

## **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. English Language Learner Program Presentation
  - 4.3. Budget Cut Presentation
  - 4.4. 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. Government Relations Committee Report
  - 7.4. Activities Committee Report
  - 7.5. American Civics Committee Report
  - 7.6. Curriculum Committee Report
  - 7.7. Norfolk Public Schools Foundation Committee Report
8. Approve Consent Agenda
  - 8.1. Minutes of Previous Meetings
  - 8.2. Personnel
    - 8.2.1. Contract Approval
  - 8.3. Claims
9. Action Items
  - 9.1. Discuss, consider and take action to approve the budget cuts listed for 2025-2026
  - 9.2. Discuss, consider and take action to approve the purchase of a micro bus
  - 9.3. Discuss, consider and take action to approve the purchase of a route bus
  - 9.4. Discuss, consider and take action to approve the purchase of Studies Weekly for K-3 Social Studies at a cost of \$76,139.40
  - 9.5. Discuss, consider and take action to approve the purchase of McGraw Hill Inspire Physical and Earth Science for the Senior High for 7 years at a cost of \$81,246.34

- 9.6. Discuss, consider and take action to approve the first reading of Board Policies 3230 - 3580 related to Business Operations
- 9.7. Discuss, consider and take action to approve the second and final reading of Board Policy 8130 - Annual Organizational Meeting
- 9.8. Discuss, consider and take action to approve the second and final reading of Board Policy 2320 - Evaluation of Superintendent
- 9.9. Discuss, consider and take action to approve the second and final reading of Board Policy 8157 - Standing Committee on Superintendent Evaluation
10. Executive Session To discuss Personnel -- As needed to prevent needless injury to the reputation of an individual
  - 10.1. Convene Executive Session to discuss Personnel -- As needed to prevent needless injury to the reputation of an individual
  - 10.2. Reconvene Meeting from Executive Session
  - 10.3. Discuss, consider and take action regarding the resignation of Megan Lovejoy, effective April 16th, 2025, due to extreme extenuating circumstances
11. Executive Session to discuss interim superintendent applicants -- As needed to prevent needless injury to the reputation of an individual or individuals
  - 11.1. Convene Executive Session to discuss interim superintendent applicants -- As needed to prevent needless injury to the reputation of an individual or individuals
  - 11.2. Reconvene Meeting from Executive Session
  - 11.3. Approve the following as candidates for the Interim Superintendent position
12. Discussion of Interim Superintendent Search Process
13. Future Meetings
14. Adjournment



## **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.

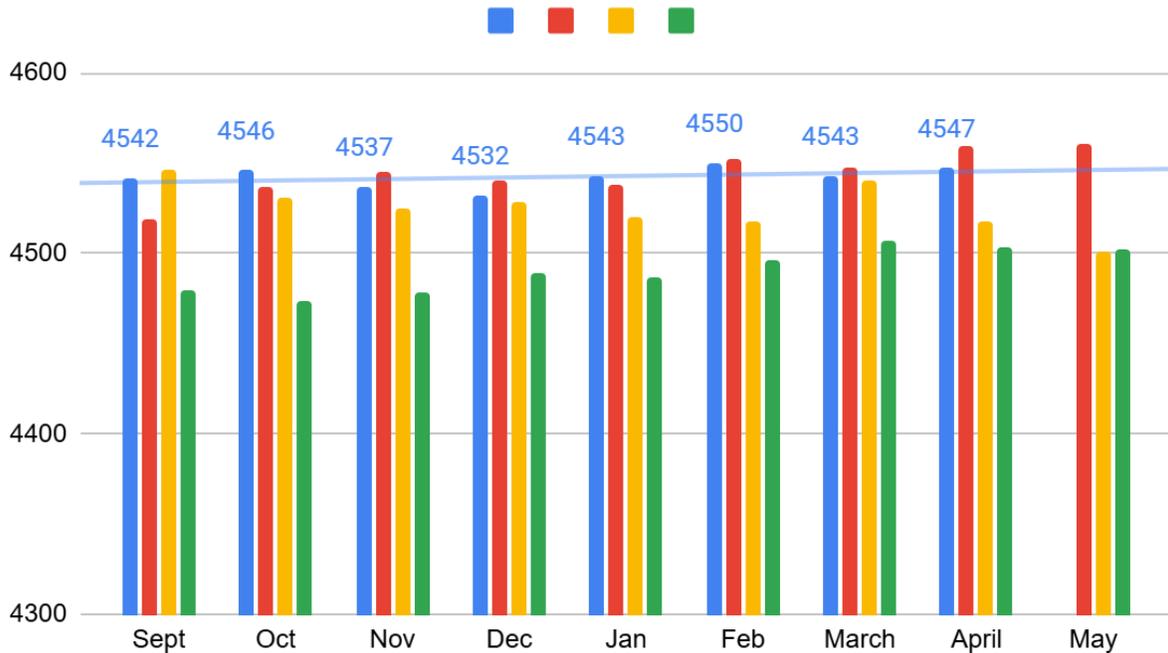
- At the first meeting of the month (2nd Monday), individual speakers will have up to five minutes to address the Board.
- For all other meetings, individual speakers will have up to three minutes, and the Board shall hear up to thirty cumulative minutes of public comment.
- These time limits are per 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 March 31, 2025**

Fund/Account	2024-2025 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,195,135.05	\$134,040.33	\$0.00	\$1,329,175.38	
SPECIAL BUILDING FUND (3)	\$4,274,346.45	\$14,013.61	\$539,476.97	\$3,748,883.09	
DEPRECIATION RESERVE FUND (3)	\$6,440,316.10	\$18,252.74	\$28,313.28	\$6,430,255.56	
ACTIVITIES ACCOUNT (2)	\$643,281.88	\$113,505.03	\$101,924.30	\$654,862.61	
SUBSIDIARY ACCOUNT (2)	\$469,987.47	\$5,220.95	\$10,642.09	\$464,566.33	
GENERAL FUND (1)	\$13,547,126.35	\$9,184,123.22	4,700,054.49	\$18,031,195.08	
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,149,521.98	\$4,149,521.98	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$729,345.20	\$260,289.47	\$264,132.51	\$725,502.16	
BOND FUND (3)	\$1,179,356.21	\$2,881.63	\$0.00	\$1,182,237.84	
COOPERATIVE FUND (2)	\$317,705.02	\$6,905.61	\$5,261.70	\$319,348.93	
EMPLOYEE BENEFIT FUND (2)	\$3,967.54	\$13.74	\$0.00	\$3,981.28	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$367,992.95	\$1,274.78	\$0.00	\$369,267.73	
CONVENIENCE FEE FUND (2)	\$17,972.95	\$353.20	\$7.43	\$18,318.72	
STUDENT FEE FUND (2)	\$514,451.05	\$9,893.12	\$501.41	\$523,842.76	
<b>TOTAL ALL FUNDS</b>	<b>\$29,706,690.00</b>	<b>\$13,900,289.41</b>	<b>\$9,799,836.16</b>	<b>\$33,807,143.25</b>	
<b>BALANCES CLASSIFIED BY DEPOSITORY</b>					
(1) BANK FIRST				\$18,031,195.08	
(2) ELKHORN VALLEY BANK				\$4,414,571.68	
(3) MIDWEST BANK				\$11,361,376.49	
<b>TOTAL BALANCES</b>				<b>\$33,807,143.25</b>	

## Superintendent Report to the Board 4-14-2025

### Monthly Enrollment 2021-2022 through 2024-2025



- Our September 1, 2024 enrollment was 4542, which is 23 students more than September 1, 2023.
- Enrollment has fluctuated quite a bit throughout the school year, as you can see from the graph (blue lines/numbers).
- Currently, we have 4547 students, which is a net increase of 5 students since the beginning of the school year.
- We track enrollment closely, as it is our largest predictor of state aid.

#### Superintendent Advisory Committees:

My Superintendent Advisory Committee for Community Members will be April 30th at 5:30. Our topics of conversation will be English Language Learners and Student Discipline and Multi-Tiered Systems of Support. My Superintendent Advisory Committee for Staff will be held April 29th at 3:45. Our topic will be District Facilities.

I would strongly encourage both the interim and following permanent superintendent to continue these Superintendent Advisory Committees, as they have been very beneficial in enhancing communication with staff and community members.

#### Special Events in May

There are several special events in May that Board members are invited to attend, including:

- Staff Appreciation May 7th at 1:30 in the JCT
- Life Completion Program May 14th at 3:00 in the JCT
- National Honor Society Induction May 15th at 5:30 in the JCT
- Graduation May 18th at 2:00 in the Senior High Gym

Please let Callan know which of these events you plan to attend.



Finance and Facilities Committee Meeting Minutes  
Monday, March 10, 2025 at 4:30 PM  
Location: NPS Central Administration Building

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Attendance:

- Board Members Present: Brenda Carhart, Tom Stanton, Steve McNally
- NPS Staff Present: Erik Wilson, Callan Collins

Meeting began at 4:30 PM

1. Finance Updates & Claims Review
  - a. March Claims/Board Bills
    - i. Wilson answered questions about the claims
  - b. All Funds Report
  - c. Revenue Report
2. Board Member Conflict Statements
  - a. Brenda Carhart - Mileage and hotel for NASB conference
3. Facilities/Construction Update
  - a. Middle School
    - i. General construction update
      1. Staff will begin moving in on Wednesday, 3/12, and maintenance will start relocating classroom furniture on Thursday. This process will occur during Spring Break.
      2. The front entrance will not be in use yet.
      3. Will begin renovations in the existing building with the goal to be done in July.
  - b. Chiller Project at High School
    - i. The system will be drained this week, and the wiring will be completed by the end of the month. The project will be wrapping up soon.
  - c. Facilities Presentation
    - i. Full presentation will be given during the BOE meeting on 3/10
  - d. Bus RFP Results
    - i. Received bids for 1 large 65 passenger bus and 1 micro passenger bus
    - ii. Reviewed bids and options
    - iii. Also looking to purchase a maintenance truck, to replace 2 that have been taken out of service
4. Other Items:
  - a. Revenue report to be continued to be shared with the board members
  - b. Maintenance Staff Update
    - i. Necessary changes have been implemented to enhance communication and performance.

5. Upcoming Meeting Dates: April 14, 2025
  - a. Time may be adjusted depending on the agenda.

Meeting adjourned at 5:20 PM



## Policy Committee Meeting Minutes

Friday, March 7, 2025 at 9:00 AM

Location: NPS Central Administration Building

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### Attendance:

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

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

1. Policies for Review: Business Operations 3230 - 3580
  - 3230 - Security
    - Reaffirm
  - 3231 - Video Surveillance
    - Reaffirm
  - 3240 - Business Operations
    - Revised - Change from 'serves' to 'serve'
  - 3241 - Emergency Response Mapping
    - Reaffirm
  - 3250 - Trespassers
    - Reaffirm
  - 3410 - Safe Driving Record Standard for Drivers
    - Reaffirm
      1. Driver Certification Form (AR)
      2. Drivers – First Aid Procedures (AR)
        - a. Change 'She' to 'He/She'
      3. Emergency Evacuation Procedures – Small Vehicles (AR)
  - 3520 - Transportation
    - Reaffirm
  - 3540 - Procedures – Bidding Construction Projects
    - Reaffirm
  - 3550 - Rebates to School Personnel
    - Reaffirm
  - 3560 - Records Management and Disposition
    - Revised - Section C, electronic storage limitations
  - 3570 - ESSA
    - Revised
      1. Remove 'Emergency' since it is no longer an option as a teaching license from the state
  - 3571 - Meal Charge Policy
    - Reaffirm
  - 3580 - Insufficient Funds

- Revised
  - 1. Policy matched to reflect current practices
- 2. Additional Policies for Review
  - 8130 - Annual Organization Meeting
    - Policy previous tabled from 2/10/25 board meeting
    - Discussion over the definition of a 'tenured' board member, cumulative or consecutive years.
    - Keep original language for President
    - Revised - Added the language: "In the event that no member receives a majority of votes for Vice President after five ballots, then the longest tenured Board member shall serve as Vice President."
  - 2320 - Evaluation of Superintendent
    - Recommendation from Superintendent Evaluation Committee presented, Policy Committee in agreement with changes.
      - 1. Revised - Remove the words 'as appropriate' and keep previous redlined changes
  - 8157 - Standing Committee on Superintendent Evaluation
    - Recommendation from Superintendent Evaluation Committee presented, Policy Committee in agreement with changes.
      - 1. Revised - Changed 'correcting' to 'making' and keep previous redlined changes
- 3. Reading of policies 3230 - 3580 at Board Meetings:
  - 1st reading of policies: April 14, 2025
  - 2nd reading of policies: May 12, 2025
  - 8130, 8157, and 2320 to be added to 3/10 BOE agenda
- 4. Next Meeting: Perry Law Firm Review - Summer

## Government Relations Committee Meeting Minutes

Thursday, March 13, 2025 at 10am

Location: NPS Central Administration Building

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### Attendance:

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

Meeting began at 10am.

### 1. Reviewed the following bills:

\*Bills with hearings on next week

(Monday, March 17th)

- a. LB 149- Eliminate the prohibition on suspending a student in prekindergarten through 2nd grade. Support- Chuck and Bruce Strong will testify in person
  - LB 149 and LB 430 will have a combined hearing
- b. LB 430- Provide an additional exception to the prohibition on suspending a student in prekindergarten thru 2nd grade and change provisions relating to short term and long term suspension under the Student Discipline Act- Support- Chuck and Bruce Strong will testify in person
- c. LB 682- Update terminology relating to individualized education programs for high school students- Monitor
  - LB 682 and AM 566 will have a combined hearing
- d. AM 566- Amending 682- Amendment focused on school superintendents- force them to do financial disclosures to report outside hearing.- Monitor  
(Hearing- Tuesday, March 18th)
- e. LB 671-Change and eliminate provisions relating to reports regarding the enrollment option program, programs for expelled students, educator evaluations, information related to dyslexia, the Nebraska Teacher Apprenticeship Program, high-need retention grants, property tax request documentation, and the College Pathway program and eliminate obsolete provisions and provisions relating to the Junior Mathematics Prognosis Examination. (clean up bill for NDE)- Monitor.
- f. LB 681- Change provisions relating to the definition of graduate degree program- Monitor.
- g. LB 680- Change provisions relating to educational service units- Shell bill- Monitor.

Future Meetings: 3/20/25- 10am.

Meeting adjourned at 10:30 am.

## Government Relations Committee Meeting Minutes

Thursday, March 20, 2025 at 10am

Location: NPS Central Administration Building

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### Attendance:

- Board Committee Members: Brenda Carhart, Tom Stanton, Dr. Patti Gubbels- in DC on a legislative trip and flights delayed due to weather.
- NPS Staff Present: Dr. Jami Jo Thompson, Tiffany Settles

Meeting began at 10am.

### 1. Reviewed the following bills:

\*Bills with hearings on next week

- a. LB 329- Change provisions relating to sexual abuse by a school employee (Judiciary- Wed.)- Netural
- b. LR 12- Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions- Neutral
- c. LB 156- Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings (Judiciary- Wed.) - Monitor
- d. LB 236- Allow claims involving child abuse or sexual assault of a child under the Political Subdivisions Tort Claims Act- Monitor
- e. LB 492- Change juvenile court jurisdiction relating to habitual truancy and provisions relating to compulsory school attendance. (Judiciary- Wed.)- Oppose. Chuck and Dr. Thompson will write a letter.
- f. LB 649- Change provisions related to an income tax rate- with AM 632- Monitor.
- g. LB 689- Redefine terms under the School Employees Retirement Act and the Class V School Employees Retirement Act (Retirement Committee- Friday)-
- h. LB 713- Change provisions of the School Employees Retirement Act (Retirement Committee- Friday)- Current shell bill

Future Meetings: TBD- dependent on hearing calendar and bills on the floor.

Meeting adjourned at 10:30am.



