

## **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
  - 4.1. Focus on the Students
  - 4.2. Award for Excellence
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. Finance & Facilities Committee Report
  - 7.2. Government Relations Committee Report
  - 7.3. Activities Committee Report
  - 7.4. Norfolk Public Schools Foundation Committee Report
8. Approve Consent Agenda
  - 8.1. Minutes of Previous Meetings
  - 8.2. Personnel
    - 8.2.1. Contract Approval
    - 8.2.2. Resignations
  - 8.3. Claims
9. Action Items
  - 9.1. Discuss, consider and take action to approve the second and final reading of the revised board policies: 3131 – Procurement Plan and 3132 – Internal Controls
  - 9.2. Discuss, consider and take action to approve the 2026-2027 Little Panthers Preschool Calendar
  - 9.3. Discuss, consider and take action to approve the bid for school pictures and ID services
  - 9.4. Discuss, consider and take action to approve the purchase of a 2027 Blue Bird Vision Route Bus for a price of \$137,162
  - 9.5. Discuss, consider and take action to approve the purchase of a new 2025 Thomas Built Minotour Bus for a price of \$106,115

- 9.6. Discuss, consider and take action to approve the Norfolk Public Schools Advocacy Belief Statements
- 9.7. Discuss, consider and take action to approve the 2026-2027 Negotiated Agreement for Non-Supervisory Certificated Staff
- 9.8. Discuss, consider and take action to approve the Superintendent of Schools Contract
10. Closed Session to discuss personnel -- As needed to prevent needless injury to the reputation of an individual
  - 10.1. Convene Closed Session to discuss personnel -- As needed to prevent needless injury to the reputation of an individual
  - 10.2. Reconvene Meeting from Closed Session
  - 10.3. Approval of Any Action Deemed Necessary as a Result of the Closed Session
    - 10.3.1. Discuss, consider and take action regarding the resignation of Amber Kittle, effective January 14, 2026 due to extreme extenuating circumstances
11. Future Meetings
12. Adjournment



**Award for Excellence Summary**  
**Colleen Petty**  
**School Secretary, Lincoln Elementary**  
**February 2026**



*Nomination Comments:*

- I am honored to nominate Colleen for this award in recognition of the outstanding contributions she makes to Montessori school each and every day. Colleen does her job with kindness, grace, and professionalism. Colleen is exceptionally organized and ensures that everything in the front office runs smoothly and efficiently. No detail is too small, and no task is ever left undone. Her ability to manage multiple responsibilities at once while maintaining a calm and welcoming presence is remarkable. She is also a fantastic listener. Whether it's a student needing comfort, a parent with a question, or a staff member seeking support, Colleen always takes the time to truly hear what people are saying. Her empathy and attentiveness help create an atmosphere of trust and care throughout the school. Above all, Colleen is incredibly productive. She handles a high volume of work with efficiency and accuracy, often going above and beyond her role to support the school community in countless ways. Colleen is the quiet hero behind the scenes — the one who holds so many pieces together. Our school would not be the same without her, and she is more than deserving of this recognition! There is nothing that Colleen can't do! She is always prepared, patient, helpful, and calm whenever staff need her help. Working with her on any activity is always a breeze as she is always willing and eager to help. Our school runs so efficiently thanks to her! Angie Hausman, Principal, Lincoln Elementary
- Colleen is always so quick to help me with anything I ask her about. I've sent her numerous emails and she responds and completes the task within the hour. We would honestly be lost without her at Montessori. She keeps us running and organized. Colleen is great about remembering birthdays and special events in people's lives and helping us all celebrate accordingly. She is such a champion for all of our staff! Nicole Pedersen, Reading Teacher
- She is the best at managing staff's schedules and deadlines with precision, ensuring our office runs smoothly and efficiently. She is able to answer all questions I have and is always on time with all school-related announcements. Colleen is a very valuable part of our team here at Montessori! Elsie Zach, Classroom Paraprofessional
- As a parent with kids at Lincoln Montessori, I really appreciate Mrs. Petty as the school secretary. She keeps parents updated on everything - whether it's the Lost & Found, school events, or even giving me a heads-up when my child's lunch account is low. I love how she shares pictures and updates on Dojo, which helps us feel connected to what's happening at school. She's super organized, always on top of things, and still so friendly and welcoming. She knows just about everything (or finds out fast) and makes sure nothing gets missed. With all she has to manage, she truly does an awesome job! Callan Collins, Parent
- Colleen greets every student, family, and visitor with genuine warmth, creating a welcoming atmosphere that reflects the heart of our school. She balances countless responsibilities while ensuring the front office and our school run seamlessly. She is reliable and organized while managing multiple tasks at once. She is patient and kind, always making those around her feel valued and respected. Thank you for all you do for us, Colleen!! Sara Jones, 1st/2nd Grade Teacher
- As a new teacher in the building, having her guidance and help has made my transition to Norfolk Public Schools easier. She has guided me where to get things, helping me with paper work, and always asking if I need any help. Thank you Colleen. Matthew Gunter, Music Teacher
- Colleen is amazing at what she does, keeping not only organized for the parents and students but helping staff with everything they might need. She is at any given time juggling multiple tasks with grace, efficiency and a smile. Emily Merkel, Kindergarten Teacher
- Colleen has been more than helpful to me as I navigate my first year of teaching. She is always willing to help me when I need it, and she does all things efficiently and accurately. Colleen is very good at communicating with me and everyone else in the building each and every day. Thank you for everything, Colleen! We all appreciate you. Cassie Glaser, 1st/2nd Grade Teacher



