

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. AQuESTT Presentation
 - 4.3. Building Visits
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. Policy Committee Report
 - 7.3. Superintendent Evaluation Committee Report
 - 7.4. Government Relations 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. Resignations
 - 8.3. Claims
9. Action Items
 - 9.1. Discuss, consider and take action to approve the 2025-2026 Little Panthers Preschool Calendar
 - 9.2. Discuss, consider and take action to grant permission to seek RFPs for a bus
 - 9.3. Discuss, consider and take action to approve the purchase of 244 Dell desktop computers for a total of \$171,203.28
 - 9.4. Discuss, consider and take action to approve the addendum to the 2024-2025 Elementary, Middle School, Junior High, and Senior High Student Handbooks
 - 9.5. Discuss, consider and take action to approve the First Reading of Board Policies 3130-3220 related to Business Operations

- 9.6. Discuss, consider and take action to approve the first reading of Board policy 8342
Designated Method of Giving Notice of Meetings
- 9.7. Discuss, consider and take action to approve the first reading of Board policy 8157
Standing Committee on Superintendent Evaluation
- 9.8. Discuss, consider and take action to approve the first reading of Board policy 2320
Superintendent's Evaluation
- 9.9. Discuss, consider and take action to approve the first reading of board policy 5416
related to student fees
- 9.10. Discuss, consider and take action to approve the first reading of board policy 9300
related to regular meeting
- 9.11. Discuss, consider and take action to approve the first reading of Board policy
8130 related to the Annual Organization Meeting
10. Future Meetings
11. Adjournment



AQUESTT



What is AQuESTT?

AQuESTT stems from Legislative Bill 438, the Quality Education and Accountability Act, which was adopted by the Legislature in April 2014. The Nebraska Department of Education began the development phase in August 2014.



How Does it Work?

Under AQuESTT, public schools and districts are classified and up to three priority schools designated as schools most in need of support to improve.



How Does it Work?

CLASSIFICATIONS: Under AQuESTT, school buildings and districts are classified into one of four classification levels. Here they are as well as the points earned for each classification level:

- 4 Classification is considered Excellent
- 3 Classification is Great
- 2 Classification is Good
- 1 Classification is needs support for improvement



Purpose of Classification

The purpose of a classification system is not to encapsulate everything that makes a school great, but rather hold schools accountable for their core mission.

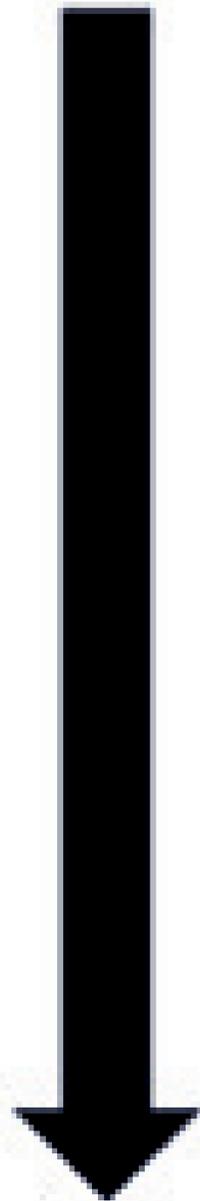
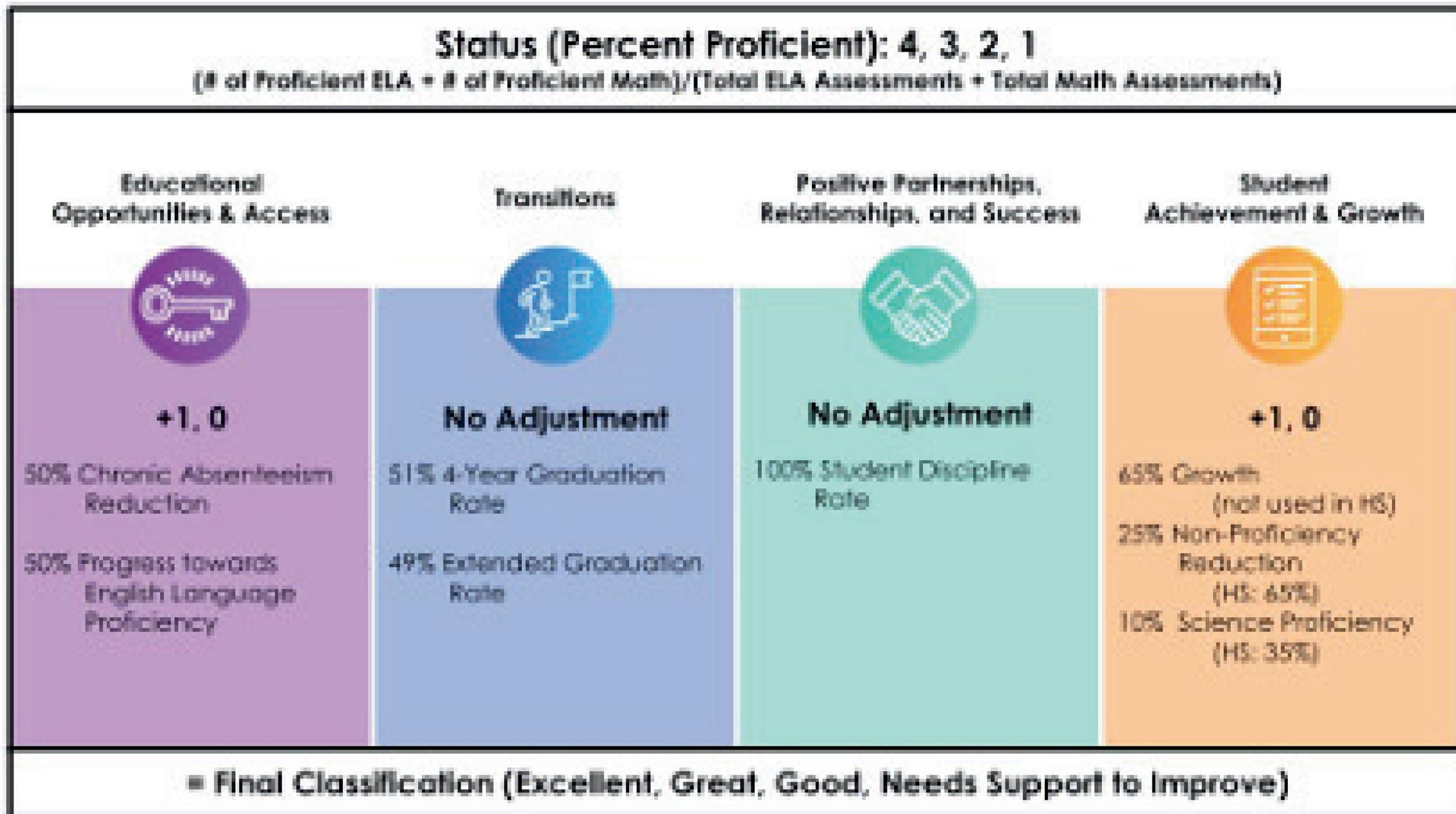


How Schools are Classified

STEP 1

Status (Percent Proficient): 4, 3, 2, 1
 $(\# \text{ of Proficient ELA} + \# \text{ of Proficient Math}) / (\text{Total ELA Assessments} + \text{Total Math Assessments})$

STEP 2





Example

Status: 3

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: N/A

Educational Opportunities and Access: 0 *(0 or +1)*

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: +1 *(0 or +1)*

Educator Effectiveness: N/A

Final Classification:

4 Excellent



Classification

Classification - Status Indicator

	ELA	Math	Total
# of Eligible Assessments	88	88	176
# of Proficient Assessments	55	47	102
	% Proficient		57.95%

Your 2022-2023 Status Score: **57.95%**

Applicable Cut Score for this Elementary School: Status Score > 54 but ≤ 77

Your Status Rating: **3**



Classification

In Elementary, Middle School and Junior High based on NSCAS

- Once per year assessment taken by students in grade 3-8
 - 3-8 take ELA and Math
 - 5 and 8 take Science

Senior High classification is determined by ACT

- Taken once during SH career in spring of 11th grade

Each of these assessments are attempting to measure what a student knows and is able to do. There is no perfect method for doing this, the data can be affected by many factors.



Educational Opportunities

Educational Opportunities Tenet - Chronic Absenteeism

Note: A chronically absent student is defined as any student absent for 10% or more of the days they were enrolled

	2021-2022	Baseline	
# of Eligible Students	241	241	
# Chronically Absent	9	9	
Rate	3.73%	3.73%	
Target Rate for 2022-2023:		3.55%	<i>5% reduction</i>
Current Year # of Eligible Students		263	
Current Year # Chronically Absent		28	
Rate		10.65%	
Difference from Target Rate		-7.10%	



Chronic Absenteeism

Chronic Absenteeism is defined as missing 10% of a child's time in membership. It counts all absences: excused, unexcused, and suspensions. Most importantly, chronic absence emphasizes the academic impact of the missed days.

Source: Nebraska Department of Education Website



Growth and Achievement

Student Achievement and Growth Tenet - Growth

	ELA	Math	Total
# of Eligible Students	39	39	78
# of Students Showing Growth	34	34	68
	Growth Percentage		87.18%



Growth and Achievement

Student Achievement and Growth Tenet - Non-Proficiency

	2020-2021	2021-2022	2022-2023
# of Eligible ELA & Math Assessments	156	150	176
# of Non-Proficient Scores	98	88	74
% Non-Proficient	62.82%	58.67%	42.05%

Number of School Years Available for Trendline: 3

Non-Proficiency Trendline Slope: **-10.39** *(lower is better)*

Science is also included in this tenet



Growth and Achievement

Student Achievement and Growth Tenet Rating Adjustment

Indicator	Score	Standardized Score	Weight	Weighted Score	<i>Standardized Score x Weight / Total Weight</i>
Growth	87.18	2.29	0.65	1.49	
Non-Proficiency	-10.39	0.87	0.25	0.22	
Science Status	63.02	-0.41	0.10	-0.04	
Total			1.00	1.66	

Standardized scores are created using a z-score method based on the mean of all eligible scores for the indicator statewide

Your 2022-2023 Student Achievement & Growth Tenet Score: **1.66**

Applicable Cut Score for This Elementary School: Tenet Score > 1.0

Your Tenet Rating Adjustment: **+1**



Classification

Status: 3

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: N/A

Educational Opportunities and Access: 0 *(0 or +1)*

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: +1 *(0 or +1)*

Educator Effectiveness: N/A

Final Classification:

4 Excellent



2nd Example

Classification – Summary

Status: 2

Participation: No Adjustment

Tenet Adjustments

Positive Partnerships, Relationships, and Success: N/A

Transitions: N/A

Educational Opportunities and Access: 0 (0 or +1)

Postsecondary, Career, and Civic Ready: N/A

Student Achievement and Growth: 0 (0 or +1)

Educator Effectiveness: N/A

Final Classification:

**2
Good**



2nd Example

Classification – Status Indicator

	ELA	Math	Total
# of Eligible Assessments	94	94	188
# of Proficient Assessments	55	50	105
	% Proficient		55.85%

Your 2023-2024 Status Score: **55.85%**

Applicable Cut Score for this Elementary School: Status Score \geq 35 but $<$ 60

Your Status Rating: **2**



What Changed?

2022-23

% Proficient | **57.95%**

Status Score > 54 but ≤ 77

Your Status Rating: **3**

2023-24

% Proficient | **55.85%**

Status Score ≥ 35 but < 60

Your Status Rating: **2**



2nd Example

Educational Opportunities Tenet – Chronic Absenteeism

Note: A chronically absent student is defined as any student absent for 10% or more of the days they were enrolled

	2021-2022	Baseline	
# of Eligible Students	241	241	
# Chronically Absent	9	9	
Rate	3.73%	3.73%	
Target Rate for 2023-2024:		3.36%	10% reduction
Current Year # of Eligible Students		271	
Current Year # Chronically Absent		22	
Rate		8.12%	
Difference from Target Rate		-4.76%	



2nd Example

Student Achievement and Growth Tenet – Growth

	ELA	Math	Total
# of Eligible Students	43	43	86
# of Students Showing Growth	34	31	65
	Growth Percentage		75.58%



What Changed?

2022-23

2023-24

Growth Percentage | **87.18%**

Growth Percentage | **75.58%**

Your Tenet Rating Adjustment: **+1**

Your Tenet Rating Adjustment: **0**



What Changed?

2022-23

2023-24

Final Classification:

**4
Excellent**

Final Classification:

**2
Good**



Purpose of Classification

The purpose of a classification system is not to encapsulate everything that makes a school great, but rather hold schools accountable for their core mission.



Other Factors to Remember

1. Small changes both in and out of the control of the school can lead to large changes.
2. 3 of the 4 factors in the current AQuESTT rating are based mainly on a once per year (or once per career in the SH) assessment.
3. This is one source of data our schools use for continuous improvement.



Changes are coming

During the 2025-26 school year the Nebraska Department of Education will test an update system.

From: A foundational score and adjustments

To: An index of weighted scores

The new system intends to be:

- More meaningful,
- More comprehensive,
- More accessible to stakeholders, and
- More transferable to continuous improvement.



Demo Only

The Committee is still working to finalize this. Weights may change but this is general outline.

Indicator	Level	Weight	Points
Status	3	30%	0.90
Proficiency Improvement	3	10%	0.30
Student Growth	3	10%	0.30
Combined Graduation Rate	4	10%	0.40
• Combined Graduation Rate	4		
• Graduation Rate Improvement	2		
Early Literacy	3	10%	0.30
• Early Literacy – Performance	3		
• Early Literacy – Improvement	3		
Postsecondary Readiness	3	10%	0.30
• Postsecondary Readiness	2		
• Postsecondary Readiness Improvement	3		
Progress toward English Language Proficiency	3	7%	0.21
• Progress toward English Language Proficiency	3		
• English Language Proficiency Improvement	1		
Science Proficiency	3	7%	0.21
• Science Proficiency	2		
• Science Proficiency Improvement	3		
Chronic Absenteeism Reduction	2	4%	0.08
• Chronic Absenteeism Rate	1		
• Chronic Absenteeism Reduction	2		
Participation Score	3	1%	0.03
• Participation Score	3		
• Participation Score Improvement	2		
Student Discipline	3	1%	0.03
• Student Discipline Rate	3		
• Student Discipline Improvement	1		
Total Applicable Weight and Total Weighted Points		100%	3.06
Raw Classification			3.06
AQuESTT Classification	Great		



Timeline

2025-26 School Year

July - NDE will introduce the system at Admin Days

November - Schools will receive scores using the old system

January - Schools will receive scores using the new system

**scores for internal use only, not released publicly

February - NDE team will meet with schools to review the new scores and receive feedback and make changes

2026-27 School Year the new system will be used



Questions?



Norfolk Public Schools Public Comment Information & Guidelines

The Norfolk Public School's Board of Education values and welcomes input during the public comment times at all monthly Board meetings. Feedback is an essential part of the NPS Board's decision-making process, helping us to better understand and address the needs and concerns of the community. We encourage you to share your thoughts and ideas.

- At the first meeting of the month (2nd Monday), individual speakers will have up to five minutes to address the Board.
- For all other meetings, individual speakers will have up to three minutes, and the Board shall hear up to thirty cumulative minutes of public comment.
- These time limits are per speaker, per meeting, and may not be transferred or assigned to other speakers.
- Persons must be present in order to participate in the public comment section of the meeting. Phone conferencing, recording or other communication via electronic devices will not be allowed.
- Providing printed materials (paper no larger than 8.5 x 11 inches) to the Board is allowed.
- According to state law, members of the public who wish to comment must identify themselves, including their address, the name of the organization they represent and the topic that they wish to address. Public comment cards are available at the media table and need to be completed.
- Concerns related to school personnel need to be addressed to the Superintendent using the approved district protocol. Individuals who make false, defamatory, or slanderous statements during public comments may be held legally liable. Slanderous comments are not protected simply because they are made at a Board meeting.
- Persons attending Board meetings and/or speaking to the Board during public comment or during a public hearing must follow all requirements established by the Board, as well as all Board and staff directions in order to help maintain the order, proper decorum, safety and security, and the non-disruptive functioning of the Board meeting. These include, but are not limited to the following:
 - Refraining from applauding, cheering, jeering, or engaging in speech that defames any individual(s), or stymies or blocks meeting progress.
 - Refraining from the use of audio recordings, video recordings, or any digital still images, posters, signs, costumes, other props and/or photographs.
 - Refraining from abusive, offensive, disruptive, defamatory, hostile or threatening language, gestures, and conduct.
 - Staying in the areas identified by the Board as reserved for the public.
- If at any time persons appearing before the Board do not comply with these or any other Board requirements, the chair shall declare that person or persons out of order and require a change in behavior, delay or recess the meeting, or refuse permission to continue to address the Board, and ultimately may require the person or persons to leave the premises of the Board meeting.
- Board members cannot discuss or act upon matters that are not listed on the agenda. Therefore, Board members will not respond to comments or questions. If persons wish to request that an item be placed on a future Board agenda, contact the Superintendent's office during normal business hours.