## **ACTIVITIES COMMITTEE MEETING**

April 7, 2025 - 12:00pm  
Central Office - Large Board Room

### **Attendance:**

Board Members Present: Teri Bauer, Brenda Carhart, Tom Stanton

NPS Staff Present: Dr. Jami Jo Thompson, Erik Wilson, Jason Settles, John Erwin, Curt Lammers, Jordan Hinrichs, Callan Collins

1. Board members assigned Teri Bauer as Committee Chair.

### **Senior High Activities - John Erwin**

2. State Champions: Girls Bowling, Girls Wrestling, Unified Cheer
3. Individual State Champion: Tori Maxey, Girls Wrestling
4. Spring Participation Numbers: Number of athletes out (5 year avg)
  - Baseball 43 (34)
  - Boys Track 71 (66)
  - Girls Track 63 (58)
  - Unified Track 4 (9)
  - Boys Soccer 42 (37)
  - Girls Soccer 38 (34)
  - Boys Golf 26 (11)
  - Girls Tennis 28 (22)
5. Senior High Handbook
  - a. Reviewed proposed changes to the Senior High Handbook
  - b. Including to Class Officer Nominations, Extracurricular Activity Participation, Royalty Selection, and Student's Rights and Responsibilities
  - c. Board members support the proposed handbook changes
6. Student Fees
  - a. Reviewed proposed changes to the Student Fees - Policy 5416
  - b. Board members support the proposed fee changes and recommend presenting them to the Board in May

## **JH Activities - Jordan Hinrichs**

### 7. Junior High Participation Numbers:

- Band - 131 (107)
- Show Choir - 50 (56)
- Jazz Band - 52
- Orchestra - 78 (74)
- Speech - 18 (34)
- Boys Basketball (7th) - 40 (18)
- Boys Basketball (8th) - 31 (22)
- Intramural Boys Basketball - TBD (28)
- Girls Wrestling - 74 (58)
- Boys Track & Field (7th) - 48
- Boys Track & Field (8th) - 57
- Girls Track & Field (7th) - 63
- Girls Track & Field (8th) - 54

### 8. Celebrations / Events:

- Near undefeated season for 8th Grade Boys Basketball
- Largest number of participants for girls wrestling this year
- Junior High began using trackwrestling for their wrestling events
- Winter Concert 1/21, Jazz Concert 1/30, Spring Concert 2/25
- First ever Capitol Concert Series Performance on 2/19 at Lincoln, NE

### 9. Junior High Admission Fees

- a. Currently, ticket prices are \$4 for adults and \$3 for students. There is consideration of increasing prices to help cover rising referee costs.
- b. Jordan will research pricing at other schools and compile a comparison list. The information will be shared with the committee.

10. There are no Activities Committee meetings scheduled for the rest of the school year.

Meeting adjourned at 1:00 PM.



## American Civics Committee Meeting Minutes

Date: 3.11.2025

Time: 4:00 PM

Location: NPS Central Office Administration Building

Members Present:

Cindy Booth  
Patti Gubbels  
Steve McNally  
Jami Jo Thompson  
Jared Oswald  
Nancy Probasco  
Sharie Thelen  
Mickie Mueller  
Chris Begeman

Meeting Summary:

The American Civics Committee meeting began at 4:00 pm on Tuesday, March 11, 2025. Public Notice was published in the Norfolk Daily News on February 28, 2025. No formal action was needed during the meeting. No changes have been made to the K-12 Social Studies Curriculum. The information shared from Jared Oswald, Director of Teaching and Learning, began with a review of the committee roles and responsibilities from Board Policy. The committee then reviewed the minutes from the fall meeting to bring the new members up to speed on what had taken place already this school year. Time was allowed for any questions the new members had. Nancy Probasco, PreK-4 Instructional Leader, shared that a decision was made on a K-3 Resource that will be presented to the Curriculum Committee for approval to take to the School Board.

The meeting was adjourned at 4:10 PM



## Curriculum Committee Meeting Minutes

Date: 3.24.25

Time: 12:45 pm

Location: NPS Central Office Administration Building

Members Present:

Cindy Booth  
Patti Gubbels  
Steve McNally  
Jami Jo Thompson  
Jared Oswald  
Nancy Probasco  
Sharie Thelen  
Mickie Mueller  
Chris Begeman

Meeting Summary

The Curriculum Committee met on March 24, 2025 to explore Target Based Grading. The meeting began with a discussion around the nature of grading in general and its purpose in schools. Jared Oswald and the Teaching and Learning Team then reviewed the timeline of Target Based grading and reviewed which grade levels and subjects are currently using Target Based Grading across the district. The meeting continued mostly in a question and answer format with committee members asking questions and discussing topics such as problems with the traditional grading system, what research says about grading, how grading by Target Based Grading seeks to provide clarity, how Target Based grading works for teachers, how Target Based Grading affects students moving to college, what challenges have occurred with implementation of Target Based Grading, what the Teaching and Learning Department is doing to address challenges and what district achievement data currently says.

The next regularly scheduled meeting of the Curriculum Committee will occur next Fall. If further meetings are requested they will be scheduled as needed. The meeting adjourned at 2:15



## Curriculum Committee Meeting Minutes

Date: 3.11.25

Time: 4:00 pm

Location: NPS Central Office Administration Building

Members Present:

Cindy Booth  
Patti Gubbels  
Steve McNally  
Jami Jo Thompson  
Jared Oswald  
Nancy Probasco  
Sharie Thelen  
Mickie Mueller  
Chris Begeman

Meeting Summary

The Curriculum Committee met on Tuesday, March 11, 2025 following the American Civics Committee Meeting.

The meeting began with introductions of the Teaching and Learning team. Jared Oswald reviewed the committee roles and responsibilities from Board Policy. He shared information with the new members about what a typical year and typical items look like for the Curriculum Committee. Then the minutes from the fall meeting were reviewed to update new members. Jared also shared a review of the Material Adoption process that teachers go through when looking for new curriculum resources.

Three proposals for materials were presented to the committee for approval. First, K-3 Social Studies, after reviewing 3 different products/ companies the teachers chose Studies Weekly. Sample materials were shared with the committee to look at. This would be a 6 year purchase including teacher and student materials plus an online component. The teachers looked at what was most cost efficient and determined this resource best supported them in their teaching needs. It also aligns well with the current ELA curriculum, Wonders.

The other two proposals are for Senior High Science. Physical Science for 9th grade and Earth Science for 11th Grade. With the changes that were approved in the Senior High course offerings at the fall Curriculum Committee meeting the teachers were able to find a resource that aligned with their course needs. After reviewing textbooks from the two main providers of science curriculum resources the teachers selected McGraw Hill Inspire Physical Science and McGraw Hill Inspire Earth Science. These purchases will both be for 7 years. They include teacher materials and teacher professional development, classroom sets of textbooks and online materials for teachers and students.

The Teaching and Learning team also shared that they are looking at implementing a Tier 2 Reading Intervention program in the Junior High and Senior High for students that need help based on assessment data but do not qualify for SpEd services. This program will help bridge the gap for the secondary students. Lexia Power Up is a program already used in the lower grades in the district and has shown positive results in nationwide studies. The Junior High will be looking at 15-20 licenses per year and the Senior High will be looking at 30-40 licenses per year. This would be a one year purchase so we could make adjustments to our numbers as needed each year. The Teaching and Learning Team will be applying for a grant that would cover the cost of the licenses. If the grant funding is not secured a proposal will be brought to the full board before a purchase is made.

Patti Gubbels volunteered and was selected as Chair for the Civics and Curriculum Committee.

A 2nd spring meeting was Scheduled for March 24th, 2025 to review Target Based Grading with the new members.

The meeting adjourned at 5:20 pm.

Norfolk Public Schools  
Board of Education 2nd Monthly Meeting  
Monday, March 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: Present  
Tom Stanton: Present

1. Date Public Notice appeared in the Norfolk Daily News: March 17, 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.
      - 2.2. Declaration of a Legal Meeting: The meeting was declared legal.
  3. Pledge of Allegiance
  4. Finance & Facilities Report
    - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:  
General Fund = \$291,294.92  
Nutrition Fund = \$260,068.70  
Cooperative Fund = \$2,829.06  
Subsidiary Fund = \$1,851.64  
Depreciation Fund = \$28,313.28  
Special Building Fund = \$599.95  
Senior High Activity Fund = \$52,674.13  
Junior High Activity Fund = \$1,923.57  
Student Fee Fund = \$501.41
    - B. All of these claims were reviewed earlier by the Finance and Facilities Committee.
  5. Public Comments & Communication
    - A. Two community members spoke during the Public Comment period.
  6. Consent Agenda
- Motion to approve the consent agenda at 12:12 PM passed with a motion by Tom Stanton and a second by Patti Gubbels.  
Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

- 6.1. Minutes of Previous Meetings
  - A. Minutes from the meeting on March 10, 2025 were reviewed.

## 6.2. Personnel

### 6.2.1. Contract Approval

- Glaser, Cassandra - 2025-2026 1st/2nd Grade Teacher, Lincoln Montessori Elementary
- Hintz, Chloe - 2025-2026 4th Grade Teacher, Jefferson Elementary
- Kittle, Amber - 2025-2026 English Language Learners (ELL) Teacher, Norfolk Junior High
- Mendlik, Bryan - 2025-2026 Physical Education Teacher, Norfolk Senior High
- Merkel, Emily - 2025-2026 Kindergarten Teacher, Lincoln Montessori Elementary
- Spech, Raeana - 2025-2026 9-12 Math Teacher, Norfolk Senior High
- Stenka, Paige - 2025-2026 K-4 Special Education Teacher, location TBD, Norfolk Public Schools
- Stevens, Curtis - 2025-2026 9-12 Instrumental Music (Band) Teacher, Norfolk Senior High
- Williams, Andrea - 2025-2026 4th Grade Teacher, Woodland Park Elementary
- Williams, Heston - 2025-2026 Physical Education Teacher, Norfolk Junior High

### 6.2.2. Resignations

- Elizabeth Baber - 5th Grade Teacher, Norfolk Middle School - resigning at the end of the 2024-2025 school year
- Amanda Gesell - 2nd Grade Teacher, Jefferson Elementary - resigning at the end of the 2024-2025 school year
- Tyrone Hubbard - Special Education Teacher, Norfolk Middle School - resigning at the end of the 2024-2025 school year
- Makayla Klinetobe - 1st Grade Teacher, Washington Elementary - resigning at the end of the 2024-2025 school year
- Kendra Liermann - Special Education Teacher, Norfolk Senior High - resigning at the end of the 2024-2025 school year
- Kathryn Steskal - Special Education Teacher, Norfolk Junior High - resigning at the end of the 2024-2025 school year
- Dr. Jami Jo Thompson - Superintendent, Norfolk Public Schools - resigning at the end of the 2024-2025 contract year

## 6.3. Claims

- A. Claims were attached and reviewed by our Finance and Facilities Committee.
- B. One conflict statement was read before voting.

## 7. Action Items

- 7.1. Discuss, consider and take action to approve the purchase of a 2024 F350 from Courtesy Ford
  - A. As discussed during the Facilities/Transportation presentation at our last

meeting, our maintenance division needs a new truck. This will be used for pushing snow, hauling equipment, and pulling trailers. My team has visited local dealers and evaluated 3/4 ton and 1 ton truck options from Chevy, Ram, and Ford. Courtesy Ford has a 1 ton F350 that we felt best met our needs. They have matched the State Purchasing Contract Discount for an amount of \$46,262. This price is only good until the end of March. I recommend we move forward with this purchase using funds from the Vehicle/Maintenance Depreciation Fund as that is what those funds are designated for.

Motion to approve the purchase of a 2024 Super Duty F350 XL from Courtesy Ford for \$46,262 at 12:17 PM passed with a motion by Steve McNally and a second by Patti Gubbels.

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

Yea: 6, Nay: 0

7.2. Discuss, consider and take action to approve the hiring of the Nebraska Association of School Boards to complete an Interim Superintendent Search for the 2025-2026 school year

A. Due to the tight timeline, the Board is considering hiring an interim Superintendent, as the full search process requires more time. Dr. Thompson's final day is June 30, 2025, and hiring an interim would allow for additional time to conduct a thorough search moving forward. The cost for NASB's assistance with the interim search is \$2,500, plus mileage. If the Board proceeds with NASB, they would like to meet with board members to discuss important details such as dates, interview questions, scheduling, contracts, and compensation. Sherri Becker from NASB will coordinate the meeting, which is tentatively scheduled for March 31st at 4:00 PM. This will be an open work session for board members.

Motion to approve the hiring of the Nebraska Association of School Boards to complete an Interim Superintendent Search for the 2025-2026 school year at 12:19 PM passed with a motion by Patti Gubbels and a second by Tom Stanton.

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

Yea: 6, Nay: 0

8. Future Meetings

A. A Special Meeting of the Board of Education will be scheduled for Monday, March 31st, 2025 at 4:00 PM. This will be a work session for the Board to discuss the interim superintendent search process with NASB.

B. The next regular meeting of the Board of Education will be held on Monday, April 14th, 2025 at 5:30 PM.

C. The 2nd monthly meeting of the Board of Education is scheduled for Monday, April 28th, 2025 at Noon.

D. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

9. Adjournment
  - A. The meeting adjourned at 12:32 PM

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Chairperson

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Superintendent

Norfolk Public Schools  
Board of Education Special Meeting  
Monday, March 31, 2025 4:00 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: March 27, 2025
2. Call to Order - The Norfolk Public School District's Board of Education meeting was called to order at 4:00 PM
  - 2.1. Roll Call – See attendance above

Motion to excuse Steve McNally at 4:00 PM passed with a motion by Tom Stanton and a second by Teri Bauer.

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. Public Comments & Communication
  - A. No community members spoke during the public comment period.
5. Discussion Item
  - 5.1. Discussion of Interim Superintendent Search Process
    - A. This work session allowed the Board to discuss the Interim Superintendent search process with the Nebraska Association of School Boards (NASB).
    - B. Sheri Becker from NASB facilitated the discussion and provided each board member with an information packet.
    - C. The Board discussed the following:
      - Identified the preferred personal and professional attributes of the Interim Superintendent, as well as desired background experience
      - Assessed the District's current strengths and challenges, along with its goals
      - Scheduled a date for the board to review resumes for Interim candidates and a date to interview candidates
      - Reviewed Interim interview questions for the board
      - Identified NPS Team members to participate in the interviews
      - Discussed Interim Superintendent contract and compensation
    - D. Duties of NASB:

- Advertise Interim position on Teach in Nebraska and the NASB site
  - Recruit to identify quality applicants
  - Contact individuals to recruit as identified by board members and others
  - Reference calls on interested individuals
- E. At the next Board meeting, on April 14, 2025 the Board will:
- Review applications for the Interim position
  - Select candidates for interviews
  - Review final interview details
- F. Scheduled a Special Board Meeting for April 22, 2025 to:
- Interview candidates for the position
  - Negotiate with the candidate of choice
  - Ratify the contract
6. Future Meetings
- A. The next regular meeting of the Board of Education will be held on Monday, April 14th, 2025 at 5:30 PM.
- B. A special meeting of the Board of Education will be scheduled for Tuesday, April 22nd, 2025 at 1:00 PM to interview Interim Superintendent candidates.
- C. The 2nd monthly meeting of the Board of Education is scheduled for Monday, April 28th, 2025 at Noon.
- D. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed.
7. Adjournment
- A. The meeting adjourned at 5:30 PM

