

Board of Education Regular Meeting
Wednesday, January 10, 2024 2:00 PM.
Meeting postponed due to weather.

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

Agenda

1. Date Public Notice appeared in the Norfolk Daily News:
2. Call to Order
 - 2.1. Roll Call
 - 2.2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. Reorganization of the Board/Election of Officers
 - 4.1. Approve the 2024 Board President
 - 4.2. Approve the 2024 Vice President of the Board
 - 4.3. Discuss, consider and take action to approve the 2024 Board Treasurer
 - 4.4. Discuss, consider and take action to approve the 2024 Board Secretary
5. Appointments of Committees, Positions and Designations
 - 5.1. Discuss, consider and take action to appoint the Recording Secretary of the BOE
 - 5.2. Discuss, consider and take action to approve the district's legal counsel
 - 5.3. Discuss, consider and take action to appoint Board Committee assignments
 - 5.4. Discuss, consider and take action to approve the District's depository banks
 - 5.5. Discuss, consider and take action to approve the Norfolk Daily News as the District's newspaper of record
 - 5.6. Discuss, consider and take action to approve the District's credit card and fleet card designations
6. Approval of current Board policies and regulations (4013 - 4027 related to personnel)
7. Designation of date for the annual review of BOE policies
8. Dissemination of Conflict of Interest Policies and Statutes
9. Special Presentations and Recognitions
 - 9.1. Focus on the Students
 - 9.2. Award for Excellence
 - 9.3. Recognition of School Board Appreciation Week
 - 9.4. Strategic Growth Plan Presentation
10. Public Comments & Communication
11. Information and Discussion Items
 - 11.1. Finance & Facilities Report
 - 11.2. Teaching & Learning Report
 - 11.3. Student Programs Report
 - 11.4. Student Services Report
 - 11.5. Human Resources & Accreditation Report
 - 11.6. Superintendent's Report
12. Committee Reports
 - 12.1. Facilities & Finance Committee Report
 - 12.2. Activities Committee Report
13. Approve Consent Agenda

- 13.1. Minutes of Previous Meetings
- 13.2. Personnel
 - 13.2.1. Contract Approval
 - 13.2.2. Resignations
- 13.3. Claims
- 14. Action Items
 - 14.1. Discuss, consider and take action to approve the addition of a half-time (0.5 FTE) English Language Learner Teacher for Washington Elementary
 - 14.2. Discuss, consider and take action to approve the addition of 1.5 ELL teachers for the 2024-2025 school year.
 - 14.3. Discuss, consider and take action to reaffirm the current COVID-19 Safe Return to In-Person Learning Plan
 - 14.4. Discuss, consider and take action to approve the 2024-2025 Preschool Calendar
 - 14.5. Discuss, consider and take action to grant permission to seek RFPs for two athletic trainers for the 2024-2025 school year.
 - 14.6. Discuss, consider and take action to approve Circle of Friends as a pilot allied activity for 2024-2025
 - 14.7. Discuss, consider and take action to approve Poetry Club as an NHS Allied Activity for 2024-2025
 - 14.8. Discuss, consider and take action to approve the addition of a co-sponsor for cheerleading for 2024-2025
 - 14.9. Discuss, consider and take action to approve the addition of a co-sponsor for Pink Panthers for 2024-2025
 - 14.10. Discuss, consider and take action to approve the continuation of our Boys Baseball Coop with Lutheran High Northeast and Norfolk Catholic for 2024-2025
- 15. Future Meetings
- 16. Executive Session -- To discuss 1. Safety and security reports and protocols 2. Salary Negotiations -- Both Needed to Protect the Interest of the District
 - 16.1. Convene Executive Session -- To discuss 1. Safety and security reports and protocols 2. Salary Negotiations -- Both Needed to Protect the Interest of the District
 - 16.2. Reconvene Meeting from Executive Session
 - 16.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
- 17. Adjournment

NPS Board Committees-January 2024 Update

(Current Chairs are highlighted in blue.)

Negotiations Committee:

Purpose: Represents the full BOE in negotiations with recognized labor organizations

Meetings: Several meetings in November-January

Required Members: 3 Board members; no other specifications

Current Members: **Sandy Wolfe, Beth Shashikant and Lindsay Dixon**

Proposed Change: **None expressed to date.**

Curriculum Committee:

Purpose: Reviews major proposals regarding the adoption of new textbooks, instructional programs, and graduation requirements.

Meetings: At least once a year; usually more

Required Members: 3 Board members; no other specifications

Current Members: **Beth Shashikant, Cindy Booth, Teri Bauer**

Proposed Change: **Teri did not list this as a committee she wanted to stay on. No other Board members indicated that they wanted to join it.**

American Civics Committee:

Purpose: to examine social studies curriculum to ensure it is aligned with state standards and meets the requirements of Nebraska Statute 79-724 to 79-727.

Meetings: At least twice a year

Required Members: 3 Board members, no other specifications

Current Members: **Beth Shashikant, Cindy Booth, Teri Bauer**

Proposed Change: **Teri did not list this as a committee she wanted to stay on. No other Board members indicated that they wanted to join it.**

Finance and Facilities Committee:

Purpose: Studies financial documents of the district, as well as finance and facilities proposals

Meetings: At least once per month; more frequently when needed

Required members: 3 Board Members, including the President and/or Vice President

Current Members: **Brenda Carhart, Sandy Wolfe, and Teri Bauer**

Proposed Change: **None expressed to date.**

Policy Committee

Purpose: Reviews proposed policy revisions and adoptions and makes recommendations to the Full Board

Meetings: Typically once per month

Required Members: 3 Board members; no other specifications

Current Members: **Lindsay Dixon, Brenda Carhart, and Cindy Booth**

Proposed: None expressed to date.

Government Relations Committee:

Purpose: Participates in government relations activities, such as attending GNSA meetings, visiting with State Senators, and testifying before the legislature

Meetings: Varies-typically 2-3 times per month during the legislative session

Required Members: 3 Board members; no other specifications

Current members: Cindy Booth, Sandy Wolfe, and Beth Shashikant

Proposed Change: Teri indicated that she would like to join this committee. No current members expressed an interest in leaving the committee.

Superintendent Evaluation Committee:

Purpose: Completes the annual evaluation of the Superintendent, with input from the Board as a whole

Meetings: 1-3 times prior to the Superintendent's evaluation

Required Members: 3 Board Members, including the Board President, Vice President, and one other member

Current members: Sandy Wolfe, Brenda Carhart, and Beth Shashikant

Proposed Change: Lindsay indicated that she would like to join this committee. No current members expressed an interest in leaving the committee.

Activities Committee:

Purpose: Reviews activities budget, participation, and proposals

Meetings: 4-6 times per year

Required Members: 3 Board members; no other specifications

Current Members: Brenda Carhart, Teri Bauer, and Lindsay Dixon

Proposed: None expressed to date.

Staff Member of the Month:

Purpose: Helps to select the Award for Excellence recipient

Meetings: 4-6 per year

Required Members: 1 Board member; no other specifications

Current Member: Lindsay Dixon

Proposed Change: Beth indicated that she would like to join this committee. Lindsay did not list this as a committee she wanted to stay on.

Foundation Board:

Purpose: Serves as the BOE representative on the NPS Foundation Board

Meetings: Typically once per month

Required Members: 1 Board member; no other specifications

Current member: Brenda Carhart

Proposed Change: None expressed to date.

District Wellness Committee

Purpose: Serves as the BOE representative on this district committee

Meetings: 4-6 per year

Required Members: 1 Board member; no other specifications

Current Member: Lindsay Dixon NOTE:

Proposed: Lindsay did not list this as a committee she wanted to stay on.

CARD NUMBER	LIMIT	ISSUED TO
1	\$10,000.00	Supt Office/Thompson
2	\$10,000.00	Teaching & Learning/Nelson
3	\$10,000.00	Woodland Park
4	\$10,000.00	Business Office
5	\$10,000.00	SH Office
6	\$10,000.00	BelAir
7	\$10,000.00	Human Resources/Baumann
8	\$10,000.00	Maintenance/Hilliges
9	\$10,000.00	Jefferson
10	\$10,000.00	Little Panthers Preschool
11	\$10,000.00	Junior High
12	\$10,000.00	Westside
13	\$10,000.00	Middle School
14	\$10,000.00	Lincoln
15	\$10,000.00	Grant
16	\$10,000.00	Washington
17	\$10,000.00	SPED/Luhr
18	\$10,000.00	Aftershock/Middle School
19	\$10,000.00	Student Services/Wilson
20	\$10,000.00	Business Office
21	\$10,000.00	SH Office
22	\$10,000.00	SH Office
23	\$10,000.00	SH Office
24	\$10,000.00	Junior High
25	\$10,000.00	Tech/Wolff
26	\$10,000.00	DEAF ED
27	\$10,000.00	SH Office
28	\$10,000.00	SH Office
29	\$10,000.00	SH Office
30	\$10,000.00	Extra Card-HELD AT BUS OFF

Voyager Fuel Cards

<u>Card Number</u>	<u>Issued To</u>
1	Senior High Activities
3	Senior High Activities
4	Senior High Activities
5	Senior High Activities
6	Senior High Activities
7	Senior High Activities
8	Senior High Activities
9	Senior High Activities
11	Maintenance/Transportation
12	Maintenance/Transportation
13	Maintenance/Transportation
14	Maintenance/Transportation
15	Senior High Activities
16	Maintenance/Transportation
17	Maintenance/Transportation
18	Maintenance/Transportation
19	Maintenance/Transportation
20	Maintenance/Transportation

Personnel-All EmployeesPersonnel Files

Any teacher, administrator, or classified employee of Norfolk Public Schools shall, upon request, have access to their personnel file and shall have the right to attach a written response to any item in such file, and may in writing authorize any other person to have access to such file, which authorization shall be honored by the district. Such access and right to attach a written response shall not be granted with respect to any letters of recommendation solicited by the employer which appear in the personnel file. No other person except school officials while engaged in their professional duties shall be granted access to such file nor shall the contents thereof be divulged in any manner to any unauthorized person.

Legal Reference: Neb. Rev. Stat. ' 79-539; ' 79-8,109

Date of Adoption: December 9, 2013

Date of Reaffirmation: February 8, 2016

Personnel - All EmployeesReceiving Agents, Salespersons, and Other Business Representatives

No school employee shall visit with or discuss business matters of a personal nature with any sales representative during the hours the employee is on duty in the school, except by special permission of the Superintendent or building principal.

Any agent or business representative calling on school personnel about school matters, such as, textbooks, publication of the school ~~annual~~ **yearbook**, ~~class insignia~~, athletic equipment, school equipment, school supplies, building and custodial supplies, and the like, shall first obtain the permission of the Superintendent or building principal and it is the duty of the school employee to ascertain that the representative has such permission. In general, a teacher shall not interrupt class work to confer with such representatives.

Legal Reference: Neb. Rev. Stat. ' 79-8,100

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Unauthorized Purchases

Any employee who orders any supplies or equipment without express authorization of the Superintendent or building principal may be personally liable for payment of the bill for the material so ordered.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All Employees

Use of School Facilities and Equipment by School Employees

The Superintendent or designee may approve use of school facilities, equipment and other resources by school employees, except for activities which result in personal or corporate gain and provided that such use is consistent with Policy No. 1100.

School vehicles shall not be available for personal use.

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesActivity Passes

All current employees, Board of Education members, Foundation Board Members, and Boosters Steering Committee members of Norfolk Public Schools may be given an activity pass which will provide free admittance to school activities. The activity pass may be used only by the person whose name appears on the pass.

Current employees, board, and committee members listed above may purchase an activity pass for their spouse or work at 3 activities to earn an activity pass for their spouse.

Employees who retire after 15 years of service to the district may receive a life-long activity pass.

~~The Superintendent may create additional administrative rules regarding Activity Passes.~~

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

PersonnelCommunity Relations—Political Activity

The Board requires that staff members who desire to seek public office or to engage in other political activity likely to interfere with their normal work requirements seek prior approval from the Superintendent or designee.

In order to guard against placing students or staff members under undue pressure to adopt particular positions on political issues, the Board directs that employees avoid using their positions or their access to school materials, logos, or facilities for solicitation, promotion, recruiting or to otherwise work for the election or defeat of any candidate for public office or to influence the outcome of an election or a decision by a governing body on a political issue. Specifically, employees are restricted from the use of the following for such purposes.

1. Their position, whether as an instructor or as a leader or supervisor of other employees;
2. Classrooms, buildings or facilities;
3. Students; ~~or~~
4. School equipment, materials or mailing systems.
5. School logos – i.e. compass, panther head

These restrictions do not apply to employees who are engaged in authorized lobbying activities on behalf of the district. The restrictions also do not apply to the distribution of employee association correspondence or newsletters in the normal course of association business, even though those communication media may contain information concerning adopted positions of the association on political issues.

Date of Adoption: December 9, 2013
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:59 **PM** Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Reference: Fair Labor Standards Act, 29 U.S.C. § 201 et seq.
29 CFR §§ 541.303; 541.602; 541.603; 541.710; 553.20-.28; and 771.105

Date of Adoption: December 9, 2013
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesShredding Consumer Reports

It is the policy of Norfolk Public Schools to take reasonable measures to protect against unauthorized access to consumer information from consumer reports.¹ A consumer report includes criminal background checks performed on applicants or employees by a third party. It does not include criminal checks performed by school staff.

Reasonable measures to protect against unauthorized access to or use of consumer information in connection with its disposal include the following examples. These examples are illustrative only and are not exclusive or exhaustive methods for complying with this directive.

- (1) Shredding of papers containing consumer information so that the information cannot practicably be read or reconstructed. Burning or pulverising such papers are also options where appropriate.
- (2) Destruction or erasure of electronic media containing consumer information so that the information cannot practicably be read or reconstructed.
- (3) After due diligence, entering into and monitoring compliance with a contract with another party engaged in the business of record destruction to dispose of material in a manner consistent with this directive.

This policy does not require that the consumer reports information be disposed of; rather, it specifies the action to be taken whenever such disposal occurs. Questions regarding the disposal of consumer reports information should be directed to the Superintendent or the Superintendent's designee.

Legal Reference: FTC Rule on Disposal of Consumer Report Information and Records, 16 CFR Part 682

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

¹ "The term 'consumer report' means any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing the consumer's eligibility for . . . (B) employment purposes." Fair Credit Reporting Act, 15 U.S.C. § 1681a(3).

Personnel - All EmployeesMilitary and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Family military leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Legal Reference: Neb. Rev. Stat. ' ' 55-160 to 55-166;
 Neb. Rev. Stat. ' ' 55-501 to 55-507
 29 U.S.C.A. §§ 2611, et seq. and 29 CFR Part 825
 38 USC Sections 4301 to 4333 and 20 CFR Part 1002

Date of Adoption: December 9, 2013
Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
 - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
 - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
 - e. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall be subject

to being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption:	December 9, 2013
Date of Reaffirmation:	September 14, 2015
Date of Reaffirmation:	March 14, 2016

Personnel - All Employees

Wage and Deduction Information

Within ten working days after a written request is made by an employee, the Superintendent or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

Legal Reference: Neb. Rev. Stat. § 48-1230

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Personnel - All EmployeesProfessional Boundaries Between Employees and Students**Definitions:**

Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place;

Personal communication system means a device or software that provides for communication between two or more parties and is capable of receiving, displaying, or transmitting communication. Personal communication system includes, but is not limited to, a mobile or cellular telephone, an email service, or a social media platform;

School employee means a person nineteen years of age or older who is employed by a public, private, denominations, or parochial school approved or accredited by the State Department of Education. Neb. Rev. Stat. § 28-720. School employee also includes any person who is contracted with, or otherwise paid by the district and who has access to or interaction with students including all student teachers or interns.

Sexual contact has the same meaning as in section 28-318;

Sexual penetration has the same meaning as in section 28-318; and

Student teacher or intern has the same meaning as in section 79-875.

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of this policy or any violation of professional boundaries is misconduct and will likely result in disciplinary action.

In addition, a violation of employee and student boundaries is also a violation of standards of professional conduct which could result in the revocation of a certificated educator's certificate or permit. 92 Nebraska Administrative Code Chapter 27.

Such violations could also result in a referral to the Nebraska Department of Health and Human Services and law enforcement.

Prohibited Activity:

Engaging in sexual activity, a romantic relationship, or dating a student while the student attends the school where the employee works and for one year after the student graduates or otherwise ceases enrollment.

The following is a non-exclusive list of actions that will be regarded as a violation of the professional boundaries that all employees are expected to maintain with all students. In addition, repeatedly engaging in any of these activities or a combination of these activities are examples of grooming as defined in this policy.

- Using e-mail, text messaging, instant messaging or social networking sites (such as **Facebook and Snapchat** ~~Twitter~~) to discuss with a student a matter that does not pertain to school-related activities. (School related activities include items such as the student's homework, class activity, school sport or club, or other school-sponsored activity.) Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships with a student social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student or responding in a positive manner to a student's sexual advance
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.

- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent ~~or~~ and school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent ~~or~~ and school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Grooming (as defined in this policy).
- Consuming illegal drugs in the presence of a student.
- Providing alcohol or illegal or unauthorized drugs or medication to a student.
- Any other behavior which could exploit the unique position of trust and authority between a student and employee.

Exceptions to these prohibitions may include:

1. Communicating with your own child or another student with whom there is personal relationship that exists independent of that child being a student at the same school where the employee works such as when the student is a relative, neighbor or fellow member of a group or organization outside of the school or school sponsored setting when such communications pertain to such a group or organization.
2. An emergency or concern for that student's immediate health or safety.
3. A singular chance encounter at a public place provided the encounter provided there is no additional violation of this policy

Permissible methods to communicate with students outside of school:

The Superintendent or Superintendent's designee will circulate to staff the District-approved apps or social media sites that employees may use to communicate with student regarding educationally related topics.

In addition, employees may utilize:

1. Text messages that include at least one other adult and a student. The adult may either be the student's parent or guardian or another school employee.
2. Use of social media through a district approved social media account as a coach or supervisor of a school sponsored club or activity. However, even approved social media communication must abide by the standards of professional conduct and must be professional in nature and in the best interest of the school district.
3. Use of the school district email system.

Allowing students to view an educator's social media postings is not a preferred method of communication. Educators are responsible for any social media postings that is viewed by students when such posting violates the standards of professional conduct.

Permissible ways to engage with students when the employee has concerns about the student's well-being:

1. Contact the guidance counselor and ensure the student's parent or guardian is aware of your concerns.
2. Contact the student's parents or guardian if the concern is not with the parent or guardian.
3. If you believe the student is in immediate danger, contact the Nebraska Department of Health and Human Services child abuse hotline or contact law enforcement.

Reporting Violations:

If any school employee violates this policy or has reason to believe another employee has violated this policy, the employee is required to make a report to the superintendent within 24 hours. The school employee also has an obligation to report to the Nebraska Health and Human Services and the Nebraska Department of Education.

The most serious violations shall be reported immediately. The Superintendent or designee shall also ensure a report is made to the Nebraska Department of Education, the Nebraska child abuse and neglect hotline and law enforcement authorities as required by law. If the superintendent is the alleged violator or fails to take appropriate steps, the Director of Human Resources shall be notified by the school employee.

Students who feel his or her boundaries have been violated or know of another student whose boundaries have been violated may report to any school employee he or she is comfortable to confide in. That school employee will then have an obligation to report as identified above.

Reprisal or retaliation for good faith reports made by students or school employees is itself a violation and is prohibited.

FERPA and Confidentiality:

School employees are encouraged to consult their school's policy on confidentiality of personally identifiable student information before posting any information regarding student or student

activities online.

Legal Reference: Neb. Rev. Stat. Sec. 79-879

Date of Adoption: December 9, 2013

Date of Reaffirmation: March 14, 2016

Date of Revision: December 14, 2020

Date of Revision: July 12, 2021

Personnel - All Employees

Prohibition on Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: ESSA sec. 8038, § 8546

Date of Adoption: August 8, 2016

Personnel - All EmployeesWorkplace Privacy Policy

1. The District will abide by the Nebraska Workplace Privacy Act and will not:
 - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
 - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
 - c. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
 - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
 - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference: Laws 2016, LB 821

Date of Adoption: August 8, 2016

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (a) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (b) Deliver a copy of the statement to the Secretary of the Board of Education who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

(A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.

(B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103; § 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: August 11, 2014
Date of Revision: August 8, 2016
Date of Reaffirmation: April 10, 2017
Date of Reaffirmation: January 28, 2021

Internal Board Policies - Board MembersReporting Procedures

It shall be the policy of Norfolk Public Schools that any Board member who has a direct or indirect interest in a formal contract entered into with Norfolk Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.
2. Nature of the interest of the Board member.
3. Date that the contract was approved by the Board.
4. Amount of the contract.
5. Basic terms of the contract.

The above information shall be provided to the Superintendent of Schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of Schools shall be available for public inspection during the normal working hours.

It shall further be the policy of Norfolk Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: August 11, 2014
Date of Reaffirmation: April 10, 2017
date of Reaffirmation: January 28, 2021

49-14,103.01. Officer, defined; interest in contract prohibited; when.

(1) For purposes of sections 49-14,103.01 to 49-14,103.06, unless the context otherwise requires, officer means (a) a member of the board of directors of a natural resources district, (b) a member of the board of directors of a district organized under Chapter 70, (c) a member of any board or commission of any county, school district, city, or village which spends and administers its own funds, who is dealing with a contract made by such board or commission, (d) any elected county, school district, educational service unit, city, or village official, and (e) a member of any board of directors or trustees of a hospital district as provided by the Nebraska Local Hospital District Act or a county hospital as provided by sections 23-3501 to 23-3519. Officer does not mean volunteer firefighters or ambulance drivers with respect to their duties as firefighters or ambulance drivers.

(2) Except as provided in section 49-1499.04 or 70-624.04, no officer may have an interest in any contract to which his or her governing body, or anyone for its benefit, is a party. The existence of such an interest in any contract shall render the contract voidable by decree of a court of competent jurisdiction as to any person who entered into the contract or took assignment of such contract with actual knowledge of the prohibited conflict.

(3) An action to have a contract declared void under this section may be brought by the county attorney, the governing body, or any resident within the jurisdiction of the governing body and shall be brought within one year after the contract is signed or assigned. The decree may provide for the reimbursement of any person for the reasonable value of all money, goods, material, labor, or services furnished under the contract, to the extent that the governing body has benefited thereby.

(4) The prohibition in this section shall apply only when the officer or his or her parent, spouse, or child (a) has a business association as defined in section 49-1408 with the business involved in the contract or (b) will receive a payment, fee, or commission as a result of the contract.

(5) The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the interested officer:

(a) Makes a declaration on the record to the governing body responsible for approving the contract regarding the nature and extent of his or her interest prior to official consideration of the contract;

(b) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the governing body declaring an interest in the contract would prevent the body with

all members present from securing a quorum on the issue, then all members may vote on the matters; and

(c) Does not act for the governing body which is party to the contract as to inspection or performance under the contract in which he or she has an interest.

(6) The receiving of deposits, cashing of checks, and buying and selling of warrants and bonds of indebtedness of any such governing body by a financial institution shall not be considered a contract for purposes of this section. The ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest within the meaning of this section.

(7) If an officer's parent, spouse, or child is an employee of his or her governing body, the officer may vote on all issues of the contract which are generally applicable to (a) all employees or (b) all employees within a classification and do not single out his or her parent, spouse, or child for special action.

(8) Section 49-14,102 does not apply to contracts covered by sections 49-14,103.01 to 49-14,103.06.

(9)(a) This section does not prohibit a director of a natural resources district from acting as a participant in any of the conservation or other general district programs which are available for like participation to other residents and landowners of the district or from granting, selling, or otherwise transferring to such district any interest in real property necessary for the exercise of its powers and authorities if the cost of acquisition thereof is equal to or less than that established by a board of three credentialed real property appraisers or by a court of competent jurisdiction in an eminent domain proceeding.

(b) District payments to a director of a natural resources district of the market value for real property owned by him or her and needed for district projects, or for cost sharing for conservation work on such director's land or land in which a director may have an interest, shall not be deemed subject to this section.

Source: Laws 1986, LB 548, § 2; Laws 1987, LB 134, § 8; Laws 1987, LB 688, § 10; Laws 1990, LB 1153, § 55; Laws 1991, LB 203, § 2; Laws 1994, LB 1107, § 2; Laws 2001, LB 242, § 21; Laws 2005, LB 242, § 48; Laws 2006, LB 778, § 5; Laws 2020, LB1055, § 19; Laws 2021, LB65, § 1.

Cross References

Nebraska Local Hospital District Act, see section 23-3528.

Annotations

An "interest in any contract" includes receipt of a direct pecuniary fee or payment of money in exchange for performing extra work and the contract may be

implied. Moore v. Nebraska Acct. & Disclosure Comm., 310 Neb. 302, 965 N.W.2d 564 (2021).

49-14,103.02. Contract with officer; information required; ledger maintained.

(1) The person charged with keeping records for each governing body shall maintain separately from other records a ledger containing the information listed in subdivisions (1)(a) through (e) of this section about every contract entered into by the governing body in which an officer of the body has an interest and for which disclosure is made pursuant to section 49-14,103.01. Such information shall be kept in the ledger for five years from the date of the officer's last day in office and shall include the:

- (a) Names of the contracting parties;
- (b) Nature of the interest of the officer in question;
- (c) Date that the contract was approved by the governing body;
- (d) Amount of the contract; and
- (e) Basic terms of the contract.

(2) The information supplied relative to the contract shall be provided no later than ten days after the contract has been signed by both parties. The ledger kept pursuant to this section shall be available for public inspection during the normal working hours of the office in which it is kept.

Source: Laws 1986, LB 548, § 3; Laws 2001, LB 242, § 22; Laws 2005, LB 242, § 49.

49-14,103.03. Open account with officer; how treated.

(1) An open account established for the benefit of any governing body with a business in which an officer has an interest shall be deemed a contract subject to sections 49-14,103.01 to 49-14,103.06.

(2) The statement required to be filed by section 49-14,103.02 shall be filed within ten days after such account is opened. Thereafter, the person charged with keeping records for such governing body shall maintain a running account of amounts purchased on the open account.

(3) Purchases made from petty cash or a petty cash fund shall not be subject to sections 49-14,103.01 to 49-14,103.06.