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending January 31, 2025

Fund/Account	2024-2025 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,143,547.02	\$31,407.48	\$0.00	\$1,174,954.50	
SPECIAL BUILDING FUND (3)	\$5,545,103.11	\$20,246.71	\$866,894.39	\$4,698,455.43	
DEPRECIATION RESERVE FUND (3)	\$6,405,644.93	\$18,205.65	\$0.00	\$6,423,850.58	
ACTIVITIES ACCOUNT (2)	\$645,569.68	\$82,774.09	\$100,852.07	\$627,491.70	
SUBSIDIARY ACCOUNT (2)	\$448,088.81	\$16,202.14	\$7,547.07	\$456,743.88	
GENERAL FUND (1)	\$14,719,502.77	\$3,922,730.42	4,785,436.97	\$13,856,796.22	
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,195,868.04	\$4,195,868.04	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$735,721.51	\$252,722.62	\$246,750.86	\$741,693.27	
BOND FUND (3)	\$1,173,994.04	\$2,822.27	\$0.00	\$1,176,816.31	
COOPERATIVE FUND (2)	\$234,120.09	\$72,376.69	\$423.98	\$306,072.80	
EMPLOYEE BENEFIT FUND (2)	\$3,946.13	\$11.18	\$0.00	\$3,957.31	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$366,007.52	\$1,036.57	\$0.00	\$367,044.09	
CONVENIENCE FEE FUND (2)	\$17,381.91	\$266.72	\$44.47	\$17,604.16	
STUDENT FEE FUND (2)	\$510,408.02	\$6,939.31	\$1,051.34	\$516,295.99	
TOTAL ALL FUNDS	\$31,954,741.32	\$8,623,609.89	\$10,204,869.19	\$30,373,482.02	
BALANCES CLASSIFIED BY DEPOSITORY					
(1) BANK FIRST				\$13,856,796.22	
(2) ELKHORN VALLEY BANK				\$4,217,563.48	
(3) MIDWEST BANK				\$12,299,122.32	
TOTAL BALANCES				\$30,373,482.02	



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MISSION

THE MISSION OF NORFOLK PUBLIC SCHOOLS IS TO PREPARE ALL STUDENTS TO PURSUE THEIR GOALS FOR THE FUTURE.

VISION

THE VISION OF NORFOLK PUBLIC SCHOOLS IS TO BE A TOP-PERFORMING SCHOOL THAT PROVIDES OUTSTANDING EDUCATIONAL OPPORTUNITIES FOR EVERY STUDENT AND IS A SOURCE OF PRIDE AND AN ASSET TO OUR COMMUNITY.



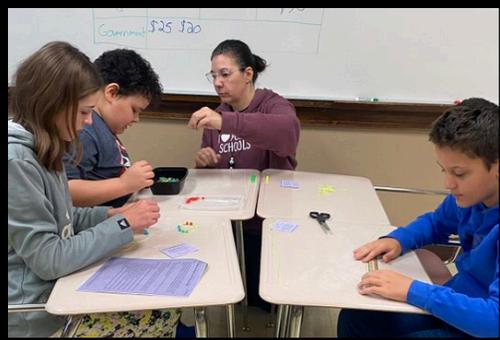
512 W. Phillip Ave. Norfolk, NE
(402) 644-2500
norfolkpublicschools.org

Did you know?

Norfolk Public Schools proudly serves over 4,300 students across one Preschool, seven Elementary Schools, a Middle School, Junior High, and Senior High.

Norfolk Public Schools graduating class of 2024 has shown increased achievement with scores comparable to the state average. See inside for additional details.

Find us on    #npspanthers



State Academic Performance

Nebraska students (in grades 3-8 and high school third year cohort) are tested using the Nebraska Student-Centered Assessment System (NSCAS). *Peer comparison includes 12 school districts with similar district and community characteristics to NPS.

NSCAS English Language Arts

60%



On Track or Advanced
PEERS 56%
STATE 59%

NSCAS Math

56%



On Track or Advanced
PEERS 59%
STATE 58%

NSCAS Science

73%



On Track or Advanced
PEERS 73%
STATE 74%

Strategic Planning Goals

(Adopted December 12, 2022)

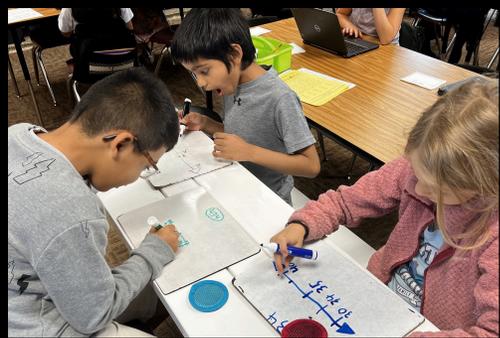
Goal 1: By 2026, NPS will exceed the state average on (all student achievement) assessments.

Goal 2: By 2026, NPS will implement a plan of retention and recruitment for all staff.

Goal 3: By 2025, NPS will develop a comprehensive communications plan to engage internal and external stakeholders.

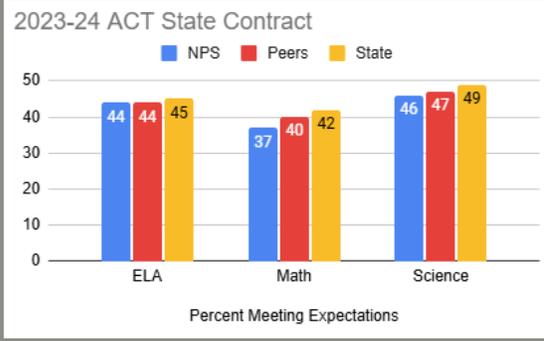
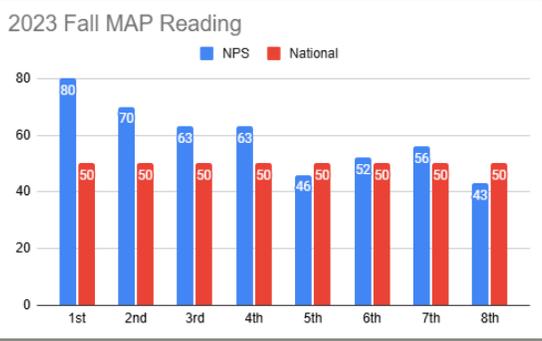
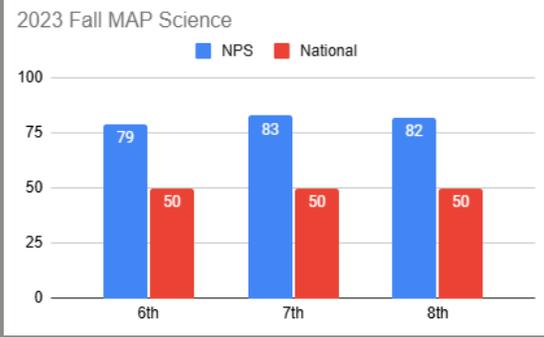
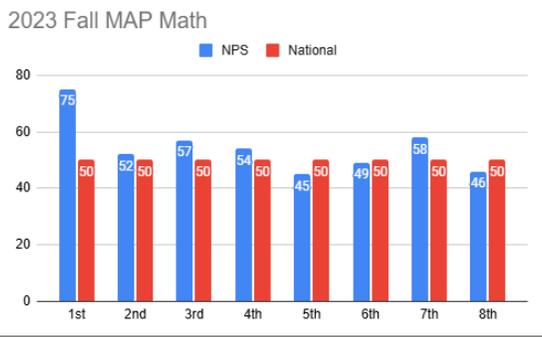
Goal 4: By 2026, NPS will enhance its comprehensive safety plans and procedures (physically and technologically).

Goal 5: By 2027, NPS will have district-wide comprehensive behavior, mental health, and academic systems of support for students.



National Academic Performance

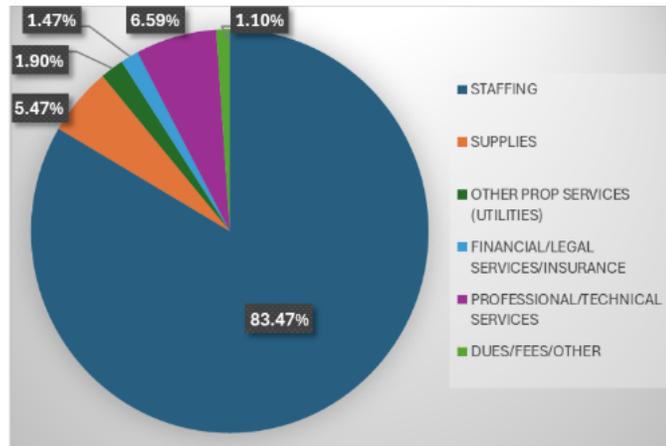
Norfolk Public School students are tested using the National Measure of Academic Performance (MAP) and the American College Test (ACT).



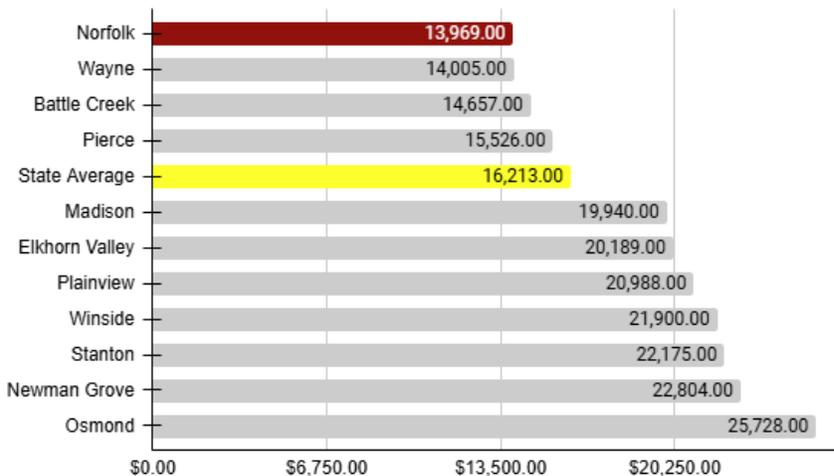
Student Demographics and Financial Information

- 60.4% White
- 30.2% Hispanic
- 5.2% Two or more races
- 1.8% Native American
- 1.6% Black
- <1% Asian
- <1% Native Hawaiian/
other Pacific Islander

- 55% Free/Reduced Lunch
- 18% Special Education
- 7% English Language Learners



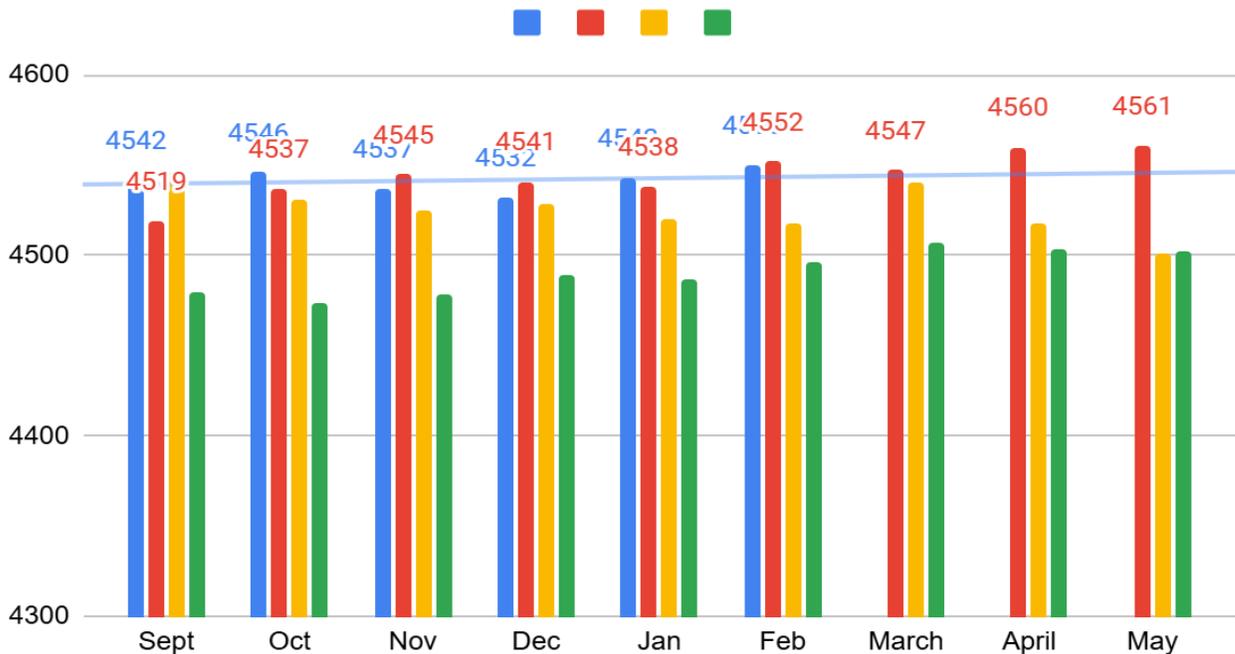
2022-2023 Cost Per Pupil



- Norfolk Public Schools is a **fiscally conservative** school district. Staffing costs make up approximately 83% of our budget.
- We have **lowered our levy by 39.5 cents** in the last 13 years, making our levy one of the lowest in the state for school districts with 2000+ students.
- Norfolk's cost per pupil is **\$2,244 below the state average** and lower than other public schools in the surrounding area. *(2022-2023 is the most recent data available via NE Dept. of Education website)

Superintendent Report to the Board 2-10-2025

Monthly Enrollment 2021-2022 through 2024-2025



- Our September 1, 2024 enrollment was 4542, which is 23 students more than September 1, 2023.
- Enrollment fluctuated quite a bit first semester.
- Currently, we have 4550, which is a net increase of 8 students since the beginning of the school year.

Annual Report:

A copy of our 2023-2024 Annual Report has been placed at your table. We have changed the format and distribution of this report over the years to reduce expenses. At this point, the report only includes the information required by Rule 10 and Board Policy 1040: student academic achievement performance, school system demographics, school improvement goals, and school system financial information. If the Board would like to change the format or distribution of the report for future years, we are open to suggestions.

Highlights in this years report include:

English Language Arts:

- We scored above the state NSCAS average in English Language Arts, but below the state average on the ACT.

Reading:

- We scored above the national MAP average in grades 1–4, 6 & 7, but below the national MAP average in grades 5 and 8.

Math:

- We scored below that state NSCAS and ACT average in Math but above the national MAP average in grades 1-4, 6 & 7.

Science:

- We scored below the state NSCAS and ACT average in Science but above the national MAP average in all grade levels.

We will continue to work on implementing the MTSS process to provide all students with high quality instruction and identify students who need additional assistance to meet grade level standards.

Our student demographics have stayed fairly consistent over the years, except that our percentage of English language learners has been increasing.

Our cost per pupil was \$2244 less than the state average, and 83.47% of our budget went towards staffing.

Superintendent Advisory Councils - Staff & Community:

I have created two Superintendent Advisory Councils to enhance communication and collaboration between myself, the district, and community members by providing a vehicle for open dialogue. Our goals are:

- To enhance communication and collaboration between the Superintendent/NPS and the community.
- To provide valuable school district information to council members.
- To open up a discussion of challenges, issues, questions and successes in the school district.
- To ensure the Superintendent maintains a sense of the major issues and concerns within the school district and community.

The Staff Advisory Council is composed of 19 NPS employees representing a diverse range of roles across the district. Topics covered at our two Staff Advisory Council meetings included: safety measures and protocols, budget overview, staffing challenges and solutions, and district calendar creation. A summary was sent to staff following the meeting.

The Community Advisory Council is composed of 24 community members. Our Community Advisory Council meeting addressed important topics including district safety and the selection and review process for library materials. A summary was shared with all committee members after the meeting and will be posted on our website under the "Superintendent's Corner."

Conversations at both Councils were engaging and insightful, with participants asking lots of questions and providing good feedback. Both committees will plan to meet again in the Spring.