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Chairperson

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Superintendent



37	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$34.68
38	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$21.60
39	APPEARA	LAUNDRY SERVICE	01 2410 340 2 209 001	\$199.54
40	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
41	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
42	APPEARA	SHIRTS	01 2610 431 1 001 000	\$55.46
43	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
44	APPEARA	SHIRTS	01 2610 431 1 001 000	\$55.46
45	APPEARA	SHIRTS	01 2610 431 1 001 000	\$55.46
46	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
47	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
48	APPEARA	SHIRTS	01 2610 431 2 001 000	\$55.46
49	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
50	APPEARA	SHIRTS	01 2610 431 2 001 000	\$55.45
51	APPEARA	SHIRTS	01 2610 431 2 001 000	\$55.45
52	APPEARA	SHIRTS	01 2620 431 1 001 000	\$13.87
53	APPEARA	SHIRTS	01 2620 431 1 001 000	\$13.87
54	APPEARA	SHIRTS	01 2620 431 1 001 000	\$13.86
55	APPEARA	SHIRTS	01 2620 431 2 001 000	\$13.86
56	APPEARA	SHIRTS	01 2620 431 2 001 000	\$13.86
57	APPEARA	SHIRTS	01 2620 431 2 001 000	\$13.86
58	<b>APPEARA Total</b>			\$969.32
59	ARKFELD LOCK & SECURITY	VEHICLE KEY	01 2650 610 1 001 000	\$3.22
60	ARKFELD LOCK & SECURITY	VEHICLE KEY	01 2650 610 2 001 000	\$3.22
61	<b>ARKFELD LOCK &amp; SECURITY Total</b>			\$6.44
62	ARROW STAGE LINES	BUS SERVICE SHOW CHOIR	01 2710 340 1 001 000	\$1,730.00
63	ARROW STAGE LINES	BUS SERVICE G. SOCCER	01 2710 340 1 001 000	\$865.00
64	ARROW STAGE LINES	BUS SERVICE BASEBALL	01 2710 340 1 001 000	\$865.00
65	ARROW STAGE LINES	BUS SERVICE GIRLS SOCCER	01 2710 340 1 001 000	\$1,155.00
66	ARROW STAGE LINES	BUS SERVICE BASEBALL	01 2710 340 1 001 000	\$865.00
67	ARROW STAGE LINES	BUS SERVICE B. SOCCER	01 2710 340 1 001 000	\$865.00
68	ARROW STAGE LINES	BUS SERVICE G. SOCCER	01 2710 340 1 001 000	\$865.00
69	ARROW STAGE LINES	BUS SERVICE BASEBALL	01 2710 340 1 001 000	\$865.00
70	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 1 001 000	\$865.00
71	ARROW STAGE LINES	BUS SERVICE G. SOCCER	01 2710 340 2 001 000	\$865.00
72	ARROW STAGE LINES	BUS SERVICE BASEBALL	01 2710 340 2 001 000	\$865.00
73	ARROW STAGE LINES	BUS SERVICE BASEBALL	01 2710 340 2 001 000	\$865.00
74	ARROW STAGE LINES	BUS SERVICE BASEBALL	01 2710 340 2 001 000	\$865.00
75	ARROW STAGE LINES	BUS SERVICE GIRLS SOCCER	01 2710 340 2 001 000	\$1,155.00
76	ARROW STAGE LINES	4TH GR FIELD TRIP	01 2710 340 2 001 000	\$865.00
77	ARROW STAGE LINES	BUS SERVICE G. SOCCER	01 2710 340 2 001 000	\$865.00
78	ARROW STAGE LINES	BUS SERVICE SHOW CHOIR	01 2710 340 2 001 000	\$1,730.00
79	ARROW STAGE LINES	BUS SERVICE B.SOCCER	01 2710 340 2 001 000	\$865.00

80	<b>ARROW STAGE LINES Total</b>			\$17,880.00
81	ASCD	ASCD MEMBERSHIP	01 2320 810 1 033 000	\$777.75
82	ASCD	ASCD MEMBERSHIP	01 2320 810 2 033 000	\$777.75
83	<b>ASCD Total</b>			\$1,555.50
84	ATKINSON, CLAUDIA	PARENT MILEAGE	01 2713 332 1 004 021	\$65.52
85	<b>ATKINSON, CLAUDIA Total</b>			\$65.52
86	BAINTER, SUE ANN	RBI APPROVAL AND FIDELITY	01 6416 340 1 017 000	\$175.00
87	<b>BAINTER, SUE ANN Total</b>			\$175.00
88	BOMGAARS SUPPLY	BALL MOUNT	01 2620 610 1 001 000	\$28.00
89	BOMGAARS SUPPLY	FOAM, SPRAY PAINT	01 2620 610 1 001 000	\$19.98
90	BOMGAARS SUPPLY	GASKET AND SEALANT	01 2620 610 1 001 000	\$10.99
91	BOMGAARS SUPPLY	SNOW PUSHER	01 2620 610 2 001 000	\$19.99
92	BOMGAARS SUPPLY	FOAM, SPRAY PAINT	01 2620 610 2 001 000	\$19.98
93	BOMGAARS SUPPLY	BALL MOUNT	01 2620 610 2 001 000	\$27.99
94	BOMGAARS SUPPLY	GASKET AND SEALANT	01 2620 610 2 001 000	\$10.98
95	BOMGAARS SUPPLY	SNOW PUSHER	01 2630 610 1 001 000	\$20.00
96	BOMGAARS SUPPLY	GREASE AND OIL	01 3551 610 2 209 001	\$16.48
97	BOMGAARS SUPPLY	PIG FEED	01 3551 610 2 209 001	\$20.99
98	BOMGAARS SUPPLY	OFF BREEDS OF CHICKENS	01 3551 610 2 209 001	\$31.73
99	BOMGAARS SUPPLY	PIG FEED	01 3551 610 2 209 001	\$41.98
100	BOMGAARS SUPPLY	DRILL KIT	01 6700 610 2 028 001	\$199.99
101	<b>BOMGAARS SUPPLY Total</b>			\$469.08
102	BRYANT, MEGAN	STAFF MILEAGE	01 6200 333 1 028 003	\$47.50
103	BRYANT, MEGAN	STAFF MILEAGE	01 6200 333 1 028 008	\$47.50
104	<b>BRYANT, MEGAN Total</b>			\$95.00
105	BXTREME DANCE STUDIO	OVER PAYMENT OF RENTAL	01 1800	\$1,100.00
106	<b>BXTREME DANCE STUDIO Total</b>			\$1,100.00
107	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 104 010	\$427.44
108	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 201 003	\$243.47
109	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 302 004	\$270.23
110	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 430 014	\$710.52
111	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 602 005	\$289.12
112	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 705 008	\$256.51
113	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 819 009	\$187.07
114	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 904 012	\$212.14
115	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 016 001	\$3.13
116	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 141 002	\$617.73
117	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 209 001	\$2,102.93
118	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1190 610 1 163 021	\$125.60
119	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1200 610 1 004 000	\$427.23
120	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1200 610 2 004 000	\$427.22
121	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1291 610 1 017 000	\$44.56
122	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1292 610 1 017 000	\$44.55

123	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 1 001 000	\$1,007.31
124	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 2 001 000	\$1,007.30
125	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2620 431 0 001 000	\$28.09
126	<b>CAPITAL BUSINESS SYSTEMS Total</b>			\$8,432.15
127	CDW GOVERNMENT, INC	PROJECTOR AND MOUNT	01 1100 650 1 705 008	\$552.56
128	CDW GOVERNMENT, INC	PROJECTOR AND MOUNT	01 1100 650 1 705 008	-\$34.56
129	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 1 004 000	\$265.30
130	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 2 004 000	\$265.30
131	CDW GOVERNMENT, INC	PROJECTOR LAMPS	01 2410 650 2 209 001	\$48.22
132	<b>CDW GOVERNMENT, INC Total</b>			\$1,096.82
133	CITY OF NORFOLK	2025 POLE ATTACHMENT FEES	01 1100 340 1 005 000	\$2,024.75
134	CITY OF NORFOLK	2025 POLE ATTACHMENT FEES	01 1100 340 2 005 000	\$2,024.75
135	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$215.56
136	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$323.45
137	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$421.76
138	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$302.36
139	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$425.86
140	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$485.22
141	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$215.55
142	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$838.77
143	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$2.76
144	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$1.50
145	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$20.88
146	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$1.50
147	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$1.50
148	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$20.88
149	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$2.75
150	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$1.50
151	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$1.50
152	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$1.50
153	<b>CITY OF NORFOLK Total</b>			\$7,334.30
154	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 000	\$191.88
155	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 003	\$97.35
156	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 004	\$96.98
157	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 005	\$96.98
158	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 008	\$96.98
159	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 009	\$96.98
160	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 010	\$96.98
161	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 012	\$94.39
162	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 014	\$194.30
163	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 021	\$97.68
164	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 000	\$191.88
165	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 001	\$389.86

166	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 002	\$196.86
167	<b>CLEARFLY COMMUNICATIONS Total</b>			\$1,939.10
168	COLE PAPERS INC	TOWEL DISPENSERS	01 2610 610 1 001 000	\$300.00
169	COLE PAPERS INC	TOWEL DISPENSERS	01 2610 610 1 001 000	-\$200.00
170	COLE PAPERS INC	TOWEL DISPENSERS	01 2610 610 2 001 000	-\$200.00
171	COLE PAPERS INC	TOWEL DISPENSERS	01 2610 610 2 001 000	\$300.00
172	<b>COLE PAPERS INC Total</b>			\$200.00
173	COLLINS, NICHOLAS	VIOLA DAYS @ USD	01 2190 580 2 001 000	\$11.57
174	COLLINS, NICHOLAS	GIRLS TRACK @ SEWARD	01 2190 580 2 001 000	\$10.74
175	COLLINS, NICHOLAS	GIRLS TRACK @ ALBION	01 2190 580 2 001 000	\$13.36
176	COLLINS, NICHOLAS	GIRLS TRACK @ YANKTON	01 2190 580 2 001 000	\$26.63
177	<b>COLLINS, NICHOLAS Total</b>			\$62.30
178	COLSDEN, EMMA	STAFF MILEAGE	01 1200 333 1 004 000	\$20.58
179	<b>COLSDEN, EMMA Total</b>			\$20.58
180	CORNHUSKER INTERNATIONAL	BUS 15H REPAIRS	01 2712 340 1 001 000	\$2,707.53
181	<b>CORNHUSKER INTERNATIONAL Total</b>			\$2,707.53
182	CRAVEN, SHEILA	OCCUPATIONAL THERAPY SERVICES	01 2161 320 1 004 000	\$9,902.25
183	CRAVEN, SHEILA	OCCUPATIONAL THERAPY SERVICES	01 2161 320 2 004 000	\$688.50
184	CRAVEN, SHEILA	OCCUPATIONAL THERAPY SERVICES	01 2161 334 1 004 000	\$67.62
185	CRAVEN, SHEILA	OCCUPATIONAL THERAPY SERVICES	01 2161 334 2 004 000	\$8.40
186	<b>CRAVEN, SHEILA Total</b>			\$10,666.77
187	DINNEEN, PAMELA	CRISIS RESPONSE TEAM TRAINING	01 2670 330 1 035 000	\$713.01
188	DINNEEN, PAMELA	CRISIS RESPONSE TEAM TRAINING	01 2670 330 2 035 000	\$713.01
189	<b>DINNEEN, PAMELA Total</b>			\$1,426.02
190	EAKES OFFICE PLUS	OFFICE FURNITURE	01 2510 610 1 001 014	\$7,723.18
191	EAKES OFFICE PLUS	SPARCLING	01 2610 610 1 001 000	\$139.78
192	EAKES OFFICE PLUS	PARTS FOR FLOOR SCRUBBER	01 2610 610 1 001 004	\$59.78
193	EAKES OFFICE PLUS	SPARCLING	01 2610 610 2 001 000	\$139.78
194	<b>EAKES OFFICE PLUS Total</b>			\$8,062.52
195	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 014	\$22.80
196	<b>ECHO GROUP INC Total</b>			\$22.80
197	EDUCATIONAL SERVICE UNIT	NORFOLK EARLY CHILDHOOD	01 6416 330 1 017 000	\$1,000.00
198	<b>EDUCATIONAL SERVICE UNIT Total</b>			\$1,000.00
199	EGAN SUPPLY COMPANY	GROUT PAD	01 2610 610 1 001 014	\$74.12
200	EGAN SUPPLY COMPANY	MS GYM FLOOR GRAPHICS	01 2620 431 1 001 014	\$14,404.76
201	EGAN SUPPLY COMPANY	ADDING LINES TO GYM FLOOR	01 2620 431 2 001 002	\$687.50
202	<b>EGAN SUPPLY COMPANY Total</b>			\$15,166.38
203	ELECTRONIC SYSTEMS	SERVICE CALL	01 2620 431 1 001 000	\$50.00
204	ELECTRONIC SYSTEMS	SERVICE CALL	01 2620 431 2 001 000	\$50.00
205	<b>ELECTRONIC SYSTEMS Total</b>			\$100.00
206	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,631.90
207	<b>ELKHORN RURAL PUBLIC POWER Total</b>			\$1,631.90
208	ENVIRONMENTAL SERVICES	TESTING	01 2620 431 1 001 000	\$79.00

209	ENVIRONMENTAL SERVICES	TESTING	01 2620 431 2 001 000	\$79.00
210	<b>ENVIRONMENTAL SERVICES Total</b>			\$158.00
211	ESU 8	BEHAVIOR CONSULTANT	01 1200 591 2 004 000	\$41.25
212	ESU 8	SPED 3 SERVICES	01 1200 591 2 004 000	\$8,800.00
213	ESU 8	SPED 1 SERVICES	01 2140 591 2 004 000	\$6,885.00
214	ESU 8	SPEECH THERAPY-ESU SERVICED	01 2151 591 2 004 000	\$152.10
215	ESU 8	NETWORK NEBRASKA 24-25 1ST	01 2230 350 1 005 000	\$878.61
216	ESU 8	NETWORK NEBRASKA 24-25 1ST	01 2230 350 2 005 000	\$878.61
217	ESU 8	PE COLLABORATION DAY	01 2510 330 1 001 000	\$10.00
218	ESU 8	PE COLLABORATION DAY	01 2510 330 2 001 000	\$10.00
219	<b>ESU 8 Total</b>			\$17,655.57
220	FAMILY PHYSICAL THERAPY	OCCUPATIONAL THERAPY SERVICES	01 2162 320 1 004 000	\$4,508.00
221	FAMILY PHYSICAL THERAPY	OCCUPATIONAL THERAPY MILEAGE	01 2162 334 1 004 000	\$26.46
222	FAMILY PHYSICAL THERAPY	OCCUPATIONAL THERAPY SERVICES	01 2163 320 1 004 000	\$4,508.00
223	FAMILY PHYSICAL THERAPY	OCCUPATIONAL THERAPY MILEAGE	01 2163 334 1 004 000	\$26.47
224	<b>FAMILY PHYSICAL THERAPY Total</b>			\$9,068.93
225	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO HOURS	01 2510 340 2 001 001	\$560.00
226	<b>FATT SUNNIE STUDIOS Total</b>			\$560.00
227	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$27.30
228	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$44.66
229	<b>FERNAU, JESSICA Total</b>			\$71.96
230	FIGUEROA, TATIANA	INTERPRETER	01 1150 350 1 004 008	\$65.73
231	FIGUEROA, TATIANA	INTERPRETER	01 1150 350 1 004 012	\$65.73
232	<b>FIGUEROA, TATIANA Total</b>			\$131.46
233	FILTER SHOP, INC, THE	FILTERS	01 2620 610 1 001 000	\$2,149.47
234	FILTER SHOP, INC, THE	FILTERS	01 2620 610 2 001 000	\$2,149.47
235	<b>FILTER SHOP, INC, THE Total</b>			\$4,298.94
236	FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$114.88
237	<b>FLINN SCIENTIFIC, INC Total</b>			\$114.88
238	FRISCH, VIRGINIA	STAFF MILEAGE	01 1291 333 1 004 021	\$66.01
239	FRISCH, VIRGINIA	STAFF MILEAGE	01 1292 333 1 004 000	\$108.64
240	<b>FRISCH, VIRGINIA Total</b>			\$174.65
241	FROWICK, BRENNIA	STAFF MILEAGE	01 2151 333 1 004 000	\$74.06
242	<b>FROWICK, BRENNIA Total</b>			\$74.06
243	FROWICK, KIM	STAFF MILEAGE	01 1291 333 1 004 021	\$15.05
244	FROWICK, KIM	STAFF MILEAGE	01 2151 333 1 004 000	\$34.09
245	<b>FROWICK, KIM Total</b>			\$49.14
246	GANSEBOM, EARLEEN	PIANO ACCOMPANIMENTS	01 1100 340 2 202 001	\$350.00
247	<b>GANSEBOM, EARLEEN Total</b>			\$350.00
248	GARCIA, RAQUEL	INTERPRETER	01 1150 350 1 004 014	\$43.82
249	<b>GARCIA, RAQUEL Total</b>			\$43.82
250	GEARY, LISA	STAFF MILEAGE	01 3535 333 1 027 000	\$24.15
251	<b>GEARY, LISA Total</b>			\$24.15

