 2020. We regained 45 of those students from September 1, 2020 to September 1, 2021. However, at the beginning of this school year, we were still down 92 students from before the pandemic.

2021-2022 Monthly Enrollment (1st day of the month)



### Monthly Enrollment Summary:

As noted above, Norfolk Public Schools' student enrollment was 4480 at the beginning of the school year (September 2021). This number has fluctuated throughout the year, but shows a positive trend line and an overall increase of 27 students. There have only been two months with a decrease in enrollment. One of those losses was only 2 students, and the other loss was at the very beginning of the school year, when enrollment is typically very volatile.

We are still down 65 students from before the pandemic, but I am starting to feel more confident that we are seeing a positive trend in enrollment. We have now regained 70 out of the 135 students (52%) that we lost at the beginning of the pandemic.

## **Election Information – March 2022 Board Meeting**

Seven candidates have filed for the Norfolk Public Schools' Board of Education. Those candidates include two incumbents, Jake Claussen and Leann Widhalm, as well as Teri Bauer, Cindy Booth, Randy Dee, Leonor Fuhrer, and Lindsay Rohleder-Dixon. (Candidates are listed in alphabetical order).

Because there are more than six candidates, a primary election will be held on May 10, 2022. One candidate will be eliminated at that time and six will move on to the General Election, which will be held November 8, 2022.

Because we have three positions open, each voter will vote for three candidates. The top three vote-getters will join our Board of Education in January of 2023.

School Board candidates are non-partisan.

A more detailed calendar is available on the Madison County website:

<https://www.madisoncountyne.com/county-offices/elections>



Mary Luhr  
Director of Student Programs  
512 Philip Avenue, PO Box 139  
Norfolk, NE 68702-0139  
(402) 644-2507  
[maryluhr@npsne.org](mailto:maryluhr@npsne.org)

## Nurses Meeting 3/1/22

- **In attendance** - Blair Brink, Cori Pena, Diane Schilling, Cindy Fox, Erik Wilson  
Mary Luhr, Stacie Uzzell
  - **Excused** -
- 
- ❖ NARCAN was given to the nurses to have available at the schools.
  - ❖ School Nurse Conference -June 5th-June 7th, 2022, once registration opens, Stacie will get everyone registered.
  - ❖ NASN membership renewals are all in and will be renewed this week.
  - ❖ Junior High Registration date is still to be determined, once it is ELVPHD will be notified with the hopes of having a shot clinic at the JH at that time.

**The next Nurse's meeting will be April 5, 2022 in the Central Office at 7:45 am.**



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## Student Health Meeting

3/1/22

7:45am

### Welcome and Introductions

- **In attendance** - Cindy Fox, Cori Pena, Diane Schilling, Blair Brink, Kerri Dittrich, Mary Luhr, Stacie Uzzell
  
  - **Excused** - Traci Fahrenholz, Mark Claussen, Betty Froehlich
- I. Reading of the minutes of the previous meeting.
- II. Reports of Officers - Treasurer's report can be accessed below..
- |                     |                   |
|---------------------|-------------------|
| Beginning balance - | \$ 6774.45        |
| Debits -            | 34.55             |
| Credits -           |                   |
| Ending Balance -    | <b>\$ 6739.90</b> |
- IV. Unfinished/Old Business -
- V. New/Miscellaneous Business-
- Update from ELVPHD-COVID cases have significantly dropped. They are still offering COVID vaccine walk-in clinics. They also have free COVID testing supplies and N-95 masks available to the public at no cost.
  - ELVPHD provides many opportunities for families, immunization clinics, CPR & First Aid classes, Substance Abuse prevention.
  - Smile in Style has had all the elementary schools (except Grant & Jefferson) sign up to participate in the program.
- VII. New Referrals -

**The next Student Health Fund Council meeting will be May 3rd, 2022 at 7:45 a.m. in the Central Office.**

## Treasurer's Report January - February 2022

<b>Date</b>	<b>Description</b>	<b>Debit</b>	<b>Credit</b>	<b>Balance</b>
1/1/22	Balance forward		\$6774.45	\$6774.45
2/15/22	Walmart	\$34.55		\$6739.90
				\$6739.90
				\$6739.90
2/28/22	Ending Balance			\$6739.90

Board of Education Regular Meeting  
Monday, February 14, 2022  
5:30 PM: Study Session  
6:30 PM: Business Meeting  
Norfolk Public School Administration Building  
P.O. Box 139  
Norfolk, NE 68702-0139

Brenda Carhart: Present  
Jake Claussen: Present  
Tammy Day: Present  
Jenna Hatfield: Absent  
Leann Widhalm: Present  
Sandy Wolfe: Present  
Jenna Hatfield: Present

1. Date Public Notice Appeared in the Norfolk Daily News: February 7, 2022
2. Call to Order  
The Norfolk Public School District's board of education meeting is called to order at 5:30.
- 2.1. Roll Call—First attendance taken at 5:30 PM. Jenna Hatfield arrived at 5:34 PM.  
5:34 PM: Jenna Hatfield arrived.
- 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. Study Session  
A Target-based Grading Update was presented by Beth Nelson and the Teaching and Learning Team.  
*President Sandy Wolfe called a recess at 6:26 PM. The meeting resumed at 6:31 PM.*
4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
  - 5.1. School Board Appreciation Week Recognition
    - A. The Norfolk Public Schools staff, administration and students would like to thank the individuals that serve on the Board of Education for their dedicated service.
    - B. Although last week was School Board Appreciation Week, we want you to know that we appreciate you every day. Thank you for all the time and effort you volunteer in order to ensure that all of our students are provided with outstanding learning opportunities that prepare them to meet their goals for the future.

- C. We have a short video presentation for you, as well as a variety of gifts from students and staff across the district.
- 5.2. Focus on the Students
- Students from Washington Elementary and Jefferson Elementary were introduced by their building principals, Ryan Specht and Haeven Pedersen, respectively. The students demonstrated Makerspace Activities which involved creativity, imagination and collaboration.
6. Public Comments & Communication
7. Information and Discussion Items
- 7.1. Finance & Facilities Report
- A. Total amount of claims to be approved in the consent agenda for the month of February, 2022 by specific fund are listed below:
    - General Fund = \$1,199,996.07
    - Nutrition Services Fund = \$316,453.28
    - Cooperative Fund = \$1,855.53
    - Depreciation Fund = \$15,129.08
    - Special Building Fund = \$129.08
    - QCPUF = \$135,761
    - Student Fee Fund = \$971.86
  - B. The total amount of claims for the month of January, 2022 in the Activities Fund is listed below:
    - Activity Fund = \$111,923.12
  - C. All of these claims were reviewed earlier today by the Finance and Facility Committee. W-2's have been sent to all employees in the district during the 2021 calendar year and 1095 C's by February, 11th.
- 7.2. Teaching & Learning Report
- The Teaching and Learning Department was able to work with the Math pilot teachers on January 17<sup>th</sup> to advance our movement through a Math program decision. We reviewed fall data and studied additional Math programs where teachers fill out matrixes to rank their findings. We have found that our pilot experience with Zearn Math has shown us some strategies that are updated and helpful for teaching Math but the program itself would not meet the needs of the district. We will continue our research into a Math program.
  - A few curricular groups were able to meet during the month of January. We have had to change or cancel some work due to staff shortages but for the most part we have been successful.
  - Although it seems early, we are already making plans and decisions for summer school and summer professional development.
  - More details from Teaching and Learning will be reported in the Curriculum Committee Report.
- 7.3. Student Programs Report

- Special Education- Some of our special education staff will be attending different conferences in the upcoming weeks.
- ELL- The ELPA assessment opened on Monday, February 7. All our ELL students will be completing this assessment to demonstrate growth in the English language.

#### 7.4. Student Services Report

- A. I have completed and submitted the 2020/21 Civil Rights Data Collection report. This is a lengthy bi-yearly report, but due to Covid this report will be completed this year and next year. The CRDC collects a variety of information, including student enrollment, educational programs and services data that are disaggregated by race/ethnicity, sex, English learners, and disability. It allows the Office of Civil Rights to review districts' obligations to provide equal educational opportunities. No anomalies were noticed in this year's report over previous years' data.
- B. Our Safety Team held its quarterly meeting in January. We reviewed our Standard Response Protocol drills and response to safety audit items. We have been inviting local law enforcement to participate in our SRP drills and have received positive feedback. We will be purchasing room number signs for all classrooms in the district, so emergency responders can view all room numbers from the end of the hallway. Finally, members of our team and I will be participating with local emergency managers in an active shooter training later this week as well as helping to develop and plan a hazmat exercise to happen in May. More information on those items will be coming soon.

#### 7.5. Human Resources & Accreditation Report

##### **HR Update:**

- A. Substitute Update - The fill rate for our teaching staff is looking positive. For the month of January, we were able to fill 91% of teacher absences and so far for the month of February we have filled 98% of teacher absences.
- B. Last week, Mary Luhr and I attended educator career fairs at the University of Nebraska Lincoln and the University of Nebraska Kearney. We were encouraged by the large turnouts and were able to connect with a variety of potential applicants.

##### **Current Openings**

##### **2022-2023 School Year:**

- Speech-Language Pathologist, 0.6 FTE
- Early Childhood Special Education Teacher
- Special Education Teacher K-4
- Guidance Counselor, K-4
- 6th Grade Teacher
- 1st Grade Teacher
- 3rd Grade Teacher

- Special Education Behavior Teacher 5-6
- Special Education Teacher 5-6
- Careers Teacher 7-8
- Science Teacher, 7-8
- Aftershock Coordinator 5-8
- District Behavior Specialist
- School Psychologist
- ELL Teacher

7.6. Superintendent's Report

- A. Monthly Enrollment Report-See attached.
- B. Reminder: Tomorrow is the last day for incumbents to file for re-election. Non-incumbents have until March 1st to declare their intentions.

8. Committee Reports

8.1. Facilities & Finance Committee Report

- A. The committee met at 12:00 today. The claims for the month of February and activity claims for January were reviewed. Otte and Hesper Construction provided updates on the Lincoln and Grant projects. The committee was able to ask questions and get detailed information from the general contractors. The committee then reviewed the following items:
  - Updates on other projects
  - Review of proposed compensation increases for the other district employee groups
- B. The next meeting will be Monday, March 14th, at 12:00 noon.

8.2. Government Relations Committee Report 2-14-2022

- The Government Relations Committee met on January 21st, January 28th, and February 4th to review pending legislation.
- Dr. Thompson testified in support of LB 890, a bill that would increase funding to all schools and reduce property tax levies.
- Dr. Thompson sent emails opposing LB 364 (tax credit scholarships for non-public schools).
- Dr. Thompson sent emails supporting LB 690 and 1218, bills that would help address our teacher shortage by changing the basic skills test for teachers (PRAXIS).
- Dr. Thompson sent emails supporting LB 1128, 945 and 1169, bills that would help address our teacher shortage through loan forgiveness of teachers.
- Sandy Wolfe emailed the Speaker of the House expressing our disappointment that written testimony is no longer accepted.
- The Government Relations Committee intends to meet every Friday throughout the session, unless there are no items on the legislative agenda affecting public education.
- Sandy Wolfe sent emails opposing LB 1237 (tax credit scholarships for non-public schools).

- Jenna sent an email opposing **LB ????????** that would require course curriculums to be posted online.
- The Government Relations Committee intends to meet every Friday throughout the session, unless there are no items on the legislative agenda affecting public education.

### 8.3. Curriculum Committee Report from 2/4/2022

- A. Members Present: Jake Clausen, Leann Widhalm, Jared Oswald, Mickie Mueller, Sharolyn Thelen, Nancy Probasco, Beth Nelson
- B. Beth Nelson discussed the upcoming study session where the Teaching and Learning Team and teachers would present on the strategic action planning goal of target-based teaching, learning and grading. The team believes that even though the goal was not met in its entirety and at the projected timeline, they have established sustaining processes for curriculum development that focus on specific learning targets with supporting proficiency scales for grading. The time it took to update policy and procedures plus the pandemic, delayed the timeline. However, that work was necessary and has created a sound and reliable curriculum and grading system. Moving forward, complete transformation of all subject areas and class levels will continue to follow the established steps and processes. Beth Nelson also reported that Norfolk High School is in communication with Northeast Community College to grow and expand common and overlapping educational opportunities which may affect the pace and steps of future senior high curriculum work. To say all courses in all grade levels will be target-based teaching and learning would be accurate. To say all courses and all grade levels will be target-based grading would not be accurate at this time. Target-based grading will appear where it appropriately meets the progression of curriculum development.
- C. The Teaching and Learning members gave brief updates on the curriculum work that has been in progress this year. Those groups include K-4 Specials, ELA & Math; 5-8 ELA, Science, & Social Studies and 9-12 Social Studies and ELA. The Career and Technical Education department has just received their new state standards and will begin updating their work this spring and into next year.
- D. Beth Nelson also explained the upcoming request for purchase for the K-5th grade ELA program, Wonders. This is not a new purchased program but an updated version of the current program. The updates in the new version reflect instructional shifts needed for meeting state standards. This purchase will be a part of the ESSERS CARES funds.
- E. Lastly, Beth Nelson explained the need for an additional teacher at the senior high to meet the Personal Finance requirement set by the legislature. The guidance received by NDE was not sent out until after the original staffing proposal shared by Dr. Thompson. The timeline became

tight as the guidance indicates that current Sophomores must graduate with this credit.

8.4. American Civics Committee Report from 2/4/2022

- A. Members Present; Jake Clausen, Leann Widhalm, Jared Oswald, Mickie Mueller, Sharolyn Thelen, Nancy Probasco, Beth Nelson
- B. The Board of Education Curriculum Committee meeting was called to order at 11:00 a.m. The meeting began with the Civics portion where Beth Nelson and Sharie Thelen reported the completion of the 5th-7th grade pilot for Social Studies. They reviewed the pilot process and teacher survey feedback. After completion of the research and piloting process, it is determined that the TCI program would be the best fit for the district. The Curriculum Committee was able to review the materials at the November meeting. A request for purchase and motion will appear later in this meeting.
- C. It was 11:25 at the conclusion of the civics portion of the meeting.

8.5. Norfolk Public Schools Foundation Committee Report

- A. The Norfolk Public Schools Foundation held its Annual Meeting on January 17, 2022 at 4:30 p.m. Eight board members and six guests were present. The foundation operates on a calendar year and is required in its by-laws to hold an annual meeting each year on the third Monday of January. During the annual meeting, board members discussed and approved the year-end 2021 financial reports, 2022 annual budget, board member terms, election of officers, and annual vendor relationships.
- B. Annual distributions from the foundation's endowments and funds for scholarships and grants were also approved for 2022 programming. Members of the NHS graduating Class of 2022 have the opportunity to apply for 64 Traditional Scholarships equal to \$75,300 through the Norfolk Public Schools Foundation. The scholarship applications will be available on the website at the end of January and has a March 16 deadline.

8.6. Minutes of Committee Meetings

Minutes of the February 1, 2022 Nurses Meeting were reviewed.

9. Approve Consent Agenda

Motion to approve the consent agenda at 7:28 PM passed with a motion by Tammy Day and a second by Jenna Hatfield.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

9.1. Minutes of Previous Meetings

Minutes of the January 10, 2022 and January 27, 2022 meetings were reviewed.

9.2. Personnel

9.2.1. Contract Approval

None at this time.

9.2.2. Resignations

- Lynn Baker-1st Grade Teacher at Grant Elementary--retiring
- Julie Wisch-Science Teacher at Norfolk Junior High--retiring
- Lisa Werning--Special Education Teacher at Norfolk Middle School-relocating due to husband's job

9.3. Claims

Attached are the claims for the month of February, 2022. These claims were reviewed earlier today by our Finance and Facility Committee. There is a conflict statement for this month that will need to be read before voting.

10. Action Items

- 10.1. Discuss, consider and take action to approve Policy 5006 Annual Resolution regarding Option Enrollment  
See attached.

Motion to approve Policy 5006 Annual Resolution regarding Option Enrollment at 7:31 PM passed with a motion by Jake Claussen and a second by Leann Widhalm.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

- 10.2. Discuss, consider and take action to approve the hiring of a Financial Literacy (Business) Teacher for the 2022-2023 School Year

- A. The Nebraska Statute 79-3004 requires financial literacy to become a part of graduation requirements. Guidance for meeting this requirement was not sent out by NDE until Jan 20, 2022. Because this guidance specifies that the class of 2024 (current sophomores) must complete this graduation requirement, it becomes necessary for NPS to add an appropriately endorsed business education teacher for the 2022-2023 school year. This is one year sooner than the staffing plan presented at the January 10th board of education meeting.
- B. It takes 16 sections to meet the needs of our student body when we have a *required* class. Although NHS currently offers 5 sections of Personal Finance, we cannot add 11 more sections with our existing staff. It will take adding a full time person in order for us to meet this requirement. Our original staffing plan called for this addition in 2023-2024, because we did not know that this would become a graduation requirement for our *current sophomores*.

Motion to approve the hiring of a Financial Literacy (Business) Teacher for the 2022-2023 School Year at 7:34 PM passed with a motion by Tammy Day and a second by Jake Claussen.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

- 10.3. Discuss, consider and take action to approve the purchase of social studies curriculum materials for grades 5-7

- A. The study and review of new social studies programs has been delayed due to the pandemic putting us a bit behind on updating materials. Teachers reviewed, studied and lastly piloted 2 programs. After consideration, TCI

was chosen as the best fit to meet the learning needs of students and state standards. Appropriate review has taken place to meet the Civics Law requirements in selecting and purchasing social studies programs. The price includes the cost of print and online resources for a 6- year subscription. This will be purchased through the regular general curriculum budget.

- B. I recommend the purchase of TCI for 5th-7th grade Social Studies.
- C. The one qualifying bid has been reviewed.
  - TCI 2022
  - \$132,249.10

Motion to approve the purchase of social studies curriculum materials for grades 5-7 at 7:36 PM passed with a motion by Leann Widhalm and a second by Jenna Hatfield.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.4. Discuss, consider and take action to approve the purchase of language arts curriculum materials for grades K-5

- A. The current Kindergarten-5th grade ELA program, Wonders, expires at the end of this school year. The updated version contains resources that reflect instructional shifts matching state standards. The program will provide resources for regular education, special education, Title and ELL. Of all content areas, ELA typically costs the most because it includes reading, writing, speaking, listening and critical thinking pieces. This purchase includes a 6 year subscription to online and paper copies. ESSERS III and the Curriculum budget will be used to purchase 2023 Wonders for K-5th grade.
- B. The one qualifying bid has been reviewed and I recommend this purchase.
  - Wonders 2023
  - \$620,357.81

Motion to approve the purchase of language arts curriculum materials for grades K-5 at 7:40 PM passed with a motion by Tammy Day and a second by Jake Claussen.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.5. Discuss, consider and take action to approve the 2022-2023 calendar  
See attached.

Motion to approve the 2022-2023 calendar at 7:43 PM passed with a motion by Jenna Hatfield and a second by Brenda Carhart.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.6. Discuss, consider and approve the second and final reading of Board policies 5301-5416

This item was listed on the January 10th meeting agenda as the second and final reading, when it was actually the first reading of these policies. No changes have been made since the January approval.