Finance and Facilities Committee Meeting Minutes
Monday, January 13, 2025 at 4:00 PM
Location: NPS Central Administration Building

Attendance:

- Board Members: Brenda Carhart - present, Teri Bauer - present, Steve McNally - present
- NPS Staff Present: Dr. Jami Jo Thompson, Erik Wilson, Callan Collins, Mary Luhr, Melissa Jantz

Meeting began at 4:02 PM

1. Finance Updates & Claims Review
 - a. January Claims/Board Bills
 - i. Wilson answered questions about the claims
 - b. All Funds Report
 - c. Revenue Report
2. Board Member Conflict Statements
 - a. None
3. Board Agenda Items for 1/13
 - a. Board Reorganization
 - b. Bank Resolution
 - c. Credit Card designations
 - d. School Psychologist Salary Schedule
 - e. Desktop computers RFP
4. Facilities/Construction Update
 - a. Middle School
 - i. General construction update
 1. Planning to begin moving into the new addition by the end of February, ahead of schedule, followed by the start of renovations.
 2. Members expressed an interest in doing a walkthrough of the Middle School.
 - b. Chiller Project at High School
 - i. The project is progressing as planned. Most of the piping is complete and is expected to be finished by the end of February.
 - c. Memorial Field Turf Replacement
 - i. The old turf has been removed, but further progress will likely wait until spring. Soccer season begins on March 20th.
 - ii. Tahazouka Softball complex
 1. Completed and photo shared.
5. Other Items:
 - a. Budget Cuts

- i. Discussion about potential budget cuts over the next 5 years
 - b. Staffing - Mary Luhr
 - i. Proposal to add Special Education and ELL staffing
 - c. Little Panthers Preschool - Melissa Jantz
 - i. Proposal to increase Headstart seats and add a High Needs Special Education Classroom at LPP
 - d. EVB Student Savings Plan
 - i. Partnership with Elkhorn Valley Bank. BankFirst and Midwest banks are not interested.
 - ii. Working with the EVB team to figure out the next steps. Planning to implement next school year at all elementary schools.
 - e. Chromebook Purchase
 - i. Purchase is less than \$100,000 so it will not be brought to full board.
 - ii. This is the yearly Chromebook purchase for 7th graders for next fall. Students will then keep their Chromebooks through 12th grade.
- 6. Upcoming Meeting Dates: February 10, 2025
 - a. Committee Meeting times may be adjusted depending on length of agenda

Meeting adjourned at 5:20 PM



Policy Committee Meeting Minutes

Friday, January 24, 2025 at 9:00 AM

Location: NPS Central Administration Building

Board Committee Members: Tom Stanton, Patti Gubbels, Cindy Booth

NPS Staff: Erik Wilson, Dr. Jami Jo Thomposn, Callan Collins

Meeting began at 9:03 AM

1. Assign Chair of Committee
 - Tom Stanton will continue as Chair.
2. Policies for Review: Business Operations 3130 - 3220
 - 3130 - Purchasing Policies - Revised
 - Increased the authorized purchase amount from \$250 to \$500
 - Added 'and/or department' to #2 Credit Card Purchasing
 - Added 'or designee' to #5 Credit Card Purchasing
 - Discussion over purchasing American flags made in the USA, which would cost approximately \$14 more per flag. Members agreed to prioritize buying USA-made flags, including state flags, which can still be purchased from Amazon or other retailers. This decision will not be added to policy but established as an Administrative Rule (AR). Tom will report on this, but a full board vote is not required. Dr. Thompson will draft the AR and share it with the admin team.
 - 3131 - Procurement Plan – School Food Authorities - Reaffirmed
 - 3131.1 - Procurement Plan – Code of Conduct - Reaffirmed
 - 3132 - Internal Controls - Revised
 - Redlined with recommended changes from Perry Law
 - 3140 - Contracting for Services - Reaffirm
 - 3150 - Paying for Goods and Services - Reaffirm
 - 3160 - Report of Treasurer - Reaffirm
 - 3170 - Periodic Audit - Reaffirm
 - 3180 - System of Accounts - Reaffirm
 - 3190 - Inventory of Equipment - Reaffirm
 - 3200 - Monies in School Buildings - Reaffirm
 - 3210 - Bonds - Reaffirm
 - 3220 - Educational Service Units – Designated Representative - Reaffirm
3. Additional Policies for Review
 - 8342 - Designated Method of Giving Notice of Meetings - Revised
 - Redlined with recommended changes from Perry Law
 - 8157 - Standing Committee on Superintendent Evaluation - Revised

- Changes made to the policy to align with policy 2320 - Superintendent's Evaluation
- Additional Suggestion: Change the word 'deficiencies' to 'improvements'
 1. Policy 2320 will need to be updated with the same language
 2. These recommended changes will be brought to the Superintendent Evaluation Committee for their consideration
- 5416 - Student Fees - Revised
 - The Activities Committee recommended changes regarding out of state travel, which the Policy Committee approves.
- 9300 - Regular Meeting - Revised
 - Updated to reflect changes made previously to the 2nd Board meeting of the month
- 8130 - Annual Organization Meeting
 - Removal of text since it is listed later as item #4
 - Removal of #5 & #6 since policies are reviewed on a regular basis
 - Updated to include VP role and voting, as these were not previously outlined in this policy.
 - Revised to provide clarity on 'tenure'
- 4. Reading of policies at Board Meetings:
 - 1st reading of policies: February 10, 2025
 - 2nd reading of policies: March 10, 2025
- 5. Next Meeting
 - March 7th at 9:00 AM at Central Office to review the next section of policies 3230-3580.

Meeting adjourned at 10:05 AM

Government Relations Committee Meeting Minutes

Tuesday, January 28, 2025 at 1 PM

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Brenda Carhart, Tom Stanton, Patti Gubbels
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles, Erik Wilson

Meeting began at 1pm.

1. Dr. Patti Gubbels will be the Chair of this committee and read reports at board meetings.
2. Explanation of Legislative items- GNSA print out of bills monitored
 - a. Information about submitting comments via the legislative website
 - b. Discussed if testifying in person and procedures on writing a letter
3. Reviewed the following bills:
 - a. LB 352- Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act.- Will Monitor
 - b. LB 300-Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation. Will Oppose but only take action if needed as hearing has already passed.
 - c. LB 84-Adopt the School Psychologist Interstate Licensure Compact. Will Support. Ask Mary Luhr. to submit online comments
 - d. LB 143- Change provisions relating to student enrollment. Neutral
 - e. LB 390-Require each school board to adopt a policy relating to access by a parent, guardian or educational decision maker to certain library information. Will Oppose and Dr. Thompson will submit letter. We are checking to see if IC and the library database can talk to each other. This could be viewed as an unfunded mandate. Group decided to oppose due to not having capability to do section B- (database/system work)
 - f. LB 249- Provide for military impact funding and change provisions relating to local formula resources under the Tax Equity and Educational Opportunities Support Act. Neutral
 - g. LB 296- Require NDE to create a centralized education records system and employ registrars relating to students under the jurisdiction of the juvenile court and change provisions relating to graduation requirements and the State Department of Education Improvement Grant Fund. Will Support/Monitor. This would assist with records following the students when there is movement in and out of the juvenile justice system.
 - h. LB 295- Change provisions relating to the County Employees Retirement Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School

Employees Retirement Act, The State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board. Neutral

Future Meetings:

2/4- 2pm- *will watch for next week's hearing schedule and check on bills to be heard to determine if the meeting is warranted.

Meeting adjourned at 2pm

Government Relations Committee Meeting Minutes

Friday, January 31, 2025 at 8:30am

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Brenda Carhart, Patti Gubbels, Tom Stanton (via zoom)
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles, Erik Wilson

Meeting began at 8:30am.

1. Reviewed the following bills:

- a. LB 670- Require schools to adopt a safety plan and provide change requirements related to training for staff of child care and schools- discussed current safety plans- and we are already doing this. The intent is to reduce training hours- why put all the other stuff in there- remain neutral.
- b. LB 140- Require school policies relating to use of electronic communication devices by students- Neutral but with a letter including suggestions for change. Patti will write letter. Our areas of concern with bill as currently written- school events, teacher judgement, in case of emergency
- c. LB 567-Authorize school policies relating to community engagement- Quite a few questions about the actual intent of this bill. Monitor at this time.
- d. LB 31- Require school policies relating to the use of student surveillance, monitoring and tracking technology by school districts- discussed how the digital hall pass is considered surveillance. The cameras and vaping alerts keep our kids safe. The e-hall pass saves a lot of time and continues with keeping students safe. Oppose- Patti will write a letter.
- e. LB 428- Change provisions relating to school policies on the involvement of parents, guardians and educational decision makers in schools. We currently notify parents of all surveys that students would see. Might see an issue with the 30 day window. Neutral

Future Meetings:

Tues- 2/4 at 2pm.

Meeting adjourned at 9:00am.

Government Relations Committee Meeting Minutes

Tuesday, February 4, 2025 at 2pm

Location: NPS Central Administration Building

Attendance:

- Board Committee Members: Brenda Carhart, Patti Gubbels, Tom Stanton
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles, Erik Wilson

Meeting began at 2pm.

1. Reviewed the following bills:

- LB 383- Adopt the Parental Rights in Social Media Act- (Judiciary Committee)- neutral
- LB 509- Adopt the Opportunity Scholarships Act and provide for income tax credits (Revenue Committee)- Oppose as it uses public tax credits to go to private education- Brenda will write letter.
- LB 89- Adopt the Stand with Women Act (Government Committee)- Neutral- no stance
- LB 389- Eliminate the levy authority of educational service units and provide state funding to educational service units (Revenue Committee)- Oppose- show support for ESU's- Tom Stanton will write letter
- LB 457- Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit- Neutral
*Education Hearing 2/10-
- LB 303- Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under the Tax Equity and Educational Opportunities Support Act and create the School Finance Reform Commission- prefer to see models before taking action and would like to see a local school board member on the committee. Neutral - with those 2 suggestions- Patti will write a letter
- LB 500- Create the School Financing Review Commission- Neutral
- LB 597-Change provisions relating to foundation aid, local effort rate yield, adjusted valuations of property, and certification dates under the Tax Equity and Educational Opportunities Support Act- would like to see a model. Neutral
- LB 498- Change provisions relating to foundation aid and certification dates under the Tax Equity and Educational Opportunities Support Act- Neutral/Monitor
- LB 161-Redefine formula students under the Tax Equity and Educational Opportunities Support Act- Support - the concept as it's more expensive to educate preschool. Dr. Thompson will write letter.
*Education Hearing 2/11
- LB 408- Adopt the Special Education Teacher Forgivable Loan Program Act.- Support- as hard to find special education teachers. Mr. Wilson will write.

- l. LB 598- Provide funding to school districts to cover extraordinary increases in limited English proficiency student expenditures, change provisions relating to the elementary site allowance and certification dates under the Tax Equity and Educational Opportunities Support Act and reimbursement for special education programs and support services, and change eligible uses of the Education Future fund.- Neutral
- m. LB 589-Change provision relating to reimbursement for special education programs and support services and require school districts to provide special education staff with professional leave- This would give some teachers 4 work days and not all. Do recognize sped teachers have a lot of paperwork. Neutral
- n. LB 653- Change provisions relating to reimbursement for special education programs, support services and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund.- Monitor
- o. LB 507- Change provisions relating to school transportation expenses for children with disabilities– would need to provide transportation for all sped students regardless of where they live Oppose/Neutral?- we agree that sped students should be provided transportation however the current system is viable.
*Dr. Thompson will inquire and follow up with Patti

Future Meetings:

Thursday- 2/13 at 3pm.

Meeting adjourned at 3:10pm.

Norfolk Public Schools
Board of Education 2nd Monthly Meeting
Friday, January 24, 2025 12:00 PM
NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

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

1. Date Public Notice appeared in the Norfolk Daily News: January 18, 2025
2. Call to Order
 - A. The Norfolk Public School District's Board of Education meeting was called to order at Noon.
 - 2.1. Roll Call – See attendance above.

Motion to excuse Steve McNally at 12:00 PM passed with a motion by Teri Bauer and a second by Cindy Booth.

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

Yea: 5, Nay: 0, Absent: 1

- 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Special Recognition
 - 4.1. Recognition of School Board Appreciation Week
 - A. Norfolk Public Schools expressed gratitude to the Board of Education for their dedication and service. While School Board Appreciation Week is from January 26-February 1, they wanted to acknowledge the board's efforts. Video presentations from elementary students were also shared.
5. Public Comments & Communication
 - A. No members of the community spoke during the public comment period.
6. Reports and Discussion Items
 - 6.1. Finance & Facilities Report – Speaker: Erik Wilson
 - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
General Fund = \$325,873.44
Nutrition Fund = \$242,612.45
Subsidiary Fund = \$3,286.51
Special Building Fund = \$123,618.81
Senior High Activity Fund = \$54,181.69
Junior High Activity Fund = \$2,127.05
Student Fee Fund = \$904.36

B. All of these claims were reviewed earlier by the Finance and Facilities Committee.

6.2. Staffing Proposal

A. Dr. Jami Jo Thompson reviewed the 2025-2026 Staffing Proposal, noting that the district has experienced significant enrollment growth in both special education and English Language Learners (ELL). The recommendation is to add one additional elementary special education teacher to lower the staffing caseloads and help meet the needs of these students. Another recommendation is the addition of a half-time ELL teacher to assist with the high number of students who will be transitioning to the Junior High next year. Melissa Jantz also presented and recommended the addition of a High Needs Special Education Program at Little Panthers Preschool. In order to do this, one four-year-old classroom would need to be eliminated.

7. Consent Agenda

Motion to approve the consent agenda at 12:18 PM passed with a motion by Tom Stanton and a second by Patti Gubbels.

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

Yea: 5, Nay: 0, Absent: 1

7.1. Minutes of Previous Meetings

A. Minutes from the meeting on January 13, 2025 were reviewed.

7.2. Personnel

7.2.1. Contract Approval

- Nelson, Jennifer - 25-26 School Psychologist, Norfolk Public School District.
- Payne, Casey - 25-26 English Language Learner (ELL) Teacher, Norfolk Senior High School.
- Rader, Sydney - 25-26 Special Education LIFE Teacher, Norfolk Junior High School and NHS Head Softball Coach.

7.2.2. Resignations

- Ben Bohn - Math Teacher, Senior High - Resigning at the end of the 2024-2025 school year.
- Todd Cook - Band Director, Senior High - Resigning at the end of the 2024-2025 school year.
- Lorraine Jones - 2nd Grade Teacher, Woodland Park - Retiring at the end of the 2024-2025 school year.
- Nancy Nissen - Music Teacher, Lincoln and Jefferson Elementary - Retiring at the end of the 2024-2025 school year.

7.3. Claims

A. Attached are the claims. These claims were reviewed by our Finance and Facilities Committee.

B. There were no conflict statements.

8. Action Items

8.1. Discuss, consider and take action to approve the addition of an Elementary

Special Education teacher for 2025-2026

- A. Per the Staffing Proposal discussed earlier, I am requesting the addition of one special education teacher for the 2025-2026 school year to reduce caseloads and help meet the needs of our special education students at the elementary level.

Motion to approve the addition of one special education teacher for the 2025-2026 school year at 12:19 PM passed with a motion by Cindy Booth and a second by Patti Gubbels.

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

Yea: 5, Nay: 0, Absent: 1

- 8.2. Discuss, consider and take action to approve the addition of a half-time ELL teacher for 2025-2026

- A. Per the Staffing Proposal discussed earlier, I am requesting the addition of one half-time (0.5 FTE) ELL teacher for the 2025-2026 school year to reduce caseloads and help meet the needs of our ELL students at the Junior High level.

Motion to approve the addition of one half-time (0.5 FTE) ELL teacher for the 2025-2026 school year at 12:20 PM passed with a motion by Teri Bauer and a second by Patti Gubbels.

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

Yea: 5, Nay: 0, Absent: 1

9. Future Meetings

- A. The next regular meeting of the Board of Education will be held on Monday, February 10th, 2025 at 5:30 PM.
- B. The 2nd monthly meeting of the Board of Education is scheduled for Monday, February 24th, 2025 at Noon.

10. Adjournment

- A. The meeting adjourned at 12:22 PM.