Source: Laws 1986, LB 548, § 4; Laws 2005, LB 242, § 50.

49-14,103.04. Violations; penalties.

(1) Any officer who knowingly violates sections 49-14,103.01 to 49-14,103.03 shall be guilty of a Class III misdemeanor.

(2) Any officer who negligently violates sections 49-14,103.01 to 49-14,103.03 shall be guilty of a Class V misdemeanor.

Source: Laws 1986, LB 548, § 5; Laws 2005, LB 242, § 51.

49-14,103.05. Governing body; prohibit certain contracts.

Notwithstanding sections 49-14,103.01 to 49-14,103.03, any governing body may prohibit contracts over a specific dollar amount in which an officer of such body may have an interest.

Source: Laws 1986, LB 548, § 6.

49-14,103.06. Governing body; exempt certain contracts.

Any governing body may exempt from sections 49-14,103.01 to 49-14,103.03 contracts involving one hundred dollars or less in which an officer of such body may have an interest.

Source: Laws 1986, LB 548, § 7.

49-14,103.07. Filing of potential conflict of interest statement not required; when.

Individuals required to make disclosures pursuant to section 49-1499.04 or sections 49-14,103.01 to 49-14,103.06 shall not be required to file potential conflict of interest statements pursuant to section 49-1499.03.

Source: Laws 1986, LB 548, § 8; Laws 2001, LB 242, § 23.

49-14,104. Official or full-time employee of executive branch; not to represent a person or act as an expert witness; when; violation; penalty.

(1) An official or full-time employee of the executive branch of state government shall not represent a person or act as an expert witness for compensation before a government body when the action or nonaction of the government body is of a nonministerial nature, except in a matter of public record in a court of law.

(2) This prohibition shall not apply to an official or employee acting in an official capacity.

(3) Any person violating this section shall be guilty of a Class III misdemeanor.

Source: Laws 1976, LB 987, § 104; Laws 1977, LB 41, § 56; Laws 2005, LB 242, § 52.

49-14,105. Nebraska Accountability and Disclosure Commission; established; members; appointment; procedure.

There is hereby established the Nebraska Accountability and Disclosure Commission. The commission shall be composed of nine members, including the Secretary of State. The eight appointed members shall be appointed, subject to the provisions of section 49-14,110, as follows:

(1) Four members shall be appointed by the Governor in the following manner:

(a) One member from each of two lists submitted by the Legislature. Each list shall contain at least five individuals who are qualified to serve pursuant to section 49-14,106 and subsection (2) of section 49-14,111; and

(b) Two members from the citizenry of the state at large; and

(2) Four members shall be appointed by the Secretary of State in the following manner:

(a) One member from a list of at least five individuals who are qualified to serve pursuant to section 49-14,106 and subsection (2) of section 49-14,111 submitted by the Democrat state chairperson;

(b) One member from a list of at least five individuals who are qualified to serve pursuant to section 49-14,106 and subsection (2) of section 49-14,111 submitted by the Republican state chairperson; and

(c) Two members from the citizenry of the state at large.

Source: Laws 1976, LB 987, § 105; Laws 1979, LB 54, § 1; Laws 1990, LB 534, § 2.

49-14,106. Commission members; appointment.

The Governor and Secretary of State shall make their appointments in such a manner as to assure that not more than four of the eight appointed members of the commission shall be from the same political party and at least one member shall be registered as an independent and such person shall have been so registered for at least two years prior to his appointment. The appointments provided for in subdivisions (1)(a), (2)(a), and (2)(b) of section 49-14,105 shall be made prior to any other appointments. The appointment provided for in subdivision (1)(b) of section 49-14,105 shall precede the appointment provided for in subdivision (2)(c) of section 49-14,105.

Source: Laws 1976, LB 987, § 106; Laws 1979, LB 54, § 2.

49-1425. Immediate family, defined.

Immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

Source: Laws 1976, LB 987, § 25.

79-818. School board; employment of teachers and administrators; contracts; how executed; prohibitions.

A majority of the members of a school board of any school district may enter into a contract of employment with a legally qualified teacher or administrator. Such majority has authority to designate one or more members of the board to sign such contract, which signature shall be binding upon the entire board. A duplicate of such contract shall be filed with the secretary. No member of the board shall enter into or execute on behalf of the district any contract with any teacher or administrator related to him or her or to the majority of the board by blood or marriage notwithstanding section 49-1499.04. The secretary shall notify the State Department of Education, at the time the contract is made, of the length of the proposed term of school and the name of the teacher or administrator. No money belonging to the district shall be paid for teaching to any but legally qualified teachers, and a board shall not pay out money belonging to the school district to any teacher or administrator after such board has received a sworn statement upon behalf of a board that the services of the teacher or administrator in question are under previous contract to that board.

Source: Laws 1881, c. 78, subdivision IV, § 11, p. 348; Laws 1883, c. 72, § 7, p. 291; Laws 1901, c. 60, § 1, p. 432; R.S.1913, § 6773; Laws 1915, c. 117, § 1, p. 267; C.S.1922, § 6314; C.S.1929, § 79-411; Laws 1937, c. 182, § 1, p. 713; C.S.Supp.,1941, § 79-411; R.S.1943, § 79-411; Laws 1949, c. 256, § 349, p. 807; Laws 1971, LB 802, § 7; R.S.1943, (1994), § 79-1249; Laws 1996, LB 900, § 448; Laws 1999, LB 272, § 88; Laws 2001, LB 242, § 25.

Annotations

Power of district to employ a teacher and to transact business of the school district implies power to discharge for cause before expiration of term. *Arehart v. School District No. 8 of Hitchcock County*, 137 Neb. 369, 289 N.W. 540 (1940).

Duty of employing teacher is vested in school board. *Morfeld v. Huddin*, 131 Neb. 180, 267 N.W. 350 (1936).

Title to office cannot be determined in injunction suit. *School Dist. No. 77 of Phelps County v. Cowgill*, 76 Neb. 317, 107 N.W. 584 (1906).

Without stipulation to contrary, teacher cannot be dismissed without cause. *Wallace v. School Dist. No. 27 of Saline County*, 50 Neb. 171, 69 N.W. 772 (1897).

Contract is one of employment. Discretion of board cannot be controlled by writ of mandamus procured by voters of district. *State ex rel. Lewellen v. Smith*, 49 Neb. 755, 69 N.W. 114 (1896).

Contract with teacher is binding though moderator was not consulted. *Montgomery v. State ex rel. Thompson*, 35 Neb. 655, 53 N.W. 568 (1892).

Contract made by de facto officer binds district. *School Dist. No. 25 of Hall County v. Cowee*, 9 Neb. 53, 2 N.W. 235 (1879).

79-544. School board members; contract to teach prohibited.

No member of a school board shall be engaged in a contract to teach pursuant to sections 79-817 to 79-821 with the school district which he or she serves as a board member.

Source: Laws 1881, c. 78, subdivision III, § 10, p. 345; Laws 1883, c. 72, § 5, p. 291; R.S.1913, § 6761; C.S.1922, § 6302; C.S.1929, § 79-310; R.S.1943, § 79-310; Laws 1949, c. 256, § 105, p. 727; Laws 1971, LB 214, § 1; R.S.1943, (1994), § 79-466; Laws 1996, LB 900, § 297; Laws 1999, LB 272, § 75; Laws 2001, LB 242, § 24; Laws 2009, LB163, § 1.

49-1499.03. Political subdivision personnel; school board; discharge of official duties; potential conflict; actions required; nepotism; restrictions on supervision of family members.

(1)(a) An official of a political subdivision designated in section 49-1493 who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and

(ii) Deliver a copy of the statement to the commission and to the person in charge of keeping records for the political subdivision who shall enter the statement onto the public records of the subdivision.

(b) The official shall take such action as the commission shall advise or prescribe to remove himself or herself from influence over the action or decision on the matter.

(c) This subsection does not prevent such a person from making or participating in the making of a governmental decision to the extent that the individual's participation is legally required for the action or decision to be made. A person acting pursuant to this subdivision shall report the occurrence to the commission.

(2)(a) Any person holding an elective office of a city or village not designated in section 49-1493 and any person holding an elective office of a school district who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(i) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;

(ii) Deliver a copy of the statement to the person in charge of keeping records for the city, village, or school district who shall enter the statement onto the public

records of the city, village, or school district; and

(iii) Except as otherwise provided in subsection (3) of this section, abstain from participating or voting on the matter in which the person holding elective office has a conflict of interest.

(b) The person holding elective office may apply to the commission for an opinion as to whether the person has a conflict of interest.

(3)(a) This section does not prevent a person holding an elective office of any city, village, or school district from making or participating in the making of a governmental decision:

(i) To the extent that the individual's participation is legally required for the action or decision to be made; or

(ii) If the potential conflict of interest is based on a business association and (A) such business association is an association of cities and villages or school districts, (B) the city, village, or school district is a member of such association, and (C) the business association exists only as the result of such person holding elective office.

(b) A person holding elective office of any city subject to subsection (1) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (1)(a)(i) and (ii) of this section.

(c) A person subject to subsection (2) of this section who is acting pursuant to this subsection shall report the occurrence as provided in subdivisions (2)(a)(i) and (ii) of this section.

(4) Matters involving an interest in a contract are governed either by sections 49-14,102 and 49-14,103 or by sections 49-14,103.01 to 49-14,103.06. Matters involving the hiring of an immediate family member are governed by section 49-1499.04. Matters involving nepotism or the supervision of a family member by an official or employee in the executive branch of state government are governed by section 49-1499.07.

Source: Laws 2001, LB 242, § 14; Laws 2005, LB 242, § 42; Laws 2009, LB322, § 3; Laws 2019, LB411, § 66.

49-1499. Legislature; discharge of official duties; potential conflict; actions required.

(1) A member of the Legislature who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

(a) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict, and if he or she will not abstain from voting, deliberating, or taking other action on the matter, the statement shall state why, despite the potential conflict, he or she intends to vote or otherwise participate; and

(b) Deliver a copy of the statement to the commission and to the Speaker of the Legislature who shall cause the statement to be filed with the Clerk of the Legislature to be held as a matter of public record.

(2) Nothing in this section shall prohibit any member of the Legislature from voting, deliberating, or taking other action on any matter that comes before the Legislature.

(3) The member of the Legislature may abstain from voting, deliberating, or taking other action on the matter on which the potential conflict exists. He or she may have the reasons for the abstention recorded in the Legislative Journal.

Source: Laws 1976, LB 987, § 99; Laws 1981, LB 134, § 8; Laws 1992, LB 556, § 11; Laws 1995, LB 434, § 9; Laws 2001, LB 242, § 12; Laws 2005, LB 242, § 39.

49-1499.04. Political subdivision; employment of family member; when; exception.

(1) An official or employee of a political subdivision may employ or recommend or supervise the employment of an immediate family member if (a) he or she does not abuse his or her official position as described in section 49-1499.05, (b) he or she makes a full disclosure on the record to the governing body of the political subdivision and a written disclosure to the person in charge of keeping records for the governing body, and (c) the governing body of the political subdivision approves the employment or supervisory position.

(2) No official or employee shall employ an immediate family member (a) without first having made a reasonable solicitation and consideration of applications for such employment, (b) who is not qualified for and able to perform the duties of the position, (c) for any unreasonably high salary, or (d) who is not required to perform the duties of the position.

(3) No official or employee of a political subdivision shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

(4) This section does not apply to an immediate family member of an official or employee who (a) was previously employed in a position subject to this section prior to the election or appointment of the official or employee or (b) was employed in a position subject to provisions similar to this section prior to September 1, 2001.

(5) Prior to, upon, or as soon as reasonably possible after the official date of taking office, a newly elected or appointed official or employee shall make a full disclosure of any immediate family member employed in a position subject to subdivision (4)(a) or (b) of this section.

Source: Laws 2001, LB 242, § 16; Laws 2005, LB 242, § 43.

49-1499.05. Official or employee; abuse of official position.

An official or employee shall not abuse his or her official position. Abuse of an official position includes, but is not limited to, employing an immediate family member (1) who is not qualified for and able to perform the duties of the position, (2) for any unreasonably high salary, or (3) who is not required to perform the duties of the position.

Source: Laws 2001, LB 242, § 17.

77-2350. School district or township funds; deposit; conditions.

The treasurer or ex officio treasurer of any school district or township shall deposit the funds received or held by him or her by virtue of his or her office in such bank, capital stock financial institution, or qualifying mutual financial institution, situated within the boundaries of such district or township, as shall have been and shall be from time to time designated by the governing body of such school district or township as official depositories for such funds. Depositories shall be such banks, capital stock financial institutions, or qualifying mutual financial institutions as shall be designated by the respective governing bodies by formal resolution duly recorded. Such designation may be withdrawn at any time by such governing body by formal resolution duly entered upon its records. If there is no bank, capital stock financial institution, or qualifying mutual financial institution within the boundaries of such school district or township or if the bank, capital stock financial institution, or qualifying mutual financial institution within the district refuses or neglects to make application as a depository, then the governing body may designate any bank, capital stock financial institution, or qualifying mutual financial institution within the state.

Source: Laws 1935, c. 5, § 1, p. 67; Laws 1939, c. 103, § 1, p. 462; C.S.Supp.,1941, § 77-2534; R.S.1943, § 77-2350; Laws 1967, c. 508, § 1, p. 1708; Laws 1988, LB 802, § 11; Laws 1989, LB 33, § 62; Laws 2001, LB 362, § 58.

77-2350.01. School district or township funds; prorate deposits; when.

When more than one bank, capital stock financial institution, or qualifying mutual financial institution has been designated by the governing body of the school district or township as a depository, the treasurer or ex officio treasurer shall not give a preference but shall prorate deposits in the manner required of county treasurers as provided in section 77-2314. This section shall have no application to certificates of deposit. Section 77-2366 shall apply to deposits in capital stock financial institutions. Section 77-2365.01 shall apply to deposits in qualifying mutual financial institutions.

Source: Laws 1967, c. 508, § 4, p. 1710; Laws 1973, LB 247, § 1; Laws 1988, LB 802, § 12; Laws 1989, LB 33, § 63; Laws 2001, LB 362, § 59.

77-2350.02. School district or township treasurer; violation; penalty.

If the treasurer or ex officio treasurer of any school district or township willfully fails or refuses at any time to do or perform any act required of him or her by sections 77-2350 to 77-2352, he or she shall be guilty of a Class IV misdemeanor.

Source: Laws 1967, c. 508, § 5, p. 1710; Laws 1977, LB 39, § 235; Laws 1988, LB 802, § 13.

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on [insert description of potential conflict of interest issue] 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



January 8, 2024

Award for Excellence Summary

Jim Spanel

Math Teacher, Norfolk Junior High School

Nomination Comments:

- Mr. Spanel is an outstanding teacher and a phenomenal role model for our students. He has a positive outlook and believes in his students' ability to succeed. He is supportive of ALL students.
- Mr. Spanel is always willing to step up when someone needs extra help, whether that be a teacher or a student.
- Mr. Spanel is an outstanding human being. He is always willing to help anyone and everyone. He was one of my favorite coaches in school, and I was honored to be able to coach with him for a year. No one fills the role of "excellence" as well as he does.
- I have the pleasure of being on Jim's 7th grade team of teachers. Jim is a very humble and giving person. He is always positive and supportive of students and staff. He has such a good outlook on life and teaching. He is truly here for the kids.
- Mr. Spanel is so deserving of this award! He is a terrific role model for students and staff. He is caring and compassionate and always gives 100%. I feel very fortunate to work with him on my team this year. He is a true inspiration to me.
- Mr. Spanel is what I hope to be as a teacher when I've been doing it as long as he has. He always has a positive outlook, he is still working to improve his craft, and the students enjoy him. He always has a kind word and is great to work with.
- Mr. Spanel is kind, positive and goes above and beyond as a teacher. He truly does whatever it takes to make sure his students are getting the education they deserve. He always has a smile on face and his energy is contagious.
- Mr. Spanel is one of the kindest, caring, and most compassionate people I know. His enthusiasm and love for his students and the Jr. High is second to none. Mr. Spanel gives maximum effort each and every day. His positivity radiates throughout our building and he will do whatever it takes to ensure that students are successful in his class.
- Mr. Spanel is an excellent role model for all students. He does what is best for all students and has their best interest in mind. He demonstrates empathy, understanding, compassion and teamwork. Norfolk Junior High has been blessed with such an amazing person such as Jim.
- Mr. Spanel is the most kind and compassionate person I know. He would do anything for anybody at any time. He puts so much energy and enthusiasm into every day and loves his students like his own kids. He is what I aspire to be as I continue to grow as an educator. I couldn't ask for a better person to work with everyday, he is truly an inspiration!
- Mr. Spanel ALWAYS puts everyone else before himself. He is the definition of a great role model, caring person, inspiring educator, and most caring individual. Mr. Spanel is a great asset to Norfolk Junior High. He makes a point to build positive relationships with all of his students to which they learn and enjoy his class. Mr. Spanel's smile is contagious!
- Mr. Spanel goes above and beyond for his students and colleagues in so many ways. When a co-teacher was gone on maternity leave, he did so much to aid the substitutes who were here for her -without complaint and without wanting any accolades or compensation for doing so. He is humble, generous, kind, and an amazing teacher. Our district and especially this school are so blessed to have him as a teacher. He goes the extra mile to take care of his students.

*Thank you Mr. Spanel for your commitment to our students and our district!
Mr. Spanel was nominated by a variety of staff at Norfolk Junior High School.*

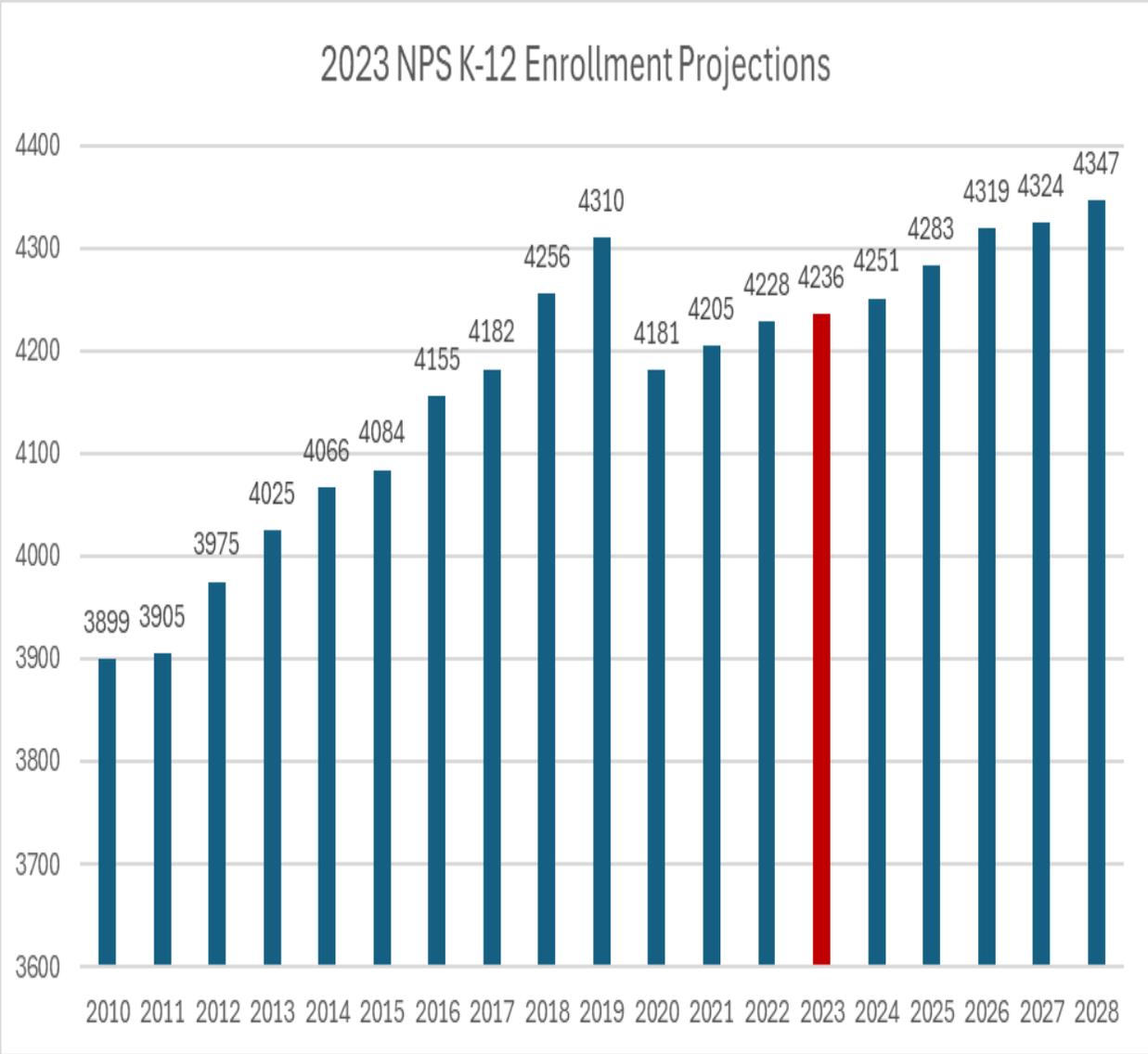


Strategic Growth Plan

January 2024

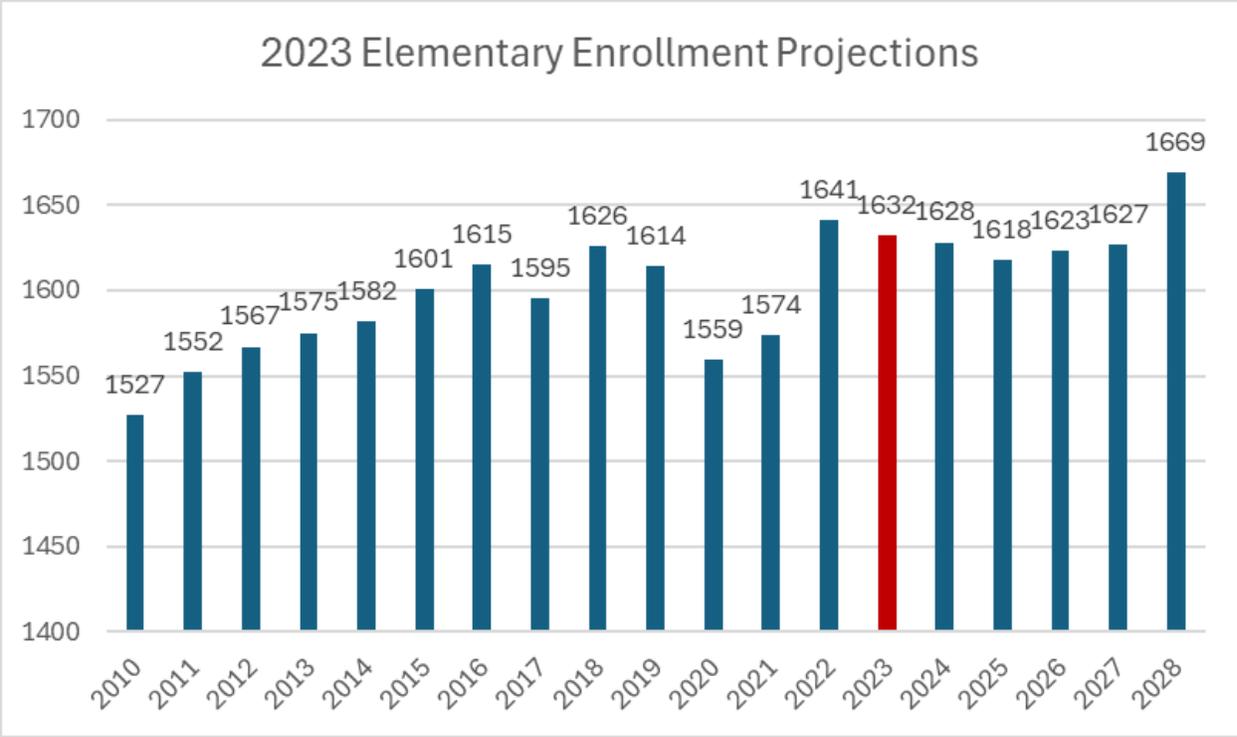
Introduction

The Norfolk Public Schools' Board of Education and administrative team have been very proactive over the last decade, monitoring student enrollment closely and making staff and facility decisions necessary to maintain appropriate class sizes. Current enrollment projections indicate that district enrollment will continue to grow at a rate of approximately one-half of a percent each year. However, variance is expected at individual building levels, as unusually small and large classes advance through the grades.

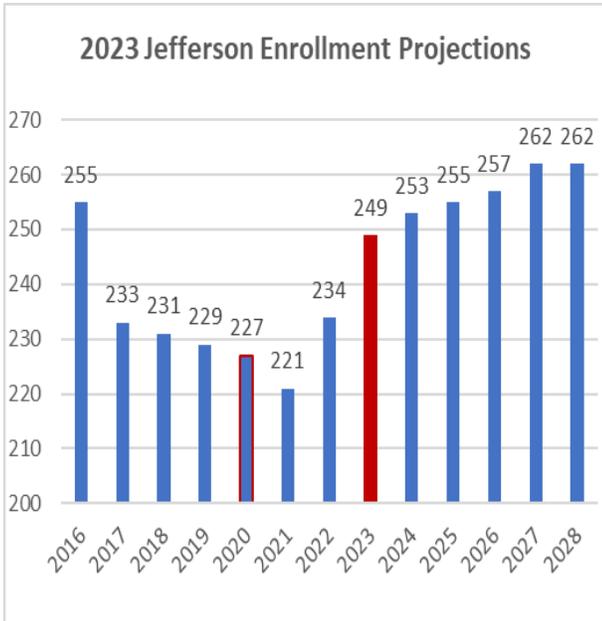


Elementary Enrollment

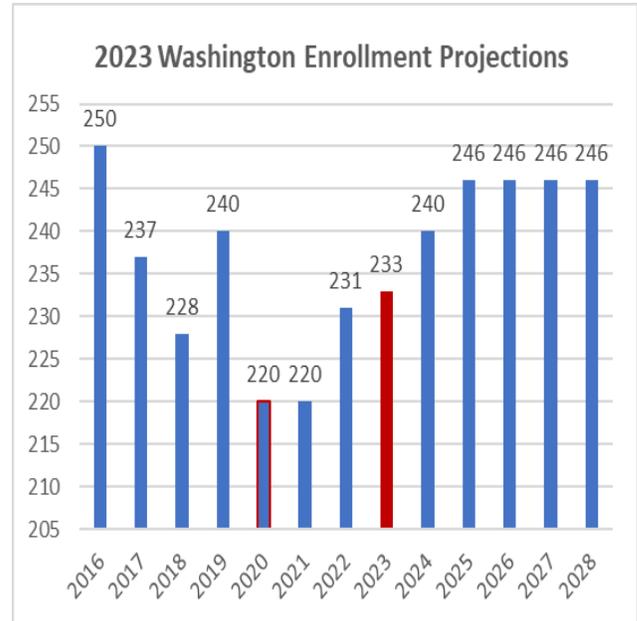
Our enrollment at the elementary level is above pre-pandemic levels. It has increased by 150 students since 2010 and is expected to reach a high of 1669 in 2028.



