

Agenda

1. Date Public Notice appeared in the Norfolk Daily News:
2. Call to Order
 - 2.1. Roll Call
 - 2.2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
 - 4.1. Focus on the Students
 - 4.2. Award for Excellence
 - 4.3. Special Presentation
5. Public Comments & Communication
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - 6.2. Teaching & Learning Report
 - 6.3. Student Programs Report
 - 6.4. Student Services Report
 - 6.5. Human Resources & Accreditation Report
 - 6.6. Superintendent's Report
7. Committee Reports
 - 7.1. Facilities & Finance Committee Report
 - 7.2. Government Relations Committee Report
 - 7.3. Activities Committee Report
 - 7.4. Curriculum Committee Report
 - 7.5. Norfolk Public Schools Foundation Committee Report
8. Approve Consent Agenda
 - 8.1. Minutes of Previous Meetings
 - 8.2. Personnel
 - 8.2.1. Contract Approval
 - 8.2.2. Resignations
 - 8.3. Claims
9. Action Items
 - 9.1. Discuss, consider and take action to approve the 2 year renewal of our Girls Swimming Coop with Norfolk Catholic High School, Lutheran High Northeast High School, and Wisner-Pilger High School.
 - 9.2. Discuss, consider and take action to approve the addition of Wayne High School to our 2 year Boys Swimming Coop with Norfolk Catholic High School and Lutheran High Northeast High School.
 - 9.3. Discuss, consider and take action to approve the 2024-2025 compensation rate for classified hourly staff.

- 9.4. Discuss, consider and take action to approve the 2024- 2025 compensation rate for classified salaried staff.
- 9.5. Discuss, consider and take action to approve the 2024-2025 employment agreement for nurses
- 9.6. Discuss, consider and take action to approve the 2024-2025 compensation rate for Sixpence Facilitators
- 9.7. Discuss, consider and take action to approve the 2024-2025 compensation rate for administrators
- 9.8. Discuss, consider and take action to approve the 2024-2025 Certificated Substitute Compensation Rate
- 9.9. Discuss, consider and take action to approve the amendment to the negotiated agreement with non-supervisory certificated staff regarding the extra duty schedule
- 9.10. Discuss, consider and take action to grant permission to seek RFPs for the chiller installation at the senior high school
- 9.11. Discuss, consider and take action to approve the purchase of McGraw Hill Building Blocks Preschool Math Program
- 9.12. Discuss, consider and take action to approve the purchase of Amplify Math, Geometry for the Senior High
- 9.13. Discuss, consider and take action to approve the purchase of Kindergarten through 6th Grade iReady Math Program
- 9.14. Discuss, consider and take action to approve the purchase of 7th Grade Essential Health Skills for Middle School by Goodheart-Wilcox Publishing
- 9.15. Discuss, consider and take action to approve the purchase of the Senior High Spanish Senderos Vista Learning Program Renewal
- 9.16. Discuss, consider and take action to approve the second and final reading of Board policies 4028-4133 related to personnel
10. Future Meetings
11. Executive Session -- To Discuss Superintendent Contract Negotiations -- 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 Superintendent Contract Negotiations - - As Needed to Protect the Interest of the District and/or to Prevent Needless Injury to the Reputation of an Individual
 - 11.2. Reconvene Meeting from Executive Session
 - 11.3. Approval of Any Action Deemed Necessary as a Result of Executive Session
12. Adjournment



March 11, 2024

Award for Excellence Summary

Caren Rubio

ELL Paraprofessional, Grant Elementary School

Nomination Comments:

- Caren is a wonderful colleague and a tremendous asset to Grant Elementary! Whether Caren is working in a regular classroom or in the ELL room, she is always looking for ways to help students. Though the ELL students are her priority, she may quietly remind someone to focus or provide quick assistance to another student who needs help. Caren works in many classrooms throughout the day and she is able to adapt to different styles of teaching. She understands what each teacher expects and how they prefer to have things done. She is positive and helps make Grant's environment safe, fun and memorable for our students! Caren's communication with Grant teachers is outstanding! She gives teachers updates on how students are doing by providing helpful feedback. When ELL students move in and out of Grant during the school year, Caren is able to provide thoughtful ideas to help make the ELL schedules more effective. Caren's Spanish speaking skills are highly beneficial to Grant Elementary. New Spanish speaking families feel even more welcome when Caren greets them on their first day. Caren is willing to translate notes from home, for parents who come to the office, or make phone calls. She tries her best to be least disruptive to her ELL schedule and not take too much time away from the students she assists. During Parent Teacher Conferences, she clearly communicates what the teacher and parents are saying. Caren uses professionalism when discussing concerns about a student. Caren wants to do her best and is willing to increase her knowledge and skill level. She has met with Nancy Probasco for "Sound Partner" training in order to provide extra reading practice for ELL students. Nancy has also taught Caren additional behavior strategies and Caren has done a super job implementing these. The additional instruction Caren provides for our students is invaluable! Caren deserves the "Award for Excellence" for the amazing work she is doing at Grant Elementary. She is the type of quality person we need in all our classrooms. Grant is certainly blessed to have her on our team!
- Ms. Rubio is an invaluable member of our Grant team! She is kind, patient, and intuitive when working with all of our students, but this is especially true in regard to how she interacts with our English language learners. She is always aware of their strengths, struggles, and needs and effectively communicates this information to the teaching staff. Not only does she make our students feel welcome, but she also makes their families feel welcome at Grant. She is often involved with the first interactions with our non-English speaking families as a translator. I have no doubt that they appreciate her kind words and smiling face while navigating the enrollment process. We are so fortunate to have Ms. Rubio in our building, she definitely goes above and beyond every day. She truly is OUTSTANDING!
- Caren Rubio is a gift to Grant and to all of our ELL students. She is kind, patient, and full of love for her students. She works tirelessly to help them understand content. She will explain the concept as many times as needed for each and every student she works with. Caren checks in with the teacher to advocate for her students on their growth and struggles. Caren also devotes countless hours interpreting for Grant. She is invaluable to Grant. Caren is a true treasure.
- Her quiet presence calms students and seems to unleash a confidence in them to use their newly acquired English skills and reach out and become more involved in their classroom community. Caren is also more than willing to drop everything and help with a parent phone call or visitor that needs an immediate translator. The other trait that I admire in Caren is her acute observation skills. She sees needs that other busy adults sometimes miss. She is quick to respond or report those needs in her quiet but incredibly efficient way.
- Caren is an amazing asset to Grant School. She enhances our ELL program and is a great resource for our nonEnglish students. She provides them with a sense of comfort, communicating with them in their native language and helping them best adjust to their new environment. In the classroom, Caren supports her ELL students by helping them understand the information being taught. She sits with them, explaining things and supporting their classwork. Additionally, she will supplement the instruction as needed to help her students more fully understand. As a classroom teacher, I also appreciate that Caren is willing to step in from time to time and assist with other students or activities. Her contributions to our school embrace the concept that ALL students are OUR students, not just those who walk in and out of our classroom doors. The smiles on student's faces when you say 'Miss Rubio' are all the proof you need!



- When non English students begin school, things are overwhelming. Caren puts these students at ease with her kindness and gentle demeanor. She is without a doubt the bright spot in their day! I see faces light up when students see Miss Rubio coming to work with them. Normally quiet ELL students turn into happy chatterboxes when working with Miss Rubio. They work hard and want to please her. Miss Rubio helps her students strengthen both their Spanish and English skills. The best learning occurs when a strong relationship comes first!"
- Caren goes ABOVE AND BEYOND what is expected of her. She is willing to come early or stay late to help out when we need her translation skills. She has sought out training to learn new skills and strategies to help the students she works with. She has been an advocate for students in difficult situations, and helped Spanish speaking students work with me to receive counseling. She has a GREAT rapport with students and is a friendly staff member as well. Her cheerfulness and great attitude in every situation makes her so deserving of recognition. She is truly outstanding and conscientious in every way! Grant school is so very blessed to have her!

*Thank you Ms. Rubio for your commitment to our students and our district!
Ms.. Spanel was nominated by a variety of staff at Grant Elementary School.*



Guidelines* for Teachers Leading the Usage of AI in the Classroom

**AI was used to assist in the creation of these guidelines*

This document contains guidelines for the use of artificial intelligence (AI) in Norfolk Public Schools. The goal is to ensure that AI is used in a safe, ethical, and effective way that supports student learning. By following these guidelines, teachers can effectively integrate AI into the classroom, fostering a positive and responsible learning environment for students. The use of AI can enhance students' critical thinking, problem-solving and collaboration skills, preparing them for the opportunities and challenges of the future.

These guidelines apply to all AI-powered tools and applications including but not limited to: chatbots, virtual assistants, educational games, personalized learning platforms, data analytics tools.

NPS expectations for teacher-led AI use in the classroom:

1. Teachers will introduce AI usage as a tool that requires responsibility and ethical decision-making. Teachers must explain the potential benefits and risks associated with AI technologies and encourage students to use AI in ways that respect privacy and avoid harm to others. Potential risks associated with AI technologies include but are not limited to bias and stereotyping that can exist in AI generated items.
2. Teachers will ensure the use of AI technology aligns with and compliments learning objectives established from priority standards.
3. Teachers will ensure an appropriate balance of traditional and AI methods of learning. AI should serve as a supplement to support differentiated learning not replace the valuable role of teachers and other learning activities in the classroom.
4. Teachers will set clear boundaries for when and how AI can be used by students in classroom activities. Teachers can promote responsible AI use by having a student agreement for AI use such as this [example created by TeachAI](#). Teachers can use the [AI Acceptable Use Scale](#) to clarify what level, if any, is an acceptable use of AI on a given task. (The AI Acceptable Use Scale was developed by the [North Carolina Department of Public Instruction](#) based on the work of Dr. Leon Furze, Dr. Mike Perkins, Dr. Jasper Roe FHEA, & Dr. Jason MacVaugh. [Link to original work.](#))
5. Teachers will provide guidance to students on how to appropriately cite AI generated material within student work. (See Resources below for citation options.) Teachers may choose to have students submit an AI disclosure statement that indicates how AI was used (brainstorming, outlining, feedback, editing, etc). It is also acceptable for teachers to request an AI chat transcript to show how students used AI in the completion of work.
6. Teachers will select, demonstrate and practice with students age appropriate uses of AI that emphasizes it as a tool for learning and growth rather than a fast route to work completion.
7. Teachers will ensure the protection of student data as referenced in Policy 6800.



8. Teachers should not rely on plagiarism detectors (e.g. Turnitin) or AI writing detectors (e.g. GPTZero) to detect AI writing within student work. These tools are simply not reliable in detecting AI written work and have a higher likelihood of flagging work of non-native English speakers as AI written. ([See AI-Detectors Biased Against Non-Native English Writers](#))
9. Teachers can use AI as a thought partner to help them generate lesson plans, activity ideas and learning materials for students. Teachers should always evaluate AI generated output for accuracy and bias.
10. As of February 2024 ChatGPT users must be 13 years old to use the service. Gemini (within Google Workspace for Education) is limited to adult use only. Those who teach students under the age of 13 should not encourage students to make an account with ChatGPT. At the same time, teachers should be aware that students under 13 may have made an account on their own and could be using it without direction from the teacher.

As AI in education is continually evolving, it is vital teachers stay up to date on the latest advancements and research to make the most of this technology in the classroom. Always prioritize the needs of the students and use AI as a tool to enhance their learning experience.

Resources (current as of February 2024):

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|---|---|
| <ul style="list-style-type: none">● Educator FAQ for ChatGPT - OpenAI API● AI Prompt Library for Educators● Teach AI – aiEDU● How to cite ChatGPT - APA● How do I cite generative AI in MLA style?● Sample Student Agreement on the Use of AI● AI Acceptable Use Scale● AI in the classroom: What's cheating? What's OK? | <ul style="list-style-type: none">● 30 AI tools for the classroom - Ditch That Textbook● Vanderbilt: Guidance on AI Detection and Why We're Disabling Turnitin's AI Detector● How can educators respond to students presenting AI-generated content as their own?● Setting Ground Rules for Original Writing and ChatGPT● When Should Students Use Artificial Intelligence? |
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NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending February 29, 2024

| Fund/Account | 2023-2024 Beginning Balance | Monthly Receipts | Monthly Disbursements | Ending Balance | |
|--|-----------------------------------|-----------------------|--------------------------|------------------------|--|
| QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2) | \$1,129,074.36 | \$16,108.24 | \$0.00 | \$1,145,182.60 | |
| SPECIAL BUILDING FUND (3) | \$7,096,389.32 | \$48,909.83 | \$13,654.12 | \$7,131,645.03 | |
| DEPRECIATION RESERVE FUND (3) | \$6,587,010.88 | \$19,650.24 | \$0.00 | \$6,606,661.12 | |
| ACTIVITIES ACCOUNT (2) | \$673,894.61 | \$75,489.39 | \$78,955.64 | \$670,428.36 | |
| SUBSIDIARY ACCOUNT (2) | \$416,832.83 | \$34,360.75 | \$48,770.20 | \$402,423.38 | |
| GENERAL FUND (1) | \$12,275,887.83 | \$4,312,766.53 | 4,463,032.43 | \$12,125,621.93 | |
| PAYROLL ACCOUNT (2) | \$5,705.78 | \$3,894,123.39 | \$3,894,123.39 | \$5,705.78 | |
| SCHOOL LUNCH FUND (2) | \$994,489.03 | \$274,562.85 | \$214,854.82 | \$1,054,197.06 | |
| BOND FUND (3) | \$1,131,848.60 | \$3,653.46 | \$0.00 | \$1,135,502.06 | |
| COOPERATIVE FUND (2) | \$296,085.09 | \$70,389.54 | \$7,593.74 | \$358,880.89 | |
| EMPLOYEE BENEFIT FUND (2) | \$4,129.32 | \$9.22 | \$0.00 | \$4,138.54 | |
| ATHLETIC FIELD COOPERATIVE FUND (2) | \$513,695.29 | \$348.98 | \$0.00 | \$514,044.27 | |
| CONVENIENCE FEE FUND (2) | \$14,402.45 | \$211.92 | \$66.35 | \$14,548.02 | |
| STUDENT FEE FUND (2) | \$449,664.69 | \$6,268.13 | \$3,911.70 | \$452,021.12 | |
| TOTAL ALL FUNDS | \$31,589,110.08 | \$8,756,852.47 | \$8,724,962.39 | \$31,621,000.16 | |
| BALANCES CLASSIFIED BY DEPOSITORY | | | | | |
| (1) BANK FIRST | | | | \$12,125,621.93 | |
| (2) ELKHORN VALLEY BANK | | | | \$4,621,570.02 | |
| (3) MIDWEST BANK | | | | \$14,873,808.21 | |
| TOTAL BALANCES | | | | \$31,621,000.16 | |

FEBRUARY 2024 SENIOR HIGH ACTIVITY FUND EXPENDITURES

| | | | | |
|----|--|----------------------------|-----------------------|------------|
| 1 | ADKISSON, STEVEN | 2/3 OFFICIAL | 13 2900 610 2 531 001 | \$85.00 |
| 2 | ADKISSON, STEVEN | 2/3 OFFICIAL | 13 2900 610 2 538 001 | \$85.00 |
| 3 | ADKISSON, STEVEN Total | | | \$170.00 |
| 4 | AGPARTS EDUCATION | CHROMEBOOK SCREENS | 13 2900 610 2 230 001 | \$269.25 |
| 5 | AGPARTS EDUCATION Total | | | \$269.25 |
| 6 | ANDERSON, LYNN | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$36.00 |
| 7 | ANDERSON, LYNN Total | | | \$36.00 |
| 8 | BARRETT, DEAN | 2/16 OFFICIAL | 13 2900 610 2 531 001 | \$170.00 |
| 9 | BARRETT, DEAN Total | | | \$170.00 |
| 10 | BEAUVAIS, NICOLE | LIBRARY BOOK RETURNED | 13 2900 610 2 579 001 | \$20.00 |
| 11 | BEAUVAIS, NICOLE Total | | | \$20.00 |
| 12 | BECKMAN-JURGENSEN, STACEY | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$15.00 |
| 13 | BECKMAN-JURGENSEN, STACEY Total | | | \$15.00 |
| 14 | BIG RED PRINTING | SPEECH VISUAL AIDES | 13 2900 610 2 522 001 | \$87.00 |
| 15 | BIG RED PRINTING Total | | | \$87.00 |
| 16 | BLAZER ATHLETIC EQUIPMENT | WEATHER COVERS FOR PITS | 13 2900 610 2 554 001 | \$5,308.80 |
| 17 | BLAZER ATHLETIC EQUIPMENT Total | | | \$5,308.80 |
| 18 | BODLAK, TYSON | 2/2 OFFICIAL | 13 2900 610 2 531 001 | \$85.00 |
| 19 | BODLAK, TYSON | 2/2 OFFICIAL | 13 2900 610 2 538 001 | \$85.00 |
| 20 | BODLAK, TYSON Total | | | \$170.00 |
| 21 | BOETTGER, LORI | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$5.00 |
| 22 | BOETTGER, LORI Total | | | \$5.00 |
| 23 | BRANDT, TRACY | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$36.00 |
| 24 | BRANDT, TRACY Total | | | \$36.00 |
| 25 | BROMMER, ERIC | GLAZIER CLINIC MEALS REIMB | 13 2900 610 2 528 001 | \$89.01 |
| 26 | BROMMER, ERIC Total | | | \$89.01 |
| 27 | BSN SPORTS, | JAW GUARDS | 13 2900 610 2 530 001 | \$166.39 |
| 28 | BSN SPORTS, | SOCCER BALLS | 13 2900 610 2 533 001 | \$646.53 |
| 29 | BSN SPORTS, | PARKAS | 13 2900 610 2 549 001 | \$330.00 |
| 30 | BSN SPORTS, | SB PANTS FOR 24/25 SEASON | 13 2900 610 2 543 001 | \$923.88 |
| 31 | BSN SPORTS, Total | | | \$2,066.80 |
| 32 | BUCHANAN, AMANDA | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$180.00 |
| 33 | BUCHANAN, AMANDA Total | | | \$180.00 |

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| 34 | BUSCH, JASON | STATE TICKET REFUND | 13 | 2900 | 610 | 2 | 562 | 001 | \$72.00 |
| 35 | BUSCH, JASON Total | | | | | | | | \$72.00 |
| 36 | CARD SERVICES | TRACTOR SUPPLY-ANIMAL SCIENCE | 13 | 2900 | 610 | 2 | 628 | 001 | \$197.94 |
| 37 | CARD SERVICES | TEACHER GEEK-MOTOR & BATTERY | 13 | 2900 | 610 | 2 | 626 | 001 | \$70.08 |
| 38 | CARD SERVICES | MATH TYPE-SUBSCRIPTION | 13 | 2900 | 610 | 2 | 586 | 001 | \$157.03 |
| 39 | CARD SERVICES | AMAZON-REFERENCE TEXTBOOKS | 13 | 2900 | 610 | 2 | 586 | 001 | \$418.25 |
| 40 | CARD SERVICES | STALKER-RADAR BATTERY & | 13 | 2900 | 610 | 2 | 512 | 001 | \$103.70 |
| 41 | CARD SERVICES | SWINE DINING BBQ-SUPERVISION | 13 | 2900 | 610 | 2 | 531 | 001 | \$19.61 |
| 42 | CARD SERVICES | DOMINOS-TEAM MEAL | 13 | 2900 | 610 | 2 | 513 | 001 | \$93.90 |
| 43 | CARD SERVICES | RAISING CANES-TEAM MEAL | 13 | 2900 | 610 | 2 | 513 | 001 | \$252.77 |
| 44 | CARD SERVICES | PIZZA HUT-TEAM MEAL | 13 | 2900 | 610 | 2 | 513 | 001 | \$145.94 |
| 45 | CARD SERVICES | GI PARKS & REC-REGISTRATION | 13 | 2900 | 610 | 2 | 514 | 001 | \$595.00 |
| 46 | CARD SERVICES | FUEL FOR MN CLINIC | 13 | 2900 | 610 | 2 | 516 | 001 | \$42.64 |
| 47 | CARD SERVICES | WALMART-HOT DOG BUNS | 13 | 2900 | 610 | 2 | 502 | 001 | \$20.70 |
| 48 | CARD SERVICES | HYVEE-HOT DOG BUNS | 13 | 2900 | 610 | 2 | 502 | 001 | \$55.44 |
| 49 | CARD SERVICES | HYVEE-HOT DOG BUNS | 13 | 2900 | 610 | 2 | 502 | 001 | \$82.44 |
| 50 | CARD SERVICES | HYVEE-CONCESSION SUPPLIES | 13 | 2900 | 610 | 2 | 502 | 001 | \$288.40 |
| 51 | CARD SERVICES | AMAZON-CHEESE CUPS | 13 | 2900 | 610 | 2 | 502 | 001 | \$111.92 |
| 52 | CARD SERVICES | HYVEE-WATER FOR OFFICIALS | 13 | 2900 | 610 | 2 | 531 | 001 | \$6.98 |
| 53 | CARD SERVICES | WALMART-FRONT OFFICE SUPPLIES | 13 | 2900 | 610 | 2 | 503 | 001 | \$105.92 |
| 54 | CARD SERVICES | WALMART-KLEENEX | 13 | 2900 | 610 | 2 | 503 | 001 | \$213.55 |
| 55 | CARD SERVICES | YORK BARBELL-WEIGHT ROOM | 13 | 2900 | 610 | 2 | 503 | 001 | \$41.51 |
| 56 | CARD SERVICES | AMAZON-CLASSROOM FLAG HOLDERS | 13 | 2900 | 610 | 2 | 503 | 001 | \$17.99 |
| 57 | CARD SERVICES | AMAZON-HUTCHISON CABINET & | 13 | 2900 | 610 | 2 | 503 | 001 | \$209.98 |
| 58 | CARD SERVICES | JIMMY JOHNS-LEXINGTON TEAM | 13 | 2900 | 610 | 2 | 517 | 001 | \$194.45 |
| 59 | CARD SERVICES | AMAZON-WALKIE HOLSTERS | 13 | 2900 | 610 | 2 | 503 | 001 | \$112.94 |
| 60 | CARD SERVICES | AMAZON-STUDENT HYGIENE | 13 | 2900 | 610 | 2 | 503 | 001 | \$75.89 |
| 61 | CARD SERVICES | AMAZON-AMAZON FIRE TABLETS FOR | 13 | 2900 | 610 | 2 | 503 | 001 | \$189.98 |
| 62 | CARD SERVICES | GOODWILL-MUSICAL COSTUME | 13 | 2900 | 610 | 2 | 523 | 001 | \$175.86 |
| 63 | CARD SERVICES | HARBOR FREIGHT-MUSICAL SET | 13 | 2900 | 610 | 2 | 523 | 001 | \$205.40 |
| 64 | CARD SERVICES | WALMART-KLEENEX | 13 | 2900 | 610 | 2 | 503 | 001 | \$59.88 |
| 65 | CARD SERVICES | WALMART/MENARDS-MUSICAL SET | 13 | 2900 | 610 | 2 | 523 | 001 | \$1,197.74 |
| 66 | CARD SERVICES | PAPA JOHNS-SWIM TEAM MEAL | 13 | 2900 | 610 | 2 | 529 | 001 | \$262.26 |
| 67 | CARD SERVICES | GOODCENTS-SWIM TEAM MEAL | 13 | 2900 | 610 | 2 | 529 | 001 | \$333.24 |

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| 68 | CARD SERVICES | AMAZON- SPEAKER | 13 | 2900 | 610 | 2 | 529 | 001 | \$399.95 |
| 69 | CARD SERVICES | SWINE DINING BBQ-SUPERVISION | 13 | 2900 | 610 | 2 | 538 | 001 | \$19.60 |
| 70 | CARD SERVICES | AMAZON-BATTERIES | 13 | 2900 | 610 | 2 | 503 | 001 | \$17.98 |
| 71 | CARD SERVICES | WAYNE-YOUTH REGISTRATION FEE | 13 | 2900 | 610 | 2 | 547 | 001 | \$130.00 |
| 72 | CARD SERVICES | DOMINO'S-TEAM MEAL | 13 | 2900 | 610 | 2 | 547 | 001 | \$113.88 |
| 73 | CARD SERVICES | PIZZA HUT-TEAM MEAL | 13 | 2900 | 610 | 2 | 547 | 001 | \$111.53 |
| 74 | CARD SERVICES | RAISING CANES-TEAM MEAL | 13 | 2900 | 610 | 2 | 547 | 001 | \$230.37 |
| 75 | CARD SERVICES | SUPREME HOOPS-YOUTH | 13 | 2900 | 610 | 2 | 547 | 001 | \$165.78 |
| 76 | CARD SERVICES | CONCORD THEATRICALS-MUSICAL | 13 | 2900 | 610 | 2 | 523 | 001 | \$1,401.56 |
| 77 | CARD SERVICES | AMAZON-CAMERA BAGS/SUPPLIES | 13 | 2900 | 610 | 2 | 557 | 001 | \$109.56 |
| 78 | CARD SERVICES | AMAZON-SUPPLIES FOR VETS HOME | 13 | 2900 | 610 | 2 | 614 | 001 | \$78.93 |
| 79 | CARD SERVICES | WALMART-PANTHER PANTRY | 13 | 2900 | 610 | 2 | 584 | 001 | \$177.30 |
| 80 | CARD SERVICES | NEBRASKA WRITERS COLLECTIVE- | 13 | 2900 | 610 | 2 | 617 | 001 | \$400.00 |
| 81 | CARD SERVICES | CASEYS-WINTER ROYALTY SUPPLIES | 13 | 2900 | 610 | 2 | 568 | 001 | \$152.42 |
| 82 | CARD SERVICES | HYVEE-WATER FOR OFFICIALS | 13 | 2900 | 610 | 2 | 538 | 001 | \$6.98 |
| 83 | CARD SERVICES | WALMART- WINTER ROYALTY | 13 | 2900 | 610 | 2 | 568 | 001 | \$112.50 |
| 84 | CARD SERVICES | AMAZON-STOP WATCHES | 13 | 2900 | 610 | 2 | 560 | 001 | \$153.36 |
| 85 | CARD SERVICES | HYVEE-HOSPITALITY SUPPLIES | 13 | 2900 | 610 | 2 | 546 | 001 | \$81.47 |
| 86 | CARD SERVICES | EMBASSY SUITES-J.ERWIN STATE | 13 | 2900 | 610 | 2 | 546 | 001 | \$439.32 |
| 87 | CARD SERVICES | AMAZON-SCALE | 13 | 2900 | 610 | 2 | 546 | 001 | \$208.73 |
| 88 | CARD SERVICES | FUEL FOR MN CLINIC | 13 | 2900 | 610 | 2 | 551 | 001 | \$42.64 |
| 89 | CARD SERVICES | JIMMY JOHNS-TEAM MEAL | 13 | 2900 | 610 | 2 | 562 | 001 | \$442.96 |
| 90 | CARD SERVICES | KINGS-HOSPITALITY SUPPLIES | 13 | 2900 | 610 | 2 | 652 | 001 | \$96.14 |
| 91 | CARD SERVICES | RUNZA-SUPERVISION MEAL | 13 | 2900 | 610 | 2 | 652 | 001 | \$16.39 |
| 92 | CARD SERVICES | PIZZA RANCH-TEAM MEAL | 13 | 2900 | 610 | 2 | 653 | 001 | \$264.00 |
| 93 | CARD SERVICES | HYVEE-PEP RALLY SUPPLIES | 13 | 2900 | 610 | 2 | 568 | 001 | \$30.91 |
| 94 | CARD SERVICES Total | | | | | | | | \$11,463.59 |
| 95 | CARLSON, ANDREW | 2/23 OFFICIAL | 13 | 2900 | 610 | 2 | 531 | 001 | \$84.00 |
| 96 | CARLSON, ANDREW Total | | | | | | | | \$84.00 |
| 97 | CASH | 2/15 GBB/BBB GATES | 13 | 2900 | 610 | 2 | 501 | 001 | \$1,600.00 |
| 98 | CASH | 2/15 GBB/BBB CONCESSION | 13 | 2900 | 610 | 2 | 501 | 001 | \$600.00 |
| 99 | CASH | 2/16 BBB GATES | 13 | 2900 | 610 | 2 | 501 | 001 | \$1,200.00 |
| 100 | CASH | 2/16 BBB CONCESSION | 13 | 2900 | 610 | 2 | 501 | 001 | \$420.00 |
| 101 | CASH | 2/20 GBB DISTRICT GATE | 13 | 2900 | 610 | 2 | 501 | 001 | \$1,600.00 |

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| 102 | CASH | 2/20 GBB DISTRICT CONCESSION | 13 2900 610 2 501 001 | \$600.00 |
| 103 | CASH | 2/24 SPEECH CONCESSION | 13 2900 610 2 501 001 | \$600.00 |
| 104 | CASH | 2/25 YMCA CONCESSION | 13 2900 610 2 501 001 | \$600.00 |
| 105 | CASH Total | | | \$7,220.00 |
| 106 | CASH-WA DISTRIBUTING | SUPPLIES | 13 2900 610 2 502 001 | \$498.74 |
| 107 | CASH-WA DISTRIBUTING | SUPPLIES | 13 2900 610 2 502 001 | \$806.56 |
| 108 | CASH-WA DISTRIBUTING Total | | | \$1,305.30 |
| 109 | CHAMBERS, ABIGAIL | 1/6 SPEECH JUDGE | 13 2900 610 2 522 001 | \$75.00 |
| 110 | CHAMBERS, ABIGAIL Total | | | \$75.00 |
| 111 | CHESTERMAN COMPANY | COCA COLA SUPPLIES | 13 2900 610 2 502 001 | \$447.50 |
| 112 | CHESTERMAN COMPANY | COCA COLA SUPPLIES | 13 2900 610 2 502 001 | \$493.78 |
| 113 | CHESTERMAN COMPANY | COCA COLA SUPPLIES | 13 2900 610 2 502 001 | \$273.82 |
| 114 | CHESTERMAN COMPANY Total | | | \$1,215.10 |
| 115 | COUNTRY INN & SUITES | STATE LODGING | 13 2900 610 2 546 001 | \$2,268.00 |
| 116 | COUNTRY INN & SUITES | STATE LODGING | 13 2900 610 2 650 001 | \$1,974.00 |
| 117 | COUNTRY INN & SUITES Total | | | \$4,242.00 |
| 118 | CUSTOM SPORTS | JACKET REPAIRS | 13 2900 610 2 514 001 | \$90.00 |
| 119 | CUSTOM SPORTS Total | | | \$90.00 |
| 120 | DAVIS, MICHAEL | 2/15 OFFICIAL | 13 2900 610 2 531 001 | \$85.00 |
| 121 | DAVIS, MICHAEL | 2/15 OFFICIAL | 13 2900 610 2 538 001 | \$85.00 |
| 122 | DAVIS, MICHAEL Total | | | \$170.00 |
| 123 | DECA INC | MEMBERSHIP DUES | 13 2900 610 2 565 001 | \$240.00 |
| 124 | DECA INC Total | | | \$240.00 |
| 125 | DENNIS, CLINT | 2/23 OFFICIAL | 13 2900 610 2 531 001 | \$84.00 |
| 126 | DENNIS, CLINT Total | | | \$84.00 |
| 127 | DISCH, BRIAN | GLAZIER CLINIC MEALS REIMB | 13 2900 610 2 528 001 | \$66.03 |
| 128 | DISCH, BRIAN Total | | | \$66.03 |
| 129 | DITTMER, MICHAEL | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$36.00 |
| 130 | DITTMER, MICHAEL Total | | | \$36.00 |
| 131 | EHRISMAN, REID | 2/3 OFFICIAL | 13 2900 610 2 531 001 | \$70.00 |
| 132 | EHRISMAN, REID Total | | | \$70.00 |
| 133 | EISCHEID, MATTHEW | 2/3 OFFICIAL | 13 2900 610 2 531 001 | \$85.00 |
| 134 | EISCHEID, MATTHEW | 2/3 OFFICIAL | 13 2900 610 2 538 001 | \$85.00 |
| 135 | EISCHEID, MATTHEW Total | | | \$170.00 |