Chairperson

Superintendent

		FEBRUARY 10, 2025		
		NORFOLK PUBLIC SCHOOLS		
		NORFOLK, NEBRASKA		
	GENERAL FUND			
1	A TO Z VAC & SEW	BELT AND ROLLER	01 2610 610 1 001 000	\$17.50
2	A TO Z VAC & SEW	BELT AND ROLLER	01 2610 610 2 001 000	\$17.50
3	A TO Z VAC & SEW Total			\$35.00
4	ADVANCE AUTO PARTS	BATTERY	01 2650 610 1 001 000	\$45.03
5	ADVANCE AUTO PARTS	VEHICLE SUPPLIES	01 2650 610 1 001 000	\$5.36
6	ADVANCE AUTO PARTS	BATTERY	01 2650 610 2 001 000	\$45.02
7	ADVANCE AUTO PARTS	VEHICLE SUPPLIES	01 2650 610 2 001 000	\$5.35
8	ADVANCE AUTO PARTS	OIL AND FILTER	01 2712 610 1 001 000	\$58.69
9	ADVANCE AUTO PARTS	BELT AND PULLEY	01 2712 610 1 001 000	\$27.93
10	ADVANCE AUTO PARTS	BELTS	01 2712 610 1 001 000	\$19.98
11	ADVANCE AUTO PARTS Total			\$207.36
12	AMAZON CAPITAL SERVICES	CLASSROOM SUPPLIES	01 1100 610 1 403 014	\$88.11
13	AMAZON CAPITAL SERVICES	BAGS	01 1100 610 2 147 002	\$26.97
14	AMAZON CAPITAL SERVICES	CARDS	01 2320 610 1 033 000	\$20.92
15	AMAZON CAPITAL SERVICES	CARDS	01 2320 610 2 033 000	\$20.91
16	AMAZON CAPITAL SERVICES	HAND SANITIZER DISPENSER	01 2610 610 1 001 010	\$47.00
17	AMAZON CAPITAL SERVICES	BATTERY TESTER	01 2650 610 1 001 000	\$6.64
18	AMAZON CAPITAL SERVICES	BATTERY TESTER	01 2650 610 2 001 000	\$6.64
19	AMAZON CAPITAL SERVICES Total			\$217.19
20	APPEARA	SHIRTS	01 2610 431 1 001 000	\$56.44
21	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
22	APPEARA	SHIRTS	01 2610 431 1 001 000	\$65.04
23	APPEARA	SHIRTS	01 2610 431 2 001 000	\$56.44
24	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
25	APPEARA	SHIRTS	01 2610 431 2 001 000	\$65.04
26	APPEARA	SHIRTS	01 2620 431 1 001 000	\$14.11
27	APPEARA	SHIRTS	01 2620 431 1 001 000	\$16.26
28	APPEARA	SHIRTS	01 2620 431 2 001 000	\$14.12
29	APPEARA	SHIRTS	01 2620 431 2 001 000	\$16.27
30	APPEARA Total			\$397.14
31	ARKFELD LOCK & SECURITY	ID KEY TAG AND RING	01 2620 610 1 001 000	\$8.10
32	ARKFELD LOCK & SECURITY	ID KEY TAG AND RING	01 2620 610 2 001 000	\$8.10
33	ARKFELD LOCK & SECURITY Total			\$16.20
34	ARROW STAGE LINES	ONE ACT BUS SERVICE	01 2710 340 1 001 000	\$1,730.00
35	ARROW STAGE LINES	CHEERLEADING BUS SERVICE	01 2710 340 1 001 000	\$865.00
36	ARROW STAGE LINES	BOYS AND GIRLS BBALL TRAVEL	01 2710 340 1 001 000	\$865.00

37	ARROW STAGE LINES	SWIMMING BUS SERVICE	01 2710 340 1 001 000	\$1,155.00
38	ARROW STAGE LINES	BOYS AND GIRLS BASKETBALL BUS	01 2710 340 1 001 000	\$865.00
39	ARROW STAGE LINES	SWIMMING BUS SERVICE	01 2710 340 1 001 000	\$865.00
40	ARROW STAGE LINES	SHOW CHOIR BUS SERVICE	01 2710 340 1 001 000	\$1,677.50
41	ARROW STAGE LINES	PINK PANTHERS BUS SERVICE	01 2710 340 1 001 000	\$865.00
42	ARROW STAGE LINES	G/B BBALL BUS SERVICE	01 2710 340 1 001 000	\$1,730.00
43	ARROW STAGE LINES	CANCELLED BUS SERVICE	01 2710 340 1 001 000	\$125.00
44	ARROW STAGE LINES	ONE ACT BUS SERVICE	01 2710 340 2 001 000	\$1,730.00
45	ARROW STAGE LINES	CHEERLEADING BUS SERVICE	01 2710 340 2 001 000	\$865.00
46	ARROW STAGE LINES	BOYS AND GIRLS BBALL TRAVEL	01 2710 340 2 001 000	\$865.00
47	ARROW STAGE LINES	SHOW CHOIR BUS SERVICE	01 2710 340 2 001 000	\$1,677.50
48	ARROW STAGE LINES	BOYS AND GIRLS BASKETBALL BUS	01 2710 340 2 001 000	\$865.00
49	ARROW STAGE LINES	SWIMMING BUS SERVICE	01 2710 340 2 001 000	\$865.00
50	ARROW STAGE LINES	SWIMMING BUS SERVICE	01 2710 340 2 001 000	\$1,155.00
51	ARROW STAGE LINES	PNK PANTHERS BUS SERVICE	01 2710 340 2 001 000	\$865.00
52	ARROW STAGE LINES	CANCELLED BUS SERVICE	01 2710 340 2 001 000	\$125.00
53	ARROW STAGE LINES Total			\$19,755.00
54	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 014	\$382.50
55	ASPM LANDSCAPES, LLC	SNOW REMOVAL	01 2630 420 1 001 021	\$350.00
56	ASPM LANDSCAPES, LLC Total			\$732.50
57	ATKINSON, CLAUDIA	PARENT MILEAGE	01 2713 332 1 004 021	\$53.06
58	ATKINSON, CLAUDIA Total			\$53.06
59	BALSIGER, KATHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
60	BALSIGER, KATHY Total			\$50.64
61	BLICK ART MATERIALS	GENERAL SUPPLIES	01 1100 610 2 224 001	\$520.81
62	BLICK ART MATERIALS Total			\$520.81
63	BOMGAARS SUPPLY	CHAINSAW SUPPLIES	01 2620 610 2 001 000	\$34.39
64	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$3.66
65	BOMGAARS SUPPLY	CHAINSAW SUPPLIES	01 2630 610 1 001 000	\$34.39
66	BOMGAARS SUPPLY	SNOW PUSHER	01 2630 610 1 001 010	\$59.99
67	BOMGAARS SUPPLY	SUPPLIES	01 2710 610 1 001 000	\$3.66
68	BOMGAARS SUPPLY Total			\$136.09
69	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 104 010	\$358.76
70	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 201 003	\$233.40
71	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 302 004	\$311.98
72	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 430 014	\$707.93
73	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 602 005	\$309.84
74	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 705 008	\$261.30
75	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 819 009	\$202.74
76	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 1 904 012	\$207.39
77	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 2 016 001	\$9.61
78	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 2 141 002	\$547.70
79	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1100 340 2 209 001	\$1,913.13

80	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1190 610 1 163 021	\$125.05
81	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1200 610 1 004 000	\$432.50
82	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1200 610 2 004 000	\$432.50
83	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1291 610 1 017 000	\$43.08
84	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 1292 610 1 017 000	\$43.08
85	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 2530 340 1 001 000	\$227.87
86	CAPITAL BUSINESS SYSTEMS	PRINTER/COPIES	01 2530 340 1 001 000	\$12.37
87	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 2530 340 2 001 000	\$227.86
88	CAPITAL BUSINESS SYSTEMS	PRINTER/COPIES	01 2530 340 2 001 000	\$12.36
89	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTERS	01 2620 431 0 001 000	\$35.74
90	CAPITAL BUSINESS SYSTEMS	RM 611 COPIER	01 2410 340 2 209 001	\$16.17
91	CAPITAL BUSINESS SYSTEMS Total			\$6,672.36
92	CARNEY, ELISSA	ACTIVITY WORKER	01 2190 120 2 001 000	\$100.00
93	CARNEY, ELISSA Total			\$100.00
94	CDW GOVERNMENT, INC	CHROMEBOOKS	01 1100 650 1 005 000	\$5,425.00
95	CDW GOVERNMENT, INC	CHROMEBOOKS	01 1100 650 1 005 000	\$36,911.00
96	CDW GOVERNMENT, INC	CHROMEBOOKS	01 1100 650 2 005 000	\$5,425.00
97	CDW GOVERNMENT, INC	CHROMEBOOKS	01 1100 650 2 005 000	\$36,911.00
98	CDW GOVERNMENT, INC Total			\$84,672.00
99	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$310.93
100	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$408.90
101	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$458.56
102	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$362.16
103	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$447.06
104	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$519.14
105	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$310.92
106	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$1,224.61
107	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$2.85
108	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$6.75
109	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$1.50
110	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$12.16
111	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 1 001 000	\$3.04
112	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$2.85
113	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$6.74
114	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$1.50
115	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$12.16
116	CITY OF NORFOLK	WASTE/TREE DEBRIS	01 2630 420 2 001 000	\$3.04
117	CITY OF NORFOLK Total			\$4,094.87
118	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 000	\$191.79
119	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 003	\$97.29
120	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 004	\$96.92
121	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 005	\$96.92
122	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 008	\$96.92

123	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 009	\$96.92
124	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 010	\$96.92
125	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 012	\$94.33
126	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 014	\$194.17
127	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 021	\$97.62
128	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 000	\$191.78
129	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 001	\$389.62
130	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 002	\$196.73
131	CLEARFLY COMMUNICATIONS Total			\$1,937.93
132	CLEVELAND, NICHOLAS	ACTIVITY WORKER	01 2190 120 2 001 000	\$67.52
133	CLEVELAND, NICHOLAS Total			\$67.52
134	COLLINS, NICHOLAS	JH G WRESTLING @PLAINVIEW	01 2190 580 2 001 000	\$13.83
135	COLLINS, NICHOLAS	G WRESTLING @ COLUMBUS	01 2190 580 2 001 000	\$25.59
136	COLLINS, NICHOLAS	BASKETBALL @ O'NEILL	01 2190 580 2 001 000	\$10.70
137	COLLINS, NICHOLAS	BASKETBALL @ S.SIOUX CITY	01 2190 580 2 001 000	\$13.91
138	COLLINS, NICHOLAS	BOWLING @ OMAHA	01 2190 580 2 001 000	\$14.22
139	COLLINS, NICHOLAS Total			\$78.25
140	COLSDEN, EMMA	STAFF MILEAGE	01 1200 333 1 004 000	\$13.72
141	COLSDEN, EMMA Total			\$13.72
142	CRAVEN, SHEILA	OT SERVICES	01 2161 320 1 004 000	\$6,905.25
143	CRAVEN, SHEILA	OT SERVICES MILEAGE	01 2161 334 1 004 000	\$47.58
144	CRAVEN, SHEILA Total			\$6,952.83
145	CUSTOM SPORTS	P GUBBELS SHIRT	01 2310 890 1 001 000	\$15.00
146	CUSTOM SPORTS	P GUBBELS SHIRT	01 2310 890 2 001 000	\$15.00
147	CUSTOM SPORTS	S MCNALLY SHIRT	01 2310 890 1 001 000	\$15.00
148	CUSTOM SPORTS	S MCNALLY SHIRT	01 2310 890 2 001 000	\$15.00
149	CUSTOM SPORTS Total			\$60.00
150	DITTMER, MICHAEL	ACTIVITY WORKER	01 2190 120 2 001 000	\$250.00
151	DITTMER, MICHAEL Total			\$250.00
152	EAKES OFFICE PLUS	LAMINATING PAPER	01 1190 610 1 163 021	\$523.66
153	EAKES OFFICE PLUS	SIGNATURE STAMP	01 2510 610 1 001 000	\$20.49
154	EAKES OFFICE PLUS	SIGNATURE STAMP	01 2510 610 2 001 000	\$20.49
155	EAKES OFFICE PLUS	SOAP AND PAPER TOWEL	01 2610 610 1 001 000	\$465.36
156	EAKES OFFICE PLUS	LAUNDRY DETERGENT	01 2610 610 1 001 000	\$58.46
157	EAKES OFFICE PLUS	SOAP AND PAPER TOWEL	01 2610 610 2 001 000	\$465.36
158	EAKES OFFICE PLUS	LAUNDRY DETERGENT	01 2610 610 2 001 000	\$58.46
159	EAKES OFFICE PLUS Total			\$1,612.28
160	ECHO GROUP INC	LIGHTBULBS	01 2620 610 1 001 000	\$120.80
161	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$27.86
162	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$120.80
163	ECHO GROUP INC	LIGHTBULBS	01 2620 610 2 001 000	\$120.80
164	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$27.86
165	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$120.80

166	ECHO GROUP INC Total			\$538.92
167	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,531.92
168	ELKHORN RURAL PUBLIC POWER Total			\$1,531.92
169	ESU 8	LETRS VOL 2 TRAINING	01 1200 330 1 004 000	\$20.00
170	ESU 8	PE COLLABORATION DAY	01 2410 330 2 141 002	\$60.00
171	ESU 8	PE COLLABORATION DAY	01 2510 330 1 001 000	\$20.00
172	ESU 8	PE COLLABORATION DAY	01 2510 330 2 001 000	\$20.00
173	ESU 8	LETRS TRAINING	01 6310 330 1 028 000	\$80.00
174	ESU 8	LETRS TRAINING	01 6310 330 1 028 000	\$20.00
175	ESU 8 Total			\$220.00
176	FATHER FLANAGAN'S	TUITION	01 1200 561 2 004 000	\$10,053.00
177	FATHER FLANAGAN'S	MISC EXPENDITURES	01 1200 890 2 004 000	\$1,647.00
178	FATHER FLANAGAN'S Total			\$11,700.00
179	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$13.72
180	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$22.33
181	FERNAU, JESSICA Total			\$36.05
182	FILTER SHOP, INC, THE	FILTERS	01 2620 610 1 001 000	\$159.62
183	FILTER SHOP, INC, THE	FILTERS	01 2620 610 2 001 000	\$159.61
184	FILTER SHOP, INC, THE Total			\$319.23
185	FLINN SCIENTIFIC, INC	IODINE	01 1100 610 2 137 002	\$48.00
186	FLINN SCIENTIFIC, INC	GENERAL SUPPLIES	01 1100 610 2 206 001	\$367.88
187	FLINN SCIENTIFIC, INC Total			\$415.88
188	FRERICHS, HOLLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$92.84
189	FRERICHS, HOLLY Total			\$92.84
190	GARCIA, ANDY	PARENT MILEAGE	01 2713 332 1 004 021	\$3.75
191	GARCIA, ANDY	PARENT MILEAGE	01 2713 332 1 004 021	\$52.53
192	GARCIA, ANDY Total			\$56.28
193	HAAKE, AMBER	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
194	HAAKE, AMBER Total			\$50.64
195	HAKE, SARAH	STAFF MILEAGE	01 1200 333 1 004 000	\$35.98
196	HAKE, SARAH	STAFF MILEAGE	01 2151 333 1 004 000	\$15.12
197	HAKE, SARAH Total			\$51.10
198	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
199	HARDY, MARSHAL Total			\$50.64
200	HARRINGTON, THOMAS	ACTIVITY WORKER	01 2190 120 2 001 000	\$156.14
201	HARRINGTON, THOMAS Total			\$156.14
202	HASTINGS, TRACI	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
203	HASTINGS, TRACI Total			\$50.64
204	HITEMP	BUBBLING SUDS CAR WASH SOAP	01 2650 610 1 001 000	\$48.94
205	HITEMP	BUBBLING SUDS CAR WASH SOAP	01 2650 610 2 001 000	\$48.94
206	HITEMP	BUBBLING SUDS CAR WASH SOAP	01 2710 610 1 001 000	\$24.48
207	HITEMP	BUBBLING SUDS CAR WASH SOAP	01 2710 610 2 001 000	\$24.48
208	HITEMP	BUBBLING SUDS CAR WASH SOAP	01 2712 610 1 001 000	\$48.94