This addition of 37 students will be spread across 75 sections, for an increase of less than one student per section (elementary classroom), resulting in an average class size of 22.3 students. Our recent additions at Bel Air and Lincoln Montessori Elementary Schools should be sufficient to accommodate this growth comfortably. However, a deeper look at our elementary data indicates that our students are not evenly spread across the district. As the population growth within our community has shifted enrollment in some of our elementary schools has increased, while others have decreased. The following charts provide a more detailed analysis.

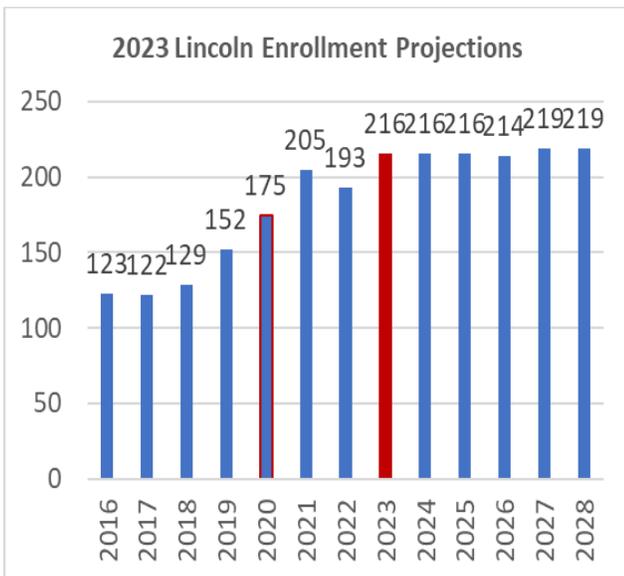


Current Average Class Size: 26.2

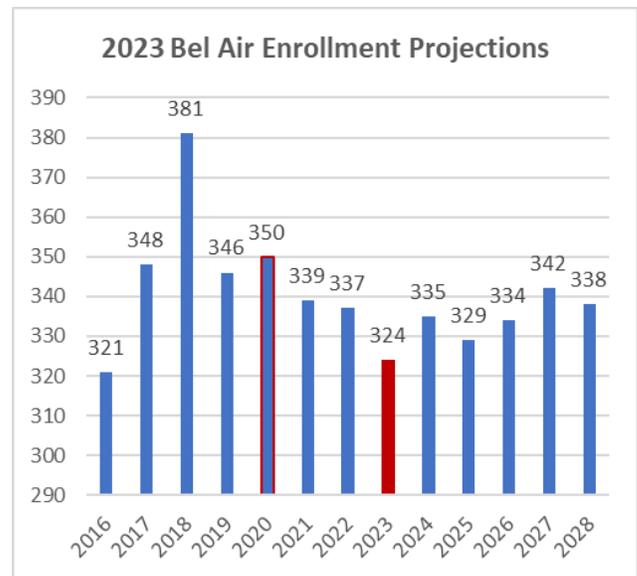


Current Average Class Size: 24.6

Enrollment at Jefferson and Washington elementary schools has increased significantly in recent years. This growth corresponds with new housing developments in those areas of the community.

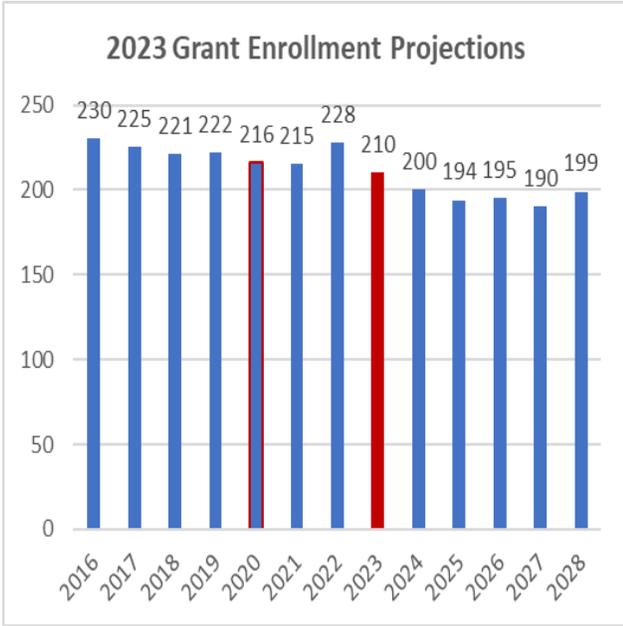


Current Average Class Size: 21.9

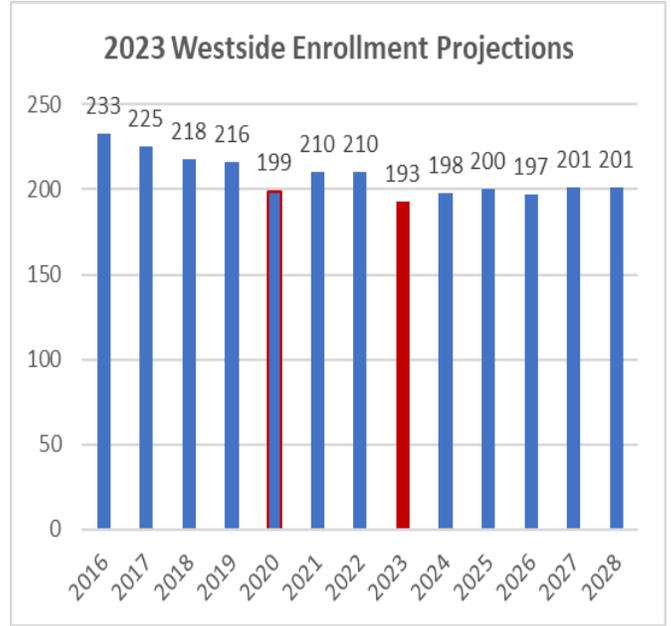


Current Average Class Size: 22.5

Enrollment at Lincoln elementary has also increased significantly. However, this is due to a purposeful expansion of our Montessori program. We see a corresponding decrease in the population at Bel Air, which was also purposefully planned.



Current Average Class Size: 19.9



Current Average Class Size: 20.1

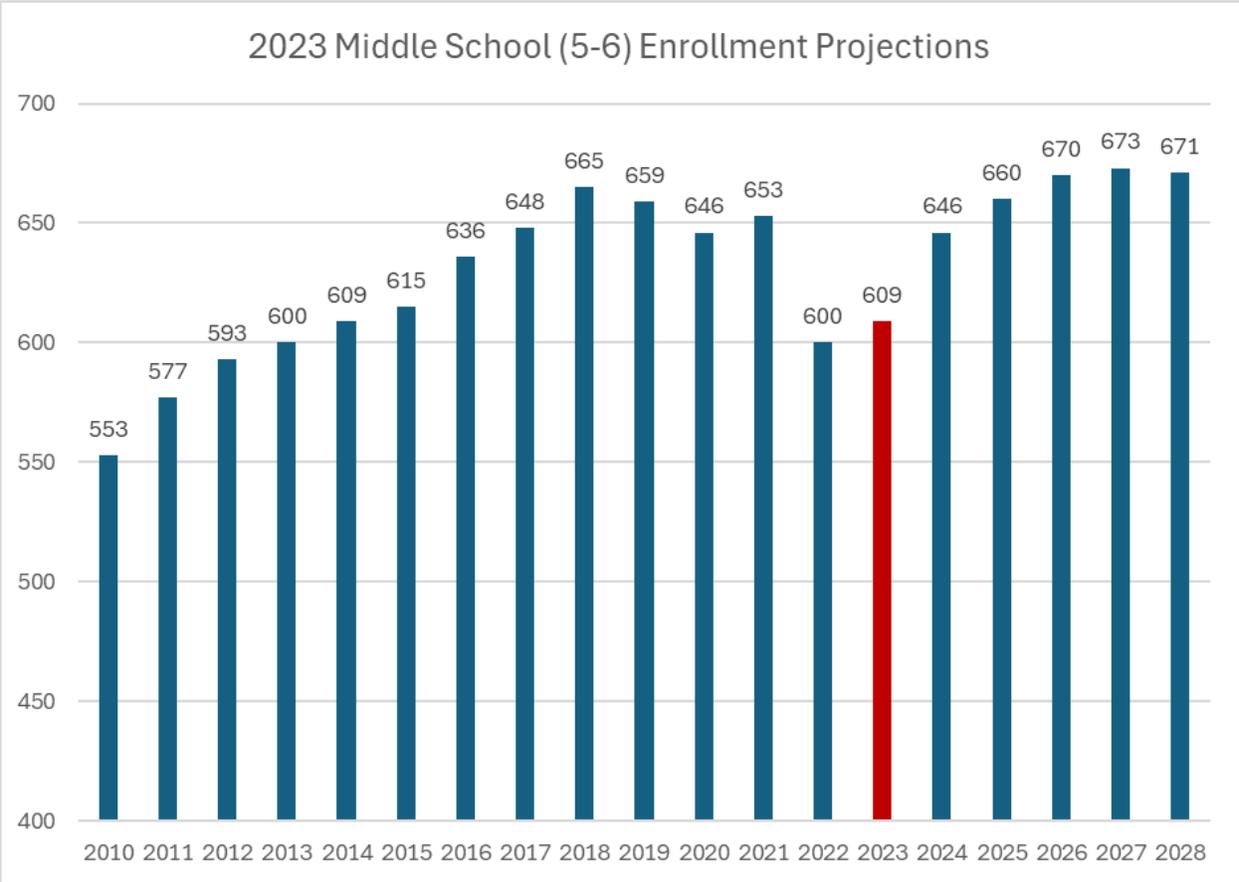


Current Average Class Size: 19.0

Elementary schools with enrollment decreases include Grant, Westside and Woodland Park elementary schools. A more thorough analysis of population growth within the community and our elementary schools should be considered by an outside consultant to help us determine whether boundary changes are necessary to evenly distribute our student population across our elementary schools. No additional staff is recommended for 2024-2025.

Middle School Enrollment

Middle school enrollment has grown significantly since 2010. However, our two smallest classes (2029 and 2030) are now at the middle school. Enrollment projections indicate that class sizes will rebound next year (2024) when the first of these two small classes moves to the junior high. Middle School enrollment is projected to reach an all time high of 673 in 2027, resulting in average CORE class sizes of 24.

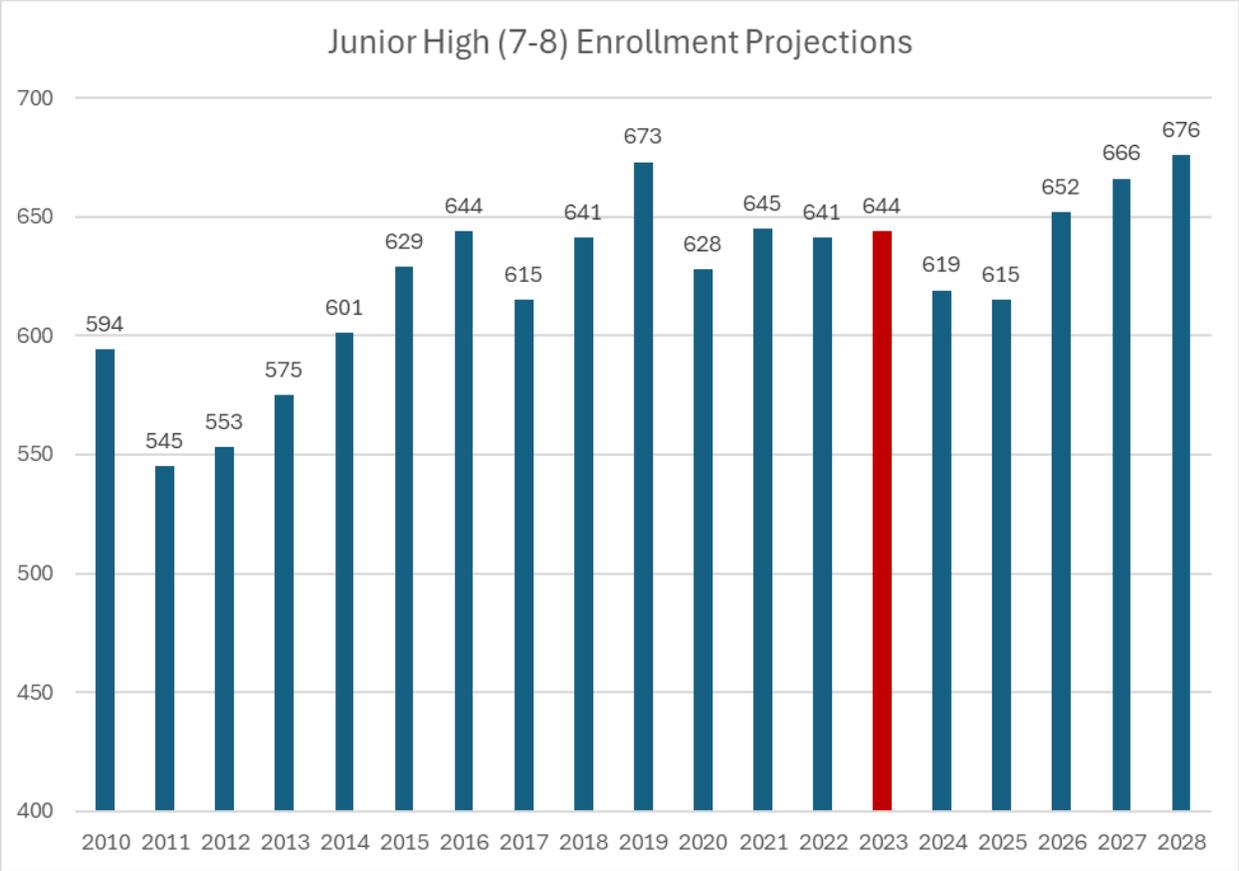


A Middle school addition is tentatively planned to accommodate our larger “Specials” classes and provide our students and staff with a safe and secure entrance.

No additional staff is recommended for 2024-2025.

Junior High Enrollment

Enrollment at the Junior High increased by approximately 70 students from 2010 to 2019, but is slightly below that level now. Numbers are not expected to exceed our previous high by much in the foreseeable future.

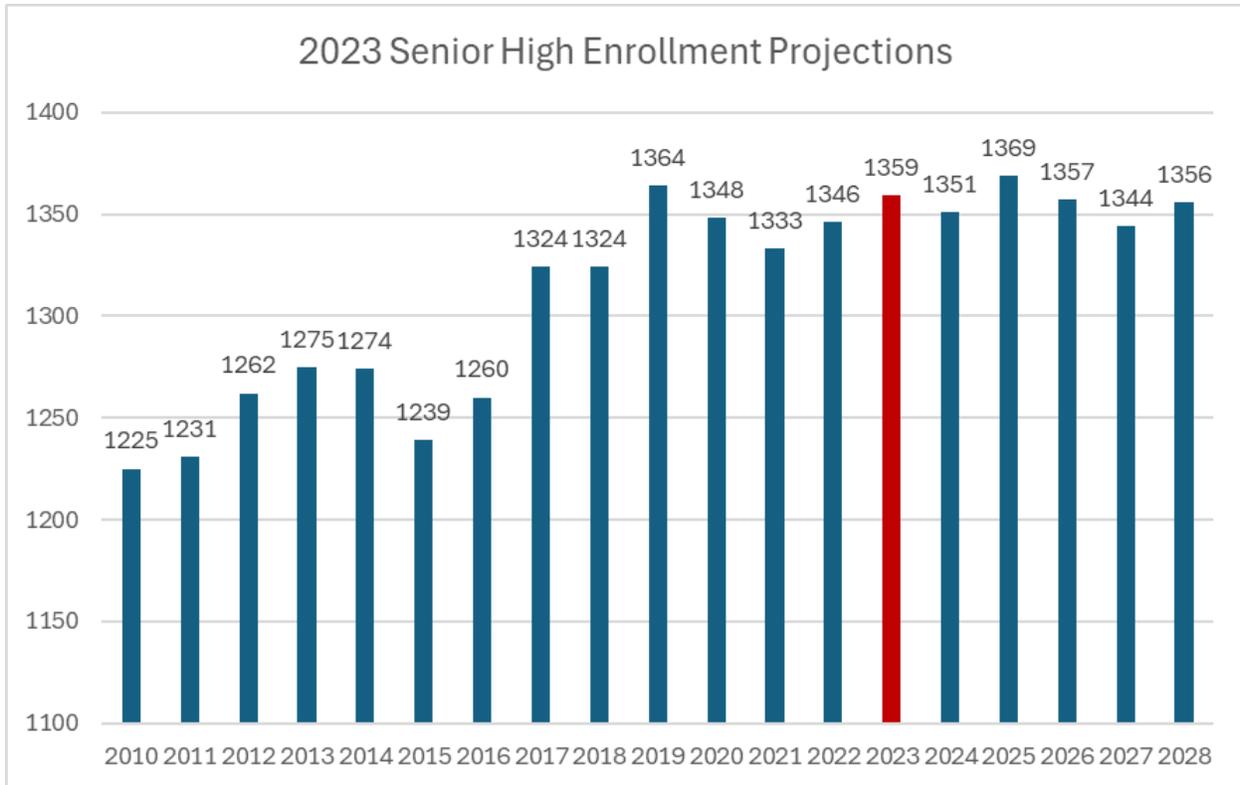


The additional classrooms and staffing added previously should be sufficient to maintain appropriate class sizes, with an average CORE class size of 22.5. Specials/elective class sizes vary significantly as student choice is a factor.

No additional staff is recommended for 2024-2025.

Senior High Enrollment

Similarly, enrollment at the Senior High increased by approximately 139 students from 2010 to 2019, but is slightly below that level now. Enrollment projections indicate varying class sizes through 2028 with a high of 1369 in 2025.



Class sizes vary significantly based upon courses, as student choice is a factor at the senior high level. However, the staffing that we hired previously should be sufficient to maintain appropriate class sizes. No additional staffing is requested at this time, although it should be noted that space is very limited at the senior high. It is possible that additional classroom space may be warranted in the future, as more course offerings are made available.

No additional staff is recommended for 2024-2025.

Special Programs

Special Education and English Language Learner Program staffing is evaluated and adjusted on a continual basis. Changes are made throughout the year to address student needs and/or meet state and federal requirements. These programs have been growing both in number and needs.

Special Education:

Norfolk Public Schools has experienced a large increase in the number of special education students served across the district. In the last five years, our special education enrollment has increased from 686 to 839, which is an increase of 153 students. The Board approved the hiring of three additional resource teachers to address this increase last year. No additional special education staff is recommended for 2024-2025. However, we are still trying to fill speech language pathologists, school psychologies, and special education (resource) positions from 2023-2024.

English Language Learners:

Norfolk Public Schools has also experienced an increase in the number of English Language Learner students served across the district. In the last five years, our number of ELL students increased from 203 to 278, with the number of “newcomers” more than tripling (from 41 to 128). Newcomers are students that are brand new to our country and speak little to no English. They require a much higher level of services than ELL students who have been in our country for a few years.

The Board granted us permission to hire 2 additional ELL teachers last year to assist with our increase in non-English Ukrainian students. However, our needs in this area continue to grow. We hired a temporary half-time *substitute* ELL teacher to help with the large ELL caseload at Washington elementary 2nd quarter. The needs at this building have continued to grow and it is recommended that we now place this teacher on a ½ time teaching contract for 2nd semester. This will be a ½ time teacher addition. It is also recommended that we hire one and a half additional ELL teachers next year, one for the senior high and one to be split between the elementary and middle schools.

ELL services are required by federal law and state statute. However, we receive little federal or state funding to assist with these costs. The estimated cost of these positions is \$140,000.

Little Panthers Preschool

At this time we do not anticipate a need for additional staff at LPP in 2024-2025, as our waiting list for 4 year olds is minimal. We do have a waiting list for three year olds, but we do not plan on expanding this program as we do not receive any funding for 3 year olds.

Staffing Summary and Costs

Staffing Position	Cost	Notes
2 ELL Teachers	\$140,000	
TOTAL	\$140,000	

Safeguards and Funding

Norfolk Public Schools builds very purposeful staffing plans with safeguards in place to protect the district. Our staffing and financial situation are evaluated each year, prior to committing additional staff...giving us flexibility to put future additions on hold, if our financial situation changes. Please see the following chart for a detailed explanation regarding the funding of the current plan. (*All figures are rough estimates.*)

2024-2025				
Increase in Expenditures (Costs)			Increase in Revenue	
Annual Salary Increases (for current staff)	\$1,800,000		Valuation Increase of 3% at 98 cent levy	\$1,971,813
Previous staffing increase that was covered by cash reserves in 2023-2024	\$500,000		State Aid Increase	\$500,000
Additional Staffing (2 ELL teachers @ \$70,000)	\$140,000			
2 LMHPs currently 100% covered by ESSERS-next year 80% covered by SpEd	\$40,000			
MAP testing (previously paid by NDE)	\$50,000			
Additional Safety Equipment	\$50,000			
Additional Activities Positions Recommended by Activities Committee	\$11,500			
Budget Growth in Other Areas (1% of \$11 million)	\$110,000			
Total	\$2,661,500			\$2,471,813
Cost vs. Revenue Difference	-\$189,687		Planned withdrawal from cash reserves	\$189,687

2025-2026				
Annual Salary Increases	\$1,800,000		Valuation Increase of 3% at \$1.00 levy	\$2,709,568
Previous staffing increase that was covered by cash reserves in 2024-2025	\$189,687		State Aid Increase	\$500,000
Additional Staffing	\$100,000			
Budget Growth in Other Areas (1% of \$11 million)	\$110,000			
Grand Total	\$2,199,687			\$2,209,568
Cost vs. Revenue Difference	\$9881		Planned withdrawal from cash reserves	\$0
IMPORTANT NOTES:				
<ul style="list-style-type: none"> • In 2024-2025 three (3) cents will need to be moved from the Special Building Fund Levy to the General Fund Levy to cover our 2023-2024 and 2024-2025 salary increases. • In 2025-2026, two (2) more cents will need to be moved from the Special Building Fund Levy to the General Fund Levy to cover 2023-2024 and 2024-2025 salary increases. • This will eliminate our Special Building Fund levy. 				

Predicted Levy				
	General	Building	QCPUF	TOTAL
2022-2023	\$1.00	5 cents	2.81 cents	\$1.0781
2023-2024	95 cents	5 cents	2.33 cents	\$1.0246
2024-2025	98 cents	2 cents	2.24 cents	\$1.0224
2025-2026	\$1.00	0	2.15 cents	\$1.0215

Effect on the General Fund Cash Reserves

It is imperative that we maintain 2 to 3 months worth of operating expenses (1 month = \$4.8 Million) on hand in the general fund for cash-flow and emergency expenditure purposes.

	Projected Use	Projected Cash Balance	Months in Operating Expenses
2022-2023 Estimated Ending Balance		\$13,812,674	2.88 months
2023-2024	\$2,100,000 in staffing and building costs (MS project)	\$11,712,674	2.44 months
2024-2025	\$189,687 in "carry-over" staffing costs	\$11,522,987	2.4 months
2025-2026	\$0	\$11,522,987	2.4 months

IMPORTANT NOTES:

- These planned withdrawals from cash reserves could be lower depending upon the amount of additional special education reimbursement we receive this year. The figures above include a \$1.1 million dollar increase. However projections vary significantly and could be as much as two times that amount.
- As we get closer to budget time, I may recommend a \$100,000-\$300,000 withdrawal from cash reserves for safety equipment-if we are not able to obtain grant funding.

Conclusion:

The Norfolk Public Schools Board of Education and Administrative team has worked hard to increase staffing where necessary to address student enrollment growth, while also investing in infrastructure improvements and additions. As we move forward, more funding will need to go towards staff compensation. This will require a temporary planned use of our cash reserves and a shift of our levy from the special building fund to the general fund. It will not require an increase in our tax levy unless we decide that it is necessary to complete renovations and/or additions to more facilities in the future via a bond issue...or there are significant changes to Nebraska's school funding formula.

Note: Our estimated costs for the Middle School addition are included in these figures.