- Colleen is not only a star representative in the school office but out as well. She often signs up to work at multiple sporting events in anything from the concession stand to doing score clock. She is the idea of what it truly means to be a Norfolk Panther. Chelsey Greene, Media Specialist
- Colleen is an amazing person! She's willing to go above and beyond to make our job easier. She is always willing to lend a hand to myself and to my students. No job is too big or too small. Colleen will do whatever it takes to make our school run smoothly. Thank you for all that you do, Colleen! We appreciate you! Dani Mather, 1st/2nd Grade Teacher
- Colleen is an amazing person! I have worked in 3 other buildings before Lincoln Elementary, and she is hands down the most dedicated, helpful, kind, and positive secretary I've worked with. She is always willing to help the teachers and is always there for the students when they need her. I've loved getting to know Colleen, we appreciate you so much! McKenna Bender, 3rd/4th Grade Teacher
- Colleen is absolutely amazing! She is so thoughtful, kind and caring! She is always there to help, whether it be answering my many questions or helping with tasks out of the kindness of her heart! She always has a smile on her face and makes everyone feel welcome in our school! Julie Bonner, Art Teacher
- We are so lucky to have Colleen as our secretary. She never misses a chance to celebrate others, whether it's a birthday, wedding, or new baby, and she makes every moment feel special. She keeps all of us connected and informed, whether it's about student appointments, schedule changes, or when someone needs to step away unexpectedly. Any time I have a question, Colleen either has the answer right away or takes the time to find out and get back to me. What stands out the most is her kindness—she always greets us with a smile, shows such empathy in sensitive situations, and supports every member of the team in ways big and small. She juggles so many responsibilities and somehow keeps everything in balance, making our school the welcoming, organized place it is. Truly, we would be lost without Colleen. Andrea Ruge, Classroom Paraprofessional
- Colleen is an incredible person! She is always willing to help where she can, explain when there is confusion, and she has patience like no one I have met before. She is a hard worker and is always there to cheer on our fellow staff members no matter what the occasion! She never has a frown on her face and shows kindness to everyone that walks through the doors. We love Colleen and would love for her excellence to be recognized by all. Hollie Rose, 3rd/4th Grade Teacher
- Colleen goes above and beyond for our school. She is always there to help you out no matter what questions you have. She always finds an answer and does it with a smile on her face, even though you've asked her three times already :) She does everything from keeping the whole entire school organized to pulling weeds. She is thoughtful, kind, and caring and Colleen excels in excellence. Bri Swan, Kindergarten Teacher
- Colleen has been such a blessing to me during my first year at Montessori! She has been extremely patient with me as I ask her a million questions, even sometimes questions that I should have just figured out on my own. Also, Colleen is incredibly organized! She is such an amazing asset to our school and community! She goes above and beyond to help our students, staff, and families. Thank you for all you do, Colleen! Sara Hinrichs, School Counselor
- Colleen has been so kind and helpful, from the minute I stepped in the building she has helped with anything I needed, and responds so thoughtfully and cheerfully. Her organizational skills are amazing, she is super skilled at what she does. Best of all, she has a great warmth to her personality, which makes Montessori an even more welcoming place to be! Amy Sievert, HAL Facilitator
- Colleen always goes above and beyond for our staff at Montessori. She basically runs our school top to bottom. She always has the answer instantly when you ask her a question, and always knows how to help. She is a great colleague and an asset to Lincoln Montessori. Aric Kasuske, PE Teacher
- Colleen is exceptionally organized!! I love it! She is calm, kind, and helpful. She is a fantastic communicator and always keeps me informed as the school nurse on what is going on at the school or what new priorities have come about. She takes on additional responsibilities in the Health Office for the students needing care or help. There is nothing she can't do, truly! She has been a tremendous resource in helping me navigate the school nurse role and I greatly appreciate all she does. Amy Rice-Hoffman, School Nurse