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|-----|---------------------------------------|-----------------------------|-----------------------|------------|
| 136 | ELKHORN VALLEY BANK | FUNDRAISER INCENTIVES | 13 2900 610 2 588 001 | \$600.00 |
| 137 | ELKHORN VALLEY BANK Total | | | \$600.00 |
| 138 | ERWIN, JOHN | SUPERVISION MEAL REIMB | 13 2900 610 2 538 001 | \$13.01 |
| 139 | ERWIN, JOHN | SUPERVISION MEAL REIMB | 13 2900 610 2 544 001 | \$21.88 |
| 140 | ERWIN, JOHN | SUPERVISION MEAL REIMB | 13 2900 610 2 546 001 | \$43.36 |
| 141 | ERWIN, JOHN | SUPERVISION MEAL REIMB | 13 2900 610 2 650 001 | \$29.77 |
| 142 | ERWIN, JOHN Total | | | \$108.02 |
| 143 | EUREK, PATRICK | 2/2 OFFICIAL | 13 2900 610 2 531 001 | \$140.00 |
| 144 | EUREK, PATRICK | 2/5 OFFICIAL | 13 2900 610 2 531 001 | \$65.00 |
| 145 | EUREK, PATRICK | 2/5 OFFICIAL | 13 2900 610 2 538 001 | \$65.00 |
| 146 | EUREK, PATRICK Total | | | \$270.00 |
| 147 | FITZKE, TYLER | 2/16 OFFICIAL | 13 2900 610 2 531 001 | \$170.00 |
| 148 | FITZKE, TYLER Total | | | \$170.00 |
| 149 | FROMUTH | RACQUETS | 13 2900 610 2 515 001 | \$230.00 |
| 150 | FROMUTH | RACQUETS | 13 2900 610 2 550 001 | \$230.00 |
| 151 | FROMUTH Total | | | \$460.00 |
| 152 | GERDES, NATHAN | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$36.00 |
| 153 | GERDES, NATHAN Total | | | \$36.00 |
| 154 | GODFATHERS PIZZA NORFOLK | PIZZA FOR CONCESSION | 13 2900 610 2 502 001 | \$2,236.45 |
| 155 | GODFATHERS PIZZA NORFOLK | JR WR TRNMNT WORKER MEAL | 13 2900 610 2 562 001 | \$336.00 |
| 156 | GODFATHERS PIZZA NORFOLK Total | | | \$2,572.45 |
| 157 | GRIZZLE, CHASE | 2/2 OFFICIAL | 13 2900 610 2 531 001 | \$85.00 |
| 158 | GRIZZLE, CHASE | 2/2 OFFICIAL | 13 2900 610 2 538 001 | \$85.00 |
| 159 | GRIZZLE, CHASE Total | | | \$170.00 |
| 160 | GUBBELS, SKYLER | 1/27 SPEECH JUDGE | 13 2900 610 2 522 001 | \$75.00 |
| 161 | GUBBELS, SKYLER Total | | | \$75.00 |
| 162 | HAMPTON INN | DISTRICT WR LODGING | 13 2900 610 2 562 001 | \$1,140.00 |
| 163 | HAMPTON INN Total | | | \$1,140.00 |
| 164 | HARCO ATHLETIC | 24/25 RECONDITIONED HELMETS | 13 2900 610 2 537 001 | \$8,726.00 |
| 165 | HARCO ATHLETIC Total | | | \$8,726.00 |
| 166 | HOLTZ, JEANETTE | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$15.00 |
| 167 | HOLTZ, JEANETTE | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$18.00 |
| 168 | HOLTZ, JEANETTE Total | | | \$33.00 |
| 169 | HUBBARD, TYRONE | GLAZIER CLINIC MEAL REIMB | 13 2900 610 2 528 001 | \$99.05 |

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|-----|---------------------------------------|----------------------------|-----------------------|----------|
| 204 | LENTON, COREY | GLAZIER CLINIC MEAL REIMB | 13 2900 610 2 528 001 | \$79.89 |
| 205 | LENTON, COREY Total | | | \$79.89 |
| 206 | LEWIS, RYAN | 2/3 OFFICIAL | 13 2900 610 2 531 001 | \$85.00 |
| 207 | LEWIS, RYAN | 2/3 OFFICIAL | 13 2900 610 2 538 001 | \$85.00 |
| 208 | LEWIS, RYAN Total | | | \$170.00 |
| 209 | LIGHTNING VOLLEYBALL | WINTER LEAGUE ENTRY FEE | 13 2900 610 2 561 001 | \$910.00 |
| 210 | LIGHTNING VOLLEYBALL Total | | | \$910.00 |
| 211 | LINCOLN EAST HIGH SCHOOL | SPEECH ENTRY FEE | 13 2900 610 2 522 001 | \$212.00 |
| 212 | LINCOLN EAST HIGH SCHOOL | 2/17 DEBATE ENTRY FEE | 13 2900 610 2 522 001 | \$95.00 |
| 213 | LINCOLN EAST HIGH SCHOOL Total | | | \$307.00 |
| 214 | LINCOLN NORTH STAR HIGH | SPEECH ENTRY FEE | 13 2900 610 2 522 001 | \$128.00 |
| 215 | LINCOLN NORTH STAR HIGH Total | | | \$128.00 |
| 216 | LINCOLN SOUTHEAST HIGH | 2/10 DEBATE ENTRY FEE | 13 2900 610 2 522 001 | \$60.00 |
| 217 | LINCOLN SOUTHEAST HIGH Total | | | \$60.00 |
| 218 | LINKE, RON | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$15.00 |
| 219 | LINKE, RON Total | | | \$15.00 |
| 220 | LOVE SIGNS, INC | MARCHING BAND PROP ARTWORK | 13 2900 610 2 559 001 | \$965.00 |
| 221 | LOVE SIGNS, INC Total | | | \$965.00 |
| 222 | LUNDY, ADAM | STATE TICKET REFUND | 13 2900 610 2 562 001 | \$72.00 |
| 223 | LUNDY, ADAM Total | | | \$72.00 |
| 224 | LYNCH, MELANIE | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$15.00 |
| 225 | LYNCH, MELANIE Total | | | \$15.00 |
| 226 | MARTINEZ, ESERALDA | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$5.00 |
| 227 | MARTINEZ, ESERALDA Total | | | \$5.00 |
| 228 | MARTINEZ, JENNIFER | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$5.00 |
| 229 | MARTINEZ, JENNIFER Total | | | \$5.00 |
| 230 | MATTEO, ADAM | STATE TICKT REFUND | 13 2900 610 2 562 001 | \$72.00 |
| 231 | MATTEO, ADAM Total | | | \$72.00 |
| 232 | MEAD, NICHOLE | STATE TICKT REFUND | 13 2900 610 2 562 001 | \$72.00 |
| 233 | MEAD, NICHOLE Total | | | \$72.00 |
| 234 | MERRILL, JEFFREY | 2/3 OFFICIAL | 13 2900 610 2 531 001 | \$70.00 |
| 235 | MERRILL, JEFFREY | 2/15 OFFICIAL | 13 2900 610 2 531 001 | \$60.00 |
| 236 | MERRILL, JEFFREY | 2/15 OFFICIAL | 13 2900 610 2 538 001 | \$60.00 |
| 237 | MERRILL, JEFFREY Total | | | \$190.00 |

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| 238 | MILLARD NORTH HIGH SCHOOL | SPEECH ENTRY FEE | 13 2900 610 2 522 001 | \$160.00 |
| 239 | MILLARD NORTH HIGH SCHOOL Total | | | \$160.00 |
| 240 | MILLARD WEST HIGH SCHOOL | SPEECH ENTRY FEE | 13 2900 610 2 522 001 | \$202.00 |
| 241 | MILLARD WEST HIGH SCHOOL Total | | | \$202.00 |
| 242 | MONETTE, TONI | 2/23 DEBATE JUDGE | 13 2900 610 2 522 001 | \$150.00 |
| 243 | MONETTE, TONI Total | | | \$150.00 |
| 244 | NAJE INC | CHOIR JAZZ FESTIVAL ENTRY FEE | 13 2900 610 2 598 001 | \$150.00 |
| 245 | NAJE INC Total | | | \$150.00 |
| 246 | NARANJO, XOCHITI | HOSA REGISTRATION REFUND | 13 2900 610 2 270 001 | \$15.00 |
| 247 | NARANJO, XOCHITI Total | | | \$15.00 |
| 248 | NASSP | NATIONAL HONOR SOCIETY | 13 2900 610 2 503 001 | \$385.00 |
| 249 | NASSP Total | | | \$385.00 |
| 250 | NEBRASKA COACHES | ALL STAR PLAYER ENTRY FEES | 13 2900 610 2 558 001 | \$750.00 |
| 251 | NEBRASKA COACHES Total | | | \$750.00 |
| 252 | NORFOLK COACHES | 1/27 WR CONCESSION | 13 2900 610 2 502 001 | \$764.45 |
| 253 | NORFOLK COACHES Total | | | \$764.45 |
| 254 | NORFOLK FFA ALUMNI | ANGEL TREE DONATION | 13 2900 610 2 276 001 | \$1,100.00 |
| 255 | NORFOLK FFA ALUMNI Total | | | \$1,100.00 |
| 256 | NORFOLK MUSIC BOOSTERS | OVERPAYMENT | 13 2900 610 2 598 001 | \$30.00 |
| 257 | NORFOLK MUSIC BOOSTERS Total | | | \$30.00 |
| 258 | NORTHEAST COMMUNITY | MED AIDE BOOKS | 13 2900 610 2 269 001 | \$2,216.50 |
| 259 | NORTHEAST COMMUNITY Total | | | \$2,216.50 |
| 260 | NORTHWEST HIGH SCHOOL | 2/5 ENTRY FEE | 13 2900 610 2 546 001 | \$100.00 |
| 261 | NORTHWEST HIGH SCHOOL Total | | | \$100.00 |
| 262 | NPS GENERAL FUND | ACTIVITY WORKERS | 13 2900 610 2 531 001 | \$1,994.62 |
| 263 | NPS GENERAL FUND | ACTIVITY WORKERS | 13 2900 610 2 502 001 | \$141.13 |
| 264 | NPS GENERAL FUND | ACTIVITY WORKERS | 13 2900 610 2 522 001 | \$80.74 |
| 265 | NPS GENERAL FUND | CHEER HELPER PAY | 13 2900 610 2 597 001 | \$798.84 |
| 266 | NPS GENERAL FUND | ACTIVITY WORKERS | 13 2900 610 2 538 001 | \$1,994.61 |
| 267 | NPS GENERAL FUND | PERSONALIZED STAMPED ENVELOPES | 13 2900 610 2 266 001 | \$154.00 |
| 268 | NPS GENERAL FUND | ACTIVITY WORKERS | 13 2900 610 2 544 001 | \$926.37 |
| 269 | NPS GENERAL FUND | ACTIVITY WORKERS | 13 2900 610 2 652 001 | \$32.44 |
| 270 | NPS GENERAL FUND Total | | | \$6,122.75 |
| 271 | NPS SUBSIDIARY | FEES PAID WITH OTHER FINES | 13 2900 610 2 598 001 | \$1,361.05 |

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|------------|---|--------------------------|----|------|-----|---|-----|-----|------------|
| 272 | NPS SUBSIDIARY Total | | | | | | | | \$1,361.05 |
| 273 | NSAA | DISTRICT GATE | 13 | 2900 | 610 | 2 | 531 | 001 | \$831.01 |
| 274 | NSAA Total | | | | | | | | \$831.01 |
| 275 | NSCTA | DEBATE ENTRY FEE | 13 | 2900 | 610 | 2 | 522 | 001 | \$120.00 |
| 276 | NSCTA Total | | | | | | | | \$120.00 |
| 277 | NSDA NEBRASKA DISTRICT | 3/1 NSDA QUALIFIERS | 13 | 2900 | 610 | 2 | 522 | 001 | \$540.00 |
| 278 | NSDA NEBRASKA DISTRICT | 3/16 CONGRESS-QUALIFIERS | 13 | 2900 | 610 | 2 | 522 | 001 | \$60.00 |
| 279 | NSDA NEBRASKA DISTRICT | STUDENT MEMBERSHIPS | 13 | 2900 | 610 | 2 | 553 | 001 | \$60.00 |
| 280 | NSDA NEBRASKA DISTRICT | COACH MEMBERSHIP | 13 | 2900 | 610 | 2 | 553 | 001 | \$20.00 |
| 281 | NSDA NEBRASKA DISTRICT | STUDENT MEMBERSHIPS | 13 | 2900 | 610 | 2 | 553 | 001 | \$100.00 |
| 282 | NSDA NEBRASKA DISTRICT Total | | | | | | | | \$780.00 |
| 283 | OLBERDING, KENT | HOSA REGISTRATION REFUND | 13 | 2900 | 610 | 2 | 270 | 001 | \$15.00 |
| 284 | OLBERDING, KENT Total | | | | | | | | \$15.00 |
| 285 | OMAHA BURKE HIGH SCHOOL | DISTRICT GATE | 13 | 2900 | 610 | 2 | 531 | 001 | \$364.97 |
| 286 | OMAHA BURKE HIGH SCHOOL Total | | | | | | | | \$364.97 |
| 287 | OMAHA SKUTT CATHOLIC HIGH | SPEECH ENTRY FEE | 13 | 2900 | 610 | 2 | 522 | 001 | \$64.00 |
| 288 | OMAHA SKUTT CATHOLIC HIGH Total | | | | | | | | \$64.00 |
| 289 | OMAHA WESTSIDE HIGH SCHOOL | 2/3 DEBATE ENTRY FEE | 13 | 2900 | 610 | 2 | 522 | 001 | \$70.00 |
| 290 | OMAHA WESTSIDE HIGH SCHOOL Total | | | | | | | | \$70.00 |
| 291 | PARKER, JENNIFER | STATE TICKET REFUND | 13 | 2900 | 610 | 2 | 562 | 001 | \$216.00 |
| 292 | PARKER, JENNIFER Total | | | | | | | | \$216.00 |
| 293 | PILGER, ERICA | HOSA REGISTRATION REFUND | 13 | 2900 | 610 | 2 | 270 | 001 | \$5.00 |
| 294 | PILGER, ERICA | REGISTRATION REFUND | 13 | 2900 | 610 | 2 | 270 | 001 | \$5.00 |
| 295 | PILGER, ERICA Total | | | | | | | | \$10.00 |
| 296 | PIPER, LESTER | 2/15 OFFICIAL | 13 | 2900 | 610 | 2 | 531 | 001 | \$60.00 |
| 297 | PIPER, LESTER | 2/15 OFFICIAL | 13 | 2900 | 610 | 2 | 538 | 001 | \$60.00 |
| 298 | PIPER, LESTER Total | | | | | | | | \$120.00 |
| 299 | RIOS, HENRY | STATE TICKET REFUND | 13 | 2900 | 610 | 2 | 562 | 001 | \$72.00 |
| 300 | RIOS, HENRY Total | | | | | | | | \$72.00 |
| 301 | SCHMIDT, JASON | 2/2 OFFICIAL | 13 | 2900 | 610 | 2 | 531 | 001 | \$140.00 |
| 302 | SCHMIDT, JASON Total | | | | | | | | \$140.00 |
| 303 | SCHOOL SPECIALTY, LLC | CLASSROOM SUPPLIES | 13 | 2900 | 610 | 2 | 503 | 001 | \$344.43 |
| 304 | SCHOOL SPECIALTY, LLC Total | | | | | | | | \$344.43 |
| 305 | SCHROEDER, MINDY | HOSA REGISTRATION REFUND | 13 | 2900 | 610 | 2 | 270 | 001 | \$5.00 |

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| 306 | SCHROEDER, MINDY | Total | | | | | | | \$5.00 | |
| 307 | SCHULZ, DIAMOND | | 1/26 DEBATE JUDGE | 13 | 2900 | 610 | 2 | 522 | 001 | \$75.00 |
| 308 | SCHULZ, DIAMOND | Total | | | | | | | | \$75.00 |
| 309 | SERRANO, SERGIO | | HOSA REGISTRATION REFUND | 13 | 2900 | 610 | 2 | 270 | 001 | \$5.00 |
| 310 | SERRANO, SERGIO | Total | | | | | | | | \$5.00 |
| 311 | SKIFF, MATT | | GLAZIER CLINIC MEAL REIMB | 13 | 2900 | 610 | 2 | 528 | 001 | \$82.04 |
| 312 | SKIFF, MATT | Total | | | | | | | | \$82.04 |
| 313 | SKILLS USA | | REGISTRATIONS | 13 | 2900 | 610 | 2 | 569 | 001 | \$340.00 |
| 314 | SKILLS USA | Total | | | | | | | | \$340.00 |
| 315 | SPORTS ENDEAVORS, LLC | | BACKPACKS | 13 | 2900 | 610 | 2 | 549 | 001 | \$1,027.72 |
| 316 | SPORTS ENDEAVORS, LLC | Total | | | | | | | | \$1,027.72 |
| 317 | SPRAY, LAUREN | | 1/22 SPEECH JUDGE | 13 | 2900 | 610 | 2 | 522 | 001 | \$75.00 |
| 318 | SPRAY, LAUREN | | 2/3 SPEECH JUDGE | 13 | 2900 | 610 | 2 | 522 | 001 | \$75.00 |
| 319 | SPRAY, LAUREN | | 1/27 SPEECH JUDGE | 13 | 2900 | 610 | 2 | 522 | 001 | \$75.00 |
| 320 | SPRAY, LAUREN | Total | | | | | | | | \$225.00 |
| 321 | STADIUM SPORTS | | HAT EMBROIDERY | 13 | 2900 | 610 | 2 | 231 | 001 | \$120.00 |
| 322 | STADIUM SPORTS | Total | | | | | | | | \$120.00 |
| 323 | SULLIVAN, KATLINN | | HOSA REGISTRATION REFUND | 13 | 2900 | 610 | 2 | 270 | 001 | \$5.00 |
| 324 | SULLIVAN, KATLINN | Total | | | | | | | | \$5.00 |
| 325 | SWOBODA, HALEY | | REFUND FOR LIBRARY BOOK | 13 | 2900 | 610 | 2 | 579 | 001 | \$20.00 |
| 326 | SWOBODA, HALEY | Total | | | | | | | | \$20.00 |
| 327 | TEECO INC | | WATER COOLER | 13 | 2900 | 610 | 2 | 500 | 001 | \$114.25 |
| 328 | TEECO INC | | WATER COOLER | 13 | 2900 | 610 | 2 | 500 | 001 | \$51.75 |
| 329 | TEECO INC | Total | | | | | | | | \$166.00 |
| 330 | TEST, TROY | | 2/15 OFFICIAL | 13 | 2900 | 610 | 2 | 531 | 001 | \$85.00 |
| 331 | TEST, TROY | | 2/15 OFFICIAL | 13 | 2900 | 610 | 2 | 538 | 001 | \$85.00 |
| 332 | TEST, TROY | Total | | | | | | | | \$170.00 |
| 333 | TICHOTA, KELLE | | STATE TICKET REFUND | 13 | 2900 | 610 | 2 | 562 | 001 | \$72.00 |
| 334 | TICHOTA, KELLE | Total | | | | | | | | \$72.00 |
| 335 | UHLING, AHREN | | 2/15 OFFICIAL | 13 | 2900 | 610 | 2 | 531 | 001 | \$60.00 |
| 336 | UHLING, AHREN | | 2/15 OFFICIAL | 13 | 2900 | 610 | 2 | 538 | 001 | \$60.00 |
| 337 | UHLING, AHREN | Total | | | | | | | | \$120.00 |
| 338 | VANDERLOO, TYLER | | 2/2 OFFICIAL | 13 | 2900 | 610 | 2 | 531 | 001 | \$85.00 |
| 339 | VANDERLOO, TYLER | | 2/2 OFFICIAL | 13 | 2900 | 610 | 2 | 538 | 001 | \$85.00 |

FEBRUARY 2024 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

| | | | | | | | | | |
|----|---|-------------------------------|----|------|-----|---|-----|-----|----------|
| 1 | AGPARTS WORLDWIDE, INC | SUPPLIES FOR CHROMEBOOK | 14 | 2900 | 610 | 2 | 842 | 002 | \$240.80 |
| 2 | AGPARTS WORLDWIDE, INC Total | | | | | | | | \$240.80 |
| 3 | ANDERSON, MARCUS | 2/8 GIRLS WRESTLING OFFICIAL | 14 | 2900 | 610 | 2 | 650 | 002 | \$150.00 |
| 4 | ANDERSON, MARCUS Total | | | | | | | | \$150.00 |
| 5 | CARD SERVICES | PANTHER PANTRY SUPPLIES #24 | 14 | 2900 | 610 | 2 | 830 | 002 | \$68.49 |
| 6 | CARD SERVICES | PARENT TEACHER CONF. SUPPLIES | 14 | 2900 | 610 | 2 | 832 | 002 | \$99.56 |
| 7 | CARD SERVICES | STAFF SUPPLIES #24 | 14 | 2900 | 610 | 2 | 832 | 002 | \$47.92 |
| 8 | CARD SERVICES | TRI-FOLD PAMPLETS #11 | 14 | 2900 | 610 | 2 | 840 | 002 | \$165.00 |
| 9 | CARD SERVICES | CONCESSION STAND SUPPLIES #24 | 14 | 2900 | 610 | 2 | 835 | 002 | \$59.01 |
| 10 | CARD SERVICES | CONCESSION STAND SUPPLIES #24 | 14 | 2900 | 610 | 2 | 835 | 002 | \$16.70 |
| 11 | CARD SERVICES | PARENT TEACHER CONF. SUPPLIES | 14 | 2900 | 610 | 2 | 837 | 002 | \$98.80 |
| 12 | CARD SERVICES | SHOW CHOIR OUTFITS #24 | 14 | 2900 | 610 | 2 | 875 | 002 | \$21.99 |
| 13 | CARD SERVICES Total | | | | | | | | \$577.47 |
| 14 | CARSTENS, ETHAN | OFFICIAL PAY WRESTLING 2/8 | 14 | 2900 | 610 | 2 | 650 | 002 | \$150.00 |
| 15 | CARSTENS, ETHAN Total | | | | | | | | \$150.00 |
| 16 | CASH-WA DISTRIBUTING | RESTOCK CONCESSIONS | 14 | 2900 | 610 | 2 | 835 | 002 | \$611.09 |
| 17 | CASH-WA DISTRIBUTING | CREDIT ON ACCOUNT | 14 | 2900 | 610 | 2 | 835 | 002 | -\$37.65 |
| 18 | CASH-WA DISTRIBUTING Total | | | | | | | | \$573.44 |
| 19 | CHARTWELLS DINING SERVICES | WAYNE MUSIC CONTEST LUNCHESES | 14 | 2900 | 610 | 2 | 875 | 002 | \$844.80 |
| 20 | CHARTWELLS DINING SERVICES Total | | | | | | | | \$844.80 |
| 21 | CHESTERMAN COMPANY | SUPPLIES FOR CONCESSIONS | 14 | 2900 | 610 | 2 | 835 | 002 | \$204.80 |
| 22 | CHESTERMAN COMPANY | CONCESSION SUPPLIES | 14 | 2900 | 610 | 2 | 835 | 002 | \$226.41 |
| 23 | CHESTERMAN COMPANY Total | | | | | | | | \$431.21 |
| 24 | COOLEY, STEVEN | OFFICIAL PAY WRESTLING 2/8 | 14 | 2900 | 610 | 2 | 650 | 002 | \$150.00 |
| 25 | COOLEY, STEVEN Total | | | | | | | | \$150.00 |
| 26 | CRETE PUBLIC SCHOOLS | 2/22 WRESTLING FEE | 14 | 2900 | 610 | 2 | 650 | 002 | \$75.00 |
| 27 | CRETE PUBLIC SCHOOLS Total | | | | | | | | \$75.00 |
| 28 | GODFATHERS PIZZA NORFOLK | PIZZA FOR CONCESSIONS | 14 | 2900 | 610 | 2 | 835 | 002 | \$75.00 |
| 29 | GODFATHERS PIZZA NORFOLK | PIZZA FOR CONCESSIONS | 14 | 2900 | 610 | 2 | 835 | 002 | \$150.00 |
| 30 | GODFATHERS PIZZA NORFOLK | PIZZA FOR CONCESSIONS | 14 | 2900 | 610 | 2 | 835 | 002 | \$107.00 |
| 31 | GODFATHERS PIZZA NORFOLK | PIZZA FOR CONCESSIONS | 14 | 2900 | 610 | 2 | 835 | 002 | \$202.00 |
| 32 | GODFATHERS PIZZA NORFOLK Total | | | | | | | | \$534.00 |
| 33 | HAUFF MID AMERICA SPORTS | GIRLS WRESTLING HEADGEAR | 14 | 2900 | 610 | 2 | 650 | 002 | \$709.87 |

FEBRUARY 2024 SUBSIDIARY EXPENDITURES

| | | | | | | | | | |
|----|---|--------------------------------|----|------|-----|---|-----|-----|------------|
| 1 | BLACK SQUIRREL ENTERPRISES | RED RIBBON DAY SUPPLIES BIBS | 05 | 2900 | 610 | 0 | 083 | 000 | \$265.36 |
| 2 | BLACK SQUIRREL ENTERPRISES Total | | | | | | | | \$265.36 |
| 3 | BOOKSOURCE, THE | BOOKS-DAYCOS GRANT | 05 | 2900 | 610 | 0 | 071 | 000 | \$1,246.90 |
| 4 | BOOKSOURCE, THE Total | | | | | | | | \$1,246.90 |
| 5 | BSN SPORTS, | ZOLL AED PLUS | 05 | 2900 | 610 | 0 | 057 | 000 | \$7,278.11 |
| 6 | BSN SPORTS, Total | | | | | | | | \$7,278.11 |
| 7 | CARD SERVICES | INTERVIEW TEAM SUPPLIES #18 | 05 | 2900 | 610 | 0 | 043 | 000 | \$33.96 |
| 8 | CARD SERVICES | EDGERTON PRESENTERS LUNCH #13 | 05 | 2900 | 610 | 0 | 043 | 000 | \$36.53 |
| 9 | CARD SERVICES | SPED WORKING LUNCH #17 | 05 | 2900 | 610 | 0 | 059 | 000 | \$45.74 |
| 10 | CARD SERVICES | WEEKLY PARTICIPATION SUPPLIES | 05 | 2900 | 610 | 0 | 060 | 000 | \$50.40 |
| 11 | CARD SERVICES | READING NIGHT SUPPLIES #15 | 05 | 2900 | 610 | 0 | 061 | 000 | \$12.87 |
| 12 | CARD SERVICES | FAMILY ENGAGMENT-HUMANITIES | 05 | 2900 | 610 | 0 | 061 | 000 | \$81.95 |
| 13 | CARD SERVICES | FAMILY ENGAGMENT-HUMANITIES | 05 | 2900 | 610 | 0 | 061 | 000 | \$31.50 |
| 14 | CARD SERVICES | SCIENCE DAY SUPPLIES #9 | 05 | 2900 | 610 | 0 | 063 | 000 | \$43.02 |
| 15 | CARD SERVICES | DONATED WOOT WOOT ITEMS #14 | 05 | 2900 | 610 | 0 | 069 | 000 | \$151.04 |
| 16 | CARD SERVICES | ONE BOOK SUPPLIES #14 | 05 | 2900 | 610 | 0 | 069 | 000 | \$29.71 |
| 17 | CARD SERVICES | MAKERSPACE SUPPLIES #14 | 05 | 2900 | 610 | 0 | 069 | 000 | \$120.36 |
| 18 | CARD SERVICES | SPANISH BOOKS-DAYCOS GRANT #16 | 05 | 2900 | 610 | 0 | 071 | 000 | \$392.10 |
| 19 | CARD SERVICES | STUDENT SUPPLIES #12 | 05 | 2900 | 610 | 0 | 073 | 000 | \$72.69 |
| 20 | CARD SERVICES | INTERVIEW TEAM SUPPLIES #3 | 05 | 2900 | 610 | 0 | 076 | 000 | \$35.26 |
| 21 | CARD SERVICES | TEACHER SUPPLIES #3 | 05 | 2900 | 610 | 0 | 076 | 000 | \$9.76 |
| 22 | CARD SERVICES | BIG RED KENO SCIENCE DAY MS #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$328.28 |
| 23 | CARD SERVICES | BIG RED KENO GRANT JH #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$146.20 |
| 24 | CARD SERVICES | ELEMENTARY KENO GRANT #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$23.30 |
| 25 | CARD SERVICES | JH KENO GRANT #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$572.70 |
| 26 | CARD SERVICES | BIG RED KENO SCIENCE 3RD GR #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$675.89 |
| 27 | CARD SERVICES | BIG RED KENO SCIENCE JH #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$1,550.51 |
| 28 | CARD SERVICES | BIG RED KENO SCIENCE SH #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$283.61 |
| 29 | CARD SERVICES | BIG RED KENO GRANT #2 | 05 | 2900 | 610 | 0 | 081 | 000 | \$108.05 |
| 30 | CARD SERVICES Total | | | | | | | | \$4,835.43 |
| 31 | CHARTWELLS DINING SERVICES | SPED MEETING SUPPLIES | 05 | 2900 | 610 | 0 | 059 | 000 | \$97.41 |
| 32 | CHARTWELLS DINING SERVICES Total | | | | | | | | \$97.41 |
| 33 | FIRST BOOK MARKETPLACE | FAMILY ENGAGEMENT-HUMANITIES | 05 | 2900 | 610 | 0 | 061 | 000 | \$88.87 |

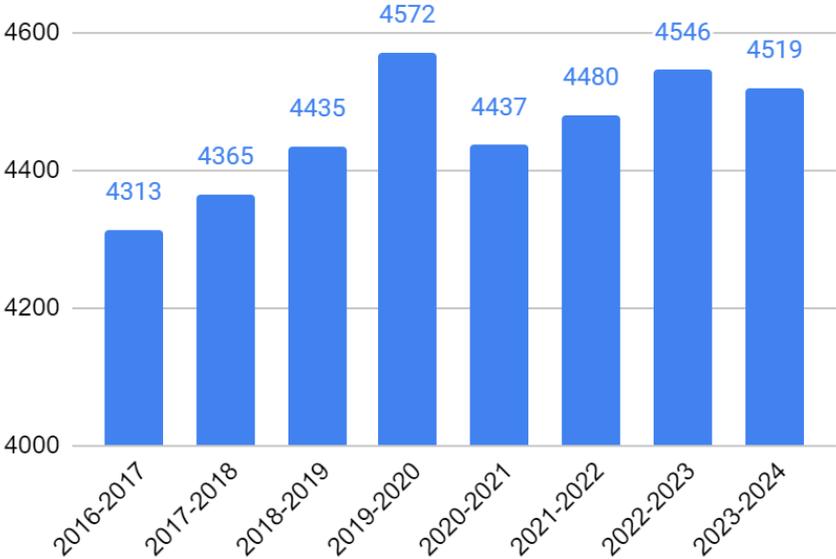
| | | | | |
|----|-------------------------------------|--------------------------------|-----------------------|-------------|
| 34 | FIRST BOOK MARKETPLACE | FAMILY READING-DAYCOS GRANT | 05 2900 610 0 061 000 | \$66.30 |
| 35 | FIRST BOOK MARKETPLACE Total | | | \$155.17 |
| 36 | MADISON NATIONAL LIFE | FEB24 BASIC LIFE FOR RETIREES | 05 2900 610 0 090 000 | \$447.36 |
| 37 | MADISON NATIONAL LIFE Total | | | \$447.36 |
| 38 | NPS GENERAL FUND | AFTERSHOCK PAYROLL FEB 2024 | 05 2900 610 0 038 000 | \$625.72 |
| 39 | NPS GENERAL FUND Total | | | \$625.72 |
| 40 | NPS-FOUNDATION | WSC DUAL CREDIT | 05 2900 610 0 064 000 | \$960.00 |
| 41 | NPS-FOUNDATION Total | | | \$960.00 |
| 42 | NPS-JUNIOR HIGH SCHOOL | SPRING PICTURE COMMISSION | 05 2900 610 0 050 000 | \$89.68 |
| 43 | NPS-JUNIOR HIGH SCHOOL Total | | | \$89.68 |
| 44 | PERMA BOUND | LIBRARY BOOKS | 05 2900 610 0 044 000 | \$109.09 |
| 45 | PERMA BOUND Total | | | \$109.09 |
| 46 | READING WAREHOUSE, THE | LIBRARY BOOKS | 05 2900 610 0 044 000 | \$347.26 |
| 47 | READING WAREHOUSE, THE Total | | | \$347.26 |
| 48 | REALLY GOOD STUFF | LINGENFELTER/CRONIN GRANT | 05 2900 610 0 061 000 | \$639.96 |
| 49 | REALLY GOOD STUFF Total | | | \$639.96 |
| 50 | SCHOLASTIC, INC | HUMANITIES GRANT-ENGAGEMENT | 05 2900 610 0 061 000 | \$58.30 |
| 51 | SCHOLASTIC, INC Total | | | \$58.30 |
| 52 | SCHOLASTIC, INC. | HUMANITIES GRANT-FAMILY | 05 2900 610 0 061 000 | \$53.93 |
| 53 | SCHOLASTIC, INC. Total | | | \$53.93 |
| 54 | STADIUM SPORTS | STAFF SHIRT ORDER | 05 2900 610 0 040 000 | \$761.00 |
| 55 | STADIUM SPORTS Total | | | \$761.00 |
| 56 | TEECO INC | LEASE WATER COOLER/TANK | 05 2900 610 0 050 000 | \$49.00 |
| 57 | TEECO INC | COMMERCIAL WATER DELIVERY | 05 2900 610 0 050 000 | \$26.75 |
| 58 | TEECO INC Total | | | \$75.75 |
| 59 | TUCKER, TAMI | CASH DRAWER FOR BOOK FAIR | 05 2900 610 0 044 000 | \$280.00 |
| 60 | TUCKER, TAMI Total | | | \$280.00 |
| 61 | UNITED SCOPE LLC | MICROSCOPES-BIG RED KENO GRANT | 05 2900 610 0 081 000 | \$704.97 |
| 62 | UNITED SCOPE LLC Total | | | \$704.97 |
| 63 | WAYNE STATE COLLEGE | 5TH GR PLANETARIUM TRIP | 05 2900 610 0 040 000 | \$1,038.00 |
| 64 | WAYNE STATE COLLEGE Total | | | \$1,038.00 |
| 65 | WILDLIFE ENCOUNTERS | WILDLIFE ASSMBLY | 05 2900 610 0 061 000 | \$895.00 |
| 66 | WILDLIFE ENCOUNTERS Total | | | \$895.00 |
| 67 | Grand Total | | | \$20,964.40 |