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending December 31, 2023

Fund/Account	2023-2024 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,071,886.91	\$5,941.66	\$0.00	\$1,077,828.57	
SPECIAL BUILDING FUND (3)	\$6,956,772.77	\$23,110.27	\$5,950.00	\$6,973,933.04	
DEPRECIATION RESERVE FUND (3)	\$6,545,820.79	\$16,522.28	\$0.00	\$6,562,343.07	
ACTIVITIES ACCOUNT (2)	\$683,096.88	\$73,627.47	\$97,949.34	\$658,775.01	
SUBSIDIARY ACCOUNT (2)	\$350,733.03	\$67,292.78	\$39,218.24	\$378,807.57	
GENERAL FUND (1)	\$13,199,700.78	\$3,176,411.92	4,931,041.58	\$11,445,071.12	
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,385,339.66	\$4,367,617.55	\$23,427.89	
SCHOOL LUNCH FUND (2)	\$836,979.31	\$280,595.15	\$326,815.49	\$790,758.97	
BOND FUND (3)	\$1,125,439.54	\$3,104.31	\$0.00	\$1,128,543.85	
COOPERATIVE FUND (2)	\$386,531.62	\$23,531.63	\$115,368.85	\$294,694.40	
EMPLOYEE BENEFIT FUND (2)	\$3,960.34	\$9.30	\$0.00	\$3,969.64	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$512,965.05	\$365.19	\$0.00	\$513,330.24	
CONVENIENCE FEE FUND (2)	\$14,044.67	\$274.24	\$15.64	\$14,303.27	
STUDENT FEE FUND (2)	\$448,353.38	\$3,348.34	\$9,508.30	\$442,193.42	
TOTAL ALL FUNDS	\$32,141,990.85	\$8,059,474.20	\$9,893,484.99	\$30,307,980.06	
BALANCES CLASSIFIED BY DEPOSITORY					
(1) BANK FIRST				\$11,445,071.12	
(2) ELKHORN VALLEY BANK				\$4,198,088.98	
(3) MIDWEST BANK				\$14,664,819.96	
TOTAL BALANCES				\$30,307,980.06	

DECEMBER 2023 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	AGPARTS WORLDWIDE, INC	CB PARTS	13 2900 610 2 230 001	\$165.00
2			AGPARTS WORLDWIDE, INC	\$165.00
3	ANDERSONS	WINTER ROYALTY SUPPLIES	13 2900 610 2 568 001	\$726.16
4	ANDERSONS	WINTER ROYALTY CREDIT	13 2900 610 2 568 001	-\$197.99
5			ANDERSONS	\$528.17
6	AURORA HIGH SCHOOL	12/14 ENTRY FEE	13 2900 610 2 546 001	\$50.00
7			AURORA HIGH SCHOOL	\$50.00
8	BIG RED PRINTING	WINTER ROYALTY TICKETS	13 2900 610 2 568 001	\$363.08
9			BIG RED PRINTING	\$363.08
10	BOARDERS INN & SUITES	FRACAS LODGING	13 2900 610 2 546 001	\$953.55
11	BOARDERS INN & SUITES	FRACAS LODGING	13 2900 610 2 650 001	\$953.55
12			BOARDERS INN & SUITES	\$1,907.10
13	BSN SPORTS,	STOPWATCHES	13 2900 610 2 512 001	\$105.39
14	BSN SPORTS,	WINTER TRAINING SUPPLIES	13 2900 610 2 514 001	\$187.04
15	BSN SPORTS,	24/25 EQUIPMENT	13 2900 610 2 537 001	\$1,552.11
16	BSN SPORTS,	PRACTICE GEAR	13 2900 610 2 528 001	\$10,721.74
17	BSN SPORTS,	PARKAS	13 2900 610 2 529 001	\$4,912.49
18			BSN SPORTS,	\$17,478.77
19	BUELL, JAMES	12/12 OFFICIAL	13 2900 610 2 650 001	\$175.00
20			BUELL, JAMES	\$175.00
21	CARD SERVICES	ANNABELL GARDENS-STATE LODGING	13 2900 610 2 561 001	\$548.08
22	CARD SERVICES	KRISPY KREME-DONUT FUNDRAISER	13 2900 610 2 563 001	\$2,190.75
23	CARD SERVICES	HYVEE-THANKSGIVING MEAL	13 2900 610 2 563 001	\$205.00
24	CARD SERVICES	AMAZON-RUNNING HATS	13 2900 610 2 231 001	\$146.93
25	CARD SERVICES	KINGS-TEAM BLDG	13 2900 610 2 513 001	\$500.80
26	CARD SERVICES	GOLF TEES-GOLF TEES	13 2900 610 2 532 001	\$72.50
27	CARD SERVICES	WEBSTERAUNT-POPCORN OIL	13 2900 610 2 502 001	\$315.00
28	CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$18.32
29	CARD SERVICES	WALMART-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$49.08
30	CARD SERVICES	MENARDS-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$56.61
31	CARD SERVICES	GI PARKS & REC-INDOOR SOCCER	13 2900 610 2 514 001	\$380.00
32	CARD SERVICES	UNITED SPORTS-LEAGUE	13 2900 610 2 514 001	\$335.75
33	CARD SERVICES	CHEERLEADING.COM-STATE POMS	13 2900 610 2 517 001	\$431.64
34	CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$22.90
35	CARD SERVICES	AMAZON-CLASSROOM BOOK	13 2900 610 2 579 001	\$21.98
36	CARD SERVICES	EMBASSY SUITES-CLINIC LODGING	13 2900 610 2 528 001	\$315.36
37	CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$22.90
38	CARD SERVICES	WEBSTAIRANT-SLUSH MIX	13 2900 610 2 502 001	\$323.91
39	CARD SERVICES	HYVEE-DONUTS & CASEY'S-PIZZA	13 2900 610 2 502 001	\$75.41

40	CARD SERVICES	DOWLING-ENTRY FEE	13 2900 610 2 522 001	\$247.15
41	CARD SERVICES	WALMART-TEAM ACTIVITY SUPPLIES	13 2900 610 2 547 001	\$21.01
42	CARD SERVICES	SUPREME HOOPS-ICE BREAKER	13 2900 610 2 547 001	\$165.78
43	CARD SERVICES	AMAZON-CLOSET SUPPLIES	13 2900 610 2 519 001	\$167.81
44	CARD SERVICES	FRANKLINS-WOMEN IN AG MEAL	13 2900 610 2 276 001	\$62.65
45	CARD SERVICES	NATIONAL FFA MEALS & FUEL-	13 2900 610 2 276 001	\$362.89
46	CARD SERVICES	NATIONAL FFA LODGING-	13 2900 610 2 276 001	\$1,755.48
47	CARD SERVICES	WALMART-TRNMNT SUPPLIES	13 2900 610 2 553 001	\$122.68
48	CARD SERVICES	NSDA-TRNMNT SOFTWARE	13 2900 610 2 553 001	\$23.00
49	CARD SERVICES	NCA-C.KOOZER CLINIC	13 2900 610 2 528 001	\$41.60
50	CARD SERVICES	MOSTSWIMTECH-SWIM TECHNOLOGY	13 2900 610 2 529 001	\$1,942.82
51	CARD SERVICES	MENARDS-TREADMILL PLUG	13 2900 610 2 597 001	\$9.62
52	CARD SERVICES	PIZZA RANCH-TEAM MEAL	13 2900 610 2 547 001	\$442.00
53	CARD SERVICES	THE GRADUATE-ALL STATE LODGING	13 2900 610 2 559 001	\$1,306.00
54	CARD SERVICES	AMAZON-WINTER ROYALTY SUPPLIES	13 2900 610 2 568 001	\$202.84
55	CARD SERVICES	GOLF TEES-GOLF TEES	13 2900 610 2 539 001	\$72.50
56	CARD SERVICES	HOBBY LOBBY-VETERANS DAY CARDS	13 2900 610 2 614 001	\$33.10
57	CARD SERVICES	WALMART-CHRISTMAS CARDS	13 2900 610 2 614 001	\$17.88
58	CARD SERVICES	AMAZON-TRNMNT AWARDS	13 2900 610 2 553 001	\$32.06
59	CARD SERVICES	NSAA-S.EVERT WR ASSESSMENT	13 2900 610 2 546 001	\$30.00
60	CARD SERVICES	EARL MAY-PLANTS FOR LAB	13 2900 610 2 281 001	\$71.88
61	CARD SERVICES	AMAZON-POSTERS	13 2900 610 2 274 001	\$49.98
62	CARD SERVICES	RHINESTONEGUY.COM-EARRINGS	13 2900 610 2 556 001	\$265.12
63	CARD SERVICES	DSW-PINK NIKE SNEAKERS	13 2900 610 2 556 001	\$203.21
64	CARD SERVICES	UNO-STUDENT VISIT MEALS	13 2900 610 2 266 001	\$516.00
65	CARD SERVICES	KENNEDY INDUSTRIES-MAT CLEANER	13 2900 610 2 650 001	\$96.26
66	CARD SERVICES	HYVEE-MTG SUPPLIES	13 2900 610 2 615 001	\$26.95
67	CARD SERVICES	APPLE-VIDEO DISPLAY INSTANT	13 2900 610 2 560 001	\$16.04
68	CARD SERVICES	RUNZA-SUPERVISION MEAL	13 2900 610 2 616 001	\$16.28
69	CARD SERVICES	MENARDS-STAIN FOR STUDENT	13 2900 610 2 593 001	\$1,010.29
70	CARD SERVICES	KENNEDY INDUSTRIES-MAT CLEANER	13 2900 610 2 546 001	\$96.25
71			CARD SERVICES	\$15,460.05
72	CASH	12/29 HAC GATES	13 2900 610 2 501 001	\$1,200.00
73	CASH	12/29 HAC CONCESSION	13 2900 610 2 501 001	\$600.00
74	CASH	12/12 WR GATES	13 2900 610 2 501 001	\$1,600.00
75	CASH	12/12 WR CONCESSION	13 2900 610 2 501 001	\$600.00
76	CASH	12/16 GBB GATES	13 2900 610 2 501 001	\$1,200.00
77	CASH	12/16 GBB CONCESSION	13 2900 610 2 501 001	\$420.00
78	CASH	12/11 BBB CONCESSION	13 2900 610 2 501 001	\$420.00
79	CASH	12/7 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00

80 CASH	12/8 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
81 CASH	12/9 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
82 CASH	12/9 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$600.00
83 CASH	12/12 BOWLING GATE	13 2900 610 2 501 001	\$400.00
84 CASH	12/11 BBB GATE	13 2900 610 2 501 001	\$600.00
85		CASH	\$10,440.00
86 CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	13 2900 610 2 502 001	\$887.34
87 CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	13 2900 610 2 502 001	\$353.85
88 CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$483.68
89 CASH-WA DISTRIBUTING	CANDY/SUPPLIES	13 2900 610 2 502 001	\$483.57
90		CASH-WA DISTRIBUTING	\$2,208.44
91 CHAPMAN, BRIAN	12/9 OFFICIAL	13 2900 610 2 531 001	\$85.00
92 CHAPMAN, BRIAN	12/9 OFFICIAL	13 2900 610 2 538 001	\$85.00
93		CHAPMAN, BRIAN	\$170.00
94 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$411.86
95 CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$501.36
96		CHESTERMAN COMPANY	\$913.22
97 CHILDERS, CURTIS	12/12 OFFICIAL	13 2900 610 2 546 001	\$175.00
98		CHILDERS, CURTIS	\$175.00
99 CLARKSON HIGH SCHOOL	6TH GRADE TEAM ENTRY FEE	13 2900 610 2 547 001	\$120.00
100		CLARKSON HIGH SCHOOL	\$120.00
101 CMC NEPTUNE	SUBSCRIPTION RENEWAL	13 2900 610 2 597 001	\$3,000.00
102		CMC NEPTUNE	\$3,000.00
103 COLLEGE BOARD	PSAT/NMSQT FALL EXAM	13 2900 610 2 576 001	\$28.08
104		COLLEGE BOARD	\$28.08
105 COLUMBUS HIGH SCHOOL	12/9 ENTRY FEES	13 2900 610 2 544 001	\$150.00
106		COLUMBUS HIGH SCHOOL	\$150.00
107 CUSTOM SPORTS	CHRISTMAS SHIRTS	13 2900 610 2 517 001	\$326.00
108 CUSTOM SPORTS	COACH APPAREL	13 2900 610 2 278 001	\$60.00
109		CUSTOM SPORTS	\$386.00
110 DENNIS, CLINT	12/9 OFFICIAL	13 2900 610 2 531 001	\$85.00
111 DENNIS, CLINT	12/9 OFFICIAL	13 2900 610 2 538 001	\$85.00
112		DENNIS, CLINT	\$170.00
113 DOELE, JASON & JAMI	CONFERENCE REFUND	13 2900 610 2 270 001	\$15.00
114		DOELE, JASON & JAMI	\$15.00
115 EHRISMAN, REID	12/11 OFFICIAL	13 2900 610 2 531 001	\$130.00
116 EHRISMAN, REID	12/9 OFFICIAL	13 2900 610 2 531 001	\$120.00
117		EHRISMAN, REID	\$250.00
118 ELKHORN FEED CENTER	GOAT FEED	13 2900 610 2 628 001	\$74.83
119		ELKHORN FEED CENTER	\$74.83

120 FARM LIFE CREAMERY	FUNDRAISER CHEESE	13 2900 610 2 276 001	\$375.00
121		FARM LIFE CREAMERY	\$375.00
122 FITZKE, ANDREW	12/16 OFFICIAL	13 2900 610 2 538 001	\$170.00
123		FITZKE, ANDREW	\$170.00
124 FROMUTH	TENNIS BALLS	13 2900 610 2 534 001	\$435.00
125 FROMUTH	TENNIS BALLS	13 2900 610 2 541 001	\$435.00
126		FROMUTH	\$870.00
127 GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$477.00
128		GODFATHERS PIZZA NORFOLK	\$477.00
129 GRAND ISLAND HIGH SCHOOL	CLUB VB ENTRY FEE	13 2900 610 2 561 001	\$720.00
130 GRAND ISLAND HIGH SCHOOL	12/15-12/16 ENTRY FEE	13 2900 610 2 546 001	\$350.00
131 GRAND ISLAND HIGH SCHOOL	12/15-12/16 ENTRY FEE	13 2900 610 2 650 001	\$350.00
132		GRAND ISLAND HIGH SCHOOL	\$1,420.00
133 HASTINGS HIGH SCHOOL	12/9 ENTRY FEE	13 2900 610 2 652 001	\$150.00
134		HASTINGS HIGH SCHOOL	\$150.00
135 JOHNSON FITNESS & WELLNESS	WEIGHT ROOM	13 2900 610 2 503 001	\$300.96
136 JOHNSON FITNESS & WELLNESS	WEIGHT ROOM	13 2900 610 2 597 001	\$300.96
137		JOHNSON FITNESS & WELLNESS	\$601.92
138 KEAGLE, JEFFERY	12/16 OFFICIAL	13 2900 610 2 538 001	\$170.00
139		KEAGLE, JEFFERY	\$170.00
140 LAKEVIEW HIGH SCHOOL	5TH GRADE REGISTRATION	13 2900 610 2 547 001	\$125.00
141		LAKEVIEW HIGH SCHOOL	\$125.00
142 LIGHTNING VOLLEYBALL	WINTER LEAGUE ENTRY FEE	13 2900 610 2 561 001	\$1,935.00
143		LIGHTNING VOLLEYBALL	\$1,935.00
LINCOLN NORTHEAST HIGH	12/8 ENTRY FEE	13 2900 610 2 546 001	\$160.00
144 SCHOOL		LINCOLN NORTHEAST HIGH	\$160.00
145		SCHOOL	
146 LINCOLN PIUS X HIGH SCHOOL	12/28 & 1/10 ENTRY FEE	13 2900 610 2 652 001	\$280.00
147		LINCOLN PIUS X HIGH SCHOOL	\$280.00
LINCOLN SOUTHEAST HIGH	SPEECH ENTRY FEE	13 2900 610 2 522 001	\$112.00
148 SCHOOL			
LINCOLN SOUTHEAST HIGH	12/15-12/16 ENTRY FEE	13 2900 610 2 544 001	\$250.00
149 SCHOOL		LINCOLN SOUTHEAST HIGH	\$362.00
150		SCHOOL	
151 LOU'S THRIFTY WAY	FRUIT FUNDRAISER	13 2900 610 2 276 001	\$8,107.41
152		LOU'S THRIFTY WAY	\$8,107.41
153 LOVE SIGNS, INC	RECORD BOARD UPDATES	13 2900 610 2 529 001	\$175.00
154		LOVE SIGNS, INC	\$175.00

155	LUTHERAN HIGH NORTHEAST	LDE MEALS	13 2900 610 2 276 001	\$96.00
156			LUTHERAN HIGH NORTHEAST	\$96.00
157	MATSON, PHOEBE	GAME DAY CHOREO	13 2900 610 2 517 001	\$75.00
158			MATSON, PHOEBE	\$75.00
159	MERRILL, JEFFREY	12/9 OFFICIAL	13 2900 610 2 531 001	\$120.00
160			MERRILL, JEFFREY	\$120.00
	METROPOLITAN ENTERTAINMENT & CONVENTION AUTHORITY	STATE TICKETS	13 2900 610 2 562 001	\$7,683.50
161				
			METROPOLITAN ENTERTAINMENT & CONVENTION AUTHORITY	\$7,683.50
162				
163	MEYER, TALYN	12/8 DEBATE JUDGE	13 2900 610 2 522 001	\$75.00
164			MEYER, TALYN	\$75.00
165	MILLARD SOUTH HIGH SCHOOL	1/5-1/6 ENTRY FEE	13 2900 610 2 544 001	\$250.00
166			MILLARD SOUTH HIGH SCHOOL	\$250.00
167	MONETTE, TONI	12/2 DEBATE JUDGE	13 2900 610 2 522 001	\$75.00
168			MONETTE, TONI	\$75.00
169	MOORE, JAMES	12/9 OFFICIAL	13 2900 610 2 531 001	\$85.00
170	MOORE, JAMES	12/9 OFFICIAL	13 2900 610 2 538 001	\$85.00
171			MOORE, JAMES	\$170.00
172	NEBRASKA FFA ASSOCIATION	STATE/NATIONAL DUES	13 2900 610 2 276 001	\$126.00
173			NEBRASKA FFA ASSOCIATION	\$126.00
174	NEWMAN GROVE HIGH SCHOOL	12/29 ENTRY FEE	13 2900 610 2 546 001	\$110.00
175			NEWMAN GROVE HIGH SCHOOL	\$110.00
176	NHS THEATRE BOOSTERS	12/6 CONCESSION	13 2900 610 2 502 001	\$271.75
177	NHS THEATRE BOOSTERS	12/7 CONCESSION	13 2900 610 2 502 001	\$282.80
178	NHS THEATRE BOOSTERS	12/8 CONCESSION	13 2900 610 2 502 001	\$540.60
179			NHS THEATRE BOOSTERS	\$1,095.15
180	NORFOLK FAMILY YMCA	5TH-6TH GBB REGISTRATIONS	13 2900 610 2 547 001	\$375.00
181			NORFOLK FAMILY YMCA	\$375.00
	NORTHEAST COMMUNITY COLLEGE	BATTING CAGE TURF	13 2900 610 2 512 001	\$1,000.00
182				
			NORTHEAST COMMUNITY COLLEGE	\$1,000.00
183				
184	NPS STUDENT FEES ACCOUNT	REIMB FOR FEES PAID WITH OTHER	13 2900 610 2 598 001	\$876.00
185			NPS STUDENT FEES ACCOUNT	\$876.00
186	OSWALD, TONYA	C.BRADEHOFT REGISTRATION	13 2900 610 2 270 001	\$15.00
187			OSWALD, TONYA	\$15.00
188	PIPER, LESTER	12/11 OFFICIAL	13 2900 610 2 531 001	\$130.00

189			PIPER, LESTER	\$130.00
190	RAABE, WALKER	12/9 OFFICIAL	13 2900 610 2 531 001	\$120.00
191			RAABE, WALKER	\$120.00
192	SCHMIDT, JASON	12/9 OFFICIAL	13 2900 610 2 538 001	\$120.00
193			SCHMIDT, JASON	\$120.00
194	SNORTON, JUSTIN	12/9 OFFICIAL	13 2900 610 2 538 001	\$120.00
195			SNORTON, JUSTIN	\$120.00
196	SOUTH CENTRAL VOLLEYBALL	WINTER LEAGUE ENTRY FEE	13 2900 610 2 561 001	\$375.00
197			SOUTH CENTRAL VOLLEYBALL	\$375.00
198	SPORTDECALS	HELMET DECALS	13 2900 610 2 512 001	\$115.00
199			SPORTDECALS	\$115.00
200	STADIUM SPORTS	FFA SHIRTS-2ND ORDER	13 2900 610 2 276 001	\$276.00
201	STADIUM SPORTS	CHRISTMAS SHIRTS	13 2900 610 2 556 001	\$375.00
202	STADIUM SPORTS	COACH APPAREL	13 2900 610 2 562 001	\$2,376.00
203			STADIUM SPORTS	\$3,027.00
204	STANTON COMMUNITY SCHOOLS	6TH GBB REGISTRATION	13 2900 610 2 547 001	\$100.00
205			STANTON COMMUNITY SCHOOLS	\$100.00
206	SUMNERS, PENNY	BOWS	13 2900 610 2 556 001	\$100.00
207			SUMNERS, PENNY	\$100.00
208	TEKAMAH-HERMAN SCHOOLS	6TH GRADE REGISTRATION	13 2900 610 2 547 001	\$150.00
209			TEKAMAH-HERMAN SCHOOLS	\$150.00
210	TERNUS, HAILEY	GAME DAY CHOREO	13 2900 610 2 517 001	\$75.00
211			TERNUS, HAILEY	\$75.00
212	TURNITIN, LLC	SUBSCRIPTION RENEWAL	13 2900 610 2 629 001	\$250.00
213	TURNITIN, LLC	SUBSCRIPTION RENEWAL	13 2900 610 2 575 001	\$250.00
214			TURNITIN, LLC	\$500.00
215	VITALES KADLEC, TANIA	12/2 DEBATE JUDGE	13 2900 610 2 522 001	\$75.00
216	VITALES KADLEC, TANIA	12/8 DEBATE JUDGE	13 2900 610 2 522 001	\$150.00
217			VITALES KADLEC, TANIA	\$225.00
218	WEIS, PAYTON	12/2 DEBATE JUDGE	13 2900 610 2 522 001	\$75.00
219	WEIS, PAYTON	12/8 DEBATE JUDGE	13 2900 610 2 522 001	\$150.00
220			WEIS, PAYTON	\$225.00
221	WEST POINT PUBLIC SCHOOLS	12/9 ENTRY FEE	13 2900 610 2 650 001	\$125.00
222			WEST POINT PUBLIC SCHOOLS	\$125.00
223	WILLOW CREEK HONEY	HONEY FOR FUNDRAISER	13 2900 610 2 276 001	\$390.00
224			WILLOW CREEK HONEY	\$390.00
225	WILTFONG, RILEY	12/16 OFFICIAL	13 2900 610 2 538 001	\$170.00
226			WILTFONG, RILEY	\$170.00
227	WINNERS CIRCLE	END OF SEASON AWARDS	13 2900 610 2 231 001	\$262.27
228	WINNERS CIRCLE	PLAQUE	13 2900 610 2 231 001	\$78.99

229 WINNERS CIRCLE	END OF SEASON AWARDS	13 2900 610 2 231 001	\$195.58
230		WINNERS CIRCLE	\$536.84
231 WISNER-PILGER HIGH SCHOOL	12/22 ENTRY FEE	13 2900 610 2 650 001	\$125.00
232		WISNER-PILGER HIGH SCHOOL	\$125.00
233 GRAND TOTAL			\$88,476.56

DECEMBER 2023 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	AGPARTS WORLDWIDE, INC	WEBCAM CABLE	14 2900 610 2 842 002	\$17.85
2	AGPARTS WORLDWIDE, INC	STUDENT COMPUTER SUPPLIES	14 2900 610 2 842 002	\$233.10
3			AGPARTS WORLDWIDE, INC	\$250.95
4	BATTLE CREEK PUBLIC SCHOOL	WRESTLING MEET 11/28/23	14 2900 610 2 850 002	\$90.00
5			BATTLE CREEK PUBLIC SCHOOL	\$90.00
6	BOONE CENTRAL SCHOOLS	12-9 WRESTLING MEET	14 2900 610 2 850 002	\$100.00
7			BOONE CENTRAL SCHOOLS	\$100.00
8	CARD SERVICES	PAINT #24	14 2900 610 2 828 002	\$29.82
9	CARD SERVICES	PLAY SUPPLIES #24	14 2900 610 2 828 002	\$95.10
10	CARD SERVICES	DRAMA SUPPLIES #24	14 2900 610 2 828 002	\$64.58
11	CARD SERVICES	PHILANTHROPY SUPPLIES #24	14 2900 610 2 830 002	\$278.87
12	CARD SERVICES	RESTOCK CONCESSIONS #11	14 2900 610 2 835 002	\$11.45
13	CARD SERVICES	CONCESSION SUPPLIES #24	14 2900 610 2 835 002	\$29.56
14	CARD SERVICES	CONCESSION SUPPLIES #24	14 2900 610 2 835 002	\$22.90
15	CARD SERVICES	CONCESSION SUPPLIES #24	14 2900 610 2 835 002	\$36.15
16	CARD SERVICES	PIZZA FOR CONCESSIONS #24	14 2900 610 2 835 002	\$90.00
17	CARD SERVICES	SHOW CHOIR UNIFORMS #24	14 2900 610 2 875 002	\$379.62
18			CARD SERVICES	\$1,038.05
19	CARSTENS, ETHAN	OFFICIAL PAY 12/12/23	14 2900 610 2 850 002	\$150.00
20			CARSTENS, ETHAN	\$150.00
21	COOLEY, STEVEN	OFFICIAL PAY 12/12/23	14 2900 610 2 850 002	\$150.00
22			COOLEY, STEVEN	\$150.00
23	GODFATHERS PIZZA NORFOLK	PIZZA FOR CONCESSIONS	14 2900 610 2 835 002	\$90.00
24	GODFATHERS PIZZA NORFOLK	PIZZA FOR CONCESSIONS	14 2900 610 2 835 002	\$105.00
25			GODFATHERS PIZZA NORFOLK	\$195.00
26	HAUFF MID AMERICA SPORTS	MARKER BOARD	14 2900 610 2 849 002	\$24.95
27			HAUFF MID AMERICA SPORTS	\$24.95
28	HENKEL, KARL	ALL STATE MUSIC CONFERENCE	14 2900 610 2 875 002	\$235.99
29			HENKEL, KARL	\$235.99
30	MARATHON PRESS INC	YEARBOOK RENEWAL	14 2900 610 2 865 002	\$60.00
31			MARATHON PRESS INC	\$60.00
32	NAJE INC	JAZZ FESTIVAL REGISTRATION	14 2900 610 2 861 002	\$300.00
33			NAJE INC	\$300.00
34	NPS GENERAL FUND	WORKERS/PAYROLL SEPT-OCT	14 2900 610 2 846 002	\$1,105.20
35	NPS GENERAL FUND	WORKERS/PAYROLL SEPT-OCT	14 2900 610 2 847 002	\$2,579.20
36	NPS GENERAL FUND	WORKERS/PAYROLL SEPT-OCT	14 2900 610 2 835 002	\$590.87
37			NPS GENERAL FUND	\$4,275.27
	RIDDELL/ALL AMERICAN	SHOULDER PADS	14 2900 610 2 845 002	\$1,599.95
38	SPORTS CORP			