Motion to approve the second and final reading of Board policies 5301-5416 at 7:44 PM passed with a motion by Brenda Carhart and a second by Jake Claussen.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

11. Future Meetings

- A. The 2nd monthly meeting of the Board of Education has been tentatively scheduled for noon on Thursday, February 24, 2022.
- B. The next regular meeting of the Board of Education will be held on Monday, March 14, 2022. The Study Session will begin at 5:30 PM. The regular business meeting will start at 6:30 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.

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

- 12.1. 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.

13. Adjournment

The meeting adjourned at 7:45 PM.

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Chairperson

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Superintendent

## Board of Education 2nd Monthly Meeting

Thursday, February 24, 2022

12:00 PM: Business Meeting

Norfolk Public School's Central Administration Office

P.O. Box 139

Norfolk, NE 68702-0139

Brenda Carhart: Present  
Jake Claussen: Present  
Tammy Day: Present  
Jenna Hatfield: Absent  
Leann Widhalm: Present  
Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: February 21, 2022
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. Action Items
  - 3.1. Personnel
    - 3.1.1. Contract Approvals  
**Bailey Beacom**
      - 2022-2023 3rd & 4th Grade Teacher, Lincoln Elementary
      - Bachelor of Science, Elementary Education, Wayne State College, Wayne, NE
      - Master of Science in progress, 18 cr. hrs. completed, Early Childhood Education
      - 2018-present, 4th Grade Teacher at Fort Calhoun Community Schools, Fort Calhoun, NE
    - Alyssa Brogren**
      - 2022-2023, 4th Grade Teacher, Woodland Park Elementary
      - Bachelor of Arts, Elementary Education, Reading & Writing, ESL, Wayne State College, Wayne, NE, to be conferred May 2022
      - Jan.-May 2022, Student Teacher, 1st Grade, Pierce Elementary, Pierce, NE
    - Jamie London**
      - 2022-2023 Principal at Jefferson Elementary School

Motion to approve the applicants as listed at 12:03 PM passed with a motion by Tammy Day and a second by Jake Claussen.

Brenda Carhart:	Yea	Jenna Hatfield-Waite:	Absent
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

3.1.2. Resignations

- Roberto Mora--3rd Grade Teacher at Bel Air Elementary--future plans unknown
- Carre Klein--Teacher of the Deaf for the Northeast Nebraska Regional Program for the Deaf--future plans unknown
- Luke Ziemba--English Teacher and Head Speech Coach at Senior High--desire to live in a more metropolitan area
- Lisa Kowalski--Family and Consumer Science Teacher at Senior High--stay-at-home mom
- Letisha Kleinschmit--Speech-Language Pathologist at Washington Elementary/Norfolk Catholic--future plans unknown
- Cindy Booth--Vocal Director and Show Choir Director at the Junior High--retiring

Motion to approve the resignations as listed at 12:05 PM passed with a motion by Jake Claussen and a second by Brenda Carhart.

Brenda Carhart:	Yea	Jenna Hatfield-Waite:	Absent
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

4. Future Meetings

The next regular meeting of the Board of Education will be held on Monday, March 14, 2022. The Study Session will begin at 5:30 PM. The regular business meeting will start at 6:30 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.

5. Executive Session --If Needed to Protect the Interest of the District and/or Prevent Needless Injury to the Reputation of an Individual.

5.1. Convene Executive Session -- If Needed to Protect the Interest of the District and/or Prevent Needless Injury to the Reputation of an Individual.  
No Executive Session was convened.

6. Adjournment

The meeting adjourned at 12:06 PM.

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Chairperson

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Superintendent

## Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #825 for the month of March in the consent agenda for this meeting.

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

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

Date: \_\_\_\_\_

\_\_\_\_\_  
Board Member

MARCH 14, 2022

NORFOLK PUBLIC SCHOOLS  
NORFOLK, NEBRASKA

**GENERAL FUND**

1	ACERS, MELISSA	PARENT MILEAGE	01 2712 332 1 004 000	\$108.81
2	ACERS, MELISSA Total			\$108.81
3	ADA SPORTS	PICKELBALL AND HOCKEY SUPPLIES	01 1100 610 2 226 001	\$1,206.00
4	ADA SPORTS Total			\$1,206.00
5	ADENA INTERNATIONAL	CLASSROOM SUPPLIES	01 1100 610 1 612 005	\$83.41
6	ADENA INTERNATIONAL Total			\$83.41
7	ADVANCE AUTO PARTS	MAINT. SUPPLIES	01 2650 610 1 001 000	\$21.46
8			01 2650 610 2 001 000	\$21.45
9		RETURN CORE #49	01 2650 610 1 001 000	-\$68.13
10			01 2650 610 2 001 000	-\$68.12
11		SHIFT LEVER, SOCKET ADAPTER	01 2650 610 1 001 000	\$41.77
12			01 2650 610 2 001 000	\$41.76
13		SUPPLIES FOR VEHICLE #24	01 2650 610 1 001 000	\$34.41
14			01 2650 610 2 001 000	\$34.41
15		SUPPLIES FOR VEHICLE #30	01 2650 610 1 001 000	\$110.04
16			01 2650 610 2 001 000	\$110.04
17		SUPPLIES FOR VEHICLE 20H	01 2712 610 1 001 000	\$157.24
18		SUPPLIES VEHICLE #6	01 2650 610 1 001 000	\$75.61
19			01 2650 610 2 001 000	\$75.61
20		TAIL LIGHT ASSEMBLY #18	01 2650 610 1 001 000	\$25.75
21			01 2650 610 2 001 000	\$25.74
22		TRANSFER CASE SUBURBAN #49	01 2650 610 1 001 000	\$1,600.00
23		TUNE UP REPAIRS TO #30	01 2650 610 1 001 000	\$70.43
24			01 2650 610 2 001 000	\$70.43
25		VEHICLE SUPPLIES	01 2650 610 1 001 000	\$138.57
26			01 2650 610 2 001 000	\$138.57
27		WHEEL BEARINGS	01 2712 610 1 001 000	\$427.65

28	ADVANCE AUTO PARTS Total			\$3,084.69
29	AMSTERDAM PRINTING & LITHO	2022-23 CALENDAR REFILL	01 1100 610 1 602 005	\$55.05
30	AMSTERDAM PRINTING & LITHO Total			\$55.05
31	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$70.80
32			01 2410 340 2 209 001	\$216.77
33		MOPS	01 2610 431 1 001 000	\$201.60
34			01 2610 431 2 001 000	\$201.60
35		RUGS	01 2410 340 2 141 002	\$81.79
36			01 2610 431 1 001 000	\$178.26
37		WORK SHIRTS	01 2610 431 2 001 000	\$178.26
38			01 2620 431 1 001 000	\$44.57
39			01 2620 431 2 001 000	\$44.54
40			01 2610 431 1 001 000	\$65.36
41		WORKSHIRTS	01 2610 431 2 001 000	\$65.36
42			01 2620 431 1 001 000	\$16.34
43	01 2620 431 2 001 000		\$16.34	
44	APPEARA Total			\$1,381.59
45	ARANGO, IRMA	INTERPRETER	01 1150 350 2 004 001	\$58.44
46		INTERPRETING	01 1150 350 1 004 009	\$146.10
47	ARANGO, IRMA Total			\$204.54
48	ARKFELD LOCK & SECURITY	VEHICLE #15H SPARE KEYS	01 2620 610 1 001 000	\$122.90
49	ARKFELD LOCK & SECURITY Total			\$122.90
50	ARKFELD, KAREN	STAFF MILEAGE	01 1200 333 1 004 000	\$67.69
51			01 1200 333 2 004 000	\$67.68
52	ARKFELD, KAREN Total			\$135.37
53	ASPM LANDSCAPES, LLC	Dec. Snow Removal	01 2630 340 1 001 014	\$2,116.25
54			01 2630 340 1 001 021	\$973.75
55			01 2630 340 2 001 001	\$4,375.00
56	ASPM LANDSCAPES, LLC Total			\$7,465.00
57	B & A WELDING INC	WELDING ON REPAIR	01 2620 431 1 001 000	\$37.50
58			01 2620 431 2 001 000	\$37.50
59	B & A WELDING INC Total			\$75.00
60	BAUER BUILT, INC	FRONT TIRES BUS #9	01 2710 340 1 001 000	\$443.50
61			01 2710 340 2 001 000	\$443.50

62		TIRES VEHICLE #15	01 2712 340 1 001 000	\$570.38
63		TIRES VEHICLE #34	01 2650 340 1 001 000	\$264.94
64			01 2650 340 2 001 000	\$264.94
65	BAUER BUILT, INC Total			\$1,987.26
66	BAUER, RACHEL	SIXPENCE MILEAGE	01 3541 333 1 004 000	\$67.74
67	BAUER, RACHEL Total			\$67.74
68	BENDER, DENISE	MILEAGE	01 1100 333 1 001 000	\$59.17
69			01 1100 333 2 001 000	\$59.16
70		WESLEYAN HONOR ORCHESTRA	01 1100 580 2 205 001	\$46.72
71	BENDER, DENISE Total			\$165.05
72	BOMGAARS SUPPLY	MAINT. SUPPLIES	01 2620 610 1 001 000	\$59.15
73			01 2620 610 2 001 000	\$59.15
74		NO FLAT TIRE	01 2650 610 1 001 000	\$11.00
75			01 2650 610 2 001 000	\$10.99
76		PARACORD, SPRAY PAINT	01 2620 610 1 001 000	\$13.08
77			01 2620 610 2 001 000	\$13.08
78		RATCHET STRAPS	01 2620 610 1 001 000	\$13.95
79			01 2620 610 2 001 000	\$13.94
80		SOLAR SALT	01 2620 610 2 001 001	\$314.37
81	BOMGAARS SUPPLY Total			\$508.71
82	BOYS TOWN	JAN 2022 SPEC ED T. KAUP	01 1200 561 1 004 000	\$2,553.79
83			01 1200 890 1 004 000	\$486.21
84	BOYS TOWN Total			\$3,040.00
85	CALDERON, EDUARDO	INTERPRETER	01 1150 350 2 004 001	\$116.88
86			01 1150 350 2 004 002	\$58.44
87	CALDERON, EDUARDO Total			\$175.32
88	CANNON MOSS BRYGGER	BELAIR RENOVATIONS	01 6998 340 1 945 010	\$288,695.48
89		JUNIOR HIGH RENOVATION	01 6997 340 2 945 002	\$168,611.47
90	CANNON MOSS BRYGGER Total			\$457,306.95
91	CAPITAL BUSINESS SYSTEMS,	COPIERS	01 1100 340 1 104 010	\$399.76
92			01 1100 340 1 201 003	\$221.09
93			01 1100 340 1 302 004	\$191.78
94			01 1100 340 1 430 014	\$538.66
95			01 1100 340 1 602 005	\$238.13

96			01 1100 340 1 705 008	\$193.52
97			01 1100 340 1 819 009	\$158.26
98			01 1100 340 1 904 012	\$123.45
99			01 1100 340 2 016 001	\$6.35
100			01 1100 340 2 141 002	\$439.40
101			01 1100 340 2 209 001	\$855.11
102			01 1190 610 1 163 021	\$133.05
103			01 1200 610 1 004 000	\$192.46
104			01 1200 610 2 004 000	\$192.45
105			01 1291 610 1 017 000	\$25.62
106			01 1292 610 1 017 000	\$25.62
107			01 2530 340 1 001 000	\$2,256.86
108			01 2530 340 2 001 000	\$2,256.86
109			01 2620 431 0 001 000	\$2.67
110			01 6998 340 1 945 003	\$4.42
111			01 6998 340 1 945 009	\$0.39
112			01 6998 340 1 945 012	\$0.01
113			01 6998 340 1 945 014	\$11.93
114			01 6998 340 2 945 001	\$5.06
115	CAPITAL BUSINESS SYSTEMS, Total			\$8,472.91
116	CAREER SAFE	OSHA AGRICULTURE REGISTRATION	01 1115 810 2 257 001	\$25.00
117	CAREER SAFE Total			\$25.00
118	CDW GOVERNMENT, INC	PROJECTOR	01 1100 650 1 602 005	\$769.00
119		PROJECTOR LAMPS	01 1100 650 1 430 014	\$211.76
120	CDW GOVERNMENT, INC Total			\$980.76
121	CIRIACO, DANIEL	INTERPRETER	01 1150 350 2 004 002	\$58.44
122	CIRIACO, DANIEL Total			\$58.44
123	CITY OF NORFOLK	2021 POLE ATTACHMENT FEE	01 1100 340 1 005 000	\$2,145.00
124			01 1100 340 2 005 000	\$2,145.00
125		RESIDENTIAL WASTE	01 2630 420 2 001 001	\$39.50
126		SMALL BRUSH WASTE	01 2630 420 1 001 000	\$1.50
127			01 2630 420 2 001 000	\$1.50
128		TREE WASTE	01 2630 420 1 001 000	\$8.34
129			01 2630 420 2 001 000	\$8.34

130		WATER/SEWER	01 2610 410 1 001 010	\$397.60
131			01 2610 410 1 001 014	\$2,119.99
132			01 2610 410 1 001 021	\$378.42
133			01 2610 410 2 001 001	\$2,076.59
134	CITY OF NORFOLK Total			\$9,321.78
135	COLLINS, NICHOLAS	BAND @ ELKHORN SOUTH OMAHA	01 2190 580 2 001 000	\$12.00
136		BASKETBALL @LINCOLN NORTHEAST	01 2190 580 2 001 000	\$17.49
137		BASKETBALL AT OMAHA NORTHEAST	01 2190 580 2 001 000	\$12.05
138		SWIMMING AT LINCOLN SOUTHEAST	01 2190 580 2 001 000	\$12.09
139		WRESTLING AT GRAND ISLAND	01 2190 580 2 001 000	\$15.53
140		WRESTLING AT KEARNEY	01 2190 580 2 001 000	\$50.26
141	COLLINS, NICHOLAS Total			\$119.42
142	COOK, TODD	USD HONOR BAND	01 1100 580 2 202 001	\$15.89
143		WESLEYAN HONOR BAND	01 1100 580 2 202 001	\$67.76
144	COOK, TODD Total			\$83.65
145	CORNHUSKER INTERNATIONAL	GLASS DOOR VECHICLE #1	01 2710 610 1 001 000	\$229.60
146			01 2710 610 2 001 000	\$229.60
147		HOOD LATCH VEHICLE #8	01 2650 610 1 001 000	\$14.65
148			01 2650 610 2 001 000	\$14.65
149	CORNHUSKER INTERNATIONAL Total			\$488.50
150	COURTESY FORD	DIAGNOSTIC CHECK #30	01 2650 340 1 001 000	\$70.88
151			01 2650 610 2 001 000	\$70.87
152		INSPECTION AND ALIGNMENT #15	01 2712 350 1 001 000	\$28.85
153			01 2712 350 2 001 000	\$28.85
154	COURTESY FORD Total			\$199.45
155	CRAVEN, SHEILA	CONTRACTED OT SERVICES	01 2161 320 1 004 000	\$8,670.25
156			01 2161 320 2 004 000	\$118.50
157		CONTRACTED OT SERVICES MILEAGE	01 2161 334 1 004 000	\$83.19
158			01 2161 334 2 004 000	\$1.99
159	CRAVEN, SHEILA Total			\$8,873.93
160	CREATIVE SITES, LLC	TABLES	01 1190 610 1 163 005	\$5,220.00
161	CREATIVE SITES, LLC Total			\$5,220.00
162	DITTMER, MICHAEL	ACTIVITY WORKER	01 2190 120 2 001 000	\$116.25
163	DITTMER, MICHAEL Total			\$116.25

164	ECHO GROUP INC	BULBS	01 2620 610 1 001 010	\$112.60
165		FLUOR. LAMPS AND SUPPLIES	01 2620 610 2 001 001	\$856.00
166		GLOVES	01 2620 610 1 001 000	\$4.20
167			01 2620 610 2 001 000	\$4.20
168		LIGHTS	01 2620 610 1 001 012	\$135.10
169		SUPPLIES	01 2620 610 1 001 000	\$390.40
170			01 2620 610 2 001 000	\$390.40
171		SUPPLIES FOR MS	01 2620 610 1 001 014	\$122.52
172	ECHO GROUP INC Total			\$2,015.42
173	EGAN SUPPLY COMPANY	SWITCH	01 2610 610 2 001 002	\$76.93
174		TOOL ASSY	01 2610 610 1 001 014	\$457.48
175	EGAN SUPPLY COMPANY Total			\$534.41
176	ELECTRONIC SYSTEMS	INSPECTION ADMIN BUILDING	01 2620 431 1 001 000	\$42.50
177			01 2620 431 2 001 000	\$42.50
178			01 2620 610 1 001 000	\$92.00
179			01 2620 610 2 001 000	\$92.00
180		SERVICE CALL AND BATTERY	01 2620 431 2 001 002	\$175.00
181		SERVICE CALL SMOKE DETECTOR	01 2620 431 2 001 001	\$314.00
182		SERVICE CALL SMOKE DETECTORS	01 2620 610 2 001 001	\$1,102.50
183	ELECTRONIC SYSTEMS Total			\$1,860.50
184	ESU 8	ELA STANDARDS WORKSHOP	01 6310 330 1 028 000	\$40.00
185	ESU 8 Total			\$40.00
186	FAIRFIELD INN & SUITES	UNK INTERVIEW DAY LODGING	01 1200 580 1 004 000	\$74.50
187			01 1200 580 2 004 000	\$74.50
188	FAIRFIELD INN & SUITES Total			\$149.00
189	FAMILY PHYSICAL THERAPY &	JAN22 CONTRACTED OT SERVICES	01 6422 320 1 004 000	\$5,730.00
190		JAN22 CONTRACTED OT SERVICES	01 6422 334 1 004 000	\$62.60
191	FAMILY PHYSICAL THERAPY & Total			\$5,792.60
192	FASTENAL INDUSTRIAL &	BOLTS	01 2620 610 1 001 000	\$5.58
193			01 2620 610 2 001 000	\$5.57
194	FASTENAL INDUSTRIAL & Total			\$11.15
195	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$35.28
196			01 1292 333 1 004 000	\$35.27
197	FERNAU, JESSICA Total			\$70.55

198	FLOOR MAINTENANCE AND	BUS TOILET ODOR CONTROL	01 2710 610 1 001 000	\$614.11
199			01 2710 610 2 001 000	\$614.11
200		SUPPLIES	01 2620 610 1 001 000	\$3.48
201			01 2620 610 2 001 000	\$3.48
202	FLOOR MAINTENANCE AND Total			\$1,235.18
203	FLORES, ELENA	INTERPRETER	01 1150 350 1 004 010	\$58.44
204	FLORES, ELENA Total			\$58.44
205	FP MAILING SOLUTIONS	POSTBASE METER RENTAL	01 2510 531 1 001 000	\$115.50
206			01 2510 531 2 001 000	\$115.50
207	FP MAILING SOLUTIONS Total			\$231.00
208	FREUDENBURG, BRIDGETT	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$73.01
209		SUPPLIES	01 1150 610 1 357 004	\$308.81
210	FREUDENBURG, BRIDGETT Total			\$381.82
211	FROWICK, BRENNNA	STAFF MILEAGE	01 2151 333 1 004 000	\$25.45
212			01 2151 333 2 004 000	\$25.45
213	FROWICK, BRENNNA Total			\$50.90
214	FROWICK, KIM	STAFF MILEAGE	01 2151 333 1 004 000	\$7.37
215			01 2151 333 2 004 000	\$7.37
216	FROWICK, KIM Total			\$14.74
217	GANSEBOM, EARLEEN	PIANO ACCOMPANIEMENTS	01 1100 340 2 202 001	\$340.00
218	GANSEBOM, EARLEEN Total			\$340.00
219	GARCIA, JUAN	INTERPRETER	01 1150 350 2 004 001	\$58.44
220			01 1150 350 2 004 002	\$58.44
221	GARCIA, JUAN Total			\$116.88
222	GARCIA, RAQUEL	INTERPRETER	01 1150 350 1 004 014	\$175.32
223	GARCIA, RAQUEL Total			\$175.32
224	GARCIA, STEPHANIE	INTERPRETER	01 1150 350 1 004 014	\$58.44
225			01 1150 350 2 004 001	\$58.44
226			01 1150 350 2 004 002	\$58.44
227	GARCIA, STEPHANIE Total			\$175.32
228	GARCIA-RANGEL, TANIA	INTERPRETER	01 1150 350 1 004 014	\$58.44
229		INTERPRETING	01 1150 350 1 004 004	\$38.96
230	GARCIA-RANGEL, TANIA Total			\$97.40
231	GLASS EDGE INC, THE	CASE OF GLASS CLEANER	01 2650 610 1 001 000	\$30.00