Superintendent Report to the Board

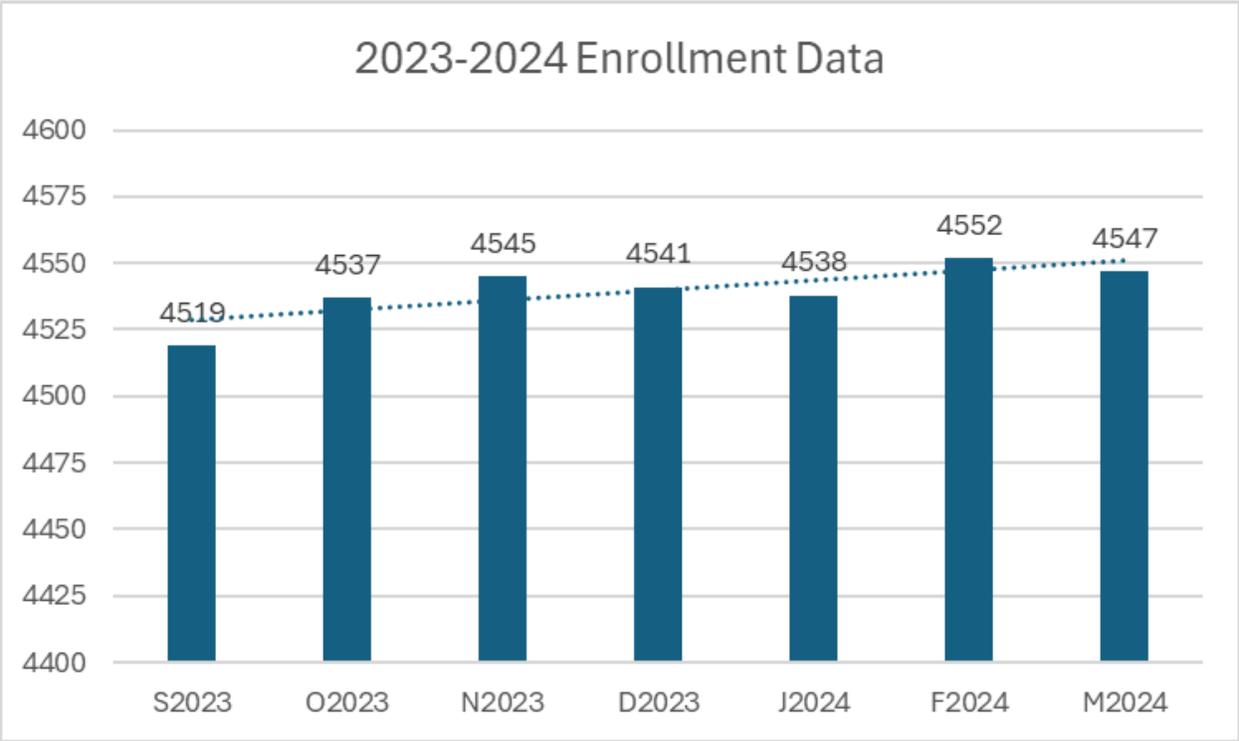
Enrollment

Although our September 1st student enrollment count was slightly lower than last year's September 1st count, our monthly enrollment data shows a positive trend throughout the 2023-2024 school year with recent months exceeding last year's enrollment.

Annual Enrollment on September 1st



2023-2024 Enrollment Data



Closed/Exec Session Procedures:

The following updated procedures have been recommended by our School Attorney to ensure our full compliance with the Open Meetings Law:

1. Make a Motion to go into Closed/Exec Session -- Include the specific reason for the Closed/Exec Session
2. Roll call vote
3. Restate the specific reason for the Closed/Exec Session
4. Note the time the Board went into Closed/Exec Session
5. Move to the Small Board Room to Hold the "Closed session"
6. Note the time the Board came out of Closed/Exec Session
7. Return to the Large Board Room – Restate the reason for the Closed/Exec Session and state that the meeting is now in open session
8. Make a motion regarding any action that needs to be taken as a result of the Closed/Exec Session or move onto the next agenda item.

NASB Finance Workshop:

Beth Shashikant, Cindy Booth, Erik Wilson, and I attended the NASB Finance Workshop last week. A lot of good information and ideas were shared, including alternate formats for our monthly board finance reports. Erik and I have some ideas for making them easier to read and more informative in the future.

Special Spring Events:

Board participation is encouraged at the following spring events:

- The K-12 All Schools' Art Show at the Norfolk Art Center, starting Saturday, March 9th with a special opening from 10:00 AM to noon and displays through March 28th during normal Norfolk Arts Center hours.
- LIFE Completion Program: May 8th 3:00 PM – JCT
- National Honor Society Induction: May 16th, 5:30 – JCT
- Graduation: May 19th 2:00 PM – Senior High Gym



Finance and Facilities Committee Meeting Minutes

Monday, February 12, 2024 at 4:00 PM

Location: NPS Central Administration Building

Attendance:

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

Meeting began at 4:00 PM.

1. RSP and Associates (Zoom) Professional Educational Planning, Robert Schwarz, CEO
 - a. Explanation of services and fees
 - i. Create statistical forecasting models
 - ii. Enrollment & boundary analysis
 - iii. Comprehensive boundary process
2. CMBA Architects – Presenters: Troy Keilig & Matt Bennet
 - a. Middle School Project:
 - i. Review of floor plans
 1. New addition details
 - a. Building code changes- New requirement for an educational facility to have a storm shelter
 2. Renovation alternates - new flooring, canopy, and windows
 - ii. Timeline for bids
3. Facilities/Construction Update – Wilson
 - a. HVAC - New units
 - i. Middle School
 - ii. Jefferson
 - b. Ta-Ha-Zouka - Softball
 - i. Working with the City of Norfolk on project
4. RFP Updates - Wilson
 - a. Interior and exterior locks
 - b. Athletic trainers
5. Finance Updates & Claims Review - Thompson
 - a. February Claims/Board Bills
 - b. All Funds Report
 - c. January Activity Fund Claims
 - d. Revenue Report and discussion
6. Questions from Board Regarding Claims
 - a. Dr. Thompson answered questions from board members

7. Conflict Statements

- a. Booth: 232, 233, 546, & 547 - NASB Legislative Issues Conference
 - b. Carhart: 180 - Carhart Lumber
 - c. Shashikant: 845 - Mileage State Ed Conference
 - d. Wolfe: 230, 231, 548, 549, 906 - NASB Legislative Issues Conference
8. 2024-2025 Compensation Updates
- a. To be discussed in Executive Session at board meeting

Meeting adjourned at 5:22 PM

Government Affairs Committee Meeting Minutes

Thursday, February 22, 2024 at 12:42 PM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Sandy Wolfe, Beth Shashikant, Teri Bauer
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles

Meeting began at 12:42 pm

1. Education bills with a Hearing Tuesday Feb. 27th-
 - a. LB 957- Provide for early childhood aid under the Tax Equity and Educational Opportunity Support Act- monitor
 - b. LB 1150- Change the Tax Equity and Educational Opportunity Support Act- GNSA is opposed- Oppose- Teri will write a letter
 - c. LB 1065- Authorize a school district to hire a chaplain to perform the duties of a school counselor without a certificate issued by the Commissioner of Education- Oppose- Beth will write a letter
 - d. LB 1006- Change provisions related to allocated income tax funds under the Tax Equity and Educational Opportunity Support Act- monitor
 - e. LB 1011- Change provisions related to early childhood education under the Tax Equity and Educational Opportunity Support Act- neutral
 - f. LB 1013- Create the Family Engagement Grant Program for certain schools- would go to high-need schools- neutral

Future Meetings:

3/1- 10:30am

3//8- 1:15pm

Meeting adjourned at 12:58 pm.

Government Affairs Committee Meeting Minutes

Friday, March 1, 2024 at 10:40 PM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members Present: Sandy Wolfe, Beth Shashikant. Not Present: Teri Bauer
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles

1. Discussed 2024 priority bill list.
2. Discussed education package bill released- LB 1329 includes:
LB 1339- Sen. Brewer's bill- this would allow teachers to be armed and also allow for mapping
LB 673- emergency response mapping
LB 1012- supported QCPUF
LB 962- Gall-Peters or AuthaGraph projection maps only
LB 855- debt collection for outstanding lunch balances
LB 1385- streamline process for teaching certificate approval- support
3. The group would like to support LB 1012 and 1385 and oppose 1339. LB 1339 is concerning as it is written regarding teachers being armed. Perhaps moving forward, legislators should include some best practices and mandatory training. Beth, Sandy and Dr. Thompson will write letters by the end of next week. Email to ALL senators now and watch for it to hit the agenda to reach out again.
4. Another education package is expected to come out of the Education Committee that will deal with funding. Will watch for that.

Future Meeting:

Friday, March 8th at 1:15pm- if action is needed.

Meeting adjourned 11:00am.



Activities Committee Meeting
Monday, February 26, 2024 at 12:00 PM
Administration Building

Attendance:

Board Members: Brenda Carhart (present), Teri Bauer (present), Lindsay Dixon (present)
NPS: Dr. Jami Jo Thompson, Erik Wilson, Jason Settles, John Erwin, Curt Lammers, Amber Lenton, Callan Collins

Meeting called to order at Noon.

Senior High Activities - John Erwin

1. Boys Basketball
 - a. Ended season 9-15
 - b. Discussion over crowd attendance, numbers similar to years to past
2. Girls Basketball
 - a. Ended season 8-15
3. Boys Wrestling
 - a. Placed 2nd at districts and qualified 11 for state.
 - i. Michael Holland, Drew Galyen, Jesus Monrroy, Gavin Van Driel (3rd), Josiah Kumm, Joel Thompson, Tanner Wagner, Hudson Waldow (3rd), Jaeden Thompson (2nd), Austin Ferris and Noah Ferguson Naranjo.
4. Girls Wrestling
 - a. Won districts and qualified 8 for state
 - i. Danna Barrios Gonzalez, Jazmin Haller, Kennedy Werner, Laila Cuevas, Kayla Bobeldyke, Victoria Maxey (4th), Rylee Bauer and Beverly Bobeldyke
5. Boys Bowling
 - a. Tyler Yagow and Kellen Liewer qualified for state
6. Girls Bowling
 - a. Rashelle Thompson, Jorjia Jurgensen and Hanna Werner qualified for state. Jorjia Jurgensen placed 7th at state
7. Boys Swimming/Diving
 - a. State qualifiers:
 - i. 11th Carson Hepner 20th, Brendyn Luna 6th, Teagan Cleveland, Tim Spray 14th 200 Free and 5th 500 Free, Emmett Haake 13th 500 Free, Jackson Mazuch 16th 50 Free, Finn Barrett 14th 500 Free and Peyton Flohr. 200 Medley Relay 10th, 200 Free Relay 12th and 400 Free Relay 11th
8. Girls Swimming/Diving
 - a. State qualifiers:
 - i. 8th Greta Olberding 8th IM and 7th Fly, Adeline Olberding 8th 200 Free and 6th 500 Free, Agatha Olberding 10th IM and 11th Fly, Charli Jacobs 15th IM and

11th Breaststroke, Leighton Hebb, Sierra Rader, Liz Wicker and Giannah Ortez.
400 Free Relay 5th and 400 Free Relay 7th

9. Discussion Items

1. NSAA Sponsored Activities - CPR
 - a. New NSAA requirement for all coaches to be CPR certified in 2024-2025
 - b. 80-100 NPS coaches and sponsors to be trained
 - c. Nurses and two teachers will be trained and will train the others
2. AED (Automated External Defibrillator)
 - a. New portable AEDs ordered
3. Cheer/Pink Panther Assistant Coaches
 - a. Addition of Cheer/Pink Panther assistant coaches to be discussed at Negotiations meeting on 2/26/24
4. Swimming Coop
 - a. Recommendation to take item to Board to discuss the addition of Wayne Community Schools to our boys Swimming coop with Lutheran High Northeast and Norfolk Catholic.
 - b. Swimming coop with Wayne for girls swimming to be added later
5. Neuro Training - VR Brain Train
 - a. Designed for athletes to optimize focus, mental resilience, and mental agility with Virtual Reality brain training
 - b. Booster club has purchased 24 VR headsets
 - c. 200 licenses for students. The brain train will be incorporated into the weight classes and can also be accessed before and after school
 - d. Invested into a 3 year plan and will review data to track progress

Junior High Activities - Amber Lenton

1. Participation Update - Current number (last year's number)
 - Girls Wrestling- 58 (38)
 - 7th Girls Basketball - 18 (26)
 - 8th Boys Basketball - 22 (25)
 - Boys Intramural Basketball - 28 (23)
 - Speech- 34 (70)
 - Debate - 6 (new this year)
2. Track starting March 18, 2024

Meeting adjourned at 1:00 PM.

Upcoming meetings:

Monday, April 29, 2024, Noon, Central Office



Civics/Curriculum Committee Meeting Minutes

Date: ___2-13-2024_____

Time: ___1:30 PM_____

Location: ___NPS Central Office Administration Building_____

Members Present:

Beth Shashikant

Cindy Booth

Beth Nelson

Jared Oswald

Nancy Probasco

Sharie Thelen

Mickie Mueller

Members Absent:

Teri Bauer

Dr. Jami Jo Thompson

The Curriculum Committee met on February 13th, 2024, to evaluate potential program purchases for implementation in the upcoming 2024-25 school year.

The first recommendation for purchase is the Preschool math program, McGraw Hill Building Blocks. Following a thorough assessment of two programs, including a pilot during the current school year, the preschool teachers concluded that Building Blocks offers materials conducive to enhancing math instruction, ensuring consistency across classrooms, and providing pre-prepared, high-quality lessons. This choice will allow teachers more time to address student and family needs.

Also under consideration is Amplify Geometry for the Senior High. This program was originally piloted and approved last year, however, we decided to delay the purchase for one year, so that teachers who taught both Algebra and Geometry would not have 2 new programs to implement this year. . Amplify Math, adopted by grades 7-12 last year, emphasizes problem-solving based instruction to promote higher levels of complexity and critical thinking.

The K-6th grade math program, iReady, has undergone comprehensive research, study, and a two-year pilot. The collected data, shared with the committee over the past year,

shows the significance of this decision. iReady brings a problem-solving and critical thinking dimension to elevate rigor in math education.

Seventh-grade health, the only required NPS health class (82 sessions per year), requires an updated book. . After careful consideration of various offerings, "Essential Health Skills for Middle School," by Goodheart-Wilcox Publisher stood out for its age-appropriate language, lack of bias, and alignment with the district's health education principles. The selected book has been thoroughly reviewed and vetted by teachers, instructional coaches, and administrators.

The final program requiring an update before the next school year is the Senior High Spanish materials. The current program will be renewed for an additional five years; no new materials are under consideration.

The next committee meeting, scheduled for early fall, will incorporate a civics portion in the agenda.

Board of Education Regular Meeting
Monday, February 12, 2024 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: Absent
Beth Shashikant: Present
Sandy Wolfe: Present

1. Date Public Notice appeared in the Norfolk Daily News: February 5, 2024
2. Call to Order - The meeting was called to order at 5:30 PM
 - 2.1. Roll Call

Motion to excuse Lindsay Dixon at 5:31 PM passed with a motion by Beth Shashikant and a second by Cindy Booth.

| | |
|---------------------|-----------------------|
| Teri Bauer: Yea | Lindsay Dixon: Absent |
| Cindy Booth: Yea | Beth Shashikant: Yea |
| Brenda Carhart: Yea | Sandy Wolfe: Yea |

- 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Presentations & Special Recognition
 - 4.1. Leadership Development Programs
 - A. Beth Nelson & Lisa Langenberg presented NextGen Leadership Academy (for aspiring administrators) and the opportunities to build future leaders within the District.
 - B. Beth Nelson presented the NPS Administrative Liaison Program which is a mentorship program within the District for current administration.
5. Public Comments & Communication
 - A. 1 individual spoke during public comment.
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda for the month of February 2024 by specific fund are listed below:
General Fund = \$571,879.93
Nutrition Services Fund =\$214,897.72
Cooperative Fund =\$6,997.90
Depreciation Fund =\$0
QCPUF: \$0
Special Building Fund =\$13,654.12
Student Fee Fund = \$3,911.70
 - B. The total amount of claims for the month of January 2024 in the Activities Fund is \$182,563.16
 - 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 - Since the approval of the strategic action planning goals, the Systems of Support and Achievement committees have been meeting to fulfill the action steps. There have been robust conversations about how we are addressing student learning needs. We've met three times already on collaborative items since the beginning of the semester.
 - B. The Nebraska Department of Education came to Norfolk to complete a required federal programs review. This has been updated to occur every five years instead of three. We have not received the final report but upon our visit there were no major suggestions or corrections that were needed for our grant and processes of fulfilling the grant.
 - C. We have been notified by the Nebraska Education Commissioner that the state department will no longer fund MAP Growth testing for districts across the state. This presents a challenge due to the depth that principals and teachers use the data for helping guide instruction. Alternatively, schools are allowed to use the NSCAS Growth assessment data as a single source to collect normative and criterion data. At this point, the Teaching and Learning department is reviewing and studying options. There has been a Zoom meeting scheduled for districts across the state to collaborate about what and how they are using the NSCAS data and if they are using different additional data. I will keep you posted on the information we learn and what we will do for next year.
 - D. Ongoing and forthcoming professional development is occurring for the Amplify Math program implementation that was purchased last year for 7th -12th grade.
 - E. The spring BOE Curriculum Committee meeting is being held on February 13th where we will review curriculum purchases for 24-25 implementation. You will hear more about that next month.
- 6.3. Student Programs Report – Speaker: Beth Nelson for Mary Luhr
- A. Some of our English Language Learner students started taking the English Language Proficiency Assessment (ELPA) on February 5. All ELL students will have the ELPA summative completed by March 15, 2024. This assessment evaluates our students' proficiency in speaking, listening, reading, and writing the English language. We will receive the results in the first weeks of May.
 - B. Luhr attended the Nebraska Association of Special Education Administrators (NASSES) conference in Lincoln last week. There were roundtable discussions regarding; teacher retention, educator shortage solutions, creating continuity for systems-involved students, as well as a presentation from KSB law and ideas for cultivating shared responsibilities with general education teachers. February 23rd, the special education leadership team will attend an ESU 8 presentation on the TIP for special education.
 - C. Norfolk Senior High, Junior High, and Middle School each received two grants from NDE. The School Mental Health Project grant money will be used for staff training, sensory items and Tier 2 evidence-based curriculum. The total amount granted was \$100,500.00 to be spent by September 29, 2024.
- 6.4. Student Services Report – Speaker: Erik Wilson
- A. At the end of January our High School Admin Team, Dr. Thompson, and I were able to meet with representatives from the Visit Norfolk Area, for a wrap up of

State One Acts. We reviewed safety protocols and discussed things that went well and things we can improve on for next year. Thanks to Dr. Thompson and the Board for allowing the calendar change to have that Friday of State One Acts be a no school day. It made a huge difference this year and is a welcome addition to next year.

- B. As we all know there are a lot of education bills this short session of the legislature. I have been following many of those that will be affecting our district. Especially LB1339 which changes conceal carry rules in schools and a group of bills affecting Student Discipline, LB899, LB1141, and LB1146.
 - C. Reminder to our families that this week is parent teacher conference week. Each building has sent out information about their conference schedule. We will have an 11:30am dismissal on Thursday for afternoon conferences and there is no school on Friday 2/16, Monday 2/19, and Tuesday 2/20.
- 6.5. Human Resources & Accreditation Report – Speaker: Erik Wilson for Angie Baumann
- A. Principals have begun interviewing to fill our open positions for the 2024-2025 school year. Letters of Intent will be sent to all certified staff on March 1, with a return date of March 15. At that time, we should know of all openings that we will need to fill for the 2024-2025 school year.
 - B. Luhr and Baumann attended the educator career fair at the University of Nebraska Lincoln today. She will attend upcoming fairs at the University of Nebraska Omaha and the South Dakota Teacher Fair. We are working hard to get quality teachers hired, as early as possible.
- 6.6. Superintendent's Report – Speaker: Dr. Jami Jo Thompson
- A. 2022-2023 Annual Report reviewed. The report will be published in the newspaper and website.
 - B. Board Development Survey Results presented and topics reviewed by board members. Topics with the most interest included: Budgeting Process, Board Goals/Priorities, and Self-Evaluation.
7. Committee Reports
- 7.1. Facilities & Finance Committee Report – Speaker: Brenda Carhart
- A. The Facilities & Finance Committee met earlier today. Board members present were: Sandy Wolfe, Teri Bauer, Brenda Carhart. Claims for the month of February and activity claims for January were reviewed. Other topics discussed included updates on the following:
 - RSP and Associates - Explanation of Services and Fees
 - CMBA Architects - Middle School Project
 - Facilities Update
 - B. Our next Finance and Facilities Committee meeting is scheduled for March 11, 2024.
- 7.2. Policy Committee Report – Speaker: Cindy Booth
- A. Booth read the minutes from the Policy Committee meeting on February 9, 2024.
 - B. The Policy Committee met at 4:00 on February 9, 2024. Brenda Carhart, Cindy Booth, Erik Wilson and Callan Collins attended the meeting. Lindsay Dixon and Dr. Thompson were absent.
 - C. Policy section 4028-4133 related to personnel, policy 4005 related to snow days, and policy 5206 related to early completion plans were reviewed.

- D. Policy 4133 related to Substitute Teachers was revised to reflect our current practices regarding long-term substitutes (LTS). LTS are substitutes who have subbed in the same position for 20 consecutive days. They are paid at the base rate for a classroom teacher.
 - E. The committee discussed whether to revise our current Snow Day Policy (4005) so that snow days do not need to be made up unless required by NDE. Ultimately, the Committee decided not to recommend this change. This means that snow days will be made up over Spring Break if we have more than 2 prior to March 1st.
 - F. The committee also discussed whether to allow students who choose to graduate early to continue to participate in an activity if the student qualified for state or national competitions prior to graduation. The committee decided not to recommend this change. This means that students who graduate early will not be allowed to participate in any school activities other than the graduation ceremony.
 - G. No other changes were recommended to these policies.
- 7.3. Government Relations Committee Report. Speaker: Teri Bauer
- A. The Government Relations Committee met three times since our January Board meeting. We met at 12:30 PM on Thursday, January 24, 2024. Board Committee Members Sandy Wolfe, Teri Bauer, and Beth Shashikant were present, along with Dr. Jami Jo Thompson and Tiffany Settles. The Committee reviewed the handouts provided by Dr. Thompson and discussed how to submit in-person and written testimony. The committee discussed all education bills with upcoming hearings and decided to take the following actions:
 - Beth Shashikant wrote a letter in opposition to LB 1386, which would establish education savings account for private school students.
 - Sandy Wolfe wrote a letter in opposition to LB 1081, which would require school districts to comply with new (unrealistic) student teacher ratios.
 - Sandy Wolfe wrote a thank you letter to Senator Walz for her efforts to increase the teacher pool via LB 1005 and 1160.
 - Dr. Thompson wrote a letter of support for LB 1377, which would provide school districts with more flexibility regarding the length of certain required training sessions.
 - Beth Shashikant wrote a letter of opposition to LB 1316, which would eliminate the ability of school boards to exceed the 3% growth cap.
 - B. The committee met at 3:00 PM on Thursday, February, 2024 at NCSA in Lincoln. Board Committee Members: Sandy Wolfe, Teri Bauer, and Beth Shashikant were present, along with Dr. Jami Jo Thompson and Erik Wilson. Attendees participated in the GNSA meeting with updates from the NCSA and GNSA Legislative Committees. They also met with Senator Dover to discuss legislative concerns. The committee discussed all education bills with upcoming hearings and decided to take the following actions:
 - Beth Shashikant will write a letter of opposition to LB 939, the My Student, My Choice Act.

- Erik wrote a neutral letter to LB 1339, supporting off-duty police officers carrying firearms on school grounds, but opposing school personnel carrying firearms on school grounds.
- Dr. Thompson reviewed LB 1140 and sent a clarifying question to Senator McKinney.
- Bruce Strong testified in person in support of LB 899, which would exempt Class III School districts from prohibition on suspending students in pre-kindergarten through second grade.
- Dr. Thompson testified in person in support of LB 1146, which would provide an exception to the prohibition on suspending a student in pre-kindergarten through second grade for violent behavior.
- Dr. Thompson also testified in person in support of LB 1012, which would allow QCPUF to be used for safety/security projects.
- The Committee decided to closely monitor LR 278CA, a Constitutional amendment that would change the membership of the State Board of Education.

C. The committee met at 1:00 PM on Thursday, February 8, 2024. Board Committee Members Teri Bauer, and Beth Shashikant were present, along with Dr. Jami Jo Thompson and Tiffany Settles. The committee discussed all education bills with upcoming hearings and decided to take the following actions:

- Dr. Thompson wrote a combined letter of support for LB 964, LB 1121, LB 1053, 1388 and LB 986. Each of these bills attempts to assist with the current teacher shortage via loan forgiveness and/or grant programs.
- Beth Shashikant wrote a letter for support for LB 1398, which would provide 100% reimbursement for special education programs and support services relating to option students.
- Beth Shashikant wrote letters of opposition to LB 841, which would require all administrators to spend 15% of their time in school engagement activities with students and non-administrative staff, and LB 1322, which would require that school counselors spend 80% of their time in direct counseling activities. We believe that administrators and school board members should make these decisions at the local level.

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

- A. The Norfolk Public Schools Foundation held its annual meeting on January 15th. During the annual meeting, board members discussed and approved the year-end 2023 financial reports, 2024 annual budget, board member terms, election of officers, and annual vendor relationships. The board welcomed two new board members: Kathy Naranjo and Tracey Buettner.
- B. Annual distributions from the foundation’s endowments and funds for scholarships and grants were also approved for 2024 programming. Students of the NHS graduating Class of 2024 will have the opportunity to apply for many scholarships through the Norfolk Public Schools Foundation. The scholarship application will be available on the website in February.

8. Approve Consent Agenda

Motion to approve the consent agenda at 6:36 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: Absent
Beth Shashikant: Yea
Sandy Wolfe: Yea

- 8.1. Minutes of Previous Meetings - January 10, 2024 and January 25, 2024
- 8.2. Personnel
 - 8.2.1. Contract Approval
 - Hannah Lonowski - 2024-2025, 5th-6th English Language Learners Teacher, Norfolk Middle School
 - Colby Mrsny - 2024-2025, Special Education-Behavior Teacher, Norfolk Middle School
 - Kayla Wingert - 2024-2025, 2nd Grade Teacher, Woodland Park Elementary
 - Abigail Ullrich - 2024-2025 English Language Arts Teacher, Norfolk Senior High School
 - 8.2.2. Resignations
 - Deb Borgelt - 7th grade Language Arts teacher at Norfolk Junior High, retiring, effective at the end of the 2023-2024 contract year.
 - Moriah Hart - 3rd & 4th grade teacher at Lincoln Montessori Elementary, resigning, effective at the end of the 2023-2024 contract year.
- 8.3. Claims
 - A. Attached are the claims for the month of February, 2024. These claims were reviewed earlier by our Finance and Facility Committee.
 - B. There are four conflict statements that were read before voting.
9. Action Items
 - 9.1. Discuss, consider and take action to approve the first reading of Board policies 4028-4133 related to personnel
 - A. These policies were discussed during the Policy Committee Report. Policies were attached. Policies 4028-4133 related to personnel:
 - 4028: Appropriate Dress – Reaffirm
 - 4029: Fundraising- Reaffirm
 - 4030: Wage Information- Reaffirm
 - 4031: Injury Leave- Reaffirm
 - 4100: Qualifications for Appointment as a Teacher - Reaffirm
 - 4101: Qualification for Appointment of Administrative and Supervisory Positions - Reaffirm
 - 4110: Contract - Reaffirm
 - 4111: Certification- Reaffirm
 - 4120: Probationary Certified Employees- Reaffirm
 - 4121: Permanent Certified Employees- Reaffirm
 - 4130: Assignment of Duties- Reaffirm
 - 4131: Agents/Tutors- Reaffirm
 - 4132: Student Teachers and Pre-Student Teachers- Reaffirm
 - 4133: Substitute Teachers - Revised

Motion to approve the first reading of Board policies 4028-4133 related to personnel at 6:40 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: Absent
Beth Shashikant: Yea
Sandy Wolfe: Yea

10. Future Meetings
 - A. The 2nd monthly meeting of the Board of Education in February is tentatively scheduled for Thursday, February 22, 2024 at Noon.
 - B. The next regular meeting of the Board of Education will be held on Monday, March 11, 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 Salary Negotiations -- As Needed to Protect the Interest of the District
 - 11.1. Convene Executive Session -- To Discuss Salary Negotiations -- As Needed to Protect the Interest of the District
Motion to Convene Executive Session -- To Discuss Salary Negotiations -- As Needed to Protect the Interest of the District at 6:41 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.
Teri Bauer: Yea
Cindy Booth: Yea
Brenda Carhart: Yea
Lindsay Dixon: Absent
Beth Shashikant: Yea
Sandy Wolfe: Yea
 - 11.2. Reconvene Meeting from Executive Session at 7:45 PM No action taken.
12. Adjournment. Meeting adjourned at 7:45 PM.

Chairperson

Superintendent

Board of Education 2nd Monthly Meeting
Thursday, February 22, 2024 12:00 PM
Norfolk Public School's Central Administration Office
P.O. Box 139
Norfolk, NE 68702-0139

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

1. Date Public Notice appeared in the Norfolk Daily News: February 16, 2024
2. Call to Order
The Norfolk Public School District's board of education meeting was called to order at 12:00 PM.
 - 2.1. Roll Call – See attendance above.