39		RIDDELL/ALL AMERICAN	\$1,599.95
40	STADIUM SPORTS	SPORTS CORP	
41	WRESTLING T SHIRTS	14 2900 610 2 870 002	\$266.00
42	STANTON MUSIC BOOSTERS	STADIUM SPORTS	\$266.00
43	HONOR CHOIR REGISTRATION	14 2900 610 2 845 002	\$420.00
44	STEPANEK, NEAL	STANTON MUSIC BOOSTERS	\$420.00
45	OFFICIAL PAY 12/12/23	14 2900 610 2 850 002	\$150.00
46	TEECO INC	STEPANEK, NEAL	\$150.00
47	LEASE RO, WATER COOLER	14 2900 610 2 840 002	\$38.00
48	QUIZ BOWL REGISTRATION	TEECO INC	\$38.00
49	HONOR BAND AUDITION FEES	14 2900 610 2 840 002	\$28.62
50	WAYNE STATE COLLEGE	THINKING CAP QUIZ BOWL	\$28.62
51		14 2900 610 2 861 002	\$160.00
52	GRAND TOTAL	WAYNE STATE COLLEGE	\$160.00
			\$9,532.78

DECEMBER 2023 SUBSIDIARY EXPENDITURES

1	AP TINT COMPANY	WINDOW TINTING DUE TO ACCIDENT	05 2900 610 0 050 000	\$75.00
2			AP TINT COMPANY	\$75.00
3	CARD SERVICES	ELA SUPPLIES-GRANT #13	05 2900 610 0 040 000	\$183.01
4	CARD SERVICES	READING GRANT MONEY	05 2900 610 0 040 000	\$94.60
5	CARD SERVICES	STUDENT SUPPLIES #13	05 2900 610 0 044 000	\$418.54
6	CARD SERVICES	WELLNESS PICKLE BALL PROGRAM	05 2900 610 0 060 000	\$612.70
7	CARD SERVICES	WELLNESS PICKLE BALL NET #3	05 2900 610 0 060 000	\$160.49
8	CARD SERVICES	WELLNESS PICKLE BALL SUPPLIES	05 2900 610 0 060 000	\$889.10
9	CARD SERVICES	PIZZA WITH PRINCIPAL #9	05 2900 610 0 063 000	\$27.78
10	CARD SERVICES	PIZZA WITH PRINCIPAL #9	05 2900 610 0 063 000	\$32.60
11	CARD SERVICES	PE AND RECESS SUPPLIES #9	05 2900 610 0 063 000	\$152.28
12	CARD SERVICES	STUDENT PROJECTS #9	05 2900 610 0 063 000	\$224.20
13	CARD SERVICES	MINI PROJECTORS #9	05 2900 610 0 063 000	-\$119.98
14	CARD SERVICES	CLASSROOM SUPPLIES #12	05 2900 610 0 073 000	\$85.68
15	CARD SERVICES	TNL MEETING SUPPLIES #2	05 2900 610 0 081 000	\$134.78
16	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 093 000	\$19.42
17	CARD SERVICES	AFTERSHOCK SUPPLIES #18	05 2900 610 0 093 000	\$6.53
18	CARD SERVICES	BREAKROOM SUPPLIES #19	05 2900 610 0 095 000	\$195.77
19			CARD SERVICES	\$3,117.50
20	CHESTERMAN COMPANY	CONCESSION SUPPLIES	05 2900 610 0 043 000	\$184.32
21			CHESTERMAN COMPANY	\$184.32
22	CUSTOM SPORTS	DAYCOS GRANT PANTHER PARTNERS	05 2900 610 0 061 000	\$810.00
23			CUSTOM SPORTS	\$810.00
24	FUN AND FUNCTION, LLC	SENSORY SUPPLIES-PREMIER	05 2900 610 0 058 000	\$3,408.99
25	FUN AND FUNCTION, LLC	SENSORY SUPPLIES-PREMIER	05 2900 610 0 058 000	\$3,615.83
26			FUN AND FUNCTION, LLC	\$7,024.82
27	LONDON, JAMIE	DOJO POINT AWARDS REIMB	05 2900 610 0 063 000	\$105.52
28			LONDON, JAMIE	\$105.52
	MADISON NATIONAL LIFE	DEC23 LIFE INSUR RETIREES	05 2900 610 0 090 000	\$486.72
29	INSURANCE CO			
			MADISON NATIONAL LIFE	\$486.72
30			INSURANCE CO	
31	MAHASKA	POPCORN OIL	05 2900 610 0 061 000	\$22.00
32			MAHASKA	\$22.00
33	NEBR CHORAL DIRECTORS ASSN	STUDENT EVENT REGISTRATION	05 2900 610 0 040 000	\$515.00
34			NEBR CHORAL DIRECTORS ASSN	\$515.00
35	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 050 000	\$70.58
36			NORFOLK SENIOR HIGH SCHOOL	\$70.58
37	NPS GENERAL FUND	BSB K.BASSETT DEC23 PAYROLL	05 2900 610 0 038 000	\$1,011.32

38			NPS GENERAL FUND	\$1,011.32
39	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 050 000	\$39.34
40			NPS-JUNIOR HIGH SCHOOL	\$39.34
	ORIENTAL TRADING COMPANY	FAMILY READING NIGHT DAYCOS	05 2900 610 0 061 000	\$40.59
41	INC			
	ORIENTAL TRADING COMPANY	FAMILY READING NIGHT DAYCOS	05 2900 610 0 061 000	\$14.36
42	INC			
	ORIENTAL TRADING COMPANY	WINTER STEM SUPPLIES	05 2900 610 0 069 000	\$17.14
43	INC			
			ORIENTAL TRADING COMPANY	\$72.09
44			INC	
45	REAL REPTILES LLC	SCIENCE DAY PRESENTER	05 2900 610 0 076 000	\$850.00
46			REAL REPTILES LLC	\$850.00
47	SCHOLASTIC, INC.	HUMANITIES GRANT-BOOKS	05 2900 610 0 061 000	\$71.90
48			SCHOLASTIC, INC.	\$71.90
	UNIVERSITY OF NEBRASKA-	SCIENCE DAY	05 2900 610 0 076 000	\$50.00
49	LINCOLN			
			UNIVERSITY OF NEBRASKA-	\$50.00
50			LINCOLN	
51	WERNER, HEATHER	MTSS MEAL	05 2900 610 0 095 000	\$26.00
52			WERNER, HEATHER	\$26.00
53	GRAND TOTAL			\$14,532.11

Administrative Rule Regarding Athletics, Activities, Clubs and Organization (Related Board Policies: 5301 and 5302)

Introduction

Athletics, activities, clubs and organizations offer opportunities for students to learn the values of teamwork, individual and group responsibility, physical and mental strength and endurance, competition, diversity, and a sense of culture and community. "These extracurricular activities provide a channel for reinforcing the lessons learned in the classroom, offering students the opportunity to apply academic skills in a real-world context, and are thus considered part of a well-rounded education." - National Center For Educational Statistics (NCES)

Norfolk Public Schools has a long-standing tradition of commitment to our athletics, activities, clubs and organizations and is proud to offer a wide variety of opportunities for our students to participate. According to Board Policy 5302 these organizations are a vital part of the total education program, as they accomplish the following:

- 1) Extend and reinforce the instructional program.
- 2) Give students practice in democratic self-government.
- 3) Develop student morale and support for the school.
- 4) Honor outstanding student achievement.
- 5) Provide wholesome social and recreational activities.

The following is a summary of the different types or categories of athletics, activities, clubs and organizations that are offered by NPS.

Nebraska School Activities Association (NSAA):

According to Board Policy 5301, The Norfolk Public School District is a member of the Nebraska School Activities Association, which is a voluntary organization of public and parochial schools of Nebraska organized for the purpose of promoting and regulating the competition between schools in what is generally known as the extracurricular activities. All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of Norfolk Public Schools.

The finances of NPS' NSAA athletics and activities are provided and managed by the School District within the Activities Fund. These athletics and activities are Board approved and are provided with paid coaches and/or sponsors. These coaches and sponsors are placed on the Extra Duty Pay Scale within the district's negotiated agreement with the Nebraska City Education Association (NCEA) following their approval.

Board Approved NSAA activities include:

Football, Volleyball, Cross Country, Tennis, Golf, Softball, Bowling, Unified Bowling, Basketball, Wrestling, Swimming, Track, Unified Track, Soccer, Baseball, Speech, Debate, One Act/Drama, Journalism, Music (Orchestra, Band, and Choir)

The addition of NSAA Activities may be considered by the school Board if recommended by the Superintendent and Activities Director.

Allied Activities

Allied activities are those not governed by the NSAA that are Board approved with paid coaches and sponsors. The finances of NPS' allied athletics and activities are provided and managed by the School District within the Activities Fund. These coaches and sponsors are placed on the Extra Duty Pay Scale within the district's negotiated agreement with the Nebraska City Education Association (NCEA) following their approval.

Allied activities, clubs and organizations must demonstrate a direct tie to the NPS curriculum and educational program or directly support an approved NSAA activity. Activities, clubs, or organizations that are purely social or recreational in nature will not be approved as allied activities.

Allied activities, clubs and organizations must have a sponsor or coach assigned by the NHS Activities Director. They receive funding via the NHS Activities fund for transportation and other expenses, and they may utilize district resources, including NPS facilities, technology, and logos. They are not subject to the NHS rental policy, but must reserve facilities via the NHS Activities Director.

Approved Allied Activities, Clubs and Organizations include:

Cheer, Dance, Flags, DECA, FBLA, FFA, SKILLS USA, Student Council, Academic Challenge, Mock Trial, VICA, National Honor Society, HOSA, Educators Rising, Poetry Club

Affiliated Activities:

Affiliated activities, clubs and organizations are approved by the Superintendent or designee. The finances of the affiliated activities, clubs and organizations are managed by the School District within the Activities Fund, but they do not have district paid coaches or sponsors. Approved affiliated activities, clubs, and organizations may utilize NPS facilities, technology, and logo. They are not subject to the NHS rental policy, but must reserve facilities via the NHS Activities Director.

Approved Affiliated Activities, Clubs and Organizations include:

Junior Statesmen, Nature Club, Panther Posse, GSA, Math Club, Mental Health Club

Affiliated activities, clubs and organizations may apply to become approved allied activities via the Protocol for Adding a New Allied Activity (Attachment 1).

Non-Affiliated Student Organizations:

Norfolk Public Schools may allow other non-school sponsored student organizations to meet on school property, in accordance with Board Policy 1100 and the Norfolk Public Schools Facilities Rental Handbook. These non-school sponsored student organizations fit within Category A.

Therefore, no rental fee will be charged. However, the non-affiliated organization must provide a certificate of insurance for all meetings and/or events held at an NPS facility.

Non-Affiliated Organizations meeting within NPS include JOI Club and FCA.

Non-affiliated organizations may apply to become approved affiliated activities via the Protocol for Adding a New Allied Activity (Attachment 2).

Note: Although it is preferred that all NSAA, Allied and Affiliated coaches and sponsors are NPS employees, we recognize that this is not always possible. As such, discretion is given to the NHS Activities Director to approve non-employees as coaches/sponsors when it is in the best interest of the school.

Attachment 1: Protocol for Adding a New Allied Activity

1. Submit the following information to the Superintendent and Activities Director.
2. If approved by the Superintendent, the proposal will be presented to the Activities Committee and the full School Board for approval as a Pilot Allied Activity.
3. Following a one-year pilot period, the Pilot Allied Activity will be evaluated by the Activities Committee for potential review by the full School Board for final/formal approval as an Allied Activity.

Information to be completed via the Affiliated Activity Coach/Sponsor:

1. Name of Affiliated sport or activity to be considered for addition:
2. Name of current sponsor or coach:
3. Rational for addition:
4. Budget (Including equipment, supplies, uniform costs, transportation, coach/sponsors, and any other expenses associated with this activity/sport):
5. Personnel (Including how the activity will be staffed and the coach/sponsors proposed placement on the Extra Duty Schedule):
6. Facility needs/requirements
7. Scheduling: games, practices, and any other competitions, events, trips or clinics
8. Any other information not listed above, but pertinent to this discussion

Evaluation Process for Pilot Allied Activity:

How will we know this is successful and should be added as a permanent activity?

1. Participation numbers
2. Impact on overall activities program
3. Actual budget/costs
4. Challenges
5. Successes
6. Opportunities
7. Any other information not listed above, but pertinent to this discussion

Attachment 2: Protocol for Adding a New Affiliated Activity

Submit the following information to the Superintendent and Activities Director for consideration and possible approval.

1. Name of non-affiliated activity or organization:
2. Name of current activity coach or sponsor:
3. Purpose of activity or organization:
4. Activity's tie to the NPS curriculum/educational program or direct support of an NSAA activity:
5. Description of how the activity:
 - a. Extends and reinforces the instructional program.
 - b. Gives students practice in democratic self-government.
 - c. Develops student morale and support for the school.
 - d. Honors outstanding student achievement.
 - e. Provides wholesome social and recreational activities.
6. Description of activity's events, meetings, practices, competitions, etc:
7. Costs/Budget (Including equipment, supplies, uniforms, transportation, coach/sponsors, and any other expenses associated with this activity/sport):
8. Facility needs/requirements:
9. Potential liabilities/issues involved with activity
10. Any other information not listed above, but pertinent to this discussion

Board of Education Regular Meeting
Monday, December 11, 2023 5:30 PM
Norfolk Public School Administration Building
P.O. Box 139
Norfolk, NE 68702-0139

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

1. Date Public Notice appeared in the Norfolk Daily News: December 2, 2023
2. Call to Order
The Norfolk Public School District's board of education meeting was called to order at 5:30 PM.
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
 - 4.1. Focus on the Students
 - A. Norfolk High School presented their Student and Staff Recognition System and how it's used to recognize positive behavior. Staff was present to speak about the program and a video highlighting students was shared, showing the positive impact the recognition program had on them.
 - 4.2. Strategic Action Planning Presentation
 - A. Strategic Action Plan (SAP) Presentations on Student Achievement & Student Support Systems. Speakers and team members included Beth Nelson, Erik Wilson, Tracy Lichty, Tyler Beranek, Paige Hastings, and Elle Nordhues.
 - B. The 2 combined SAP goals state - By 2027 NPS will have district-wide comprehensive behavior, mental health, and academic systems of support for students.
By 2026 NPS will exceed the state average on (all student achievement) assessments.
 - C. The team presented SAP's action plans, systems of support, communication, resources, and implementation. Team members answered questions from the board.
5. Public Comments & Communication
 - A. 2 members of the community spoke during public comment.
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report – Speaker: Dr. Jami Jo Thompson
 - A. The total amount of claims to be approved on the consent agenda for the month of December, 2023 by specific fund are listed below:
General Fund =\$569,050.33
Nutrition Services Fund =\$326,815.49
Cooperative Fund =\$112,758.09
Depreciation Fund =\$5,950.00

Special Building Fund =\$5,950.00

Student Fee Fund = \$9,508.30

- B. The total amount of claims for the month of November, 2023 in the Activities Fund \$87,767.73
 - C. All of these claims were reviewed earlier today by the Finance and Facility Committee.
- 6.2. Teaching & Learning Report - Speaker: Beth Nelson
- A. Curriculum, Instruction, and Assessment - In the Teaching and Learning Department, the recent focus on data analysis has played an important role in driving educational conversations. We've invested time into examining state data, particularly that shared on the state classification system known as AQUESTT. The district's overall classification in the AQUESTT system received a "great" rating which shows the collective efforts of NPS teachers in pursuit of academic excellence. NPS is seeing positive improvement in post pandemic achievement data. Dr. Thompson has highlighted specific details in her report. The AQUESTT system provided a rating for individual buildings within the district. Each building received scores, delineating their performance on a spectrum from "good" to "great" and to "excellent." This report not only offers insights into the specific strengths of each school building but also identifies areas for potential areas for growth and improvement. While the report becomes public in November, principals and teachers have been proactively working on these areas since the beginning of the school year. December serves as a pivotal midyear point for all grade levels and content areas to mark student learning progress and for teachers to begin determining if adjustments in scope and sequence are necessary for the second semester.
- 6.3. Student Programs Report - Speaker: Mary Luhr
- A. Our nurses wrapped up their annual health screenings last week. Students in grades Pre-K-4, 7th, and 10th grade are screened annually. The teaching staff for our special education and English language learner programs have been reviewing programming used for interventions within each program. The workdays provided have been of great benefit. Last Friday I attended the UNK school psychologist interview day. I was able to visit with 4 potential students looking for placement for their internship year.
- 6.4. Student Services Report - Speaker: Mr. Wilson
- A. In November we completed our annual external safety audit of the district. Our district is very fortunate to have had Norfolk Police Department officers complete the safety audits for our last 2 years. This year, to continue to mix things up and get new eyes on our processes and procedures, we were able to have deputies from the Madison County Sheriff's office complete our audit. They went to each of our school buildings dressed in street clothes. They conducted evaluations of our building grounds, tried to gain access to the buildings without following protocols, then conducted safety evaluations of the interior of the building, and finally interviewed random staff members. I have met with the deputies who completed the audits and each building principal to go over the results. Unfortunately, they were able to gain access to a couple of our school buildings due to exterior door lock procedures not being followed. The deputies commented that in all of our buildings staff members confronted them about why they were in the building without a visitors' badge. It was

mentioned that staff members that were interviewed were very knowledgeable of our Standard Response Protocols and had a plan of what to do in an emergency situation. The deputies discussed options for making sure our students and staff could hide in a classroom without being visible from someone looking through a hallway window. Overall, the audit results were very positive and deficiencies have been addressed with building principals. A quote from the auditors that I have encouraged principals to share with their staff was "Safety and security of the building are excellent" We know we are not perfect but try our best to be perfect when it comes to school safety. That was a nice comment to hear from the auditors. Finally on Friday December 8th our SRO's and I presented to all district staff our Safety Standards to ensure we develop a culture of school safety and not complacency. We discussed audit deficiencies like door lock procedures and how to help limit human error when it comes to school safety. We will be offering makeup sessions of that presentation in January to anyone who missed it to ensure all district staff get the information.

- 6.5. Human Resources & Accreditation Report - Speaker: Angie Baumann
 - A. Last week I attended the Missouri Valley School Personnel Administrators Annual Conference. Topics covered included culture, professional development, legal issues, recruitment, retention, staff recognition, AI, and more. Recruiting is underway for the 2024-2025 school year. Principals will begin interviewing for open positions after the first of the year. We have 20 student teachers in our district for the Spring semester. They will be student teaching in the areas of elementary education, special education, social sciences, early childhood education, physical education, English, family & consumer sciences, skilled & technical science, and math.
- 6.6. Superintendent's Report - Speaker: Dr. Jami Jo Thompson
 - A. Presented a report on student achievement and staff engagement survey results.
7. Committee Reports
 - 7.1. Facilities & Finance Committee Report – Speaker: Brenda Carhart
 - A. The Facilities & Finance Committee met on Monday, December 11, 2023 at 4:00 PM. The committee reviewed claims for the month of December and activity claims for November. Other items discussed: Insurance, Updates on current district projects, and Mr. Wilson's transition plan to Business Manager. The next meeting will be Monday, January 8, 2024.
 - 7.2. Policy Committee Report – Speaker: Lindsay Dixon
 - A. Policy Committee meeting minutes from December 6, 2023 reviewed. All changes made to the policies presented.
 - B. Policies reviewed - 4013- 4027 related to personnel:
 - 4013 Personnel Files
 - 4014 Receiving Agents, Salespersons, and Other Business Representatives
 - 4015 Unauthorized Purchases
 - 4016 Use of School Facilities and Equipment by School Employees
 - 4017 Activity Passes
 - 4018 Community Relations – Political Activity
 - 4019 Fair Labor Standards Act (Minimum Wage and Overtime)
 - 4020 Shredding Consumer Reports

- 4021 Social Security Numbers
- 4022 Military and Family Military Leave
- 4023 Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse
- Complaints
- 4024 Wage and Deduction Information
- 4025 Professional Boundaries Between Employees and Students
- 4026 Prohibition on Aiding and Abetting Sexual Abuse
- 4027 Workplace Privacy Policy

7.3. Norfolk Public Schools Foundation Committee Report – Speaker: Brenda Carhart

A. The Norfolk Public Schools Foundation Board of Directors met on November 20, 2023. Ten board members were present. Vice President, Jason Busch, called the meeting to order. Board members discussed recent fundraising efforts and ways to revise current marketing initiatives. Strategic Planning for 2024 was presented by Executive Director, Austin Truex. Two new board members were voted on and approved by the board. They will begin their terms as voting directors in January 2024. Two current board members plan to come off the board. The NPSF Annual Meeting will be held on January 15th.

8. Approve Consent Agenda

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

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

8.1. Minutes reviewed of previous meetings - November 13, 2023 & November 27, 2023.

8.2. Personnel

8.2.1. Contract Approval

A. Nikita Bettin - Business and Technology Teacher, Senior High School, 2023-2024

B. Taya Johnson - 4th Grade Teacher, Jefferson Elementary, 2023-2024

8.2.2. Resignations

A. Rick Allison - 6th Grade teacher at Middle School, retiring, effective at the end of the 2023-2024 contract year.

B. Dianne Hetrick - 2nd Grade teacher at Jefferson, retiring, effective at the end of the 2023-2024 contract year.

C. Dr. Jennifer Robinson - Principal at Junior High, resigning, effective at the end of the 2023-2024 contract year.

D. LuAnn Watson - Speech Language Pathologist at Norfolk Middle School, retiring, effective at the end of the 2023-2024 contract year.

8.3. Claims

A. Claims for the month of December, 2023. These claims were reviewed earlier by our Finance and Facility Committee.

B. No conflict statements this month

9. Action Items

9.1. Discuss, consider and take action to approve the strategic action plan related to student achievement

Motion to approve the strategic action plan related to student achievement at 7:07 PM passed with a motion by Brenda Carhart and a second by Cindy Booth.

Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea

Lindsay Dixon: Yea
Beth Shashikant: Yea
Sandy Wolfe: Yea

- 9.2. Discuss, consider and take action to approve the strategic action plan related to student support systems

Motion to approve the strategic action plan related to student support systems at 7:08 PM passed with a motion by Teri Bauer and a second by Beth Shashikant.

Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea

Lindsay Dixon: Yea
Beth Shashikant: Yea
Sandy Wolfe: Ye

- 9.3. Discuss, consider and take action to approve the 2024-2025 Negotiated Agreement for Non-supervisory Certificated Staff

- A. The Board of Education negotiated with the Norfolk City Education Association as required by state statute. Those negotiations resulted in a 4% total package increase, with 3.55% of this increase being applied to the salary schedule and 0.45% being applied to the increase in benefit costs (which include our legally required FICA and state retirement contributions). Individual raises vary significantly depending on the employee's position on the salary schedule. Our new base salary increased from \$38,627 to \$39,457, which is an increase of \$830. However, our new (first year) teachers actually begin on Step 3 of our salary schedule, resulting in a beginning teacher salary of \$43,008.

Motion to approve the 2024-2025 Negotiated Agreement for Non-supervisory Certificated Staff at 7:11 PM passed with a motion by Teri Bauer and a second by Beth Shashikant.

Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea

Lindsay Dixon: Yea
Beth Shashikant: Yea
Sandy Wolfe: Yea

- 9.4. Discuss, consider, and take action to approve the 2024-2025 K-12 School Calendar

Motion to approve the 2024-2025 K-12 student and staff calendars at 7:14 PM passed with a motion by Lindsay Dixon and a second by Beth Shashikant.

Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea

Lindsay Dixon: Yea
Beth Shashikant: Yea
Sandy Wolfe: Yea

- 9.5. Discuss, consider, and take action to grant permission to request RFPs for exterior door access control

- A. Seeking permission to develop and release an RFP for Exterior Electronic Door Access Control. We have discussed this as part of our Safety Goal but need to get a more solid number to determine what we can accomplish within current budget allowances and grant opportunities through the state.

Motion to grant permission to request RFPs for exterior door access control at 7:15 PM passed with a motion by Beth Shashikant and a second by Brenda Carhart.

Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea

Lindsay Dixon: Yea
Beth Shashikant: Yea
Sandy Wolfe: Yea

- 9.6. Discuss, consider and take action to grant permission to request RFPs for interior door locks

- A. Seeking permission to develop and release an RFP for ensuring all classroom doors have an internal locking mechanism like a push button or flip switch. This has also been discussed as part of our Safety Goal. Once we have bids back we

will determine what we can get accomplished in current budget allowances and possible grant opportunities through the state.

Motion to grant permission to request RFPs for interior door locks at 7:18 PM passed with a motion by Brenda Carhart and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.7. Discuss, consider and take action to approve the NASB ALICAP member Resolution of Commitment

- A. When the Finance and Facilities Committee met with our local insurance agents to discuss our renewal rates, we learned that significant changes had been made to our property insurance coverage and deductibles. Those changes were so detrimental that we found it necessary to reach out to ALICAP for a proposal. As you can see in the attached chart, ALICAP's price, coverage, and deductibles are much better. We have been very pleased with our local agents and would like to keep our business local if possible, but the difference is so significant that we must recommend switching to ALICAP. In order to do that, the Board must approve the attached resolution. Please note that this is a minimum 3 year commitment.

Motion to approve the NASB ALICAP member Resolution of Commitment at 7:22 PM passed with a motion by Teri Bauer and a second by Brenda Carhart.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.8. Discuss, consider and take action to approve the payment of \$362,879 to ALICAP for insurance services from 1/1/2024 to 9/1/2024

Motion to approve the payment of \$362,879 to ALICAP for insurance services from 1/1/2024 to 9/1/2024 at 7:24 PM passed with a motion by Beth Shashikant and a second by Lindsay Dixon.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

9.9. Discuss, consider and take action to approve the first reading of board policies 4013-4027 related to personnel.

Motion to approve the first reading of board policies 4013-4027 at 7:25 PM passed with a motion by Lindsay Dixon and a second by Cindy Booth.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

10. Future Meetings

- A. There will be no 2nd monthly meeting of the Board of Education in December.
B. The next regular meeting of the Board of Education will be held on Monday, January 8, 2024. The regular business meeting will begin at 5:30 PM. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

11. Executive Session -- To Discuss the Superintendent's Contract --As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual

- 11.1. Convene Executive Session -- To Discuss the Superintendent's Contract --As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual

Motion to Convene Executive Session -- To Discuss the Superintendent's Contract --As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual at 7:26 PM passed with a motion by Cindy Booth and a second by Lindsay Dixon.