252	GLASS EDGE INC, THE	INSTALLATION OF WHEEL CHAIR	01 2620 431 1 001 010	\$415.00
253	<b>GLASS EDGE INC, THE Total</b>			\$415.00
254	GRAHAM TIRE OF NORFOLK LLC	TIRES FOR VEHICLE #51	01 2650 610 1 001 000	\$345.82
255	GRAHAM TIRE OF NORFOLK LLC	TIRES FOR VEHICLE #51	01 2650 610 2 001 000	\$345.82
256	<b>GRAHAM TIRE OF NORFOLK LLC Total</b>			\$691.64
257	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 000	\$97.98
258	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 000	\$17.85
259	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 000	\$159.15
260	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 003	\$600.85
261	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 004	\$460.95
262	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 005	\$425.50
263	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 008	\$845.45
264	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 009	\$400.10
265	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 010	\$535.95
266	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 012	\$257.50
267	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 1 001 014	\$2,021.85
268	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 2 001 000	\$97.97
269	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 2 001 000	\$17.85
270	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 2 001 000	\$159.15
271	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 2 001 001	\$3,632.00
272	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2620 431 2 001 002	\$3,177.80
273	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2650 340 1 001 000	\$258.25
274	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	01 2650 340 2 001 000	\$258.25
275	<b>HEARTLAND FIRE PROTECTION Total</b>			\$13,424.40
276	HERITAGE WATER SERVICES	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$387.50
277	HERITAGE WATER SERVICES	WATER TREATMENT PROGRAM	01 2620 610 2 001 000	\$387.50
278	<b>HERITAGE WATER SERVICES Total</b>			\$775.00
279	HOFERER, KIMBERLY	ACTIVITY WORKER	01 2190 120 2 001 000	\$173.02
280	<b>HOFERER, KIMBERLY Total</b>			\$173.02
281	HOFMANN PLUMBING	HIGH SCHOOL TRACK BATHROOMS	01 2620 431 2 001 001	\$659.55
282	<b>HOFMANN PLUMBING Total</b>			\$659.55
283	HOILE, HALEY	PARENT MILEAGE	01 2713 332 1 004 021	\$89.60
284	<b>HOILE, HALEY Total</b>			\$89.60
285	HOME DEPOT PRO, THE	WAX LINERS	01 2610 610 1 001 000	\$50.88
286	HOME DEPOT PRO, THE	FLOOR SEALER/EMULSIFIER	01 2610 610 1 001 000	\$369.30
287	HOME DEPOT PRO, THE	WAX LINERS	01 2610 610 2 001 000	\$50.87
288	HOME DEPOT PRO, THE	FLOOR SEALER/EMULSIFIER	01 2610 610 2 001 000	\$369.30
289	<b>HOME DEPOT PRO, THE Total</b>			\$840.35
290	HUGHES, AMY	PHYSICAL THERAPY SERVICES	01 2171 320 1 004 000	\$6,216.75
291	HUGHES, AMY	PT SERVICES MILEAGE	01 2171 334 1 004 000	\$83.09
292	<b>HUGHES, AMY Total</b>			\$6,299.84
293	IDEABANK MARKETING	WEBSITE UPDATES	01 2310 643 1 010 000	\$2,677.50
294	IDEABANK MARKETING	WEBSITE UPDATES	01 2310 643 2 010 000	\$2,677.50

295	<b>IDEABANK MARKETING Total</b>			\$5,355.00
296	J W PEPPER, INC	CONCERT MUSIC	01 1100 610 2 116 002	\$67.60
297	J W PEPPER, INC	CONCERT MUSIC	01 1100 610 2 116 002	\$45.90
298	J W PEPPER, INC	MUSIC	01 1100 610 2 205 001	\$82.99
299	J W PEPPER, INC	DMC MUSIC	01 1100 610 2 207 001	\$117.99
300	J W PEPPER, INC	DMC MUSIC	01 1100 610 2 207 001	\$147.50
301	<b>J W PEPPER, INC Total</b>			\$461.98
302	JACOT, TYLER	SHOW CHOIR @ OMAHA	01 2190 580 2 001 000	\$15.00
303	<b>JACOT, TYLER Total</b>			\$15.00
304	JERRY'S TRAILERS & CAMPERS	SUPPLIES	01 2620 610 1 001 000	\$4.82
305	JERRY'S TRAILERS & CAMPERS	VALVE	01 2620 610 1 001 000	\$9.97
306	JERRY'S TRAILERS & CAMPERS	VALVE	01 2620 610 2 001 000	\$9.96
307	JERRY'S TRAILERS & CAMPERS	SUPPLIES	01 2620 610 2 001 000	\$4.81
308	<b>JERRY'S TRAILERS &amp; CAMPERS Total</b>			\$29.56
309	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 1 001 000	\$2,550.00
310	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 2 001 000	\$2,550.00
311	<b>JESSE'S SANITATION LLC Total</b>			\$5,100.00
312	JOSTENS	DIPLOMAS	01 2490 610 2 209 001	\$1,702.05
313	<b>JOSTENS Total</b>			\$1,702.05
314	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$38.64
315	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 2 004 000	\$38.64
316	<b>KONERT, NICOLE Total</b>			\$77.28
317	LAWNCO	LAWN SERVICE	01 2630 420 1 001 000	\$3,736.22
318	LAWNCO	LAWN SERVICE	01 2630 420 2 001 000	\$3,736.21
319	<b>LAWNCO Total</b>			\$7,472.43
320	LINDANI, TIDALIRE	ACTIVITY WORKER	01 2190 120 2 001 000	\$100.00
321	<b>LINDANI, TIDALIRE Total</b>			\$100.00
322	LOEWE, AMANDA	CDL LICENSE RENEWAL	01 2710 890 1 001 000	\$30.00
323	LOEWE, AMANDA	CDL LICENSE RENEWAL	01 2710 890 2 001 000	\$30.00
324	<b>LOEWE, AMANDA Total</b>			\$60.00
325	LOVE SIGNS, INC	MARQUEE REPAIR	01 2410 340 2 209 001	\$970.00
326	LOVE SIGNS, INC	MARQUEE PARTS	01 2410 610 2 209 001	\$636.00
327	LOVE SIGNS, INC	KIND. ROUND UP PATCH	01 2670 610 1 035 012	\$360.00
328	<b>LOVE SIGNS, INC Total</b>			\$1,966.00
329	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 1 001 000	\$656.77
330	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 2 001 000	\$656.76
331	<b>LUNCHTIME SOLUTIONS, INC. Total</b>			\$1,313.53
332	MACKIN LIBRARY MEDIA	SPRING BOOK ORDER	01 2220 640 1 030 000	\$216.00
333	<b>MACKIN LIBRARY MEDIA Total</b>			\$216.00
334	MADISON COUNTY TREASURER	LICENSE FORD F-350	01 2650 890 1 001 000	\$7.50
335	MADISON COUNTY TREASURER	LICENSE FORD F-350	01 2650 890 2 001 000	\$7.50
336	<b>MADISON COUNTY TREASURER Total</b>			\$15.00
337	MAXIMUM CONSTRUCTION LLC	SNOW REMOVAL	01 2630 420 1 001 010	\$4,460.00

338	<b>MAXIMUM CONSTRUCTION LLC Total</b>			\$4,460.00
339	MEISINGER OIL CO	DIESEL	01 2650 626 1 001 000	\$89.70
340	MEISINGER OIL CO	DIESEL	01 2650 626 2 001 000	\$89.69
341	MEISINGER OIL CO	DIESEL	01 2710 626 1 001 000	\$3,587.76
342	MEISINGER OIL CO	DIESEL	01 2710 626 2 001 000	\$3,587.76
343	MEISINGER OIL CO	DIESEL	01 2712 626 1 001 000	\$1,614.49
344	<b>MEISINGER OIL CO Total</b>			\$8,969.40
345	MENARDS	SPEAKER WIRE	01 2230 650 1 005 014	\$21.71
346	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$7.42
347	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$23.77
348	MENARDS	SUPER GLUE	01 2620 610 1 001 000	\$1.90
349	MENARDS	DOOR STOP	01 2620 610 1 001 000	\$12.48
350	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$9.99
351	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$35.96
352	MENARDS	ADHESIVE	01 2620 610 1 001 009	\$4.97
353	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$52.59
354	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$10.07
355	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$67.97
356	MENARDS	SUPER GLUE	01 2620 610 2 001 000	\$1.89
357	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$7.41
358	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$10.00
359	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$23.77
360	MENARDS	DOOR STOP	01 2620 610 2 001 000	\$12.47
361	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$6.77
362	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$45.92
363	MENARDS	WORK LIGHT FOR CLASS	01 6700 610 2 028 001	\$174.95
364	<b>MENARDS Total</b>			\$532.01
365	MILLER, TIM	TRACK @ YANKTON	01 2190 580 2 001 000	\$15.00
366	<b>MILLER, TIM Total</b>			\$15.00
367	MODEL ELECTRIC INC	LOCATE FIBER	01 1100 340 1 005 000	\$68.75
368	MODEL ELECTRIC INC	WIRE PROJECTOR	01 1100 340 1 705 008	\$211.12
369	MODEL ELECTRIC INC	LOCATE FIBER	01 1100 340 2 005 000	\$68.75
370	<b>MODEL ELECTRIC INC Total</b>			\$348.62
371	NAPA OF NORFOLK	MOWER MOTOR TUNE-UP	01 2630 610 1 001 000	\$4.25
372	NAPA OF NORFOLK	MOWER MOTOR TUNE-UP	01 2630 610 2 001 000	\$4.24
373	NAPA OF NORFOLK	BRAKE MASTER CYLINDER	01 2650 610 1 001 000	\$50.99
374	NAPA OF NORFOLK	WIPER BLADE	01 2650 610 2 001 000	\$7.04
375	NAPA OF NORFOLK	BRAKE MASTER CYLINDER	01 2650 610 2 001 000	\$50.99
376	NAPA OF NORFOLK	WIPER BLADE	01 2710 610 1 001 000	\$7.04
377	<b>NAPA OF NORFOLK Total</b>			\$124.55
378	NEBRASKA FFA ASSOCIATION	STATE FFA	01 1100 810 2 208 001	\$60.00
379	<b>NEBRASKA FFA ASSOCIATION Total</b>			\$60.00
380	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$2,939.29

381	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 003	\$2,306.27
382	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 004	\$3,301.32
383	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 005	\$2,461.32
384	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 008	\$1,989.21
385	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 009	\$1,442.22
386	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 010	\$2,442.63
387	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 014	\$8,140.50
388	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 021	\$1,647.93
389	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 000	\$2,939.29
390	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 001	\$35,147.22
391	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 002	\$10,502.47
392	<b>NEBRASKA PUBLIC POWER Total</b>			\$75,259.67
393	NORFOLK AREA CHAMBER	BOARD OF DIRECTORS MEETING	01 2320 890 1 033 000	\$5.00
394	NORFOLK AREA CHAMBER	BOARD OF DIRECTORS MEETING	01 2320 890 2 033 000	\$5.00
395	<b>NORFOLK AREA CHAMBER Total</b>			\$10.00
396	NORFOLK AUTO SUPPLY	PART FOR MOWER	01 2630 610 1 001 000	\$6.45
397	NORFOLK AUTO SUPPLY	PART FOR MOWER	01 2630 610 2 001 000	\$6.45
398	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$34.72
399	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$34.72
400	<b>NORFOLK AUTO SUPPLY Total</b>			\$82.34
401	NORFOLK COUNTRY CLUB	USAGE FEES	01 2510 890 2 001 000	\$3,000.00
402	<b>NORFOLK COUNTRY CLUB Total</b>			\$3,000.00
403	NORFOLK MUSIC BOOSTERS	DISTRICT MUSIC CONTEST ENTRY	01 1100 810 2 202 001	\$360.00
404	NORFOLK MUSIC BOOSTERS	DISTRICT MUSIC CONTEST ENTRY	01 1100 810 2 205 001	\$345.00
405	NORFOLK MUSIC BOOSTERS	DISTRICT MUSIC CONTEST ENTRY	01 1100 810 2 207 001	\$445.00
406	<b>NORFOLK MUSIC BOOSTERS Total</b>			\$1,150.00
407	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$44.02
408	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$44.02
409	<b>NORFOLK WINSUPPLY Total</b>			\$88.04
410	NORTHEAST COMMUNITY COLLEGE	ARC ADULT PEDIATRIC CPR AED	01 2130 330 1 004 000	\$24.00
411	NORTHEAST COMMUNITY COLLEGE	ARC ADULT PEDIATRIC CPR AED	01 2130 330 2 004 000	\$24.00
412	<b>NORTHEAST COMMUNITY COLLEGE Total</b>			\$48.00
413	NORTHEAST REGIONAL DEAF ED	J.STAUB DEAF ED SERVICES	01 2151 340 2 004 000	\$1,100.50
414	<b>NORTHEAST REGIONAL DEAF ED Total</b>			\$1,100.50
415	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$13.02
416	OHL, CASSIE	STAFF MILEAGE	01 2142 333 1 014 000	\$21.63
417	<b>OHL, CASSIE Total</b>			\$34.65
418	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$22.00
419	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$22.00
420	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$30.00
421	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 003	\$44.00
422	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 004	\$44.00
423	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 005	\$44.00

424	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 008	\$44.00
425	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 009	\$44.00
426	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 010	\$44.00
427	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 012	\$44.00
428	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 014	\$44.00
429	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 021	\$44.00
430	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$22.00
431	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$30.00
432	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$22.00
433	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 001	\$70.00
434	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 002	\$70.00
435	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 016 001	\$44.00
436	<b>OLSON'S PEST TECHNICIANS Total</b>			\$728.00
437	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$0.61
438	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$0.60
439	<b>ONE CALL CONCEPTS, INC Total</b>			\$1.21
440	ONE OFFICE SOLUTION	TASK CHAIRS	01 2410 610 1 904 012	\$226.94
441	<b>ONE OFFICE SOLUTION Total</b>			\$226.94
442	ORTEGA, ZAIRYS	PARENT MILEAGE	01 2713 332 1 004 021	\$40.32
443	<b>ORTEGA, ZAIRYS Total</b>			\$40.32
444	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 1 001 000	\$648.00
445	PERRY,GUTHERY,HAASE	LEGAL SERVICES	01 2330 317 2 001 000	\$648.00
446	<b>PERRY,GUTHERY,HAASE Total</b>			\$1,296.00
447	PRIORITY COMMUNICATIONS	LABOR FOR INSTALL	01 2620 431 1 001 014	\$100.00
448	PRIORITY COMMUNICATIONS	FIBER JUMP/24 PORT/MODULES	01 2620 610 1 001 014	\$590.00
449	<b>PRIORITY COMMUNICATIONS Total</b>			\$690.00
450	RASMUSSEN MECHANICAL	REPAIR TO REZNOR UNIT	01 2620 431 1 001 000	\$748.71
451	RASMUSSEN MECHANICAL	SWITCH	01 2620 431 2 001 000	\$138.87
452	RASMUSSEN MECHANICAL	SWITCH	01 2620 431 2 001 000	\$138.88
453	RASMUSSEN MECHANICAL	REPLACED ACTUATORS	01 2620 431 2 001 000	\$3,179.85
454	RASMUSSEN MECHANICAL	REPAIR TO REZNOR UNIT	01 2620 431 2 001 000	\$748.70
455	<b>RASMUSSEN MECHANICAL Total</b>			\$4,955.01
456	READING WAREHOUSE, THE	SPRING BOOK ORDER	01 2220 640 1 030 000	\$3,455.28
457	<b>READING WAREHOUSE, THE Total</b>			\$3,455.28
458	RENAISSANCE LEARNING, INC	EDUCLIMBER SOFTWARE LICENSE	01 1100 643 1 028 000	\$15,136.24
459	RENAISSANCE LEARNING, INC	EDUCLIMBER SOFTWARE LICENSE	01 1100 643 2 028 000	\$15,136.24
460	<b>RENAISSANCE LEARNING, INC Total</b>			\$30,272.48
461	RICHARDSON, BARBARA	STAFF MILEAGE	01 1150 333 1 004 000	\$23.10
462	<b>RICHARDSON, BARBARA Total</b>			\$23.10
463	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2410 340 2 209 001	\$40.00
464	<b>SAFESIDE SHREDDING Total</b>			\$40.00
465	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$33.76
466	<b>SAGER, WAYNE Total</b>			\$33.76