Motion to excuse the absence of Cindy Booth at 12:01 PM passed with a motion by Lindsay Dixon and a second by Brenda Carhart.

| | | | |
|-----------------|--------|------------------|-----|
| Teri Bauer: | Yea | Lindsay Dixon: | Yea |
| Cindy Booth: | Absent | Beth Shashikant: | Yea |
| Brenda Carhart: | Yea | Sandy Wolfe: | Yea |

- 2.2. Declaration of a Legal Meeting
The meeting was declared legal.

3. Consent Agenda
Motion to approve the consent agenda at 12:02 PM passed with a motion by Beth Shashikant and a second by Teri Bauer.

| | | | |
|-----------------|--------|------------------|-----|
| Teri Bauer: | Yea | Lindsay Dixon: | Yea |
| Cindy Booth: | Absent | Beth Shashikant: | Yea |
| Brenda Carhart: | Yea | Sandy Wolfe: | Yea |

- 3.1. Personnel
 - 3.1.1. Contract Approval
 - Emily Ames, 2024-2025, English Teacher, Norfolk Senior High
 - 3.1.2. Resignations
 - Jim Spanel - Math teacher at Norfolk Junior High, retiring, effective at the end of the 2023-2024 contract year.

4. Future Meetings
 - A. The next regular meeting of the Board of Education will be held on Monday, March 11, 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.

5. Executive Session -- To Discuss Salary Negotiations -- As Needed to Protect the Interest of the District
 - 5.1. Convene Executive Session -- To Discuss Salary Negotiations -- As Needed to Protect the Interest of the District

Motion to convene executive Session to discuss salary negotiations, as needed to protect the interest of the District at 12:03 PM passed with a motion by Teri Bauer and a second by Lindsay Dixon.

| | | | |
|-----------------|--------|------------------|-----|
| Teri Bauer: | Yea | Lindsay Dixon: | Yea |
| Cindy Booth: | Absent | Beth Shashikant: | Yea |
| Brenda Carhart: | Yea | Sandy Wolfe: | Yea |

5.2. Reconvene Meeting from Executive Session

A. Reconvene at 12:40 PM.

B. No action taken.

6. Adjournment

Meeting adjourned at 12:40 PM

Chairperson

Superintendent

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #823 for the month of March in the consent agenda for this meeting.

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

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

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #154 for the month of March in the consent agenda for this meeting.

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

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

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #883 for the month of March in the consent agenda for this meeting.

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

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

Date: _____

Board Member

| | | | | |
|----|-------------------------------------|----------------------------|-----------------------|----------|
| | | MARCH 11, 2024 | | |
| | | | | |
| | | NORFOLK PUBLIC SCHOOLS | | |
| | | NORFOLK, NEBRASKA | | |
| | | | | |
| | | | | |
| | GENERAL FUND | | | |
| 1 | 81 AUTO GLASS, LLC | WINDSHIELD | 01 2712 610 1 001 000 | \$275.00 |
| 2 | 81 AUTO GLASS, LLC Total | | | \$275.00 |
| 3 | ADVANCE AUTO PARTS | CONDUIT/LIGHT BAR | 01 2650 610 1 001 000 | \$49.82 |
| 4 | ADVANCE AUTO PARTS | HEADLIGHTS | 01 2650 610 1 001 000 | \$25.48 |
| 5 | ADVANCE AUTO PARTS | HEADLIGHT | 01 2650 610 1 001 000 | \$10.32 |
| 6 | ADVANCE AUTO PARTS | VEHICLE SUPPLIES | 01 2650 610 1 001 000 | \$56.18 |
| 7 | ADVANCE AUTO PARTS | VEHICLE SUPPLIES | 01 2650 610 1 001 000 | \$7.97 |
| 8 | ADVANCE AUTO PARTS | VEHICLE SUPPLIES | 01 2650 610 1 001 000 | \$28.06 |
| 9 | ADVANCE AUTO PARTS | BALL JOINTS | 01 2650 610 1 001 000 | \$34.03 |
| 10 | ADVANCE AUTO PARTS | CONVERTER AND SUPPLIES | 01 2650 610 1 001 000 | \$77.30 |
| 11 | ADVANCE AUTO PARTS | BULB | 01 2650 610 1 001 000 | \$2.55 |
| 12 | ADVANCE AUTO PARTS | VEHICLE SUPPLIES | 01 2650 610 2 001 000 | \$7.96 |
| 13 | ADVANCE AUTO PARTS | BBALL JOINTS | 01 2650 610 2 001 000 | \$34.02 |
| 14 | ADVANCE AUTO PARTS | VEHICLE SUPPLIES | 01 2650 610 2 001 000 | \$28.06 |
| 15 | ADVANCE AUTO PARTS | VEHICLE SUPPLIES | 01 2650 610 2 001 000 | \$56.17 |
| 16 | ADVANCE AUTO PARTS | CONDUIT/LIGHT BAR | 01 2650 610 2 001 000 | \$49.81 |
| 17 | ADVANCE AUTO PARTS | HEADLIGHTS | 01 2650 610 2 001 000 | \$25.48 |
| 18 | ADVANCE AUTO PARTS | CONVERTER AND SUPPLIES | 01 2650 610 2 001 000 | \$77.30 |
| 19 | ADVANCE AUTO PARTS | BULB | 01 2650 610 2 001 000 | \$2.55 |
| 20 | ADVANCE AUTO PARTS | HEADLIGHT | 01 2650 610 2 001 000 | \$10.32 |
| 21 | ADVANCE AUTO PARTS | HEADLIGHTS | 01 2712 610 1 001 000 | \$26.78 |
| 22 | ADVANCE AUTO PARTS Total | | | \$610.16 |
| 23 | AGPARTS WORLDWIDE, INC | COMPUTER REPLACEMENT PARTS | 01 2230 650 1 005 000 | \$129.95 |
| 24 | AGPARTS WORLDWIDE, INC | COMPUTER REPLACEMENT PARTS | 01 2230 650 2 005 000 | \$129.95 |
| 25 | AGPARTS WORLDWIDE, INC Total | | | \$259.90 |
| 26 | APPEARA | LAUNDRY SERVICE | 01 1100 340 2 211 001 | \$28.02 |
| 27 | APPEARA | LAUNDRY SERVICE | 01 1100 340 2 211 001 | \$20.94 |
| 28 | APPEARA | LAUNDRY SERVICE | 01 1100 340 2 211 001 | \$15.21 |
| 29 | APPEARA | LAUNDRY SERVICE | 01 2410 340 2 209 001 | \$192.04 |

| | | | | |
|----|--|--------------------------------|-----------------------|------------|
| 30 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 1 001 000 | \$77.29 |
| 31 | APPEARA | MOP CLEANING | 01 2610 431 1 001 000 | \$45.00 |
| 32 | APPEARA | MOP CLEANING | 01 2610 431 1 001 000 | \$45.00 |
| 33 | APPEARA | MOP CLEANING | 01 2610 431 1 001 000 | \$45.00 |
| 34 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 1 001 000 | \$58.17 |
| 35 | APPEARA | MOP CLEANING | 01 2610 431 1 001 000 | \$45.00 |
| 36 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 1 001 000 | \$58.18 |
| 37 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 1 001 000 | \$58.18 |
| 38 | APPEARA | MOP CLEANING | 01 2610 431 2 001 000 | \$45.00 |
| 39 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 2 001 000 | \$58.17 |
| 40 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 2 001 000 | \$58.17 |
| 41 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 2 001 000 | \$77.29 |
| 42 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2610 431 2 001 000 | \$58.17 |
| 43 | APPEARA | MOP CLEANING | 01 2610 431 2 001 000 | \$45.00 |
| 44 | APPEARA | MOP CLEANING | 01 2610 431 2 001 000 | \$45.00 |
| 45 | APPEARA | MOP CLEANING | 01 2610 431 2 001 000 | \$45.00 |
| 46 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 1 001 000 | \$14.54 |
| 47 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 1 001 000 | \$19.33 |
| 48 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 1 001 000 | \$14.54 |
| 49 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 1 001 000 | \$14.54 |
| 50 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 2 001 000 | \$14.55 |
| 51 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 2 001 000 | \$14.54 |
| 52 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 2 001 000 | \$19.32 |
| 53 | APPEARA | DISTRICT MT/CUST SHIRTS | 01 2620 431 2 001 000 | \$14.54 |
| 54 | APPEARA Total | | | \$1,245.73 |
| 55 | ARKFELD LOCK & SECURITY | KEY BLANK | 01 2620 610 1 001 014 | \$13.97 |
| 56 | ARKFELD LOCK & SECURITY Total | | | \$13.97 |
| 57 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 58 | ARROW STAGE LINES | PINK PANTHERS TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 59 | ARROW STAGE LINES | BAND TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 60 | ARROW STAGE LINES | BOYS AND GIRLS BASKETBALL | 01 2710 340 1 001 000 | \$967.50 |
| 61 | ARROW STAGE LINES | BOYS BASKETBALL TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 62 | ARROW STAGE LINES | SHOW CHOIR TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 63 | ARROW STAGE LINES | SHOW CHOIR VAN | 01 2710 340 1 001 000 | \$429.50 |
| 64 | ARROW STAGE LINES | BASKETBALL TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 65 | ARROW STAGE LINES | BASKETBALL TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |

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|-----|-------------------|--------------------------------|-----------------------|------------|
| 66 | ARROW STAGE LINES | BAND TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 67 | ARROW STAGE LINES | JH ROBOTICS TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 68 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 69 | ARROW STAGE LINES | GIRLS BASKETBALL TRAVEL | 01 2710 340 1 001 000 | \$825.00 |
| 70 | ARROW STAGE LINES | JH GIRLS WRESTLING TRAVEL | 01 2710 340 1 001 000 | \$975.00 |
| 71 | ARROW STAGE LINES | BOYS BASKETBALL TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 72 | ARROW STAGE LINES | BAND TRANSPORTATION | 01 2710 340 1 001 000 | \$1,500.00 |
| 73 | ARROW STAGE LINES | SWIMMING TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 74 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 75 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 76 | ARROW STAGE LINES | SHOW CHOIR TRANSPORTATION | 01 2710 340 1 001 000 | \$1,650.00 |
| 77 | ARROW STAGE LINES | SPEECH TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 78 | ARROW STAGE LINES | SWIMMING TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 79 | ARROW STAGE LINES | BOYS AND GIRLS BASKETBALL | 01 2710 340 1 001 000 | \$825.00 |
| 80 | ARROW STAGE LINES | WRESTLING TRANSPORTATION | 01 2710 340 1 001 000 | \$967.50 |
| 81 | ARROW STAGE LINES | SPEECH TRANSPORTATION | 01 2710 340 1 001 000 | \$1,100.00 |
| 82 | ARROW STAGE LINES | SPEECH TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 83 | ARROW STAGE LINES | JV WRESTLING TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 84 | ARROW STAGE LINES | JH B BASKETBALL TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 85 | ARROW STAGE LINES | SWIMMING TRANSPORTATION | 01 2710 340 1 001 000 | \$825.00 |
| 86 | ARROW STAGE LINES | CHEER TRANSPORTION | 01 2710 340 2 001 000 | \$825.00 |
| 87 | ARROW STAGE LINES | PINK PANTHERS TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 88 | ARROW STAGE LINES | BAND TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 89 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 90 | ARROW STAGE LINES | SPEECH TRANSPORTATION | 01 2710 340 2 001 000 | \$1,100.00 |
| 91 | ARROW STAGE LINES | SHOW CHOIR TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 92 | ARROW STAGE LINES | SHOW CHOIR VAN | 01 2710 340 2 001 000 | \$429.50 |
| 93 | ARROW STAGE LINES | BASKETBALL TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 94 | ARROW STAGE LINES | SWIMMING TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 95 | ARROW STAGE LINES | BAND TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 96 | ARROW STAGE LINES | SWIMMING TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 97 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 98 | ARROW STAGE LINES | GIRLS BASKETBALL TRAVEL | 01 2710 340 2 001 000 | \$825.00 |
| 99 | ARROW STAGE LINES | JH GIRLS WRESTLING TRAVEL | 01 2710 340 2 001 000 | \$975.00 |
| 100 | ARROW STAGE LINES | BOYS BASKETBALL | 01 2710 340 2 001 000 | \$825.00 |
| 101 | ARROW STAGE LINES | BAND TRANSPORTATION | 01 2710 340 2 001 000 | \$1,500.00 |

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|-----|--------------------------------------|--------------------------------|-----------------------|-------------|
| 102 | ARROW STAGE LINES | JV WRESTLING TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 103 | ARROW STAGE LINES | JH ROBOTICS TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 104 | ARROW STAGE LINES | BOYS BASKETBALL TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 105 | ARROW STAGE LINES | CHEER TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 106 | ARROW STAGE LINES | SHOW CHOIR TRANSPORTATION | 01 2710 340 2 001 000 | \$1,650.00 |
| 107 | ARROW STAGE LINES | WRESTLING TRANSPORTATION | 01 2710 340 2 001 000 | \$967.50 |
| 108 | ARROW STAGE LINES | JH B BASKETBALL TRANSPORTATON | 01 2710 340 2 001 000 | \$825.00 |
| 109 | ARROW STAGE LINES | BOYS AND GIRLS BASKETBALL | 01 2710 340 2 001 000 | \$967.50 |
| 110 | ARROW STAGE LINES | SPEECH TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 111 | ARROW STAGE LINES | BOYS AND GIRLS BASKETBALL | 01 2710 340 2 001 000 | \$825.00 |
| 112 | ARROW STAGE LINES | SPEECH TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 113 | ARROW STAGE LINES | BASKETBALL TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 114 | ARROW STAGE LINES | SWIMMING TRANSPORTATION | 01 2710 340 2 001 000 | \$825.00 |
| 115 | ARROW STAGE LINES Total | | | \$51,479.00 |
| 116 | ASPM LANDSCAPES, LLC | SNOW REMOVAL | 01 2630 420 1 001 014 | \$1,015.00 |
| 117 | ASPM LANDSCAPES, LLC | SNOW REMOVAL | 01 2630 420 1 001 021 | \$770.00 |
| 118 | ASPM LANDSCAPES, LLC | SNOW REMOVAL | 01 2630 420 2 001 001 | \$900.00 |
| 119 | ASPM LANDSCAPES, LLC Total | | | \$2,685.00 |
| 120 | BEGEMAN, CHRIS | DEBATE FUEL REIMBURSMET | 01 2650 626 1 001 000 | \$25.00 |
| 121 | BEGEMAN, CHRIS | DEBATE FUEL REIMBURSMET | 01 2650 626 2 001 000 | \$25.00 |
| 122 | BEGEMAN, CHRIS Total | | | \$50.00 |
| 123 | BENDER, DENISE | STAFF MILEAGE | 01 1100 333 1 001 000 | \$72.37 |
| 124 | BENDER, DENISE | STAFF MILEAGE | 01 1100 333 2 001 000 | \$72.37 |
| 125 | BENDER, DENISE | HONOR ORCHESTRA MEALS | 01 1100 580 2 205 001 | \$26.14 |
| 126 | BENDER, DENISE Total | | | \$170.88 |
| 127 | BERTRAND, SAMANTHA | PARENT MILEAGE | 01 2713 332 1 004 021 | \$170.98 |
| 128 | BERTRAND, SAMANTHA Total | | | \$170.98 |
| 129 | BEST WESTERN VERMILLION | LODGING FOR USD HONOR BAND | 01 1100 580 2 202 001 | \$1,037.70 |
| 130 | BEST WESTERN VERMILLION Total | | | \$1,037.70 |
| 131 | BIXENMANN, MELISSA | PARENT MILEAGE | 01 2712 332 2 004 000 | \$568.16 |
| 132 | BIXENMANN, MELISSA Total | | | \$568.16 |
| 133 | BLICK ART MATERIALS | CLASSROOM SUPPLIES | 01 1100 610 2 224 001 | \$192.05 |
| 134 | BLICK ART MATERIALS Total | | | \$192.05 |
| 135 | BOMGAARS SUPPLY | FASTENERS | 01 2620 610 1 001 000 | \$5.58 |
| 136 | BOMGAARS SUPPLY | PLASTIC HOSE COUPLIN | 01 2620 610 1 001 000 | \$2.39 |
| 137 | BOMGAARS SUPPLY | DRILL BITS | 01 2620 610 1 001 000 | \$14.49 |

| | | | | |
|-----|---------------------------------------|----------------------|-----------------------|-------------|
| 138 | BOMGAARS SUPPLY | SOLAR SALT | 01 2620 610 1 001 009 | \$162.25 |
| 139 | BOMGAARS SUPPLY | SOLAR SALT | 01 2620 610 1 001 021 | \$64.90 |
| 140 | BOMGAARS SUPPLY | FASTENERS | 01 2620 610 2 001 000 | \$5.57 |
| 141 | BOMGAARS SUPPLY | DRILL BITS | 01 2620 610 2 001 000 | \$14.49 |
| 142 | BOMGAARS SUPPLY | PLASTIC HOSE COUPLIN | 01 2620 610 2 001 000 | \$2.39 |
| 143 | BOMGAARS SUPPLY | WRENCH, IMP | 01 2650 610 1 001 000 | \$125.00 |
| 144 | BOMGAARS SUPPLY | SUPPLIES | 01 2650 610 1 001 000 | \$9.02 |
| 145 | BOMGAARS SUPPLY | SHOP SUPPLIES | 01 2650 610 1 001 000 | \$18.64 |
| 146 | BOMGAARS SUPPLY | WRENCH, IMP | 01 2650 610 2 001 000 | \$124.99 |
| 147 | BOMGAARS SUPPLY | SHOP SUPPLIES | 01 2650 610 2 001 000 | \$18.64 |
| 148 | BOMGAARS SUPPLY | SUPPLIES | 01 2650 610 2 001 000 | \$9.02 |
| 149 | BOMGAARS SUPPLY Total | | | \$577.37 |
| 150 | BOOTH, CINDY | TRAVEL | 01 2310 333 1 033 000 | \$81.74 |
| 151 | BOOTH, CINDY | TRAVEL | 01 2310 333 2 033 000 | \$81.74 |
| 152 | BOOTH, CINDY | TRAVEL | 01 2310 580 1 033 000 | \$5.63 |
| 153 | BOOTH, CINDY | TRAVEL | 01 2310 580 2 033 000 | \$5.62 |
| 154 | BOOTH, CINDY Total | | | \$174.73 |
| 155 | BSN SPORTS | BLEACHERS | 01 2620 610 1 001 014 | \$13,123.82 |
| 156 | BSN SPORTS Total | | | \$13,123.82 |
| 157 | CALDERON-VIDRIO, EDUARDO | INTERPRETER | 01 1150 350 1 004 004 | \$63.18 |
| 158 | CALDERON-VIDRIO, EDUARDO Total | | | \$63.18 |
| 159 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 104 010 | \$318.61 |
| 160 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 201 003 | \$199.43 |
| 161 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 302 004 | \$257.08 |
| 162 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 430 014 | \$589.92 |
| 163 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 602 005 | \$176.91 |
| 164 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 705 008 | \$199.36 |
| 165 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 819 009 | \$146.83 |
| 166 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 1 904 012 | \$180.20 |
| 167 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 2 016 001 | \$27.75 |
| 168 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 2 141 002 | \$452.16 |
| 169 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1100 340 2 209 001 | \$1,058.20 |
| 170 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1190 610 1 163 021 | \$51.75 |
| 171 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1200 610 1 004 000 | \$360.21 |
| 172 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1200 610 2 004 000 | \$360.21 |
| 173 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1291 610 1 017 000 | \$102.94 |

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| 174 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 1292 610 1 017 000 | \$102.94 |
| 175 | CAPITAL BUSINESS SYSTEMS, | PRINTER/COPIERS | 01 2530 340 1 001 000 | \$12.37 |
| 176 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 2530 340 1 001 000 | \$2,348.01 |
| 177 | CAPITAL BUSINESS SYSTEMS, | PRINTER/COPIERS | 01 2530 340 2 001 000 | \$12.36 |
| 178 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 2530 340 2 001 000 | \$2,348.00 |
| 179 | CAPITAL BUSINESS SYSTEMS, | PRINTERS/COPIES | 01 2620 431 0 001 000 | \$50.78 |
| 180 | CAPITAL BUSINESS SYSTEMS, Total | | | \$9,356.02 |
| 181 | CAPTAL BUSINESS SYSTEMS, | PAPERCUT MF/PC REMOTE PRINT | 01 2230 340 1 005 000 | \$3,438.38 |
| 182 | CAPTAL BUSINESS SYSTEMS, | PAPERCUT MF/PC REMOTE PRINT | 01 2230 340 2 005 000 | \$3,438.38 |
| 183 | CAPTAL BUSINESS SYSTEMS, Total | | | \$6,876.76 |
| 184 | CDW GOVERNMENT, INC | PROJECTOR | 01 1100 650 1 430 014 | \$427.00 |
| 185 | CDW GOVERNMENT, INC | GOOGLE CHROMECAST | 01 1100 650 1 904 012 | \$32.72 |
| 186 | CDW GOVERNMENT, INC | PROJECTOR | 01 1100 650 2 106 002 | \$427.00 |
| 187 | CDW GOVERNMENT, INC Total | | | \$886.72 |
| 188 | CENTURY LUMBER CO | SUPPLIES | 01 2620 610 1 001 000 | \$13.77 |
| 189 | CENTURY LUMBER CO | SUPPLIES | 01 2620 610 2 001 000 | \$13.76 |
| 190 | CENTURY LUMBER CO Total | | | \$27.53 |
| 191 | CITY OF NORFOLK | WATER/SEWER | 01 2610 410 1 001 010 | \$419.33 |
| 192 | CITY OF NORFOLK | WATER/SEWER | 01 2610 410 1 001 014 | \$843.21 |
| 193 | CITY OF NORFOLK | WATER/SEWER | 01 2610 410 1 001 021 | \$367.85 |
| 194 | CITY OF NORFOLK | WATER/SEWER | 01 2610 410 2 001 001 | \$1,694.17 |
| 195 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 1 001 000 | \$6.00 |
| 196 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 1 001 000 | \$35.07 |
| 197 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 1 001 000 | \$25.22 |
| 198 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 1 001 000 | \$29.55 |
| 199 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 1 001 000 | \$45.71 |
| 200 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 1 001 000 | \$6.31 |
| 201 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 2 001 000 | \$29.55 |
| 202 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 2 001 000 | \$6.30 |
| 203 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 2 001 000 | \$6.00 |
| 204 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 2 001 000 | \$25.21 |
| 205 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 2 001 000 | \$45.70 |
| 206 | CITY OF NORFOLK | WASTE REMOVAL | 01 2630 420 2 001 000 | \$35.06 |
| 207 | CITY OF NORFOLK Total | | | \$3,620.24 |
| 208 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 000 | \$188.85 |
| 209 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 003 | \$94.96 |

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| 210 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 004 | \$94.60 |
| 211 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 005 | \$94.96 |
| 212 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 008 | \$94.96 |
| 213 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 009 | \$94.96 |
| 214 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 010 | \$94.96 |
| 215 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 012 | \$92.43 |
| 216 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 014 | \$190.26 |
| 217 | CLEARFLY | PHONE SERVICE | 01 2510 382 1 001 021 | \$94.60 |
| 218 | CLEARFLY | PHONE SERVICE | 01 2510 382 2 001 000 | \$188.85 |
| 219 | CLEARFLY | PHONE SERVICE | 01 2510 382 2 001 001 | \$381.81 |
| 220 | CLEARFLY | PHONE SERVICE | 01 2510 382 2 001 002 | \$192.82 |
| 221 | CLEARFLY Total | | | \$1,899.02 |
| 222 | COOK, TODD | HASTINGS HONOR BAND | 01 1100 580 2 202 001 | \$19.23 |
| 223 | COOK, TODD | GRAND ISLAND JAZZ FESTIVAL | 01 1100 580 2 202 001 | \$12.30 |
| 224 | COOK, TODD | USD HONOR BAND | 01 1100 580 2 202 001 | \$31.07 |
| 225 | COOK, TODD Total | | | \$62.60 |
| 226 | CORNHUSKER INTERNATIONAL | REPAIRS TO BUS #1 | 01 2710 340 1 001 000 | \$773.47 |
| 227 | CORNHUSKER INTERNATIONAL | REPAIRS TO BUS #1 | 01 2710 340 2 001 000 | \$773.47 |
| 228 | CORNHUSKER INTERNATIONAL Total | | | \$1,546.94 |
| 229 | COVER ONE, INC | EASY BIND TAPE | 01 2220 610 1 030 000 | \$56.00 |
| 230 | COVER ONE, INC Total | | | \$56.00 |
| 231 | CRAVEN, SHEILA | OT ELEMENTARY CONTRACTED | 01 2161 320 1 004 000 | \$9,841.50 |
| 232 | CRAVEN, SHEILA | MILEAGE | 01 2161 334 1 004 000 | \$95.01 |
| 233 | CRAVEN, SHEILA Total | | | \$9,936.51 |
| 234 | DELL MARKETING L.P. | DELL LATITUDE 5540 (3) | 01 6988 650 1 001 014 | \$3,800.58 |
| 235 | DELL MARKETING L.P. Total | | | \$3,800.58 |
| 236 | DEMCO | SUPPLIES | 01 2220 610 1 423 014 | \$120.18 |
| 237 | DEMCO Total | | | \$120.18 |
| 238 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 1 001 000 | \$180.03 |
| 239 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 1 001 000 | \$201.19 |
| 240 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 1 001 000 | \$23.49 |
| 241 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 1 001 000 | \$103.51 |
| 242 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 2 001 000 | \$23.49 |
| 243 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 2 001 000 | \$103.51 |
| 244 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 2 001 000 | \$180.03 |
| 245 | DINKEL IMPLEMENT | EQUIPMENT REPAIR | 01 2630 340 2 001 000 | \$201.18 |

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| 246 | DINKEL IMPLEMENT Total | | | \$1,016.43 |
| 247 | DITTER, KERSTIN | SIXPENCE MILEAGE | 01 3541 333 1 004 000 | \$51.01 |
| 248 | DITTER, KERSTIN Total | | | \$51.01 |
| 249 | DITTMER, MICHAEL | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$145.98 |
| 250 | DITTMER, MICHAEL Total | | | \$145.98 |
| 251 | EAKES OFFICE PLUS | DESK NAME SIGNS | 01 2320 610 1 033 000 | \$22.70 |
| 252 | EAKES OFFICE PLUS | GENERAL SUPPLIES | 01 2320 610 1 033 000 | \$0.79 |
| 253 | EAKES OFFICE PLUS | GENERAL SUPPLIES | 01 2320 610 2 033 000 | \$0.78 |
| 254 | EAKES OFFICE PLUS | DESK NAME SIGNS | 01 2320 610 2 033 000 | \$22.70 |
| 255 | EAKES OFFICE PLUS | SOAP | 01 2610 610 1 001 000 | \$795.54 |
| 256 | EAKES OFFICE PLUS | CUSTODIAL SUPPLIES | 01 2610 610 1 001 000 | \$185.75 |
| 257 | EAKES OFFICE PLUS | CUSTODIAL SUPPLIES | 01 2610 610 2 001 000 | \$185.74 |
| 258 | EAKES OFFICE PLUS | SOAP | 01 2610 610 2 001 000 | \$795.54 |
| 259 | EAKES OFFICE PLUS | STAFF SUPPLIES/CUPS | 01 2620 610 1 001 000 | \$56.34 |
| 260 | EAKES OFFICE PLUS | STAFF SUPPLIES/CUPS | 01 2620 610 2 001 000 | \$56.34 |
| 261 | EAKES OFFICE PLUS Total | | | \$2,122.22 |
| 262 | ECHO GROUP INC | SUPPLIES-TECHNOLOGY RELATED | 01 2230 650 1 005 000 | \$339.65 |
| 263 | ECHO GROUP INC | SUPPLIES-TECHNOLOGY RELATED | 01 2230 650 2 005 000 | \$339.65 |
| 264 | ECHO GROUP INC | SUPPLIES | 01 2620 610 1 001 000 | \$63.51 |
| 265 | ECHO GROUP INC | SUPPLIES | 01 2620 610 1 001 000 | \$45.50 |
| 266 | ECHO GROUP INC | FLUOR BULBS | 01 2620 610 1 001 000 | \$349.65 |
| 267 | ECHO GROUP INC | BALLAST | 01 2620 610 1 001 000 | \$33.24 |
| 268 | ECHO GROUP INC | BULB | 01 2620 610 1 001 000 | \$4.90 |
| 269 | ECHO GROUP INC | BALLAST | 01 2620 610 1 001 014 | \$199.80 |
| 270 | ECHO GROUP INC | SUPPLIES | 01 2620 610 2 001 000 | \$63.51 |
| 271 | ECHO GROUP INC | SUPPLIES | 01 2620 610 2 001 000 | \$45.50 |
| 272 | ECHO GROUP INC | FLOUR BULBS | 01 2620 610 2 001 000 | \$349.65 |
| 273 | ECHO GROUP INC | BALLAST | 01 2620 610 2 001 000 | \$33.23 |
| 274 | ECHO GROUP INC | BULB | 01 2620 610 2 001 000 | \$4.90 |
| 275 | ECHO GROUP INC | LED BULBS | 01 2620 610 2 001 001 | \$117.60 |
| 276 | ECHO GROUP INC | SUPPLIES | 01 2620 610 2 001 001 | \$91.00 |
| 277 | ECHO GROUP INC Total | | | \$2,081.29 |
| 278 | EDUCATIONAL SERVICE UNIT | SERVICE PURCHASED FROM ESU | 01 1200 591 2 004 000 | -\$16.20 |
| 279 | EDUCATIONAL SERVICE UNIT | SERVICE PURCHASED FROM ESU | 01 1200 591 2 004 000 | \$19,098.80 |
| 280 | EDUCATIONAL SERVICE UNIT | SERVICE PURCHASED FROM ESU | 01 1200 890 2 004 000 | \$1,225.00 |
| 281 | EDUCATIONAL SERVICE UNIT | SERVICE PURCHASED FROM ESU | 01 2151 591 1 004 000 | \$563.13 |

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| 282 | EDUCATIONAL SERVICE UNIT | SERVICE PURCHASED FROM ESU | 01 2151 591 2 004 000 | \$563.12 |
| 283 | EDUCATIONAL SERVICE UNIT Total | | | \$21,433.85 |
| 284 | EDYNAMIC LEARNING | VIRTUAL BUSINESS | 01 3551 643 2 209 001 | \$7,600.00 |
| 285 | EDYNAMIC LEARNING Total | | | \$7,600.00 |
| 286 | EGAN SUPPLY COMPANY | CUSTODIAL SUPPLIES | 01 2610 610 1 001 000 | \$172.50 |
| 287 | EGAN SUPPLY COMPANY | CUSTODIAL SUPPLIES | 01 2610 610 2 001 000 | \$172.50 |
| 288 | EGAN SUPPLY COMPANY Total | | | \$345.00 |
| 289 | ELECTRONIC CONTRACTING CO | CARSON THEATRE SUPPORT | 01 2620 431 2 715 001 | \$971.75 |
| 290 | ELECTRONIC CONTRACTING CO Total | | | \$971.75 |
| 291 | ELKHORN RURAL PUBLIC POWER | WOODLAND PARK ELECTRICITY | 01 2610 621 1 001 012 | \$1,392.60 |
| 292 | ELKHORN RURAL PUBLIC POWER Total | | | \$1,392.60 |
| 293 | ELKHORN SOUTH HIGH SCHOOL | BAND OLYMPICS | 01 1100 810 2 202 001 | \$274.00 |
| 294 | ELKHORN SOUTH HIGH SCHOOL Total | | | \$274.00 |
| 295 | ENVIRONMENTAL SERVICES, | TESTING SAMPLES | 01 2620 431 1 001 009 | \$26.00 |
| 296 | ENVIRONMENTAL SERVICES, Total | | | \$26.00 |
| 297 | ESPARZA, KYRA | INTERPRETER | 01 1150 350 1 004 008 | \$126.36 |
| 298 | ESPARZA, KYRA Total | | | \$126.36 |
| 299 | ESSENTIAL SCREEN | BACKGROUND CHECKS | 01 2510 340 1 001 000 | \$67.79 |
| 300 | ESSENTIAL SCREEN | BACKGROUND CHECKS | 01 2510 340 2 001 000 | \$67.78 |
| 301 | ESSENTIAL SCREEN Total | | | \$135.57 |
| 302 | ESU #13 | EXECUTIVE FUNCTIONING TRAINING | 01 1200 330 1 004 000 | \$10.00 |
| 303 | ESU #13 | EXECUTIVE FUNCTIONING TRAINING | 01 1200 330 2 004 000 | \$10.00 |
| 304 | ESU #13 Total | | | \$20.00 |
| 305 | ESU 8 | MANDT TRAINING | 01 1200 330 1 004 000 | \$62.50 |
| 306 | ESU 8 | MANDT TRAINING | 01 1200 330 1 004 000 | \$50.00 |
| 307 | ESU 8 | MANDT TRAINING | 01 1200 330 2 004 000 | \$50.00 |
| 308 | ESU 8 | MANDT TRAINING | 01 1200 330 2 004 000 | \$62.50 |
| 309 | ESU 8 | NETWORK NEBRASKA 23-24 1ST | 01 2230 350 1 005 000 | \$802.89 |
| 310 | ESU 8 | NETWORK NEBRASKA 23-24 1ST | 01 2230 350 2 005 000 | \$802.89 |
| 311 | ESU 8 Total | | | \$1,830.78 |
| 312 | FATHER FLANAGAN'S BOYS' | DUNCAN SERVICES | 01 1200 561 2 004 000 | \$3,343.20 |
| 313 | FATHER FLANAGAN'S BOYS' | DUNCAN SERVICES | 01 1200 890 2 004 000 | \$1,608.60 |
| 314 | FATHER FLANAGAN'S BOYS' Total | | | \$4,951.80 |
| 315 | FATT SUNNIE STUDIOS | JC AUDIO/VIDEO HOURS | 01 2510 340 2 001 001 | \$1,006.25 |
| 316 | FATT SUNNIE STUDIOS Total | | | \$1,006.25 |
| 317 | FERNAU, JESSICA | STAFF MILEAGE | 01 1291 333 1 004 021 | \$36.51 |