Teri Bauer: Yea

Lindsay Dixon: Yea

Cindy Booth: Yea

Beth Shashikant: Yea

Brenda Carhart: Yea

Sandy Wolfe: Yea

- 11.2. Reconvene Meeting from Executive Session
 - A. Meeting reconvened at 8:33 PM. No action taken.
12. Adjournment
 - A. The meeting adjourned at 8:33 PM.

Chairperson

Superintendent

		JANUARY 8, 2024		
		NORFOLK PUBLIC SCHOOLS		
		NORFOLK, NEBRASKA		
		GENERAL FUND		
1	A TO Z VAC & SEW	BRUSH ROLLS	01 2610 610 1 001 000	\$33.00
2	A TO Z VAC & SEW	BRUSH ROLLS	01 2610 610 2 001 000	\$33.00
3			A TO Z VAC & SEW	\$66.00
4	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$39.93
5	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$39.92
6	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$75.80
7	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$75.79
8	ADVANCE AUTO PARTS	PARTS	01 2712 610 1 001 000	\$129.86
9	ADVANCE AUTO PARTS	SHOCKS	01 2650 610 1 001 000	\$135.13
10	ADVANCE AUTO PARTS	SHOCKS	01 2650 610 2 001 000	\$135.13
11	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$29.43
12	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$29.43
13	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$3.77
14	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$3.77
15	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$8.28
16	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$8.27
17			ADVANCE AUTO PARTS	\$714.51
18	AGIREPAIR, INC	HEADPHONE JACK REPAIR	01 1150 350 1 004 003	\$69.00
19	AGIREPAIR, INC	GLASS/LCD	01 1200 610 1 004 009	\$159.06
20			AGIREPAIR, INC	\$228.06
21	AKRS EQUIPMENT SOLUTIONS, INC	MOWER/TRACTOR MAINT	01 2630 610 1 001 000	\$55.35
22	AKRS EQUIPMENT SOLUTIONS, INC	MOWER/TRACTOR MAINT	01 2630 610 2 001 000	\$55.35
23			AKRS EQUIPMENT SOLUTIONS, INC	\$110.70
24	ALLAROUND, DANICA	PARENT MILEAGE	01 2713 332 1 004 021	\$22.01
25			ALLAROUND, DANICA	\$22.01
26	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
27	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
28	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50

29	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
30			ALPHA WORKFORCE HEALTH	\$150.00
31	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$57.22
32	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$57.22
33	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.31
34	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.30
35	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$58.94
36	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$58.94
37	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.74
38	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.73
39	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$28.15
40	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$22.70
41	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$15.21
42	APPEARA	LAUNDRY SERVICE	01 2410 340 2 209 001	\$217.70
43	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
44	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
45	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
46	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
47	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$57.22
48	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$57.22
49	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$14.31
50	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$14.30
51	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 1 001 000	\$68.50
52	APPEARA	DISTRICT MT/CUST SHIRTS	01 2610 431 2 001 000	\$68.49
53	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 1 001 000	\$17.12
54	APPEARA	DISTRICT MT/CUST SHIRTS	01 2620 431 2 001 000	\$17.12
55	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
56	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
57	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$45.00
58	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$45.00
59			APPEARA	\$1,248.44
60	ARROW STAGE LINES	SWIMMING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
61	ARROW STAGE LINES	SWIMMING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
62	ARROW STAGE LINES	WRESTLING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
63	ARROW STAGE LINES	WRESTLING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
64	ARROW STAGE LINES	ONE ACT TRANSPORTATION	01 2710 340 1 001 000	\$1,650.00
65	ARROW STAGE LINES	ONE ACT TRANSPORTATION	01 2710 340 2 001 000	\$1,650.00
66	ARROW STAGE LINES	BOYS BASKETBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00

67	ARROW STAGE LINES	BOYS BASKETBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
68	ARROW STAGE LINES	GIRLS BASKETBALL	01 2710 340 1 001 000	\$825.00
69	ARROW STAGE LINES	GIRLS BASKETBALL	01 2710 340 2 001 000	\$825.00
70	ARROW STAGE LINES	WRESTLING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
71	ARROW STAGE LINES	WRESTLING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
72	ARROW STAGE LINES	JV WRESTLING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
73	ARROW STAGE LINES	JV WRESTLING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
74	ARROW STAGE LINES	BOWLING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
75	ARROW STAGE LINES	BOWLING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
76	ARROW STAGE LINES	GIRLS BASKETBALL TRAVEL	01 2710 340 1 001 000	\$825.00
77	ARROW STAGE LINES	GIRLS BASKETBALL TRAVEL	01 2710 340 2 001 000	\$825.00
78	ARROW STAGE LINES	BOYS BASKETBALL TRAVEL	01 2710 340 1 001 000	\$825.00
79	ARROW STAGE LINES	BOYS BASKETBALL TRAVEL	01 2710 340 2 001 000	\$825.00
80	ARROW STAGE LINES	PINK PANTHERS TRANSPORTATION	01 2710 340 1 001 000	\$825.00
81	ARROW STAGE LINES	PINK PANTHERS TRANSPORTATION	01 2710 340 2 001 000	\$825.00
82	ARROW STAGE LINES	WRESTLING TRANSPORTATION	01 2710 340 1 001 000	\$1,650.00
83	ARROW STAGE LINES	WRESTLING TRANSPORTATION	01 2710 340 2 001 000	\$1,650.00
84	ARROW STAGE LINES	BASKETBALL TRANSPORTATION	01 2710 340 1 001 000	\$825.00
85	ARROW STAGE LINES	BASKETBALL TRANSPORTATION	01 2710 340 2 001 000	\$825.00
86	ARROW STAGE LINES	JV WRESTLING TRANSPORTATION	01 2710 340 1 001 000	\$825.00
87	ARROW STAGE LINES	JV WRESTLING TRANSPORTATION	01 2710 340 2 001 000	\$825.00
88			ARROW STAGE LINES	\$26,400.00
89	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 2 001 000	\$350.00
90	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 000	\$350.00
91	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 2 001 001	\$2,400.00
92	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 014	\$3,010.00
93	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 021	\$1,807.50
94			ASPM LANDSCAPES, LLC	\$7,917.50
95	BALSIGER, KATHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$40.55
96			BALSIGER, KATHY	\$40.55
97	BARNHILL ENTERPRISES LLC	BAND FOLDERS	01 1100 610 2 202 001	\$39.20
98			BARNHILL ENTERPRISES LLC	\$39.20
99	BAUER, RACHEL	SIXPENCE MILEAGE	01 3541 333 1 004 000	\$102.18
100			BAUER, RACHEL	\$102.18
101	BAUMANN, ANGIE	PERSONNEL ANNUAL CONFERENCE	01 2211 333 1 901 000	\$74.02
102	BAUMANN, ANGIE	PERSONNEL ANNUAL CONFERENCE	01 2211 333 2 901 000	\$74.01
103			BAUMANN, ANGIE	\$148.03
104	BERTRAND, SAMANTHA	PARENT MILEAGE	01 2713 332 1 004 021	\$106.37

105			BERTRAND, SAMANTHA	\$106.37
106	BLAYLOCK, JILL M	MILEAGE	01 6200 333 1 028 000	\$55.68
107			BLAYLOCK, JILL M	\$55.68
108	BOMGAARS SUPPLY	SAW	01 2620 610 1 001 000	\$95.00
109	BOMGAARS SUPPLY	SAW	01 2620 610 2 001 000	\$94.99
110	BOMGAARS SUPPLY	SOLAR SALT	01 2630 610 1 001 000	\$424.75
111	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 2 001 000	\$424.75
112	BOMGAARS SUPPLY	MAINT. SUPPLIES	01 2650 610 1 001 000	\$19.97
113	BOMGAARS SUPPLY	MAINT. SUPPLIES	01 2650 610 2 001 000	\$19.97
114	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 010	\$408.87
115	BOMGAARS SUPPLY	BLADES	01 2620 610 1 001 000	\$20.99
116	BOMGAARS SUPPLY	BLADES	01 2620 610 2 001 000	\$20.99
117	BOMGAARS SUPPLY	WEATHER STRAPS, BRAKE CLEANER	01 2650 610 1 001 000	\$19.48
118	BOMGAARS SUPPLY	WEATHER STRAPS, BRAKE CLEANER	01 2650 610 2 001 000	\$19.48
119	BOMGAARS SUPPLY	JH CUSTODIAL SUPPLIES	01 2610 610 2 001 002	\$81.46
120	BOMGAARS SUPPLY	STRAINER	01 2610 610 2 001 001	\$8.49
121	BOMGAARS SUPPLY	SUPPLIES	01 2610 610 1 001 000	\$34.99
122	BOMGAARS SUPPLY	SUPPLIES	01 2610 610 2 001 000	\$34.98
123	BOMGAARS SUPPLY	SPRAY PAINT	01 2650 610 1 001 000	\$4.15
124	BOMGAARS SUPPLY	SPRAY PAINT	01 2650 610 2 001 000	\$4.14
125	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$78.56
126	BOMGAARS SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$78.56
127	BOMGAARS SUPPLY	REPLACEMENT CHAIN	01 2620 610 1 001 000	\$16.50
128	BOMGAARS SUPPLY	REPLACEMENT CHAIN	01 2620 610 2 001 000	\$16.49
129	BOMGAARS SUPPLY	DRILL BITS	01 2620 610 1 001 000	\$3.35
130	BOMGAARS SUPPLY	DRILL BITS	01 2620 610 2 001 000	\$3.35
131	BOMGAARS SUPPLY	LEAF BLOWERS	01 2610 610 2 001 000	\$539.98
132	BOMGAARS SUPPLY	SOLAR SALT	01 2620 610 1 001 012	\$162.25
133	BOMGAARS SUPPLY	BATTERY AND CHARGER	01 2650 610 1 001 000	\$99.99
134	BOMGAARS SUPPLY	BATTERY AND CHARGER	01 2650 610 2 001 000	\$99.99
135	BOMGAARS SUPPLY	FASTENERS	01 2620 610 1 001 000	\$1.95
136	BOMGAARS SUPPLY	FASTENERS	01 2620 610 2 001 000	\$1.94
137	BOMGAARS SUPPLY	STUMP OUT, BATTERY	01 2630 610 1 001 000	\$41.99
138	BOMGAARS SUPPLY	STUMP OUT, BATTERY	01 2630 610 2 001 000	\$41.98
139			BOMGAARS SUPPLY	\$2,924.33
140	BRODART CO	SEPT-MAY SUBSCRIPTION	01 2220 640 2 106 002	\$926.10
141			BRODART CO	\$926.10
142	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 1 001 000	\$80.00

143	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 2 001 000	\$80.00
144	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 1 001 000	\$45.00
145	BULLSEYE WINDSHIELD REPAIR	WINDSHIELD REPAIR	01 2650 340 2 001 000	\$45.00
146			BULLSEYE WINDSHIELD REPAIR	\$250.00
147	CANNON MOSS BRYGGER ARCHITECTS	JH ADDITION AND RENO. FINAL	01 2620 431 2 001 002	\$8,000.00
148			CANNON MOSS BRYGGER ARCHITECTS	\$8,000.00
149	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 2530 340 1 001 000	\$24.73
150	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 2 016 001	\$9.68
151	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 104 010	\$297.64
152	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 201 003	\$117.77
153	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 302 004	\$102.61
154	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1190 610 1 163 021	\$21.75
155	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 602 005	\$128.25
156	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 430 014	\$345.67
157	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 2 209 001	\$637.39
158	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 2 141 002	\$329.63
159	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 705 008	\$106.31
160	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 819 009	\$105.42
161	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1100 340 1 904 012	\$143.61
162	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 2620 431 0 001 000	\$10.76
163	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1200 610 1 004 000	\$227.36

164	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1200 610 2 004 000	\$227.36
165	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1291 610 1 017 000	\$52.55
166	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 1292 610 1 017 000	\$52.55
167	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 2530 340 1 001 000	\$2,507.27
168	CAPITAL BUSINESS SYSTEMS, INC	COPIER/PRINTERS	01 2530 340 2 001 000	\$2,507.27
169			CAPITAL BUSINESS SYSTEMS, INC	\$7,955.58
170	CARHART, BRENDA	BOARD CONVENTION TRAVEL	01 2310 333 1 033 000	\$75.33
171	CARHART, BRENDA	BOARD CONVENTION TRAVEL	01 2310 333 2 033 000	\$75.32
172			CARHART, BRENDA	\$150.65
173	CARNEY, ELISSA	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.00
174			CARNEY, ELISSA	\$50.00
175	CDW GOVERNMENT, INC	GOOGLE CHROMECAST W/TV	01 1100 610 1 602 005	\$32.89
176			CDW GOVERNMENT, INC	\$32.89
177	CENTURY LUMBER CO	EPOXY	01 2620 610 2 001 002	\$49.99
178			CENTURY LUMBER CO	\$49.99
179	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
180	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
181	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
182	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
183	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$2.09
184	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$2.09
185	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
186	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
187	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$2.66
188	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$2.66
189	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$3.52
190	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$3.51
191	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$5.80
192	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$5.79
193	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
194	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
195	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$4.47

196	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$4.46
197	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$3.71
198	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$3.70
199	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
200	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
201	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$1.50
202	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$1.50
203	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 1 001 000	\$3.04
204	CITY OF NORFOLK	WASTE REMOVAL	01 2630 420 2 001 000	\$3.04
205	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 010	\$557.18
206	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 001	\$2,600.65
207	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 014	\$1,725.11
208	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 021	\$641.79
209			CITY OF NORFOLK	\$5,593.27
210	CLAUSEN, TAMALA	NOV 2023 PAY	01 2510 333 1 001 000	\$219.43
211	CLAUSEN, TAMALA	NOV 2023 PAY	01 2510 333 2 001 000	\$219.42
212	CLAUSEN, TAMALA	NOV 2023 PAY	01 2510 340 1 001 000	\$1,975.25
213	CLAUSEN, TAMALA	NOV 2023 PAY	01 2510 340 2 001 000	\$1,975.25
214	CLAUSEN, TAMALA	DEC 2023 PAYROLL	01 2510 333 1 001 000	\$131.66
215	CLAUSEN, TAMALA	DEC 2023 PAYROLL	01 2510 333 2 001 000	\$131.65
216	CLAUSEN, TAMALA	DEC 2023 PAYROLL	01 2510 340 1 001 000	\$1,216.88
217	CLAUSEN, TAMALA	DEC 2023 PAYROLL	01 2510 340 2 001 000	\$1,216.87
218			CLAUSEN, TAMALA	\$7,086.41
219	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 010	\$94.96
220	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 003	\$94.96
221	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 004	\$94.60
222	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 005	\$94.96
223	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 008	\$94.96
224	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 009	\$94.96
225	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 012	\$92.43
226	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 2 001 002	\$192.82
227	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 2 001 001	\$381.81
228	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 014	\$190.26
229	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 000	\$188.85
230	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 2 001 000	\$188.85
231	CLEARFLY	PHONE SERVICE JAN24	01 2510 382 1 001 021	\$94.60
232			CLEARFLY	\$1,899.02
233	CLEVELAND, NICHOLAS	ACTIVITY WORKER	01 2190 120 2 001 000	\$129.76

234			CLEVELAND, NICHOLAS	\$129.76
235	COLE PAPERS INC	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$267.70
236	COLE PAPERS INC	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$267.70
237	COLE PAPERS INC	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$803.10
238	COLE PAPERS INC	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$803.10
239			COLE PAPERS INC	\$2,141.60
240	CONTINENTAL BATTERY	EXIDE BATTERY	01 2610 610 1 001 000	\$174.63
241	CONTINENTAL BATTERY	EXIDE BATTERY	01 2610 610 2 001 000	\$174.63
242			CONTINENTAL BATTERY	\$349.26
243	CORNHUSKER MARRIOTT HOTEL	LEGISLATIVE CONF	01 2320 580 1 033 000	\$53.50
244	CORNHUSKER MARRIOTT HOTEL	LEGISLATIVE CONF	01 2320 580 2 033 000	\$53.50
245			CORNHUSKER MARRIOTT HOTEL	\$107.00
246	COURTESY FORD	VEHICLE MAINTENANCE	01 2650 610 1 001 000	\$108.61
247	COURTESY FORD	VEHICLE MAINTENANCE	01 2650 610 2 001 000	\$108.60
248			COURTESY FORD	\$217.21
249	CURRICULUM ASSOCIATES	CURRICULUM	01 1200 640 1 004 000	\$231.66
250	CURRICULUM ASSOCIATES	BOOKS & PERIODICALS	01 6998 640 1 945 000	\$473.58
251			CURRICULUM ASSOCIATES	\$705.24
252	DAS STATE ACCTG-CENTRAL FINANCE OCIO	E-RATE CIRCUIT COST RECOVERY	01 2230 350 1 005 000	\$1,499.98
253	DAS STATE ACCTG-CENTRAL FINANCE OCIO	E-RATE CIRCUIT COST RECOVERY	01 2230 350 2 005 000	\$1,499.97
254			DAS STATE ACCTG-CENTRAL FINANCE OCIO	\$2,999.95
255	DECKER EQUIPMENT COMPANY	SIGNS	01 2410 610 1 904 012	\$265.26
256	DECKER EQUIPMENT COMPANY	SIGNS	01 2710 610 1 001 000	\$132.63
257			DECKER EQUIPMENT COMPANY	\$397.89
258	DEMCO	SUPPLIES	01 2220 610 1 030 000	\$357.02
259			DEMCO	\$357.02
260	DITTER, EMMA	PARENT MILEAGE	01 2713 332 1 004 021	\$57.64
261			DITTER, EMMA	\$57.64
262	EAKES OFFICE PLUS	REPAIR ICE MACHINE	01 2610 431 1 001 003	\$577.02
263	EAKES OFFICE PLUS	DISINFECTANT	01 2610 610 1 001 000	\$185.75
264	EAKES OFFICE PLUS	DISINFECTANT	01 2610 610 2 001 000	\$185.74
265	EAKES OFFICE PLUS	PARTS FOR EXTRACTOR	01 2610 610 1 001 000	\$350.45
266	EAKES OFFICE PLUS	PARTS FOR EXTRACTOR	01 2610 610 2 001 000	\$350.44
267			EAKES OFFICE PLUS	\$1,649.40
268	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$105.95

269	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$105.95
270	ECHO GROUP INC	MOTOR/EMERGENCY LIGHTS	01 2620 610 1 001 000	\$222.45
271	ECHO GROUP INC	MOTOR/EMERGENCY LIGHTS	01 2620 610 2 001 000	\$222.45
272	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 001	\$90.48
273	ECHO GROUP INC	BALLAST	01 2620 610 1 001 000	\$43.08
274	ECHO GROUP INC	BALLAST	01 2620 610 2 001 000	\$43.08
275	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$21.23
276	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$21.22
277			ECHO GROUP INC	\$875.89
278	EGAN SUPPLY COMPANY	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$98.79
279	EGAN SUPPLY COMPANY	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$98.79
280			EGAN SUPPLY COMPANY	\$197.58
281	ELKHORN FEED CENTER	FISH FEED	01 1100 610 2 208 001	\$39.40
282			ELKHORN FEED CENTER	\$39.40
283	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,312.89
284			ELKHORN RURAL PUBLIC POWER	\$1,312.89
285	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$47.94
286	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$47.94
287	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$109.39
288	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$109.39
289			ESSENTIAL SCREEN	\$314.66
290	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES	01 1200 561 2 004 000	\$3,024.80
291	FATHER FLANAGAN'S BOYS' HOME	DUNCAN SERVICES	01 1200 890 2 004 000	\$1,455.40
292			FATHER FLANAGAN'S BOYS' HOME	\$4,480.20
293	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO PRODUCTION	01 2510 340 2 001 001	\$3,036.25
294			FATT SUNNIE STUDIOS	\$3,036.25
295	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$36.29
296	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$49.45
297			FERNAU, JESSICA	\$85.74
298	FLYNN, ALLISON	STAFF MILEAGE	01 2141 333 1 014 000	\$10.74
299	FLYNN, ALLISON	STAFF MILEAGE	01 2141 333 2 014 000	\$10.74
300	FLYNN, ALLISON	STAFF MILEAGE	01 2142 333 1 014 000	\$4.72
301			FLYNN, ALLISON	\$26.20
302	FP MAILING SOLUTIONS	METER RENTAL	01 2510 531 1 001 000	\$138.60
303	FP MAILING SOLUTIONS	METER RENTAL	01 2510 531 2 001 000	\$138.60

304			FP MAILING SOLUTIONS	\$277.20
305	FRISCH, VIRGINIA	STAFF MILEAGE	01 1291 333 1 004 021	\$2.36
306	FRISCH, VIRGINIA	STAFF MILEAGE	01 1292 333 1 004 000	\$24.89
307			FRISCH, VIRGINIA	\$27.25
308	GARCIA, FRANSCHESSA	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$3.93
309			GARCIA, FRANSCHESSA	\$3.93
310	GENERAL FIRE AND SAFETY EQUIPMENT CO. OF OMAHA, NE	COACH BUS SUPPRESSION SYSTEM	01 2710 610 1 001 000	\$105.50
311	GENERAL FIRE AND SAFETY EQUIPMENT CO. OF OMAHA, NE	COACH BUS SUPPRESSION SYSTEM	01 2710 610 2 001 000	\$105.50
312			GENERAL FIRE AND SAFETY EQUIPMENT CO. OF OMAHA, NE	\$211.00
313	GENES MOTOR AND SHARPENING SERVICE	TABLE SAW BLADE SHARPENING	01 1100 340 2 211 001	\$40.00
314			GENES MOTOR AND SHARPENING SERVICE	\$40.00
315	GLASS EDGE INC, THE	FIX SHIFTING WINDOWS	01 2620 431 1 001 014	\$239.00
316			GLASS EDGE INC, THE	\$239.00
317	GRANVILLE, SERENA	PARENT MILEAGE	01 2713 332 1 004 021	\$102.18
318			GRANVILLE, SERENA	\$102.18
319	HAAKE, AMBER	ACTIVITY WORKER	01 2190 120 2 001 000	\$81.10
320			HAAKE, AMBER	\$81.10
321	HAKE, SARAH	STAFF MILEAGE	01 2151 333 1 004 000	\$13.23
322	HAKE, SARAH	STAFF MILEAGE	01 1200 333 1 004 000	\$13.76
323	HAKE, SARAH	STAFF MILEAGE	01 1200 333 2 004 000	\$13.75
324			HAKE, SARAH	\$40.74
325	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$56.77
326			HARDY, MARSHAL	\$56.77
327	HARTHOORN, CORDELL	ACTIVITY WORKER	01 2190 120 2 001 000	\$52.72
328			HARTHOORN, CORDELL	\$52.72
329	HASTINGS, BOBBY	ACTIVITY WORKER	01 2190 120 2 001 000	\$68.94
330			HASTINGS, BOBBY	\$68.94
331	HASTINGS, TRACI	ACTIVITY WORKER	01 2190 120 2 001 000	\$68.94
332			HASTINGS, TRACI	\$68.94
333	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 009	\$178.65
334	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 021	\$42.90

335	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 003	\$114.40
336	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 012	\$148.50
337	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2710 340 1 001 000	\$368.94
338	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2710 340 2 001 000	\$368.93
339	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 004	\$85.80
340	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 014	\$221.65
341	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 2 001 002	\$638.55
342	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 008	\$135.80
343	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 005	\$85.80
344	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 010	\$121.55
345	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 000	\$165.73
346	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 2 001 000	\$165.72
347	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 000	\$7.15
348	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 2 001 000	\$7.15
349	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 1 001 000	\$42.90
350	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 2 001 000	\$42.90
351	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	01 2620 431 2 001 001	\$2,197.76
352			HEARTLAND FIRE PROTECTION INC	\$5,140.78
353	HEARTLAND SEATING INC	INTALL GUSSETS	01 2620 431 2 001 002	\$3,900.00
354			HEARTLAND SEATING INC	\$3,900.00

355	HENKEL, KARL	STAFF MILEAGE	01 1100 333 2 001 000	\$12.97
356			HENKEL, KARL	\$12.97
357	HERLEY & REINKE ACCOUNTING, P.C.	2022-23 AUDIT	01 2510 315 1 001 000	\$11,001.50
358	HERLEY & REINKE ACCOUNTING, P.C.	2022-23 AUDIT	01 2510 315 2 001 000	\$11,001.50
359			HERLEY & REINKE ACCOUNTING, P.C.	\$22,003.00
360	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$279.80
361	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$97.32
362			HOFERER, KIMBERLY	\$377.12
363	HOFMANN PLUMBING	ADMIN BUILDING TOILET LEAK	01 2620 431 2 001 000	\$69.18
364	HOFMANN PLUMBING	ADMIN BUILDING TOILET LEAK	01 2620 431 1 001 000	\$69.17
365	HOFMANN PLUMBING	REPAIR TO LEAKING GATE VALVE	01 2620 431 2 001 002	\$4,927.95
366			HOFMANN PLUMBING	\$5,066.30
367	HOLIDAY INN HOTEL & SUITES	STEPS TRAINING LODGING	01 1200 580 1 004 000	\$220.00
368			HOLIDAY INN HOTEL & SUITES	\$220.00
369	HOME DEPOT PRO, THE	PAPER TOWELS	01 2610 610 1 001 021	\$1,301.76
370			HOME DEPOT PRO, THE	\$1,301.76
371	HORSLEY, JESSICA	STAFF MILEAGE	01 1100 333 1 001 000	\$121.47
372	HORSLEY, JESSICA	STAFF MILEAGE	01 1100 333 2 001 000	\$121.47
373			HORSLEY, JESSICA	\$242.94
374	HUFF CONSTRUCTION INC.	BEL AIR ADDITION/RENOVATION	01 6998 720 1 945 010	\$49,719.09
375			HUFF CONSTRUCTION INC.	\$49,719.09
376	HUGHES, AMY	CONTRACTED PT SCHOOL AGE	01 2171 320 1 004 000	\$6,318.00
377	HUGHES, AMY	CONTRACTED PT SCHOOL AGE	01 2171 334 1 004 000	\$67.60
378			HUGHES, AMY	\$6,385.60
379	INSECT LORE	CATERPILLARS	01 1150 610 1 256 003	\$26.94
380			INSECT LORE	\$26.94
381	J W PEPPER, INC	CONCERT MUSIC	01 1100 610 2 207 001	\$626.74
382	J W PEPPER, INC	CONCERT MUSIC	01 1100 610 2 207 001	\$149.25
383	J W PEPPER, INC	ELKHORN BAND OLYMPICS MUSIC	01 1100 610 2 202 001	\$102.97
384	J W PEPPER, INC	MUSIC	01 1100 610 2 202 001	\$98.90
385			J W PEPPER, INC	\$977.86
386	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 005	\$87.62
387	KELLY SUPPLY COMPANY	BELT	01 2620 610 1 001 014	\$35.31
388	KELLY SUPPLY COMPANY	SUPPLIES	01 2630 610 1 001 000	\$26.71
389	KELLY SUPPLY COMPANY	SUPPLIES	01 2650 610 2 001 000	\$26.71