232			01 2650 610 2 001 000	\$30.00
233		NEOPRENE SWEEPS	01 2620 610 1 001 000	\$86.90
234			01 2620 610 2 001 000	\$86.90
235	GLASS EDGE INC, THE Total			\$233.80
236	GREEN, EMILY	PARENT MILEAGE	01 2712 332 1 004 000	\$26.88
237	GREEN, EMILY Total			\$26.88
238	GROSSERODE, SAMANTHA	PARENT MILEAGE	01 2713 332 1 004 021	\$140.40
239	GROSSERODE, SAMANTHA Total			\$140.40
240	HAFER, AMANDA	PROF DEVELOPMENT AG EDUCATION	01 6310 330 2 028 000	\$600.00
241	HAFER, AMANDA Total			\$600.00
242	HAMLING, CHRISTINA	STAFF MILEAGE	01 2151 333 1 004 000	\$252.60
243	HAMLING, CHRISTINA Total			\$252.60
244	HANSEN, LACEY	PARENT MILEAGE	01 2710 332 1 001 000	\$68.68
245			01 2710 332 2 001 000	\$68.68
246	HANSEN, LACEY Total			\$137.36
247	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$116.25
248	HARDY, MARSHAL Total			\$116.25
249	HEINEMANN	BOOKS & PERIODICALS	01 6310 640 2 028 000	\$57.00
250	HEINEMANN Total			\$57.00
251	HITEMP	5 GAL BUBBLING SUDS	01 2650 610 1 001 000	\$69.77
252			01 2650 610 2 001 000	\$69.77
253	HITEMP Total			\$139.54
254	HOME DEPOT PRO, THE	CAN LINERS	01 2610 610 1 001 000	\$609.20
255			01 2610 610 2 001 000	\$609.20
256		TABLES	01 2410 610 2 209 001	\$5,717.40
257	HOME DEPOT PRO, THE Total			\$6,935.80
258	ILLUMINATE EDUCATION	IEUC WINTER 2022 CONFERENCE	01 6310 330 1 028 000	\$675.00
259	ILLUMINATE EDUCATION Total			\$675.00
260	J W PEPPER, INC	DISTRICT MUSIC	01 1100 610 2 202 001	\$201.99
261		MUSIC	01 1100 610 2 116 002	\$45.00
262			01 1100 610 2 117 002	\$264.99
263		MUSIC SUPPLIES	01 1100 610 2 116 002	\$29.98
264		SOLO MUSIC FOR SPRING FESTIVAL	01 1100 610 2 118 002	\$32.96
265	J W PEPPER, INC Total			\$574.92

266	JERRY'S TRAILERS & CAMPERS	BAGGAGE DOOR VEHICLE #5	01 2650 610 1 001 000	\$3.80
267			01 2650 610 2 001 000	\$3.79
268	JERRY'S TRAILERS & CAMPERS Total			\$7.59
269	KANSAS CITY AUDIO-VISUAL	PROJECTOR FOR BOARD ROOM	01 2310 734 1 033 000	\$5,359.53
270			01 2310 734 2 033 000	\$5,359.53
271		SMARTBOARD	01 1100 650 1 430 014	\$1,447.00
272	KANSAS CITY AUDIO-VISUAL Total			\$12,166.06
273	KAUP, TAMI	STAFF MILEAGE	01 1200 333 2 004 000	\$10.53
274	KAUP, TAMI Total			\$10.53
275	KLEINSCHMIT, JONATHAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$116.25
276	KLEINSCHMIT, JONATHAN Total			\$116.25
277	KLEINSCHMIT, LETISHIA	STAFF MILEAGE	01 2151 333 1 004 000	\$9.13
278	KLEINSCHMIT, LETISHIA Total			\$9.13
279	KNAPP, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$24.69
280			01 2141 333 2 014 000	\$24.68
281	KNAPP, ALEXANDRA Total			\$49.37
282	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$29.59
283			01 2152 333 1 004 021	\$29.59
284			01 2153 333 1 004 000	\$29.58
285	KNIGHT, KARLA Total			\$88.76
286	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$18.84
287			01 1200 333 2 004 000	\$18.83
288	KONERT, NICOLE Total			\$37.67
289	KORTH, JESSIE	CONTRACTED PT SERVICES BIRTH-5	01 6422 320 1 004 000	\$7,972.68
290		CONTRACTED PT SERVICES MILEAGE	01 6422 334 1 004 000	\$217.39
291	KORTH, JESSIE Total			\$8,190.07
292	KURITA AMERICA, INC.	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$369.00
293			01 2620 610 2 001 000	\$369.00
294	KURITA AMERICA, INC. Total			\$738.00
295	KUSTOM PEST CONTROL	FEB. PEST CONTROL	01 2630 340 1 001 000	\$58.50
296			01 2630 340 1 001 003	\$39.00
297			01 2630 340 1 001 004	\$39.00
298			01 2630 340 1 001 005	\$39.00
299			01 2630 340 1 001 008	\$39.00

300			01 2630 340 1 001 009	\$39.00
301			01 2630 340 1 001 010	\$39.00
302			01 2630 340 1 001 012	\$39.00
303			01 2630 340 1 001 014	\$39.00
304			01 2630 340 1 001 021	\$39.00
305			01 2630 340 2 001 000	\$58.50
306			01 2630 340 2 001 001	\$78.00
307			01 2630 340 2 001 002	\$39.00
308	KUSTOM PEST CONTROL Total			\$585.00
309	LAWSON PRODUCTS, INC	CONNECTOR	01 2620 610 1 001 000	\$11.88
310			01 2620 610 2 001 000	\$11.87
311		NYLON CABLE TIES	01 2620 610 1 001 000	\$34.55
312			01 2620 610 2 001 000	\$34.55
313	LAWSON PRODUCTS, INC Total			\$92.85
314	LOGISTICS365, INC	SOFTWARE RENEWAL 3 YR	01 2230 340 1 005 000	\$4,616.50
315			01 2230 340 2 005 000	\$4,616.50
316		SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$12,037.50
317			01 2230 650 2 005 000	\$12,037.50
318	LOGISTICS365, INC Total			\$33,308.00
319	LOVE SIGNS, INC	FOUNDATION NAME SIGNS	01 2510 610 1 001 000	\$27.00
320			01 2510 610 2 001 000	\$27.00
321		SET UP ES SOFTWARE	01 1100 340 2 141 002	\$112.50
322	LOVE SIGNS, INC Total			\$166.50
323	LUHR, MARY	STAFF TRAVEL/LUNCH	01 1200 580 1 004 000	\$12.00
324			01 1200 580 2 004 000	\$12.00
325	LUHR, MARY Total			\$24.00
326	MARATHON PRESS INC	20-21 ANNUAL REPORTS	01 2310 540 1 010 000	\$1,058.00
327			01 2310 540 2 010 000	\$1,058.00
328	MARATHON PRESS INC Total			\$2,116.00
329	MARTINEZ, ROSA	INTERPRETER	01 1150 350 1 004 014	\$58.44
330	MARTINEZ, ROSA Total			\$58.44
331	MATHESON TRI-GAS INC.	GENERAL SUPPLIES	01 1100 610 2 211 001	\$489.31
332		MONTHLY MATERIALS	01 2620 610 1 001 000	\$99.33
333			01 2620 610 2 001 000	\$99.33

334	MATHESON TRI-GAS INC. Total			\$687.97	
335	MEAD LUMBER AND RENTAL	CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$69.99	
336		SCHROEDER DOOR	01 1100 610 2 211 001	\$134.01	
337	MEAD LUMBER AND RENTAL Total			\$204.00	
338	MEISINGER OIL CO	BULK OIL	01 2190 610 2 001 000	\$319.04	
339			01 2650 610 1 001 000	\$133.55	
340			01 2650 610 2 001 000	\$133.55	
341			01 2710 610 1 001 000	\$40.81	
342			01 2710 610 2 001 000	\$40.80	
343			01 2712 610 1 001 000	\$74.20	
344		DIESEL	01 2650 626 1 001 000	\$182.35	
345			01 2650 626 2 001 000	\$182.35	
346			01 2710 626 1 001 000	\$3,647.07	
347			01 2710 626 2 001 000	\$3,647.07	
348			01 2712 626 1 001 000	\$1,458.83	
349		NOLEAD FUEL	01 2650 626 1 001 000	\$3,569.96	
350			01 2650 626 2 001 000	\$3,569.96	
351			01 2712 626 1 001 000	\$1,784.98	
352		MEISINGER OIL CO Total			\$18,784.52
353		MENARDS	CABLE CLAMPS	01 2620 610 1 001 000	\$2.95
354				01 2620 610 2 001 000	\$2.95
355	CORD PLUGS		01 2610 610 1 001 000	\$17.98	
356			01 2610 610 2 001 000	\$17.98	
357	HAMMER		01 2620 610 1 001 000	\$4.99	
358			01 2620 610 2 001 000	\$4.99	
359	LED WALL PACK, TOOL BOX		01 2620 610 1 001 000	\$36.49	
360			01 2620 610 2 001 000	\$36.49	
361	MAINT SUPPLIES		01 2620 610 1 001 000	\$65.98	
362			01 2620 610 2 001 000	\$65.97	
363	RV -50 A/F		01 2620 610 1 001 000	\$14.80	
364			01 2620 610 2 001 000	\$14.79	
365	SUPPLIES		01 2620 610 1 001 000	\$30.24	
366			01 2620 610 1 001 021	\$17.97	
367			01 2620 610 2 001 000	\$30.24	

368		SUPPLIES FOR LLP	01 2620 610 1 001 021	\$17.98
369		TOOLS FOR TECH DEPT	01 2230 650 1 005 000	\$55.87
370			01 2230 650 2 005 000	\$55.87
371		TP SPLICE FOR WIRE	01 2620 610 1 001 000	\$1.75
372			01 2620 610 2 001 000	\$1.74
373		VINEGAR AND LED LIGHTS	01 2610 610 1 001 000	\$23.02
374			01 2610 610 2 001 000	\$23.01
375	MENARDS Total			\$544.05
376	METAL DOORS & HARDWARE CO.	KEY AND LEVERS	01 2620 610 2 001 002	\$566.57
377	METAL DOORS & HARDWARE CO. Total			\$566.57
378	MID-STATE ENGINEERING &	DRILL SAMPLES BEL AIR	01 2620 431 1 001 010	\$4,156.00
379		DRILL SAMPLES JUNIOR HIGH	01 2620 431 2 001 002	\$2,979.00
380	MID-STATE ENGINEERING & Total			\$7,135.00
381	MILLER, AMY	CONTRACTED PT SERVICES	01 2171 320 1 004 000	\$4,266.00
382		CONTRACTED PT SERVICES MILEAGE	01 2171 334 1 004 000	\$61.89
383	MILLER, AMY Total			\$4,327.89
384	MOBILE DEFENDERS	ADAPTERS FOR CHROMEBOOKS	01 2223 610 1 302 004	\$179.90
385	MOBILE DEFENDERS Total			\$179.90
386	MODEL ELECTRIC INC	CENTRAL OFFICE PROJECTOR	01 2620 431 1 001 000	\$155.42
387			01 2620 431 2 001 000	\$155.41
388		CHECKED POWER TO SIGN	01 2620 431 2 001 002	\$63.00
389		LED SHOP LIGHTS	01 2620 610 1 001 000	\$1,650.00
390			01 2620 610 2 001 000	\$1,650.00
391		POWER UP DRINKING FOUNTAIN	01 2620 431 2 001 001	\$243.91
392		REPAIR TO HEATERS	01 2620 431 2 001 001	\$358.29
393	MODEL ELECTRIC INC Total			\$4,276.03
394	MONTESSORI SERVICES	PATTERNS	01 1100 610 1 612 005	\$47.90
395	MONTESSORI SERVICES Total			\$47.90
396	MUELLER, JULIE	STAFF MILEAGE	01 2152 333 1 004 021	\$45.19
397			01 2153 333 1 004 000	\$126.95
398	MUELLER, JULIE Total			\$172.14
399	MYERS, YAIRA	INTERPRETER	01 1150 350 1 004 003	\$58.44
400	MYERS, YAIRA Total			\$58.44
401	NAPA OF NORFOLK	AIR FILTER	01 2650 610 1 001 000	\$5.50

402			01 2650 610 2 001 000	\$5.49
403		BATTERIES	01 2610 610 1 001 000	\$138.03
404			01 2610 610 2 001 000	\$138.03
405			01 2610 610 2 001 002	\$552.12
406		CORE DEPOSIT BATTERIES	01 2650 610 1 001 000	-\$54.00
407			01 2650 610 2 001 000	-\$54.00
408	NAPA OF NORFOLK Total			\$731.17
409	NASCO	RAISED GARDEN BOX	01 6969 610 1 028 000	\$116.06
410	NASCO Total			\$116.06
411	NCS PEARSON	JAN Q INTERACTIVE	01 2141 610 1 014 000	\$181.95
412			01 2141 610 2 014 000	\$181.94
413			01 2142 610 1 014 000	\$40.45
414	NCS PEARSON Total			\$404.34
415	NEBRASKA ASSOCIATION OF	NASB ANNUAL MEMBERSHIP DUES	01 2320 810 1 033 000	\$4,192.50
416			01 2320 810 2 033 000	\$4,192.50
417	NEBRASKA ASSOCIATION OF Total			\$8,385.00
418	NEBRASKA LIBRARY	GOLDEN SOWER LABELS	01 2220 610 1 030 000	\$100.00
419	NEBRASKA LIBRARY Total			\$100.00
420	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$3,953.37
421			01 2610 621 1 001 003	\$3,665.45
422			01 2610 621 1 001 004	\$3,598.20
423			01 2610 621 1 001 005	\$2,534.85
424			01 2610 621 1 001 008	\$2,046.83
425			01 2610 621 1 001 009	\$1,762.61
426			01 2610 621 1 001 010	\$1,990.12
427			01 2610 621 1 001 014	\$8,220.68
428			01 2610 621 1 001 021	\$1,832.51
429			01 2610 621 2 001 000	\$3,953.37
430			01 2610 621 2 001 001	\$43,550.40
431			01 2610 621 2 001 002	\$10,878.71
432	NEBRASKA PUBLIC POWER Total			\$87,987.10
433	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSE	01 2570 890 1 001 000	\$200.00
434			01 2570 890 2 001 000	\$200.00
435	NEBRASKA SAFETY CENTER Total			\$400.00

436	NEW VICTORIAN INN & SUITES	LODGING FOR ALL STATE	01 1100 580 2 202 001	\$480.00
437			01 1100 580 2 205 001	\$160.00
438			01 1100 580 2 207 001	\$160.00
439	NEW VICTORIAN INN & SUITES Total			\$800.00
440	NIENHUIS MONTESSORI USA	TEMPLATE SENTENCE ANALYSIS	01 1100 610 1 664 005	\$23.10
441	NIENHUIS MONTESSORI USA Total			\$23.10
442	NMG LLC DBA NORFOLK WORKS	DOT PHYSICAL EXAMS	01 2570 340 1 901 000	\$150.00
443			01 2570 340 2 901 000	\$150.00
444	NMG LLC DBA NORFOLK WORKS Total			\$300.00
445	NORFOLK AREA CHAMBER OF	BUSINESS AFTER HOURS/C SCHMIDT	01 2310 810 1 010 000	\$4.00
446			01 2310 810 2 010 000	\$4.00
447	NORFOLK AREA CHAMBER OF Total			\$8.00
448	NORFOLK AUTO SUPPLY	FILTER VEHICLE #5	01 2650 610 1 001 000	\$27.99
449			01 2650 610 2 001 000	\$27.99
450		MAINT. SHOP SUPPLIES	01 2620 610 1 001 000	\$74.65
451			01 2620 610 2 001 000	\$74.65
452		SUPPLIES FOR VEHICLE 20H	01 2712 610 1 001 000	\$25.64
453	NORFOLK AUTO SUPPLY Total			\$230.92
454	NORFOLK AWNING COMPANY	TENNIS SCREENS	01 2620 431 2 001 000	\$404.75
455	NORFOLK AWNING COMPANY Total			\$404.75
456	NORFOLK COUNTRY CLUB	JJT ACTION COUNCIL MEALS	01 2320 890 1 033 000	\$14.24
457			01 2320 890 2 033 000	\$14.23
458	NORFOLK COUNTRY CLUB Total			\$28.47
459	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$11.06
460			01 2310 540 2 001 000	\$11.06
461			01 2510 540 1 001 000	\$125.93
462			01 2510 540 1 901 000	\$637.61
463			01 2510 540 2 001 000	\$125.93
464			01 2510 540 2 901 000	\$637.60
465		SCHOOL BOARD RECOGNITION AD	01 2310 540 1 010 000	\$73.24
466			01 2310 540 2 010 000	\$73.24
467	NORFOLK DAILY NEWS Total			\$1,695.67
468	NORFOLK GM AUTO CENTER	FLUID FOR VEHICLE #49	01 2650 610 1 001 000	\$7.01
469			01 2650 610 2 001 000	\$7.01

470	NORFOLK GM AUTO CENTER Total			\$14.02
471	NORFOLK SENIOR HIGH SCHOOL	LINCOLN NORTHEAST ENTRY FEE	01 1100 810 2 207 001	\$175.00
472		NECC ENTRY FEE REIMB	01 1100 810 2 207 001	\$150.00
473		USD ENTRY FEE REIMB.	01 1100 810 2 207 001	\$140.00
474	NORFOLK SENIOR HIGH SCHOOL Total			\$465.00
475	NORFOLK WINSUPPLY	FILTERS	01 2620 610 2 001 002	\$680.52
476		PLEATED FILTERS	01 2620 610 1 001 009	\$12.70
477		POWERS CARTIDGE	01 2620 610 1 001 014	\$104.72
478		RPM MOTOR	01 2620 610 1 001 000	\$80.50
479			01 2620 610 2 001 000	\$80.50
480		SLING PSYCHROMETER	01 2620 610 1 001 000	\$69.05
481			01 2620 610 2 001 000	\$69.05
482		SUPPLIES	01 2620 610 1 001 000	\$165.04
483			01 2620 610 1 001 003	\$261.60
484			01 2620 610 1 001 004	\$60.94
485			01 2620 610 1 001 005	\$63.96
486			01 2620 610 2 001 000	\$165.04
487		WATER SAVER KITS	01 2620 610 2 001 002	\$103.54
488	NORFOLK WINSUPPLY Total			\$1,917.16
489	NORTHEAST COMMUNITY	CPR INSTRUCTOR RENEWAL	01 2130 330 1 004 000	\$20.00
490			01 2130 330 2 004 000	\$20.00
491		JAZZ FESTIVAL FEES	01 1100 810 2 202 001	\$300.00
492	NORTHEAST COMMUNITY Total			\$340.00
493	NPS SUBSIDIARY	2022 CHRYSLER PACIFICA TOURING	01 6421 732 1 004 000	\$250.00
494			01 6421 732 2 004 000	\$250.00
495		AMAZON-BATTERIES #28	01 2410 610 2 209 001	\$5.34
496		ARM BANDS #8	01 2211 610 1 901 000	\$148.40
497			01 2211 610 2 901 000	\$148.40
498		BACKGROUND CHECKS #8	01 2510 340 1 001 000	\$11.75
499			01 2510 340 2 001 000	\$11.75
500		BATTERIES #19	01 1100 610 1 705 008	\$9.03
501		BISCUITS #32	01 1100 610 2 111 002	\$12.67
502		BOE FINANCE MEAL #24	01 2510 890 1 001 000	\$26.32
503			01 2510 890 2 001 000	\$26.32