- Colleen is an amazing asset to Lincoln Montessori as well as the NPS District. She always has a smile on her face, no matter what tasks are being thrown her way. She always either has the answer you are looking for, or finds it out at a moment's notice. She goes above and beyond to make every staff member and student feel seen and heard. We would be lost without her impeccable organizational skills. Shayla Schwartzer, Media Paraprofessional
- Colleen is pleasant, kind and helpful to staff and students and goes above and beyond no matter what she is doing. She is very patient answering all the many questions she is asked daily and always keeps our building running smoothly! We are very blessed to have her at Montessori! Sandy Mejstrik, Classroom Paraprofessional

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

*Mrs. Petty was nominated by a variety of Lincoln Elementary staff.*



## **Norfolk Public Schools Public Comment Information & Guidelines**

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

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

**NORFOLK PUBLIC SCHOOLS**  
**INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**  
**ALL FUNDS**  
**For Month Ending January 31, 2026**

Fund/Account	2025-2026 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$1,105,091.67	\$27,819.22	\$0.00	\$1,132,910.89	
SPECIAL BUILDING FUND (3)	\$2,742,864.64	\$29,298.45	\$0.00	\$2,772,163.09	
DEPRECIATION RESERVE FUND (3)	\$6,117,010.78	\$12,059.33	\$5,924.00	\$6,123,146.11	
ACTIVITIES ACCOUNT (2)	\$707,232.66	\$116,684.93	\$113,856.51	\$710,061.08	
SUBSIDIARY ACCOUNT (2)	\$495,903.17	\$22,425.05	\$11,178.54	\$507,149.68	
GENERAL FUND (1)	\$16,778,641.55	\$4,490,477.09	4,711,316.06	\$16,557,802.58	
PAYROLL ACCOUNT (2)	\$5,705.78	\$4,202,765.40	\$4,202,765.40	\$5,705.78	
SCHOOL LUNCH FUND (2)	\$641,022.26	\$449,484.26	\$291,938.82	\$798,567.70	
BOND FUND (3)	\$1,211,243.89	\$3,164.51	\$0.00	\$1,214,408.40	
COOPERATIVE FUND (2)	\$165,502.42	\$371.49	\$0.00	\$165,873.91	
EMPLOYEE BENEFIT FUND (2)	\$256,879.88	\$576.60	\$0.00	\$257,456.48	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$120,968.79	\$271.53	\$0.00	\$121,240.32	
CONVENIENCE FEE FUND (2)	\$21,435.01	\$340.03	\$11.90	\$21,763.14	
STUDENT FEE FUND (2)	\$572,739.63	\$3,812.68	\$2,573.37	\$573,978.94	
<b>TOTAL ALL FUNDS</b>	<b>\$30,942,242.13</b>	<b>\$9,359,550.57</b>	<b>\$9,339,564.60</b>	<b>\$30,962,228.10</b>	
<b>BALANCES CLASSIFIED BY DEPOSITORY</b>					
(1) BANK FIRST				\$16,557,802.58	
(2) ELKHORN VALLEY BANK				\$4,294,707.92	
(3) MIDWEST BANK				\$10,109,717.60	
<b>TOTAL BALANCES</b>				<b>\$30,962,228.10</b>	