467	SANCHEZ, SANDRA PEREZ	PARENT MILEAGE	01 2713 332 1 004 021	\$42.78
468	<b>SANCHEZ, SANDRA PEREZ Total</b>			\$42.78
469	SCHOLASTIC, INC	BOOKS & PERIODICALS	01 6200 640 1 028 004	\$294.89
470	<b>SCHOLASTIC, INC Total</b>			\$294.89
471	SCHOLASTIC, INC.	BOOKS FOR FAN AND HOME VISITS	01 3541 610 1 004 000	\$901.21
472	<b>SCHOLASTIC, INC. Total</b>			\$901.21
473	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$389.42
474	<b>SCHUMACHER, EMILY Total</b>			\$389.42
475	SHERWIN-WILLIAMS	GRAY PAINT	01 2410 340 1 802 009	\$153.10
476	<b>SHERWIN-WILLIAMS Total</b>			\$153.10
477	SID #1	WATER/SEWER WOODLAND PARK	01 2610 410 1 001 012	\$154.15
478	<b>SID #1 Total</b>			\$154.15
479	SOLUTION TREE	ON-SITE PD	01 6969 330 1 028 000	\$5,188.00
480	SOLUTION TREE	ON-SITE PD	01 6969 330 2 028 000	\$5,188.00
481	<b>SOLUTION TREE Total</b>			\$10,376.00
482	SOMMERFELD AND SON'S	SNOW REMOVAL	01 2630 420 1 001 012	\$300.00
483	<b>SOMMERFELD AND SON'S Total</b>			\$300.00
484	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$164.64
485	<b>SULLIVAN, KATLINN Total</b>			\$164.64
486	TAYLOR, AMBER	STAFF MILEAGE	01 2181 333 1 004 000	\$148.33
487	<b>TAYLOR, AMBER Total</b>			\$148.33
488	TENANT SALES AND SERVICE	FLOOR SCRUBBER PARTS FOR	01 2610 610 2 001 002	\$59.55
489	<b>TENANT SALES AND SERVICE Total</b>			\$59.55
490	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 000	\$111.67
491	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 005	\$223.29
492	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 014	\$223.29
493	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 000	\$111.67
494	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 001	\$223.29
495	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 002	\$223.29
496	<b>THYSSENKRUPP ELEVATOR Total</b>			\$1,116.50
497	TIME MANAGEMENT SYSTEMS	MONTHLY USER FEE	01 2510 340 1 001 000	\$495.63
498	TIME MANAGEMENT SYSTEMS	MONTHLY USER FEE	01 2510 340 2 001 000	\$495.62
499	<b>TIME MANAGEMENT SYSTEMS Total</b>			\$991.25
500	TRUCK CENTER COMPANIES	PARTS	01 2650 610 1 001 000	\$67.50
501	TRUCK CENTER COMPANIES	PARTS	01 2650 610 2 001 000	\$67.50
502	TRUCK CENTER COMPANIES	PARTS	01 2710 610 1 001 000	\$4.40
503	TRUCK CENTER COMPANIES	PARTS	01 2710 610 1 001 000	\$27.86
504	TRUCK CENTER COMPANIES	PARTS	01 2710 610 2 001 000	\$27.86
505	TRUCK CENTER COMPANIES	PARTS	01 2710 610 2 001 000	\$4.40
506	<b>TRUCK CENTER COMPANIES Total</b>			\$199.52
507	U S POST OFFICE	BULK MAILING PERMIT	01 2510 531 1 001 000	\$175.00
508	U S POST OFFICE	BULK MAILING PERMIT	01 2510 531 2 001 000	\$175.00
509	<b>U S POST OFFICE Total</b>			\$350.00

510	UNIVERSITY OF NE - LINCOLN	REGISTRATION FOR AG ED	01 1100 810 2 208 001	\$126.00
511	<b>UNIVERSITY OF NE - LINCOLN Total</b>			\$126.00
512	UNIVERSITY OF NEBRASKA	NE ASD NETWORK STATE CONF	01 1200 330 1 004 000	\$860.00
513	UNIVERSITY OF NEBRASKA	NE ASD NETWORK STATE	01 1200 330 1 004 000	\$230.00
514	UNIVERSITY OF NEBRASKA	NE ASD NETWORK STATE CONF	01 1200 330 2 004 000	\$215.00
515	UNIVERSITY OF NEBRASKA	4H EMBRYOLOGY PROGRAM	01 1100 610 1 125 010	\$90.00
516	UNIVERSITY OF NEBRASKA	EMBRYOLOGY STUDY	01 1150 610 1 256 003	\$30.00
517	UNIVERSITY OF NEBRASKA	NORFOLK EARLY CHILDHOOD	01 3541 330 1 004 000	\$500.00
518	<b>UNIVERSITY OF NEBRASKA Total</b>			\$1,925.00
519	VERIZON WIRELESS	CELL PHONES	01 2670 382 1 035 000	\$164.11
520	VERIZON WIRELESS	CELL PHONES	01 2670 382 2 035 000	\$164.11
521	VERIZON WIRELESS	CELL PHONES	01 2710 382 1 001 000	\$164.11
522	VERIZON WIRELESS	CELL PHONES	01 2710 382 2 001 000	\$164.11
523	VERIZON WIRELESS	CELL PHONES	01 3541 382 1 004 000	\$161.15
524	VERIZON WIRELESS	CELL PHONES	01 6910 382 1 004 000	\$54.80
525	VERIZON WIRELESS	CELL PHONES	01 6968 382 1 001 014	\$11.17
526	VERIZON WIRELESS	CELL PHONES	01 6968 382 2 001 002	\$11.16
527	<b>VERIZON WIRELESS Total</b>			\$894.72
528	VILLASENOR, ELIZABETH	PARENT MILEAGE	01 2713 332 1 004 021	\$85.49
529	VILLASENOR, ELIZABETH	PARENT MILEAGE	01 2713 332 1 004 021	\$296.61
530	<b>VILLASENOR, ELIZABETH Total</b>			\$382.10
531	WEIS, PAYTON	ACTIVITY WORKER	01 2190 120 2 001 000	\$100.00
532	<b>WEIS, PAYTON Total</b>			\$100.00
533	WOEPEL, ALINE	STAFF MILEAGE	01 2151 333 1 004 000	\$10.85
534	WOEPEL, ALINE	STAFF MILEAGE	01 2151 333 2 004 000	\$10.85
535	<b>WOEPEL, ALINE Total</b>			\$21.70
536	WOLFF, DONNA	STAFF MILEAGE	01 6910 333 1 004 000	\$16.63
537	WOLFF, DONNA	STAFF MILEAGE	01 6910 333 2 004 000	\$16.62
538	<b>WOLFF, DONNA Total</b>			\$33.25
539	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 000	\$1,121.80
540	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 003	\$419.65
541	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 004	\$932.19
542	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 005	\$1,158.34
543	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 008	\$3,358.02
544	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 009	\$1,428.95
545	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 010	\$1,682.94
546	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 012	\$1,179.82
547	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 014	\$2,659.79
548	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 1 001 021	\$2,514.65
549	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 2 001 000	\$1,121.79
550	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 2 001 001	\$2,984.78
551	WOODRIVER ENERGY LLC	NATURAL GAS 2/20-3/21/25	01 2610 621 2 001 002	\$6,999.11
552	<b>WOODRIVER ENERGY LLC Total</b>			\$27,561.83

553	<b>Grand Total</b>			\$348,407.72
554				
555	<b>NUTRITION FUND</b>			
556	BIXENMANN, MELISSA	LUNCH ACCOUNT REFUND-	02 3100 890 0 001 000	\$14.54
557	<b>BIXENMANN, MELISSA Total</b>			\$14.54
558	HEARTLAND FIRE PROTECTION	FIRE INSPECTIONS	02 3100 340 2 001 001	\$354.00
559	<b>HEARTLAND FIRE PROTECTION Total</b>			\$354.00
560	LUNCHTIME SOLUTIONS, INC.	MARCH MEALS	02 3100 340 1 001 000	\$157,048.76
561	LUNCHTIME SOLUTIONS, INC.	MARCH MEALS	02 3100 340 2 001 000	\$157,048.76
562	<b>LUNCHTIME SOLUTIONS, INC. Total</b>			\$314,097.52
563	MAJOR REFRIGERATION	REPLACED THERMOSTAT	02 3100 340 1 001 010	\$250.00
564	MAJOR REFRIGERATION	REPLACED CONDENSING UNIT	02 3100 340 1 001 014	\$5,672.00
565	MAJOR REFRIGERATION	REPLACED THERMOSTAT	02 3100 610 1 001 010	\$180.28
566	MAJOR REFRIGERATION	THERMOSTAT	02 3100 610 1 001 014	\$131.81
567	<b>MAJOR REFRIGERATION Total</b>			\$6,234.09
568	MILLER, DALE	LUNCH ACCOUNT REFUND-	02 3100 890 0 001 000	\$9.40
569	<b>MILLER, DALE Total</b>			\$9.40
570	NPS GENERAL FUND	LUNCH FUND POSTAGE FOR LETTERS	02 3100 610 1 001 000	\$21.90
571	NPS GENERAL FUND	LUNCH FUND POSTAGE FOR LETTERS	02 3100 610 2 001 000	\$21.90
572	<b>NPS GENERAL FUND Total</b>			\$43.80
573	WOODARD, ROB OR JODI	LUNCH ACCOUNT REFUND	02 3100 890 0 001 000	\$109.10
574	<b>WOODARD, ROB OR JODI Total</b>			\$109.10
575	<b>Grand Total</b>			\$320,862.45
576				
577	<b>COOPERATIVE FUND</b>			
578	SPARKS, BEN	INTERPRETER MENTORING	04 1200 340 1 004 000	\$55.00
579	SPARKS, BEN	INTERPRETER MENTORING	04 1200 340 2 004 000	\$55.00
580	<b>SPARKS, BEN Total</b>			\$110.00
581	<b>Grand Total</b>			\$110.00
582				
583	<b>SUBSIDIARY FUND</b>			
584	AGPARTS WORLDWIDE, INC	CHROMEBOOK REPAIR PARTS- BSB	05 2900 610 0 038 000	\$129.95
585	<b>AGPARTS WORLDWIDE, INC Total</b>			\$129.95
586	ALISON'S MONTESSORI	MATH MATERIALS	05 2900 610 0 069 000	\$75.17
587	<b>ALISON'S MONTESSORI Total</b>			\$75.17
588	AMAZON CAPITAL SERVICES	AFTERSHOCK SUPPLIES-BSB GRANT	05 2900 610 0 038 000	\$82.45
589	<b>AMAZON CAPITAL SERVICES Total</b>			\$82.45
590	LAKESHORE LEARNING	MAKERSPACE SUPPLIES	05 2900 610 0 069 000	\$57.49
591	<b>LAKESHORE LEARNING Total</b>			\$57.49
592	LONDON, JAMIE	GRANT AND PBIS INCENTIVE	05 2900 610 0 063 000	\$164.35
593	<b>LONDON, JAMIE Total</b>			\$164.35
594	MADISON NATIONAL LIFE	APRIL25 BASIC LIFE INSUR	05 2900 610 0 090 000	\$428.80
595	<b>MADISON NATIONAL LIFE Total</b>			\$428.80

596	NPS GENERAL FUND	K.BASSETT BSB MAR PAYROLL	05 2900 610 0 038 000	\$106.05
597	NPS GENERAL FUND	K.BASSETT BSB MAR SOCIAL	05 2900 610 0 038 000	\$8.12
598	NPS GENERAL FUND	REIMB FOR OVER SPENT GRANT	05 2900 610 0 095 000	\$177.19
599	<b>NPS GENERAL FUND Total</b>			\$291.36
600	SCHOLASTIC BOOK FAIRS - 8	BOOK FAIR SALES	05 2900 610 0 044 000	\$1,670.02
601	<b>SCHOLASTIC BOOK FAIRS - 8 Total</b>			\$1,670.02
602	SCHOLASTIC, INC.	BOOKS FOR VENDING MACHINE	05 2900 610 0 040 000	\$344.80
603	<b>SCHOLASTIC, INC. Total</b>			\$344.80
604	TEECO INC	COMMERCIAL WATER	05 2900 610 0 050 000	\$21.25
605	TEECO INC	LEASE RO, COOLER, AND TANK	05 2900 610 0 050 000	\$49.00
606	<b>TEECO INC Total</b>			\$70.25
607	UNIVERSITY OF NEBRASKA-	4H AG LITERACY FESTIVAL	05 2900 610 0 058 000	\$65.00
608	<b>UNIVERSITY OF NEBRASKA- Total</b>			\$65.00
609	WINNERS CIRCLE	4TH GR TRACK MEET MEDALS	05 2900 610 0 095 000	\$216.15
610	<b>WINNERS CIRCLE Total</b>			\$216.15
611	<b>Grand Total</b>			\$3,595.79
612				
613	<b>DEPRECIATION FUND</b>			
614	COURTESY FORD	2024 FORD F-350	06 2900 732 1 001 000	\$23,131.00
615	COURTESY FORD	2024 FORD F-350	06 2900 732 2 001 000	\$23,131.00
616	<b>COURTESY FORD Total</b>			\$46,262.00
617	<b>Grand Total</b>			\$46,262.00
618				
619	<b>SPECIAL BUILDING FUND</b>			
620	HELM MECHANICAL	CHILLER REPLACEMENT	08 2620 340 2 001 001	\$36,930.59
621	<b>HELM MECHANICAL Total</b>			\$36,930.59
622	HUFF CONSTRUCTION INC.	MIDDLE SCHOOL	08 2620 340 1 001 014	\$624,443.21
623	<b>HUFF CONSTRUCTION INC. Total</b>			\$624,443.21
624	<b>Grand Total</b>			\$661,373.80
625				
626	<b>SENIOR HIGH ACTIVITY FUND</b>			
627	AMERICINN	DEBATE STATE LODGING	13 2900 610 2 522 001	\$424.95
628	<b>AMERICINN Total</b>			\$424.95
629	BENNETT, JAMES	4/3 OFFICIAL & MILEAGE	13 2900 610 2 533 001	\$170.00
630	BENNETT, JAMES	2025 OFFICIAL ASSIGNER	13 2900 610 2 533 001	\$75.00
631	BENNETT, JAMES	2025 OFFICIAL ASSIGNER	13 2900 610 2 540 001	\$75.00
632	<b>BENNETT, JAMES Total</b>			\$320.00
633	BIG RED PRINTING	TICKETS	13 2900 610 2 588 001	\$173.14
634	<b>BIG RED PRINTING Total</b>			\$173.14
635	BOHN, BEN	3/12 & 3/14 STATE MEAL REIMB	13 2900 610 2 513 001	\$38.97
636	<b>BOHN, BEN Total</b>			\$38.97
637	BOONE CENTRAL SCHOOLS	4/1 ENTRY FEE	13 2900 610 2 535 001	\$100.00
638	BOONE CENTRAL SCHOOLS	4/1 ENTRY FEE	13 2900 610 2 542 001	\$100.00