209	HITEMP Total			\$195.78
210	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$464.20
211	HOFERER, KIMBERLY Total			\$464.20
212	HOILE, HALEY	PARENT MILEAGE	01 2713 332 1 004 021	\$102.91
213	HOILE, HALEY Total			\$102.91
214	HUGHES, AMY	PT SERVICES	01 2171 320 1 004 000	\$4,346.46
215	HUGHES, AMY	PT SERVICES MILEAGE	01 2171 334 1 004 000	\$62.79
216	HUGHES, AMY Total			\$4,409.25
217	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$132.00
218	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$45.00
219	J W PEPPER, INC	SPRING CONCERT BAND MUSIC	01 1100 610 2 202 001	\$29.98
220	J W PEPPER, INC Total			\$206.98
221	JACOT, MELISSA	STAFF MILEAGE	01 1200 333 1 004 000	\$6.30
222	JACOT, MELISSA Total			\$6.30
223	JENSEN, CARRIE	STAFF MILEAGE	01 1100 333 2 001 000	\$59.70
224	JENSEN, CARRIE Total			\$59.70
225	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$60.43
226	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$137.36
227	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$69.02
228	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 002	\$81.35
229	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 016 001	\$34.36
230	KELLY SUPPLY COMPANY	SUPPLIES	01 2710 610 1 001 000	\$10.49
231	KELLY SUPPLY COMPANY	SUPPLIES	01 2710 610 2 001 000	\$10.48
232	KELLY SUPPLY COMPANY Total			\$403.49
233	KING'S LANES	LANE RENTAL FOR BOWLING SEASON	01 2510 890 2 001 000	\$2,000.00
234	KING'S LANES Total			\$2,000.00
235	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
236	LAMMERS, NANCY Total			\$50.64
237	LAURIDSEN, JAMES	ACTIVITY WORKER	01 2190 120 2 001 000	\$350.00
238	LAURIDSEN, JAMES Total			\$350.00
239	LITERACY RESOURCES, LLC	PRIMARY CURRICULUM	01 1100 610 1 802 009	\$192.24
240	LITERACY RESOURCES, LLC Total			\$192.24
241	LOWE, BRADLEY	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
242	LOWE, BRADLEY Total			\$50.64
243	MADISON COUNTY CLERK	2024 GENERAL ELECTION	01 2310 890 1 033 000	\$555.34
244	MADISON COUNTY CLERK	2024 GENERAL ELECTION	01 2310 890 2 033 000	\$555.33
245	MADISON COUNTY CLERK Total			\$1,110.67
246	MARATHON PRESS INC	ANNUAL REPORT	01 2310 540 1 010 000	\$206.00
247	MARATHON PRESS INC	ANNUAL REPORT	01 2310 540 2 010 000	\$206.00
248	MARATHON PRESS INC Total			\$412.00
249	MENARDS	TECH RELATED SUPPLIES	01 2230 650 1 005 000	\$8.50
250	MENARDS	TECH RELATED SUPPLIES	01 2230 650 1 005 000	\$15.00
251	MENARDS	TECH RELATED SUPPLIES	01 2230 650 1 005 000	\$5.99

252	MENARDS	TECH RELATED SUPPLIES	01 2230 650 2 005 000	\$8.49
253	MENARDS	TECH RELATED SUPPLIES	01 2230 650 2 005 000	\$5.98
254	MENARDS	TECH RELATED SUPPLIES	01 2230 650 2 005 000	\$14.99
255	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$14.95
256	MENARDS	ADAPTER	01 2620 610 1 001 000	\$9.98
257	MENARDS	REUSABLE SPRAY CANISTER	01 2620 610 1 001 000	\$8.00
258	MENARDS	TRANSFER PUMP	01 2620 610 1 001 000	\$55.00
259	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$15.99
260	MENARDS	BRASS UNION	01 2620 610 1 001 000	\$1.43
261	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$30.25
262	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.34
263	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$5.67
264	MENARDS	SUPPLIES	01 2620 610 1 001 005	\$35.96
265	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$25.02
266	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$14.95
267	MENARDS	ADAPTER	01 2620 610 2 001 000	\$9.98
268	MENARDS	REUSABLE SPRAY CANISTER	01 2620 610 2 001 000	\$7.99
269	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$15.99
270	MENARDS	BRASS UNION	01 2620 610 2 001 000	\$1.42
271	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$30.25
272	MENARDS	TRANSFER PUMP	01 2620 610 2 001 000	\$54.99
273	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.34
274	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$5.67
275	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$44.15
276	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$16.98
277	MENARDS	SMART CARDS FOR BUS CAMERAS	01 2710 610 1 001 000	\$19.99
278	MENARDS	SMART CARDS FOR BUS CAMERAS	01 2710 610 2 001 000	\$19.99
279	MENARDS Total			\$538.23
280	MICHAEL'S PHOTOGRAPHY	ID CARDS	01 2670 610 1 035 000	\$375.00
281	MICHAEL'S PHOTOGRAPHY	ID CARDS	01 2670 610 2 035 000	\$375.00
282	MICHAEL'S PHOTOGRAPHY Total			\$750.00
283	MIDWEST CONSTRUCTION	LIFT RENTAL	01 2620 610 1 001 000	\$127.50
284	MIDWEST CONSTRUCTION	LIFT RENTAL	01 2620 610 2 001 000	\$127.50
285	MIDWEST CONSTRUCTION Total			\$255.00
286	MODEL ELECTRIC INC	INSTALL POWER FOR NEW FOUNTAIN	01 2620 431 1 001 004	\$1,073.00
287	MODEL ELECTRIC INC Total			\$1,073.00
288	NAPA OF NORFOLK	OIL FILTER	01 2650 610 1 001 000	\$26.75
289	NAPA OF NORFOLK	OIL FILTER	01 2650 610 2 001 000	\$26.75
290	NAPA OF NORFOLK Total			\$53.50
291	NASB	MEMBERSHIP DUES FOR NASB	01 2310 810 1 001 000	\$4,287.00
292	NASB	MEMBERSHIP DUES FOR NASB	01 2310 810 2 001 000	\$4,287.00
293	NASB	NAEP MEMBERSHIP	01 2320 810 1 033 000	\$20.00
294	NASB	NAEP MEMBERSHIP	01 2320 810 2 033 000	\$20.00

295	NASB	NAEP MEMBERSHIPS	01 2510 810 1 001 000	\$80.00
296	NASB	NAEP MEMBERSHIPS	01 2510 810 2 001 000	\$80.00
297	NASB Total			\$8,774.00
298	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$4,225.78
299	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 003	\$3,381.93
300	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 004	\$3,135.35
301	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 005	\$3,283.86
302	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 008	\$2,121.84
303	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 009	\$2,097.88
304	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 010	\$2,364.81
305	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 014	\$8,649.29
306	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 021	\$1,707.06
307	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 000	\$4,225.78
308	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 001	\$37,750.34
309	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 002	\$11,124.08
310	NEBRASKA PUBLIC POWER Total			\$84,068.00
311	NORFOLK DAILY NEWS	NEWSPAPER SUBSCRIPTION	01 1100 610 2 209 001	\$72.50
312	NORFOLK DAILY NEWS Total			\$72.50
313	NORFOLK GM AUTO CENTER	PULLEY	01 2710 610 2 001 000	\$55.21
314	NORFOLK GM AUTO CENTER	PULLEY	01 2712 610 1 001 000	\$55.21
315	NORFOLK GM AUTO CENTER Total			\$110.42
316	NORFOLK WINSUPPLY	REGULATOR	01 2620 610 1 001 000	\$46.60
317	NORFOLK WINSUPPLY	GLOVES	01 2620 610 1 001 000	\$95.60
318	NORFOLK WINSUPPLY	STEM ASSY	01 2620 610 1 001 000	\$38.67
319	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$51.02
320	NORFOLK WINSUPPLY	GLYCOL	01 2620 610 1 001 000	\$271.75
321	NORFOLK WINSUPPLY	NEOSEAL GSKT	01 2620 610 1 001 000	\$33.02
322	NORFOLK WINSUPPLY	REGULATOR	01 2620 610 2 001 000	\$46.60
323	NORFOLK WINSUPPLY	GLOVES	01 2620 610 2 001 000	\$95.60
324	NORFOLK WINSUPPLY	STEM ASSY	01 2620 610 2 001 000	\$38.67
325	NORFOLK WINSUPPLY	NEOSEAL GSKT	01 2620 610 2 001 000	\$33.01
326	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$51.01
327	NORFOLK WINSUPPLY	GLYCOL	01 2620 610 2 001 000	\$271.75
328	NORFOLK WINSUPPLY	NEOSEAL GSKT	01 2620 610 2 001 001	\$22.01
329	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 001	\$100.00
330	NORFOLK WINSUPPLY	STEM ASSY	01 2620 610 2 001 001	\$12.89
331	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 002	\$217.40
332	NORFOLK WINSUPPLY Total			\$1,425.60
333	NORTHEAST REGIONAL DEAF	INTERPRETING SERVICES	01 2151 340 2 004 000	\$2,080.00
334	NORTHEAST REGIONAL DEAF	DEAF ED SERVICES	01 2151 340 2 004 000	\$2,526.50
335	NORTHEAST REGIONAL DEAF	DEAF ED SERVICES	01 2152 340 1 004 021	\$31.00
336	NORTHEAST REGIONAL DEAF Total			\$4,637.50
337	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$6.58

338	OHL, CASSIE	STAFF MILEAGE	01 2142 333 1 014 000	\$6.37
339	OHL, CASSIE Total			\$12.95
340	OLBERDING, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
341	OLBERDING, LEAH Total			\$50.64
342	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$30.00
343	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$22.00
344	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$22.00
345	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 003	\$44.00
346	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 004	\$44.00
347	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 005	\$44.00
348	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 008	\$44.00
349	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 009	\$44.00
350	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 010	\$44.00
351	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 012	\$44.00
352	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 014	\$44.00
353	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 021	\$44.00
354	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$30.00
355	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$22.00
356	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$22.00
357	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 001	\$70.00
358	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 002	\$70.00
359	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 016 001	\$44.00
360	OLSON'S PEST TECHNICIANS Total			\$728.00
361	ONE OFFICE SOLUTION	OFFICE CHAIRS	01 1100 610 2 147 002	\$444.32
362	ONE OFFICE SOLUTION Total			\$444.32
363	ORTEZ, KANDRA	ACTIVITY WORKER	01 2190 120 2 001 000	\$67.52
364	ORTEZ, KANDRA Total			\$67.52
365	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$311.13
366	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 2 001 000	\$311.12
367	PERRY,GUTHERY,HAASE Total			\$622.25
368	POLLARD PUMPING	LINE JETTING	01 2620 431 1 001 000	\$122.50
369	POLLARD PUMPING	LINE JETTING	01 2620 431 2 001 000	\$122.50
370	POLLARD PUMPING	LINE JETTING	01 2620 431 2 001 001	\$570.00
371	POLLARD PUMPING Total			\$815.00
372	RICHARDSON, BARBARA	STAFF MILEAGE	01 1150 333 1 004 000	\$9.45
373	RICHARDSON, BARBARA Total			\$9.45
374	ROHRICH, ROBERT	PESTICIDE TRAINING	01 2630 330 1 001 000	\$47.50
375	ROHRICH, ROBERT	PESTICIDE TRAINING	01 2630 330 2 001 000	\$47.50
376	ROHRICH, ROBERT	CDL RENEWAL	01 2710 890 1 001 000	\$32.00
377	ROHRICH, ROBERT	CDL RENEWAL	01 2710 890 2 001 000	\$32.00
378	ROHRICH, ROBERT Total			\$159.00
379	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2410 340 2 209 001	\$40.00
380	SAFESIDE SHREDDING Total			\$40.00

381	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$105.50
382	SAGER, WAYNE Total			\$105.50
383	SANTIAGO, MIRANDA	PARENT MILEAGE	01 2713 332 1 004 021	\$167.23
384	SANTIAGO, MIRANDA Total			\$167.23
385	SCHOLASTIC, INC	TITLE NIGHT	01 6200 640 1 028 008	\$340.00
386	SCHOLASTIC, INC Total			\$340.00
387	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$438.10
388	SCHUMACHER, EMILY Total			\$438.10
389	SCHUURMANS, GARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
390	SCHUURMANS, GARY Total			\$50.64
391	SETTLES, TIFFANY	NEBSPRA MEETING	01 2310 333 1 010 000	\$81.20
392	SETTLES, TIFFANY	NEBSPRA MEETING	01 2310 333 2 010 000	\$81.20
393	SETTLES, TIFFANY Total			\$162.40
394	SID #1	WOODLAND PARK WATER/SEWER	01 2610 410 1 001 012	\$127.49
395	SID #1 Total			\$127.49
396	STADIUM SPORTS	STAFF POLO'S	01 2211 610 1 901 000	\$30.75
397	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2211 610 1 901 000	\$322.25
398	STADIUM SPORTS	STAFF POLO'S	01 2211 610 2 901 000	\$30.75
399	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2211 610 2 901 000	\$322.25
400	STADIUM SPORTS	STAFF POLO'S	01 2214 610 1 901 000	\$30.75
401	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2214 610 1 901 000	\$322.25
402	STADIUM SPORTS	STAFF POLO'S	01 2214 610 2 901 000	\$30.75
403	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2214 610 2 901 000	\$322.25
404	STADIUM SPORTS Total			\$1,412.00
405	STANLEY PETROLEUM	NOZZLE REPLACMENT ON PUMP	01 2650 610 1 001 000	\$96.12
406	STANLEY PETROLEUM	NOZZLE REPLACMENT ON PUMP	01 2650 610 2 001 000	\$96.12
407	STANLEY PETROLEUM Total			\$192.24
408	SUDBECK, DEB	ACTIVITY WORKER	01 2190 120 2 001 000	\$151.92
409	SUDBECK, DEB Total			\$151.92
410	TAYLOR MADE CATERING	FOOD FOR JAN FAN	01 3541 610 1 004 000	\$216.00
411	TAYLOR MADE CATERING Total			\$216.00
412	TAYLOR, AMBER	STAFF MILEAGE	01 2181 333 1 004 000	\$100.59
413	TAYLOR, AMBER Total			\$100.59
414	THOMPSON, JAMI JO	STAFF MILEAGE	01 2320 333 1 033 000	\$169.40
415	THOMPSON, JAMI JO	STAFF MILEAGE	01 2320 333 2 033 000	\$169.40
416	THOMPSON, JAMI JO Total			\$338.80
417	TIME MANAGEMENT SYSTEMS	MONTHLY USER FEE	01 2510 340 1 001 000	\$497.25
418	TIME MANAGEMENT SYSTEMS	MONTHLY USER FEE	01 2510 340 2 001 000	\$497.25
419	TIME MANAGEMENT SYSTEMS Total			\$994.50
420	VECTOR COMMISSIONING	SH CHILLER REPLACEMENT	01 2620 431 2 001 001	\$5,560.00
421	VECTOR COMMISSIONING Total			\$5,560.00
422	VERIZON WIRELESS	CELL PHONES	01 2670 382 1 035 000	\$164.10
423	VERIZON WIRELESS	CELL PHONES	01 2670 382 2 035 000	\$164.10

424	VERIZON WIRELESS	CELL PHONES	01 2710 382 1 001 000	\$164.11
425	VERIZON WIRELESS	CELL PHONES	01 2710 382 2 001 000	\$164.11
426	VERIZON WIRELESS	CELL PHONES	01 3541 382 1 004 000	\$161.16
427	VERIZON WIRELESS	CELL PHONES	01 6910 382 1 004 000	\$53.72
428	VERIZON WIRELESS	CELL PHONES	01 6968 382 1 001 014	\$11.17
429	VERIZON WIRELESS	CELL PHONES	01 6968 382 2 001 002	\$11.16
430	VERIZON WIRELESS Total			\$893.63
431	WALKER, KIRAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$50.64
432	WALKER, KIRAN Total			\$50.64
433	WEST MUSIC COMPANY	RUBBER PINS FOR METALLOPHONES	01 1100 610 1 415 014	\$26.95
434	WEST MUSIC COMPANY Total			\$26.95
435	Grand Total			\$269,953.34
436				
437	NUTRITION FUND			
438	DECKER EQUIPMENT COMPANY	CORNER GUARDS	02 3100 610 1 001 021	\$124.35
439	DECKER EQUIPMENT COMPANY Total			\$124.35
440	HERNANDEZ, EVELYN	LUNCH ACCT RETURNED	02 3100 890 0 001 000	\$5.00
441	HERNANDEZ, EVELYN Total			\$5.00
442	HOBART SALES & SERVICE	SERVICE TO MS KETTLE	02 3100 340 1 001 014	\$528.37
443	HOBART SALES & SERVICE Total			\$528.37
444	NAVA, CASSANDRA	LUNCH ACCOUNT REFUND	02 3100 890 0 001 000	\$133.35
445	NAVA, CASSANDRA Total			\$133.35
446	Grand Total			\$791.07
447				
448	COOPERATIVE FUND			
449	JELINEK, LINDSEY	WEEKEND TO SIGN INSTRUCTOR	04 1200 340 1 004 000	\$337.50
450	JELINEK, LINDSEY	WEEKEND TO SIGN INSTRUCTOR	04 1200 340 2 004 000	\$337.50
451	JELINEK, LINDSEY Total			\$675.00
452	JOHNSON, CYNTHIA	AUDIOLOGY SERVICES	04 1200 340 2 004 000	\$324.00
453	JOHNSON, CYNTHIA	AUDIOLOGY SERVICES MILEAGE	04 1200 340 2 004 000	\$175.54
454	JOHNSON, CYNTHIA Total			\$499.54
455	Grand Total			\$1,174.54
456				
457	SUBSIDIARY FUND			
458	AGPARTS WORLDWIDE, INC	SUPPLIES	05 2900 610 0 040 000	\$35.90
459	AGPARTS WORLDWIDE, INC	SUPPLIES	05 2900 610 0 040 000	\$233.35
460	AGPARTS WORLDWIDE, INC Total			\$269.25
461	AMAZON CAPITAL SERVICES	GINN GRANT-FILAMENT	05 2900 610 0 040 000	\$302.04
462	AMAZON CAPITAL SERVICES	INCENTIVES FOR FITNESS ROOM	05 2900 610 0 042 000	\$295.06
463	AMAZON CAPITAL SERVICES	BRK GRANT FOR JH	05 2900 610 0 081 000	\$523.05
464	AMAZON CAPITAL SERVICES	BRK GRANT-SH SUPPLIES	05 2900 610 0 081 000	\$308.35
465	AMAZON CAPITAL SERVICES	BRK GRANT-SH SUPPLIES	05 2900 610 0 081 000	\$102.89
466	AMAZON CAPITAL SERVICES	BRK GRANT-JH	05 2900 610 0 081 000	\$319.40