Finance and Facilities Committee Meeting Minutes  
Monday, January 12, 2026 at 8:30 AM  
Location: NPS Central Administration Building

---

Attendance:

- Board Members Present: Brenda Carhart (Chair), Steve McNally, Tom Stanton
- NPS Staff Present: Bill McAllister, Erik Wilson, Callan Collins

Meeting began at 8:33 AM

1. Finance Updates
  - a. Claims review
  - b. Monthly expenditure report
2. Board Agenda Items for 1/12/26
  - a. RFP's
    - i. Discuss, consider and take action to grant permission to release RFP's for a Middle School Cooling Tower Replacement, Junior High Auditorium Repainting, Senior High Roof Replacement, and Replacing 1 Route and 1 Mini Bus
  - b. Bank designations
    - i. Discuss, consider and take action to approve the District's depository banks
  - c. Credit Card assignments
    - i. Discuss, consider and take action to approve the District's credit card and fleet card designations
3. Other Items:
  - a. Credit Card Issue Update
    - i. District disputing fraudulent charges on an old credit card. All District credit cards are currently off, but should be working again by the end of the week.
  - b. Debit Card Logo
    - i. Contacted by Frontier Bank to use District logo
      1. Committee asked for more information
  - c. 3 Activities vans and 1 SPED van
    - i. State considering removing 11 passenger vans for student transportation
    - ii. Looking at pricing and will share more information with committee
  - d. Junior High Traffic Flow
    - i. Working with City to address Junior High drop-off and pick-up traffic and related safety concerns
4. Facilities/Construction Update
  - a. Sound panels installed in the Senior High Little Theatre
  - b. Hallway lights at Woodland Park have been upgraded to LED lights
  - c. Multiple gym floors refinished over break

- d. Ongoing HVAC issues at the Central Office; heat is expected to be operational by Thursday 1/15
5. Conflict Statements for 1/12 - Booth, Carhart, Gubbels, McNally, Stanton
6. Upcoming Meeting Date: February 9, 2026

Meeting adjourned at 9:10 AM

## Government Relations Committee Meeting Minutes

Friday, January 16, 2026, 9:30am

Location: NPS Central Administration Building

---

### Attendance:

- Board Committee Members: Patti Gubbels, Tom Stanton, Brenda Carhart
- NPS Staff Present: Bill McAllister, Tiffany Settles, Erik Wilson

The meeting began at 9:30am.