639	<b>BOONE CENTRAL SCHOOLS Total</b>			\$200.00
640	BSN SPORTS	PARKA & PINNIES	13 2900 610 2 514 001	\$386.16
641	<b>BSN SPORTS Total</b>			\$386.16
642	CALLAM SPORTS PHOTOGRAPHY	STATE PICTURES	13 2900 610 2 556 001	\$450.00
643	<b>CALLAM SPORTS PHOTOGRAPHY Total</b>			\$450.00
644	CASH	4/24 TRACK CONCESSION	13 2900 610 2 501 001	\$600.00
645	CASH	4/26 CLS CONCESSION @ TRACK	13 2900 610 2 501 001	\$600.00
646	CASH	4/28 BASEBALL GATE	13 2900 610 2 501 001	\$800.00
647	CASH	4/25 DMC CONCESSION	13 2900 610 2 501 001	\$600.00
648	CASH	4/24 BASEBALL GATE	13 2900 610 2 501 001	\$800.00
649	CASH	4/21 B/G SOCCER @ MEMORIAL	13 2900 610 2 501 001	\$800.00
650	CASH	4/24 TRACK INVITE	13 2900 610 2 501 001	\$2,400.00
651	CASH	4/25 BASEBALL GATE	13 2900 610 2 501 001	\$600.00
652	CASH	4/26 B SOCCER GATE	13 2900 610 2 501 001	\$800.00
653	CASH	4/18 G.SOCCER & BASEBALL GATE	13 2900 610 2 501 001	\$800.00
654	<b>CASH Total</b>			\$8,800.00
655	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$1,074.96
656	<b>CASH-WA DISTRIBUTING Total</b>			\$1,074.96
657	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$726.54
658	<b>CHESTERMAN COMPANY Total</b>			\$726.54
659	COLLINS, NICHOLAS	3/18 BUS DRIVER MEAL IN OMAHA	13 2900 610 2 266 001	\$10.21
660	<b>COLLINS, NICHOLAS Total</b>			\$10.21
661	COLUMBUS HIGH SCHOOL	4/10 ENTRY FEE	13 2900 610 2 541 001	\$75.00
662	COLUMBUS HIGH SCHOOL	4/4 ENTRY FEE	13 2900 610 2 542 001	\$150.00
663	COLUMBUS HIGH SCHOOL	4/8 ENTRY FEE	13 2900 610 2 651 001	\$50.00
664	<b>COLUMBUS HIGH SCHOOL Total</b>			\$275.00
665	COUNTRY INN AND SUITES	STATE SPEECH LODGING	13 2900 610 2 522 001	\$440.00
666	<b>COUNTRY INN AND SUITES Total</b>			\$440.00
667	CREIGHTON PREPARATORY	4/21 ENTRY FEE	13 2900 610 2 532 001	\$150.00
668	<b>CREIGHTON PREPARATORY Total</b>			\$150.00
669	DISTRICT TABLE AND TAP	BANQUET VENUE RENTAL	13 2900 610 2 556 001	\$100.00
670	<b>DISTRICT TABLE AND TAP Total</b>			\$100.00
671	EIKMEIER, GARRETT	4/3 OFFICIAL	13 2900 610 2 530 001	\$160.00
672	<b>EIKMEIER, GARRETT Total</b>			\$160.00
673	EMBASSEY SUITES/LINCOLN	STATE LODGING	13 2900 610 2 652 001	\$1,432.00
674	<b>EMBASSEY SUITES/LINCOLN Total</b>			\$1,432.00
675	FLEER, MICHAEL	4/8 OFFICIAL	13 2900 610 2 530 001	\$150.00
676	<b>FLEER, MICHAEL Total</b>			\$150.00
677	FREMONT SENIOR HIGH SCHOOL	4/3 ENTRY FEE	13 2900 610 2 532 001	\$130.00
678	<b>FREMONT SENIOR HIGH SCHOOL Total</b>			\$130.00
679	FRESH IDEAS MANAGEMENT,	WSC VISIT MEAL	13 2900 610 2 266 001	\$138.00
680	FRESH IDEAS MANAGEMENT,	WSC VISIT MEAL-RIES	13 2900 610 2 503 001	\$119.60
681	<b>FRESH IDEAS MANAGEMENT, Total</b>			\$257.60

682	GODFATHERS PIZZA NORFOLK	STEPS TO COLLEGE PRESENTATION	13 2900 610 2 266 001	\$302.00
683	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$246.00
684	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$933.00
685	GODFATHERS PIZZA NORFOLK	CLUB WR WORKER MEALS	13 2900 610 2 562 001	\$267.00
686	<b>GODFATHERS PIZZA NORFOLK Total</b>			\$1,748.00
687	GRAND ISLAND HIGH SCHOOL	4/10 ENTRY FEE	13 2900 610 2 535 001	\$125.00
688	GRAND ISLAND HIGH SCHOOL	4/10 ENTRY FEE	13 2900 610 2 542 001	\$125.00
689	<b>GRAND ISLAND HIGH SCHOOL Total</b>			\$250.00
690	HEADLEY, MATTHEW	4/8 OFFICIAL	13 2900 610 2 533 001	\$120.00
691	HEADLEY, MATTHEW	4/3 OFFICIAL	13 2900 610 2 533 001	\$120.00
692	<b>HEADLEY, MATTHEW Total</b>			\$240.00
693	HEPNER, DAVE	3/15 STATE MEAL	13 2900 610 2 513 001	\$14.21
694	<b>HEPNER, DAVE Total</b>			\$14.21
695	KEARNEY HIGH SCHOOL	4/11 ENTRY FEE	13 2900 610 2 532 001	\$150.00
696	KEARNEY HIGH SCHOOL	4/17 ENTRY FEE	13 2900 610 2 541 001	\$80.00
697	<b>KEARNEY HIGH SCHOOL Total</b>			\$230.00
698	KIRBY, BRANDON	3/20 OFFICIAL	13 2900 610 2 530 001	\$160.00
699	<b>KIRBY, BRANDON Total</b>			\$160.00
700	LILIENTHAL, ALEXIS	4/5 OFFICIAL	13 2900 610 2 533 001	\$180.00
701	LILIENTHAL, ALEXIS	3/24 OFFICIAL	13 2900 610 2 540 001	\$120.00
702	<b>LILIENTHAL, ALEXIS Total</b>			\$300.00
703	LINCOLN SOUTHEAST HIGH	DISTRICT SPEECH	13 2900 610 2 522 001	\$315.00
704	<b>LINCOLN SOUTHEAST HIGH Total</b>			\$315.00
705	LINE DRIVE INC.	COOKIE DOUGH FUNDRAISER	13 2900 610 2 512 001	\$5,990.00
706	<b>LINE DRIVE INC. Total</b>			\$5,990.00
707	LONG ISLAND QUIZ BOWL	ENTRY FEE	13 2900 610 2 572 001	\$50.00
708	<b>LONG ISLAND QUIZ BOWL Total</b>			\$50.00
709	LONG, JOEY	3/27 OFFICIAL	13 2900 610 2 533 001	\$120.00
710	LONG, JOEY	4/5 OFFICIAL	13 2900 610 2 533 001	\$60.00
711	LONG, JOEY	4/5 OFFICIAL	13 2900 610 2 540 001	\$60.00
712	<b>LONG, JOEY Total</b>			\$240.00
713	LOVE SIGNS, INC	R.BAUER STATE CHAMPION BOARD	13 2900 610 2 516 001	\$110.00
714	<b>LOVE SIGNS, INC Total</b>			\$110.00
715	MARATHON PRESS INC	MUSICAL POSTERS	13 2900 610 2 523 001	\$151.00
716	MARATHON PRESS INC	SPRING POSTERS	13 2900 610 2 597 001	\$169.00
717	<b>MARATHON PRESS INC Total</b>			\$320.00
718	MOUNT MARTY UNIVERSITY	3/28 ENTRY FEE	13 2900 610 2 535 001	\$150.00
719	MOUNT MARTY UNIVERSITY	3/28 ENTRY FEE	13 2900 610 2 542 001	\$150.00
720	<b>MOUNT MARTY UNIVERSITY Total</b>			\$300.00
721	MTIKA, WAKISA	3/27 OFFICIAL	13 2900 610 2 533 001	\$120.00
722	MTIKA, WAKISA	4/1 OFFICIAL	13 2900 610 2 540 001	\$60.00
723	<b>MTIKA, WAKISA Total</b>			\$180.00
724	NATIONAL FFA ORGANIZATION	JACKETS/NECKWARE/AWARDS	13 2900 610 2 276 001	\$810.78

725	<b>NATIONAL FFA ORGANIZATION Total</b>			\$810.78
726	NEBRASKA FFA ASSOCIATION	STATE CONVENTION REGISTRATION	13 2900 610 2 276 001	\$833.00
727	<b>NEBRASKA FFA ASSOCIATION Total</b>			\$833.00
728	NORFOLK FAMILY YMCA	EXERCISE CLASS	13 2900 610 2 549 001	\$60.00
729	<b>NORFOLK FAMILY YMCA Total</b>			\$60.00
730	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 502 001	\$727.70
731	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 531 001	\$1,446.10
732	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 538 001	\$1,102.82
733	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 544 001	\$1,970.28
734	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 546 001	\$974.56
735	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 650 001	\$974.56
736	<b>NPS GENERAL FUND Total</b>			\$7,196.02
737	NSCTA	3/28 ENTRY FEE	13 2900 610 2 522 001	\$180.00
738	<b>NSCTA Total</b>			\$180.00
739	OMAHA WESTSIDE HIGH SCHOOL	4/7 ENTRY FEE	13 2900 610 2 535 001	\$150.00
740	<b>OMAHA WESTSIDE HIGH SCHOOL Total</b>			\$150.00
741	PETERS, JOHN	3/31 OFFICIAL	13 2900 610 2 530 001	\$160.00
742	PETERS, JOHN	3/20 OFFICIAL	13 2900 610 2 530 001	\$160.00
743	<b>PETERS, JOHN Total</b>			\$320.00
744	PIONEER DRAMA SERVICE INC	SPRING PLAY RIGHTS	13 2900 610 2 523 001	\$692.00
745	<b>PIONEER DRAMA SERVICE INC Total</b>			\$692.00
746	PROTZMAN, ROGER	3/25 OFFICIAL	13 2900 610 2 533 001	\$140.00
747	PROTZMAN, ROGER	4/1 OFFICIAL	13 2900 610 2 540 001	\$80.00
748	<b>PROTZMAN, ROGER Total</b>			\$220.00
749	RALSTON HIGH SCHOOL	4/5 OFFICIAL	13 2900 610 2 535 001	\$175.00
750	<b>RALSTON HIGH SCHOOL Total</b>			\$175.00
751	REESTMAN, KORY	3/25 OFFICIAL	13 2900 610 2 533 001	\$140.00
752	REESTMAN, KORY	4/5 OFFICIAL	13 2900 610 2 540 001	\$160.00
753	REESTMAN, KORY	3/24 OFFICIAL	13 2900 610 2 540 001	\$80.00
754	<b>REESTMAN, KORY Total</b>			\$380.00
755	REICK, COREY	4/8 OFFICIAL	13 2900 610 2 533 001	\$190.00
756	REICK, COREY	4/5 OFFICIAL	13 2900 610 2 540 001	\$140.00
757	<b>REICK, COREY Total</b>			\$330.00
758	ROBERTS, ADAM	3/27 OFFICIAL	13 2900 610 2 533 001	\$190.00
759	ROBERTS, ADAM	4/5 OFFICIAL	13 2900 610 2 540 001	\$200.00
760	<b>ROBERTS, ADAM Total</b>			\$390.00
761	SACRED YOGA	YOGA SESSIONS	13 2900 610 2 514 001	\$240.00
762	<b>SACRED YOGA Total</b>			\$240.00
763	SHEPHERD, XANDER	4/3 OFFICIAL	13 2900 610 2 533 001	\$150.00
764	SHEPHERD, XANDER	4/5 OFFICIAL	13 2900 610 2 540 001	\$240.00
765	<b>SHEPHERD, XANDER Total</b>			\$390.00
766	SIMONSEN, STEVE	3/31 OFFICIAL	13 2900 610 2 530 001	\$150.00
767	<b>SIMONSEN, STEVE Total</b>			\$150.00

768	SLIVA, NATHAN	3/31 OFFICIAL	13 2900 610 2 530 001	\$160.00
769	<b>SLIVA, NATHAN Total</b>			\$160.00
770	STADIUM SPORTS	TEAM SHIRTS	13 2900 610 2 549 001	\$756.00
771	<b>STADIUM SPORTS Total</b>			\$756.00
772	TAYLOR MADE CATERING	BANQUET MEAL	13 2900 610 2 556 001	\$802.50
773	<b>TAYLOR MADE CATERING Total</b>			\$802.50
774	TEECO INC	WATER COOLER	13 2900 610 2 503 001	\$79.75
775	TEECO INC	WATER COOLER	13 2900 610 2 503 001	\$79.75
776	<b>TEECO INC Total</b>			\$159.50
777	TEST, MIKE	3/21 OFFICIAL	13 2900 610 2 530 001	\$75.00
778	<b>TEST, MIKE Total</b>			\$75.00
779	TEST, TROY	4/3 OFFICIAL	13 2900 610 2 530 001	\$160.00
780	<b>TEST, TROY Total</b>			\$160.00
781	VELASCO, JOSE	4/5 OFFICIAL	13 2900 610 2 533 001	\$140.00
782	<b>VELASCO, JOSE Total</b>			\$140.00
783	VITALES KADLEC, TANIA	3/28 DEBATE JUDGE	13 2900 610 2 522 001	\$170.00
784	<b>VITALES KADLEC, TANIA Total</b>			\$170.00
785	WALKER, BRETT	4/8 OFFICIAL	13 2900 610 2 533 001	\$120.00
786	WALKER, BRETT	3/25 OFFICIAL	13 2900 610 2 533 001	\$120.00
787	WALKER, BRETT	3/24 OFFICIAL	13 2900 610 2 540 001	\$60.00
788	<b>WALKER, BRETT Total</b>			\$300.00
789	WHITTEN, WILLIAM	4/5 OFFICIAL	13 2900 610 2 533 001	\$160.00
790	WHITTEN, WILLIAM	4/1 OFFICIAL	13 2900 610 2 540 001	\$80.00
791	WHITTEN, WILLIAM	3/24 OFFICIAL	13 2900 610 2 540 001	\$140.00
792	<b>WHITTEN, WILLIAM Total</b>			\$380.00
793	WINNERS CIRCLE	SOCCER AWARDS	13 2900 610 2 533 001	\$60.18
794	WINNERS CIRCLE	SOCCER AWARDS	13 2900 610 2 540 001	\$60.18
795	WINNERS CIRCLE	AWARDS	13 2900 610 2 541 001	\$114.18
796	WINNERS CIRCLE	END OF SEASON AWARDS	13 2900 610 2 560 001	\$141.14
797	WINNERS CIRCLE	END OF SEASON AWARDS	13 2900 610 2 654 001	\$375.53
798	<b>WINNERS CIRCLE Total</b>			\$751.21
799	WOLKEN, BRENT	4/8 OFFICIAL	13 2900 610 2 530 001	\$150.00
800	WOLKEN, BRENT	3/31 OFFICIAL	13 2900 610 2 530 001	\$150.00
801	WOLKEN, BRENT	3/21 OFFICIAL	13 2900 610 2 530 001	\$75.00
802	<b>WOLKEN, BRENT Total</b>			\$375.00
803	ZABALA, JOSEBA	4/5 OFFICIAL	13 2900 610 2 533 001	\$260.00
804	<b>ZABALA, JOSEBA Total</b>			\$260.00
805	<b>Grand Total</b>			\$43,152.75
806				
807	<b>JUNIOR HIGH ACTIVITY FUND</b>			
808	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	\$362.90
809	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	\$727.50
810	<b>AGPARTS WORLDWIDE, INC Total</b>			\$1,090.40



## Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #441 for the month of April 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

<b>2025-2026 Proposed Budget Cuts</b>			
<b>Item to be Cut:</b>			<b>Savings</b>
<b>Legal Services</b>			
* Reduction possible due to resolution of lawsuit			<b>\$170,000</b>
<b>Student Teacher Stipends</b>			
* Reduce from \$4000 to \$2000 (\$1000 contingent on contract)			<b>\$50,000</b>
<b>Board of Ed</b>			
* Miscellaneous Line Item Reduction			<b>\$10,000</b>
<b>Behavior Specialist</b>			
* Do Not Hire--Position has been open for 3 years--			<b>\$81,120</b>
<b>Fully Staffed School Psych</b>			
*Remove Presence Learning Contract for School Psych's			<b>\$200,000</b>
<b>1 FTE SLP</b>			
* Remove from Budget-accounted for via Presence Learning Contract			<b>\$80,000</b>
<b>Staffing Attrition</b>			
* District Technology Facilitator			
* MS Security Position			
* MS Media Specialist			
<b>New desktop replacement plan, \$120,000 over 5 years</b>			<b>\$24,000</b>
<b>MAP Growth</b>			<b>\$18,000</b>
<b>2025-2026 Total Cuts:</b>			<b>\$876,000</b>
<b>2025-2026 Additions Previously Approved:</b>			<b>\$172,000</b>
<b>2025-2026 Actual Savings</b>			<b>\$704,000</b>

Business Operations

Security

The Superintendent of Schools is directed to establish such rules and regulations as may be needed to provide for security of all school district property and safety of students and staff.