467	AMAZON CAPITAL SERVICES	BRK GRANT-JH SUPPLIES	05 2900 610 0 081 000	\$11.00
468	AMAZON CAPITAL SERVICES Total			\$1,861.79
469	CHESTERMAN COMPANY	POWERADES	05 2900 610 0 043 000	\$213.00
470	CHESTERMAN COMPANY Total			\$213.00
471	HAND2MIND	MAKERSPACE SUPPLIES	05 2900 610 0 069 000	\$107.50
472	HAND2MIND Total			\$107.50
473	LAKESHORE LEARNING	MAKERSPACE ITEMS	05 2900 610 0 069 000	\$528.96
474	LAKESHORE LEARNING Total			\$528.96
475	MADISON NATIONAL LIFE	FEB25 BASIC LIFE FOR RETIREES	05 2900 610 0 090 000	\$428.80
476	MADISON NATIONAL LIFE Total			\$428.80
477	NPS GENERAL FUND	BSB JAN 2025 K.BASSETT PAYROLL	05 2900 610 0 038 000	\$548.55
478	NPS GENERAL FUND	BSB JAN 2025 K.BASSETT SOCIAL	05 2900 610 0 038 000	\$41.96
479	NPS GENERAL FUND Total			\$590.51
480	PERMA BOUND	BOOKS	05 2900 610 0 051 000	\$147.73
481	PERMA BOUND Total			\$147.73
482	SCHOLASTIC, INC.	BOOKS FOR THE VENDING MACHINE	05 2900 610 0 040 000	\$310.00
483	SCHOLASTIC, INC. Total			\$310.00
484	SCHOOL LIFE	STUDENT SUPPLIES	05 2900 610 0 073 000	\$191.00
485	SCHOOL LIFE Total			\$191.00
486	TEECO INC	COMMERICAL WATER	05 2900 610 0 050 000	\$21.25
487	TEECO INC	LEASE RO PUMP AND COOLER	05 2900 610 0 050 000	\$49.00
488	TEECO INC Total			\$70.25
489	Grand Total			\$4,718.79
490				
491	SPECIAL BUILDING FUND			
492	HUFF CONSTRUCTION INC.	MIDDLE SCHOOL	08 2620 340 1 001 014	\$439,471.44
493	HUFF CONSTRUCTION INC. Total			\$439,471.44
494	Grand Total			\$439,471.44
495				
496	SENIOR HIGH ACTIVITY FUND			
497	BSN SPORTS	PANTS	13 2900 610 2 530 001	\$250.00
498	BSN SPORTS Total			\$250.00
499	BUELL, JAMES	1/23 OFFICIAL	13 2900 610 2 546 001	\$240.00
500	BUELL, JAMES	2/1 OFFICIAL	13 2900 610 2 650 001	\$300.00
501	BUELL, JAMES Total			\$540.00
502	BUNNER, JOHN	2/1 OFFICIAL	13 2900 610 2 650 001	\$300.00
503	BUNNER, JOHN Total			\$300.00
504	CASH	2/20 GBB/BBB GATES	13 2900 610 2 501 001	\$1,600.00
505	CASH	2/20 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$430.00
506	CASH Total			\$2,030.00
507	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$776.54
508	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$562.28
509	CASH-WA DISTRIBUTING Total			\$1,338.82

510	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$646.93
511	CHESTERMAN COMPANY	COCA COLA SALES	13 2900 610 2 502 001	\$1,152.20
512	CHESTERMAN COMPANY Total			\$1,799.13
513	CHILDERS, CURTIS	1/23 OFFICIAL	13 2900 610 2 546 001	\$240.00
514	CHILDERS, CURTIS Total			\$240.00
515	COOLEY, STEVEN	1/23 OFFICIAL	13 2900 610 2 546 001	\$220.00
516	COOLEY, STEVEN Total			\$220.00
517	COPE, GUY	1/23 OFFICIAL	13 2900 610 2 546 001	\$220.00
518	COPE, GUY Total			\$220.00
519	DROESCHER, JAMES	1/23 OFFICIAL	13 2900 610 2 546 001	\$240.00
520	DROESCHER, JAMES Total			\$240.00
521	FOX, AUSTIN	2/1 OFFICIAL	13 2900 610 2 650 001	\$300.00
522	FOX, AUSTIN Total			\$300.00
523	HAHNE, NATE	1/25 OFFICIAL	13 2900 610 2 538 001	\$200.00
524	HAHNE, NATE Total			\$200.00
525	HARTL, ZACK	2/1 OFFICIAL	13 2900 610 2 650 001	\$300.00
526	HARTL, ZACK Total			\$300.00
527	KING'S LANES	INVITE RENTAL FEE	13 2900 610 2 652 001	\$544.44
528	KING'S LANES Total			\$544.44
529	LAMMERS, CURT	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$49.75
530	LAMMERS, CURT	1/22 SUPERVISION MEAL	13 2900 610 2 531 001	\$8.25
531	LAMMERS, CURT	SUPERVISION MEAL	13 2900 610 2 531 001	\$7.82
532	LAMMERS, CURT	1/22 SUPERVISION MEAL	13 2900 610 2 538 001	\$8.25
533	LAMMERS, CURT	SUPERVISION MEALS	13 2900 610 2 538 001	\$27.44
534	LAMMERS, CURT Total			\$101.51
535	MARATHON PRESS INC	POSTERS	13 2900 610 2 562 001	\$221.00
536	MARATHON PRESS INC Total			\$221.00
537	MILLARD WEST HIGH SCHOOL	2/1 ENTRY FEE	13 2900 610 2 522 001	\$96.00
538	MILLARD WEST HIGH SCHOOL Total			\$96.00
539	MOORE, JAMES	1/25 OFFICIAL	13 2900 610 2 538 001	\$200.00
540	MOORE, JAMES Total			\$200.00
541	NCEA	1/25 WINTER ROYALTY CONCESSION	13 2900 610 2 502 001	\$297.51
542	NCEA Total			\$297.51
543	NORFOLK COUNTRY CLUB	BOYS 2025 GOLF BALLS	13 2900 610 2 532 001	\$1,285.00
544	NORFOLK COUNTRY CLUB	GIRLS 2025 GOLF BALLS	13 2900 610 2 539 001	\$1,285.00
545	NORFOLK COUNTRY CLUB Total			\$2,570.00
546	NPS GENERAL FUND	R.KOLLMAR	13 2900 610 2 502 001	\$1,089.84
547	NPS GENERAL FUND	N.COLLINS 1-4-25 TRAVEL REIMB	13 2900 610 2 514 001	\$219.29
548	NPS GENERAL FUND	COMPETITION JUDGE	13 2900 610 2 517 001	\$117.52
549	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 531 001	\$2,062.40
550	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 538 001	\$1,898.23
551	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 544 001	\$894.46
552	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 546 001	\$133.99

553	NPS GENERAL FUND	COMPETITION JUDGE	13 2900 610 2 556 001	\$117.53
554	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 650 001	\$133.98
555	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 652 001	\$25.32
556	NPS GENERAL FUND Total			\$6,692.56
557	NPS STUDENT FEES ACCOUNT	BOOSTER CHOIR ROBE PAYMENT	13 2900 610 2 598 001	\$30.00
558	NPS STUDENT FEES ACCOUNT	R.CRUZ TECH FEE	13 2900 610 2 598 001	\$35.00
559	NPS STUDENT FEES ACCOUNT Total			\$65.00
560	NSDA NEBRASKA DISTRICT	MEMBERSHIPS	13 2900 610 2 553 001	\$40.00
561	NSDA NEBRASKA DISTRICT Total			\$40.00
562	NSWCA	1/30 ENTRY FEE	13 2900 610 2 650 001	\$125.00
563	NSWCA Total			\$125.00
564	PAXTON, JAY	2/1 OFFICIAL	13 2900 610 2 546 001	\$300.00
565	PAXTON, JAY Total			\$300.00
566	ROBINSON, JULIE	HOBBY LOBBY REIMB	13 2900 610 2 276 001	\$65.88
567	ROBINSON, JULIE Total			\$65.88
568	SCHUYLER HIGH SCHOOL	2/6 ENTRY FEE	13 2900 610 2 650 001	\$110.00
569	SCHUYLER HIGH SCHOOL Total			\$110.00
570	SHERER, CHARLES	24/25 OFFICIAL ASSIGNER	13 2900 610 2 546 001	\$150.00
571	SHERER, CHARLES	24/25 OFFICIAL ASSIGNER	13 2900 610 2 650 001	\$150.00
572	SHERER, CHARLES Total			\$300.00
573	SKILES, DUANE	2/1 OFFICIAL	13 2900 610 2 546 001	\$300.00
574	SKILES, DUANE Total			\$300.00
575	SPATZ, RYLEY	1/23 OFFICIAL	13 2900 610 2 546 001	\$240.00
576	SPATZ, RYLEY Total			\$240.00
577	STADIUM SPORTS	COACH APPAREL	13 2900 610 2 562 001	\$1,136.00
578	STADIUM SPORTS Total			\$1,136.00
579	TEACHER'S DISCOVERY	US HISTORY ACTIVITIES	13 2900 610 2 587 001	\$60.99
580	TEACHER'S DISCOVERY Total			\$60.99
581	TEECO INC	WATER COOLER	13 2900 610 2 503 001	\$86.25
582	TEECO INC Total			\$86.25
583	TEST, TROY	1/25 OFFICIAL	13 2900 610 2 538 001	\$200.00
584	TEST, TROY Total			\$200.00
585	TRIHEX ATHLETIC APPAREL	WR WARMUPS	13 2900 610 2 529 001	\$4,006.80
586	TRIHEX ATHLETIC APPAREL Total			\$4,006.80
587	UHOP ENTERTAINMENT	FALL FESTIVAL INFLATABLE	13 2900 610 2 568 001	\$300.00
588	UHOP ENTERTAINMENT Total			\$300.00
589	VANDENBERG, HUNTER	2/1 OFFICIAL	13 2900 610 2 546 001	\$300.00
590	VANDENBERG, HUNTER Total			\$300.00
591	WARHORSE GAMING NORFOLK,	VENUE RENTAL	13 2900 610 2 588 001	\$1,000.00
592	WARHORSE GAMING NORFOLK, Total			\$1,000.00
593	WEST, ROBERT	2/1 OFFICIAL	13 2900 610 2 546 001	\$300.00
594	WEST, ROBERT Total			\$300.00
595	Grand Total			\$27,636.89

596				
597	JUNIOR HIGH ACTIVITY FUND			
598	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	\$279.75
599	AGPARTS WORLDWIDE, INC Total			\$279.75
600	AMAZON CAPITAL SERVICES	CREATION STATION SUPPLIES	14 2900 610 2 886 002	\$36.48
601	AMAZON CAPITAL SERVICES Total			\$36.48
602	BATTLE CREEK PUBLIC SCHOOL	JH GIRLS WRESTLING ENTRY FEE	14 2900 610 2 650 002	\$50.00
603	BATTLE CREEK PUBLIC SCHOOL Total			\$50.00
604	BOONE CENTRAL SCHOOLS	WRESTLING ENTRY FEE	14 2900 610 2 650 002	\$100.00
605	BOONE CENTRAL SCHOOLS Total			\$100.00
606	BRUNS, TUCKER	INTRAMURAL BBALL OFFICIAL PAY	14 2900 610 2 848 002	\$60.00
607	BRUNS, TUCKER	7TH BBALL OFFICIAL PAY 1/28	14 2900 610 2 848 002	\$120.00
608	BRUNS, TUCKER	OFFICIAL PAY 1/27 INTRAMURAL	14 2900 610 2 848 002	\$30.00
609	BRUNS, TUCKER	OFFICIAL PAY 1/30 INTRAMURAL	14 2900 610 2 848 002	\$60.00
610	BRUNS, TUCKER Total			\$270.00
611	CASH-WA DISTRIBUTING	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$648.21
612	CASH-WA DISTRIBUTING Total			\$648.21
613	CHESTERMAN COMPANY	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$484.36
614	CHESTERMAN COMPANY Total			\$484.36
615	CRETE PUBLIC SCHOOLS	WRESTLING ENTRY FEE	14 2900 610 2 650 002	\$100.00
616	CRETE PUBLIC SCHOOLS Total			\$100.00
617	GODFATHERS PIZZA NORFOLK	PIZZA FOR CONCESSION STANDS	14 2900 610 2 835 002	\$120.00
618	GODFATHERS PIZZA NORFOLK Total			\$120.00
619	HEDRICK, THOMAS	8TH BBALL OFFICIAL PAY 1/28	14 2900 610 2 848 002	\$120.00
620	HEDRICK, THOMAS Total			\$120.00
621	LEWIS, MATTHEW	OFFICIAL PAY 1/27 INTRAMURAL	14 2900 610 2 848 002	\$60.00
622	LEWIS, MATTHEW Total			\$60.00
623	OSWALD, MERLIN	8TH BBALL OFFICIAL PAY 1/28	14 2900 610 2 848 002	\$120.00
624	OSWALD, MERLIN Total			\$120.00
625	PIERCE HIGH SCHOOL	WRESTLING ENTRY FEE	14 2900 610 2 650 002	\$80.00
626	PIERCE HIGH SCHOOL Total			\$80.00
627	SNORTON, JUSTIN	INTRAMURAL BBALL OFFICIAL PAY	14 2900 610 2 848 002	\$60.00
628	SNORTON, JUSTIN Total			\$60.00
629	TEECO INC	MONTHLY WATER COOLER RENTAL	14 2900 610 2 840 002	\$38.00
630	TEECO INC Total			\$38.00
631	WAYNE JUNIOR HIGH SCHOOL	WRESTLING ENTRY FEE	14 2900 610 2 650 002	\$300.00
632	WAYNE JUNIOR HIGH SCHOOL Total			\$300.00
633	WAYNE STATE COLLEGE	MUSIC FESTIVAL REGISTRATION	14 2900 610 2 875 002	\$184.00
634	WAYNE STATE COLLEGE Total			\$184.00
635	WINNERS CIRCLE	GIRLS WRESTLING AWARDS	14 2900 610 2 650 002	\$340.42
636	WINNERS CIRCLE Total			\$340.42
637	Grand Total			\$3,391.22
638				

639	STUDENT FEE FUND			
640	AMAZON CAPITAL SERVICES	AFTERSHOCK SUPPLIES	17 2190 610 2 669 002	\$166.83
641	AMAZON CAPITAL SERVICES	AFTERSHOCK SUPPLIES	17 2190 610 2 669 002	\$76.94
642	AMAZON CAPITAL SERVICES Total			\$243.77
643	BSN SPORTS	BASEBALL HATS	17 2190 610 2 512 001	\$696.37
644	BSN SPORTS Total			\$696.37
645	Grand Total			\$940.14

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #145 and #146 for the month of February 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 #147, #148 and #362 for the month of February 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



2025-2026 Calendar

AUGUST 2025						
S	M	T	W	Th	F	S
				31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
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NOVEMBER 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