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| 318 | FERNAU, JESSICA | STAFF MILEAGE | 01 1292 333 1 004 000 | \$29.35 |
| 319 | FERNAU, JESSICA Total | | | \$65.86 |
| 320 | FILTER SHOP, INC, THE | FILTERS | 01 2620 610 1 001 000 | \$1,646.34 |
| 321 | FILTER SHOP, INC, THE | FILTERS | 01 2620 610 2 001 000 | \$1,646.33 |
| 322 | FILTER SHOP, INC, THE Total | | | \$3,292.67 |
| 323 | FREUDENBURG, BRIDGETT | CLASSROOM SUPPLIES REIMB | 01 1150 610 1 357 004 | \$163.85 |
| 324 | FREUDENBURG, BRIDGETT Total | | | \$163.85 |
| 325 | FRISCH, VIRGINIA | STAFF MILEAGE | 01 1291 333 1 004 021 | \$6.70 |
| 326 | FRISCH, VIRGINIA | STAFF MILEAGE | 01 1292 333 1 004 000 | \$26.26 |
| 327 | FRISCH, VIRGINIA Total | | | \$32.96 |
| 328 | FROWICK, KIM | STAFF MILEAGE | 01 1291 333 1 004 021 | \$13.26 |
| 329 | FROWICK, KIM | STAFF MILEAGE | 01 2151 333 1 004 000 | \$13.27 |
| 330 | FROWICK, KIM Total | | | \$26.53 |
| 331 | GARCIA, RAQUEL | INTERPRETER | 01 1150 350 1 004 014 | \$189.54 |
| 332 | GARCIA, RAQUEL Total | | | \$189.54 |
| 333 | GERHOLD CONCRETE CO | SUPPLIES | 01 2620 610 1 001 000 | \$47.60 |
| 334 | GERHOLD CONCRETE CO | SUPPLIES | 01 2620 610 2 001 000 | \$47.60 |
| 335 | GERHOLD CONCRETE CO Total | | | \$95.20 |
| 336 | GLASS EDGE INC, THE | WINDOWS IN DOORS | 01 2620 431 1 001 010 | \$987.00 |
| 337 | GLASS EDGE INC, THE | DOOR 13 GLASS | 01 2620 431 2 001 001 | \$584.00 |
| 338 | GLASS EDGE INC, THE | SASH BALANCERS INSTALLED | 01 2620 431 2 001 002 | \$1,570.00 |
| 339 | GLASS EDGE INC, THE Total | | | \$3,141.00 |
| 340 | GOPHER | RUBBER BOWLING BALLS | 01 1100 610 1 104 010 | \$99.99 |
| 341 | GOPHER Total | | | \$99.99 |
| 342 | GRAHAM TIRE OF NORFOLK LLC | TIRES | 01 2650 610 1 001 000 | \$389.80 |
| 343 | GRAHAM TIRE OF NORFOLK LLC | TIRES | 01 2650 610 2 001 000 | \$389.79 |
| 344 | GRAHAM TIRE OF NORFOLK LLC Total | | | \$779.59 |
| 345 | HAKE, SARAH | STAFF MILEAGE | 01 1200 333 1 004 000 | \$29.28 |
| 346 | HAKE, SARAH | STAFF MILEAGE | 01 1200 333 2 004 000 | \$29.28 |
| 347 | HAKE, SARAH | STAFF MILEAGE | 01 2151 333 1 004 000 | \$18.22 |
| 348 | HAKE, SARAH Total | | | \$76.78 |
| 349 | HOFERER, KIMBERLY | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$409.56 |
| 350 | HOFERER, KIMBERLY | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$129.76 |
| 351 | HOFERER, KIMBERLY Total | | | \$539.32 |
| 352 | HOFMANN PLUMBING | FROZEN WATER LINES | 01 2620 431 1 001 000 | \$1,212.95 |
| 353 | HOFMANN PLUMBING | VENT PIPE | 01 2620 431 1 001 005 | \$452.65 |

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| 354 | HOFMANN PLUMBING | VENT LINE AND URINAL REPAIR | 01 2620 431 1 001 014 | \$811.05 |
| 355 | HOFMANN PLUMBING | FROZEN WATER LINES | 01 2620 431 2 001 000 | \$1,212.95 |
| 356 | HOFMANN PLUMBING | BOTTLE FILLERS | 01 2620 431 2 001 001 | \$3,100.00 |
| 357 | HOFMANN PLUMBING Total | | | \$6,789.60 |
| 358 | HOLIDAY INN EXPRESS | HONOR BAND/CHOIR LODGING | 01 1100 580 2 202 001 | \$286.00 |
| 359 | HOLIDAY INN EXPRESS | HONOR BAND/CHOIR LODGING | 01 1100 580 2 205 001 | \$285.00 |
| 360 | HOLIDAY INN EXPRESS | UNO BOCH FESTIVAL LODGING | 01 1100 580 2 205 001 | \$105.00 |
| 361 | HOLIDAY INN EXPRESS | UNO BOCH FESTIVAL LODGING | 01 1100 580 2 205 001 | \$105.00 |
| 362 | HOLIDAY INN EXPRESS | UNO BOCH FESTIVAL LODGING | 01 1100 580 2 205 001 | \$105.00 |
| 363 | HOLIDAY INN EXPRESS | UNO BOCH FESTIVAL LODGING | 01 1100 580 2 205 001 | \$105.00 |
| 364 | HOLIDAY INN EXPRESS | HONOR BAND/CHOIR LODGING | 01 1100 580 2 207 001 | \$285.00 |
| 365 | HOLIDAY INN EXPRESS Total | | | \$1,276.00 |
| 366 | HOME DEPOT PRO, THE | BLEACH | 01 2610 610 1 001 000 | \$65.04 |
| 367 | HOME DEPOT PRO, THE | CUSTODIAL SUPPLIES | 01 2610 610 1 001 000 | \$180.60 |
| 368 | HOME DEPOT PRO, THE | CUSTODIAL SUPPLIES | 01 2610 610 2 001 000 | \$180.60 |
| 369 | HOME DEPOT PRO, THE | BLEACH | 01 2610 610 2 001 000 | \$65.04 |
| 370 | HOME DEPOT PRO, THE Total | | | \$491.28 |
| 371 | HUGHES, AMY | PT ELEMENTARY CONTRACTED | 01 2171 320 1 004 000 | \$6,297.75 |
| 372 | HUGHES, AMY | PT ELEMENTARY CONTRACTED | 01 2171 334 1 004 000 | \$88.44 |
| 373 | HUGHES, AMY Total | | | \$6,386.19 |
| 374 | IDEABANK MARKETING | SOCIAL AUTO-PUBLISHING | 01 2230 340 1 005 000 | \$62.50 |
| 375 | IDEABANK MARKETING | SOCIAL AUTO-PUBLISHING | 01 2230 340 2 005 000 | \$62.50 |
| 376 | IDEABANK MARKETING Total | | | \$125.00 |
| 377 | J W PEPPER, INC | SCORES FOR CONTEST JUDGES | 01 1100 610 2 117 002 | \$15.00 |
| 378 | J W PEPPER, INC | SCORES FOR CONTEST JUDGES | 01 1100 610 2 117 002 | \$30.00 |
| 379 | J W PEPPER, INC | SCORES FOR CONTEST JUDGES | 01 1100 610 2 117 002 | \$24.00 |
| 380 | J W PEPPER, INC | SCORES FOR CONTEST JUDGES | 01 1100 610 2 117 002 | \$175.94 |
| 381 | J W PEPPER, INC | DISTRICT MUSIC SCORES | 01 1100 610 2 205 001 | \$111.89 |
| 382 | J W PEPPER, INC | DISTRICT MUSIC SCORES | 01 1100 610 2 205 001 | \$13.99 |
| 383 | J W PEPPER, INC | WAYNE HONOR CHOIR MUSIC | 01 1100 610 2 207 001 | \$14.80 |
| 384 | J W PEPPER, INC | WAYNE HONOR CHOIR MUSIC | 01 1100 610 2 207 001 | \$16.80 |
| 385 | J W PEPPER, INC Total | | | \$402.42 |
| 386 | J.H.HESPE COMPANY INC | DOOR HARDWARE | 01 2620 610 1 001 003 | \$120.00 |
| 387 | J.H.HESPE COMPANY INC Total | | | \$120.00 |
| 388 | JENSEN, CARRIE | USD HONOR BAND | 01 1100 580 2 202 001 | \$51.07 |
| 389 | JENSEN, CARRIE Total | | | \$51.07 |

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| 390 | KELLY SUPPLY COMPANY | BELTS | 01 2620 610 1 001 009 | \$13.75 |
| 391 | KELLY SUPPLY COMPANY | BELTS | 01 2620 610 1 001 014 | \$33.76 |
| 392 | KELLY SUPPLY COMPANY | BELTS | 01 2620 610 2 001 001 | \$35.70 |
| 393 | KELLY SUPPLY COMPANY | BETS | 01 2620 610 2 001 001 | \$142.29 |
| 394 | KELLY SUPPLY COMPANY | SUPPLIES | 01 2650 610 1 001 000 | \$3.98 |
| 395 | KELLY SUPPLY COMPANY | SUPPLIES | 01 2650 610 2 001 000 | \$3.98 |
| 396 | KELLY SUPPLY COMPANY Total | | | \$233.46 |
| 397 | KENNEDY INDUSTRIES | MONSTER MOP PADS/KENCLEAN | 01 2610 610 2 001 001 | \$905.33 |
| 398 | KENNEDY INDUSTRIES Total | | | \$905.33 |
| 399 | KLAUS, ELIZABETH | STAFF MILEAGE | 01 2171 333 1 004 000 | \$76.00 |
| 400 | KLAUS, ELIZABETH Total | | | \$76.00 |
| 401 | KNIGHT, KARLA | STAFF MILEAGE | 01 2151 333 2 004 000 | \$23.25 |
| 402 | KNIGHT, KARLA | STAFF MILEAGE | 01 2152 333 1 004 021 | \$16.08 |
| 403 | KNIGHT, KARLA | STAFF MILEAGE | 01 2153 333 1 004 000 | \$28.01 |
| 404 | KNIGHT, KARLA Total | | | \$67.34 |
| 405 | KORTH, JESSIE | PT BIRTH TO 5 CONTRACTED | 01 2172 320 1 004 000 | \$3,889.22 |
| 406 | KORTH, JESSIE | PT BIRTH TO 5 CONTRACTED | 01 2172 334 1 004 000 | \$163.62 |
| 407 | KORTH, JESSIE | PT BIRTH TO 5 CONTRACTED | 01 2173 320 1 004 000 | \$3,889.21 |
| 408 | KORTH, JESSIE | PT BIRTH TO 5 CONTRACTED | 01 2173 334 1 004 000 | \$163.61 |
| 409 | KORTH, JESSIE Total | | | \$8,105.66 |
| 410 | KURITA AMERICA, INC. | WATER TREATMENT | 01 2620 610 1 001 000 | \$430.86 |
| 411 | KURITA AMERICA, INC. | WATER TREATMENT | 01 2620 610 2 001 000 | \$430.85 |
| 412 | KURITA AMERICA, INC. Total | | | \$861.71 |
| 413 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 000 | \$73.50 |
| 414 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 003 | \$49.00 |
| 415 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 004 | \$49.00 |
| 416 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 005 | \$49.00 |
| 417 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 008 | \$49.00 |
| 418 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 009 | \$49.00 |
| 419 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 010 | \$49.00 |
| 420 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 012 | \$49.00 |
| 421 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 014 | \$49.00 |
| 422 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 1 001 021 | \$49.00 |
| 423 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 2 001 000 | \$73.50 |
| 424 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 2 001 001 | \$49.00 |
| 425 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 2 001 002 | \$49.00 |

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| 426 | KUSTOM PEST CONTROL | PEST REMOVAL SERVICES | 01 2630 340 2 016 001 | \$49.00 |
| 427 | KUSTOM PEST CONTROL Total | | | \$735.00 |
| 428 | LAMMERS, NANCY | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$28.39 |
| 429 | LAMMERS, NANCY Total | | | \$28.39 |
| 430 | LAWNCO | LAWN SERVICE (2022-2024) | 01 2630 420 1 001 000 | \$3,939.00 |
| 431 | LAWNCO | LAWN SERVICE (2022-2024) | 01 2630 420 2 001 000 | \$3,938.99 |
| 432 | LAWNCO Total | | | \$7,877.99 |
| 433 | LAWSON PRODUCTS, INC | CABLE TIES | 01 2620 610 2 001 001 | \$195.20 |
| 434 | LAWSON PRODUCTS, INC Total | | | \$195.20 |
| 435 | LOVE SIGNS, INC | DO NOT ENTER SIGNS | 01 2620 610 1 001 010 | \$120.00 |
| 436 | LOVE SIGNS, INC | BANNER PATCHES KIND. ROUNDUP | 01 2670 610 1 035 000 | \$175.00 |
| 437 | LOVE SIGNS, INC Total | | | \$295.00 |
| 438 | LUHR, MARY | STAFF MILEAGE | 01 1200 333 1 004 000 | \$81.07 |
| 439 | LUHR, MARY | STAFF MILEAGE | 01 1200 333 2 004 000 | \$81.07 |
| 440 | LUHR, MARY Total | | | \$162.14 |
| 441 | LUNCHTIME SOLUTIONS, INC. | STUDENT TEACHER MEALS | 01 1100 890 1 001 000 | \$841.09 |
| 442 | LUNCHTIME SOLUTIONS, INC. | STUDENT TEACHER MEALS | 01 1100 890 2 001 000 | \$841.09 |
| 443 | LUNCHTIME SOLUTIONS, INC. Total | | | \$1,682.18 |
| 444 | MARATHON PRESS INC | ANNUAL REPORT | 01 2310 540 1 010 000 | \$201.50 |
| 445 | MARATHON PRESS INC | ANNUAL REPORT | 01 2310 540 2 010 000 | \$201.50 |
| 446 | MARATHON PRESS INC Total | | | \$403.00 |
| 447 | MARTINEZ, ROSA | INTERPRETER | 01 1150 350 1 004 014 | \$63.18 |
| 448 | MARTINEZ, ROSA Total | | | \$63.18 |
| 449 | MATHESON TRI-GAS INC. | CHEMICALS | 01 2620 610 1 001 000 | \$95.55 |
| 450 | MATHESON TRI-GAS INC. | CHEMICALS | 01 2620 610 2 001 000 | \$95.55 |
| 451 | MATHESON TRI-GAS INC. Total | | | \$191.10 |
| 452 | MCBRIDE, STEPHENIE | ELL TEACHER MILEAGE DEC-FEB | 01 1150 333 1 004 000 | \$113.83 |
| 453 | MCBRIDE, STEPHENIE Total | | | \$113.83 |
| 454 | MENARDS | PRO MARKING PAINT | 01 2620 610 1 001 000 | \$41.94 |
| 455 | MENARDS | BOLTS | 01 2620 610 1 001 000 | \$6.74 |
| 456 | MENARDS | SHOP SUPPLIES | 01 2620 610 1 001 000 | \$30.99 |
| 457 | MENARDS | FLEX TAPE, DRILL BITS | 01 2620 610 1 001 000 | \$17.33 |
| 458 | MENARDS | LEVER-NUTS | 01 2620 610 1 001 000 | \$14.99 |
| 459 | MENARDS | ANCHOR | 01 2620 610 1 001 000 | \$2.18 |
| 460 | MENARDS | AERATOR KEY REMOVAL SET | 01 2620 610 1 001 000 | \$3.49 |
| 461 | MENARDS | BOLT, SHOP TOWELS, RATCHET | 01 2620 610 1 001 000 | \$16.25 |

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| 462 | MENARDS | SUPPLIES | 01 2620 610 1 001 000 | \$6.40 |
| 463 | MENARDS | TANK EXCHANGE | 01 2620 610 1 001 000 | \$9.96 |
| 464 | MENARDS | DISPOSAL | 01 2620 610 1 001 000 | \$77.00 |
| 465 | MENARDS | SUPPLIES | 01 2620 610 1 001 000 | \$49.17 |
| 466 | MENARDS | SUPPLIES | 01 2620 610 1 001 000 | \$18.98 |
| 467 | MENARDS | SUPPLIES | 01 2620 610 1 001 010 | \$13.33 |
| 468 | MENARDS | SOCKETS AND TARP | 01 2620 610 1 001 014 | \$22.98 |
| 469 | MENARDS | SUPPLIES | 01 2620 610 1 001 014 | \$52.50 |
| 470 | MENARDS | SUPPLIES | 01 2620 610 1 001 014 | \$9.49 |
| 471 | MENARDS | SUPPLIES | 01 2620 610 1 001 014 | \$6.19 |
| 472 | MENARDS | FAUCET HANDLE | 01 2620 610 1 001 021 | \$13.98 |
| 473 | MENARDS | BOLTS | 01 2620 610 2 001 000 | \$6.73 |
| 474 | MENARDS | ANCHOR | 01 2620 610 2 001 000 | \$2.18 |
| 475 | MENARDS | FLEX TAPE, DRILL BITS | 01 2620 610 2 001 000 | \$17.32 |
| 476 | MENARDS | SUPPLIES | 01 2620 610 2 001 000 | \$18.98 |
| 477 | MENARDS | SHOP SUPPLIES | 01 2620 610 2 001 000 | \$30.98 |
| 478 | MENARDS | SUPPLIES | 01 2620 610 2 001 000 | \$13.33 |
| 479 | MENARDS | TANK EXCHANGE | 01 2620 610 2 001 000 | \$9.96 |
| 480 | MENARDS | PRO MARKING PAINT | 01 2620 610 2 001 000 | \$41.94 |
| 481 | MENARDS | LEVER-NUTS | 01 2620 610 2 001 000 | \$14.99 |
| 482 | MENARDS | AERATOR KEY REMOVAL SET | 01 2620 610 2 001 000 | \$3.49 |
| 483 | MENARDS | BOLT, SHOP TOWELS, RATCHET | 01 2620 610 2 001 000 | \$16.25 |
| 484 | MENARDS | SUPPLIES | 01 2620 610 2 001 000 | \$6.39 |
| 485 | MENARDS | DISPOSAL | 01 2620 610 2 001 000 | \$77.00 |
| 486 | MENARDS | SUPPLIES | 01 2620 610 2 001 000 | \$49.17 |
| 487 | MENARDS | SUPPLIES | 01 2620 610 2 001 002 | \$140.39 |
| 488 | MENARDS | FILL VALVE AND FLAPPER KIT | 01 2620 610 2 001 002 | \$15.98 |
| 489 | MENARDS Total | | | \$878.97 |
| 490 | MILLER, TINA | PARENT MILEAGE | 01 2713 332 1 004 021 | \$119.40 |
| 491 | MILLER, TINA Total | | | \$119.40 |
| 492 | MORTLAND, ANDREA | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$1,102.96 |
| 493 | MORTLAND, ANDREA Total | | | \$1,102.96 |
| 494 | MUELLER, JULIE | STAFF MILEAGE | 01 2152 333 1 004 021 | \$108.96 |
| 495 | MUELLER, JULIE | STAFF MILEAGE | 01 2153 333 1 004 000 | \$87.66 |
| 496 | MUELLER, JULIE Total | | | \$196.62 |
| 497 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 1 014 000 | \$52.45 |

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| 498 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 1 014 000 | \$83.25 |
| 499 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 1 014 000 | \$777.26 |
| 500 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 1 014 000 | \$70.73 |
| 501 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 2 014 000 | \$70.72 |
| 502 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 2 014 000 | \$52.44 |
| 503 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 2 014 000 | \$83.25 |
| 504 | NCS PEARSON | TESTING SUPPLIES | 01 2141 610 2 014 000 | \$777.26 |
| 505 | NCS PEARSON | TESTING SUPPLIES | 01 2142 610 1 014 000 | \$172.73 |
| 506 | NCS PEARSON | TESTING SUPPLIES | 01 2142 610 1 014 000 | \$18.50 |
| 507 | NCS PEARSON | TESTING SUPPLIES | 01 2142 610 1 014 000 | \$15.72 |
| 508 | NCS PEARSON | TESTING SUPPLIES | 01 2142 610 1 014 000 | \$11.66 |
| 509 | NCS PEARSON Total | | | \$2,185.97 |
| 510 | NCSA | NASES LEGISLATIVE ADVOCACY AND | 01 1200 330 1 004 000 | \$75.00 |
| 511 | NCSA | NASES LEGISLATIVE ADVOCACY AND | 01 1200 330 2 004 000 | \$75.00 |
| 512 | NCSA Total | | | \$150.00 |
| 513 | NEBRASKA FFA ASSOCIATION | 2024 CHAPTER VISIT PROGRAM | 01 1100 610 2 208 001 | \$75.00 |
| 514 | NEBRASKA FFA ASSOCIATION Total | | | \$75.00 |
| 515 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 000 | \$3,408.93 |
| 516 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 003 | \$2,716.44 |
| 517 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 004 | \$3,745.76 |
| 518 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 005 | \$2,625.55 |
| 519 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 008 | \$1,927.36 |
| 520 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 009 | \$1,950.31 |
| 521 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 010 | \$2,318.79 |
| 522 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 014 | \$8,343.30 |
| 523 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 1 001 021 | \$1,742.52 |
| 524 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 2 001 000 | \$3,408.92 |
| 525 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 2 001 001 | \$40,612.13 |
| 526 | NEBRASKA PUBLIC POWER | ELECTRICITY | 01 2610 621 2 001 002 | \$10,667.14 |
| 527 | NEBRASKA PUBLIC POWER Total | | | \$83,467.15 |
| 528 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 1 001 003 | \$72.00 |
| 529 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 1 001 005 | \$72.00 |
| 530 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 1 001 012 | \$72.00 |
| 531 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 1 001 014 | \$180.00 |
| 532 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 1 001 021 | \$72.00 |
| 533 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 2 001 001 | \$144.00 |

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| 534 | NEBRASKA STATE FIRE | ANNUAL BOILER CERTIFICATIONS | 01 2620 431 2 001 002 | \$468.00 |
| 535 | NEBRASKA STATE FIRE Total | | | \$1,080.00 |
| 536 | NEBRASKA/CENTRAL | PARTS | 01 2650 610 1 001 000 | \$247.72 |
| 537 | NEBRASKA/CENTRAL | PARTS | 01 2650 610 2 001 000 | \$247.72 |
| 538 | NEBRASKA/CENTRAL Total | | | \$495.44 |
| 539 | NMG LLC DBA NORFOLK WORKS | DOT PHYSICALS | 01 2570 340 1 901 000 | \$75.00 |
| 540 | NMG LLC DBA NORFOLK WORKS | DOT PHYSICALS | 01 2570 340 2 901 000 | \$75.00 |
| 541 | NMG LLC DBA NORFOLK WORKS Total | | | \$150.00 |
| 542 | NORFOLK AREA CHAMBER OF | BOARD OF DIRECTOR MEETING | 01 2320 890 1 033 000 | \$5.00 |
| 543 | NORFOLK AREA CHAMBER OF | BOARD OF DIRECTOR MEETING | 01 2320 890 2 033 000 | \$5.00 |
| 544 | NORFOLK AREA CHAMBER OF Total | | | \$10.00 |
| 545 | NORFOLK COUNTRY CLUB | ACTION COUNCIL MEALS | 01 2320 890 1 033 000 | \$14.26 |
| 546 | NORFOLK COUNTRY CLUB | ACTION COUNCIL MEALS | 01 2320 890 1 033 000 | \$7.09 |
| 547 | NORFOLK COUNTRY CLUB | ACTION COUNCIL MEALS | 01 2320 890 2 033 000 | \$14.26 |
| 548 | NORFOLK COUNTRY CLUB | ACTION COUNCIL MEALS | 01 2320 890 2 033 000 | \$7.08 |
| 549 | NORFOLK COUNTRY CLUB Total | | | \$42.69 |
| 550 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2310 540 1 001 000 | \$22.00 |
| 551 | NORFOLK DAILY NEWS | BOARD APPRECIATION ADVERTISING | 01 2310 540 1 010 000 | \$172.94 |
| 552 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2310 540 2 001 000 | \$22.01 |
| 553 | NORFOLK DAILY NEWS | BOARD APPRECIATION ADVERTISING | 01 2310 540 2 010 000 | \$172.94 |
| 554 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2510 540 1 001 000 | \$87.55 |
| 555 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2510 540 1 901 000 | \$362.24 |
| 556 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2510 540 1 901 000 | \$202.00 |
| 557 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2510 540 2 001 000 | \$87.55 |
| 558 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2510 540 2 901 000 | \$362.24 |
| 559 | NORFOLK DAILY NEWS | CLASSIFIED ADS | 01 2510 540 2 901 000 | \$202.00 |
| 560 | NORFOLK DAILY NEWS Total | | | \$1,693.47 |
| 561 | NORFOLK SENIOR HIGH SCHOOL | NECC JAZZ ENSEMBLE ENTRY FEE | 01 1100 810 2 207 001 | \$175.00 |
| 562 | NORFOLK SENIOR HIGH SCHOOL Total | | | \$175.00 |
| 563 | NORFOLK WINSUPPLY | SUPPLIES | 01 2620 610 1 001 000 | \$5.00 |
| 564 | NORFOLK WINSUPPLY | SANDCLOTH | 01 2620 610 1 001 000 | \$3.84 |
| 565 | NORFOLK WINSUPPLY | SUPPLIES | 01 2620 610 1 001 010 | \$93.20 |
| 566 | NORFOLK WINSUPPLY | FLEX HOSE | 01 2620 610 1 001 010 | \$88.82 |
| 567 | NORFOLK WINSUPPLY | HOUSING KIT | 01 2620 610 1 001 014 | \$72.26 |
| 568 | NORFOLK WINSUPPLY | SUPPLIES | 01 2620 610 1 001 021 | \$25.24 |
| 569 | NORFOLK WINSUPPLY | SUPPLIES | 01 2620 610 2 001 000 | \$5.00 |

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| 570 | NORFOLK WINSUPPLY | SANDCLOTH | 01 2620 610 2 001 000 | \$3.84 |
| 571 | NORFOLK WINSUPPLY | SUPPLIES | 01 2620 610 2 001 002 | \$62.76 |
| 572 | NORFOLK WINSUPPLY Total | | | \$359.96 |
| 573 | NORTHEAST COMMUNITY | CPR INSTRUCTOR RENEWAL M.AYERS | 01 2130 330 1 004 000 | \$20.00 |
| 574 | NORTHEAST COMMUNITY | CPR INSTRUCTOR RENEWAL M.AYERS | 01 2130 330 2 004 000 | \$20.00 |
| 575 | NORTHEAST COMMUNITY Total | | | \$40.00 |
| 576 | NPS SPECIAL BUILDING | TO CORRECT CODING ERROR | 01 6998 720 1 945 010 | \$72,876.00 |
| 577 | NPS SPECIAL BUILDING Total | | | \$72,876.00 |
| 578 | NPS SUBSIDIARY | ART SUPPLIES #2 | 01 1100 610 1 011 000 | \$812.65 |
| 579 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1100 610 1 104 010 | \$44.77 |
| 580 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1100 610 1 104 010 | \$22.95 |
| 581 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1100 610 1 104 010 | \$29.98 |
| 582 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1100 610 1 126 010 | \$19.98 |
| 583 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1100 610 1 127 010 | \$72.90 |
| 584 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1100 610 1 128 010 | \$39.96 |
| 585 | NPS SUBSIDIARY | WINDOW COVERING #6 | 01 1100 610 1 132 010 | \$16.95 |
| 586 | NPS SUBSIDIARY | SUPPLIES #15 | 01 1100 610 1 201 003 | \$134.93 |
| 587 | NPS SUBSIDIARY | SUPPLIES #15 | 01 1100 610 1 201 003 | \$8.03 |
| 588 | NPS SUBSIDIARY | SUPPLIES #9 | 01 1100 610 1 305 004 | \$8.75 |
| 589 | NPS SUBSIDIARY | DOORBELL #9 | 01 1100 610 1 305 004 | \$16.81 |
| 590 | NPS SUBSIDIARY | SUPPLIES #9 | 01 1100 610 1 307 004 | \$82.52 |
| 591 | NPS SUBSIDIARY | SUPPLIES #9 | 01 1100 610 1 313 004 | \$29.96 |
| 592 | NPS SUBSIDIARY | SUPPLIES #9 | 01 1100 610 1 313 004 | \$82.92 |
| 593 | NPS SUBSIDIARY | SUPPLIES #13 | 01 1100 610 1 403 014 | \$84.95 |
| 594 | NPS SUBSIDIARY | SUPPLIES #13 | 01 1100 610 1 405 014 | \$41.03 |
| 595 | NPS SUBSIDIARY | OFFICE SUPPLIES #14 | 01 1100 610 1 602 005 | \$46.97 |
| 596 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 602 005 | \$135.50 |
| 597 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 602 005 | \$14.95 |
| 598 | NPS SUBSIDIARY | OFFICE SUPPLIES #14 | 01 1100 610 1 602 005 | \$55.73 |
| 599 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 602 005 | \$11.87 |
| 600 | NPS SUBSIDIARY | SUPPLIES #14 | 01 1100 610 1 602 005 | \$54.40 |
| 601 | NPS SUBSIDIARY | MAKERSPACE SUPPLIES/OFFICE | 01 1100 610 1 602 005 | \$17.18 |
| 602 | NPS SUBSIDIARY | DRAGON COSTUME #14 | 01 1100 610 1 604 005 | -\$63.65 |
| 603 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 609 005 | \$69.28 |
| 604 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 612 005 | \$26.99 |
| 605 | NPS SUBSIDIARY | FLUENCY SUPPLIES #14 | 01 1100 610 1 637 005 | \$66.00 |