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

### Business Operations

Norfolk Public Schools is committed to providing and maintaining a safe and healthy work environment. The administration is to make the safety of employees an integral part of the management function. Each employee is to make safety an integral part of their duties by following established safety regulations and procedures, assisting in accident prevention activities by reporting any job-related injury to the administration immediately, reporting unsafe conditions immediately, and providing suggestions to eliminate accidents and injuries. Failure to follow safety rules may lead to disciplinary action up to and including termination.

Safety and health management is the ultimate responsibility of the Board. Functional authority for continued development and implementation of health and safety is hereby delegated to the Superintendent or the Superintendent's designee.

The Superintendent is designated as and shall serve as the primary liaison between emergency personnel and the District in the event of an incident. The Superintendent shall designate individuals within each building to serve as a liaison between emergency personnel and the District in the event of an incident. The Superintendent shall inform emergency personnel of the persons designated as liaisons.

The Superintendent shall ensure that emergency drills are conducted at least as often as required by law, including fire drills conducted at least once a month with one additional drill being conducted during the first 30 days of school, tornado drills conducted at least once during the first two weeks of school and at least once during the month of March, and bus evacuation drills conducted at least two times during the school year involving all students and appropriate staff.

The Superintendent shall ensure that, in the event of an emergency, the District has methods of communication to reach all internal and external stakeholders and that the District has a plan for public communication to gather, verify, coordinate, and disseminate information during an incident.

The Superintendent shall ensure that multi-hazard training is provided for specified employees in required areas to comply with local, state, and federal regulations, as well as non-required areas to improve safety within the District.

### Safety Committee

A Safety Committee is hereby created. The Superintendent shall coordinate and maintain the Safety Committee. The Safety Committee will be made up of community stakeholders willing to serve on the Committee. The Board hopes that the following members of the community are willing to serve on the Safety Committee: parents, law enforcement and local first responder professionals, teachers, administrators, mental health professionals, custodians, school nurses, local emergency managers, IT managers, and school transportation personnel.

The Safety Committee shall meet at least annually to review safety standards and protocols. The Safety Committee may designate subcommittees to report to the Safety Committee.

The Safety Committee shall:

- Prepare and communicate with local authorities (e.g., fire, police, rescue, emergency management personnel) at least annually. Such communications shall include collaborations with local authorities to identify and address safety and security issues.
- Consider, develop and implement guidelines for event and incident management. Such guidelines shall be reviewed and practiced by all employees, students and relevant stakeholders at least annually.
- Consider, develop and implement standard response and practice procedures for emergency situations, such as lock downs, lock outs, evacuations and shelter. Such procedures shall be reviewed and practiced by all employees, students and relevant stakeholders at least annually. Such procedures shall include a plan to identify and document crisis communication procedures with the following stakeholder groups: emergency responders, employees, students, parents/guardians, media, and others as needed. Such procedures shall also provide information to staff to empower staff to initiate protection actions, when appropriate.
- Take any reasonably necessary steps to ensure that the District is in compliance with all applicable fire and life safety codes.
- Take any reasonably necessary steps to ensure that the District has standardized and visible interior and exterior signage for emergency responders.
- Consider, develop and implement strategies and processes to assess observable, positive relationships between students and employees and students and other students.
- Consider, develop and implement strategies and processes to create a respectful, positive, and safe environment conducive to learning.
- Consider, develop and implement procedures to monitor school safety and security protocols for off-campus school sponsored events.
- Consider, develop and implement a student assistance process where problem solving can occur and intervention strategies are recommended and implemented.
- Consider, develop and implement a plan for behavioral threat assessments and conducting threat assessment protocols using trained staff.
- Consider, develop and implement safety and security procedures to monitor before and after-school activities, including other facility users.
- Identify mental health resources and use such resources when appropriate.
- Ensure that procedures are in place that require all District employees to participate annually in at least one hour of suicide prevention training.
- Ensure that all school buildings have designated multiple evacuation assembly locations for each building, and that staff and students within each building are aware of said locations.
- Review the District's bullying policy and student dating violence policy at least annually and recommend to the Board any proposed changes to the District's bullying policy and/or student dating violence policy.

- Consider, develop and implement a protocol for an annual inventory of all chemicals (e.g., classrooms, custodial, buildings, grounds), proper storage, and disposal of unused or outdated chemicals.
- Ensure that the District maintains immunization records for all students and uses the data for health and safety of students, when appropriate.
- Conduct a District-wide safety and security self-assessment for each building.
- Conduct a safety audit on an annual basis.
- Review at least annually the District's policies and protocols on active supervision throughout school buildings and campus, and recommend any changes in policies or protocols to the Board.
- Review at least annually the District's policies and protocols on security and visitors (including visitors in specialized areas, such as prekindergarten areas, playgrounds, science labs, and so forth) in school buildings, and compare the District's policies and protocols with guidance issued by the Readiness and Emergency Management for Schools Technical Assistance Center (REMS-TA), and recommend any changes in policies or protocols to the Board.
- Conduct a performance review of emergency drills and suggest any changes, when appropriate.
- For any safety and security procedures or protocols, review said procedures and protocols to ensure that such procedures and protocols accommodate individuals with special needs.
- Consider, develop and implement procedures supporting academic, physical, operational and psychological/emotional aspects of an incident, after an incident occurs. Such procedures shall ensure that students and employees are supported and given an opportunity to address psychological and emotional health needs after an incident. Such procedures shall also ensure that resource requests and management of the incident be conducted in a way that supports the psychological and emotional needs of students and staff after an incident. The Committee shall explore mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas, and make any recommendations to the Board.
- Adopt and maintain an effective written Injury Prevention Program for the District.

The Safety Committee shall maintain documentation of its compliance with this policy.

Legal Reference: Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 10, Rule 10 Accreditation of Schools, 011.01b, c, d, e, f, g (Seclusion and Restraints, Bullying, Dating Violence); 79-2,137 (Bullying); 79-2,138 to 79-2,142 (Dating Violence); 79-2,146 (Suicide Awareness, 2015-2016); Criminal Code Sec. 28-318 (Sexual Harassment); Nebraska Department of Education Title 92 Nebraska Administrative Code, Chapter 11, Rule 11 Accreditation of Schools, 004.11g (Pre-K CPR and First Aid) Neb. Rev. Stat. §§ 48-443 to 48-445

Cross-Referenced: Policy 6115 (Fire Drills)

Date of Adoption:	November 11, 2013
Date of Reaffirmation:	November 9, 2015
Date of Revision:	June 12, 2017
Date of Reaffirmation:	December 9, 2019

Business OperationsEmergency Response Mapping

Norfolk Public Schools will provide mapping data to public safety agencies for use in response to emergencies. The mapping data will be provided in an electronic or digital format and will contain all information identified in state statute and as reasonably requested by the public safety agencies.

At least annually, the District will certify to the appropriate public safety agencies that the mapping data provided to the public safety agencies is accurate or, if information has changed, provide the appropriate public safety agencies with updated mapping data.

Legal Reference: LB 1329 (2024)

Date of Adoption: November 25, 2024

Business OperationsTrespassers

Restrictions on the use of school buildings and grounds may be implemented by administrative action. The Board gives all district and building administrators and their designees full power and authority to implement and enforce restrictions on access to school property and to issue no trespassing commands and stay away/no trespassing letters. Such action shall be taken consistent with constitutional and other legal rights.

All district and building administrators and their designees shall have full power and authority to direct any individual or group to leave school grounds and stay away where such individual or group, as determined by such administrator or designee:

1. fails to comply with identification or check-in procedures,
2. does not have a legitimate school purpose to be on school grounds, or
3. presents a risk to the safety of building users or a risk of disruption to the educational program, including without limitation, registered sex offenders.

A refusal to leave or stay away as directed will be considered trespassing and shall be reported by the administrators or their designees to proper law enforcement authorities.

Legal Reference: Neb. Rev. Stat. ' ' 28-520 to 28-522

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

Business OperationsSafe Driving Record Standard for Drivers

Standard for Pupil Transportation Vehicle Drivers: Each person who is required to have a permit to operate a pupil transportation vehicle for this School District shall meet all requirements to hold and continue to hold a pupil transportation operator's permit. One of the requirements for obtaining such a permit is that the person have a record of satisfactory driving as determined by Board policy. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 10 years; or,
3. Reckless driving or willful reckless, within the immediate prior 10 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Standard for Drivers of Small Vehicles for Activity Trips: Each person who drives a small vehicle (car or van) other than a pupil transportation vehicle for school activities and who is not required to have a permit to operate a pupil transportation vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 10 years; or,
3. Reckless driving or willful reckless, within the immediate prior 10 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Standard for Drivers of Other School Vehicles: Each person who drives a school vehicle other than a pupil transportation vehicle and does not transport students in the vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. In the event the person's employment position requires driving vehicles as a function of the person's employment, the employment may be terminated in the absence of a record of

satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 10 years; or,
3. Reckless driving or willful reckless, within the immediate prior 10 years; or
4. Accumulation of 6 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

The record of satisfactory driving standards shall apply to all new employees from and after adoption of this policy. Existing employees shall be subject to the same standards, provided that the Superintendent or Superintendent's designee may determine to permit an exception based on the existing employee's record of satisfactory driving while employed with the District and the nature and proximity of prior driving offenses as such offenses relate to safe transportation.

Legal Reference: Neb. Rev. Stat. ' ' 79-318, 79-602, 79-607 and 79-608  
Neb. Rev. Stat. ' 60-4,182 (point system)  
Title 92, Nebraska Administrative Code, Chapter 91

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

Business Operations

Transportation

Norfolk Public Schools shall not provide free transportation to and from school except for circumstances where the administration determines it to be appropriate and efficient to provide transportation for students who would otherwise be entitled by law to a transportation allowance; to students residing on an established route; and to students entitled by right to transportation services.

Transportation may be provided for school activities and field trips as determined appropriate by the administration.

Legal Reference:      Neb. Rev. Stat. § 79-611  
                                 NDE Rule 91

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

Business OperationsProcedures—Bidding Construction Projects

The following procedures shall be used for construction, remodeling and repair of any school-owned building or for site improvements.

Projects up to \$58,999: The Superintendent or designee may authorize projects costing less than \$59,000.

Projects from \$59,000 to \$108,999: The Superintendent or designee shall request the submission of at least two proposals from different vendors for projects ranging in cost from \$59,000 to \$108,999.

Projects of \$109,000 or above: The following bidding procedures shall be used for every project that is in excess of \$109,000, or such sum as adjusted pursuant to §73-106.

1. Notice to Bidders: The Administration shall prepare a notice to bidders containing a general description of the scope of the project being bid; the location of the project; the means of obtaining project documents, including plans and specifications; the date and hour bids will close; and the date, hour and place bids are to be returned, received and opened, and a provision that such bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders, when the hour is reached for the bids to close.
2. Regular Manner of Advertisement for Bids: The notice to bidders shall be published one time in a newspaper of general circulation in the School District. The notice shall be published at least seven (7) days prior to the date designated for the opening of such bids. The Board of Education or Administration may, in its sole discretion, elect to utilize further advertisement for bids as it may determine appropriate to secure a sufficient number of qualified bidders for the scope of the project.
3. Bid Opening: When the hour is reached for such bids to close, bids will be immediately and simultaneously opened in the presence of the bidders or representatives of the bidders.
4. Contract Award: The contract shall be awarded to the lowest responsible bidder as to the extent required by law. When not so required, the award shall be made on the basis of consideration of the contract award criteria determined appropriate by the Board or administration.
5. Performance and Payment Bonds. Whenever any contract is entered into for the erecting, furnishing, or repairing of any building or other public structure or improvement, the contractor shall be required, before commencing such work, to furnish a performance, labor and material payment bond. The bond requirement shall not apply, however, to any project bid or proposed which has a total cost of \$10,000 or less unless the School Board or Administration includes a bond requirement in the specifications for the project. The bond shall be in an amount not less than the contract price. The bond shall be conditioned on the

faithful performance of the contract and the payment by the contracting party of all laborers and mechanics for labor that is performed and of all material and equipment rental that is actually used or rented in connection with the improvement project and the performance of the contract. Such bond shall contain such provisions as are required by statutes, and be in a form prescribed and required by the district.

6. Retention of an Architect or Engineer. The School District shall not engage in the construction of any public works involving architecture or engineering unless the plans, specifications, and estimates have been prepared and the construction has been observed by an architect, a professional engineer, or a person under the direct supervision of an architect, professional engineer, or those under the direct supervision of an architect or professional engineer; provided that such requirement shall not apply to any public work in which the contemplated expenditure for the complete project does not exceed one hundred and eighteen thousand dollars (\$118,000), as adjusted by § 81-3445 or other applicable law.
7. Additional Procedures. Each bid for which a labor and material bond is required shall be accompanied by a bid bond or certified check in the amount of five percent (5%) of such bid unless the School Board or Administration waives such requirement. The Board of Education or Administration may provide for additional procedures for the procurement, opening and acceptance of bids as deemed appropriate for a particular project.

Legal Reference: Neb. Rev. Stat. ' 52-118; Neb. Rev. Stat. ' 73-101 *et seq.*; Neb. Rev. Stat. ' 73-106; Neb. Rev. Stat. ' 81-3445

Date of Adoption: November 11, 2013  
Date of Revision: September 14, 2015  
Date of Affirmation: November 9, 2015  
Date of Revision: December 9, 2019  
Date of Revision: July 11, 2022

Business OperationsRebates to School Personnel

No school employee or board member shall receive any commission, expense-paid trips, or anything of value from individuals or companies from which the school district purchases equipment or materials required in the operation of the school district. The operation of the school district includes the purchase of materials for the repair and maintenance of the school plant, for providing educational programs, for materials and supplies used in school organizations, such as clubs, specific classes, and for comparable items.

Legal Reference: Neb. Rev. Stat. ' 79-520

Date of Adoption: November 11, 2013

Date of Reaffirmation: November 9, 2015

Date of Reaffirmation: December 9, 2019

Business OperationsRecords Management and Disposition

1. General Standard. Records should generally be organized, managed, retained and disposed of in accordance with law and the Secretary of State's schedules for retention and disposition of public records.
2. Records Officer. The Superintendent is hereby designated as the records officer of the school district for purposes of this policy. Any questions about the type or category of a record or the required retention period for it should be addressed to the records officer.
3. Electronic Messages. Electronic messages are communications using an electronic system for the conduct of school district business internally, between other state and local government agencies, and with parents, students, patrons and others in the outside world. These messages may be in the form of e-mail, electronic document exchange (electronic fax), and electronic data interchange (EDI). In this policy, the terms electronic messages and e-mail are used, depending on the context, to mean the same thing. The school district's electronic system in which records are collected, organized, and categorized to facilitate preservation, retrieval, use, and disposition is as follows:
  - A. End-User Management. End-user means anyone who creates or receives electronic messages on the school district's electronic system. Electronic messages are to be managed at the end-user's desktop rather than from a central point. Each end-user is responsible for organizing, managing and disposing of records that are part of his or her desktop computer.
  - B. Categories for Retention. Electronic messages fall within three categories: (1) transitory messages; (2) records with a less than permanent retention period; and (3) records with a permanent retention period. End-users are to organize, store, retain and dispose of electronic messages according to these three categories. This means determining which electronic messages require long-term retention, determining who is responsible for making this decision, and establishing storage and disposition requirements for electronic messages.
    - a. *Transitory messages.* Transitory messages include copies posted to several persons and casual and routine communications similar to telephone conversations. For example, as determined on an individual case-by-case basis by the end-user, transitory messages include certain embryonic materials, notes or drafts; unwanted and unneeded "junk" mail; "personal" mail for employees not related to school business; unsolicited sectarian, religious, partisan, political or commercial messages, or political advertising or advertisements promoting particular personal or religious beliefs, a specific ballot question, or controversial topics or positions. There is no retention requirement for transitory messages. Employees sending or receiving such communications may delete them immediately without obtaining approval.



question. Electronic messaging is not permitted to be used for purposes of assisting a non-profit organization except when and to the extent such use serves a school purpose or facilitates school district business.