No Preschool on Wednesdays ** 2 Home Visits Required Per Year **	
July	
31	Orientation-New Teaching Staff
August	
1, 4, 5	Orientation-New Teaching Staff
6-12	Orientation- All Teaching Staff
7-8, 11-12	Preschool Home Visits
13	Preschool Orientation 10:00-11:00 or 1:00-2:00
14	Group A-First Day of Preschool (No Group B)
15	Group B-First Day of Preschool (No Group A)
18	All Little Panthers at Preschool
September	
1	No School- Labor Day
October	
10	No School for Students-Teacher Prof. Dev./ Work Day
13-14	Parent Teacher Conferences (4:00-7:00 pm)
16	Parent Teacher Conferences (1:00-4:00) Half Day Class In Session (AM & PM) Full Day Dismiss at 11:15
17	No School
20	No School for Students-Teacher Prof. Dev./ Work Day
November	
26-28	No School- Thanksgiving Break
December	
12	No School for Students-Teacher Prof. Dev./ Work Day
22-31	No School-Winter Break
January	
1-2	No School-Winter Break
5	No School for Students-Teacher Prof. Dev./ Work Day
6	School Resumes
19	No School- Teacher Professional Development
February	
6	No School for Students-Teacher Prof. Dev./ Work Day
9-10	Parent Teacher Conferences (4:00-7:00 pm)
12	Parent Teacher Conferences (1:00-4:00) Half Day Class In Session (AM & PM) Full Day Dismiss at 11:15
13	No School
March	
12, 13	No School- Spring Break (possible snow make-up dates)
16	No School- Spring Break
April	
3-6	No School-Spring Break
20-23	No School- Preschool Home Visits
24	No School for Students-Teacher Prof. Dev./ Work Day
May	
19	Last Day of Preschool- Full Day Class Graduation
20-21	Teacher Work Day-GOLD Finalization

JANUARY 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
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FEBRUARY 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
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MARCH 2026						
S	M	T	W	Th	F	S
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29	30	31				

APRIL 2026						
S	M	T	W	Th	F	S
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26	27	28	29	30		

MAY 2026						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Red - Start and End of Preschool
Green - No School for students or staff
Purple - Home Visits (2 required per year)

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

Chuck Hughes
 Director of Student Services & Safety
 Norfolk Public Schools
 512 Phillip Avenue
 PO Box 139
 Norfolk, NE 68702-0139



Phone: 402.644.2500
 Fax: 402.644.2506
 chuckhughes@npsne.org
 norfolkpublicschools.org

February 3, 2025

Opening of bids for desktops

In attendance: Chuck Hughes, Matthew Arens, Aaron Lorenz

<p>Sterling Computers</p> <p><u>Dell (Quan: 220)</u> \$660 per device \$145,200</p> <p><u>Any (Quan: 24 Dell)</u> \$1200 per device \$28,800</p>	<p>CNB</p> <p><u>Dell (Quan: 220)</u> \$649.50 per device \$142,890</p> <p><u>Any (Quan: 24)</u> — —</p>	<p>CDW</p> <p><u>Dell (Quan: 220)</u> \$732.10 per device \$161,062</p> <p><u>Any (Quan: 24 Dell)</u> \$1179.72 per device \$28,313.28</p>
<p>Logistics 365</p> <p><u>Dell (Quan: 220)</u> \$985 per device \$216,700</p> <p><u>Any (Quan: 24 Dell)</u> \$1859 per device \$44,615</p>	<p>SCW</p> <p><u>Dell (Quan: 220)</u> \$768.70 per device \$169,114</p> <p><u>Any (Quan: 24 HP)</u> \$1702.84 per device \$40,8668.16</p>	<p>Virtucom</p> <p><u>Dell (Quan: 220)</u> \$729 per device \$160,380</p> <p><u>Any (Quan: 24 HP)</u> \$1875 per device \$45,000</p>
<p>Mvation</p> <p><u>Dell (Quan: 220)</u> \$907.83 per device \$199,722.60</p> <p><u>Any (Quan: 24 Dell)</u> \$1834.65 per device \$44,031.60</p>	<p>CDW: Bid 2</p> <p><u>Lenovo (Quan: 220)</u> \$752.03 per device \$165,446.60</p> <p><u>Any (Quan: 24 Lenovo)</u> \$1302.71 per device \$31,265.04</p>	

Total: \$171,203.28

***Proposed addendum to the 2024-2025 Elementary, Middle School, Junior High,
and Senior High Student Handbooks.***

2-10-2025

Access to Records

It shall further be the policy of the District to provide full access to the records of the students to a parent/guardian all as set forth in 79-4,157, the Federal Education Right to Privacy Act (FERPA), Military Recruiters (Board Policy 5012) and other applicable law during regular business hours of the school.

Notice Concerning Directory Information

The District may, in its discretion, disclose directory information. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name and names of student's parents or guardians, address, telephone listing, and the name, address, telephone listings (if not unlisted), e-mail address and work or other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. Current School and dates of attendance attending;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
5. ~~Student's date of birth and place of birth;~~
6. Student's extra-curricular participation;
7. Student's achievement awards or honors;
8. Student's weight and height if a member of an athletic team and solely for the purpose of an athletic event; and
9. Student's photograph; ~~and~~
10. ~~School or school district the student attended before he or she enrolled in Norfolk Public Schools.~~

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student. The Superintendent shall have authority to decide when directory information will be shared.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. The period of time within which a parent or eligible student has to notify the District in writing that he or she does not want information about the student designated as directory information is as follows: two weeks from the time this information is first received. Please contact the Superintendent's office to indicate your refusal to have your child's information designated as directory information.

Business OperationsPurchasing Policies

The Superintendent shall ensure that all purchases are made in the interest of economy and efficiency. Where necessary, standards and procedures shall be established to accomplish the following policies of the Board of Education:

1. Purchases up to \$49,999. For the greatest efficiency in expediting purchases, the administration shall be authorized to purchase any item specifically budgeted which has a sale price within the established limit. Purchases up to ~~\$250~~ **\$500** may be authorized by the building principal or program director, via purchase order. Purchases from ~~\$250~~ **\$500** up to \$49,999 may be authorized by the superintendent or his/her designee.
2. Purchases from \$50,000 up to \$99,999. The Superintendent or designee shall request the submission of at least 2 proposals from different vendors for purchases which have a sale price within the established limit. The Superintendent or designee shall receive and evaluate all proposals in making a purchasing decision. Because this is a proposal system, not a bidding process, the school district in no way shall be obligated to arbitrarily award the contract to the lowest proposal, but shall reserve the right to reject any and all proposals or to waive any informality in any proposal it deems advisable, and to award to the proposer which, in its opinion, is most desirable.
3. Purchases of \$100,000 and above. A formal bidding process shall be utilized for all purchases of \$100,000 or above. This process shall be in conformity with any applicable laws and in compliance with any procedures established by the Superintendent. The Board retains the right to determine the responsibility of the bidders, and shall award the contract to the lowest responsible bidder meeting specifications, based upon the recommendation of the Finance and Facilities Committee, be the bidder a member or apart from the local community.
4. Any school employee who orders any supplies or equipment outside of that which has been included in the annual budget and without written authorization of the administration shall be personally liable for payment for the supplies or equipment purchased.
5. School employees or students purchasing supplies and equipment out of an activity account must first secure a purchase order from the principal authorizing the purchase. Failure to do so will cause the person to be personally liable for payment for the supplies or equipment purchased.
6. The District need not comply with the bidding requirements if the District purchases property from the Nebraska State Purchasing Bureau, so long as the Nebraska State Purchasing Bureau competitively bid the purchase of property.
7. Administrative Rules shall be established for purchasing and bidding.

8. Notwithstanding anything to the contrary, no employee may enter into any agreement or understanding on behalf of the District that may financially benefit the employee, member of the employee's immediate family, or a business with which the employee is associated, unless the Board of Education approves such contract or arrangement in advance.

Credit Card Purchasing Program

1. The Board of Education authorizes the Superintendent or designee to contract with one or more financial institutions, card-issuing banks, credit card companies, charge card companies, debit card companies, or third-party merchant banks capable of operating a purchasing card program on behalf of the District.
2. The Board of Education delegates to the Superintendent or designee: (a) the determination of the type of purchasing card or cards to be utilized in the District's purchasing card program; and (b) the determination of which employees shall be approved or disapproved to be assigned a purchasing card in the District's purchasing card program. The Superintendent shall report these determinations to the Board of Education at least annually and the Board of Education shall approve or disapprove of the Superintendent's determinations during a public meeting. The Superintendent shall submit the approved names to the Board.
3. The District's purchasing card program may only be utilized for the purchase of goods and services for and on behalf of the District. No officer or employee of the District shall use a purchasing card for any unauthorized use.
4. An itemized receipt for purposes of tracking expenditures shall accompany all purchasing card purchases. In the event that a receipt does not accompany an authorized cardholder's purchase, the Superintendent or designee shall temporarily or permanently suspend said cardholder's purchasing card privileges.
5. Upon the termination or suspension of employment of an individual using a purchasing card, the Superintendent or designee shall immediately close such individual's purchasing card account and said employee shall immediately return the purchasing card to the Superintendent.

Legal Reference: Neb. Rev. Stat. Sec. 13-610
Neb. Rev. Stat. Sec. 49-1401, et seq

Date of Adoption: November 11, 2013

Date of Reaffirmation:	October 12, 2015
Date of Revision:	August 8, 2016
Date of Revision:	September 11, 2017
Date of Revision:	August 12, 2019
Date of Revision:	November 11, 2019
Date of Revision:	July 8, 2024

Business OperationsProcurement Plan – Code of Conduct

The District seeks to conduct all procurement procedures in compliance with federal and state regulations and without any conflicts of interest with employees engaged in the selection, award and administration of contracts.

No employee, officer, or agent of the District may participate in the selection, award, or administration of a contract supported by federal, state, or local funds if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

No employee, officer, or agent of the District may solicit or accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts.

Employees, officers or agents of the District who violate these standards shall be subject to appropriate disciplinary actions.

Date of Adoption: September 11, 2017

Date of Revision: November 11, 2019

Business Operations

Procurement Plan – School Food Authorities

The following procurement policy statement shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. This statement is meant to provide guidance to our personnel and vendors on acceptable and/or required procurement practices. Our goal is to fully implement all required and recommended procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the State Agency.

Procurement Policy

The purchasing procedure to be followed shall be determined by the anticipated total annual expenditure on items related to the food service program:

- When the annual total for food service program related items is less than \$250,000 (small purchase threshold) per procurement event or in aggregate purchases this organization will follow the informal Small Purchase Procedures.
- When the annual total for food service program related items is greater than \$250,000 (small purchase threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under \$10,000-made with a vendor [2 CFR 200.320(a)].

Prices will be reviewed for reasonableness [2 CFR 200.320(a)].

Purchases will be spread equitably among all qualified sources [2 CFR 200.320(a)].

Small Purchase Procedures

For purchases made below the small purchase threshold, Small Purchase Procedures will be utilized to purchase necessary goods and services. When Small Purchase Procedures are used, this organization will take the following steps:

1. Contact a reasonable number of qualified vendors.
2. Write specifications for goods and services.
3. Document each vendor's quoted price. (ex. log sheet)
3. Select the company that provides the lowest, most responsive, and responsible bid.
4. Document supplier who was awarded the quote.
5. Manage orders by confirming product and prices match quotes.

Formal Competitive Solicitation Procedures

For purchases made in excess of the small purchase threshold, a Formal Competitive Solicitation will be conducted. When Formal Competitive Solicitation Procedures are used, this organization will take the following steps:

1. Prepare an Invitation for Bid (“IFB”) or Request for Proposal (“RFP”) document specifically addressing the items to be procured
 - a. Include detailed specifications
 - b. Ensure price will be most heavily weighted
2. Publicly announce and advertise the bid/proposal at least 21 calendar days prior to bid opening
 - a. Announcements will include the date, time and location in which bids will be opened
3. Determine the most responsive and responsible bid/proposal by using the selection criteria set forth in the bid/proposal document
 - a. Responsible bidders will be those whose bid/proposal conform to all of the terms, conditions and requirements of the IFB/RFP
 - b. Responsible bidders will be those who are capable of performing successfully under the terms and conditions of the contract.
4. Award the contract
 - a. To the most responsive and responsible bidder based on the criteria set forth in the IFB/RFP
 - b. At least two weeks before program operations begin
 - c. If a protest is received, it must be handled in accordance with 7 CFR 210.21
5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

(Note: If the small purchase threshold established in the sponsor’s procurement policy statement is less than \$150,000, the smaller bid threshold will govern.)

Procurement Summary

This organization incorporates the following elements into the Procurement Policy Statement, as required by 2 CFR 200 and 7 CFR parts 210, 3016 and 3019.

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(a)]
- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]
- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]

- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
 2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
 3. A cost or price analysis in connection with every procurement action in excess of the Small Purchase Threshold including contract modifications. [2 CFR 200.323(a)]
 4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
 2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
 3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
 4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
 5. Place and confirm orders with vendors or make plans to purchase the required items.
 6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
 7. To work with vendors on a fair and equal basis.
 8. To conduct an in-house procurement review once per year.

Date of Adoption:	September 11, 2017
Date of Revision:	October 8, 2018
Date of Revision:	August 12, 2019
Date of Reaffirmation:	November 11, 2019

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and maintainalign these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) ~~Implement a~~Implement a control system to ensure safeguards for preventing property loss, damage, or theft-Control System procedure;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return; and
- 6) ~~Continue to develop and implement disposition procedure for the equipment.~~

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for small purchases (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids; (over \$250,000);
- 4) A procedure for competitive proposals; (with an explanation for why sealed bids were not accepted if over \$250,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient-, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the , and the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) ~~Identifying adequately~~ Maintaining records and documentation that sufficiently identify the amount, source, and application expenditure of funds for federally-funded activities;
- 4) Ensuring effective controls over ~~and~~ accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

~~Legal Reference: 40 U.S. Code § 3141, et seq; 2 C.F.R. § 200.326. For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.~~

~~Legal Reference: 34 C.F.R. § 75.600, et seq.~~

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$510,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.

- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.
- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

~~Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.~~

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Date of Adoption: July 12, 2021
Date of Revision: July 11, 2022

Business OperationsContracting for Services

Contractual services which by their nature are not adapted to award by competitive bidding, such as contracts for the services of individuals possessing a high degree of professional skill, where the ability or fitness of the individual plays an important part, are not subject to bid but are subject to approval by the Board of Education in conformity with established policy.

Every contract for services to be provided to Norfolk Public Schools shall require that the contractor use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. Such requirement shall be deemed to be included and a part of the terms of every contract for services with the School District, including but not limited to oral contracts.

For any company that submits a bid or proposal for any technology-related product or service, and before entering into any contract with any company for any technology-related product or service, the company must certify that: (1) the company is not a scrutinized company (as defined by law); (2) the company will not subcontract with any scrutinized company for any aspect of performance of the contemplated contract; and (3) any products or services to be provided do not originate with a scrutinized company. The District will not knowingly enter into any contract with any scrutinized company.

Legal Reference: Neb. Rev. Stat. Sec. 4-114
 LB 1300 (2024)

Date of Adoption: November 11, 2013
Date of Affirmation: October 12, 2015
Date of Reaffirmation: November 11, 2019
Date of Revision: July 8, 2024

Business Operations

Paying for Goods and Services

At a regularly scheduled meeting of the Board the administration shall present a list of bills for which payment is due, for the approval of the Board of Education. Supporting documents to verify payment shall be available for review upon request.

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	October 12, 2015
Date of Reaffirmation:	November 11, 2019

Business Operations

Report of Treasurer

The Treasurer shall submit a monthly reconciliation to the Board which shall include:

1. Balances
2. Receipts
3. Disbursements
4. Investments

Date of Adoption: November 11, 2013
Date of Reaffirmation: November 9, 2015
Date of Reaffirmation: November 11, 2019

Business OperationsPeriodic Audit

An audit of the accounts of the school district shall be made annually by a certified public accounting firm selected by the Board. The audit examination shall be conducted in accordance with generally accepted auditing standards, shall comply with the current rules and regulations approved by the State Board of Education, and shall include all funds over which the Board has direct or supervisory control.

Legal Reference: Neb. Rev. Stat. ' 79-1229
 NDE Rule 1

Date of Adoption: November 11, 2013
Date of Reaffirmation: November 9, 2015
Date of Reaffirmation: November 11, 2019

Business Operations

System of Accounts

The accounting systems and procedures for the school district shall be set up so as to conform to best business practice and existing guides from the State Department of Education.