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BOOKCASE #16	01 1100 610 1 403 014	\$25.00
BOOKS #20	01 1200 640 1 004 000	\$282.50
	01 1200 640 2 004 000	\$282.50
BOOKS FOR FAMILIES #11	01 3541 610 1 004 000	\$399.50
CABLE BOXES	01 2410 340 2 209 001	\$11.89
	01 2510 340 1 001 000	\$2.77
	01 2510 340 2 001 000	\$2.76
	01 2670 340 1 035 000	\$2.76
	01 2670 340 2 035 000	\$2.76
CAREER FAIR #8	01 2214 580 1 901 000	\$25.00
	01 2214 580 2 901 000	\$25.00
CARGO TRAILER LIC	01 2620 610 1 001 000	\$12.40
	01 2620 610 2 001 000	\$12.40
CASE #8	01 2211 610 1 901 000	\$12.79
	01 2211 610 2 901 000	\$12.78
CELL PHONES	01 2670 382 1 035 000	\$221.77
	01 2670 382 2 035 000	\$221.76
	01 2710 382 1 001 000	\$215.77
	01 2710 382 2 001 000	\$215.76
	01 3541 382 1 004 000	\$160.80
	01 6910 382 1 004 000	\$53.60
	01 6968 382 1 001 014	\$15.98
	01 6968 382 2 001 002	\$15.98
CHOIR MUSIC CONTEST	01 1100 810 2 116 002	\$260.00
CHROMEBOOK SHIPPING #33	01 1100 531 1 005 000	\$10.54
	01 1100 531 2 005 000	\$10.54
CLASSROOM SUPPLIES #11	01 1190 610 1 163 021	\$320.38
CLUB SUPPLIES #21	01 6968 610 1 001 014	\$212.45
COLLEGE FAIR MEAL #8	01 2214 580 1 901 000	\$3.85
	01 2214 580 2 901 000	\$3.84
COMPETITION REGISTRATION #21	01 6968 810 1 001 014	\$200.00
CORK COASTERS FOR GIVEAWAY #8	01 2211 610 1 901 000	\$140.22
	01 2211 610 2 901 000	\$140.21
CRAYON SHARPENER #3	01 2220 610 1 904 012	\$51.77

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D BATTERIES #16	01 1100 610 1 430 014	\$27.12
DEPENDENT/HEALTHCARE	01 2510 340 1 001 000	\$271.20
	01 2510 340 2 001 000	\$271.20
DIGITAL AV ADAPTER #32	01 2220 650 2 106 002	\$41.98
ELECTRICITY	01 2610 621 1 001 012	\$1,668.17
ENVELOPES #16	01 2410 610 1 430 014	\$57.98
FLIP STARTER #1	01 2310 643 1 010 000	\$84.00
	01 2310 643 2 010 000	\$84.00
GENERAL SUPPLIES #11	01 1190 610 1 163 021	\$749.43
	01 3541 610 1 004 000	\$160.00
GENERAL SUPPLIES #19	01 1100 610 1 702 008	\$278.92
GENERAL SUPPLIES #27	01 1100 610 2 212 001	\$455.04
GET CONNECTED CONF #21	01 6968 810 1 001 014	\$560.00
	01 6968 810 2 001 002	\$560.00
GIFT CARDS/STAMPS #11	01 3541 610 1 004 000	\$111.60
GREY LANYARDS #32	01 2410 610 2 141 002	\$1,431.00
HYVEE-CLASSROOM SUPPLIES #27	01 1100 610 2 204 001	\$21.52
HYVEE-CULINARY LAB SUPPLIES	01 1100 610 2 204 001	\$64.96
INTERVIEW MEAL #24	01 1200 580 1 004 000	\$4.58
	01 1200 580 2 004 000	\$4.57
JH SWITCH ISSUES	01 2230 340 2 005 000	\$255.00
KEYS	01 2620 610 1 001 000	\$9.54
	01 2620 610 2 001 000	\$9.54
LAB SUPPLIES #32	01 1100 610 2 111 002	\$239.22
LABEL MAKER AND TAPE #33	01 2230 650 1 005 000	\$29.43
	01 2230 650 2 005 000	\$29.43
LABELS #32	01 2410 610 2 141 002	\$21.99
LAMP #32	01 2410 610 2 141 002	\$89.20
MENARDS-CLASSROOM SUPPLIES #41	01 1100 610 2 211 001	\$14.59
NAG VIRTUAL CONFERENCE	01 3535 810 1 027 000	\$300.00
NSBA-DUES #40	01 1100 810 2 202 001	\$197.00
OFFICE SUPPLIES #32	01 1100 610 2 141 002	\$75.86
	01 2410 610 2 141 002	\$57.85
PEPPERONI/SAUCE #32	01 1100 610 2 111 002	\$16.97

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PINS #1	01 2320 610 1 033 000	\$674.50
	01 2320 610 2 033 000	\$674.49
PLC SUPPLIES #11	01 1190 610 1 163 021	\$320.70
POSTAGE #10	01 2410 531 1 302 004	\$116.00
POSTAGE #19	01 2410 531 1 704 008	\$58.00
PROJECTOR #3	01 1100 650 1 904 012	\$930.51
PSI EXAMS #28	01 1115 810 2 257 001	\$700.00
RECRUITING ITEMS #8	01 2211 610 1 901 000	\$153.55
	01 2211 610 2 901 000	\$153.55
RESIDENTIAL WIRING AND	01 1100 610 2 211 001	\$436.09
RETURN #3	01 1100 610 1 904 012	-\$6.49
SCI SUPPLIES #32	01 1100 610 2 138 002	\$69.24
SHREDDING	01 2410 340 2 141 002	\$40.00
SPEAKERS #16	01 1100 610 1 430 014	\$37.96
STAMPED ENVELOPES #32	01 2410 531 2 141 002	\$1,749.45
STUDENT SUPPLIES #20	01 1200 610 1 004 000	\$114.53
SUBSCRIPTION RETURN #2	01 1100 643 1 028 000	-\$120.00
SUPPLIES #1	01 2310 610 1 010 000	\$27.50
	01 2310 610 2 010 000	\$27.50
SUPPLIES #10	01 1100 610 1 306 004	\$81.65
SUPPLIES #11	01 1190 610 1 163 021	\$5.87
	01 1291 610 1 017 021	\$57.74
SUPPLIES #16	01 1100 610 1 403 014	\$263.54
SUPPLIES #17	01 1100 610 1 602 005	\$485.70
	01 1100 610 1 613 005	\$10.70
	01 1100 610 1 664 005	\$78.59
SUPPLIES #18	01 2410 610 1 201 003	\$10.26
SUPPLIES #19	01 1100 610 1 702 008	\$273.63
	01 1150 610 1 755 008	\$16.99
	01 2120 610 1 720 008	\$293.00
	01 3535 610 1 027 000	\$23.99
SUPPLIES #21	01 6968 610 1 001 014	\$138.30
SUPPLIES #3	01 2151 610 1 953 012	\$101.54
SUPPLIES #32	01 1100 610 2 113 002	\$100.10

606		01 1100 610 2 136 002	\$150.00	
607		01 2220 610 2 106 002	\$59.89	
608	SUPPLIES #6	01 1100 610 1 104 010	\$41.71	
609		01 1100 610 1 126 010	\$150.00	
610		01 1100 610 1 127 010	\$55.25	
611		01 1100 610 1 128 010	\$78.05	
612		01 1200 610 1 153 010	\$85.87	
613		01 2410 610 1 104 010	\$4.27	
614	SUPPLY ITEMS FOR FAN #11	01 3541 610 1 004 000	\$21.00	
615	TEACHER CONF SUPPLY #12	01 2410 610 2 141 002	\$59.99	
616	TELEPHONE	01 2510 382 1 001 000	\$195.71	
617		01 2510 382 1 001 003	\$99.43	
618		01 2510 382 1 001 004	\$99.02	
619		01 2510 382 1 001 005	\$99.43	
620		01 2510 382 1 001 008	\$99.43	
621		01 2510 382 1 001 009	\$99.43	
622		01 2510 382 1 001 010	\$99.43	
623		01 2510 382 1 001 012	\$95.51	
624		01 2510 382 1 001 014	\$199.20	
625		01 2510 382 1 001 021	\$99.02	
626		01 2510 382 2 001 000	\$195.71	
627		01 2510 382 2 001 001	\$398.64	
628		01 2510 382 2 001 002	\$202.11	
629	VALENTINES CRAFTS #11	01 3541 610 1 004 000	\$46.77	
630	VISITOR BADGES #16	01 2410 610 1 430 014	\$242.80	
631	WATER AND SEWER	01 2610 410 1 001 012	\$73.54	
632	WRITE AND WIPE BOARDS #6	01 1100 610 1 104 010	\$126.79	
633	NPS SUBSIDIARY Total		\$24,017.58	
634	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$12.20
635			01 2142 333 1 014 000	\$12.19
636	OHL, CASSIE Total		\$24.39	
637	OMAHA WORLD HERALD	CLASSIFIED ADS	01 2510 540 1 901 000	\$1,795.00
638			01 2510 540 2 901 000	\$1,795.00
639	OMAHA WORLD HERALD Total		\$3,590.00	

640	ONE CALL CONCEPTS, INC	DIGGERS HOTLINES	01 2620 431 1 001 000	\$0.59
641			01 2620 431 2 001 000	\$0.59
642	ONE CALL CONCEPTS, INC Total			\$1.18
643	PALLAS, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$7.49
644	PALLAS, MEGAN Total			\$7.49
645	PERMA BOUND	LIBRARY SUPPLIES	01 2220 640 1 030 000	\$228.93
646	PERMA BOUND Total			\$228.93
647	PERRIN, KARI	JAN22 CONTRACTED OT SERVICES	01 2713 332 1 004 021	\$63.18
648	PERRIN, KARI Total			\$63.18
649	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$297.00
650			01 2330 317 2 001 000	\$297.00
651	PERRY,GUTHERY,HAASE Total			\$594.00
652	PETTY, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$123.75
653	PETTY, LEAH Total			\$123.75
654	PFEIL, JEANNIE	ACTIVITY WORKER	01 2190 120 2 001 000	\$195.00
655	PFEIL, JEANNIE Total			\$195.00
656	PFEIL, JOHN	ACTIVITY WORKER	01 2190 120 2 001 000	\$195.00
657	PFEIL, JOHN Total			\$195.00
658	PRATHER, CASSIE	PARENT MILEAGE	01 2712 332 1 004 000	\$77.68
659	PRATHER, CASSIE Total			\$77.68
660	PRESENCE LEARNING, INC	JAN22 CONTRACTED PSYCH	01 6421 320 2 004 001	\$13,482.00
661	PRESENCE LEARNING, INC Total			\$13,482.00
662	PRIME SANITATION SERVICE	FEBRUARY 2022	01 2610 420 1 001 000	\$2,047.50
663			01 2610 420 2 001 000	\$2,047.50
664	PRIME SANITATION SERVICE Total			\$4,095.00
665	PRO-ED	PROTOCOLS NEEDED FOR	01 2152 610 1 017 021	\$216.70
666			01 2153 610 1 017 000	\$216.70
667	PRO-ED Total			\$433.40
668	PURELAND SUPPLY	PROJECTOR LAMP	01 1100 650 1 430 014	\$160.56
669	PURELAND SUPPLY Total			\$160.56
670	QUILL CORPORATION	KLEENEXES	01 2410 610 2 209 001	\$379.83
671		LAMINATING FILM	01 1200 610 1 004 000	\$329.30
672			01 1200 610 2 004 000	\$329.30
673		LAMINATING ROLLS FOR	01 2510 610 1 001 000	\$65.86

674	QUILL CORPORATION Total			\$1,104.29
675	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$45.86
676	RAMIREZ, SILVIA Total			\$45.86
677	RASMUSSEN MECHANICAL	CHECKED DAMPER AT JH	01 2620 431 2 001 002	\$673.00
678		CONTROL, SPYDER	01 2620 431 1 001 009	\$843.24
679		INSTALL NEW DAMPER MOTOR	01 2620 431 2 001 002	\$3,425.59
680		PREVENTITIVE MAINTENANCE	01 2620 431 1 001 000	\$11,818.96
681			01 2620 431 2 001 000	\$11,818.96
682		REPAIR TO LIBRARY UNIT	01 2620 431 2 001 001	\$1,021.24
683		REPLACED FAN MOTOR	01 2620 431 1 001 014	\$1,305.51
684		REPLACED ZONE ACTUATOR	01 2620 431 1 001 008	\$853.01
685		SERVICE TO COOLING TOWER	01 2620 431 2 001 002	\$535.12
686		SERVICE TO LIBRARY AND BOILER	01 2620 431 1 001 012	\$716.25
687	RASMUSSEN MECHANICAL Total			\$33,010.88
688	ROLF, TRACY	PARENT MILEAGE	01 2713 332 1 004 021	\$194.69
689	ROLF, TRACY Total			\$194.69
690	SAFESIDE SHREDDING	SHREDDING	01 1100 340 1 430 014	\$40.00
691	SAFESIDE SHREDDING Total			\$40.00
692	SAFETY-KLEEN	SOLVENT	01 1100 610 2 211 001	\$343.57
693	SAFETY-KLEEN Total			\$343.57
694	SCHEER'S ACE HARDWARE	FLAG POLE SUPPLIES	01 2620 610 1 001 000	\$24.93
695			01 2620 610 2 001 000	\$24.91
696		HUMIDIFIER FOR WP	01 2620 610 1 001 012	\$109.99
697	SCHEER'S ACE HARDWARE Total			\$159.83
698	SCHMIDT, CANDACE	NEBSPRA MEETING	01 2310 333 1 010 000	\$66.11
699			01 2310 333 2 010 000	\$66.10
700	SCHMIDT, CANDACE Total			\$132.21
701	SCHOOL SPECIALTY, LLC	GENERAL SUPPLIES	01 1200 610 1 254 003	\$368.61
702	SCHOOL SPECIALTY, LLC Total			\$368.61
703	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 1 001 000	\$405.49
704	SCHUMACHER, EMILY Total			\$405.49
705	SERVICEMASTER OF NORFOLK	CUSTODIAL/CLEANING JAN22	01 2610 420 1 001 000	\$1,748.50
706			01 2610 420 1 001 005	\$2,753.00
707			01 2610 420 1 001 008	\$3,304.00

708			01 2610 420 1 001 010	\$6,608.00
709			01 2610 420 1 001 012	\$4,405.00
710			01 2610 420 1 001 021	\$6,608.00
711			01 2610 420 2 001 000	\$1,748.50
712	SERVICEMASTER OF NORFOLK Total			\$27,175.00
713	SHERWIN-WILLIAMS	GYM FLOOR TAPE	01 2410 610 2 209 001	\$199.95
714	SHERWIN-WILLIAMS Total			\$199.95
715	SIERRA-RIOS, VIRGELINA	INTERPRETER	01 1150 350 2 004 001	\$58.44
716			01 1150 350 2 004 002	\$58.44
717	SIERRA-RIOS, VIRGELINA Total			\$116.88
718	SIMONSEN CONSTRUCTION INC	SERVICE FOLDING WALLS	01 2620 610 1 001 014	\$1,000.00
719	SIMONSEN CONSTRUCTION INC Total			\$1,000.00
720	SOFTWARE UNLIMITED	CUSTOM REPORT	01 2510 340 1 001 000	\$75.00
721			01 2510 340 2 001 000	\$75.00
722	SOFTWARE UNLIMITED Total			\$150.00
723	SOUTH SIOUX CITY COMMUNITY	JAN22 DEAF ED INTERPRETER	01 2151 591 2 004 000	\$1,453.33
724	SOUTH SIOUX CITY COMMUNITY Total			\$1,453.33
725	STADIUM SPORTS	NEW STAFF POLOS	01 2211 610 1 901 000	\$26.25
726			01 2211 610 2 901 000	\$26.25
727			01 2214 610 1 901 000	\$26.25
728			01 2214 610 2 901 000	\$26.25
729	STADIUM SPORTS Total			\$105.00
730	STANLEY PETROLEUM	NOZZLE	01 2620 431 1 001 000	\$72.57
731			01 2620 431 2 001 000	\$72.56
732	STANLEY PETROLEUM Total			\$145.13
733	STERLING COMPUTERS	PROJECTOR	01 1100 650 1 802 009	\$403.02
734			01 2223 650 1 302 004	\$1,264.02
735	STERLING COMPUTERS Total			\$1,667.04
736	STESKAL, KATHRYN	CONFERENCE IN KANSAS CITY	01 1200 580 2 004 000	\$64.21
737	STESKAL, KATHRYN Total			\$64.21
738	SUPER DUPER PUBLICATIONS	CLASSROOM SUPPLIES	01 2151 610 1 253 003	\$211.45
739	SUPER DUPER PUBLICATIONS Total			\$211.45
740	SYMMETRY ENERGY SOLUTIONS,	NATURAL GAS DEC2021	01 2610 621 1 001 000	\$1,182.44
741			01 2610 621 1 001 003	\$575.18

742		01 2610 621 1 001 004	\$1,135.82	
743		01 2610 621 1 001 005	\$2,237.25	
744		01 2610 621 1 001 008	\$3,044.64	
745		01 2610 621 1 001 009	\$1,885.03	
746		01 2610 621 1 001 010	\$1,335.25	
747		01 2610 621 1 001 012	\$2,027.48	
748		01 2610 621 1 001 014	\$2,194.26	
749		01 2610 621 1 001 021	\$4,119.74	
750		01 2610 621 2 001 000	\$1,182.43	
751		01 2610 621 2 001 001	\$7,766.25	
752		01 2610 621 2 001 002	\$13,980.76	
753	SYMMETRY ENERGY SOLUTIONS, Total		\$42,666.53	
754	SYNCB/AMAZON	BABY CHANGING LINERS	01 2610 610 1 001 000	\$51.25
755		BOOKS & PERIODICALS	01 2220 640 1 030 000	\$21.96
756		CLASSROOM SUPPLIES	01 1100 610 1 805 009	\$92.49
757			01 1100 610 1 806 009	\$170.18
758		CLOROX WIPES	01 1100 610 1 801 009	\$35.54
759			01 2410 610 2 209 001	\$38.41
760		FERTILIZER FOR HYDROPONICS	01 1100 610 2 208 001	\$92.89
761		GENERAL SUPPLIES	01 1100 610 1 801 009	\$30.98
762		HEADSETS	01 1100 650 1 028 010	\$50.00
763		HOST CARPET CEANER	01 2610 610 1 001 009	\$830.88
764		HUMIDIFIER	01 2620 610 1 001 000	\$20.00
765			01 2620 610 2 001 000	\$19.99
766		KEY RINGS	01 2620 610 1 001 000	\$11.40
767			01 2620 610 2 001 000	\$11.39
768		LAMINATING POUCHES	01 2120 610 2 228 001	\$26.98
769		N-95 MASKS	01 2130 610 1 004 000	\$114.30
770			01 2130 610 2 004 000	\$114.30
771		PENS	01 2320 610 1 033 000	\$20.55
772			01 2320 610 2 033 000	\$20.55
773		PROJECTORS	01 2230 650 1 005 000	\$742.99
774			01 2230 650 2 005 000	\$742.99
775		SPED SUPPLIES	01 1200 610 1 004 000	\$115.04