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| 606 | NPS SUBSIDIARY | FLUENCY SUPPLIES #14 | 01 1100 610 1 640 005 | \$66.00 |
| 607 | NPS SUBSIDIARY | CLASSROOM RESOURCES #14 | 01 1100 610 1 642 005 | \$12.00 |
| 608 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 642 005 | \$11.50 |
| 609 | NPS SUBSIDIARY | FOLDERS #14 | 01 1100 610 1 642 005 | \$23.99 |
| 610 | NPS SUBSIDIARY | INTERVENTION RESOURCE #14 | 01 1100 610 1 643 005 | \$4.99 |
| 611 | NPS SUBSIDIARY | CLASSROOM RESOURCES #14 | 01 1100 610 1 664 005 | \$12.00 |
| 612 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 664 005 | \$23.47 |
| 613 | NPS SUBSIDIARY | PARAGRAPH OF THE WEEK BOOT | 01 1100 610 1 664 005 | \$10.00 |
| 614 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #14 | 01 1100 610 1 664 005 | \$31.05 |
| 615 | NPS SUBSIDIARY | SUPPLIES #16 | 01 1100 610 1 701 008 | \$78.73 |
| 616 | NPS SUBSIDIARY | FOLDERS #16 | 01 1100 610 1 705 008 | \$33.08 |
| 617 | NPS SUBSIDIARY | FOLDERS RETURED #16 | 01 1100 610 1 705 008 | -\$43.34 |
| 618 | NPS SUBSIDIARY | SUPPLIES #12 | 01 1100 610 1 801 009 | \$46.86 |
| 619 | NPS SUBSIDIARY | GENERAL SUPPLIES #12 | 01 1100 610 1 801 009 | \$139.92 |
| 620 | NPS SUBSIDIARY | GENERAL SUPPLIES #12 | 01 1100 610 1 810 009 | \$198.37 |
| 621 | NPS SUBSIDIARY | SUPPLIES #12 | 01 1100 610 1 821 009 | \$145.43 |
| 622 | NPS SUBSIDIARY | STAPLER RETURNED #3 | 01 1100 610 1 904 012 | -\$50.18 |
| 623 | NPS SUBSIDIARY | STAPLER #3 | 01 1100 610 1 904 012 | \$33.12 |
| 624 | NPS SUBSIDIARY | PROJECTOR BULB #24 | 01 1100 610 2 106 002 | \$99.20 |
| 625 | NPS SUBSIDIARY | STUDENT LAB SUPPLIES #24 | 01 1100 610 2 111 002 | \$130.75 |
| 626 | NPS SUBSIDIARY | STUDENT LAB SUPPLIES #24 | 01 1100 610 2 112 002 | \$216.58 |
| 627 | NPS SUBSIDIARY | STUDENT LAB SUPPLIES #24 | 01 1100 610 2 113 002 | \$216.58 |
| 628 | NPS SUBSIDIARY | STUDENT LAB SUPPLIES #24 | 01 1100 610 2 113 002 | \$181.45 |
| 629 | NPS SUBSIDIARY | SIX OF CROWS #24 | 01 1100 610 2 114 002 | \$78.90 |
| 630 | NPS SUBSIDIARY | STUDENT LAB SUPPLIES #24 | 01 1100 610 2 138 002 | \$16.68 |
| 631 | NPS SUBSIDIARY | DESK ORGANIZER #24 | 01 1100 610 2 141 002 | \$27.98 |
| 632 | NPS SUBSIDIARY | CULINARY LAB SUPPLIES #28 | 01 1100 610 2 204 001 | \$146.47 |
| 633 | NPS SUBSIDIARY | CULINARY LAB SUPPLIES #28 | 01 1100 610 2 204 001 | \$55.88 |
| 634 | NPS SUBSIDIARY | GLUE BOTTLES #21 | 01 1100 610 2 211 001 | \$22.96 |
| 635 | NPS SUBSIDIARY | MATH TYPE LICENSE #22 | 01 1100 643 2 212 001 | \$366.41 |
| 636 | NPS SUBSIDIARY | OSHA10-AUTOMOTIVE #28 | 01 1115 810 2 257 001 | \$352.00 |
| 637 | NPS SUBSIDIARY | OSHA CERTIFICATIONS #5 | 01 1115 810 2 257 001 | \$1,088.00 |
| 638 | NPS SUBSIDIARY | SUPPLIES #16 | 01 1150 610 1 755 008 | \$47.96 |
| 639 | NPS SUBSIDIARY | SUPPLIES #16 | 01 1150 610 1 755 008 | \$31.92 |
| 640 | NPS SUBSIDIARY | FLIGHT FOR NTI TRAINING #10 | 01 1190 610 1 163 021 | \$357.60 |
| 641 | NPS SUBSIDIARY | SUPPLIES #10 | 01 1190 610 1 163 021 | \$57.73 |

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| 642 | NPS SUBSIDIARY | SUPPLIES #10 | 01 1190 610 1 163 021 | \$136.96 |
| 643 | NPS SUBSIDIARY | SUPPLIES #10 | 01 1190 610 1 163 021 | \$45.97 |
| 644 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #10 | 01 1190 610 1 163 021 | \$123.17 |
| 645 | NPS SUBSIDIARY | SUPPLIES #10 | 01 1190 610 1 163 021 | \$16.84 |
| 646 | NPS SUBSIDIARY | CLASSROOM SUPPLIES #10 | 01 1190 610 1 163 021 | \$60.57 |
| 647 | NPS SUBSIDIARY | GENERAL SUPPLIES #12 | 01 1200 610 1 020 009 | \$189.00 |
| 648 | NPS SUBSIDIARY | WORKBOOK BUNDLE #12 | 01 1200 610 1 020 009 | \$164.00 |
| 649 | NPS SUBSIDIARY | SUPPLIES #6 | 01 1200 610 1 153 010 | \$29.99 |
| 650 | NPS SUBSIDIARY | NOTE CARDS #6 | 01 1200 610 1 155 010 | \$13.99 |
| 651 | NPS SUBSIDIARY | BSP STORE REWARDS #13 | 01 1200 610 1 492 014 | \$269.26 |
| 652 | NPS SUBSIDIARY | STAND UP STUDENT DESK #13 | 01 1200 610 1 492 014 | \$253.99 |
| 653 | NPS SUBSIDIARY | RET'D INDIVIDUALIZED | 01 1200 610 2 004 002 | -\$99.40 |
| 654 | NPS SUBSIDIARY | INDIVIDUALIZED WORKSPACES #24 | 01 1200 610 2 004 002 | \$108.81 |
| 655 | NPS SUBSIDIARY | RET'D INDIVIDUALIZED | 01 1200 610 2 004 002 | -\$158.92 |
| 656 | NPS SUBSIDIARY | SUPPLIES FOR ED ROOM #24 | 01 1200 610 2 022 002 | \$77.05 |
| 657 | NPS SUBSIDIARY | STUDENT INCENTIVES #21 | 01 1200 610 2 290 001 | \$247.78 |
| 658 | NPS SUBSIDIARY | STUDENT INCENTIVES #5 | 01 1200 610 2 290 001 | \$243.02 |
| 659 | NPS SUBSIDIARY | COOKING SUPPLIES #5 | 01 1200 610 2 290 001 | \$64.18 |
| 660 | NPS SUBSIDIARY | PROJECT SUPPLIES #28 | 01 1200 610 2 291 001 | \$43.68 |
| 661 | NPS SUBSIDIARY | GROOMING CLOSET SUPPLIES #5 | 01 1200 610 2 297 001 | \$261.48 |
| 662 | NPS SUBSIDIARY | KINDNESS MATTERS SUPPLIES #13 | 01 2120 610 1 404 014 | \$51.82 |
| 663 | NPS SUBSIDIARY | DESK ORGANIZER #24 | 01 2120 610 2 146 002 | \$52.13 |
| 664 | NPS SUBSIDIARY | SMORE #21 | 01 2120 610 2 228 001 | \$99.00 |
| 665 | NPS SUBSIDIARY | MEDICINE SAFE #17 | 01 2130 610 1 004 000 | -\$18.50 |
| 666 | NPS SUBSIDIARY | MEDICATION CASE #17 | 01 2130 610 1 004 000 | \$31.88 |
| 667 | NPS SUBSIDIARY | MEDICINE SAFE #17 | 01 2130 610 2 004 000 | -\$18.49 |
| 668 | NPS SUBSIDIARY | TEACHER FAIR | 01 2210 810 1 901 000 | \$12.50 |
| 669 | NPS SUBSIDIARY | TEACHER FAIR | 01 2210 810 2 901 000 | \$12.50 |
| 670 | NPS SUBSIDIARY | NETA CONF | 01 2213 330 1 101 010 | \$66.34 |
| 671 | NPS SUBSIDIARY | NETA CONF | 01 2213 330 1 201 003 | \$49.75 |
| 672 | NPS SUBSIDIARY | NETA CONF | 01 2213 330 1 302 004 | \$66.33 |
| 673 | NPS SUBSIDIARY | NETA CONF | 01 2213 330 1 601 005 | \$49.75 |
| 674 | NPS SUBSIDIARY | NETA CONF | 01 2213 330 1 705 008 | \$49.75 |
| 675 | NPS SUBSIDIARY | NETA CONF | 01 2213 330 1 904 012 | \$66.33 |
| 676 | NPS SUBSIDIARY | LABOR LAW POSTERS #7 | 01 2214 610 1 901 000 | \$207.81 |
| 677 | NPS SUBSIDIARY | LABOR LAW POSTERS #7 | 01 2214 610 2 901 000 | \$207.80 |

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| 678 | NPS SUBSIDIARY | SUPPLIES #13 | 01 2220 610 1 423 014 | \$87.81 |
| 679 | NPS SUBSIDIARY | BOOKS & PERIODICALS #2 | 01 2220 640 1 030 000 | \$19.88 |
| 680 | NPS SUBSIDIARY | BOOKS & PERIODICALS #13 | 01 2220 640 1 423 014 | \$29.23 |
| 681 | NPS SUBSIDIARY | BOOKS & PERIODICALS #24 | 01 2220 640 2 106 002 | \$22.20 |
| 682 | NPS SUBSIDIARY | EVO SOLID STATE DRIVES #25 | 01 2230 650 1 005 000 | \$48.96 |
| 683 | NPS SUBSIDIARY | EVO SOLID STATE DRIVES #25 | 01 2230 650 2 005 000 | \$48.95 |
| 684 | NPS SUBSIDIARY | FLIPSNACK #1 | 01 2310 643 1 010 000 | \$84.00 |
| 685 | NPS SUBSIDIARY | FLIPSNACK #1 | 01 2310 643 2 010 000 | \$84.00 |
| 686 | NPS SUBSIDIARY | COLT MEETING LUNCH 1/26/24 #1 | 01 2320 890 1 033 000 | \$63.88 |
| 687 | NPS SUBSIDIARY | MS PRINCIPAL INTERVIEW LUNCH | 01 2320 890 1 033 000 | \$119.89 |
| 688 | NPS SUBSIDIARY | JH PRINCIPAL LUNCH #1 | 01 2320 890 2 033 000 | \$140.91 |
| 689 | NPS SUBSIDIARY | NETA CONF | 01 2410 330 1 802 009 | \$49.75 |
| 690 | NPS SUBSIDIARY | POSTAGE #3 | 01 2410 531 1 904 012 | \$5.10 |
| 691 | NPS SUBSIDIARY | STAMPED ENVELOPES #24 | 01 2410 531 2 141 002 | \$1,615.60 |
| 692 | NPS SUBSIDIARY | POSTAGE #21 | 01 2410 531 2 209 001 | \$2,416.90 |
| 693 | NPS SUBSIDIARY | DESK/FILING CABINET #21 | 01 2410 610 2 209 001 | \$244.98 |
| 694 | NPS SUBSIDIARY | TOTES #23 | 01 2410 610 2 209 001 | \$252.60 |
| 695 | NPS SUBSIDIARY | FILTERS #23 | 01 2410 610 2 209 001 | \$45.87 |
| 696 | NPS SUBSIDIARY | QUIZLET #21 | 01 2410 643 2 209 001 | \$35.99 |
| 697 | NPS SUBSIDIARY | ED PUZZLE #21 | 01 2410 643 2 209 001 | \$12.50 |
| 698 | NPS SUBSIDIARY | DEPENDENT/HEALTHCARE FEES | 01 2510 340 1 001 000 | \$220.35 |
| 699 | NPS SUBSIDIARY | DEPENDENT/HEALTHCARE FEES | 01 2510 340 2 001 000 | \$220.35 |
| 700 | NPS SUBSIDIARY | ENVELOPE MOISTENERS/RECEIPT | 01 2510 610 1 001 000 | \$13.64 |
| 701 | NPS SUBSIDIARY | BUNN COFFEE DECANter #20 | 01 2510 610 1 001 000 | \$6.66 |
| 702 | NPS SUBSIDIARY | ENVELOPE MOISTENERS/RECEIPT | 01 2510 610 2 001 000 | \$13.63 |
| 703 | NPS SUBSIDIARY | BUNN COFFEE DECANter #20 | 01 2510 610 2 001 000 | \$6.66 |
| 704 | NPS SUBSIDIARY | BOE FINANCE MEAL #20 | 01 2510 890 1 001 000 | \$25.93 |
| 705 | NPS SUBSIDIARY | BOE FINANCE MEAL #20 | 01 2510 890 2 001 000 | \$25.92 |
| 706 | NPS SUBSIDIARY | RECRUITING SUPPLIES #7 | 01 2570 610 1 901 000 | \$298.70 |
| 707 | NPS SUBSIDIARY | RECRUITING SUPPLIES #7 | 01 2570 610 2 901 000 | \$298.70 |
| 708 | NPS SUBSIDIARY | BATTERIES FOR EMERGENCY LIGHTS | 01 2620 610 2 715 001 | -\$30.52 |
| 709 | NPS SUBSIDIARY | SUPPLIES #8 | 01 2650 610 1 001 000 | \$4.50 |
| 710 | NPS SUBSIDIARY | GENERAL SUPPLIES | 01 2650 610 1 001 000 | \$34.64 |
| 711 | NPS SUBSIDIARY | SUPPLIES #8 | 01 2650 610 1 001 000 | \$59.99 |
| 712 | NPS SUBSIDIARY | SUPPLIES #8 | 01 2650 610 1 001 000 | \$9.49 |
| 713 | NPS SUBSIDIARY | GENERAL SUPPLIES | 01 2650 610 2 001 000 | \$34.63 |

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| 714 | NPS SUBSIDIARY | SUPPLIES #8 | 01 2650 610 2 001 000 | \$4.49 |
| 715 | NPS SUBSIDIARY | SUPPLIES #8 | 01 2650 610 2 001 000 | \$9.49 |
| 716 | NPS SUBSIDIARY | SUPPLIES #8 | 01 2650 610 2 001 000 | \$59.99 |
| 717 | NPS SUBSIDIARY | WALL POCKET FILE #19 | 01 2670 610 1 035 000 | \$17.69 |
| 718 | NPS SUBSIDIARY | REPAIRS #8 | 01 2710 340 1 001 000 | \$1,287.00 |
| 719 | NPS SUBSIDIARY | REPAIRS #8 | 01 2710 340 2 001 000 | \$1,287.00 |
| 720 | NPS SUBSIDIARY | FILAMENT #16 | 01 3535 610 1 027 000 | \$132.12 |
| 721 | NPS SUBSIDIARY | SIX OF CROWS #16 | 01 3535 610 2 115 002 | \$71.91 |
| 722 | NPS SUBSIDIARY | ROOM RENTAL FOR FAN #10 | 01 3541 610 1 004 000 | \$100.00 |
| 723 | NPS SUBSIDIARY | FOOD FOR FAN #10 | 01 3541 610 1 004 000 | \$80.00 |
| 724 | NPS SUBSIDIARY | TREASURE ZONE ARCADE CARDS #10 | 01 3541 610 1 004 000 | \$675.00 |
| 725 | NPS SUBSIDIARY | FOOD FOR FAN #10 | 01 3541 610 1 004 000 | \$350.00 |
| 726 | NPS SUBSIDIARY | SWIVL CABLE/ADAPTER #10 | 01 3541 610 1 004 000 | \$71.51 |
| 727 | NPS SUBSIDIARY | FOOD FOR FAN #10 | 01 3541 610 1 004 000 | \$70.07 |
| 728 | NPS SUBSIDIARY | MS TITLE FAMILY NIGHT #2 | 01 6200 610 1 028 000 | \$4.98 |
| 729 | NPS SUBSIDIARY | TITLE FAMILY NIGHT #2 | 01 6200 640 1 028 000 | \$130.00 |
| 730 | NPS SUBSIDIARY | MS TITLE FAMILY NIGHT #2 | 01 6200 640 1 028 000 | \$86.33 |
| 731 | NPS SUBSIDIARY | MS TITLE FAMILY NIGHT #2 | 01 6200 650 1 028 000 | \$58.79 |
| 732 | NPS SUBSIDIARY | WRENCHES #29 | 01 6700 610 2 028 001 | \$209.99 |
| 733 | NPS SUBSIDIARY | ALTRONICS-RED ALERT KIT #27 | 01 6700 610 2 028 001 | \$112.85 |
| 734 | NPS SUBSIDIARY | EMPLOYEE TRAINING #2 | 01 6969 330 1 028 000 | \$796.00 |
| 735 | NPS SUBSIDIARY | INNOVATION INVITATIONAL | 01 6988 580 1 001 014 | \$349.05 |
| 736 | NPS SUBSIDIARY | STAFF SHIRTS #18 | 01 6988 610 1 001 014 | \$351.00 |
| 737 | NPS SUBSIDIARY | CLUB SUPPLIES #18 | 01 6988 610 1 001 014 | \$394.21 |
| 738 | NPS SUBSIDIARY | CLUB SUPPLIES #18 | 01 6988 610 1 001 014 | \$1,299.00 |
| 739 | NPS SUBSIDIARY | CLUB SUPPLIES #18 | 01 6988 610 1 001 014 | \$769.30 |
| 740 | NPS SUBSIDIARY | ROBOTICS EQUIPMENT #13 | 01 6988 610 2 001 002 | \$1,429.71 |
| 741 | NPS SUBSIDIARY | GENERAL SUPPLIES #13 | 01 6988 610 2 001 002 | \$108.59 |
| 742 | NPS SUBSIDIARY | STAFF SHIRTS #18 | 01 6988 610 2 001 002 | \$302.00 |
| 743 | NPS SUBSIDIARY Total | | | \$26,625.76 |
| 744 | NPS-EMPLOYEE BENEFIT FUND | 2023 AUDIT | 01 2510 271 1 001 000 | \$9,794.00 |
| 745 | NPS-EMPLOYEE BENEFIT FUND | 2023 AUDIT | 01 2510 271 2 001 000 | \$9,794.00 |
| 746 | NPS-EMPLOYEE BENEFIT FUND Total | | | \$19,588.00 |
| 747 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 1 004 000 | \$62.50 |
| 748 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 1 004 000 | \$62.50 |
| 749 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 1 004 000 | \$62.50 |

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| 750 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 1 004 000 | \$62.50 |
| 751 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 2 004 000 | \$62.50 |
| 752 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 2 004 000 | \$62.50 |
| 753 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 2 004 000 | \$62.50 |
| 754 | NSNA | NURSES MEMBERSHIP RENEWALS | 01 2130 810 2 004 000 | \$62.50 |
| 755 | NSNA Total | | | \$500.00 |
| 756 | OMAHA WORLD HERALD | NEWSPAPER | 01 1100 640 2 209 001 | \$211.05 |
| 757 | OMAHA WORLD HERALD Total | | | \$211.05 |
| 758 | ONE CALL CONCEPTS, INC | LOCATE FEES | 01 2620 431 1 001 000 | \$2.19 |
| 759 | ONE CALL CONCEPTS, INC | LOCATE FEES | 01 2620 431 2 001 000 | \$2.19 |
| 760 | ONE CALL CONCEPTS, INC Total | | | \$4.38 |
| 761 | ONE OFFICE SOLUTION | INK FOR METER MACHINE | 01 2510 610 1 001 000 | \$59.50 |
| 762 | ONE OFFICE SOLUTION | INK FOR METER MACHINE | 01 2510 610 2 001 000 | \$59.50 |
| 763 | ONE OFFICE SOLUTION Total | | | \$119.00 |
| 764 | PAPIK, MEGAN | STAFF MILEAGE | 01 1200 333 1 004 000 | \$10.12 |
| 765 | PAPIK, MEGAN Total | | | \$10.12 |
| 766 | PERMA BOUND | BOOKS | 01 2220 640 1 030 000 | \$951.23 |
| 767 | PERMA BOUND | BOOKS & PERIODICALS | 01 2220 640 2 106 002 | \$143.03 |
| 768 | PERMA BOUND | BOOKS & PERIODICALS | 01 2220 640 2 106 002 | \$45.09 |
| 769 | PERMA BOUND Total | | | \$1,139.35 |
| 770 | PERRY, GUTHERY, HAASE | LEGAL SERVICES | 01 2330 317 1 001 000 | \$480.23 |
| 771 | PERRY, GUTHERY, HAASE | LEGAL SERVICES | 01 2330 317 2 001 000 | \$480.22 |
| 772 | PERRY, GUTHERY, HAASE Total | | | \$960.45 |
| 773 | PETTY, LEAH | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$166.26 |
| 774 | PETTY, LEAH Total | | | \$166.26 |
| 775 | POHL, COLLIN | PARENT MILEAGE | 01 6993 332 1 004 000 | \$25.73 |
| 776 | POHL, COLLIN Total | | | \$25.73 |
| 777 | PRESENCE LEARNING, INC | OTHER PROF SERVICES | 01 1100 340 2 991 001 | \$7,548.50 |
| 778 | PRESENCE LEARNING, INC | OTHER PROF SERVICES | 01 1100 340 2 991 002 | \$7,548.50 |
| 779 | PRESENCE LEARNING, INC | PROFESSIONAL EDUCATIONAL | 01 2151 320 1 004 000 | \$17,862.07 |
| 780 | PRESENCE LEARNING, INC Total | | | \$32,959.07 |
| 781 | PRIME SANITATION SERVICE | TRASH SERVICE | 01 2610 420 1 001 000 | \$2,525.25 |
| 782 | PRIME SANITATION SERVICE | TRASH SERVICE | 01 2610 420 2 001 000 | \$2,525.25 |
| 783 | PRIME SANITATION SERVICE Total | | | \$5,050.50 |
| 784 | PRIME SECURED | GENETEC ADVANTAGE RENEWAL | 01 2230 340 1 005 000 | \$5,265.00 |
| 785 | PRIME SECURED | GENETEC ADVANTAGE RENEWAL | 01 2230 340 2 005 000 | \$5,265.00 |

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| 786 | PRIME SECURED | CAMERA/SUPPLIES | 01 2410 650 2 141 002 | \$3,456.62 |
| 787 | PRIME SECURED Total | | | \$13,986.62 |
| 788 | RASMUSSEN MECHANICAL | PREVENTIVE MAINTENANCE | 01 2620 431 1 001 000 | \$12,117.50 |
| 789 | RASMUSSEN MECHANICAL | VRV HEAT PUMP MODULES | 01 2620 431 1 001 004 | \$16,431.00 |
| 790 | RASMUSSEN MECHANICAL | GYM HVAC REPLACEMENT | 01 2620 431 1 001 014 | \$16,534.00 |
| 791 | RASMUSSEN MECHANICAL | PREVENTIVE MAINTENANCE | 01 2620 431 2 001 000 | \$12,117.50 |
| 792 | RASMUSSEN MECHANICAL | LABOR TO COLD ROOMS | 01 2620 431 2 001 002 | \$1,779.84 |
| 793 | RASMUSSEN MECHANICAL Total | | | \$58,979.84 |
| 794 | REALITYWORKS | REALCAREER EMPLOYABILITY | 01 3551 610 2 209 002 | \$733.40 |
| 795 | REALITYWORKS Total | | | \$733.40 |
| 796 | REALLY GOOD STUFF | FIRST GRADE SUPPLIES | 01 1100 610 1 805 009 | \$69.96 |
| 797 | REALLY GOOD STUFF Total | | | \$69.96 |
| 798 | RISTAU, RYAN | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$121.65 |
| 799 | RISTAU, RYAN Total | | | \$121.65 |
| 800 | ROCHA, ANGELICA | INTERPRETER | 01 1150 350 1 004 014 | \$126.36 |
| 801 | ROCHA, ANGELICA Total | | | \$126.36 |
| 802 | ROSE, SANDY | IC TRAINING FOR C. LAMPERT | 01 2230 340 1 005 000 | \$960.00 |
| 803 | ROSE, SANDY | IC TRAINING FOR C. LAMPERT | 01 2230 340 2 005 000 | \$960.00 |
| 804 | ROSE, SANDY Total | | | \$1,920.00 |
| 805 | SAFESIDE SHREDDING | SHREDDING SERVICES | 01 1100 340 2 141 002 | \$40.00 |
| 806 | SAFESIDE SHREDDING Total | | | \$40.00 |
| 807 | SAGER, WAYNE | ACTIVITY WORKER | 01 2190 120 2 001 000 | \$320.35 |
| 808 | SAGER, WAYNE Total | | | \$320.35 |
| 809 | SANCHEZ, ADILENE | PARENT MILEAGE | 01 2713 332 1 004 021 | \$186.53 |
| 810 | SANCHEZ, ADILENE Total | | | \$186.53 |
| 811 | SANCHEZ, ROSALVA | INTERPRETER | 01 1150 350 1 004 014 | \$140.47 |
| 812 | SANCHEZ, ROSALVA Total | | | \$140.47 |
| 813 | SANTILLAN, MISCHA | PARENT MILEAGE | 01 2713 332 1 004 021 | \$100.81 |
| 814 | SANTILLAN, MISCHA Total | | | \$100.81 |
| 815 | SCHOOL SPECIALTY, LLC | FLAGS | 01 1100 610 2 141 002 | \$38.96 |
| 816 | SCHOOL SPECIALTY, LLC Total | | | \$38.96 |
| 817 | SCHUMACHER, EMILY | PARENT MILEAGE | 01 2710 332 2 001 000 | \$305.14 |
| 818 | SCHUMACHER, EMILY Total | | | \$305.14 |
| 819 | SGW STRINGED INSTRUMENT | GUITAR REPAIR | 01 1100 340 1 415 014 | \$275.00 |
| 820 | SGW STRINGED INSTRUMENT Total | | | \$275.00 |
| 821 | SHASHIKANT, BETH | TRAVEL TO GNSA MEETING | 01 2310 333 1 033 000 | \$81.41 |

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| 822 | SHASHIKANT, BETH | TRAVEL TO GNSA MEETING | 01 2310 333 2 033 000 | \$81.40 |
| 823 | SHASHIKANT, BETH Total | | | \$162.81 |
| 824 | SID #1 | WOODLAND PARK WATER | 01 2610 410 1 001 012 | \$125.30 |
| 825 | SID #1 Total | | | \$125.30 |
| 826 | SIERRA-RIOS, VIRGELINA | INTERPRETER | 01 1150 350 1 004 004 | \$63.18 |
| 827 | SIERRA-RIOS, VIRGELINA | INTERPRETER | 01 1150 350 2 004 001 | \$126.36 |
| 828 | SIERRA-RIOS, VIRGELINA Total | | | \$189.54 |
| 829 | SKOGSTOE, ALINE | STAFF MILEAGE | 01 2151 333 1 004 000 | \$24.84 |
| 830 | SKOGSTOE, ALINE | STAFF MILEAGE | 01 2151 333 2 004 000 | \$24.84 |
| 831 | SKOGSTOE, ALINE Total | | | \$49.68 |
| 832 | SOLUTION TREE | PLC AT WORK INSTITUTE | 01 6998 330 1 945 000 | \$7,690.00 |
| 833 | SOLUTION TREE | PLC AT WORK INSTITUTE | 01 6998 330 2 945 000 | \$7,690.00 |
| 834 | SOLUTION TREE Total | | | \$15,380.00 |
| 835 | SUDBECK, DEB | ACTIVITY WORKERS | 01 2190 120 2 001 000 | \$121.65 |
| 836 | SUDBECK, DEB | ACTIVITY WORKERS | 01 2190 120 2 001 000 | \$56.77 |
| 837 | SUDBECK, DEB Total | | | \$178.42 |
| 838 | SVENSON, TARA | PARENT MILEAGE | 01 2713 332 1 004 021 | \$82.54 |
| 839 | SVENSON, TARA Total | | | \$82.54 |
| 840 | TEACHER INNOVATIONS, INC | PLANBOOK | 01 1100 610 1 201 003 | \$13.50 |
| 841 | TEACHER INNOVATIONS, INC Total | | | \$13.50 |
| 842 | THYSSENKRUPP ELEVATOR | ELEVATOR MAINT | 01 2620 431 1 001 000 | \$111.67 |
| 843 | THYSSENKRUPP ELEVATOR | ELEVATOR MAINT | 01 2620 431 1 001 005 | \$223.29 |
| 844 | THYSSENKRUPP ELEVATOR | ELEVATOR MAINT | 01 2620 431 1 001 014 | \$223.29 |
| 845 | THYSSENKRUPP ELEVATOR | ELEVATOR MAINT | 01 2620 431 2 001 000 | \$111.67 |
| 846 | THYSSENKRUPP ELEVATOR | ELEVATOR MAINT | 01 2620 431 2 001 001 | \$223.29 |
| 847 | THYSSENKRUPP ELEVATOR | ELEVATOR MAINT | 01 2620 431 2 001 002 | \$223.29 |
| 848 | THYSSENKRUPP ELEVATOR Total | | | \$1,116.50 |
| 849 | TIME MANAGEMENT SYSTEMS | SUPPORT SERVICES FOR TIMECLOCK | 01 2510 340 1 001 000 | \$498.88 |
| 850 | TIME MANAGEMENT SYSTEMS | SUPPORT TICKET | 01 2510 340 1 001 000 | \$97.50 |
| 851 | TIME MANAGEMENT SYSTEMS | SUPPORT TICKET | 01 2510 340 2 001 000 | \$97.50 |
| 852 | TIME MANAGEMENT SYSTEMS | SUPPORT SERVICES FOR TIMECLOCK | 01 2510 340 2 001 000 | \$498.87 |
| 853 | TIME MANAGEMENT SYSTEMS Total | | | \$1,192.75 |
| 854 | TRUCK CENTER COMPANIES | DRAIN VALVE | 01 2710 610 1 001 000 | \$10.67 |
| 855 | TRUCK CENTER COMPANIES | DRAIN VALVE | 01 2710 610 2 001 000 | \$10.67 |
| 856 | TRUCK CENTER COMPANIES Total | | | \$21.34 |
| 857 | TYPING.COM LLC | WEB/CLOUD BASED SOFTWARE | 01 6969 643 1 028 000 | \$357.50 |

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| 858 | TYPING.COM LLC Total | | | | \$357.50 |
| 859 | UNITED STATES POSTAL | STAMPS | 01 2510 531 1 001 000 | | \$4,118.50 |
| 860 | UNITED STATES POSTAL | STAMPS | 01 2510 531 2 001 000 | | \$4,118.50 |
| 861 | UNITED STATES POSTAL Total | | | | \$8,237.00 |
| 862 | UNIVERSITY OF NEBRASKA- | EMBRYOLOGY-FEB SESSION | 01 1150 610 1 256 003 | | \$30.00 |
| 863 | UNIVERSITY OF NEBRASKA- Total | | | | \$30.00 |
| 864 | VERIZON WIRELESS | CELL PHONES | 01 2670 382 1 035 000 | | \$180.40 |
| 865 | VERIZON WIRELESS | CELL PHONES | 01 2670 382 2 035 000 | | \$180.40 |
| 866 | VERIZON WIRELESS | CELL PHONES | 01 2710 382 1 001 000 | | \$180.40 |
| 867 | VERIZON WIRELESS | CELL PHONES | 01 2710 382 2 001 000 | | \$180.40 |
| 868 | VERIZON WIRELESS | CELL PHONES | 01 3541 382 1 004 000 | | \$160.95 |
| 869 | VERIZON WIRELESS | CELL PHONES | 01 6910 382 1 004 000 | | \$53.65 |
| 870 | VERIZON WIRELESS | CELL PHONES | 01 6968 382 1 001 014 | | \$11.14 |
| 871 | VERIZON WIRELESS | CELL PHONES | 01 6968 382 2 001 002 | | \$11.13 |
| 872 | VERIZON WIRELESS Total | | | | \$958.47 |
| 873 | VOLKMAN PLUMBING HEATING | HVAC LABOR/MATERIALS ATTIC | 01 2620 431 1 001 000 | | \$345.86 |
| 874 | VOLKMAN PLUMBING HEATING | HVAC LABOR/MATERIALS ATTIC | 01 2620 431 2 001 000 | | \$345.86 |
| 875 | VOLKMAN PLUMBING HEATING Total | | | | \$691.72 |
| 876 | WESTERN ROOFING | PATCH ROOF | 01 2620 431 1 001 003 | | \$1,018.32 |
| 877 | WESTERN ROOFING | PATCH ROOF | 01 2620 431 1 001 004 | | \$812.76 |
| 878 | WESTERN ROOFING | LABOR/MATERIALS FLASH | 01 2620 431 1 001 004 | | \$1,504.86 |
| 879 | WESTERN ROOFING | ROOF REPAIR | 01 2620 431 1 001 010 | | \$827.79 |
| 880 | WESTERN ROOFING Total | | | | \$4,163.73 |
| 881 | WOLFE, SANDY | TRAVEL TO GNSA | 01 2310 333 1 033 000 | | \$163.48 |
| 882 | WOLFE, SANDY | TRAVEL TO GNSA | 01 2310 333 2 033 000 | | \$163.48 |
| 883 | WOLFE, SANDY Total | | | | \$326.96 |
| 884 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 000 | | \$2,097.01 |
| 885 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 003 | | \$1,093.85 |
| 886 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 004 | | \$2,143.90 |
| 887 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 005 | | \$1,875.18 |
| 888 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 008 | | \$5,764.62 |
| 889 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 009 | | \$3,692.96 |
| 890 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 010 | | \$4,287.67 |
| 891 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 012 | | \$2,459.62 |
| 892 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 014 | | \$2,379.98 |
| 893 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 1 001 021 | | \$5,342.80 |