- c. Conduct. Employees shall not read electronic messages received by another employee when there is no school purpose for doing so, send electronic messages under another employee's name without the employee's consent or administrative authorization, or change or alter any portion of a previously sent electronic message without administrative authorization.
- d. Other Regulations. Electronic messaging is subject to all requirements of the school district's "Acceptable Use of Computers, Network, Internet and Websites" policy and may be monitored and accessed at any time without prior notice. The school district has complete authority to regulate all electronic messaging. Electronic messaging is a privilege and not a property right and is not a public forum. Electronic messaging is made available subject to all board policy and regulations, these regulations, building guidelines, use agreements, handbook provisions, and all administrative orders or directives as issued from time to time.

#### 4. Electronic Records

All books, papers, documents, reports, and records kept by the District may be retained as electronic records. Minutes of the meetings of the school board may be kept as an electronic record.

#### 5. Litigation Holds

When litigation against the District or its employees is filed or threatened, the District will take all reasonable action to preserve all documents and records that pertain to the issue. Such action will in particular be taken when the litigation may be filed in federal court or otherwise subject to federal rules of discovery.

As soon as the District is made aware of pending or threatened litigation, a litigation hold directive will be issued by the records officer or designee. The directive will be given to all persons suspected of having records that may pertain to the litigation issue.

The litigation hold directive overrides any records retention schedule that may otherwise call for the disposition or destruction of the records until the litigation hold has been lifted. E-mail and computer accounts of separated employees that have been placed on a litigation hold will be maintained by the records officer until the hold is released.

Employees who receive notice of a litigation hold are to preserve all records that pertain to the litigation issue. This includes preserving electronic messages that would otherwise be deleted by the computer system; such messages are to be converted by the recipients of the litigation hold to

hard copy (printed) or electronic format which can be retrieved and interpreted (downloaded) for the duration of the litigation hold.

No employee who has been notified of a litigation hold may alter or delete an electronic or other record that falls within the scope of the hold. Violation of the litigation hold may subject the employee to disciplinary actions, up to and including dismissal, as well as personal liability for civil and/or criminal sanctions by the courts or law enforcement agencies.

6. Settlement Agreements

A public written or electronic record of all settled claims shall be maintained.

The record for all such claims settled in the amount of fifty thousand dollars or more (or one percent of the total annual budget of the School District, whichever is less) shall include a written executed settlement agreement. The settlement agreement shall contain a brief description of the claim, the party or parties released under the settlement, and the amount of the financial compensation, if any, paid by or to the School District or on its behalf. Any such settlement agreement shall be included as an agenda item on the next regularly scheduled public meeting of the School Board for informational purposes or for approval if required.

Any such settled claim or settlement agreement shall be a public record. Nonetheless, specific portions of the record may be withheld from the public to the extent permitted or provided by statute.

The foregoing does not apply to claims made in connection with insured or self-insured health insurance contracts.

Legal Reference:       Neb. Rev. Stat. ' ' 84-712 through 84-712.09  
                              Neb. Rev. Stat. ' ' 84-1201 to 84-1227  
                              Laws 2010, LB 742  
                              State Records Administrator Guidelines:  
                                  Schedule 10: Records of Local School Districts (Feb. 1989)  
                                  Schedule 24: Local Agencies General Records (March 2005)  
                                  Electronic Imaging Guidelines (March 2003)

Date of Adoption:       November 11, 2013  
Date of Revision:       September 14, 2015  
Date of Affirmation:   November 9, 2015  
Date of Revision:       December 9, 2019

Business OperationsESSA

It is the policy of the District to comply with the Every Student Succeeds Act (“ESSA”) and federal grant programs in which the District participates.

1. Authority to Sign Applications. The Superintendent is authorized to sign applications for any of the ESSA formula grants on behalf of the District and may delegate such authority to other administrators in the Superintendent’s discretion. The Superintendent shall submit such applications as determined appropriate so long as acceptance of the funds does not include conditions contrary to the policies of the Board of Education.
2. Supplement not Supplant. Federal funds shall be used to supplement, not supplant the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. ESSA funds shall not be used to provide services otherwise required by law to be made available.
3. Equitable Allocation. Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
4. Maintenance of Effort. The District shall maintain fiscal effort related to ESSA programs in compliance with the requirements of federal law.
5. Resources. The procurement of resources related to the ESSA programs, including contracts and purchase or service agreements for such program, shall be in accordance with the District’s written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by Title I and IDEA shall be used only for children participating in the program.
6. Maintenance of Records. Records of all federal financial and program information shall be kept for a minimum of 5 years after the start date of the project.
7. Identification of Eligible Children. The Superintendent and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.
8. Coordination of Services. Title I and IDEA services shall be coordinated and integrated with the regular classroom, with other agencies providing services and with other federal, state and local programs.

9. Standards and Expectations. Students receiving services in Title I are held to the same standards and expectations as all other students.
10. Assessments. Students receiving services in Title I are assessed with the regular population without accommodations.
11. Parents Right to Know. At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:
  - (A) Whether the student's teacher—
    - (i) has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
    - (ii) is teaching under ~~emergency or other~~ provisional status through which State qualification or licensing criteria have been waived; and
    - (iii) is teaching in the field of discipline of the certification of the teacher.
  - (B) Whether the child is provided services by paraprofessionals and, if so, their qualifications.
12. Testing Opt-Out. At the beginning of each school year, if the District receives Title I funding, the District shall notify the parents of each student attending any school receiving Title I funds that the parents may request, and the District will provide the parents on request (and in a timely manner), information regarding any State or District policy regarding student participation in any State or District assessments, including the District's policy and procedure on the parental right to opt the child out of such assessment(s). The District shall also make widely available through public means (including by posting in a clear and easily accessible manner on the District's website) information on each State or District assessment, including:
  - (A) the subject matter assessed;
  - (B) the purpose for which the assessment is designed and used;
  - (C) the source of the requirement for the assessment;
  - (D) the amount of time students will spend taking the assessment, and the schedule for the assessment; and
  - (E) the time and format for disseminating results.
13. Language Instruction Programs. At the beginning of each school year, if the District receives Title I funding, the District will implement an effective means of outreach to parents of English learners to inform the parents regarding how the parents can—
  - (A) be involved in the education of their children; and
  - (B) be active participants in assisting their children to—
    - (i) attain English proficiency;
    - (ii) achieve at high levels within a well-rounded education; and
    - (iii) meet the challenging State academic standards expected of all students.

The District will also inform parents of an English learner identified student of opportunities to participate in various school programs, as set forth in ESSA.

14. Other Requirements. The Superintendent shall take or cause other staff to take such action as required by law for the District to maintain compliance with ESSA and specific ESSA grant programs in which the District participates.
15. Certification Regarding Debarment, Suspension and Ineligibility. The District will endeavor to ensure that all contracts and purchase orders reimbursed using federal funds will include the following “suspension and disbarment” language:

To the best of its knowledge and belief, the contractor or any of its principals are not presently debarred, suspended, proposed for debarment or otherwise declared ineligible for the award of contracts by any Federal agency by the inclusion of the contractor or its principals in the current “LIST OF PARTIES EXCLUDED FROM FEDERAL PROCUREMENT OR NONPROCUREMENT PROGRAMS” published by the U.S. General Services Administration Office of Acquisition Policy.

The prospective lower tier participant shall provide immediate written notice to the District if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances. Should the prospective lower tier participant enter into a covered transaction with another person at the next lower tier, the prospective lower tier participant agrees by accepting this agreement that it will verify that the person with whom it intends to do business is not excluded or disqualified.

Notwithstanding anything to the contrary, all persons or entities contracting with the District with any reimbursement using federal funds shall be bound by this certification and shall fully abide by and comply with the same.

Legal Reference: ESSA

Date of Adoption: November 11, 2013  
 Date of Affirmation: November 9, 2015  
 Date of Revision: August 8, 2016  
 Date of Revision: September 11, 2017  
 Date of Revision: July 9, 2018  
 Date of Reaffirmation: December 9, 2019

## Business Operations

### Meal Charge Policy

It is the policy of the District to comply with the National School Lunch Program and School Breakfast Program and all other federal grant programs that provide free or reduced meals to qualifying students.

### Student Eligibility

Families of students who may be eligible for free or reduced price school meals should submit an application to determine their eligibility. Applications are available through the Superintendent or Superintendent's designee. As long as an application is submitted on or after July 1, the application will be considered current for the new school year. A student may become eligible for free or reduced meals at any time during the school year if the household experiences a change in financial circumstances.

### Meal Account Balances

The District will ensure that families can check their meal account balances in a manner other than exclusively online. The District will ensure that at least one form of meal account payment is free of charge.

The District encourages families to pre-pay without charge for free or reduced price meals. Notwithstanding the option to pre-pay, students and families will have a method to add funds during the school day. Any balance remaining in a pre-paid account shall carry over into the next month. When a student leaves the District or graduates, the District shall attempt to contact the student's household to return any funds remaining in the student's meal account.

Unpaid meal charges may be carried over at the end of the school year as a delinquent debt and the District shall undertake reasonable collection efforts to collect unpaid meal charges classified as delinquent debt, pursuant to and in compliance with state and federal law. The District shall maintain records of its collection efforts and, once delinquent meal charges are converted to bad debt, its documentation establishing and handling of the bad debt.

The District will not use a debt collection agency to collect or attempt to collect, directly or indirectly, debts due or assessed to be owed for outstanding debts on a school lunch or breakfast account of any student. Nor will the District assess or collect any interest, fees, or other monetary penalties for outstanding debts on a school lunch or breakfast account of any student.

### Student Confidentiality

The District will disclose individual student eligibility information only to those persons (and organizations) who require the information in order to carry out an activity specifically authorized by the National School Lunch Act, subject to applicable legal exceptions.

The District shall not use or implement any colored or coded meal cards, tickets, tokens, or other methods of payment that would overtly identify a student as being eligible for free or reduced price meals.

Distribution Annually

This policy shall be provided or made available to all students' households at the start of each school year and to households transferring to the District during the school year.

This policy shall also be provided annually to District staff members responsible for the enforcement of this policy, including food service professionals.

The Superintendent or the Superintendent's designee shall maintain documentation of the annual distribution of this policy to students' households and District staff.

Legal Reference: Richard B. Russell National School Lunch Act (42 U.S.C. Sec. 1751);  
U.S.D.A. Memorandum SP 57-2016.  
LB 1329 (2024)

Date of Adoption: June 12, 2017  
Date of Reaffirmation: December 9, 2019  
Date of Revision: July 8, 2024

Business OperationsInsufficient Funds

When a check is returned for insufficient funds or payment on a credit or debit card is rejected, the Superintendent's designee shall attempt to contact the person a minimum of two times to collect the amount that remains due and owing. ~~At least one attempt shall be in writing, either via letter or email.~~

In the event that an individual's method of payment is rejected, such person shall be required to pay the amount that remains due and owing by cash, cashier's check or money order, ~~plus a returned check fee of \$10.00 to cover the administrative expense of having to address the matter.~~ In addition, whenever said person wishes to make a payment in the future, said person may be required to pay only by cash, cashier's check or by money order.

Notice of this ~~returned check fee~~ **Insufficient Funds** policy will be given annually to students and parents via the school website, and may be included in newsletters, student handbooks, or postings.

Any individual who attempts to pay any amount to the District by check or credit card agrees to the terms of the Policy ~~and the returned check fee.~~ In the event that an individual does not agree with this Policy ~~or is unwilling to pay the returned check fee,~~ then such individual must pay by cash, cashier's check or money order.

Date of Adoption: July 9, 2018

Date of Reaffirmation: December 9, 2019

BusinessVideo Surveillance

1. Purpose. The Board authorizes the use of video cameras and other passive electronic measures (such as motion detectors) for the purposes of ensuring the health, welfare and safety of staff, students and visitors, safeguarding District facilities and equipment, and maintaining student discipline and an appropriate educational and work environment.
2. Placement. Video cameras and similar devices are authorized to be used in school facilities, school vehicles and other places within the control of the District. The locations in which the devices will be placed and the times the devices will be in use are to be determined by the Superintendent or the Superintendent's designee consistent with the purposes set forth in this Policy. The devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms.
3. Notice. Notice of the fact that video surveillance cameras are being utilized shall be given through appropriate mechanisms, such as by posting signs in the building entry and other locations and by including a notice in the student-parent and staff handbooks.
4. Viewing Monitors and Video Recordings. Monitors used to view video recordings are to be located and positioned such that only authorized personnel are able to see the images on the monitors. Only authorized personnel shall be allowed to view recorded video. Authorized personnel for these purposes are: school administrators, school staff members with a direct involvement with the recorded contents of the specific video recording and employees or agents responsible for the technical operations of the system (for technical purposes only).

School administrators may allow law enforcement officers to view monitors and recorded video when such is consistent with school security and discipline and consistent with law.

Students shall not be permitted to view the monitors. Students shall not be permitted to view recorded video except where the individual student is the focus of the recorded video.

5. Use of Video Recordings. Video records may be used as a basis for student or employee disciplinary action and for making reports to law enforcement.
6. Video Recordings as Education Records. Video recordings which are considered to be "education records" within the scope of FERPA shall be maintained in accordance with FERPA and other applicable laws. A video recording may be considered an education record when a specific student is the focus of the video recording.

For example, if the video recording shows a student violating a school rule, the video

recording is an education record of that student. It may be viewed on request by that student's parent (or the student if age 18 or older). The video recording may not be viewed by, nor will a copy be given to, others without the parent's written consent unless a FERPA exception exists.

In the event more than one student is a focal point of the video recording, it may be an education record of each such student. This would be the case, for example, if two students are recorded fighting. In that event, the school would allow both sets of parents an opportunity on request to view the video, but will not give a copy of the video to either set of parents, without the written consent of the other student's parent.

7. Maintaining Video Recordings. The District shall comply with all applicable state and federal laws related to record maintenance and retention of video recordings. Video recordings that contain personal information shall be securely stored and, when such recordings are no longer needed or required to be maintained, shall be properly disposed of or erased.
8. Maintaining the Integrity of the Video Surveillance System. The building principals shall be responsible for periodically checking the video surveillance system within their building to ensure it is operating properly. Students or staff who vandalize, damage, disable, or render inoperable surveillance cameras or equipment, or use the video surveillance system in a manner that is not consistent with the purposes set forth in this Policy, shall be subject to appropriate disciplinary action (up to and including expulsion, for a student, and termination, for a staff member) and referral to appropriate law enforcement authorities.

Legal Reference: Family Educational Rights and Privacy Act, 20 U.S.C. § 1232(g) (34 C.F.R Part 99)

State Records Administrator Guidelines:

Schedule 10: Records of Local School Districts (Feb. 1989)

Schedule 24: Local Agencies General Records (March 2005)

Electronic Imaging Guidelines (March 2003)

Date of Adoption: November 11, 2013

Date of Reaffirmation: November 9, 2015

Date of Revision: December 9, 2019

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 shall serve as President.

**In the event that no member receives a majority of votes for Vice President after five ballots, then the longest tenured Board member 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

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

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.~~ **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~~ making 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