776		STEAM SUPPLIES	01 6969 610 1 028 000	\$366.72
777		STUDENT INCENTIVES	01 1200 610 2 290 001	\$242.52
778		SUPPLIES	01 1100 610 1 821 009	\$58.74
779			01 1100 610 1 824 009	\$19.99
780		WELDING GLOVES/GOGGLES	01 1100 610 2 211 001	\$435.48
781	SYNCB/AMAZON Total			\$4,498.51
782	TAYLOR, HALEY	CONFERENCE IN KANSAS CITY	01 1200 333 2 004 000	\$352.17
783			01 1200 580 2 004 000	\$43.19
784	TAYLOR, HALEY Total			\$395.36
785	TEACHER DIRECT	CLASSROOM SUPPLIES	01 1100 610 1 611 005	\$83.76
786	TEACHER DIRECT Total			\$83.76
787	THERAPRO	WRITING PAPER	01 1200 610 1 254 003	\$169.95
788	THERAPRO Total			\$169.95
789	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT. CONTRACT	01 2620 431 1 001 000	\$104.47
790			01 2620 431 1 001 005	\$208.89
791			01 2620 431 1 001 014	\$208.89
792			01 2620 431 2 001 000	\$104.47
793			01 2620 431 2 001 001	\$208.89
794			01 2620 431 2 001 002	\$208.89
795	THYSSENKRUPP ELEVATOR Total			\$1,044.50
796	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICE FOR TIMECLOCK	01 2510 340 1 001 000	\$484.25
797			01 2510 340 2 001 000	\$484.25
798	TIME MANAGEMENT SYSTEMS Total			\$968.50
799	TOPP, REBECCA	STAFF MILEAGE	01 1200 333 1 004 000	\$40.38
800			01 1200 333 2 004 000	\$40.38
801	TOPP, REBECCA Total			\$80.76
802	TRUCK CENTER COMPANIES	SUPPLIES VEHICLE #6	01 2650 610 1 001 000	\$24.53
803			01 2650 610 2 001 000	\$24.52
804		WORK ON VEHICLES #4,6,AND 5	01 2650 610 1 001 000	\$99.01
805	TRUCK CENTER COMPANIES Total			\$148.06
806	U S POSTAL SERVICE	POSTAGE FOR METER	01 2510 531 1 001 000	\$250.00
807			01 2510 531 2 001 000	\$250.00
808	U S POSTAL SERVICE Total			\$500.00
809	VIC'S ENGINE SERVICE, INC	FILTER OIL	01 2620 610 1 001 000	\$9.81

810			01 2620 610 2 001 000	\$9.81
811	VIC'S ENGINE SERVICE, INC Total			\$19.62
812	VOLKMAN PLUMBING HEATING	BOTTLE FILLING STATIONS	01 6997 731 1 945 000	\$21,347.50
813			01 6997 731 2 945 000	\$21,347.50
814	VOLKMAN PLUMBING HEATING Total			\$42,695.00
815	WALKER, KATHY	BEHAVIOR SYMPOSIUM	01 1200 580 1 004 000	\$128.33
816	WALKER, KATHY Total			\$128.33
817	WEGHER, ELLE	STAFF MILEAGE	01 2151 333 1 004 000	\$67.98
818	WEGHER, ELLE Total			\$67.98
819	WESTSIDE COMMUNITY SCHOOLS	HOSPITAL/HOMEBOUND SERVICES M.	01 1200 561 2 004 000	\$4,117.50
820	WESTSIDE COMMUNITY SCHOOLS Total			\$4,117.50
821	WIDHALM, LEANN	LEGISLATIVE ISSUES CONFERENCE	01 2310 580 1 033 000	\$77.13
822			01 2310 580 2 033 000	\$77.12
823		NEEDS-RESOURCES WORKSHOP	01 2310 580 1 033 000	\$56.50
824			01 2310 580 2 033 000	\$56.50
825	WIDHALM, LEANN Total			\$267.25
826	WIEBELHAUS, JULIE	STAFF MILEAGE	01 2230 333 1 005 000	\$38.05
827			01 2230 333 2 005 000	\$38.05
828	WIEBELHAUS, JULIE Total			\$76.10
829	WINGATE, HEATHER	MIDWEST SYMPOSIUM	01 1200 580 2 004 000	\$101.12
830	WINGATE, HEATHER Total			\$101.12
831	ZEMAN, NICOLE	PARENT MILEAGE	01 2712 332 1 004 000	\$57.04
832	ZEMAN, NICOLE Total			\$57.04
833	ZONE, THE	J CHAVEZ FEB2022 PAYROLL	01 6968 340 1 001 014	\$669.93
834	ZONE, THE Total			\$669.93
835	<b>Grand Total</b>			<b>\$947,611.41</b>
836				
837				
838	<b>NUTRITION FUND</b>			
839	BURESH, MEGHANN	LUNCH ACCT REFUND B. BURESH	02 3100 890 0 001 000	\$30.15
840	BURESH, MEGHANN Total			\$30.15
841	GOODWIN TUCKER GROUP	CHECKED DISHWASHER TEMP	02 3100 340 1 001 009	\$581.70
842	GOODWIN TUCKER GROUP Total			\$581.70
843	HOBART SALES & SERVICE	CHECKED DISHWASHING MACHINE	02 3100 340 1 001 014	\$303.00

844		REPAIR TO DISHWASHER	02 3100 340 1 001 014	\$3,611.58
845	HOBART SALES & SERVICE Total			\$3,914.58
846	LUNCHTIME SOLUTIONS, INC.	FEBRUARY MEALS	02 3100 340 1 001 000	\$150,035.18
847			02 3100 340 2 001 000	\$150,035.18
848		FRUIT/VEG JAN AND FEB 2022	02 3100 340 1 001 000	\$1,562.85
849			02 3100 340 2 001 000	\$1,562.85
850	LUNCHTIME SOLUTIONS, INC. Total			\$303,196.06
851	MAJOR REFRIGERATION	CHECKED COOLER	02 3100 340 1 001 009	\$60.00
852	MAJOR REFRIGERATION Total			\$60.00
853	NPS GENERAL FUND	MAILING FOR JAN-FEB	02 3100 610 1 001 000	\$22.53
854			02 3100 610 2 001 000	\$22.52
855	NPS GENERAL FUND Total			\$45.05
856	TIMMERMAN, JENNIFER	LUNCH ACCT BALANCE REFUND R.	02 3100 890 0 001 000	\$136.20
857	TIMMERMAN, JENNIFER Total			\$136.20
858	<b>Grand Total</b>			<b>\$307,963.74</b>
859				
860				
861	<b>COOPERATIVE FUND</b>			
862	ESU 8	HOFFART/STAUB AUG21-JAN22	04 1200 111 1 004 000	\$28,475.18
863			04 1200 111 2 004 000	\$28,475.17
864			04 1200 221 1 004 000	\$2,377.73
865			04 1200 221 2 004 000	\$2,377.72
866			04 1200 231 1 004 000	\$2,812.72
867			04 1200 231 2 004 000	\$2,812.72
868			04 1200 281 1 004 000	\$4,927.25
869			04 1200 281 2 004 000	\$4,927.25
870			04 1200 580 1 004 000	\$2,793.73
871			04 1200 580 2 004 000	\$2,793.72
872			04 1200 610 1 004 000	\$5.51
873			04 1200 610 2 004 000	\$5.50
874	ESU 8 Total			\$82,784.20
875	KLEIN, CARRE	STAFF MILEAGE/TRAVEL	04 1200 580 1 004 000	\$690.01
876			04 1200 580 2 004 000	\$690.01
877	KLEIN, CARRE Total			\$1,380.02

878	NPS GENERAL FUND	JAN 2022 INVOICES	04 1200 531 1 004 000	\$3.45
879			04 1200 531 2 004 000	\$3.44
880	NPS GENERAL FUND Total			\$6.89
881	NPS SUBSIDIARY	FEB ONLINE SUBSCRIPTION #35	04 1200 643 1 004 000	\$17.50
882			04 1200 643 2 004 000	\$17.50
883		HOTEL TIPS MEETING #35	04 1200 580 1 004 000	\$48.00
884			04 1200 580 2 004 000	\$48.00
885		NERP SUPPLIES #35	04 1200 610 1 004 000	\$31.13
886			04 1200 610 2 004 000	\$31.12
887	NPS SUBSIDIARY Total			\$193.25
888	SWANSON, TRACY	ARTS FESTIVAL STAFF	04 1200 340 1 004 000	\$300.00
889	SWANSON, TRACY Total			\$300.00
890	<b>Grand Total</b>			<b>\$84,664.36</b>
891				
892				
893	<b><u>QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND</u></b>			
894	CANNON MOSS BRYGGER	ADDITION/RENOVATION ARCHITECTS	09 4500 340 1 001 003	\$2,110.00
895			09 4500 340 1 001 005	\$1,920.00
896	CANNON MOSS BRYGGER Total			\$4,030.00
897	J.H.HESPE COMPANY INC	GRANT ADDITION/RENOVATION	09 4500 340 1 001 003	\$89,890.35
898	J.H.HESPE COMPANY INC Total			\$89,890.35
899	OCC BUILDERS, LLC	LINCOLN ADDITION/RENOVATION	09 4500 340 1 001 005	\$110,486.00
900	OCC BUILDERS, LLC Total			\$110,486.00
901	<b>Grand Total</b>			<b>\$204,406.35</b>
902				
903				
904	<b><u>STUDENT FEE FUND</u></b>			
905	BARNHILL ENTERPRISES LLC	BAND SUPPLIES	17 2190 610 2 028 002	\$169.00
906		REPLACEMENT BOWS	17 2190 610 2 028 001	\$580.00
907			17 2190 610 2 028 002	\$580.00
908	BARNHILL ENTERPRISES LLC Total			\$1,329.00
909	NPS SUBSIDIARY	3D PRINTER FILAMENT/AMAZON #21	17 2190 610 2 669 002	\$31.14
910		3D PRINTER PARTS AMAZON #21	17 2190 610 2 669 002	\$34.18
911		CLUB SUPPLIES/WALMART #21	17 2190 610 2 669 002	\$142.99

912	NPS SUBSIDIARY Total			\$208.31
913	SGW STRINGED INSTRUMENT	CELLO REPAIR	17 2190 340 2 028 001	\$125.00
914	SGW STRINGED INSTRUMENT Total			\$125.00
915	WEST MUSIC COMPANY	BAND SUPPLIES	17 2190 610 2 028 002	\$492.41
916	WEST MUSIC COMPANY Total			\$492.41
917	<b>Grand Total</b>			<b>\$2,154.72</b>

	Salary Schedule placement 2021-2022	Current staff cost for 2021-2022	Salary Schedule placement 2022-2023	Current staff cost for 2022-2023	Salary Schedule placement 2022-2023 for proposal	Proposed staff cost for 2022-2023
<b>Boys X/C Head Coach</b>	(#3) Level 6 / Step 28	\$7,126.00	(#3) Level 6 / Step 28	\$7,183.00	(#3) Level 6 / Step 28	\$7,183.00
<b>Girls X/C Head Coach</b>	(#3) Level 4 / Step 17	\$6,376.00	(#3) Level 4 / Step 18	\$6,427.00	(#3) Level 4 / Step 18	\$6,427.00
<b>SH Asst X/C</b>	(#5) Level 6 / Step 26	\$5,626.00	(#5) Level 6 / Step 27	\$5,671.00	(#5) Level 6 / Step 27	\$5,671.00
<b>SH Asst X/C</b>	(#5) Level 6 / Step 28	\$5,626.00	(#5) Level 6 / Step 28	\$5,671.00		
<b>JH Head Coach</b>	NA		NA		(#7) Level 6 / Step 28	\$4,915.00
<b>JH Asst</b>	NA		NA		(#8) Level 2 / Step 7	\$3,025.00
<b>Total Salary Cost</b>		<b>\$24,754.00</b>		<b>\$24,952.00</b>		<b>\$27,221.00</b>
			<b>Increase from 21-22</b>	<b>\$198.00</b>	<b>Increase from 22-23 current staff</b>	<b>\$2,269.00</b>



**SUPERINTENDENT OF SCHOOLS EMPLOYMENT CONTRACT**

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

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

**WITNESSETH:** That in accordance with action taken by the Board as recorded in the minutes of the regularly scheduled Board meeting held on the **14<sup>th</sup> day of March, 2022**, the Board hereby agrees to employ the Superintendent and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

**TERM OF CONTRACT**

- A. Term: This contract is for a term of three (3) years beginning on the 1<sup>st</sup> day of July, 2022, and expiring on the 30<sup>th</sup> day of June, 2025. A “contract year” for the purposes of this contract shall be from July 1 to June 30.
- B. Superintendent’s Notice of Intent to Extend: The Superintendent shall give the President of the Board a “Superintendent’s Notice of Intent to Extend” which is a written notice that the Superintendent intends to extend the contract for a period of one (1) year. This notice shall be given between October 15<sup>th</sup> and December 1<sup>st</sup>. In the event a Superintendent’s Notice of Intent to Extend is not given within the specified time, the contract shall not be extended.
- C. Board Action on Notice of Intent to Extend: In the event the Board has received a Superintendent’s Notice of Intent to Extend, the Board shall have until on or before December 31<sup>st</sup> to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of a possible non-renewal or cancellation, the contract shall be extended for an additional term of one (1) contract year.
- D. Notice of Non-Renewal: Notice of intent to non-renew in the final year of the contract shall be given to the Superintendent on or before April 15<sup>th</sup> of the final year of the contract.

**SALARY**

- A. Salary for the Term: The annual salary for the contract year of **July 1, 2022, through June 30, 2025**, shall be as follows:

2022-2023 Salary	\$232,850.00
Family Health and Dental \$1,020 Deductible (125)	\$ 26,077.14
Employee share of retirement	\$ 22,772.73
Employee Term Life Insurance “\$125,000 value”	\$ 240.00
Disability	\$ 934.73
Cellphone stipend	\$ 640.00
District share of FICA	\$ 20,207.97
District share of Retirement	<u>\$ 23,000.46</u>

**Final District Cost** **\$326,723.03**

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



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

- B. Inclusive of All Services Provided to the District: In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than as provided in this contract.
- C. Salary for Extended Terms: The salary for any renewal or extension periods shall be set by mutual agreement of the Superintendent and the Board, but shall in no event be less than the annual salary for the immediately preceding contract year.
- D. Payment of Salary and Adjustments: The first annual salary installment shall be paid on July 18, 2022, and each subsequent installment shall be paid on or before the eighteenth (18<sup>th</sup>) day of each month thereafter during the term of this agreement. Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the district. Salary payments shall be subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

## **BENEFITS/LEAVES**

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

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

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

### **A. Vacation**

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



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

#### B. Sick Leave

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

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

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

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

#### C. Personal Leave

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

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

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

Unused Days: In the event the Superintendent does not use available personal days during a leave year, the Superintendent will be eligible to receive payment for such unused personal leave, subject to the condition that employment not have ended



during or at the end of such leave year for reason of non-renewal or cancellation of employment contract. The rate of pay for unused personal leave will be paid at the effective daily rate of pay for the current leave year. Such payment will be made with the August pay check.

D. Bereavement Leave

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

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

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

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

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

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

F. Miscellaneous Provisions

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

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

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

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

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

6. Meetings and Dues: The Superintendent shall attend appropriate professional meetings at the local, state and national levels provided that such attendance does not



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

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

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

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

## **DUTIES**

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

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



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

#### **BOARD-SUPERINTENDENT RELATIONSHIP**

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

#### **EVALUATION OF SUPERINTENDENT**

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

#### **CONTRACT CANCELLATION**

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

Upon termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the



annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this contract, and any sums owing to the district by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the district are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

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

### **REPRESENTATIONS AND LEGAL REQUIREMENTS**

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

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

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

### **GOVERNING LAWS**

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



**AMENDMENTS AND SEVERABILITY**

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

Executed this day of March 14th, 2022

\_\_\_\_\_  
Superintendent

Executed this day of March 14th, 2022  
Board of Education of Madison County School District 59-0002  
a/k/a Norfolk Public Schools

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Vice-President

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

Notice is hereby given that Norfolk Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 14th, 2022 at 6:30 pm at the Norfolk Public Schools Central Office in Norfolk, Nebraska.

After the 2022/23 school year, how many years remain on the contract:

(Column

2

F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2022/23 year and future years are listed below:

	2022/23 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 232,850.00	\$ 465,700.00	\$ 698,550.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 27,251.87	\$ 54,503.74	\$ 81,755.61
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>	\$ 22,772.73	\$ 45,545.46	\$ 68,318.19
• <i>District's share of retirement, FICA and Medicare</i>	\$ 43,208.43	\$ 86,416.86	\$ 129,625.29
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>			\$ -
• <i>Cell Phone/Internet reimbursement</i>	\$ 640.00	\$ 1,280.00	\$ 1,920.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 326,723.03</b>	<b>\$ 653,446.06</b>	<b>\$ 980,169.09</b>

Students**School Wellness Policy**

A mission of Norfolk Public Schools (“District”) is to provide curriculum, instruction, and experiences in a health-promoting school environment to instill habits of lifelong learning and health. Therefore, the Board adopts the following School Wellness Policy.

**1. District Wellness Committee*****Committee Role and Membership***

The District will convene a representative District Wellness Committee (“DWC”) or work within an existing school health committee that meets at least four times per year to establish goals for and oversee school health and safety policies and programs, including development, implementation and periodic review and update of this District wellness policy.

The DWC membership will represent all school levels and include (to the extent possible), but not be limited to: parents and caregivers; students; representatives of the school nutrition program; physical education teachers; health education teachers; school health professionals or staff; mental health and social services staff; school administrators; school board members; and the general public. When possible, membership will also include Supplemental Nutrition Assistance Program Education coordinators. To the extent possible, the DWC will include representatives from each school building and reflect the diversity of the community.

***Leadership***

The Superintendent or designee(s) will convene the DWC and facilitate development of and updates to the wellness policy, and will ensure each school’s compliance with the policy.

Each school will designate a school wellness policy coordinator, who will ensure compliance with the policy.