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|-----|---|------------------------------|-----------------------|--------------|
| 894 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 2 001 000 | \$2,097.01 |
| 895 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 2 001 001 | \$6,207.30 |
| 896 | WOODRIVER ENERGY LLC | NATURAL GAS 12/20-1/22 | 01 2610 621 2 001 002 | \$15,061.70 |
| 897 | WOODRIVER ENERGY LLC Total | | | \$54,503.60 |
| 898 | ZONE, THE | JAN24 H.HOCTOR PAYROLL | 01 6968 340 1 001 014 | \$878.87 |
| 899 | ZONE, THE | S.MARTIN FEB24 PAYROLL | 01 6968 340 1 001 014 | \$210.00 |
| 900 | ZONE, THE Total | | | \$1,088.87 |
| 901 | Grand Total | | | \$621,232.60 |
| 902 | | | | |
| 903 | | | | |
| 904 | <u>NUTRITION FUND</u> | | | |
| 905 | BEHMER, KENT | STUDENT GRADUATED-LUNCH ACCT | 02 3100 890 0 001 000 | \$54.15 |
| 906 | BEHMER, KENT Total | | | \$54.15 |
| 907 | FIRENZE, CHASE | GRADUATED-RETURN LUNCH ACCT | 02 3100 890 0 001 000 | \$26.20 |
| 908 | FIRENZE, CHASE Total | | | \$26.20 |
| 909 | HEARTLAND FIRE PROTECTION | INSPECTIONS | 02 3100 340 2 001 001 | \$244.87 |
| 910 | HEARTLAND FIRE PROTECTION Total | | | \$244.87 |
| 911 | HOBART SALES & SERVICE | SERVICE CALL FOR OVEN | 02 3100 340 2 001 001 | \$380.00 |
| 912 | HOBART SALES & SERVICE Total | | | \$380.00 |
| 913 | HOFMANN PLUMBING | INSTALL FLOOR SINK | 02 3100 340 1 001 009 | \$3,800.00 |
| 914 | HOFMANN PLUMBING Total | | | \$3,800.00 |
| 915 | LUNCHTIME SOLUTIONS, INC. | JANUARY MEALS | 02 3100 340 1 001 000 | \$131,259.82 |
| 916 | LUNCHTIME SOLUTIONS, INC. | JANUARY MEALS | 02 3100 340 2 001 000 | \$131,259.81 |
| 917 | LUNCHTIME SOLUTIONS, INC. Total | | | \$262,519.63 |
| 918 | MAJOR REFRIGERATION | REPAIR TO WALKIN COOLER | 02 3100 340 1 001 010 | \$153.00 |
| 919 | MAJOR REFRIGERATION | LABOR TO WALKIN COOLER | 02 3100 340 1 001 014 | \$107.00 |
| 920 | MAJOR REFRIGERATION | REPAIR TO WALKIN COOLER | 02 3100 610 1 001 010 | \$82.13 |
| 921 | MAJOR REFRIGERATION Total | | | \$342.13 |
| 922 | NPS GENERAL FUND | MENTAL HEALTH STIPEND | 02 5690 | \$1,050.00 |
| 923 | NPS GENERAL FUND Total | | | \$1,050.00 |
| 924 | WARREN GARAGE DOORS | KITCHEN DOOR RESET | 02 3100 340 1 001 010 | \$152.00 |
| 925 | WARREN GARAGE DOORS Total | | | \$152.00 |
| 926 | Grand Total | | | \$268,568.98 |
| 927 | | | | |
| 928 | | | | |
| 929 | <u>COOPERATIVE FUND</u> | | | |

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|-----|------------------------------------|------------------------------|-----------------------|-------------|
| 930 | BLANK, KAREN | TRAVEL SUB INTERPRETING | 04 1200 580 2 004 000 | \$75.04 |
| 931 | BLANK, KAREN Total | | | \$75.04 |
| 932 | ESU #13 | DEAF ED SERVICE JAN24 | 04 1200 591 2 004 000 | \$664.24 |
| 933 | ESU #13 Total | | | \$664.24 |
| 934 | LEARNING A-Z | A-Z LICENSES | 04 1200 643 1 004 000 | \$126.50 |
| 935 | LEARNING A-Z | A-Z LICENSES | 04 1200 643 2 004 000 | \$126.50 |
| 936 | LEARNING A-Z Total | | | \$253.00 |
| 937 | NPS GENERAL FUND | INVOICES TO OTHER DISTRICTS | 04 1200 531 1 004 000 | \$3.20 |
| 938 | NPS GENERAL FUND | INVOICES TO OTHER DISTRICTS | 04 1200 531 2 004 000 | \$3.20 |
| 939 | NPS GENERAL FUND Total | | | \$6.40 |
| 940 | NPS SUBSIDIARY | SIGNING SAVVY MEMBERSHIP #26 | 04 1200 643 1 004 000 | \$64.98 |
| 941 | NPS SUBSIDIARY | SIGNING SAVVY MEMBERSHIP #26 | 04 1200 643 2 004 000 | \$64.97 |
| 942 | NPS SUBSIDIARY Total | | | \$129.95 |
| 943 | U. S. CELLULAR | HOT SPOTS | 04 1200 610 1 004 000 | \$65.24 |
| 944 | U. S. CELLULAR | HOT SPOTS | 04 1200 610 2 004 000 | \$65.23 |
| 945 | U. S. CELLULAR Total | | | \$130.47 |
| 946 | UNFORGETTABLE EVENTS | DJ FOR SPRING DANCE | 04 1200 340 1 004 000 | \$550.00 |
| 947 | UNFORGETTABLE EVENTS Total | | | \$550.00 |
| 948 | US BANK VOYAGER FLEET | DEAF ED TRANSPORT | 04 1200 580 1 004 000 | \$27.42 |
| 949 | US BANK VOYAGER FLEET | DEAF ED TRANSPORT | 04 1200 580 2 004 000 | \$27.41 |
| 950 | US BANK VOYAGER FLEET Total | | | \$54.83 |
| 951 | Grand Total | | | \$1,863.93 |
| 952 | | | | |
| 953 | | | | |
| 954 | SUBSIDIARY FUND | | | |
| 955 | MADISON NATIONAL LIFE | MARCH24 BASIC LIFE RETIREES | 05 2900 610 0 090 000 | \$447.36 |
| 956 | MADISON NATIONAL LIFE Total | | | \$447.36 |
| 957 | Grand Total | | | \$447.36 |
| 958 | | | | |
| 959 | | | | |
| 960 | SPECIAL BUILDING FUND | | | |
| 961 | CANNON MOSS BRYGGER | MIDDLE SCHOOL ADDITION | 08 2620 720 1 001 014 | \$13,650.00 |
| 962 | CANNON MOSS BRYGGER Total | | | \$13,650.00 |
| 963 | Grand Total | | | \$13,650.00 |
| 964 | | | | |
| 965 | | | | |

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|------|--|--------------------------------|-----------------------|-------------|
| 966 | EMPLOYEE BENEFIT FUND | | | |
| 967 | DAKOTA TRUCK UNDERWRITERS | 2023 WC AUDIT | 11 2900 340 1 001 000 | \$9,794.00 |
| 968 | DAKOTA TRUCK UNDERWRITERS | 2023 WC AUDIT | 11 2900 340 2 001 000 | \$9,794.00 |
| 969 | DAKOTA TRUCK UNDERWRITERS Total | | | \$19,588.00 |
| 970 | Grand Total | | | \$19,588.00 |
| 971 | | | | |
| 972 | | | | |
| 973 | SENIOR HIGH ACTIVITY FUND | | | |
| 974 | CARD SERVICES | PITSCO-DRONE ELEMENTS KIT | 13 2900 610 2 626 001 | \$808.50 |
| 975 | CARD SERVICES | AMAZON-PLYWOOD SHEETS | 13 2900 610 2 626 001 | \$41.98 |
| 976 | CARD SERVICES | RAISING CANE'S-TEAM INCENTIVE | 13 2900 610 2 512 001 | \$77.61 |
| 977 | CARD SERVICES | SD GAME & PARKS-SUMMER CLINIC | 13 2900 610 2 231 001 | \$847.70 |
| 978 | CARD SERVICES | HYVEE-OFFICIALS WATER | 13 2900 610 2 531 001 | \$6.98 |
| 979 | CARD SERVICES | RAISING CANE'S-TEAM MEAL | 13 2900 610 2 513 001 | \$252.77 |
| 980 | CARD SERVICES | AMAZON-BLOCK CHALK | 13 2900 610 2 535 001 | \$28.01 |
| 981 | CARD SERVICES | HYVEE-HOT DOG BUNS | 13 2900 610 2 502 001 | \$34.35 |
| 982 | CARD SERVICES | PIZZA HUT-TEAM MEAL | 13 2900 610 2 513 001 | \$98.93 |
| 983 | CARD SERVICES | AMAZON-GOLF NETS & PRACTICE | 13 2900 610 2 532 001 | \$345.90 |
| 984 | CARD SERVICES | AMAZON-GOLF PRACTICE BALLS | 13 2900 610 2 532 001 | \$36.99 |
| 985 | CARD SERVICES | AMAZON-PICKLEBALL SETS | 13 2900 610 2 515 001 | \$56.50 |
| 986 | CARD SERVICES | MF ATHLETIC-TRACK BLANKS | 13 2900 610 2 535 001 | \$172.50 |
| 987 | CARD SERVICES | QUIZIZZ-SUBSCRIPTION RENEWAL | 13 2900 610 2 503 001 | \$144.00 |
| 988 | CARD SERVICES | OLIVE GARDEN-TEAM MEAL | 13 2900 610 2 517 001 | \$425.13 |
| 989 | CARD SERVICES | JIMMY JOHNS-TEAM MEAL | 13 2900 610 2 517 001 | \$238.61 |
| 990 | CARD SERVICES | WALMART-END OF SEASON SUPPLIES | 13 2900 610 2 517 001 | \$143.28 |
| 991 | CARD SERVICES | HYVEE-CONCESSION DONUTS | 13 2900 610 2 502 001 | \$47.97 |
| 992 | CARD SERVICES | HYVEE-HOT DOGS | 13 2900 610 2 502 001 | \$45.80 |
| 993 | CARD SERVICES | DOMINO'S-DEGREE NIGHT MEAL | 13 2900 610 2 276 001 | \$44.92 |
| 994 | CARD SERVICES | AMAZON-COUNTERFIT BILL | 13 2900 610 2 502 001 | \$26.94 |
| 995 | CARD SERVICES | AMAZON-NAPKINS | 13 2900 610 2 502 001 | \$138.12 |
| 996 | CARD SERVICES | AMAZON-COMPETITION SUPPLIES | 13 2900 610 2 522 001 | \$174.96 |
| 997 | CARD SERVICES | AMAZON-WEIGHT ROOM WIPES | 13 2900 610 2 503 001 | \$198.28 |
| 998 | CARD SERVICES | WALMART-AFS P/T CONFERENCE | 13 2900 610 2 503 001 | \$29.95 |
| 999 | CARD SERVICES | BEST BUY-VR HEADSETS | 13 2900 610 2 529 001 | \$3,499.86 |
| 1000 | CARD SERVICES | HOBBY LOBBY & MENARDS-MUSICAL | 13 2900 610 2 523 001 | \$330.94 |
| 1001 | CARD SERVICES | MENARDS-MUSICAL SET SUPPLIES | 13 2900 610 2 523 001 | \$141.47 |

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|------|---------------|--------------------------------|-----------------------|------------|
| 1002 | CARD SERVICES | WALMART-MUSICAL COSTUMES | 13 2900 610 2 523 001 | \$625.56 |
| 1003 | CARD SERVICES | AMAZON-MUSICAL COSTUMES | 13 2900 610 2 523 001 | \$305.80 |
| 1004 | CARD SERVICES | WALMART-MEETING SUPPLIES | 13 2900 610 2 276 001 | \$178.09 |
| 1005 | CARD SERVICES | PIZZA HUT-TEAM MEAL | 13 2900 610 2 547 001 | \$122.43 |
| 1006 | CARD SERVICES | SKEETER BARNES-LEADERSHIP | 13 2900 610 2 276 001 | \$134.91 |
| 1007 | CARD SERVICES | IMPERIAL STEAKHOUSE-STATE | 13 2900 610 2 276 001 | \$57.00 |
| 1008 | CARD SERVICES | WESTIN HOTEL-GLAZIER CLINIC | 13 2900 610 2 528 001 | \$683.72 |
| 1009 | CARD SERVICES | GLAZIER CLINIC FUEL | 13 2900 610 2 528 001 | \$56.69 |
| 1010 | CARD SERVICES | AMAZON-VR HEADSETS | 13 2900 610 2 529 001 | \$2,490.00 |
| 1011 | CARD SERVICES | AMAZON-RETURNED TIARAS | 13 2900 610 2 582 001 | -\$69.93 |
| 1012 | CARD SERVICES | MONGOLIAN GRILL-GBB TEAM MEAL- | 13 2900 610 2 529 001 | \$200.00 |
| 1013 | CARD SERVICES | HYVEE-OFFICIALS WATER | 13 2900 610 2 538 001 | \$6.98 |
| 1014 | CARD SERVICES | MONGOLIAN GRILL-GBB TEAM MEAL | 13 2900 610 2 547 001 | \$169.80 |
| 1015 | CARD SERVICES | PAPA JOHNS-TEAM MEAL | 13 2900 610 2 547 001 | \$144.36 |
| 1016 | CARD SERVICES | PANDA EXPRESS-TEAM MEAL | 13 2900 610 2 547 001 | \$319.70 |
| 1017 | CARD SERVICES | AMAZON-VALENTINE CARD SUPPLIES | 13 2900 610 2 568 001 | \$102.16 |
| 1018 | CARD SERVICES | AMAZON-PICKLEBALL SETS | 13 2900 610 2 550 001 | \$56.50 |
| 1019 | CARD SERVICES | MF ATHLETIC-TRACK BLANKS | 13 2900 610 2 542 001 | \$172.50 |
| 1020 | CARD SERVICES | CHAMPION BRIEFS-MARCH & APR | 13 2900 610 2 553 001 | \$29.99 |
| 1021 | CARD SERVICES | AMAZON-PANTHER PANTRY SUPPLIES | 13 2900 610 2 584 001 | \$378.80 |
| 1022 | CARD SERVICES | SUBWAY-STATE MEAL | 13 2900 610 2 556 001 | \$239.86 |
| 1023 | CARD SERVICES | WALMART-STORAGE BOXES | 13 2900 610 2 546 001 | \$57.48 |
| 1024 | CARD SERVICES | AMAZON-TIARAS | 13 2900 610 2 582 001 | \$69.86 |
| 1025 | CARD SERVICES | AMAZON-CROWNS & TIARAS | 13 2900 610 2 582 001 | \$109.91 |
| 1026 | CARD SERVICES | HYVEE-STEPS TO COLLEGE | 13 2900 610 2 266 001 | \$730.00 |
| 1027 | CARD SERVICES | TARGET/HIBBIT-STEPS TO COLLEGE | 13 2900 610 2 266 001 | \$173.97 |
| 1028 | CARD SERVICES | SILLS USA-MEMBERSHIP | 13 2900 610 2 569 001 | \$104.00 |
| 1029 | CARD SERVICES | WALMART-STATE DUAL SUPPLIES | 13 2900 610 2 546 001 | \$135.69 |
| 1030 | CARD SERVICES | HYATT PLACE-J.ERWIN STATE | 13 2900 610 2 544 001 | \$120.60 |
| 1031 | CARD SERVICES | MISC-STATE SWIM MEALS | 13 2900 610 2 544 001 | \$783.33 |
| 1032 | CARD SERVICES | MISC-STATE SWIM MEALS-BALANCE | 13 2900 610 2 560 001 | \$306.30 |
| 1033 | CARD SERVICES | BOMGAARS-BUILDERS OF THE | 13 2900 610 2 593 001 | \$819.95 |
| 1034 | CARD SERVICES | EMBASSY SUITES-STATE LODGING | 13 2900 610 2 546 001 | -\$439.32 |
| 1035 | CARD SERVICES | MISC-STATE MEALS | 13 2900 610 2 650 001 | \$646.47 |
| 1036 | CARD SERVICES | MISC-STATE MEALS | 13 2900 610 2 546 001 | \$563.27 |
| 1037 | CARD SERVICES | WALMART-STATE SUPPLIES | 13 2900 610 2 546 001 | \$74.13 |

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|------|---------------------------------------|--------------------------------|-----------------------|-------------|
| 1038 | CARD SERVICES | CHICK-FIL-A-DISTRICT TEAM MEAL | 13 2900 610 2 546 001 | \$212.84 |
| 1039 | CARD SERVICES | WALMART-DISTRICT SUPPLIES | 13 2900 610 2 546 001 | \$80.06 |
| 1040 | CARD SERVICES | NSAA-STATE DUAL WRISTBANDS | 13 2900 610 2 546 001 | \$78.00 |
| 1041 | CARD SERVICES | MISC-STATE MEALS-BALANCE | 13 2900 610 2 654 001 | \$251.79 |
| 1042 | CARD SERVICES | ANGUS BURGERS-STATE DUAL MEAL | 13 2900 610 2 546 001 | \$290.00 |
| 1043 | CARD SERVICES | HYVEE-BANQUET MEAL | 13 2900 610 2 562 001 | \$535.00 |
| 1044 | CARD SERVICES | MISC-STATE MEALS-BALANCE | 13 2900 610 2 562 001 | \$384.41 |
| 1045 | CARD SERVICES | NSAA-STATE COACH WRISTBANDS | 13 2900 610 2 562 001 | \$309.00 |
| 1046 | CARD SERVICES | ANGUS BURGERS-STATE DUAL MEAL | 13 2900 610 2 562 001 | \$320.89 |
| 1047 | CARD SERVICES | HYVEE-MTG SUPPLIES | 13 2900 610 2 615 001 | \$37.35 |
| 1048 | CARD SERVICES | TARGET/WALMART-STATE SUPPLIES | 13 2900 610 2 650 001 | \$31.06 |
| 1049 | CARD SERVICES | NSAA-STATE TICKETS | 13 2900 610 2 652 001 | \$36.50 |
| 1050 | CARD SERVICES | HOLIDAY INN-STATE LODGING | 13 2900 610 2 652 001 | \$342.00 |
| 1051 | CARD SERVICES | OLIVE GARDEN-TEAM MEAL | 13 2900 610 2 653 001 | \$144.37 |
| 1052 | CARD SERVICES | NSAA-STATE COACHING WRISTBANDS | 13 2900 610 2 654 001 | \$123.60 |
| 1053 | CARD SERVICES Total | | | \$22,276.38 |
| 1054 | CASH | 3/14-3/19 GATES & CONCESSIONS | 13 2900 610 2 501 001 | \$4,400.00 |
| 1055 | CASH | 3/21-3/24 GATES & CONCESSIONS | 13 2900 610 2 501 001 | \$5,200.00 |
| 1056 | CASH Total | | | \$9,600.00 |
| 1057 | GODFATHERS PIZZA NORFOLK | CONCESSION PIZZA | 13 2900 610 2 502 001 | \$909.00 |
| 1058 | GODFATHERS PIZZA NORFOLK Total | | | \$909.00 |
| 1059 | GUBBELS, SKYLER | 2/10 SPEECH JUDGE | 13 2900 610 2 522 001 | \$75.00 |
| 1060 | GUBBELS, SKYLER Total | | | \$75.00 |
| 1061 | HAMPTON INN | NSDA DEBATE LODGING | 13 2900 610 2 522 001 | \$226.00 |
| 1062 | HAMPTON INN Total | | | \$226.00 |
| 1063 | SPRAY, LAUREN | 2/16 SPEECH JUDGE | 13 2900 610 2 522 001 | \$75.00 |
| 1064 | SPRAY, LAUREN | 2/24 PANTHER CLASSIC SPEECH | 13 2900 610 2 553 001 | \$75.00 |
| 1065 | SPRAY, LAUREN Total | | | \$150.00 |
| 1066 | VAL LIMITED | DISTRICT TEAM MEAL | 13 2900 610 2 531 001 | \$188.32 |
| 1067 | VAL LIMITED Total | | | \$188.32 |
| 1068 | WESTBY, JACOB | 2/10 SPEECH JUDGE | 13 2900 610 2 522 001 | \$75.00 |
| 1069 | WESTBY, JACOB | 2/24 PANTHER CLASSSSIC SPEECH | 13 2900 610 2 553 001 | \$75.00 |
| 1070 | WESTBY, JACOB Total | | | \$150.00 |
| 1071 | WINNERS CIRCLE | PANTHER CLASSIC AWARDS | 13 2900 610 2 553 001 | \$440.48 |
| 1072 | WINNERS CIRCLE | END OF SEASON AWARDS | 13 2900 610 2 544 001 | \$137.36 |
| 1073 | WINNERS CIRCLE | END OF SEASON AWARDS | 13 2900 610 2 562 001 | \$34.54 |

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|------|---|-------------------------------|-----------------------|-------------|
| 1074 | WINNERS CIRCLE | END OF SEASON AWARDS | 13 2900 610 2 562 001 | \$411.31 |
| 1075 | WINNERS CIRCLE Total | | | \$1,023.69 |
| 1076 | Grand Total | | | \$34,598.39 |
| 1077 | | | | |
| 1078 | | | | |
| 1079 | <u>JUNIOR HIGH ACTIVITY FUND</u> | | | |
| 1080 | BSN SPORTS | TRACK SUPPLIES | 14 2900 610 2 857 002 | \$759.40 |
| 1081 | BSN SPORTS | TRACK SUPPLIES | 14 2900 610 2 857 002 | \$14,754.37 |
| 1082 | BSN SPORTS | TRACK SUPPLIES | 14 2900 610 2 857 002 | \$1,984.54 |
| 1083 | BSN SPORTS Total | | | \$17,498.31 |
| 1084 | Grand Total | | | \$17,498.31 |
| 1085 | | | | |
| 1086 | | | | |
| 1087 | <u>STUDENT FEE FUND</u> | | | |
| 1088 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 1 669 014 | \$92.14 |
| 1089 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 1 669 014 | \$276.03 |
| 1090 | NPS SUBSIDIARY | BUZZSPROUT #18 | 17 2190 610 2 669 002 | \$12.00 |
| 1091 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 2 669 002 | \$94.31 |
| 1092 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 2 669 002 | \$85.31 |
| 1093 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 2 669 002 | \$52.72 |
| 1094 | NPS SUBSIDIARY | ROBOT COMPETITION #18 | 17 2190 610 2 669 002 | \$120.00 |
| 1095 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 2 669 002 | \$109.46 |
| 1096 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 2 669 002 | \$96.31 |
| 1097 | NPS SUBSIDIARY | AFTERSHOCK SUPPLIES #18 | 17 2190 610 2 669 002 | \$111.81 |
| 1098 | NPS SUBSIDIARY Total | | | \$1,050.09 |
| 1099 | STADIUM SPORTS | WAIVABLE GIRLS TENNIS APPAREL | 17 2190 610 2 550 001 | \$318.00 |
| 1100 | STADIUM SPORTS Total | | | \$318.00 |
| 1101 | WEST MUSIC COMPANY | REPLACEMENT MALLETS | 17 2190 610 2 028 002 | \$71.92 |
| 1102 | WEST MUSIC COMPANY Total | | | \$71.92 |
| 1103 | Grand Total | | | \$1,440.01 |

Norfolk Public Schools Classified Salary Structure 24-25

| <u>Work Days</u> | <u>Position</u> | <u>Salary Range for</u> | |
|------------------|--|-------------------------|-----------------------|
| | | <u>Placement</u> | <u>Per Diem Range</u> |
| 260 | District Network Administrator | \$82,140-\$92,140 | \$316 - \$354 |
| 260 | District Maintenance Supervisor | \$72,140-\$82,140 | \$277 - \$316 |
| 260 | District Network Administrator / Support | \$65,140-\$75,140 | \$251 - \$289 |
| 260 | District Network Administrator / Support | \$65,140-\$75,140 | \$251 - \$289 |
| 260 | Student Information System Administrator | \$65,140-\$75,140 | \$251 - \$289 |
| 260 | Asst. District Maintenance Supervisor | \$62,140-\$72,140 | \$239 - \$277 |
| 260 | Communications Director | \$62,140-\$72,140 | \$239 - \$277 |
| 260 | Asst. to the Superintendent / Foundation | \$49,140-\$59,140 | \$189 - \$227 |
| 260 | Aftershock Program Director | \$49,140-\$59,140 | \$189 - \$227 |

Salary Schedule Placement: Initial placement of a newly hired employee shall be determined by the superintendent of schools or their designee in relation to experience, background and skills. Deviations from the salary structure may be warranted in extenuating circumstances



Longevity

\$102,140

\$92,140

\$75,140

\$75,140

\$75,140

\$82,140

\$82,140

\$69,140

\$69,140

**NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA**

**EMPLOYMENT AGREEMENT
NORFOLK PUBLIC SCHOOLS / NURSES
2024-2025**

This agreement is made and entered into between the Board of Education of Madison County School District #2 aka (Norfolk Public Schools) and the Certificated School Nurses. This agreement shall be effective as of August 1, 2024, and shall continue in effect until July 31, 2025. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.) If a new and substitute agreement has not been duly entered into prior to July 31, 2025, the terms of this agreement shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, 2025. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)

**Article I
Recognition**

The Board recognizes School Nurses as a professional group and will work with them in developing an employment agreement.

**Article II
Salaries**

- A. Salary Schedule: The salary of each certified nurse covered by this agreement shall be determined by the salary schedule attached as Appendix A for 2024-2025.
- B. Salary Schedule Placement: The initial step placement of a newly hired employee shall be determined by the superintendent of schools or their designee in relation to experience. Placement of newly hired nurses may be given higher placement due to their qualification, but their placement will not exceed actual verified experience. Each new employee shall provide written verification of prior successful experience to the Superintendent or their designee prior to initial placement on the salary schedule. Only one (1) vertical step per year will be allowed. A maximum of one (1) horizontal step will be allowed per year upon completion of horizontal movement requirements.
- C. Staff members whose salaries are funded through state or federal grants will be paid the rate as established in the grant, not the salary stated in this agreement.

**Article III
Fringe Benefit**

The Nursing staff beginning service to the School District with the 2024-2025 contract years will be provided a fringe benefit package that is not subject to NPERS employer and employee contributions but is subject to applicable FICA taxes. Nurses will be provided the following options within their fringe benefit package:

- A. **ACCEPTABLE HEALTH CARE OPTION THROUGH NPS:** For the 2024-2025 school years the School District shall provide the opportunity to enroll in self only and dependent health and dental insurance under the School District's group health and dental insurance provider for the 2024-2025 school year, the Educators Health Alliance (EHA) health and dental insurance Dual Choice PPO plan with Dental at - 80% A & B, and 50% C

coverage at the premium cost established annually by the EHA for the 2024-2025 fiscal years. Premium rates for the EHA plan will be in a 4-tier structure with the four tiers defined as follows: Employee (self-only), Employee/Child(ren), Employee/Spouse, and Employee/Spouse & Child(ren).

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

(1) Insurance /Fringe Benefit Stipend: Full-time nurses eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.

(2) Full-time nurses eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren) health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428**.

B. CASH-IN-LIEU OPTION: The Nursing staff shall be provided the following cash-in-lieu of option:

(1)Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election: A Nurse may decline the School District provided Employee (“self only”) health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of **\$11,428** (\$952.34 monthly) for 2024-2025 PROVIDED, that a Nurse shall not be allowed to decline Employee (self-only) tier group health and dental coverage unless said Nurse has filed with the business office on the form provided by the School District an agreement providing:

(a)For an individual disclaimer which certifies that said nurse is covered by alternate health insurance coverage which provides at least “Bronze Level” health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); and,

(b)That should the nurse fail to obtain and maintain health insurance coverage as required by subparagraph (a) above at any time during the term of this Negotiated Agreement, and the School District incurs a penalty of any kind under the Patient Protection and Affordable Care Act, the Faculty Member shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll Employee “self-only” under the School District’s group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.

Article V IRS 125 Plan

Each nurse covered by this agreement shall have the option of participating in an IRS Section 125 Flexible Benefit Plan. The administration and participation costs of this benefit shall be paid for by the Board of Education. This fund shall be administered according to law.

Article VI Sick Leave

The Norfolk Public School provides for the following sick leave plan for all full-time school nurses. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt, and uncle) equivalent to ten (10) days on full pay shall be allowed for the nurse. This benefit shall be cumulative from year to year not to exceed forty (40) days use in any one year. Nurses absent because of a sickness may be requested to submit an acceptable doctor's certificate to the Central Office. School nurses considering elective surgery should plan the surgery for a time that will not interfere with their contractual duties. An employee shall notify the superintendent or designee of schools of any planned absence under the sick leave procedure as soon as the employee knows such absence will occur. The date or approximate dates of the planned absence shall be communicated to the superintendent or designee of schools as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

Article VII Bereavement Leave

The Norfolk Public Schools provides the following bereavement leave procedures: All full-time employees are eligible for a bereavement leave of up to five (5) days for the funeral of a member of the immediate family. One (1) day of bereavement leave will be granted for the funeral of a friend or relative. Additional bereavement days may be requested for each occasion. Additional days may be allowed at the discretion of the superintendent.

The maximum number of bereavement leave days shall be no more than twelve (12) days in any one year. Bereavement leave is non-cumulative. If you are prevented from returning to work after your leave has expired, because of extenuating circumstances (such as weather), your pay will be docked an amount equal to the pay of a substitute nurse or the use of a personal day if one is available.

Article VIII Personal Day

Each employee covered by this agreement will be allowed one (1) paid and **two (2) unpaid** personal leave days per year under the following conditions (staff members will be docked 1/193rd of the contracted amount):

- A. No reason will have to be given for the absence.
- B. Leave will be granted only if a properly qualified substitute can be hired to replace the staff member who wishes to take such leave.
- C. Leave without pay is non-cumulative.
- D. Request for Leave must be submitted in writing to the building principal at least five (5) calendar days in advance of the leave. The building principal and the Superintendent of Schools must approve this request.

**Article IX
Conditions of Employment**

- A. At-Will Employment: All nurses are at-will employees and have no property right to continued employment and may be terminated by either party, with or without cause or hearing, upon two (2) calendar week notice or pay in lieu of notice.
- B. A 1.00 Full Time Equivalency is equal to 7.5 hours per day for 193 days per year.