1. Committee Chair Patti Gubbels- to read reports at board meetings
2. NPS Advocacy Belief Statements- discuss handout/positions- will review for next meeting and discuss at the next gov. Affairs mtng. They align with NASB's
3. Discuss Legislation with hearings next week.
  - a. **LB 463**- is on general file today (1/16/26)- discussed funding plans for this
  - b. **LB 748**- Change provisions relating to NE educational savings plan trust and allow for the use of trust funds for recognized postsecondary credential programs- Monitor.
  - c. **LB 841**-Change provisions relating to special education services, parental consent and hearings- Monitor
  - d. **LB 924**- Change authorized uses of learning community levies- Monitor
  - e. **LB 937**- Change provisions relating to option enrollment, reading, dyslexia, reporting, teacher apprenticeships, teacher recruitment and retention, and the College Pathway Program-Monitor
  - f. **LB 940**- Prohibit certain color additives in school meals- no action at this time
  - g. **LB 991**-introduced by Dover- Provide for stop-signal-arm camera systems on school buses and authorize the use of such systems for enforcement of certain violations under the Nebraska Rules of the Road- Monitor.

### Next meeting:

Thursday, Jan. 22nd, 2026- 8:30am

Friday, Jan. 30th, 2026- 9:30am

The meeting adjourned at 10:15am.

## Government Relations Committee Meeting Minutes

Thursday, January 22, 2026, 8:30am

Location: NPS Central Administration Building

---

### Attendance:

- Board Committee Members: Patti Gubbels, Tom Stanton, Brenda Carhart
- NPS Staff Present: Bill McAllister, Tiffany Settles, Erik Wilson

The meeting began at 8:30am.

1. Discuss Legislative Summitt- Patti, Tom, Tiffany attending.
2. Discuss NPS Advocacy Belief Statements- Discussed.
3. Discuss Legislation with hearings next week.
  - a. **LB 833**-(Monday)-Change provisions relating to instructional priorities and degree programs at state colleges
  - b. **LB 956**- (Monday)-Provide for the collection of postsecondary institution compensation data
  - c. **LB 870**-(Monday)-Change residence requirements relating to tuition and fees at state postsecondary educational institutions *Note: This will be a combined hearing with LB1061-*
  - d. **LB 745**- (Monday)-Change provisions relating to the requirements for a diploma of high school equivalency- Monitor
  - e. **LB 1050**- (Tuesday)- Amend the Nebraska Reading Improvement Act to limit advancement to grade four- Monitor
  - f. **LB 1053**- (Tuesday)- Eliminate the prohibition regarding suspending a student that is in prekindergarten through second grade- Support- Mr. Mac will reach out to building principals and ask them if they will write a letter.
  - g. **LB 893**- (Tuesday)- Provide for an interpersonal relations training course as an alternative to the human relations training requirement for substitute teachers - Monitor
  - h. **LB 1022**- (Tuesday)- Eliminate the human relations training requirement for obtaining certificates and permits for teaching, providing special services, or education administration- Monitor
  - i. **LB 1024**- (Tuesday)- Require school districts and the State Board of Education to provide for instruction on the history of communism- **Oppose**- Patti is going to testify in Lincoln
  - j. **LB 730**- (Wed.-Gov., Military, Vets Affairs)- Require schools and state agencies to designate restrooms and locker rooms based on sex and require state agencies to define an individual's sex as either male or female for purposes of rules, regulations, the enforcement of administrative actions, and adjudication of disputes. This item will operate under annotated committee guidelines.- Monitor.
  - k. Nebraska Retirement Systems- (Friday)-**LB 824**- Change provisions relating to termination of employment under the School Employees Retirement Act and the

Class V School Employees Retirement Act- Erik will discuss with Angie.  
**Support- Erik/Angie will write a letter.**

Next meeting: Friday, Jan. 30th, 2026- 9:30am

The meeting adjourned at 9:15am.

## Government Relations Committee Meeting Minutes

Friday, January 30, 2026, 9am

Location: NPS Central Administration Building

---

### Attendance:

- Board Committee Members: Patti Gubbels, Tom Stanton, Brenda Carhart
- NPS Staff Present: Bill McAllister, Tiffany Settles, Erik Wilson, Jared Oswald

The meeting began at 9am.