**2. Wellness Policy Implementation, Monitoring, Accountability and Community Engagement*****Implementation Plan***

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy. The plan delineates roles, responsibilities, actions and timelines specific to each school; and includes information about who will be responsible to make what change, by how much, where and when; as well as specific goals and objectives for nutrition standards for all foods and beverages available on the school campus, food and beverage marketing, nutrition promotion and education, physical activity, physical education and other school-based activities that promote student wellness. It is recommended that the school use the Healthy Schools Program online tools to complete a school-level assessment based on the Centers for Disease Control and Prevention’s School Health Index, create an action plan that fosters implementation and generate an annual progress report.

This wellness policy and the progress reports can be found at the District's website.

### ***Recordkeeping***

The District will retain records to document compliance with the requirements of the wellness policy at the Superintendent's office and/or on the District's computer network. Documentation maintained in this location will include but will not be limited to:

- The written wellness policy;
- Documentation demonstrating that the policy has been made available to the public;
- Documentation of efforts to review and update the Local Schools Wellness Policy; including an indication of who is involved in the update and methods the district uses to make stakeholders aware of their ability to participate on the DWC;
- Documentation to demonstrate compliance with the annual public notification requirements;
- The most recent assessment on the implementation of the local school wellness policy;
- Documentation demonstrating the most recent assessment on the implementation of the Local School Wellness Policy has been made available to the public.

### ***Annual Notification of Policy***

The District will actively inform families and the public each year of basic information about this policy, including its content, any updates to the policy and implementation status. The District will make this information available via the District website and/or district-wide communications. The District will provide as much information as possible about the school nutrition environment. This will include a summary of the District's events or activities related to wellness policy implementation. Annually, the District will also publicize the name and contact information of the District officials leading and coordinating the committee, as well as information on how the public can get involved with the school wellness committee.

### ***Triennial Progress Assessments***

At least once every three years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and include:

- The extent to which the District's schools are in compliance with the wellness policy;
- The extent to which the District's wellness policy compares to [a] the Alliance for a Healthier Generation's model wellness policy; and
- A description of the progress made in attaining the goals of the District's wellness policy.

The position/person responsible for managing the triennial assessment and contact information is the Superintendent or the Superintendent's designee.

The DWC, in collaboration with individual schools, will monitor schools' compliance with this wellness policy.

The District will actively notify households/families of the availability of the triennial progress report.

### ***Revisions and Updating the Policy***

The DWC will update or modify the wellness policy based on the results of the annual School Health Index and triennial assessments and/or as District priorities change; community needs

change; wellness goals are met; new health science, information, and technology emerges; and new Federal or state guidance or standards are issued. The wellness policy will be assessed and updated as indicated at least every three years, following the triennial assessment.

### ***Community Involvement, Outreach and Communications***

The District is committed to being responsive to community input, which begins with awareness of the wellness policy. The District will actively communicate ways in which representatives of DWC and others can participate in the development, implementation and periodic review and update of the wellness policy through a variety of means appropriate for that district. The District will also inform parents of the improvements that have been made to school meals and compliance with school meal standards, availability of child nutrition programs and how to apply, and a description of and compliance with Smart Snacks in School nutrition standards. The District will use electronic mechanisms, such as email or displaying notices on the District's website, as well as non-electronic mechanisms, such as newsletters, presentations to parents, or sending information home to parents, to ensure that all families are actively notified of the content of, implementation of, and updates to the wellness policy, as well as how to get involved and support the policy. The District will ensure that communications are culturally and linguistically appropriate to the community, and accomplished through means similar to other ways that the District and individual schools are communicating important school information with parents. The District will actively notify the public about the content of or any updates to the wellness policy annually, at a minimum. The District will also use these mechanisms to inform the community about the availability of the annual and triennial reports.

## **3. Nutrition**

### ***School Meals***

The District is committed to serving healthy meals to children, with plenty of fruits, vegetables, whole grains, and fat-free and low-fat milk; that are moderate in sodium, low in saturated fat, and have zero grams *trans* fat per serving (nutrition label or manufacturer's specification); and to meeting the nutrition needs of school children within their calorie requirements. The school meal programs aim to improve the diet and health of school children, help mitigate childhood obesity, model healthy eating to support the development of lifelong healthy eating patterns and support healthy choices while accommodating cultural food preferences and special dietary needs.

All schools within the District that participate in USDA child nutrition programs, including the National School Lunch Program (NSLP), the School Breakfast Program (SBP), and any additional Federal child nutrition programs will meet the nutrition requirements of such programs. The District may also operate additional nutrition-related programs and activities. All schools within the District are committed to offering school meals through the NSLP and SBP programs, and other applicable Federal child nutrition programs, that:

- Are accessible to all students;
- Are appealing and attractive to children;
- Are served in clean and pleasant settings;
- Meet or exceed current nutrition requirements established by local, state, and Federal statutes and regulations. (The District offers reimbursable school meals that meet USDA nutrition

standards.)

- Promote healthy food and beverage choices using at least ten of the following Smarter Lunchroom techniques:
  - Whole fruit options are displayed neatly.
  - Sliced or cut fruit is available daily.
  - Daily fruit options are displayed in a location in the line of sight and reach of students.
  - All available vegetable options have been given creative or descriptive names.
  - Daily vegetable options are bundled into all grab-and-go meals available to students.
  - All staff members, especially those serving, have been trained to politely prompt students to select and consume the daily vegetable options with their meal.
  - White milk is placed in front of other beverages in all coolers.
  - Alternative entrée options (e.g., salad bar, yogurt parfaits, etc.) are highlighted on posters or signs within all service and dining areas.
  - A reimbursable meal can be created in any service area available to students (e.g., salad bars, snack rooms, etc.).
  - Student surveys and taste testing opportunities are used to inform menu development, dining space decor and promotional ideas.
  - Student artwork is displayed in the service and/or dining areas.
  - Daily announcements are used to promote and market menu options.

#### ***Staff Qualifications and Professional Development***

All school nutrition program directors, managers and staff will meet or exceed hiring and annual continuing education/training requirements in the USDA professional standards for child nutrition professionals. These school nutrition personnel will refer to USDA's Professional Standards for School Nutrition Standards website to search for training that meets their learning needs.

#### ***Water***

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day and throughout every school campus ("school campus" and "school day" are defined in the glossary). The District will make drinking water available where school meals are served during mealtimes.

#### ***Competitive Foods and Beverages***

The District is committed to ensuring that all foods and beverages available to students on the school campus during the school day support healthy eating. The foods and beverages sold and served outside of the school meal programs (e.g., "competitive" foods and beverages) will meet the USDA Smart Snacks in School nutrition standards, at a minimum. Smart Snacks aim to improve student health and well-being, increase consumption of healthful foods during the school day and create an environment that reinforces the development of healthy eating habits. A summary of the standards and information, as well as a Guide to Smart Snacks in Schools are available at: <http://www.fns.usda.gov/healthierschoolday/tools-schools-smart-snacks>. The Alliance for a Healthier Generation provides a set of tools to assist with implementation of Smart Snacks available at [www.foodplanner.healthiergeneration.org](http://www.foodplanner.healthiergeneration.org).

To support healthy food choices and improve student health and well-being, all foods and beverages outside the reimbursable school meal programs that are sold to students on the school campus during the school day will meet or exceed the USDA Smart Snacks nutrition standards or, if the state policy is stronger, will meet or exceed state nutrition standards. These standards will apply in all locations and through all services where foods and beverages are sold, which may include, but are not limited to, à la carte options in cafeterias, vending machines, school stores and snack or food carts.

### ***Celebrations and Rewards***

Schools are strongly encouraged to meet the USDA Smart Snacks in School nutrition standards.

1. Celebrations and parties. The District will provide a list of healthy party ideas to parents and teachers, including non-food celebration ideas.
2. Classroom snacks brought by parents. The District will provide or make available to parents a list of foods and beverages that meet Smart Snacks nutrition standards.
3. Rewards and incentives. The District will provide teachers and other relevant school staff a list of alternative ways to reward children or other comparable resources.

### ***Fundraising***

Foods and beverages that meet or exceed the USDA Smart Snacks in Schools nutrition standards may be sold through fundraisers on the school campus during the school day. The District will make available to parents and teachers a list of healthy fundraising ideas or comparable resources.

### ***Nutrition Promotion***

Nutrition promotion and education positively influence lifelong eating behaviors by using evidence-based techniques and nutrition messages, and by creating food environments that encourage healthy nutrition choices and encourage participation in school meal programs. Students and staff will receive consistent nutrition messages throughout schools, classrooms, gymnasiums, and cafeterias. Nutrition promotion also includes marketing and advertising nutritious foods and beverages to students and is most effective when implemented consistently through a comprehensive and multi-channel approach by school staff, teachers, parents, students and the community.

The District will promote healthy food and beverage choices for all students throughout the school campus, as well as encourage participation in school meal programs. This promotion will occur through:

- Implementing at least ten or more evidence-based healthy food promotion techniques through the school meal programs using Smarter Lunchroom techniques; and
- Ensuring 100% of foods and beverages promoted to students meet the USDA Smart Snacks in School nutrition standards.

### ***Nutrition Education***

The District will teach, model, encourage and support healthy eating by all students. Schools will provide nutrition education and engage in nutrition promotion that:

- Is designed to provide students with the knowledge and skills necessary to promote and protect their health;

- Is part of not only health education classes, but also integrated into other classroom instruction through subjects such as math, science, language arts, social sciences and elective subjects;
- Includes enjoyable, developmentally-appropriate, culturally-relevant and participatory activities, such as cooking demonstrations or lessons, promotions, taste-testing, farm visits and school gardens;
- Promotes fruits, vegetables, whole-grain products, low-fat and fat-free dairy products and healthy food preparation methods;
- Emphasizes caloric balance between food intake and energy expenditure (promotes physical activity/exercise);
- Links with school meal programs, cafeteria nutrition promotion activities, school gardens, Farm to School programs, other school foods and nutrition-related community services;
- Teaches media literacy with an emphasis on food and beverage marketing; and
- Includes nutrition education training for teachers and other staff.

### ***Essential Healthy Eating Topics in Health Education***

The District will include in the health education curriculum a minimum of 12 of the following essential topics on healthy eating:

- Relationship between healthy eating and personal health and disease prevention
- Food guidance from MyPlate
- Reading and using FDA's nutrition fact labels
- Eating a variety of foods every day
- Balancing food intake and physical activity
- Eating more fruits, vegetables and whole grain products
- Choosing foods that are low in fat, saturated fat, and cholesterol and do not contain *trans* fat
- Choosing foods and beverages with little added sugars
- Eating more calcium-rich foods
- Preparing healthy meals and snacks
- Risks of unhealthy weight control practices
- Accepting body size differences
- Food safety
- Importance of water consumption
- Importance of eating breakfast
- Making healthy choices when eating at restaurants
- Eating disorders
- The Dietary Guidelines for Americans
- Reducing sodium intake
- Social influences on healthy eating, including media, family, peers and culture
- How to find valid information or services related to nutrition and dietary behavior
- How to develop a plan and track progress toward achieving a personal goal to eat healthfully
- Resisting peer pressure related to unhealthy dietary behavior
- Influencing, supporting, or advocating for others' healthy dietary behavior

### ***Food and Beverage Marketing in Schools***

The District is committed to providing a school environment that ensures opportunities for all

students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. The District strives to teach students how to make informed choices about nutrition, health and physical activity. These efforts will be weakened if students are subjected to advertising on District property that contains messages inconsistent with the health information the District is imparting through nutrition education and health promotion efforts. It is the intent of the District to protect and promote student's health by permitting advertising and marketing for only those foods and beverages that are permitted to be sold on the school campus, consistent with the District's wellness policy.

Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards or, if stronger, state nutrition standards, such that only those foods that comply with or exceed those nutrition standards are permitted to marketed or promoted to students.

Food and beverage marketing is defined as advertising and other promotions in schools. Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product. This term includes, but is not limited to the following:

- Brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container.
- Displays, such as on vending machine exteriors
- Corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (Note: immediate replacement of these items are not required; however, districts will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that it is financially possible over time so that items are in compliance with the marketing policy.)
- Corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, pupil assignment books or school supplies displayed, distributed, offered or sold by the District.
- Advertisements in school publications or school mailings.
- Free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.

As the District/school nutrition services/Athletics Department/PTA/PTO reviews existing contracts and considers new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

#### **4. Physical Activity**

Children and adolescents should participate in at least 60 minutes of physical activity every day. A substantial percentage of students' physical activity can be provided through a comprehensive school physical activity program (CSPAP). A CSPAP reflects strong coordination and synergy

across all of the components: quality physical education as the foundation; physical activity before, during and after school; staff involvement and family and community engagement and the District is committed to providing these opportunities. Schools will ensure that these varied physical activity opportunities are in addition to, and not as a substitute for, physical education (addressed in “Physical Education” subsection). All schools in the District will be encouraged to participate in *Let’s Move! Active Schools* ([www.letsmoveschools.org](http://www.letsmoveschools.org)), or comparable program, in order to successfully address all CSPAP areas.

Physical activity during the school day (including but not limited to recess, classroom physical activity breaks or physical education) is greatly valued and the District strongly discourages staff from withholding it as a punishment. The District will provide teachers and other school staff with a list of ideas or resources for alternative ways to discipline students.

To the extent practicable, the District will ensure that its grounds and facilities are safe and that equipment is available to students to be active. The District will conduct necessary inspections and repairs.

### ***Physical Education***

The District will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy habits, as well as incorporate essential health education concepts (discussed in the “*Essential Physical Activity Topics in Health Education*” subsection). The curriculum will support the essential components of physical education.

All students will be provided equal opportunity to participate in physical education classes. The District will make appropriate accommodations to allow for equitable participation for all students and will adapt physical education classes and equipment as necessary.

All elementary students in each grade will receive physical education for at least 50-90 minutes per week throughout the school year.

All secondary students (middle and high school) are required to take the equivalent of one academic year of physical education.

The District’s physical education program will promote student physical fitness through individualized fitness and activity assessments (via the Fitnessgram) and will use criterion-based reporting for each student.

### ***Essential Physical Activity Topics in Health Education***

Health education will be required in all elementary grades and the District will require middle and high school students to take and pass at least one health education course. The District will include in the health education curriculum a minimum of 12 of the following essential topics on physical activity:

- The physical, psychological, or social benefits of physical activity
- How physical activity can contribute to a healthy weight

- How physical activity can contribute to the academic learning process
- How an inactive lifestyle contributes to chronic disease
- Health-related fitness, that is, cardiovascular endurance, muscular endurance, muscular strength, flexibility, and body composition
- Differences between physical activity, exercise and fitness
- Phases of an exercise session, that is, warm up, workout and cool down
- Overcoming barriers to physical activity
- Decreasing sedentary activities, such as TV watching
- Opportunities for physical activity in the community
- Preventing injury during physical activity
- Weather-related safety, for example, avoiding heat stroke, hypothermia and sunburn while being physically active
- How much physical activity is enough, that is, determining frequency, intensity, time and type of physical activity
- Developing an individualized physical activity and fitness plan
- Monitoring progress toward reaching goals in an individualized physical activity plan
- Dangers of using performance-enhancing drugs, such as steroids
- Social influences on physical activity, including media, family, peers and culture
- How to find valid information or services related to physical activity and fitness
- How to influence, support, or advocate for others to engage in physical activity
- How to resist peer pressure that discourages physical activity.

### ***Recess (Elementary)***

All elementary schools will offer at least 20 minutes of recess on all days during the school year. Exceptions may be made as appropriate, such as on early dismissal or late arrival days. Hand-washing time, as well as time to put away coats/hats/gloves, will be built into the recess transition period/timeframe before students enter the cafeteria.

Outdoor recess will be offered when weather and other conditions make it feasible for outdoor play.

Recess will complement, not substitute, physical education class. Recess monitors or teachers will encourage students to be active, and will serve as role models by being physically active alongside the students whenever feasible.

### ***Classroom Physical Activity Breaks (Elementary and Secondary)***

Students will be offered periodic opportunities to be active or to stretch throughout the day on all or most days during a typical school week. The District recommends teachers provide short (3-5-minute) physical activity breaks to students during and between classroom time at least three days per week. These physical activity breaks will complement, not substitute, for physical education class, recess, and class transition periods.

The District will provide resources and links to resources, tools, and technology with ideas for classroom physical activity breaks. Resources and ideas are available through the USDA and the Alliance for a Healthier Generation.

***Active Academics***

Teachers will incorporate movement and kinesthetic learning approaches into “core” subject instruction when possible (e.g., science, math, language arts, social studies and others) and do their part to limit sedentary behavior during the school day.

The District will support classroom teachers incorporating physical activity and employing kinesthetic learning approaches into core subjects by providing annual professional development opportunities and resources, including information on leading activities, activity options, as well as making available background material on the connections between learning and movement.

Teachers will serve as role models by being physically active alongside the students whenever feasible.

***Before and After School Activities***

The District offers opportunities for students to participate in physical activity either before and/or after the school day through a variety of methods. The District will encourage students to be physically active before and after school by sponsoring or permitting: physical activity clubs and physical activity in aftercare, intramurals or interscholastic sports.

***Active Transport***

The District will support active transport to and from school, such as walking or biking. Examples of activities that the District may engage in to encourage active transport include, but are not limited to:

- Designate safe or preferred routes to school
- Promote activities such as participation in International Walk to School Week and National Walk and Bike to School Week
- Secure storage facilities for bicycles and helmets (e.g., shed, cage, fenced area)
- Instruction on walking/bicycling safety provided to students
- Promote safe routes program to students, staff, and parents via newsletters, websites, local newspaper
- Use crossing guards
- Use crosswalks on streets leading to schools
- Use walking school buses
- Document the number of children walking and or biking to and from school
- Create and distribute maps of school environment (e.g., sidewalks, crosswalks, roads, pathways, bike racks, etc.)

**5. Other Activities that Promote Student Wellness**

The District will integrate wellness activities across the entire school setting, not just in the cafeteria, other food and beverage venues and physical activity facilities. The District will coordinate and integrate other initiatives related to physical activity, physical education, nutrition and other wellness components so all efforts are complementary, not duplicative, and work towards the same set of goals and objectives promoting student well-being, optimal development and strong educational outcomes.

Schools in the District are encouraged to coordinate content across curricular areas that promote student health, such as teaching nutrition concepts in mathematics, with consultation provided by either the school or the District's curriculum experts.

All efforts related to obtaining federal, state or association recognition for efforts, or grants/funding opportunities for healthy school environments will be coordinated with and complementary of the wellness policy, including but not limited to ensuring the involvement of the DWC.

All school-sponsored events will adhere to the wellness policy guidelines. All school-sponsored wellness events will include physical activity and healthy eating opportunities when appropriate.

### ***Community Partnerships***

The District will develop, enhance, or continue relationships with community partners (e.g., hospitals, universities/colleges, local businesses, SNAP-Ed providers and coordinators, etc.) in support of this wellness policy's implementation. Existing and new community partnerships and sponsorships will be evaluated to ensure that they are consistent with the wellness policy and its goals.

### ***Community Health Promotion and Family Engagement***

The District will promote to parents/caregivers, families, and the general community the benefits of and approaches for healthy eating and physical activity throughout the school year.

### ***Staff Wellness and Health Promotion***

The DWC will have a staff wellness subcommittee that focuses on staff wellness issues, identifies and disseminates wellness resources and performs other functions that support staff wellness in coordination with human resources staff.

Schools in the District will implement strategies to support staff in actively promoting and modeling healthy eating and physical activity behaviors. The District promotes staff member participation in health promotion programs and will support programs for staff members on healthy eating/weight management that are accessible and free or low-cost.