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	November 9, 2015
Date of Revision:	November 11, 2019

Business Operations

Inventory of Equipment

An inventory of equipment shall be maintained by the Superintendent or designee and shall serve the functions of property control and determination of necessary insurance coverage.

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	November 9, 2015
Date of Reaffirmation:	November 11, 2019

Business Operations

Monies in School Buildings

Monies collected by school district employees and by student treasurers shall be managed in a good and prudent business manner.

All monies collected shall be receipted and accounted for and directed without delay to the proper location of deposit.

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	November 9, 2015
Date of Reaffirmation:	November 11, 2019

Business OperationsBonds

The treasurer shall give a bond or equivalent insurance coverage payable to the School District in such amount as required by law and determined appropriate by the Board of Education. The Board of Education may require that other school officials whose duties require the handling of funds be bonded or obtain insurance coverage including, but not limited to, the bookkeeper, activities director, Superintendent and cafeteria supervisor. The cost of such bonds or equivalent insurance coverage shall be paid by the School District.

Legal Reference: Neb. Rev. Stat. ' ' 79-586 and 79-589

Date of Adoption: November 11, 2013
Date of Reaffirmation: November 9, 2015
Date of Reaffirmation: November 11, 2019

Business Operations

Educational Service Units - Designated Representative

The Superintendent of Schools is the school district's designated representative to approve or disapprove the core service offering proposals and use of the school district member educational service unit property tax levy.

Legal Reference: Neb. Rev. Stat. ' 79-1242
 NDE Rule 84

Date of Adoption: November 11, 2013
Date of Reaffirmation: November 9, 2015
Date of Revision: November 11, 2019

Internal Board Policies - Methods of OperationDesignated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the District's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or

2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

The Superintendent is delegated the authority to determine which method of notice to use for a board meeting.

~~publishing such notice in a newspaper of general circulation within the District's jurisdiction and, if available, on such newspaper's web site.~~ If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the District's website, (2) posting notice on the statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and ~~(3) posting such notice in a conspicuous public places~~ within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: August 11, 2014
 Date of Revision: April 10, 2017
 Date of Revision: December 14, 2020
 Date of Revision: February 25, 2021
 Date of Revision: July 8, 2024

Internal Board Policies - OrganizationStanding Committee on Superintendent Evaluation

It shall be the policy of Norfolk Public Schools that the committee on Superintendent Evaluation shall consist of three Board members, including the Board President, Vice President, and one other Board member. This committee will be responsible for the completion of regular reviews of the Superintendent Evaluation Instrument, policies, and procedures to ensure that they provide an effective means to evaluate the Superintendent's performance.

This committee will also be responsible ~~for meeting to review the Final Report and Executive Summary compiled by the NASB and for reviewing the compiled ratings and comments provided by Board members via the Superintendent Evaluation Rating Instrument, reaching consensus regarding the ratings and comments to be included in the official Superintendent Evaluation, meeting with the Superintendent to review this information., and providing a summary statement to be shared publicly at an official Board meeting.~~ **If performance improvements are needed, the Committee shall develop a written list of these improvements along with a means for correcting the improvements and a timeline for implementing the suggested improvements.**

Legal Reference: Neb. Rev. Stat. § 79-724
 Neb. Rev. Stat. § 79-520

Date of Adoption: March 13, 2017
Date of Revision: January 28, 2021

AdministrationEvaluation of Superintendent**I. EVALUATION PLAN**

The Superintendent shall be evaluated twice during his or her first year of employment and at least once annually thereafter pursuant to state statute 79-828(2).

The following steps are recommended as an evaluation process for the Superintendent of Schools.

1. Completion of Self-Evaluation by the Superintendent.
2. Completion of Superintendent Evaluation by individual School Board members.
3. Final Report and Executive Summary compilation completed by the Nebraska Association of School Boards and email to the President.
4. Meeting of BOE Superintendent Evaluation Committee to review the Final Report and Executive Summary. If performance ~~deficiencies~~ **improvements** are ~~noted~~ **needed**, the Committee shall develop a written list of these ~~deficiencies~~ **improvements** along with a means for correcting the ~~deficiencies~~ **improvements** and a timeline for implementing the suggested improvements.
5. Meeting with the Superintendent and at least 2 members of the Superintendent Evaluation Committee to review the official Superintendent Evaluation including the Final Report and Executive Summary, as well as the list of ~~deficiencies~~ **improvements**, the means for correcting those ~~deficiencies~~ **improvements**, and a timeline for implementing the suggested improvements.
6. Completion of the Superintendent's response to the evaluation and creation of goals for the ensuing year. These will be provided to the Board President and shared with the Board, as appropriate.
7. Determination of salary and/or contract terms (as appropriate).

Date of Adoption:	October 13, 2014
Date of Revision:	October 10, 2016
Date of Revision	October 9, 2017
Date of Reaffirmation	March 11, 2019
Date of Revision:	November 11, 2024

StudentsStudent Fees Policy

The Board of Education of Norfolk Public Schools adopts the following student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska Constitution and state and federal law. This generally means that the District's policy is to provide free instruction for courses which are required by state law or regulation and to provide the staff, facility, equipment, and materials necessary for such instruction, without charge or fee to the students.

The District does provide activities, programs, and services to children which extend beyond the minimum level of constitutionally required free instruction. Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. The District's general policy is to continue to encourage and, to the extent permitted by law, to require such student and parent contributions to enhance the educational program provided by the District.

Under the Public Elementary and Secondary Student Fee Authorization Act, the District is required to set forth in a policy its guidelines or policies for specific categories of student fees. The District does so by setting forth the following guidelines and policies. This policy is subject to further interpretation or guidance by administrative or Board regulations which may be adopted from time to time. The Policy includes Appendix "I," which provides further specifics of student fees and materials required of students which is reviewed and updated each school year. Parents, guardians, and students are encouraged to contact their building administration or their teachers or activity coaches and sponsors for further specifics.

(1) Guidelines for non-specialized attire required for specified courses and activities. Students have the responsibility to furnish and wear non-specialized attire meeting general District grooming and attire guidelines, as well as grooming and attire guidelines established for the building or programs attended by the students or in which the students participate. Students also have the responsibility to furnish and wear non-specialized attire reasonably related to the programs, courses and activities in which the students participate where the required attire is specified in writing by the administrator or teacher responsible for the program, course or activity.

The District will provide or make available to students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other similar hazards. Building administrators are directed to assure that such equipment is available in

the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

(2) Personal or consumable items & miscellaneous

(a) Extracurricular Activities. Students have the responsibility to furnish any personal or consumable items for participation in extracurricular activities.

(b) Courses

(i) General Course Materials. Items necessary for students to benefit from courses will be made available by the District for the use of students during the school day. Students may be encouraged, but not required, to bring items needed to benefit from courses including, but not limited to, pencils, paper, pens, erasers, notebooks, trappers, protractors and math calculators. A specific class supply list will be published annually in a Board-approved student handbook or supplement or other notice. The list may include refundable damage or loss deposits required for usage of certain District property.

(ii) Damaged or Lost Items. Students are responsible for the careful and appropriate use of school property. Students and their parents or guardian will be held responsible for damages to school property where such damage is caused or aided by the student and will also be held responsible for the reasonable replacement cost of school property which is placed in the care of and lost by the student.

(iii) Materials Required for Course Materials. Students are permitted to and may be encouraged to supply materials for course projects. Some course projects (such as projects in art and shop classes) may be kept by the student upon completion. In the event the completed project has more than minimal value, the student may be required, as a condition of the student keeping the completed project, to reimburse the District for the reasonable value of the materials used in the project. Standard project materials will be made available by the District. If a student wants to create a project other than the standard course project, or to use materials other than standard project materials, the student will be responsible for furnishing or paying the reasonable cost of any such materials for the project.

(iv) Music Course Materials. Students will be required to furnish musical instruments for participation in optional music courses. Use of a musical instrument without charge is available under the District's fee waiver policy. The District is not required to provide for the use of a particular type of musical instrument for any student.

(v) Parking. Students may be required to pay for parking on school grounds or at school-sponsored activities, and may be subject to payment of fines or damages for damages caused with or to vehicles or for failure to comply with school parking rules.

(3) Extracurricular Activities-Specialized equipment or attire. Extracurricular activities means student activities or organizations which are supervised or administered by the District, which do not count toward graduation or advancement between grades, and in which participation is not otherwise required by the District. The District will generally furnish students with specialized equipment and attire for participation in extracurricular activities. The District is not required to provide for the use of any particular type of equipment or attire. Equipment or attire

fitted for the student and which the student generally wears exclusively, such as dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with T-shirts for teams or band members, will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouth pieces, and the like) are the responsibility of the student participant. Students have the responsibility to furnish personal or consumable equipment or attire for participation in extracurricular activities or for paying a reasonable usage cost for such equipment or attire. For musical extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

(4) Extracurricular Activities-Fees for participation. Any fees for participation in extracurricular activities are further specified in Appendix "1." Admission fees are charged for extracurricular activities and events.

(5) Postsecondary education costs. Students are responsible for postsecondary education costs. The phrase "postsecondary education costs" means tuition and other fees only associated with obtaining credit from a postsecondary educational institution. For a course in which students receive high school credit and for which the student may also receive postsecondary education credit, the course shall be offered without charge for tuition, transportation, books, or other fees, except tuition and other fees associated with obtaining credits from a postsecondary educational institution.

(6) Transportation costs. Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

(7) Copies of student files or records. The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or student who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

(8) Participation in before-and-after-school or pre-kindergarten services. Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

(9) Participation in summer school or night school. Students are responsible for fees required for participation in summer school or night school. Students are also responsible for correspondence courses.

(10) Breakfast and lunch programs. Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations. Students are also responsible for the cost of food, beverages, and personal or consumable items which the students purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like. Students may be required to bring money or food for field trip lunches and similar activities.

(11) Waiver Policy. The District's policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act. Students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for: (1) participation in extracurricular activities and (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced price lunches for purposes of this section. Students or their parents must request a fee waiver prior to participating in or attending the activity, and prior to purchase of the materials.

(12) Distribution of Policy. The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be made in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be provided to every student of the District or to every household in which at least one student resides, at no cost.

(13) Student Fee Fund. The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, into which all money collected from students and subject to the Student Fee Fund shall be deposited and from which money shall be expended for the purposes for which it was collected from students. Funds subject to the Student Fee Fund consist of money collected from students for: (1) participation in extracurricular activities, (2) postsecondary education costs, and (3) summer school or night school.

Out of State ~~National~~ Trip Policy

~~Norfolk Public Schools will provide no financial support to extra-curricular student groups or organizations for travel outside of Nebraska (exclusive of NSAA sanctioned activity competition in Iowa and South Dakota).~~

NPS does not financially support extra-curricular competition and camp travel outside of Nebraska further than 175 miles in distance from Norfolk. However, activity groups may utilize their club accounts to fund activities outside this distance and utilize a school vehicle. In these instances, the club account will be charged the district approved mileage rate for the distance above 175 miles

(one way). All other expenses will be covered by club accounts.

The district will pay for registration fees in season. Club accounts must fund activities that occur out of season.

Vocational Student Organizations (including, but not limited to DECA, FBLA, FFA, and VICA) that have members qualify for National competition through State-sponsored conferences/conventions will be allowed to attend those conferences. Groups that qualify for National competition through calendar school year competition, which are primarily academic in nature (including, but not limited to Quiz Bowl and Speech/Debate) will also be allowed to attend their competitions. Absences will be counted as school activity and a staff member will be provided to act as an official sponsor for the trip.

Occasionally groups (including, but not limited to Band, Choir, Cheerleaders and Pink Panthers) are invited to make trips or are invited to make trips through summer camps. Student groups that choose to take these trips shall not use school time to organize or plan. Absences for these trips will not be excused if taken during school time. The District will not endorse trips on school days nor provide a staff member to act as an official sponsor for the trip. (Note: If the trip occurs on a “non-contract day, or a non-school day, a staff member may choose to use their own time to participate).

Legal Reference: Neb. Rev. Stat. §§79-2125 to 79-2135 and Laws 2003, LB 249 (The Public Elementary and Secondary Student Fee Authorization Act)
 Neb. Constitution, Article VII, section 1.
 Neb. Rev. Stat. §§79-241, 79-605, and 79-611(transportation)
 Neb. Rev. Stat. §79-2104 (student files or records)
 Neb. Rev. Stat. §79-715 (eye-protective devices)
 Neb. Rev. Stat. §79-737 (liability of students for damages to school books)
 Neb. Rev. Stat. §79-1104 (before-and-after-school or pre-kindergarten services)
 Neb. Rev. Stat. §§79-1106 to 79-1108.03 (accelerated or differentiated curriculum program)

Date of Adoption: March 9, 2015
 Date of Reaffirmation: September 14, 2015
 Date of Revision: March 14, 2016
 Date of Revision April 11, 2016
 Date of Revision: April 10, 2017
 Date of Reaffirmation: June 8, 2020
 Date of Reaffirmation: May 10, 2021
 Date of Reaffirmation; May 9, 2022
 Date of Reaffirmation: April 17, 2023

Bylaws of the Board - MeetingsRegular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the President with the approval of the Board. Such meetings shall begin at 5:30 PM.

All meetings shall be held in the **large** boardroom at the Norfolk Public Schools' Central Administration Office unless otherwise designated by the President with the approval of the Board.

In each odd-numbered year, the January meeting will be held on or after the first Thursday after the first Tuesday.

The Board shall hold a 2nd regular session on the fourth ~~Thursday~~ **Monday** of each calendar month, unless otherwise designated or cancelled by the President. Such meetings shall begin at 12:00 Noon and shall be held in the ~~small~~ **large** boardroom at the Norfolk Public Schools' Central Administration Office unless otherwise designated by the President with the approval of the Board.

Legal Reference: Neb. Rev. Stat. § 79-554
 Neb. Rev. Stat. § 79-555
 Neb. Rev. Stat. § 84-1401

Date of Adoption: September 8, 2014
Date of Revision: January 9, 2017
Date of Reaffirmation: May 9, 2017
Date of Reaffirmation: March 8, 2021

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Norfolk School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, ~~and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer~~ and those elected will assume office at the organizational meeting.

Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee.

If no member receives a majority of votes after five ballots, the Board member who was the President of the Board during the immediately preceding term shall continue as President. In the event that the previous Board President is no longer a Board member, then the Vice President from the immediately preceding term shall become the President. In the event that both the prior President and Vice President are no longer members of the Board, then the ~~longest tenured Board member~~ **school board member with the highest number of cumulative years serving on the Norfolk Public School board of education** shall serve as President.

In the event that no member receives a majority of votes for Vice President after five ballots, then the school board member with the highest number of cumulative years serving on the Norfolk Public School board of education shall serve as Vice President.

The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

2. The President shall assume the chair immediately upon the President's election.
3. The motions for the officer elections should read: Move that _____ be elected as _____ (name of office) to serve a term of one year, or

until the person's successor is elected and qualified.

- B. The order of business for meeting should be as follows:
1. Call to Order and Roll Call
 2. Oath of office for most recently elected
 3. Elections
 - a. President
 - b. Vice President
 - c. Treasurer
 - d. Secretary
 4. Approval of committees, positions, and designations
 - a. Consider, discuss and take action to appoint the Recording Secretary of the BOE.
 - b. Consider, discuss and take action to select Legal counsel
 - c. Consider, discuss and take action to approve Committees
 - d. Consider, discuss and take action to select Depository bank(s)
 - e. Consider, discuss and take action to select District newspaper(s) of record
 - ~~5. Approval of current Board policies and regulations~~
 - ~~6. Designate date for the annual review of BOE policies~~
 7. Dissemination to each Board member of conflict of interest statutes
 8. Other Business listed on the Agenda
 9. Adjournment

Date of Adoption: August 11, 2014
Date of Revision: March 13, 2017
Date of Revision: September 11, 2017
Date of Revision: January 28, 2021
Date of Revision: August 14, 2023

RESOLUTION

RESOLVED, that the official depository of school funds for this School District is hereby designated to be _____, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, and member _____ seconded the same. After discussion and roll call vote, the following members voted in favor of passage and adoption of the above Resolution: _____

. The following members voted against the same: _____

. The following members were absent or not voting: _____

The above Resolution, having been consented to and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this ____ day of _____, 20__.

Norfolk Public Schools

BY: _____
President

Attest:

Secretary

Legal Reference: Neb. Rev. Stat. §§ 77-2350 and 77-2350.01
Date of Adoption: August 11, 2014
Date of Revision: March 13, 2017
Date of Revision: September 11, 2017
Date of Revision: January 28, 2021
Date of Revision: August 14, 2023