390	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 001	\$35.31
391	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$59.02
392			KELLY SUPPLY COMPANY	\$270.68
393	KING'S LANES	LANE RENTAL FOR PRACTICE	01 2510 890 2 001 000	\$2,000.00
394			KING'S LANES	\$2,000.00
395	KNIGHT, KARLA	STAFF MILEAGE	01 2153 333 1 004 000	\$15.52
396	KNIGHT, KARLA	STAFF MILEAGE	01 2152 333 1 004 021	\$12.71
397	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$25.02
398			KNIGHT, KARLA	\$53.25
399	KOHL, EMMA	ACTIVITY WORKER	01 2190 120 2 001 000	\$24.33
400			KOHL, EMMA	\$24.33
401	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$51.22
402	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 2 004 000	\$51.22
403			KONERT, NICOLE	\$102.44
404	KORTH, JESSIE	CONTRACTED PT SERVICES BIRTH-5	01 2173 320 1 004 000	\$3,839.40
405	KORTH, JESSIE	CONTRACTED PT SERVICES BIRTH-5	01 2172 320 1 004 000	\$3,839.40
406	KORTH, JESSIE	PT SERVICES BIRTH-5 MILEAGE	01 2173 334 1 004 000	\$115.38
407	KORTH, JESSIE	PT SERVICES BIRTH-5 MILEAGE	01 2172 334 1 004 000	\$115.38
408			KORTH, JESSIE	\$7,909.56
409	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 1 001 000	\$430.86
410	KURITA AMERICA, INC.	WATER TREATMENT	01 2620 610 2 001 000	\$430.85
411			KURITA AMERICA, INC.	\$861.71
412	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 000	\$73.50
413	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 000	\$73.50
414	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 014	\$49.00
415	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 001	\$49.00
416	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 001 002	\$49.00
417	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 2 016 001	\$49.00
418	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 004	\$49.00
419	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 003	\$49.00
420	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 009	\$49.00
421	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 008	\$49.00
422	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 012	\$49.00
423	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 005	\$49.00
424	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 021	\$49.00
425	KUSTOM PEST CONTROL	PEST REMOVAL SERVICES	01 2630 340 1 001 010	\$49.00
426			KUSTOM PEST CONTROL	\$735.00
427	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$68.94

428			LAMMERS, NANCY	\$68.94
429	LAQUITA INN KEARNEY	NETWORKING EVENT LODGING	01 3541 580 1 004 000	\$596.00
430			LAQUITA INN KEARNEY	\$596.00
431	LESSONPIX, INC	GROUP USER LICENSE	01 2151 610 1 004 000	\$162.00
432	LESSONPIX, INC	GROUP USER LICENSE	01 2151 610 2 004 000	\$162.00
433			LESSONPIX, INC	\$324.00
434	LEXIA LEARNING SYSTEMS LLC	CORE 5 SUBSCRIPTIONS	01 1200 643 1 004 000	\$892.50
435			LEXIA LEARNING SYSTEMS LLC	\$892.50
436	LINCOLN NORTHEAST MUSIC BOOSTERS	SHOW CHOIR ENTRY FEE	01 1100 810 2 207 001	\$200.00
437			LINCOLN NORTHEAST MUSIC BOOSTERS	\$200.00
438	LUHR, MARY	STAFF MILEAGE	01 1200 333 1 004 000	\$110.70
439	LUHR, MARY	STAFF MILEAGE	01 1200 333 2 004 000	\$110.69
440			LUHR, MARY	\$221.39
441	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 1 001 000	\$101.64
442	MATHESON TRI-GAS INC.	CHEMICALS	01 2620 610 2 001 000	\$101.64
443			MATHESON TRI-GAS INC.	\$203.28
444	MCGRAW-HILL SCHOOL EDUCATION LLC	WONDERS	01 6998 640 1 945 000	\$455.60
445	MCGRAW-HILL SCHOOL EDUCATION LLC	WONDERS	01 6998 640 1 945 000	\$10,480.78
446			MCGRAW-HILL SCHOOL EDUCATION LLC	\$10,936.38
447	MCNALLY, JILL	RBI INTERANAL COACHING	01 6416 340 1 017 000	\$677.40
448			MCNALLY, JILL	\$677.40
449	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 1 001 000	\$16.96
450	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 2 001 000	\$16.95
451	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 1 001 000	\$9.99
452	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 2 001 000	\$9.99
453	MEISINGER OIL CO	DIESEL	01 2712 626 1 001 000	\$1,618.12
454	MEISINGER OIL CO	DIESEL	01 2650 626 1 001 000	\$89.89
455	MEISINGER OIL CO	DIESEL	01 2650 626 2 001 000	\$89.90
456	MEISINGER OIL CO	DIESEL	01 2710 626 1 001 000	\$3,595.81
457	MEISINGER OIL CO	DIESEL	01 2710 626 2 001 000	\$3,595.81
458	MEISINGER OIL CO	UNLEADED FUEL	01 2712 626 1 001 000	\$1,799.94
459	MEISINGER OIL CO	UNLEADED FUEL	01 2650 626 1 001 000	\$3,599.88
460	MEISINGER OIL CO	UNLEADED FUEL	01 2650 626 2 001 000	\$3,599.88

461	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 1 001 000	\$13.38
462	MEISINGER OIL CO	PROPANE FOR FORKLIFT	01 2620 610 2 001 000	\$13.37
463			MEISINGER OIL CO	\$18,069.87
464	MENARDS	CLIPS AND CONDUIT	01 2610 610 1 001 000	\$15.64
465	MENARDS	CLIPS AND CONDUIT	01 2610 610 2 001 000	\$15.64
466	MENARDS	SUPPLIES	01 2610 610 1 001 000	\$2.54
467	MENARDS	SUPPLIES	01 2610 610 2 001 000	\$2.54
468	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$13.98
469	MENARDS	MAINT. SUPPLIES	01 2620 610 1 001 000	\$48.25
470	MENARDS	MAINT. SUPPLIES	01 2620 610 2 001 000	\$48.24
471	MENARDS	TIRE GUAGE	01 2620 610 1 001 000	\$4.00
472	MENARDS	TIRE GUAGE	01 2620 610 2 001 000	\$3.99
473	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$5.94
474	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$5.94
475	MENARDS	QUICK LINKS	01 2620 610 1 001 000	\$9.44
476	MENARDS	QUICK LINKS	01 2620 610 2 001 000	\$9.44
477	MENARDS	LIGHT PANEL, CEMENT PATCH	01 2620 610 1 001 008	\$69.42
478	MENARDS	SUPPLIES	01 2610 610 2 001 002	\$81.46
479	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$14.98
480	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$14.97
481	MENARDS	DUCT SUPPLIES	01 2610 610 1 001 000	\$6.74
482	MENARDS	DUCT SUPPLIES	01 2610 610 2 001 000	\$6.74
483	MENARDS	BULBS	01 2620 610 2 001 001	\$5.99
484	MENARDS	BULBS	01 2620 610 1 001 014	\$23.97
485	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$21.54
486	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$21.53
487	MENARDS	SPRAY PAINT	01 2620 610 1 001 000	\$5.98
488	MENARDS	SPRAY PAINT	01 2620 610 2 001 000	\$5.98
489	MENARDS	FAUCET LOCKNUTS	01 2620 610 2 001 001	\$2.58
490	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$10.93
491	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$10.93
492	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$13.68
493	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$42.21
494	MENARDS	GASKETS	01 2620 610 1 001 021	\$15.98
495	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.05
496	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.05
497			MENARDS	\$595.29
498	MEURET, MARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$40.55

499			MEURET, MARY	\$40.55
500	MIDLAND UNIVERSITY	SHOW CHOIR ENTRY FEE	01 1100 810 2 207 001	\$200.00
501			MIDLAND UNIVERSITY	\$200.00
502	MILLER, TINA	PARENT MILEAGE	01 2713 332 1 004 021	\$85.15
503			MILLER, TINA	\$85.15
504	MODEL ELECTRIC INC	TEMPORARY POWER FOR BLEACHERS	01 2620 431 2 001 002	\$160.00
505	MODEL ELECTRIC INC	LIGHT BAR REPAIR CARSON	01 2620 431 2 715 001	\$552.78
506	MODEL ELECTRIC INC	REPLACED LIGHTS IN THEATRE	01 2620 431 2 715 001	\$292.50
507			MODEL ELECTRIC INC	\$1,005.28
508	MUELLER, JULIE	STAFF MILEAGE	01 2153 333 1 004 000	\$111.68
509	MUELLER, JULIE	STAFF MILEAGE	01 2152 333 1 004 021	\$43.89
510			MUELLER, JULIE	\$155.57
511	NAPA OF NORFOLK	VEHICLE SUPPLIES	01 2650 610 1 001 000	\$74.58
512	NAPA OF NORFOLK	VEHICLE SUPPLIES	01 2650 610 2 001 000	\$74.58
513			NAPA OF NORFOLK	\$149.16
514	NATIONAL STUDENT CLEARINGHOUSE	STUDENT TRACKER	01 2410 340 2 209 001	\$595.00
515			NATIONAL STUDENT CLEARINGHOUSE	\$595.00
516	NCS PEARSON	Q INTERACTIVE NOV23	01 2141 610 1 014 000	\$33.21
517	NCS PEARSON	Q INTERACTIVE NOV23	01 2141 610 2 014 000	\$33.21
518	NCS PEARSON	Q INTERACTIVE NOV23	01 2142 610 1 014 000	\$7.38
519	NCS PEARSON	Q INTERACTIVE NOV23	01 2141 610 1 014 000	\$107.73
520	NCS PEARSON	Q INTERACTIVE NOV23	01 2141 610 2 014 000	\$107.73
521	NCS PEARSON	Q INTERACTIVE NOV23	01 2142 610 1 014 000	\$23.94
522	NCS PEARSON	Q INTERACTIVE NOV23	01 2141 610 1 014 000	\$107.33
523	NCS PEARSON	Q INTERAVTIVE NOV23	01 2141 610 2 014 000	\$107.32
524	NCS PEARSON	Q INTERAVTIVE NOV 23	01 2142 610 1 014 000	\$23.85
525	NCS PEARSON	Q INTERAVTIVE NOV 23	01 2141 610 1 014 000	\$9.72
526	NCS PEARSON	Q INTERAVTIVE NOV 23	01 2141 610 2 014 000	\$9.72
527	NCS PEARSON	Q INTERAVTIVE NOV 23	01 2142 610 1 014 000	\$2.16
528	NCS PEARSON	TEST FORMS	01 2151 610 1 024 000	\$355.56
529	NCS PEARSON	TEST FORMS	01 2151 610 2 024 000	\$355.55
530			NCS PEARSON	\$1,284.41
531	NCSA	LEGISLATIVE PREVIEW CONF	01 2320 330 1 033 000	\$60.00
532	NCSA	LEGISLATIVE PREVIEW CONF	01 2320 330 2 033 000	\$60.00
533	NCSA	J ERWIN MEMBERSHIP	01 2410 810 2 209 001	\$635.00
534			NCSA	\$755.00

535	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	LAW BOOKS	01 2310 640 1 033 000	\$120.00
536	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	LAW BOOKS	01 2310 640 2 033 000	\$120.00
537			NEBRASKA ASSOCIATION OF SCHOOL BOARDS	\$240.00
538	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 010	\$2,204.87
539	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 003	\$2,175.06
540	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 004	\$2,115.20
541	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 005	\$2,410.57
542	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 008	\$1,744.27
543	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 009	\$1,636.52
544	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 002	\$10,481.29
545	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 001	\$32,718.25
546	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 014	\$7,357.59
547	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 000	\$2,341.24
548	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 2 001 000	\$2,341.23
549	NEBRASKA PUBLIC POWER DISTRICT	ELECTRICITY	01 2610 621 1 001 021	\$1,536.22
550			NEBRASKA PUBLIC POWER DISTRICT	\$69,062.31
551	NORDBY FENCING LLC	TIE WIRES	01 2620 610 1 001 000	\$14.30
552	NORDBY FENCING LLC	TIE WIRES	01 2620 610 2 001 000	\$14.30
553			NORDBY FENCING LLC	\$28.60
554	NORFOLK AUTO SUPPLY	FUEL ELEMENT	01 2710 610 1 001 000	\$11.55
555	NORFOLK AUTO SUPPLY	FUEL ELEMENT	01 2710 610 2 001 000	\$11.54
556			NORFOLK AUTO SUPPLY	\$23.09

557	NORFOLK DAILY NEWS	ADVERTISING FOR JH/BA OPEN	01 2310 540 1 010 000	\$199.40
558	NORFOLK DAILY NEWS	ADVERTISING FOR JH/BA OPEN	01 2310 540 2 010 000	\$199.40
559	NORFOLK DAILY NEWS	ADS	01 2510 540 1 901 000	\$401.10
560	NORFOLK DAILY NEWS	ADS	01 2510 540 2 901 000	\$401.10
561	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$21.97
562	NORFOLK DAILY NEWS	ADS	01 2310 540 2 001 000	\$21.97
563	NORFOLK DAILY NEWS	ADS	01 2510 540 1 001 000	\$69.94
564	NORFOLK DAILY NEWS	ADS	01 2510 540 2 001 000	\$69.94
565			NORFOLK DAILY NEWS	\$1,384.82
566	NORFOLK GM AUTO CENTER	EXHAUST MANIFOLDS REPLACED	01 2650 610 1 001 000	\$307.50
567	NORFOLK GM AUTO CENTER	EXHAUST MANIFOLDS REPLACED	01 2650 610 2 001 000	\$307.50
568	NORFOLK GM AUTO CENTER	EXHAUST MANIFOLDS REPLACED	01 2650 340 1 001 000	\$486.50
569	NORFOLK GM AUTO CENTER	EXHAUST MANIFOLDS REPLACED	01 2650 340 2 001 000	\$486.50
570			NORFOLK GM AUTO CENTER	\$1,588.00
571	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 003	\$18.82
572	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$28.23
573	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$28.23
574	NORFOLK WINSUPPLY	VALVE	01 2620 610 2 001 001	\$42.54
575	NORFOLK WINSUPPLY	MAINT.SUPPLIES	01 2620 610 1 001 000	\$11.82
576	NORFOLK WINSUPPLY	MAINT.SUPPLIES	01 2620 610 2 001 000	\$11.81
577	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 001	\$69.74
578	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 009	\$138.56
579	NORFOLK WINSUPPLY	FAUCET	01 2620 610 2 001 001	\$190.00
580	NORFOLK WINSUPPLY	FAUCET SUPPLIES	01 2620 610 2 001 001	\$26.34
581	NORFOLK WINSUPPLY	CAP NUTS	01 2620 610 1 001 000	\$22.58
582	NORFOLK WINSUPPLY	CAP NUTS	01 2620 610 2 001 000	\$22.58
583	NORFOLK WINSUPPLY	CAP NUTS	01 2620 610 2 001 001	\$45.16
584			NORFOLK WINSUPPLY	\$656.41
585	NORTHEAST COMMUNITY COLLEGE	CPR INSTRUCTOR TRAINING	01 2130 330 1 004 000	\$400.00
586	NORTHEAST COMMUNITY COLLEGE	CPR INSTRUCTOR TRAINING	01 2130 330 2 004 000	\$400.00
587	NORTHEAST COMMUNITY COLLEGE	CPR INSTRUCTOR TRAINING	01 2130 330 1 004 000	\$322.50
588	NORTHEAST COMMUNITY COLLEGE	CPR INSTRUCTOR TRAINING	01 2130 330 2 004 000	\$322.50
589			NORTHEAST COMMUNITY COLLEGE	\$1,445.00

590	NPS SUBSIDIARY	TPT SUPPLIES #13	01 1100 610 1 403 014	\$8.92
591	NPS SUBSIDIARY	DVD PLAYER #13	01 1100 610 1 430 014	\$71.96
592	NPS SUBSIDIARY	SUPPLIES #13	01 1100 610 1 430 014	\$42.84
593	NPS SUBSIDIARY	ALL STATE PLAQUES #21	01 1100 610 2 202 001	\$30.00
594	NPS SUBSIDIARY	ALL STATE PLAQUES #21	01 1100 610 2 205 001	\$30.00
595	NPS SUBSIDIARY	ALL STATE PLAQUES #21	01 1100 610 2 207 001	\$30.00
596	NPS SUBSIDIARY	PLAQUES #21	01 1100 610 2 202 001	\$111.87
597	NPS SUBSIDIARY	PLAQUES #21	01 1100 610 2 205 001	\$111.87
598	NPS SUBSIDIARY	PLAQUES #21	01 1100 610 2 207 001	\$111.88
599	NPS SUBSIDIARY	CARDSTOCK #21	01 1100 610 2 212 001	\$67.96
600	NPS SUBSIDIARY	GRINDER DISCS #21	01 1100 610 2 211 001	\$199.99
601	NPS SUBSIDIARY	LIBRARY LAMINATOR #21	01 2410 610 2 209 001	\$142.14
602	NPS SUBSIDIARY	LAB SUPPLIES #21	01 1100 610 2 206 001	\$86.40
603	NPS SUBSIDIARY	EMBROIDERY SUPPLIES #21	01 2410 610 2 209 001	\$35.97
604	NPS SUBSIDIARY	6TH GRADE SCIENCE QUIZLET #13	01 1100 643 1 407 014	\$136.76
605	NPS SUBSIDIARY	STUDENT INCENTIVES #21	01 1200 610 2 290 001	\$211.88
606	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #22	01 1100 610 2 204 001	\$11.60
607	NPS SUBSIDIARY	WRENCHES #23	01 6700 610 2 028 001	\$809.95
608	NPS SUBSIDIARY	CHICKEN MEDICATION #23	01 1100 610 2 208 001	\$29.99
609	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #23	01 1200 610 2 258 001	\$108.26
610	NPS SUBSIDIARY	STUDENT INCENTIVES #23	01 1200 610 2 290 001	\$202.86
611	NPS SUBSIDIARY	LODGING FOR ALL STATE #27	01 1100 580 2 202 001	\$435.33
612	NPS SUBSIDIARY	LODGING FOR ALL STATE #27	01 1100 580 2 205 001	\$435.33
613	NPS SUBSIDIARY	LODGING FOR ALL STATE #27	01 1100 580 2 207 001	\$435.34
614	NPS SUBSIDIARY	SEMA CONF MEALS #28	01 6700 580 2 028 001	\$108.25
615	NPS SUBSIDIARY	SEMA CONF PARKING #28	01 6700 580 2 028 001	\$138.99
616	NPS SUBSIDIARY	CLASSROOM CHAIR #29	01 2410 610 2 209 001	\$192.59
617	NPS SUBSIDIARY	CARDSTOCK #29	01 1100 610 2 212 001	-\$32.06
618	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #29	01 1100 610 2 204 001	\$146.96
619	NPS SUBSIDIARY	AMAZON SUPPLIES #15	01 1100 610 1 201 003	\$168.82
620	NPS SUBSIDIARY	TRI-STATE SPED LAW CONF	01 1200 580 1 004 014	\$260.00
621	NPS SUBSIDIARY	TRI-STATE SPED LAW CONF	01 1200 580 2 004 002	\$260.00
622	NPS SUBSIDIARY	TRI-STATE SPED LAW CONF	01 1200 580 2 004 001	\$260.00
623	NPS SUBSIDIARY	RETURNED WHEELED TOTE #17	01 2130 610 1 004 000	-\$19.99
624	NPS SUBSIDIARY	RETURNED WHEELED TOTE #17	01 2130 610 2 004 000	-\$19.99
625	NPS SUBSIDIARY	SUPPLIES #17	01 2151 610 1 004 000	\$309.50
626	NPS SUBSIDIARY	AUX CORD #17	01 2151 650 1 004 000	\$16.98
627	NPS SUBSIDIARY	RETD OVER THE EAR HEADSET #17	01 2151 650 1 004 008	-\$113.86

628	NPS SUBSIDIARY	SPED LAW CONF/MEETING LUNCHE	01 1200 580 1 004 000	\$36.80
629	NPS SUBSIDIARY	SPED LAW CONF/MEETING LUNCHE	01 1200 580 2 004 000	\$36.79
630	NPS SUBSIDIARY	SPED LAW CONF/MEETING LUNCHE	01 1200 610 1 004 000	\$91.47
631	NPS SUBSIDIARY	SPED LAW CONF/MEETING LUNCHE	01 1200 610 2 004 000	\$91.47
632	NPS SUBSIDIARY	SPEAKERS #13	01 1100 650 1 430 014	\$59.90
633	NPS SUBSIDIARY	SUPPLIES #13	01 1200 610 1 493 014	\$89.51
634	NPS SUBSIDIARY	PARTITION #13	01 1200 610 1 492 014	\$701.68
635	NPS SUBSIDIARY	FILAMENT #13	01 1100 610 1 430 014	\$90.45
636	NPS SUBSIDIARY	LODGING FOR AG EDUC QUALIFIERS	01 1100 580 2 208 001	\$1,755.48
637	NPS SUBSIDIARY	CLASSROOM SUPPLIES #5	01 1100 610 2 206 001	\$11.72
638	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #5	01 1100 610 2 204 001	\$168.32
639	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #5	01 1100 610 2 204 001	\$201.54
640	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #5	01 1100 610 2 204 001	\$3.84
641	NPS SUBSIDIARY	CULINARY LAB SUPPLIES #5	01 1100 610 2 204 001	\$91.62
642	NPS SUBSIDIARY	TRAVEL #5	01 1100 580 2 208 001	\$362.88
643	NPS SUBSIDIARY	CLASSROOM SUPPLIES/INCENTIVES	01 1200 610 1 020 009	\$185.68
644	NPS SUBSIDIARY	CHAIR POCKETS #12	01 1100 610 1 802 009	\$49.79
645	NPS SUBSIDIARY	GENERAL SUPPLIES #12	01 2151 610 1 854 009	\$106.96
646	NPS SUBSIDIARY	SUPPLIES #12	01 2151 610 1 854 009	\$25.98
647	NPS SUBSIDIARY	MAGNETIC COINS #12	01 2151 610 1 854 009	\$21.60
648	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 664 005	\$44.93
649	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 602 005	\$46.98
650	NPS SUBSIDIARY	SUPPLIES #14	01 1100 610 1 602 005	\$17.09
651	NPS SUBSIDIARY	SUPPLIES #14	01 2120 610 1 605 005	\$38.99
652	NPS SUBSIDIARY	OFFICE/RECESS SUPPLIES #14	01 1100 610 1 602 005	\$53.53
653	NPS SUBSIDIARY	BE OUTSTANDING SUCCESS PINS	01 2310 610 1 010 000	\$264.25
654	NPS SUBSIDIARY	BE OUTSTANDING SUCCESS PINS	01 2310 610 2 010 000	\$264.24
655	NPS SUBSIDIARY	NASB STATE ED CONF	01 2320 580 1 033 000	\$237.75
656	NPS SUBSIDIARY	NASB STATE ED CONF	01 2320 580 2 033 000	\$237.75
657	NPS SUBSIDIARY	LODGING STATE ED CONF/SHASHIKANT	01 2310 580 1 033 000	\$158.50
658	NPS SUBSIDIARY	LODGING STATE ED CONF/SHASHIKANT	01 2310 580 2 033 000	\$158.50
659	NPS SUBSIDIARY	LODGING STATE ED CONF/CARHART	01 2310 580 1 033 000	\$158.50
660	NPS SUBSIDIARY	LODGING STATE ED CONF/CARHART	01 2310 580 2 033 000	\$158.50
661	NPS SUBSIDIARY	BUSINESS MANAGER INTERVIEW	01 2320 890 1 033 000	\$43.64
662	NPS SUBSIDIARY	BUSINESS MANAGER INTERVIEW	01 2320 890 2 033 000	\$43.64
663	NPS SUBSIDIARY	FRAMES #1	01 2310 610 1 010 000	\$419.85
664	NPS SUBSIDIARY	FRAMES #1	01 2310 610 2 010 000	\$419.85
665	NPS SUBSIDIARY	S THELEN/CHANGING BEHAV	01 6310 330 1 028 000	\$99.00