**Article X
Grievance Procedure**

- A. Definition of Grievance: This grievance procedure shall apply only to employee grievances relating to the terms and conditions of employment under and covered by this negotiated agreement.
- B. Grievance Process: The Board and the Nurses both agree that it is usually most desirable for an employee and the immediate supervisor to resolve problems through free and informal communications. When requested by the nurse, a representative of the nurses may assist in this resolution at all levels. However, when the grievance remains unresolved, then the following process shall be followed:
 - a. The employee shall present the grievance in writing to their immediate supervisor. The immediate supervisor shall review the grievance with the employee within three (3) business days.
 - b. If not resolved, the employee may appeal the decision to the Superintendent. The Superintendent shall arrange for a meeting with the employee within five (5) business days of receipt of the complaint. The Superintendent shall have four (4) days from the date of the meeting to provide a written decision to the employee.
 - c. If the grievance is not resolved at that level, the employee may appeal the grievance in writing to the Board President. The Board President shall schedule a hearing on the grievance before the Board of Education no later than thirty (30) days from the request. The Board will have five days from the date of the hearing to notify, in writing, the grievant of the Board's decision.

**Article XI
SCIP Team Extra-Duty Compensation**

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

Appendix A

| NORFOLK PUBLIC SCHOOLS | | | | | | |
|------------------------|-----------|----------------------------|----------------------------|----------------------------|-----------|-----------|
| School Nurses | | | | | | |
| 2024/2025 Year | | | | | | |
| | | Base Salary: | | \$ 38,948 | | |
| Step | RN | RN+9 | RN+18 | RN+27 | BSN | MSN |
| | | College Hrs or 135 CEUs | College Hrs or 270 CEUs | College Hrs or 405 CEUs | | |
| Step | | | | | | |
| 1 | 1.0000 | 1.0450 | 1.0900 | 1.1350 | 1.1800 | 1.2250 |
| | \$ 38,948 | \$ 40,701 | \$ 42,453 | \$ 44,206 | \$ 45,959 | \$ 47,711 |
| 2 | 1.0450 | 1.0900 | 1.1350 | 1.1800 | 1.2250 | 1.2700 |
| | \$ 40,701 | \$ 42,453 | \$ 44,206 | \$ 45,959 | \$ 47,711 | \$ 49,464 |
| 3 | 1.0900 | 1.1350 | 1.1800 | 1.2250 | 1.2700 | 1.3150 |
| | \$ 42,453 | \$ 44,206 | \$ 45,959 | \$ 47,711 | \$ 49,464 | \$ 51,217 |
| 4 | 1.1350 | 1.1800 | 1.2250 | 1.2700 | 1.3150 | 1.3600 |
| | \$ 44,206 | \$ 45,959 | \$ 47,711 | \$ 49,464 | \$ 51,217 | \$ 52,969 |
| 5 | 1.1800 | 1.2250 | 1.2700 | 1.3150 | 1.3600 | 1.4050 |
| | \$ 45,959 | \$ 47,711 | \$ 49,464 | \$ 51,217 | \$ 52,969 | \$ 54,722 |
| 6 | 1.2250 | 1.2700 | 1.3150 | 1.3600 | 1.4050 | 1.4500 |
| | \$ 47,711 | \$ 49,464 | \$ 51,217 | \$ 52,969 | \$ 54,722 | \$ 56,475 |
| 7 | 1.2700 | 1.3150 | 1.3600 | 1.4050 | 1.4500 | 1.4950 |
| | \$ 49,464 | \$ 51,217 | \$ 52,969 | \$ 54,722 | \$ 56,475 | \$ 58,227 |
| 8 | 1.3150 | 1.3600 | 1.4050 | 1.4500 | 1.4950 | 1.5400 |
| | \$ 51,217 | \$ 52,969 | \$ 54,722 | \$ 56,475 | \$ 58,227 | \$ 59,980 |
| 9 | 1.3600 | 1.4050 | 1.4500 | 1.4950 | 1.5400 | 1.5850 |
| | \$ 52,969 | \$ 54,722 | \$ 56,475 | \$ 58,227 | \$ 59,980 | \$ 61,733 |
| 10 | 1.4050 | 1.4500 | 1.4950 | 1.5400 | 1.5850 | 1.6300 |
| | \$ 54,722 | \$ 56,475 | \$ 58,227 | \$ 59,980 | \$ 61,733 | \$ 63,485 |

Norfolk Public Schools Administrative Salary Structure 24-25

* Superintendent Discretion to be used in salary placement based upon administrator's experience. Deviations from the salary structure may be warranted in extenuating circumstances

| Administrative Contract Days | Level | Position | Salary Placement Range | Daily Rate based upon salary | Starting Longevity Salary |
|--|-------|---|---|------------------------------|-----------------------------------|
| 200 | 1 | SH Dean of Students | For Initial Placement, certified schedule plus 12 days per diem of the certified base for SH (\$2,466), 20 days per diem for JH (\$4,109) | | Follow Certified longevity system |
| 208 | 1 | JH Dean of Students/7-8 Activities Director | | | |
| 220 | 2 | Assistant Principal 5-6 | \$88,057-\$94,057 (\$6,000) | \$400-\$428 | \$118,057 |
| 220 | 2 | Assistant Principal 7-8 | \$88,057-\$94,057 (\$6,000) | \$400-\$428 | \$118,057 |
| 230 | 3 | Assistant Principal 9-12 | \$97,439-\$103,907(\$6,000) | \$424-\$452 | \$127,907 |
| 230 | 3 | Assistant Principal 9-12 | \$97,439-\$103,907(\$6,000) | \$424-\$452 | \$127,907 |
| 230 | 3 | Activities Director 9-12 | \$97,439-\$103,907(\$6,000) | \$424-\$452 | \$127,907 |
| 230 | 4 | Elementary Principal(s) | \$101,907-\$107,907(\$6,000) | \$443-\$469 | \$131,907 |
| 260 | 4 | M.S. Principal | \$109,907-\$115,907(\$6,000) | \$423-\$446 | \$139,907 |
| 260 | 4 | J.H. Principal | \$109,907-\$115,907(\$6,000) | \$423-\$446 | \$139,907 |
| 260 | 5 | High School Principal | \$123,907-\$129,907(\$6,000) | \$477-\$500 | \$153,907 |
| 260 | 6 | District Director of Student Programs | \$127,907-\$133,907(\$6,000) | \$492-\$515 | \$157,907 |
| 260 | 6 | District Director of Student Services, Safety and Technology | \$127,907-\$133,907(\$6,000) | \$492-\$515 | \$157,907 |
| 260 | 6 | District Director of Human Resources and Accreditation | \$127,907-\$133,907(\$6,000) | \$492-\$515 | \$157,907 |
| 260 | 6 | District Director of Teaching and Learning | \$127,907-\$133,907(\$6,000) | \$492-\$515 | \$157,907 |
| 260 | 6 | District Director of Business, Maintenance, & Facilities | \$127,907-\$133,907(\$6,000) | \$492-\$515 | \$157,907 |
| 260 | 7 | Associate Superintendent (Includes the job of one of the level 6 positions) | Additional \$5,000 to level 6 range \$132,907 - \$138,907 | \$511-\$534 | \$162,907 |
| Extra Salary Incentives (Additional one time salary increase upon completion of degree) | | | | | |
| | | Ed.S. | \$2,000 | | |
| | | EdD. / Ph.D. | \$3,000 | | |

**Each administrative employee will receive an annual (\$11,428) benefit package in 24-25 which can be applied to benefits or taken as cash in lieu

**Each administrative employee will qualify to receive an annual (\$14,428) benefit package in 24-25 if electing to take a Health and Dental plan that is employee/spouse, employee/children or Family coverage

**All 260 day contract administrators receive 20 vacation days annually which can be used through the calendar year with prior approval from the Superintendent

Certificated Substitute Compensation Proposal 2024-2025

| | |
|---|----------------------|
| Daily Rate (Both Certified and Local) | \$160 |
| Retired NPS Teacher | \$170 |
| Long-Term sub Rate (Both Cert. and Local) | \$210 |
| Retired NPS Teacher | \$215 |
| 1 Period Subsq | \$40 |
| 20 days/semester | \$150 one time bonus |

NEGOTIATED AGREEMENT

Between

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

and

Norfolk City Education Association
Norfolk, Nebraska

FOR THE ACADEMIC YEARS
2024-2025

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NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

NEGOTIATED AGREEMENT
2024-2025

I. DURATION OF AGREEMENT

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

II. RECOGNITION

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

III. COMPENSATION

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

- (1) New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4.
- (2) New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.
- (3) Horizontal advancement on the salary schedule shall be available for graduate level hours which have been previously approved by the superintendent and/or his/her designee. Approval for horizontal advancement to the MA+MA/EDS and PHD columns need to be pre-approved by the superintendent and/or his/her designee, approval will be dependent upon if that degree area is needed by the district. The

maximum horizontal movement for certificated staff shall be three (3) columns (levels) per school year.

- (4) Only those certificated staff members frozen on Step 15 in the MA+45, MA+MA/EDS and PHD columns are eligible for longevity pay. The certificated staff members who are frozen will receive longevity increments of 1% of the base salary starting with the first year they are frozen. An additional 1% shall be added each year for up to a total of 15%.
 - (5) Certified staff extra-duty pay aligns with teacher contract pay. Non-certified staff will be paid in installments that align with the activity/extra duty season and payroll dates published annually by the district.
- B. Special Assignment Stipends:
- (1) Certified staff who are teaching Dual Credit courses and/or AP courses will be compensated by Norfolk Public Schools \$200 per course taught, per college semester. The amount should be in addition to the teacher's salary. If the course counts for both AP and Dual Credit, the teacher will only receive the compensation once.
 - (2) Certified staff who serve Norfolk Public Schools as Speech Language Pathologists and/or School Psychologists will receive an annual stipend to be figured as 10% of the base salary for contract years through 2026-2027, at which time this provision will sunset.
- C. Certified staff who agree to teach zero hour (a 48 minute class prior to the start of teacher duty time) for an entire semester may: Be paid at their hourly per diem rate OR Be provided a duty free 8th period (this does NOT include ELO). Certified Staff who agree to teach an extra period during their plan period--for an entire semester--will be paid at their hourly per diem rate. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED.
- D. Certified staff who sub or cover another class during either their plan period or lunch period will be compensated \$20 for a half-period and \$40 for a full-period. (Definition of a period is defined as a typical/average period for a regular classroom teacher in that building.)
- E. Insurance: For the 2024-2025 school year the School District shall make available for all certificated staff Dual Choice PPO health insurance with \$1,050/\$3,800 HSA Eligible option and dental insurance Option 2 coverage established annually by the EHA. Premiums rated for the group health and dental plans will be in a four-tier structure with the four tiers defined as follows: employee (self only), employee/child(ren), employee/spouse, and employee/spouse and child(ren).
- F. Fringe Benefit Package: Eligible certificated staff employed by the School District shall be provided the Fringe Benefit Package as described herein. Benefits provided under the Fringe Benefit Package shall be prorated for part-time certificated staff based on full-time equivalency. Certificated staff provided the Fringe Benefit Package shall be eligible to receive the following benefit packages identified in subsections (1),(2) and (3) below, subject to limitations provided therein:
- (1) Insurance /Fringe Benefit Stipend: Full-time certificated staff eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates

under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.

- a. Fringe Benefit Stipends shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.
- (2) Full-time certificated staff eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren) health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428** will be paid by the certificated staff.
- a. A Certificated staff member may elect to receive dependent health and dental insurance coverage and/or the lower deductible health insurance option available under the EHA Dual Choice Plan, provided that all additional premium cost of such coverage above the premium cost of the employee (self only) higher deductible health and dental coverage offered by the School District is paid by the certificated staff member through a salary reduction agreement under the School District's Section 125 plan.
- (3) Cash-in-lieu: Full-time certificated staff eligible for the Fringe Benefit Package may elect not to enroll in the health and dental insurance plan offered by the School District and decline the School District's contribution towards such health and dental insurance and instead receive a Cash-in-Lieu of insurance stipend in the amount of \$11,428 (\$952.33/month) for the 2024-2025 school year provided the certificated staff member has filed with the business office on the form attached hereto and incorporated herein as Appendix C3 an acknowledgement which serves as evidence of alternative coverage in accordance with the conditions of an "eligible opt out payment" as set forth in Treas. Prop. Reg 26 CFR §1.36B-2(c)(v)(A)(7), as may be amended from time to time. Cash-in-lieu payments shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.

IV. IRS 125 Plan

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

V. SUMMER SCHOOL/CURRICULUM PAY

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

| | |
|-------------------|------------------|
| Bachelor's Degree | \$32.00 per Hour |
| Master's Degree | \$35.00 per Hour |

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

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

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

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

VI. EXTRA DUTY SCHEDULE

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

- A. See Appendix B1 for the Extra Duty Salary Schedule
- B. See Appendix C1 for placement on the Extra Duty Salary Schedule

VII. NEGOTIATIONS CONCERNING THE ENTIRE AGREEMENT

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

VIII. SICK LEAVE

The Norfolk Public Schools provides the following sick leave plan for all full-time certificated staff members. Part-time staff receive sick leave on their prorated (FTE) basis. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt and uncle) equivalent to ten (10) days of full pay shall be granted to the teacher. This benefit shall be cumulative from year to year not to exceed seventy-five (75) days. Certificated staff members may use a maximum of seventy-five (75) sick leave days during any one (1) contract year. Days used in excess of the accumulated sick leave shall be counted as leave with an annual salary per diem loss in pay. Certificated staff members considering elective surgery should consider planning the surgery for a time that will not interfere with their contractual duties. Ten (10) of the seventy-five (75) available sick leave days may be used for a member of the immediate family not residing in the household. An employee shall notify his or her building administrator of any planned absence under the sick leave procedure as soon as the employee knows such absence will

occur. The date or approximate dates of the planned absence shall be communicated to his or her building administrator as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

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

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

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

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

IX. BEREAVEMENT LEAVE

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

X. PROFESSIONAL LEAVE

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

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

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

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

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

XI. SCHOOL BUSINESS LEAVE

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

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

XII. PERSONAL LEAVE

The Norfolk Public School provides two (2) personal leave days with pay each year for full-time certificated staff members.

- A. Extenuating circumstances may dictate an exception at the discretion of the superintendent of schools:
 1. It may not be used when Norfolk athletic teams qualify for district or state playoffs or other such occasion when use of this day would create teacher substitute shortages.
 2. The personal leave day may not be taken preceding or following vacations or other non-contract days except for extenuating circumstances.
 3. This leave may not be taken after April 30 except for extenuating circumstances.

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

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

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

XIII. NSEA LEAVE

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

XIV. GRIEVANCE POLICY

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

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

Level I:

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

Level II:

If the grievance remains unresolved, the grievant shall present the grievance in writing to the grievant's administrator or supervisor within twenty-five (25) days from the date when the alleged grievance occurred. The administrator or supervisor shall provide a written response to the grievance within five (5) days of the receipt of the written grievance.

Level III:

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

Level IV:

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

XV. ACTIVITY PASSES

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

XVI. IMPLEMENTATION

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

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

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

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

XVII. TOTALITY OF AGREEMENT

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

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

XVIII. MANAGEMENT RIGHTS

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

APPROVED:

APPROVED:

President, Norfolk Board of Education

President, Norfolk City Education Association

Date

Date

Chief Negotiator

Chief Negotiator

Date

Date

Appendix A-1

**NORFOLK PUBLIC SCHOOLS
2024-2025 Salary Schedule**

\$ 39,457

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

| Step | A BA | B BA+9 | C BA+18 | D BA+27 | E MA | F MA+9 | G MA+18 | H MA+27 | I MA+36 | J MA+45 | K MA+MA/EDS | L PHD |
|------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| 1 | \$ 39,457 1.000 | \$ 41,233 1.045 | \$ 43,008 1.090 | \$ 44,784 1.135 | \$ 46,559 1.180 | \$ 48,335 1.225 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 |
| 2 | \$ 41,233 1.045 | \$ 43,008 1.090 | \$ 44,784 1.135 | \$ 46,559 1.180 | \$ 48,335 1.225 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 |
| 3 | \$ 43,008 1.090 | \$ 44,784 1.135 | \$ 46,559 1.180 | \$ 48,335 1.225 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,539 1.585 |
| 4 | \$ 44,784 1.135 | \$ 46,559 1.180 | \$ 48,335 1.225 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,539 1.585 | \$ 64,315 1.630 |
| 5 | \$ 46,559 1.180 | \$ 48,335 1.225 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,539 1.585 | \$ 64,315 1.630 | \$ 66,090 1.675 |
| 6 | \$ 48,335 1.225 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,539 1.585 | \$ 64,315 1.630 | \$ 66,090 1.675 | \$ 67,866 1.720 |
| 7 | \$ 50,110 1.270 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,539 1.585 | \$ 64,315 1.630 | \$ 66,090 1.675 | \$ 67,866 1.720 | \$ 69,642 1.765 |
| 8 | \$ 51,886 1.315 | \$ 53,662 1.360 | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,539 1.585 | \$ 64,315 1.630 | \$ 66,090 1.675 | \$ 67,866 1.720 | \$ 69,642 1.765 | \$ 71,417 1.810 |
| 9 | | \$ 55,437 1.405 | \$ 57,213 1.450 | \$ 58,988 1.495 | \$ 60,961 1.545 | \$ 62,737 1.590 | \$ 64,512 1.635 | \$ 66,288 1.680 | \$ 68,063 1.725 | \$ 69,839 1.770 | \$ 71,614 1.815 | \$ 73,390 1.860 |
| 10 | | | \$ 58,988 1.495 | \$ 60,764 1.540 | \$ 62,934 1.595 | \$ 64,709 1.640 | \$ 66,485 1.685 | \$ 68,261 1.730 | \$ 70,036 1.775 | \$ 71,812 1.820 | \$ 73,587 1.865 | \$ 75,363 1.910 |
| 11 | | | | | \$ 64,907 1.645 | \$ 66,682 1.690 | \$ 68,458 1.735 | \$ 70,233 1.780 | \$ 72,009 1.825 | \$ 73,785 1.870 | \$ 75,560 1.915 | \$ 77,336 1.960 |
| 12 | | | | | | \$ 68,655 1.740 | \$ 70,431 1.785 | \$ 72,206 1.830 | \$ 73,982 1.875 | \$ 75,757 1.920 | \$ 77,533 1.965 | \$ 79,309 2.010 |
| 13 | | | | | | | \$ 72,404 1.835 | \$ 74,179 1.880 | \$ 75,955 1.925 | \$ 77,730 1.970 | \$ 79,506 2.015 | \$ 81,281 2.060 |
| 14 | | | | | | | | \$ 76,152 1.930 | \$ 77,928 1.975 | \$ 79,703 2.020 | \$ 81,479 2.065 | \$ 83,254 2.110 |
| 15 | | | | | | | | | \$ 79,900 2.025 | \$ 81,676 2.070 | \$ 83,452 2.115 | \$ 85,227 2.160 |

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

Appendix B1

2024-2025 Base Salary \$ 39,457

EXTRA DUTY SCHEDULE

| Extra-Duty #1 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| SH Head B/G Basketball | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |
| SH Head Football | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |
| SH Head Volleyball | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |
| SH Head B/G Wrestling | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |
| FFA | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |
| SH Head Speech | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |
| SH Head Debate | 0.20 | 0.21 | 0.22 | 0.23 | 0.24 | 0.25 | \$ 7,891 | \$ 8,286 | \$ 8,681 | \$ 9,075 | \$ 9,470 | \$ 9,864 |

| Extra-Duty #2 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|-----------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| SH Head Baseball | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Head B/G Soccer | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Head Softball | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Head Swimming | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Head B/G Track | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Head B/G XC | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Instrumental Music | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Vocal Music | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |
| SH Head Drama | 0.16 | 0.17 | 0.18 | 0.19 | 0.20 | 0.21 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 | \$ 7,891 | \$ 8,286 |

| Extra-Duty #3 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|-------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| SH Head B/G Golf | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Head Bowling | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Head B/G Tennis | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Asst. B/G Basketball | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Asst. Football | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Asst. FFA | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Asst. B/G Wrestling | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Asst. Volleyball | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| Orchestra | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |
| SH Asst. Debate | 0.14 | 0.15 | 0.16 | 0.17 | 0.18 | 0.19 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 | \$ 7,102 | \$ 7,497 |

| Extra-Duty #4 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|-----------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| Head 9th Coach | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. Baseball | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. B/G Soccer | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. Softball | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. Swimming | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. B/G Track | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. Instrumental Music | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. B/G XC | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. Drama | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Publications | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |
| SH Asst. Speech | 0.12 | 0.13 | 0.14 | 0.15 | 0.16 | 0.17 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 | \$ 6,313 | \$ 6,708 |

| Extra-Duty #5 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|---------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| SH Asst. B/G Tennis | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | 0.15 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 |
| SH Asst. Bowling | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | 0.15 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 |
| SH Asst. B/G Golf | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | 0.15 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 |
| SH Pink Panthers | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | 0.15 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 |
| SH Cheerleaders | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | 0.15 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 | \$ 5,919 |

| Extra-Duty #6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|----------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| Asst. 9th Coach | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 |
| JH Instrumental Music | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 |
| MS Instrumental Music | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 |
| SH Weight Room Coordinator | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 |
| JH Head Coach | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 |
| SH Technical Director | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | 0.14 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 | \$ 5,524 |

| | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Extra-Duty #7 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| SH Asst. Pink Panthers | 0.08 | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | \$ 3,157 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 |
| SH Asst. Cheerleaders | 0.08 | 0.09 | 0.10 | 0.11 | 0.12 | 0.13 | \$ 3,157 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 | \$ 5,129 |

| | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|----------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Extra-Duty #8 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| JH Asst. Coach | 0.07 | 0.08 | 0.09 | 0.10 | 0.11 | 0.12 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 | \$ 4,340 | \$ 4,735 |

| | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Extra-Duty #9 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| SH Flags | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | 0.10 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 |
| SH Academic Challenge | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | 0.10 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 |
| SH Mock Trial | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | 0.10 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 |
| JH Vocal Music | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | 0.10 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 |
| SH Student Council | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | 0.10 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 |
| National Honor Society | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | 0.10 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 | \$ 3,946 |

| | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 |
|---------------------------|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Extra-Duty #10 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 | 1 to 5 | 6 to 10 | 11 to 15 | 16 to 19 | 20 to 24 | 25 to 28 |
| JH Academic Challenge | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| SH Weight Room Supervisor | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| DECA | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| FBLA | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| JH Student Council | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| Skills USA(VICA) | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| Intramural | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| Unified Bowling | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| Unified Track | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| Educators Rising | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| HOSA | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |
| Poetry Club | 0.04 | 0.05 | 0.06 | 0.07 | 0.08 | 0.09 | \$ 1,578 | \$ 1,973 | \$ 2,367 | \$ 2,762 | \$ 3,157 | \$ 3,551 |

Appendix C-1

Extra-Duty Salary Schedule Placement Guidelines

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

Appendix C-2

SCIP TEAM EXTRA-DUTY COMPENSATION

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

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

Appendix C-3

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

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

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

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

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

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

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

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

Dated this ____ day of _____, 2024.

(Print Your Name)

(Sign Your Name)

Personnel -All

Appropriate Dress

All certified staff and classified staff shall dress appropriately, presenting a neat, clean, professional appearance conducive to the learning environment of the students. If a concern exists, the supervising administrator should provide the necessary counseling and correction concerning the appropriateness of the attire.

Additional guidelines are contained in Administrative Rule.

| | |
|------------------------|----------------|
| Date of Adoption: | March 10, 2015 |
| Date of Reaffirmation: | April 11, 2016 |
| Date of Revision: | August 8, 2016 |

Personnel - All EmployeesEmployee Fundraising

Any employee who directly or indirectly seeks to use their position as a District employee to fundraise (such as through a crowd funding initiative) must obtain prior approval from the Superintendent or Superintendent's designee before taking any action to fundraise.

An employee who receives permission to fundraise shall abide by the following requirements:

- a. The employee shall inform the Superintendent or Superintendent's designee of any content (including online messages or requests) that the employee intends to publish.
- b. The employee shall not violate any District policy, rule or law in any fundraising efforts and shall keep all student information confidential.
- c. The employee must account for any money raised through the approved fundraising effort and shall provide evidence to the Superintendent or Superintendent's designee as to how the money was spent.

District employees who engage in fundraising efforts in their private capacities need not abide by this policy.

Date of Adoption: September 11, 2017

Personnel - All EmployeesWage Information

The District will not terminate or retaliate against any employee for inquiring about or sharing compensation information for the purpose of determining whether the District gives equal pay for equal work. However, an employee with authorized access to wage information as part of their job function, who discloses the wages of other employees to those who do not have authorized access to other employees' compensation information, may be disciplined for such disclosure, up to and including termination, unless the disclosure is made in response to a complaint or investigation proceeding, hearing or other similar action.

Legal Reference: LB 217 (2019)

Date of Adoption: August 12, 2019

Date of Reaffirmation: April 13, 2020

Personnel - All EmployeesInjury Leave

A District employee who believes that they have been physically injured within the employee's scope of employment by another individual who intentionally, knowingly, or recklessly causes bodily injury to such employee must report such injury to the employee's administrator as soon as practical. An administrator will then investigate the circumstances to determine if the employee qualifies for paid injury leave. The employee may be required to provide confirmation from a physician regarding the causation and the period of time for which an employee is unable to work. If the administrator determines that the employee qualifies for paid injury leave, then the employee will receive up to seven calendar days of paid injury leave to cover the amount of time that the employee was otherwise scheduled to work. Such paid injury leave will not count against the employee's other available leave.

If the administrator determines that the employee does not qualify for paid injury leave, then the employee may be required to use other available leave. There is no appeal process for an employee who has been denied a request for paid injury leave.

Legal Reference: LB 1186 (2020)

Date of Adoption: December 14, 2020

Personnel - Certificated Employees

Qualifications for Appointment as Teacher

To be eligible for appointment as a teacher, an applicant must have a minimum of a Bachelor's Degree from an accredited or approved college or university and have a current teaching certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. ' 79-801 et. seq.

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Date of Reaffirmation: April 13, 2020

Personnel - Certificated EmployeesQualifications for Appointment to Administrative and Supervisory Positions

To be eligible for appointment to any administrative or supervisory position, an applicant must have a minimum of a Master's Degree from an accredited institution of higher learning with graduate training in educational supervision and administration from an accredited or approved college or university and have a current Administrative and supervisory certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

An applicant with less than a Master's degree may be considered for an Interim position if the applicant has a provisional administrative and supervisory certificate from the State of Nebraska, Department of Education, and such other certification or license as may be required by law.

Legal Reference: Neb. Rev. Stat. ' 79-801 et. seq.

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Date of Reaffirmation: April 13, 2020

Personnel - Certificated EmployeesContract

Certificated employees shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. Final approval must be made by formal motion of the Board of Education. The final approval by the Board of Education should generally follow closely the recommendation of the Superintendent whenever possible, but such approval of recommendation is not mandatory on the Board of Education.

All contracts for employment of a teacher or administrator to be effective must meet the following conditions:

1. The contract must be in writing and contain such provisions as are required by law.
2. The employed person must hold a valid teaching or administrative certificate at all times.
3. The employed person must not be under contract to another district in this state.
4. The contract must be approved by at least four (4) school Board members and signed by a designated member of the Board.

No member of the Board of Education may cast a vote in favor of the election of any teacher when such member of the Board is related to him or her.

Release From Contract

It is the intent of the Norfolk Public Schools Board of Education to assist an employee in his or her professional growth, professional advancement, and personal needs. To that end an employee under contract will be granted a release from his or her contract if the request is received on or before March 15. Unless extreme extenuating circumstances apply, a request for release from contract received after March 15 will only be granted after a suitable replacement has been found. The board of education reserves its right to contact the Nebraska Professional Practices Commission for those certificated personnel who may breach their contract obligations.

Legal Reference: Neb. Rev. Stat. ' 79-817
 Neb. Rev. Stat. ' 79-818
 Neb. Rev. Stat. ' 79-819
 Neb. Rev. Stat. ' 79-829

Date of Adoption: March 9, 2015
Date of Revision: February 8, 2016
Date of Revision: April 11, 2016

Date of Revision: July 9, 2018
Date of Revision: August 12, 2019
Date of Revision: April 13, 2020

Personnel - Certificated Employees

Certification

Each certificated staff member shall hold at all times a valid Nebraska teaching or administrative certificate.

Legal Reference: Neb. Rev. Stat. ' 79-802

Date of Adoption: January 13, 2014
Date of Reaffirmation: April 11, 2016
Date of Reaffirmation: April 13, 2020

Personnel - Certificated Employees

Probationary Certified Employees

During the first three (3) years of employment with the School District, as determined and calculated in accordance with state law, a certificated employee shall be considered a probationary employee. A probationary employee's rights to continued employment status and non-renewal of a probationary employee's contract shall be determined according to law.

Legal Reference: Neb. Rev. Stat. ' 79-824

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Date of Reaffirmation: April 13, 2020

Personnel - Certificated Employees

Permanent Certified Employees

A certificated employee who has been employed for the full probationary period as set forth in policy 4120 and in accordance with state law is a permanent certificated employee. A permanent certificated employee's rights to continued employment status and termination of said permanent certificated employee's contract shall be determined according to law.

Legal Reference: Neb. Rev. Stat. ' 79-824

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Date of Reaffirmation: April, 13, 2020

Personnel - Certificated Employees

Assignment of Duties

The Superintendent or designee shall have the authority to assign and reassign teachers and other staff to extracurricular activities and other specific activities, including supervision of pupils in halls, study halls, playgrounds, work on faculty committees and staff activities, and other duties necessary for the operation of the school.

Legal Reference: Neb. Rev. Stat. ' 79-839

Date of Adoption: January 13, 2014

Date of Reaffirmation: April 11, 2016

Date of Reaffirmation: April 13, 2020

Personnel - Certificated EmployeesAgents/Tutors

Teachers and other certificated staff shall not act as agents, or accept commission, royalties, or other rewards for books or other school materials, the selection or purchases of which they may influence.

A professional employee may not provide private tutoring or professional services in exchange for compensation from a source other than the School District without advance approval of the Superintendent:

1. to a child that the employee teaches or provides professional services in the course and scope of the employee's duties to the School District; or
2. in a facility owned or under the control of the District; or
3. during the employee's duty hours.

Professional employees who accept engagements to provide private tutoring or professional services are to make clear that the services are not being provided on behalf of the School District to the extent the recipient of the services may in any way otherwise be caused to believe the services are provided through the School District.

Legal Reference: NDE Rule 27, sections 27.402E, 27.403F and 27.404B

Date of Adoption: January 13, 2014
Date of Reaffirmation: April 11, 2016
Date of Reaffirmation: April 13, 2020

Personnel - Certificated Employees

Student Teachers and Pre-Student Teachers

The district will cooperate with colleges and universities by allowing students who are preparing to teach to devote a reasonable amount of time to training in our schools, provided that this training will in no way impede the satisfactory progress of pupils.

| | |
|------------------------|------------------|
| Date of Adoption: | January 13, 2014 |
| Date of Reaffirmation: | April 11, 2016 |
| Date of Reaffirmation: | April 13, 2020 |

Personnel - Certificated EmployeesSubstitute Teachers

Persons employed as substitute teachers shall meet such qualifications as are established by law and the State Department of Education and may be employed for periods of time in the absence of the regular teacher.

Rates of compensation for all substitute teachers will be set by the Board, provided that after a substitute employee has been on duty for **twenty (20)** ~~fifteen (15)~~ consecutive school days, such substitute teacher shall be paid **the per diem of A-1 on the certified salary schedule.** ~~on a per diem rate applying the salary schedule in place for certificated teachers for the school district based upon the substitute teacher's level of educational attainment and years of teacher experience.~~ Substitute teachers will not participate in the health plan or other fringe benefits of the school district.

The Superintendent or the Superintendent's designee shall be responsible for recruitment, selection, assignment, orientation and evaluation of substitute teachers. The Superintendent, or Superintendent's designee, is hereby authorized on behalf of the District to execute any necessary documents to assist a substitute teacher to secure a local substitute teaching permit.

Legal Reference: Neb. Rev. Stat. Sec. 79-808

Date of Adoption: January 13, 2014
Date of Reaffirmation: April 11, 2016
Date of Reaffirmation: April 13, 2020
Date of Revision: July 11, 2022