### ***Professional Learning***

When feasible, the District will offer annual professional learning opportunities and resources for staff to increase knowledge and skills about promoting healthy behaviors in the classroom and school (e.g., increasing the use of kinesthetic teaching approaches or incorporating nutrition lessons into math class). Professional learning will help District staff understand the connections between academics and health and the ways in which health and wellness are integrated into ongoing district reform or academic improvement plans/efforts.

### ***Glossary***

**School Campus:** areas that are owned or leased by the school and used at any time for school-related activities, including on the outside of the school building, school buses or other vehicles used to transport students, athletic fields and stadiums (e.g., on scoreboards, coolers, cups, and water bottles), or parking lots.

**School Day:** the time between midnight the night before to 30 minutes after the end of the instructional day.

**Triennial** – recurring every three years.

Legal Reference: Healthy, Hunger-Free Kids Act of 2010, 42 U.S.C. section 1758b; 7 CFR sections 210.11 and 210.30; National School Lunch Program, 42 U.S.C sections 1751-1760, 1770; Regulations and Procedures for Accreditation of Schools, NDE Rule 10

Date of Adoption: May 14, 2014

Date of Revision: June 12, 2017

Date of Reaffirmation: April 9, 2018

Date of Reaffirmation: May 13, 2019

Date of Reaffirmation: June 8, 2020

Date of Reaffirmation: June 14, 2021

StudentsHomeless StudentsA. General Policy Statement

The District shall ensure that homeless children and youths shall have equal access to the same free, appropriate public education, including public preschool education, as provided to other children and youths.

B. Definitions

“School of Origin” shall mean the school that a child or youth attended when permanently housed or the school in which the child or youth was last enrolled, including preschool. School of origin shall also include any designated receiving school for the next grade level for all feeder schools when a student completes the final grade level served by the school of origin.

“Homeless children and youths” shall mean any individuals who lack a fixed, regular, and adequate nighttime residence; and includes:

1. Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; or are abandoned in hospitals;
2. Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings;
3. Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
4. Migratory children who qualify as homeless because they are living in circumstances described in (1-3).

“Unaccompanied youth” shall mean a homeless child or youth not in the physical custody of a parent or guardian.

C. School Stability

1. School Selection: Each school shall presume that keeping a homeless child or youth enrolled in the child’s or youth’s school of origin is in the child’s or youth’s best interest, except when doing so is contrary to the request of the child’s or youth’s parent or guardian or, in the case of an unaccompanied youth, the youth.

To overcome the presumption that a child or youth should remain in his/her school

of origin, the school shall consider student-centered factors including: the impact of mobility on achievement, education, health, and safety of homeless children and youth, giving priority to the request of the child's or youth's parent or guardian or, in the case of an unaccompanied youth, the youth.

2. Enrollment: Once the school is selected in accordance with the child's or youth's best interest, that child or youth shall be immediately enrolled even if the child or youth is unable to produce records normally required for enrollment including, but not limited to, previous academic records, immunization or other health records, proof of residency or has missed any application or enrollment deadlines during any period of homelessness.
3. Transportation: If the child or youth continues to attend his or her school of origin, transportation shall be provided promptly even if there is a dispute pending regarding which school is in the child's or youth's best interest to attend. Transportation will continue to be provided to and from the school of origin for the remainder of any academic year during which the child or youth becomes permanently housed.

D. Records

Any record ordinarily kept by the school, including immunization or medical records, academic records, birth certificates, guardianship records, and evaluations for special services or programs, regarding each homeless child or youth shall be maintained:

1. Such that all records are available, in a timely fashion, when a child or youth enrolls in a new school or school district;
2. Any information about a homeless child's or youth's living situation shall be treated as a confidential student education record, and shall not be deemed to be directory information; and
3. In a manner consistent with the Federal Education Rights and Privacy Act.

E. Services

The Local Education Agency Liaison shall identify an appropriate staff person to be the Local Educational Liaison (LEL) for all homeless children and youth attending school in the District. The LEL responsibilities shall include, but are not limited to:

1. Ensure homeless children and youth are identified through outreach and coordination activities including coordination with the Nebraska Department of Education Homeless Education Liaison, community, and school personnel responsible for education and related services to homeless children and youths;
2. Receive appropriate time and training in order to carry out the duties required by

law and this policy;

3. Ensure homeless families and homeless children and youths are referred to health care, dental, mental health, substance abuse, housing and any other appropriate services;
4. Ensure that homeless children and youths:
  - a. Are enrolled in school which includes attending classes and participating fully in school activities;
  - b. Have a full and equal opportunity to meet the same challenging State academic standards as other children and youths;
  - c. Receive individualized counseling from counselors to prepare and improve their readiness for college, including college selection, application, financial aid, and on-campus supports.
  - d. Unaccompanied youths are informed of their status as independent students under the Higher Education Act of 1965 and may obtain assistance from the LEL to receive verification of such status for purposes of the Free Application for Federal Student Aid.
5. Ensure that public notice of the educational rights and available transportation services of the homeless children and youths is disseminated in locations frequented by parents or guardians of such youths and unaccompanied homeless youths, including schools, shelters, public libraries, and soup kitchens, in a manner and form that is easily understandable.
6. Ensure the dispute resolution process identified below is carried out in accordance with the law and district policy.

F. Dispute Resolution

1. The dispute procedure must be available for disputes over eligibility, as well as school selection or enrollment.
2. In the event of a dispute regarding where a child or youth should enroll, the child or youth shall be immediately enrolled in the school in which enrollment is sought pending final resolution of the dispute, including all available appeals. The district shall immediately provide the child's parent or guardian or, in the case of an unaccompanied youth, the youth a written explanation of the decision made regarding the school selection including the right to appeal such decision. Said writing shall be provided in a manner and form understandable to such parent, guardian, or unaccompanied youth and also include the LEL contact information. The LEL shall carry out the dispute resolution process within 30 calendar days from

the date of said writing pursuant to 92 Nebraska Administrative Code 19-005.02.

3. Appeals: Any parent, guardian or other person having legal or actual charge of a homeless child or youth that is dissatisfied with the decision of a school district after the dispute resolution process may file an appeal with the Commissioner within thirty calendar days of receipt of the decision by following the process in 92 Nebraska Administrative Code 19-005.03 and 19-005.03C.

Legal Reference: Neb. Rev. Stat. § 79-215  
Nebraska Department of Education Rule 19  
McKinney-Vento Homeless Assistance Act, 42 USC §§11431, et seq.  
Every Student Succeeds Act

Date of Adoption: May 12, 2014  
Date of Revision: August 8, 2016  
Date of Revision: September 11, 2017  
Date of Reaffirmation: April 9, 2018

StudentsStudent Privacy Protection Policy

It is the policy of Norfolk Public Schools to develop and implement policies which protect the privacy of students in accordance with applicable laws. The District's policies in this regard include the following:

- A. Right of Parents to Inspect Surveys Funded or Administered by the United States Department of Education or Third Parties  
Parents shall have the right to inspect, upon the parent's request, a survey created by and administered by either the United States Department of Education or a third party (a group or person other than the District) before the survey is administered or distributed by the school to the parent's child.
  
- B. Protection of Student Privacy in Regard to Surveys of Matters Deemed to be Sensitive  
The District will require, for any survey of students which contain one or more matters deemed to be sensitive (see section headed Definition of Surveys of Matters Deemed to be Sensitive), that suitable arrangements be made to protect student privacy (that is, the name or other identifying information about a particular student). For such surveys, the District will also follow the procedures set forth in the section entitled: Notification of and Right to Opt-Out of Specific Events.
  
- C. Right of Parents to Inspect Instructional Materials  
Parents shall have the right to inspect, upon reasonable request, any instructional material used as part of the educational curriculum for their child. Reasonable requests for inspection of instructional materials shall be granted within a reasonable period of time after the request is received. Parents shall not have the right to access academic tests or academic assessments, as such are not within the meaning of the term "instructional materials" for purposes of this policy.

The procedures for making and granting a request to inspect instructional materials are as follows: the parent shall make the request, with reasonable specificity, directly to the building principal. The building principal, within five school days, shall consult with the teacher or other educator responsible for the curriculum materials. In the event the request can be accommodated, the building principal shall make the materials available for inspection or review by the parent, at such reasonable times and place as will not interfere with the educator's intended use of the materials. In the event there is a question as to the nature of the curriculum materials requested or as to whether the materials are required to be provided, the building principal shall notify the parent of such concern, and assist the parent with forming a request which can reasonably be accommodated. If the parent does not formulate such a request, and continues to desire certain curriculum materials, the parent shall be asked to make their request to the Superintendent.

D. Rights of Parents to be Notified of and to Opt-Out of Certain Physical Examinations or Screenings

The general policy and practice of the District is to not administer physical examinations or screenings of students which require advance notice or parent opt-out rights under the applicable federal laws, for the reason that the physical examinations or screenings to be conducted by the District will usually fit into one of the following exceptions: (1) hearing, vision, or scoliosis screenings; (2) physical examinations or screenings that are permitted or required by an applicable State law; and (3) surveys administered to students in accordance with the Individuals with Disabilities Education Act. For physical examinations or screenings which do not fit into the applicable exceptions, the District will follow the procedures set forth in the section entitled: Notification of and Right to Opt-Out of Specific Events.

E. Protection of Student Privacy in Regard to Personal Information Collected from Students

The general policy and practice of the District is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information. The District will make reasonable arrangements to protect student privacy to the extent possible in the event of any such collection, disclosure, or use of personal information.

“Personal information” for purposes of this policy means individually identifiable information about a student including: (1) a student or parent’s first and last name, (2) home address, (3) telephone number, and (4) social security number. The term “personal information,” for purposes of this policy, does not include information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions. This exception includes the following examples: (i) college or postsecondary education recruitment, or military recruitment; (ii) book clubs, magazines, and programs providing access to low-cost literary products; (iii) curriculum and instructional materials used by elementary schools and secondary schools; (iv) tests and assessments used by elementary schools and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about student, or to generate other statistically useful data for the purpose of securing such tests and assessments, and the subsequent analysis and public release of the aggregate data from such tests and assessments; (v) the sale by student of products or services to raise funds for school-related or education-related activities; (vi) student recognition programs.

F. Parent Access to Instruments used in the Collection of Personal Information

While the general practice of the District is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information, parents shall have the right to inspect, upon reasonable request, any instrument which may be administered or distributed

to a student for such purposes. Reasonable requests for inspection shall be granted within a reasonable period of time after the request is received.

The procedures for making and granting such a request are as follows: the parent shall make the request, with reasonable specificity, directly to the building principal and shall identify the specific act and the school staff member or program responsible for the collection, disclosure, or use of personal information from students for the purpose of marketing that information. The building principal, within five school days, shall consult with the school staff member or person responsible for the program which has been reported by the parent to be responsible for the collection, disclosure, or use of personal information from students. In the event such collection, disclosure, or use of personal information is occurring or there is a plan for such to occur, the building principal shall consult with the Superintendent for determination of whether the action shall be allowed to continue. If not, the instrument for the collection of personal information shall not be given to any students. If it is to be allowed, such instrument shall be provided to the requesting parent as soon as such instrument can be reasonably obtained.

#### Annual Parental Notification of Student Privacy Protection Policy

The District shall provide parents with reasonable notice of the adoption or continued use of this policy and other policies related to the student privacy. Such notice shall be given to parents of students enrolled in the District at least annually, at the beginning of the school year, and within a reasonable period of time after any substantive change in such policies.

#### Notification to Parents of Dates of and Right to Opt-Out of Specific Events

The District shall directly notify the parents of the affected children, at least annually at the beginning of the school year, of the specific or approximate dates during the school year when any of the following activities are scheduled, or are expected to be scheduled:

1. The collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information. (Note: the general practice of the District is to not engage in the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information);
2. Surveys of students involving one or more matters deemed to be sensitive in accordance with the law and this policy; and
3. Any nonemergency, invasive physical examination or screening that is required as a condition of attendance; administered by the school and scheduled by the school in advance; and not necessary to protect the immediate health and safety of the student or of other students. (Note: the general practice of the District is to not engage in physical examinations or screenings which require advance notice, for the reason that the physical examinations or screenings to be conducted by the District will usually fit into one of the following exceptions to the advance notice requirement and parent opt-out right: (1) hearing, vision, or scoliosis screenings;

(2) physical examinations or screenings that are permitted or required by an applicable State law, and (3) surveys administered to students in accordance with the Individuals with Disabilities Education Act).

Parents shall be offered an opportunity in advance to opt their child out of participation in any of the above listed activities. In the case of a student of an appropriate age (that is, a student who has reached the age of 18, or a legally emancipated student), the notice and opt-out right shall belong to the student.

#### Definition of Surveys of Matters Deemed to be Sensitive

Any survey containing one or more of the following matters shall be deemed to be sensitive for purposes of this policy:

1. political affiliations or beliefs of the student or the student's parent;
2. mental or psychological problems of the student or the student's parent;
3. sex behavior or attitudes;
4. illegal, anti-social, self-incriminating or demeaning behavior;
5. critical appraisals of other individuals with whom the student has close family relationships;
6. legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers; or
7. religious practices, affiliations, or beliefs of the students or the student's parent;
8. income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

#### Mental Health Assessment or Service

The District shall obtain informed consent from the parent of each child who is under 18 years of age to participate in any mental-health assessment or service that is funded under the Every Student Succeeds Act ("ESSA"). Before obtaining the consent, the District shall provide the parent written notice describing in detail such mental health assessment or service, including the purpose for such assessment or service, the provider of such assessment or service, when such assessment or service will begin, and how long such assessment or service may last.

Legal Authorities: Every Student Succeeds Act  
Protection of Pupil Privacy Amendment, 20 U.S.C. §Sec. 1232h and 34  
CFR Part 98;  
Family Educational Rights and Privacy Act, 20 U.S.C. § Sec. 1232g;  
Neb. Rev. Stat. §§ Sec. 79-530 to 79-533

Date of Adoption May 12, 2014  
Date of Reaffirmation: September 14, 2015  
Date of Revision: August 8, 2016  
Date of Reaffirmation: April 9, 2018

StudentsDating Violence

Norfolk Public Schools strives to provide physically safe and emotionally secure environments for all students and staff. Positive behaviors are encouraged in the educational program and are required of all students and staff. Dating violence will not be tolerated.

For purposes of this policy “dating violence” means a pattern of behavior where one person uses threats of, or actually uses, physical, sexual, verbal, or emotional abuse to control his or her dating partner. “Dating partner” means any person, regardless of gender, involved in an intimate relationship with another person primarily characterized by the expectation of affectionate involvement whether casual, serious, or long term.

Incidents of dating violence involving students at school will be addressed as the administration determines appropriate, within the scope and subject to the limits of the District’s authority.

Staff training on dating violence shall be provided as deemed appropriate by the administration. The dating violence training shall include, but need not be limited to, basic awareness of dating violence, warning signs of dating violence, and the District's dating violence policy.

Dating violence education that is age-appropriate shall be incorporated into the school program. Dating violence education shall include, but not be limited to, defining dating violence, recognizing dating violence warning signs, and identifying characteristics of healthy dating relationships.

The administration will be responsible for ensuring that this dating violence policy is published in the school district’s student-parent handbook or an equivalent such publication. Parents and legal guardians shall be informed of the dating violence policy by such other means as the administration determines appropriate. If requested, parents or legal guardians shall be provided a copy of the dating violence policy and relevant information.

Legal Reference: Neb. Rev. Stat. §§ 79-2139 to 79-2142

Date of Adoption: May 12, 2014

Date of Reaffirmation: April 9, 2018

## Students

### Use of Restraints and Seclusion

This policy sets forth the requirements, restrictions and procedures related to the use of physical restraints and seclusions at Norfolk Public Schools.

Restraint and seclusion are behavioral interventions, not educational techniques. They are limited to exigent circumstances and situations that necessitate their use to protect the safety of the student, other students, staff and property. When used as safety intervention, they should be used as methods of last resort. When used as behavior intervention, they must be used according to the terms of this policy.

This policy does not cover interventions such as voice control, limited to loud, firm commands; time-limited ignoring of specific behaviors; brief physical prompts to interrupt or prevent a specific behavior; physical interventions which a student's health care provider have indicated are medically necessary for the treatment or protection of the individual; or other similar interventions.

#### I. Seclusion

##### A. Definition

1. Seclusion is a last resort emergency safety intervention that provides an opportunity for the student to regain self-control. Seclusion is the confinement of a student in a room or other space from which the student is physically prevented from leaving and which provides for continuous adult observation of the student.
2. A room or area used for seclusion:
  - a. must not be locked;
  - b. must not prevent the student from exiting the area should staff become incapacitated or leave that area;
  - c. must provide for adequate space, lighting, ventilation, viewing, and the safety of the student.

##### B. Timeout

1. Timeout is a behavior intervention in which a student, for a limited and specified time, is placed in an environment where access to positive reinforcement is unavailable.
2. Timeout should not be confused with seclusion because a student's movement in a timeout setting is not physically restricted.
3. Timeout lies within a continuum of procedures that help students self-regulate and control their behavior.

##### C. Seclusion is inappropriate for students who are severely self-injurious or suicidal.

##### D. Time and Duration

1. Emergency seclusion should be used only as long as necessary to allow a student to regain control of his/her behavior, but generally:

- a) Elementary school students – no longer than 15 minutes; and
- b) Middle and high school students – no longer than 20 minutes.
- c) If an emergency seclusion lasts longer than the suggested maximum time, the staff member should:
  - (1) summon additional support (e.g., change of staff, introducing a nurse or specialist, obtaining additional expertise); and
  - (2) document the need to explain the extension beyond the time limit.

E. Staff Requirements

While using seclusion, staff must:

1. involve appropriately-trained key identified personnel to protect the care, welfare, dignity, and safety of the student;
2. continually observe the student in seclusion for indications of physical distress and seek medical assistance if there is a concern; and
3. document observations.

II. Restraint

There are three types of restraint: physical, chemical, and mechanical.

A. Physical restraint involves direct physical contact that prevents or significantly restricts a student's movement.

1. Restraint is a last resort emergency safety intervention. Restraint is an opportunity for the student to regain self-control.
2. This policy on physical restraint is not intended to forbid actions undertaken:
  - a. to break up a fight
  - b. to take a weapon away from a student
  - c. to hold a student briefly in order to calm or comfort
  - d. to escort a student physically from one area to another location within the school building
  - e. to assist a student in completing a task/response if the student does not resist or resistance is minimal in intensity or duration.
  - f. to hold a student briefly in order to prevent an impulsive behavior that threatens the student's immediate safety (e.g., running in front of a car).

B. Chemical restraint is the administration of medication for the purpose of restraint.

1. The school district will not, under any circumstances, engage in chemical restraint.
2. Chemical restraint does not apply to medication prescribed by and administered in accordance with the directions of a physician.

C. Mechanical restraint means the use of any device or material attached to or adjacent to a student's body that restricts normal freedom of movement and which cannot be easily removed by a student.

1. Mechanical restraint does not include:
  - a. an adaptive or protective device recommended by a physician or therapist (when it is used as recommended).
  - b. safety equipment used by the general student population as intended (for example, seat belts, safety harness on school transportation).

III. Limitations in Use

- A. Seclusion and/or restraint shall not be used:
  1. for the convenience of staff;
  2. as a substitute for an educational program; or
  3. as a form of discipline/punishment.