666	NPS SUBSIDIARY	INTERACTIVE SOFTWARE	01 1100 643 1 028 000	\$17.99
667	NPS SUBSIDIARY	INTERACTIVE SOFTWARE	01 1100 643 2 028 000	\$17.99
668	NPS SUBSIDIARY	SUPPLIES #3	01 2410 610 1 904 012	\$57.52
669	NPS SUBSIDIARY	SUPPLIES #3	01 2410 610 1 904 012	\$126.94
670	NPS SUBSIDIARY	ENTRY LIGHTS #3	01 1100 610 1 904 012	\$11.34
671	NPS SUBSIDIARY	CLASSROOM SUPPLIES #3	01 1200 610 1 954 012	\$99.00
672	NPS SUBSIDIARY	ENVELOPES/COMMAND	01 1100 610 1 904 012	\$181.91
673	NPS SUBSIDIARY	PAPER #3	01 1100 610 1 913 012	\$41.15
674	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$0.50
675	NPS SUBSIDIARY	BACKGROUND CHECKS #7	01 2510 340 2 001 000	\$0.50
676	NPS SUBSIDIARY	CAREER FAIR #7	01 2210 810 1 901 000	\$50.00
677	NPS SUBSIDIARY	CAREER FAIR #7	01 2210 810 2 901 000	\$50.00
678	NPS SUBSIDIARY	CAREER FAIR #7	01 2210 810 1 901 000	\$75.00
679	NPS SUBSIDIARY	CAREER FAIR #7	01 2210 810 2 901 000	\$75.00
680	NPS SUBSIDIARY	SOLENOID VALVE #8	01 2620 610 1 001 004	\$121.45
681	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 1 001 000	\$77.64
682	NPS SUBSIDIARY	MAINT SUPPLIES #8	01 2620 610 2 001 000	\$77.63
683	NPS SUBSIDIARY	OCTOBER READING	01 3541 610 1 004 000	\$376.46
684	NPS SUBSIDIARY	BOOKS FOR FAMILIES #10	01 3541 610 1 004 000	\$530.67
685	NPS SUBSIDIARY	NOV FAN SUPPLIES #10	01 3541 610 1 004 000	\$188.85
686	NPS SUBSIDIARY	FAN MEAL #10	01 3541 610 1 004 000	\$906.50
687	NPS SUBSIDIARY	CURRICULUM #10	01 1190 610 1 163 021	\$33.06
688	NPS SUBSIDIARY	D BENNET/TRAINING	01 2620 330 1 001 000	\$50.00
689	NPS SUBSIDIARY	D BENNET/TRAINING	01 2620 330 2 001 000	\$50.00
690	NPS SUBSIDIARY	FLAMMABLE STORAGE FEE	01 2620 810 1 001 000	\$120.00
691	NPS SUBSIDIARY	FLAMMABLE STORAGE FEE	01 2620 810 2 001 000	\$120.00
692	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 1 001 000	\$217.53
693	NPS SUBSIDIARY	DEPENDENT/HEALTHCARE FEES	01 2510 340 2 001 000	\$217.52
694	NPS SUBSIDIARY	RBI BOOT CAMP TRAVEL	01 6416 580 1 017 000	\$23.05
695	NPS SUBSIDIARY	DISTRICT FUEL	01 2650 626 2 001 000	\$48.03
696	NPS SUBSIDIARY	BOE FINANCE MEAL #20	01 2510 890 1 001 000	\$28.44
697	NPS SUBSIDIARY	BOE FINANCE MEAL #20	01 2510 890 2 001 000	\$28.44
698	NPS SUBSIDIARY	EDPUZZLE #21	01 1150 610 2 299 001	\$12.50
699	NPS SUBSIDIARY	PARKING #11	01 1200 580 1 004 000	\$16.50
700	NPS SUBSIDIARY	PARKING #11	01 1200 580 2 004 000	\$16.50
701	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 710 008	\$22.85
702	NPS SUBSIDIARY	CHRISTMAS STICKERS #16	01 1100 610 1 701 008	\$35.96
703	NPS SUBSIDIARY	SUPPLIES #16	01 1100 610 1 705 008	\$58.48

704	NPS SUBSIDIARY	POSTCARDS #16	01 1100 610 1 705 008	\$88.00
705	NPS SUBSIDIARY	LAMINATION ROLLS #9	01 1100 610 1 302 004	\$129.73
706	NPS SUBSIDIARY	TABLES #9	01 1100 610 1 302 004	\$524.02
707	NPS SUBSIDIARY	PROJECTOR #24	01 1100 650 2 106 002	\$443.49
708	NPS SUBSIDIARY	PROJECTOR BULB #24	01 1100 610 2 106 002	\$99.20
709	NPS SUBSIDIARY	BOOKS #24	01 2220 640 2 106 002	\$24.09
710	NPS SUBSIDIARY	RETURNED TV #24	01 2410 650 2 141 002	-\$547.97
711	NPS SUBSIDIARY	CARDSTOCK #24	01 1100 610 2 141 002	\$41.97
712	NPS SUBSIDIARY	FOOD LAB SUPPLIES #24	01 1100 610 2 111 002	\$232.40
713	NPS SUBSIDIARY	POSTAGE #24	01 1100 531 2 116 002	\$8.70
714	NPS SUBSIDIARY	POSTAGE #24	01 1100 531 2 116 002	\$4.35
715	NPS SUBSIDIARY	LABEL TAPE #24	01 1100 610 2 141 002	\$39.88
716	NPS SUBSIDIARY	KAZOOS #24	01 1100 610 2 116 002	\$34.37
717	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 114 002	\$32.50
718	NPS SUBSIDIARY	OSS LETTERS #24	01 1100 531 2 116 002	\$17.12
719	NPS SUBSIDIARY	HEALTH OFFICE SUPPLIES #24	01 2130 610 2 147 002	\$7.74
720	NPS SUBSIDIARY	GENERAL SUPPLIES #24	01 1100 610 2 108 002	\$25.49
721	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 113 002	\$55.66
722	NPS SUBSIDIARY	SUPPLIES #24	01 1100 610 2 110 002	\$69.00
723	NPS SUBSIDIARY	SCREWS #24	01 1100 610 2 113 002	\$65.98
724	NPS SUBSIDIARY	INDIVIDUALIZED WORKSPACES #24	01 1200 610 2 004 002	\$3,759.37
725	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 126 010	\$101.07
726	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$14.00
727	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$119.96
728	NPS SUBSIDIARY	PINK TICKETS #6	01 1100 610 1 104 010	\$14.98
729	NPS SUBSIDIARY	WHITE BOARDS #6	01 1100 610 1 128 010	\$59.94
730	NPS SUBSIDIARY	SUPPLIES #6	01 1200 610 1 155 010	\$258.46
731	NPS SUBSIDIARY	SUPPLIES #6	01 1100 610 1 104 010	\$39.53
732			NPS SUBSIDIARY	\$22,570.19
733	OLBERDING, KENT	ACTIVITY WORKER	01 2190 120 2 001 000	\$140.55
734			OLBERDING, KENT	\$140.55
735	OLBERDING, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$40.55
736			OLBERDING, LEAH	\$40.55
737	OMAHA WORLD HERALD	CLASSROOM PAPER SUBSCRIPTION	01 1100 640 2 133 002	\$220.00
738	OMAHA WORLD HERALD	CLASSROOM PAPER SUBSCRIPTION	01 1100 640 2 134 002	\$220.00
739	OMAHA WORLD HERALD	CLASSROOM PAPER SUBSCRIPTION	01 1100 640 2 106 002	\$110.00
740			OMAHA WORLD HERALD	\$550.00
741	ORWIG, JILL	STAFF MILEAGE	01 1200 333 1 004 000	\$92.62

742			ORWIG, JILL	\$92.62
743	PAPIK, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$5.93
744			PAPIK, MEGAN	\$5.93
745	PERRY, GUTHERY, HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$4,489.21
746	PERRY, GUTHERY, HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$4,489.20
747	PERRY, GUTHERY, HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 1 001 000	\$3,125.00
748	PERRY, GUTHERY, HAASE & GESSFORD	LEGAL SERVICES	01 2330 317 2 001 000	\$3,125.00
749			PERRY, GUTHERY, HAASE & GESSFORD	\$15,228.41
750	PETTY, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$52.72
751			PETTY, LEAH	\$52.72
752	PRESENCE LEARNING, INC	PROFESSIONAL EDUCATIONAL	01 2151 320 1 004 000	\$17,861.82
753	PRESENCE LEARNING, INC	OTHER PROF SERVICES	01 1100 340 2 991 001	\$4,486.50
754	PRESENCE LEARNING, INC	OTHER PROF SERVICES	01 1100 340 2 991 002	\$4,486.50
755			PRESENCE LEARNING, INC	\$26,834.82
756	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 1 001 000	\$2,525.25
757	PRIME SANITATION SERVICE	TRASH SERVICE	01 2610 420 2 001 000	\$2,525.25
758			PRIME SANITATION SERVICE	\$5,050.50
759	QUILL CORPORATION	OFFICE SUPPLIES	01 1100 610 1 802 009	\$68.06
760			QUILL CORPORATION	\$68.06
761	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$58.95
762	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$39.30
763			RAMIREZ, SILVIA	\$98.25
764	RASMUSSEN MECHANICAL SERVICES, INC	LABOR TO OVERHEATING ROOMS	01 2620 431 2 001 002	\$558.96
765	RASMUSSEN MECHANICAL SERVICES, INC	ADDED OUTDOOR LIGHTS TO	01 2620 431 2 001 001	\$631.28
766	RASMUSSEN MECHANICAL SERVICES, INC	REPLACED ACTUATOR/REPROGRAM	01 2620 431 1 001 021	\$1,133.25
767			RASMUSSEN MECHANICAL SERVICES, INC	\$2,323.49
768	READING WAREHOUSE, THE	BOOK ORDER	01 2220 640 1 030 000	\$6,426.00
769			READING WAREHOUSE, THE	\$6,426.00
770	RISTAU, RYAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$77.05

771			RISTAU, RYAN	\$77.05
772	SAFESIDE SHREDDING	SHREDDING	01 1100 340 1 430 014	\$40.00
773	SAFESIDE SHREDDING	SHREDDING	01 1100 610 1 705 008	\$40.00
774			SAFESIDE SHREDDING	\$80.00
775	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$121.65
776			SAGER, WAYNE	\$121.65
777	SANCHEZ, ADILENE	PARENT MILEAGE	01 2713 332 1 004 021	\$182.35
778			SANCHEZ, ADILENE	\$182.35
779	SANTILLAN, MISCHA	PARENT MILEAGE	01 2713 332 1 004 021	\$54.76
780			SANTILLAN, MISCHA	\$54.76
781	SCHILLING, DIANE	NURSE MILEAGE	01 2130 333 1 004 000	\$109.84
782			SCHILLING, DIANE	\$109.84
783	SCHOLASTIC, INC	BOOKS	01 6200 640 1 028 008	\$160.23
784	SCHOLASTIC, INC	LIBRARY GRADES 1-3	01 6200 640 1 028 000	\$136.25
785			SCHOLASTIC, INC	\$296.48
786	SCHOOL SPECIALTY, LLC	24/25 SCHOOL SUPPLIES	01 2410 610 2 209 001	\$167.55
787			SCHOOL SPECIALTY, LLC	\$167.55
788	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$228.12
789			SCHUMACHER, EMILY	\$228.12
790	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$273.00
791	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$273.00
792	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
793	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
794			SERVICEMASTER OF NORFOLK	\$3,497.00
795	SETTLES, TIFFANY	PUBLIC RELATIONS MONTHLY	01 2310 333 1 010 000	\$74.00
796	SETTLES, TIFFANY	PUBLIC RELATIONS MONTHLY	01 2310 333 2 010 000	\$74.00
797			SETTLES, TIFFANY	\$148.00
798	SID #1	DEC2023 WOODLAND PARK	01 2610 410 1 001 012	\$149.15
799			SID #1	\$149.15
800	SKOGSTOE, ALINE	STAFF MILEAGE	01 2151 333 1 004 000	\$34.19
801	SKOGSTOE, ALINE	STAFF MILEAGE	01 2151 333 2 004 000	\$34.19
802			SKOGSTOE, ALINE	\$68.38
803	SOMMERFELD AND SON'S CONSTRUCTION	SNOW REMOVAL	01 2630 420 1 001 009	\$325.00
804			SOMMERFELD AND SON'S CONSTRUCTION	\$325.00
805	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 1 014 000	\$21.58
806	SONGCUAN, ALEXANDRA	STAFF MILEAGE	01 2141 333 2 014 000	\$21.58

807			SONGCUAN, ALEXANDRA	\$43.16
808	SPRAY, DAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$129.76
809			SPRAY, DAN	\$129.76
810	STEPP, JUDY	STAFF MILEAGE	01 1200 333 1 004 000	\$73.53
811	STEPP, JUDY	STAFF MILEAGE	01 1200 333 2 004 000	\$73.52
812			STEPP, JUDY	\$147.05
813	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$111.87
814			SULLIVAN, KATLINN	\$111.87
815	SVENSON, TARA	PARENT MILEAGE	01 2713 332 1 004 021	\$88.03
816			SVENSON, TARA	\$88.03
817	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 014	\$223.29
818	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 005	\$223.29
819	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 002	\$223.29
820	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 001	\$223.29
821	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 1 001 000	\$111.67
822	THYSSENKRUPP ELEVATOR CORPORATION	ELEVATOR MAINT	01 2620 431 2 001 000	\$111.67
823			THYSSENKRUPP ELEVATOR CORPORATION	\$1,116.50
824	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 1 001 000	\$503.75
825	TIME MANAGEMENT SYSTEMS	SUPPORT SERVICES FOR TIMECLOCK	01 2510 340 2 001 000	\$503.75
826			TIME MANAGEMENT SYSTEMS	\$1,007.50
827	TRU MARK ATHLETIC FIELD MARKER	FIELD PAINT	01 2620 610 2 001 000	\$3,077.00
828	TRU MARK ATHLETIC FIELD MARKER	FIELD PAINT	01 2620 610 2 001 000	\$3,077.00
829			TRU MARK ATHLETIC FIELD MARKER	\$6,154.00
830	TRUCK CENTER COMPANIES	ALTERNATOR	01 2710 610 1 001 000	\$221.21
831	TRUCK CENTER COMPANIES	ALTERNATOR	01 2710 610 2 001 000	\$221.20
832	TRUCK CENTER COMPANIES	BUS REPAIRS	01 2710 340 1 001 000	\$819.74
833	TRUCK CENTER COMPANIES	BUS REPAIRS	01 2710 340 2 001 000	\$819.74
834			TRUCK CENTER COMPANIES	\$2,081.89

835	UNOMAHA MUSIC DEPARTMENT	UNO JAZZ FESTIVAL	01 1100 810 2 202 001	\$250.00
836			UNOMAHA MUSIC DEPARTMENT	\$250.00
837	VENTRIS LEARNING LLC	UFLI FOUNDATIONS	01 1200 610 1 853 009	\$90.00
838			VENTRIS LEARNING LLC	\$90.00
839	VERIZON WIRELESS	CELL PHONES	01 3541 382 1 004 000	\$160.92
840	VERIZON WIRELESS	CELL PHONES	01 6910 382 1 004 000	\$53.64
841	VERIZON WIRELESS	CELL PHONES	01 6968 382 1 001 014	\$11.14
842	VERIZON WIRELESS	CELL PHONES	01 6968 382 2 001 002	\$11.13
843	VERIZON WIRELESS	CELL PHONES	01 2710 382 1 001 000	\$190.22
844	VERIZON WIRELESS	CELL PHONES	01 2710 382 2 001 000	\$190.22
845	VERIZON WIRELESS	CELL PHONES	01 2670 382 1 035 000	\$190.22
846	VERIZON WIRELESS	CELL PHONES	01 2670 382 2 035 000	\$190.21
847			VERIZON WIRELESS	\$997.70
848	VIC'S ENGINE SERVICE, INC	SUPPLIES	01 2620 610 1 001 000	\$74.68
849	VIC'S ENGINE SERVICE, INC	SUPPLIES	01 2620 610 2 001 000	\$74.68
850			VIC'S ENGINE SERVICE, INC	\$149.36
851	WEGHER, ELLE	STAFF MILEAGE	01 2151 333 1 004 000	\$35.04
852			WEGHER, ELLE	\$35.04
853	WESTERN ROOFING	STRIPPED WALL, REPLACED	01 2620 431 2 001 001	\$2,423.46
854			WESTERN ROOFING	\$2,423.46
855	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 010	\$1,143.53
856	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 003	\$267.60
857	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 004	\$731.84
858	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 005	\$814.44
859	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 021	\$1,805.60
860	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 008	\$2,596.18
861	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 009	\$1,075.66
862	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 012	\$794.37
863	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 2 001 002	\$5,898.30
864	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 2 001 001	\$3,073.04
865	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 014	\$1,351.00
866	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 1 001 000	\$718.70
867	WOODRIVER ENERGY LLC	NATURAL GAS 10/23-11/20/23	01 2610 621 2 001 000	\$718.70
868			WOODRIVER ENERGY LLC	\$20,988.96
869	ZHANG, TAYLOR	STAFF MILEAGE	01 1100 333 1 001 000	\$31.44
870	ZHANG, TAYLOR	STAFF MILEAGE	01 1100 333 1 001 000	\$27.25
871			ZHANG, TAYLOR	\$58.69
872	ZONE, THE	S.BAUER NOV2023 PAYROLL	01 6968 340 1 001 014	\$1,397.07

873	ZONE, THE	M.INDRA DEC2023 PAYROLL	01 6968 340 1 001 014	\$37.50
874	ZONE, THE	S.HUMLICEK DEC2023 PAYROLL	01 6968 340 1 001 014	\$397.50
875			ZONE, THE	\$1,832.07
876	GRAND TOTAL			\$434,525.21
877				
878				
879	<u>NUTRITION FUND</u>			
880	CARDENAS, ALMA	LUNCH ACCT REFUND	02 3100 890 0 001 000	\$53.95
881			CARDENAS, ALMA	\$53.95
882	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	02 3100 340 2 001 001	\$277.02
883	HEARTLAND FIRE PROTECTION INC	INSPECTIONS	02 3100 340 1 001 021	\$286.54
884			HEARTLAND FIRE PROTECTION INC	\$563.56
885	HOBART SALES & SERVICE	REPAIR TO DISWASHING MACHINE	02 3100 340 1 001 021	\$363.99
886	HOBART SALES & SERVICE	REPAIRS FROM SUMMER	02 3100 340 1 001 014	\$4,365.81
887			HOBART SALES & SERVICE	\$4,729.80
888	HUFF CONSTRUCTION INC.	INSTALL KITCHEN CEILING TILES	02 3100 340 1 001 014	\$11,000.00
889			HUFF CONSTRUCTION INC.	\$11,000.00
890	TRIMARK HOCKENBERGS	KITCHEN APPLIANCES	02 3100 340 1 001 010	\$14,648.00
891			TRIMARK HOCKENBERGS	\$14,648.00
892	WICHMAN, JAMIE	REQUESTED LUNCH ACCT. REFUND	02 3100 890 0 001 000	\$40.23
893			WICHMAN, JAMIE	\$40.23
894	GRAND TOTAL			\$31,035.54
895				
896				
897	<u>COOPERATIVE FUND</u>			
898	BARNES, ALECIA	NERP INTERVIEWS MILEAGE	04 1200 580 1 004 000	\$28.17
899	BARNES, ALECIA	NERP INTERVIEWS MILEAGE	04 1200 580 2 004 000	\$28.16
900			BARNES, ALECIA	\$56.33
901	ESU #13	HEARING IMPAIRED SERVICES	04 1200 591 2 004 000	\$825.62
902			ESU #13	\$825.62
903	HELLEBERG, CAROL	ASL MENTORING	04 1200 340 1 004 000	\$280.00
904	HELLEBERG, CAROL	ASL MENTORING	04 1200 340 2 004 000	\$280.00
905			HELLEBERG, CAROL	\$560.00
906	HOYER, VICTORIA	SIGN CLASS INSTRUCTOR	04 1200 340 1 004 000	\$112.50
907	HOYER, VICTORIA	SIGN CLASS INSTRUCTOR	04 1200 340 2 004 000	\$112.50
908			HOYER, VICTORIA	\$225.00

909	NPS GENERAL FUND	POSTAGE FOR INVOICES	04 1200 531 1 004 000	\$3.15
910	NPS GENERAL FUND	POSTAGE FOR INVOICES	04 1200 531 2 004 000	\$3.15
911			NPS GENERAL FUND	\$6.30
912	NPS SUBSIDIARY	SW FALL OUTING-HOTEL RMS #26	04 1200 580 1 004 000	\$792.30
913	NPS SUBSIDIARY	BATTLE OF BOOKS LUNCH #26	04 1200 580 1 004 000	\$125.44
914			NPS SUBSIDIARY	\$917.74
915	PETERSEN, ROXANNE	INTERPRETER FOR ASL CLASS	04 1200 340 1 004 000	\$90.00
916	PETERSEN, ROXANNE	INTERPRETER FOR ASL CLASS	04 1200 340 2 004 000	\$90.00
917			PETERSEN, ROXANNE	\$180.00
918	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$65.24
919	U. S. CELLULAR	HOT SPOTS	04 1200 610 2 004 000	\$65.23
920			U. S. CELLULAR	\$130.47
921	GRAND TOTAL			\$2,901.46
922				
923				
924	SPECIAL BUILDING FUND			
925	CANNON MOSS BRYGGER	MIDDLE SCHOOL ADDITION	08 2620 720 1 001 014	\$5,950.00
926			CANNON MOSS BRYGGER	\$5,950.00
927	GRAND TOTAL			\$5,950.00
928				
929				
930	STUDENT FEE FUND			
931	KEN'S BAND INSTRUMENT REPAIR	TENOR SAX REPAIR	17 2190 340 2 028 002	\$30.00
932	KEN'S BAND INSTRUMENT REPAIR	TENOR SAX REPAIR	17 2190 340 2 028 002	\$20.00
933	KEN'S BAND INSTRUMENT REPAIR	BARI SAX REPAIR	17 2190 340 2 028 002	\$30.00
934	KEN'S BAND INSTRUMENT REPAIR	FLUTE REPAIR	17 2190 340 2 028 002	\$53.00
935	KEN'S BAND INSTRUMENT REPAIR	TENOR SAX REPAIRS	17 2190 340 2 028 002	\$15.00
936	KEN'S BAND INSTRUMENT REPAIR	TENOR SAX REPAIR	17 2190 340 2 028 001	\$37.00
937	KEN'S BAND INSTRUMENT REPAIR	BASS CLARINET REPAIR	17 2190 340 2 028 001	\$15.00
938	KEN'S BAND INSTRUMENT REPAIR	TENOR SAX REPAIR	17 2190 340 2 028 001	\$25.00

939			KEN'S BAND INSTRUMENT REPAIR	\$225.00
940	LARSEN, TERI	FEE WAIVER-REFUND ACT CARD FEE	17 2190 610 2 577 001	\$120.00
941			LARSEN, TERI	\$120.00
942	NPS SUBSIDIARY	QUIZ BOWL REGISTRATION	17 2190 610 2 834 002	\$16.38
943	NPS SUBSIDIARY	SHOW CHOIR COSTUME #29	17 2190 610 2 972 001	\$29.99
944	NPS SUBSIDIARY	SHOW CHOIR COSTUMES #5	17 2190 610 2 972 001	\$373.89
945	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$66.25
946	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$29.18
947	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$108.67
948	NPS SUBSIDIARY	BUZZSPROUT #18	17 2190 610 2 669 002	\$12.00
949	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$255.66
950	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$136.39
951	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 1 669 014	\$111.96
952	NPS SUBSIDIARY	AFTERSHOCK SUPPLIES #18	17 2190 610 2 669 002	\$57.83
953			NPS SUBSIDIARY	\$1,198.20
954	RODGERS, JESSICA	FEE WAIVER-ACT CARD FEE REFUND	17 2190 610 2 577 001	\$40.00
955			RODGERS, JESSICA	\$40.00
956	SCHMITZ, CRYSTAL	ACT CARD REFUNDED-WAIVED	17 2190 610 2 577 001	\$80.00
957	SCHMITZ, CRYSTAL	PART FEE REFUNDED-WAIVED	17 2190 610 2 671 001	\$40.00
958	SCHMITZ, CRYSTAL	TECH FEE REFUNDED-WAIVED	17 2190 610 2 672 001	\$70.00
959			SCHMITZ, CRYSTAL	\$190.00
960	VELAZQUEZ, MADELAINE	TECH FEE RETURNED-WAIVED	17 2190 610 2 672 001	\$35.00
961			VELAZQUEZ, MADELAINE	\$35.00
962	GRAND TOTAL			\$1,808.20

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #172, 659 and 660 for the month of January 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

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #657 and 658 for the month of January 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



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

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

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

Safe Return to In-Person Instruction Plan–Revised

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

At this point, COVID Wastewater Surveillance Reports provided by the Nebraska Department of Health and Human Services indicate that COVID rates in Norfolk are “very low” and “decreasing”. COVID Safety Precautions and Protocols are not necessary at this time, but may be reinstated if transmission rates increase.

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

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

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

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

If you are ill and/or exhibit COVID symptoms:

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

If you test positive for COVID:

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

Additional Information:

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



2024-2025 Calendar

AUGUST 2024						
S	M	T	W	Th	F	S
			31	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 2024						
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 2024						
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 2024						
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 2024						
S	M	T	W	Th	F	S
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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 ****

July
31 Orientation-New Teaching Staff

August
1-5 Orientation-New Teaching Staff
6-9 Orientation- All Teaching Staff
8-9, 12-13 Preschool Home Visits
14 Preschool Orientation 10:00-11:00 or 1:00-2:00
15 Group A-First Day of Preschool (No Group B)
16 Group B-First Day of Preschool (No Group A)
19 All Little Panthers at Preschool

September
2 No School- Labor Day

October
11 No School for Students-Teacher Prof. Dev./ Work Day
14-15 Parent Teacher Conferences (4:00-7:00 pm)
17 PT Conferences (1:00-4:00)
No Half Day Class (AM and PM) Full Day Dismiss at 11:15
18 No School
21 No School for Students-Teacher Prof. Dev./ Work Day

November
27-29 No School- Thanksgiving Break

December
13 No School for Students-Teacher Prof. Dev./ Work Day
23-31 No School-Winter Break

January
1-3 No School-Winter Break
6 No School for Students-Teacher Prof. Dev./ Work Day
7 School Resumes
20 No School- Teacher Professional Development

February
7 No School for Students-Teacher Prof. Dev./ Work Day
10-11 Parent Teacher Conf. (4:00-7:00 pm)
13 PT Conf. (1:00-4:00)
No Half Day Class (AM and PM) Full Day Dismiss at 11:15
14, 17 No School

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

April
17-21 No School-Spring Break
22-25 No School- Preschool Home Visits

May
7 PreK-12 Staff Appreciation Day
20 Last Day of Preschool- Full Day Class Graduation
21-22 Teacher Work Day-GOLD Finalization

JANUARY 2025						
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 2025						
S	M	T	W	Th	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH 2025						
S	M	T	W	Th	F	S
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2	3	4	5	6	7	8
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL 2025						
S	M	T	W	Th	F	S
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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 2025						
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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
Green - No School for students or staff
Purple - Home Visits (2 required per year)

Orange - Professional Development/No School for Students
Blue - Parent/Teacher Conferences
Yellow - No Preschool on Wednesdays