IV. Recurring Behavior

- A. If a pattern of behavior emerges, or is anticipated, which may require the use of emergency seclusion, the school personnel must:
  1. conduct a functional behavioral assessment;
  2. call a meeting of the student's IEP team to develop or revise a positive behavior intervention plan to facilitate the reduction or elimination of the use of seclusion and/or restraint
- B. Given the limited size and training of the school district's staff, students whose behavior routinely requires seclusion and restraint may not be able to be served in the school district and may require a placement out of the school district.

V. Prohibited Practices

- A. The following are prohibited under all circumstances, including emergency situations:
  1. corporal punishment;
  2. the deprivation of basic needs;
  3. anything that constitutes child abuse;
  4. the seclusion of preschool children; and
  5. the intentional application of any noxious substance(s) or stimuli which result in physical pain or extreme discomfort.

Date of Adoption: May 12, 2014

Date of Reaffirmation: April 9, 2018

StudentsPregnant and Parenting Students

Norfolk Public Schools recognizes that pregnant and parenting students have the right and responsibility to attend school. This attendance right and responsibility applies to students regardless of their marital or parental status. Further, the district will educate pregnant and parenting students and will provide reasonable accommodations to support and encourage all pregnant and parenting students to obtain their high school diploma. No student will be excluded from, denied the benefit of, or discriminated against under any educational program or activity because of pregnancy or parenting responsibilities.

Attendance and Leave of Absences

Pregnant and parenting students will be permitted to attend to their own health care, their child's medical care, or other pregnancy- or parenting- related appointments with the benefit of having any such absences or tardiness excused. A student will be permitted to take a leave of absence for pregnancy, childbirth, and any other pre- and post-natal related medical needs, along with recovery therefrom for the duration that is deemed medically necessary by the student's licensed health care provider. At the conclusion of the leave of absence, a student will be immediately enrolled in the district at the same grade and status as when the leave began. Pregnant and parenting students shall be allowed to participate in all activities including extracurricular activities throughout the student's pregnancy and thereafter unless the district deems such participation poses a substantial risk of injury to the student or to others. A pregnant and parenting student may be asked to obtain certification from the student's licensed healthcare provider regarding the student's safe participation in an extracurricular activity when such certification is required of students for other conditions which require the attention of a licensed healthcare provider.

Any absences accumulated due to pregnancy or pregnancy-related conditions, or care for an ill child, should not count towards any district policies in effect under compulsory attendance requirements. Pregnant and parenting students with excused absences or tardiness shall be treated like all other students with excused absences or tardiness for any other medical reasons.

Pregnant and parenting students will be provided with assignments, classwork and any additional support needed to ensure that the student can keep up with class requirements when absent for pregnancy or parenting-related absences.

Alternative Means to Complete Course Work

The district will provide at least one alternate method, in addition to traditional classroom instruction, to keep pregnant and parenting students in school. Such accommodation(s) may include accessing coursework online, home-based independent study, or at-home tutoring. Alternative methods of instruction or other alternative program for pregnant and parenting students are voluntary for the student who may elect whether to engage in an alternative method of instruction or the traditional methods of instruction available to their peers. Pregnant and parenting students shall be allowed to attend their regular classrooms and complete regular coursework.

Lactation

The district will provide reasonable time and space to accommodate lactating students to express breast milk or breastfeed during the school day. Such accommodations will be in a location, other

than a bathroom or closet, that is private, clean, has an electrical outlet, a chair and is reasonably accessible. Students shall also be provided a food safe refrigerator to store breast milk safely.

#### Child Care

If in-school child care is not provided, a list of qualified licensed child care providers will be provided upon request to pregnant or parenting students. Such list will be updated annually and include providers that participate in the quality rating and improvement system and meet all of the quality rating criteria for at least a step-three rating pursuant to the Step Up to Quality Child Care Act. Nothing in this policy is intended to prohibit or limit any referral for a student or a student's child to an early head start program or any other available community resources.

#### Privacy and Confidentiality

Pregnant and parenting students have the right to have their health and personal information kept confidential in accordance with law. School staff will make every effort to keep personal information and health records confidential and in compliance with Nebraska and federal law.

Information about students' pregnancies and related conditions will not appear in their cumulative records and will not be used when they are being considered for educational or job opportunities, awards or scholarships.

#### Other Accommodations

Pregnant and parenting students may request additional reasonable accommodations to ensure continued participation and enrollment in school. Accommodation requests will be evaluated on a case-by-case basis. Such accommodations may include but are not limited to: additional frequency allowed for bathroom breaks, additional time allowed in between class periods, a larger desk or additional work space, and adjustments to requirements for physical education as needed. Students seeking additional reasonable accommodation should make such requests to the building principal.

#### Bullying and Harassment

Pregnant and parenting students have the same rights as other students to be free from discrimination, bullying, and harassment. Such school policies are incorporated herein and apply to all students.

#### Policy Dissemination

This policy will be available at the beginning of each school year on the district's website and will be incorporated into the student handbook.

Legal Reference: Neb. Rev. Stat. §§ 79-2149 to 79-2152; 79-2,114 to 79-2,124 (Nebraska Equal Opportunity in Education Act); 20 USC §1681 (Title IX); 34 C.F.R. §106.40 (Title IX)

Cross-Reference: Non-discrimination policies

Date of Adoption: May 14, 2018

Students

Use of School Buses

Norfolk Public Schools may provide transportation for instructional purposes and for school sponsored activities, organizations, and groups. The district shall not operate as a “Carrier for Hire”.

Date of Adoption: May 12, 2014  
Date of Reaffirmation: May 14, 2018

StudentsSpecial Education Transportation

Bus Transportation shall be provided for students to facilities where they may receive instruction to the extent required by law. The State of Nebraska provides funding for such transportation. Arrangements will be made through the superintendent and administrators in the receiving institution.

Date of Adoption: May 12, 2014  
Date of Reaffirmation: May 14, 2018

StudentsSafe Pupil Transportation Plan**Norfolk Public Schools Safe Pupil Transportation Plan**

This Safe Pupil Transportation Plan sets forth the District's plan for providing safe transportation for students being transported in pupil transportation vehicles.

1. **Weapons.** Vehicles shall not transport any items, animals, materials, weapons or look-a-like weapons, explosive devices or bomb-related materials or equipment which could endanger the lives, health, or safety of the children, other passengers, and the driver. Look-a-like weapons associated with a school-sponsored or approved activity may be transported with written permission of an administrator of the District. Personal safety or security devices (such as tasers, mace or pepper spray) may only be transported with the prior approval of an administrator of the District. If possible, these items should be secured and not visible or accessible to students while in the vehicle.

Upon becoming aware of a weapon aboard a pupil transportation vehicle, the driver will make every attempt to:

- A. Contact dispatch and notify them of the situation *if possible*. If not possible, the driver will make every attempt to contact dispatch from a cellphone (after parking on a shoulder or otherwise not moving) or from the nearest safe haven location. Examples of a safe haven include, but are not limited to, any school building site, emergency service station (law enforcement or fire department), community service agency, etc.
  - B. Pull vehicle over to safe and secure area.
  - C. Confiscate weapon (if it doesn't jeopardize student or driver safety).
  - D. Give description of weapon and participating parties to dispatch.
  - E. Dispatch will immediately notify appropriate law enforcement agencies and school administration.
2. **Pupil behavior.** Students are expected to follow student conduct rules while in a vehicle. The pupil transportation driver is responsible for controlling behavior which affects safety and for reporting rule violations to school administration. In the event a student violates Board policy regarding student conduct standards or otherwise engages in behavior jeopardizes safety, the driver will make every attempt to:
    - A. First seek to resolve incident through discussion with the student(s) involved.
    - B. Contact-dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellphone or from the nearest safe haven location.
    - C. Activate emergency flashers.
    - D. Bring vehicle to a safe stop. Seek to resolve the incident, using physical force only as necessary to protect students or yourself.
    - E. Report and document discipline problems to the school administrator on a Bus Conduct Report/Incident Form, if available.

3. **Terrorist threats.** A person commits a terroristic threat if the person threatens to commit a crime of violence with the intent to terrorize another or with the intent of causing evacuation of a building, place of assembly or facility of public transportation or in reckless disregard of the risk of causing such terror or evacuation. Upon becoming aware of a terroristic threat relating to a pupil transportation vehicle, the driver will make every attempt to:
  - A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellphone or from the nearest safe haven location.
  - B. Make every attempt to keep passengers calm (this may mean complying with the terrorist).
  - C. Dispatch will immediately notify appropriate law enforcement agencies and school administration.
  - D. Driver should wait for instructions from dispatch *if possible*.
  
4. **Severe weather.** Upon becoming aware of severe weather while aboard a pupil transportation vehicle, the driver will make every attempt to:
  - A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellphone or from the nearest safe haven location.
  - B. Return to the school if less than five minutes away and follow the directions of the school administrator.
  - C. If more than five minutes away from school, go to the nearest school and follow the directions of the school administrator.
  - D. If more than five minutes away from the nearest school or there is immediate danger, get to the nearest basement or underground shelter with all students.
  - E. If there is no shelter and there is immediate danger the driver and passengers are to follow evacuation procedures and get everyone off the vehicle into the nearest ditch or culvert at least 100 feet away from the vehicle.
  
5. **Hazardous materials.** Upon becoming aware of a hazardous material aboard a pupil transportation vehicle, the driver will make every attempt to:
  - A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellphone or from the nearest safe haven location.
  - B. Pull vehicle over to safe and secure area.
  - C. Give description of hazardous materials in question to dispatch.
  - D. Dispatch will immediately notify appropriate law enforcement and school administration.
  - E. Driver should wait for instructions from dispatch *if possible*.

In the event an unattended item is discovered on or near the vehicle, the driver will seek to determine who the item belongs to and whether the item could be hazardous to the safety of those in the vehicle. Any unattended item that would break or could cause injury if

tossed about the inside of the vehicle when involved in an accident shall be secured. If it is determined that the item is not hazardous and need not be secured, the driver will not allow the item to distract the driver's attention to the task of operating the vehicle.

6. **Medical emergencies.** Upon becoming aware of a medical emergency aboard a pupil transportation vehicle, the driver will make every attempt to:
  - A. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellphone or from the nearest safe haven location.
  - B. Dispatch will immediately notify appropriate medical agencies and school administration.
  - C. Driver should follow instructions from dispatch, school officials, and parents when such information can be obtained quickly enough. If not available, follow emergency first aid procedures.
  - D. *Only if necessary*, the driver should move passengers only enough to get them out of danger of traffic or fire. If moved, the driver and aide are to keep them where placed until a medical agency arrives, unless a parent has taken charge of their child.
  - E. Driver should try to keep student passengers as calm as possible.
  
7. **Procedures in the event of mechanical breakdowns of the vehicle.** Upon becoming aware of a mechanical breakdown aboard a Pupil transportation vehicle, the driver will make every attempt to:
  - A. Pull vehicle over to safe and secure area *if possible*
  - B. Contact dispatch and notify them of situation *if possible*. If not possible, the driver will make every attempt to telephone dispatch from a cellphone or from the nearest safe haven location.
  - C. Activate emergency flashers and place warning flares/reflectors in accordance with safety guidelines, if not in secure area.
  - D. Driver should try to keep student passengers as calm as possible.
  - E. Dispatch will arrange for assistance and a relief vehicle *if needed*.
  
8. **Procedures in the event the drop-off location is uncertain or appears unsafe to leave students.** In the event the drop-off location is uncertain or appears unsafe to leave students, the driver will make every attempt to:
  - A. Contact or otherwise communicate with dispatch to notify them of the situation *if possible*.
  - B. Release children only if an adult responsible for the children is present. If not, keep children who are to be released in the vehicle, continue with route, and return children who were to be released to the school.
  - C. Dispatch will notify appropriate law enforcement agencies and school administration if appropriate given the circumstances.
  
9. **Documentation under Safe Pupil Transportation Plan.** Each pupil transportation driver is required to complete and submit to the school administration a bus conduct report or incident report involving the pupil transportation vehicle operated by the driver or any

pupils transported in it. Documentation is to include the occurrence of any of the following events: weapons, student behavior which affects safety, terroristic threats, severe weather, hazardous materials, or medical emergencies. Documentation of such events shall be completed and submitted as soon as practicable after the incident.

- 10. Transportation of Unsafe Items.** Drivers shall not permit pupil transportation vehicles to transport any items, animals, materials, weapons or look-a-like weapons or equipment which in any way would endanger the lives, health or safety of the children or other passengers and the driver. Look-a-like weapons associated with a school sponsored or approved activity may be transported only with written permission of a school administrator. Personal safety or security devices (such as tasers, mace or pepper spray) may only be transported with the prior approval of an administrator of the District. Any items that would break or could produce injury if tossed about inside the pupil transportation vehicle when involved in an accident or sudden stop shall be secured.
- 11. Supplemental Information.** A copy of this plan shall be placed in each pupil transportation vehicle, kept at each school building, and made available upon request. Supplemental information with respect to operational and procedural guidelines used to administer this plan can be found in the District's safety and security plan adopted pursuant to 92 NAC10 and in the Nebraska Department of Education Pupil Transportation Guide.
- 12. Vehicle drivers of small vehicles on activity trips.** The District will provide drivers of small vehicles with instruction on and guidance for emergency evacuation procedures, first aid, and emergency equipment. Drivers of small vehicles are generally expected to follow this plan in the event of an emergency evacuation. The District's director of transportation may provide additional guidance for drivers of small vehicles to increase student safety.
- 13. Student Instruction.** At least twice during each school year, each pupil who is transported in a school vehicle shall be instructed in safe riding practices and participate in emergency evacuation drills.
- 14. Driver Capacity.** To confirm a driver has the ability to conduct daily tasks and emergency evacuations, drivers must: (a) pass a prescribed physical examination administered by a Certified Medical Examiner at least every two years and provide the employer with a copy of the medical certificate; (b) pass a transportation screening every year; (c) participate in required in-service training which includes emergency evacuation training; and (d) if required, to have a Commercial Driver's License (CDL) to operate the vehicle, participate in the drug and alcohol testing program as required by federal law. Should a driver have a medical concern throughout the year, the Superintendent or Superintendent's designee will work with the driver to confirm a drivers' ability to conduct the daily tasks and emergency evacuations prior to transporting students.

Legal Reference: Neb. Rev. Stat. Sec. §§ 79-318, 79-602, 79-607 and 79-608  
Title 92, Nebraska Administrative Code, Chapter 91

Date of Adoption:	May 12, 2014
Date of Revision:	September 14, 2015
Date of Reaffirmation:	May 14, 2018
Date of Revision:	August 10, 2020

StudentsAsthma and Allergic Reaction Protocol

*This is a required policy under NDE Rule 59.*

The District will adopt and implement the Emergency Response to Life-Threatening Asthma or Systemic Allergic Reactions (Anaphylaxis Protocol as required by the Nebraska Department of Education.

The Superintendent, in conjunction with licensed health personnel, shall establish administrative regulations for the implementation of this policy. The regulations established shall comply with NDE rules regarding the protocol to follow in case of a life-threatening asthma or systemic allergic reaction and use of an EpiPen and albuterol. Also, these shall ensure that each school building will procure and maintain the equipment and medication necessary under the protocol in the case of any student or school staff emergency. Staff training in using the protocol shall occur periodically. Records of such training and occurrences of administering medication under the protocol shall be maintained.

The Emergency Protocol shall be implemented, and the equipment and medication necessary to implement the Emergency Protocol shall be maintained, at each school building while school is in session. For purposes of the Emergency Protocol, the phrase "while school is in session" is defined as the core instructional school day. The "core instructional school day" is defined as that portion of each day school is in session during which teachers are on duty to provide and students are scheduled to receive instruction in the School District's curriculum, generally beginning at 8:00 a.m. and ending at 3:30 p.m. The Emergency Protocol shall not be required to be implemented other than in the school buildings while school is in session, and as such is not required to be implemented at extracurricular activities, on school buses, or during school field trips. Implementation of the Emergency Protocol at such non-mandatory times or places shall be made in the discretion of the administration and shall be subject to the availability of the employees designated or trained in implementation of the Emergency Protocol and the availability of the necessary equipment and medication at such times or places.

The parent or guardian of a student of minority age may sign a waiver requesting that their student not receive emergency treatment under this protocol. Information about the waiver shall be provided to parents in the student handbook.

Legal Reference: NDE Rule 59.006

Cross Reference: Policies on Administration of Medication to Students

Date of Adoption: May 12, 2014

Date of Reaffirmation: May 14, 2018

StudentsEmployee Indemnification for Emergency Protocol

The Board understands that employees may be reluctant to undertake the task of administering the Emergency Protocol due to the potential threat of personal liability. Accordingly, it shall be the policy of this District to indemnify and hold harmless those employees who take actions in accordance with and pursuant to the Emergency Protocol. This indemnification shall be secondary to and not replace any insurance coverage applicable to any claim against the employee. To receive such indemnification, the Board of Education shall by majority vote of a quorum of the Board determine that the employee had completed the training to administer the Emergency Protocol, did not intentionally fail to follow the Emergency Protocol or was not grossly negligent in the administration of the Emergency Protocol, and acted in good faith and in a manner which the employee reasonably believed to be in or not opposed to the best interests of the school district.

Legal Reference: Title 92, Nebraska Administrative Code, Chapter 59  
Neb. Rev. Stat. section 79-516

Date of Adoption: May 12, 2014  
Date of Reaffirmation: May 14, 2018



## 2022-2023 Calendar

AUGUST 2022						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SEPTEMBER 2022						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER 2022						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

NOVEMBER 2022						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER 2022						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**No Preschool on Wednesdays**  
**\*\* 2 Home Visits Required Per Year \*\***

**August**  
2-5 Orientation-New Teaching Staff  
8-10 Orientation- All Teaching Staff  
11-12, 15-16 Preschool Home Visits  
17 Preschool Orientation 10:00-11:00 or 1:00-2:00  
18 Group A-First Day of Preschool (No Group B)  
19 Group B-First Day of Preschool (No Group A)  
22 All Little Panthers at Preschool

**September**  
5 No School- Labor Day

**October**  
17-18 Parent Teacher Conferences (4:00-7:00 pm)  
20 PT Conferences (1:00-4:00)  
No Half Day Class (AM and PM) Full Day Dismiss at 11:15  
21 No School  
24 No School for Students-Teacher Professional Dev.

**November**  
23-25 No School- Thanksgiving Break

**December**  
22-30 No School- Winter Break

**January**  
2-3 No School-Winter Break  
4 No School for Students-Teacher Prof. Dev./ Work Day  
5 School Resumes  
16 No School- Teacher Professional Development

**February**  
13-14 Parent Teacher Conf. (4:00-7:00 pm)  
16 PT Conf. (1:00-4:00)  
No Half Day Class (AM and PM) Full Day Dismiss at 11:15  
17 No School  
20 No School

**March**  
10 No School-Spring Break  
13-14 No School- Spring Break (possible snow make-up dates)

**April**  
6-10 No School-Spring Break  
21 No School for Students-Teacher Prof. Dev./Work Day  
24-26 No School- Preschool Home Visits

**May**  
19 Last Day of Preschool- Full Day Class Graduation  
22-24 Teacher Work Day-GOLD Finalization

JANUARY 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

MARCH 2023						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL 2023						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

MAY 2023						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**Red** - Start and End of Preschool

**Orange** - Professional Development/No School for Students

**Green** - No School for students or staff

**Blue** - Parent/Teacher Conferences

**Purple** - Home Visits (2 required per year)

**Yellow** - No Preschool