1. Discuss NASB Legislative conference in Lincoln
2. Discuss Legislation with hearings next week.
  - a. **LB 1112**- \*no hearing scheduled yet-Murman- Create a uniform statewide grading system that ensures fair, consistent, and transparent evaluation of student performance across all Nebraska schools- Wants to implement a statewide grading system. Bill calls for NDE to oversee and implement professional development and it's been not consistent-GNSA opposed- NASB neutral right now. **Jared will write a letter of opposition.**
  - b. **LB 1038**-(Monday)-Hughes- Change provisions relating to school funding and property taxes- NDE hasn't provided modeling at this time. Monitor at this time.
  - c. **LB 742**- (Monday)-Mckinney-Provide requirements relating to the participation of seventh and eighth grade students in high school sports- NASB oppose. Monitor.
  - d. **LB 1046**-(Monday)-Mckinney- Require school policies relating to name, image, and likeness rights for high school students. Monitor
  - e. **LB 1243**- (Monday)- Murman- Change school board policies and procedures relating to part-time enrollment- none NSAA activities. Monitor.
  - f. **LB 1146**- (Monday)- Conrad- Change provisions relating to reports by a school district relating to absences of a child from school- **Opposed- Erik/Chuck will write a letter.**
  - g. **LB 991**- (Monday-Transportation Cmte) Provide for stop signal arm camera systems on school buses and authorize the use of such systems for enforcement of certain violations under the NE rules of the road- NASB support. Monitor
  - h. **LB 862**- Prokop (Tuesday- Appropriations) Change intent relating to appropriations under the NE reading improvement act. **Support - Patti will write a letter.**
  - i. **LB 1054**- (Tuesday- Appropriations)- Appropriate funds to the State Dept. of Ed for grants for cybersecurity products and services- NASB supports Monitor.
  - j. **LB 1140**- (Tuesday- Appropriations) Provide for distribution of appropriations to the State Dept. of Ed for a pilot program in a city of the metropolitan area-
  - k. **LB 1196**- (Tuesday)- Storer-Prohibit the use of state or local funds for low-earning outcome postsecondary education programs
  - l. **LB 1164**- (Tuesday)- Lonowski- Adopt the Prior Learning Act- Monitor

- m. **LB 1208**- (Tuesday)- Juarez-Provide a budget requirement under the Tax Equity and Educational Opportunities Support Act- Monitor.
- n. **LB 1224**- (Tuesday)-Hunt- Prohibit children from transferring to an exempt school during certain child abuse or neglect investigations and prohibit persons convicted of certain crimes from monitoring or providing instruction at such schools- Monitor.
- o. **LB 1241**- (Tuesday) Murman- Provide requirements relating to applications for employment at a school- Monitor
- p. **LB 898**- (Thursday- Government Affairs)- Change which political subdivisions may use virtual conferencing for meetings under the Open Meetings Act and change related requirements
- q. **LB 1241**- Provide requirements relating to applications for employment at a school- contracting with various entities- more paperwork for school districts/ Monitor.
- r. **LB 1145**- (Thursday- Government Affairs)- Change provisions relating to notice requirements for a meeting of a public body under the Open Meetings Act- Monitor.
- s. **LB 1219/LR 317CA**- (Thursday-Revenue \*Combined hearing)-Limit the amount of property taxes that may be levied by a political subdivision. Constitutional amendment to limit the annual growth in the amount of property taxes levied by political subdivisions - NASB/GNSA opposed. This is a situation regarding CA Prop 13- **Oppose- Erik write a letter-**
- t. **LB 1166**- (Friday- Retirement)- Juarez- Change applicability of the employee contribution rate under the School Employees Retirement Act- NASB neutral- Monitor
- u. **LB 1102**- (Friday- Retirement)- Ballard- Provide requirements for monthly payments of retirement allowances and change when certain cost-of-living adjustments occur under the Class V School Employees Retirement Act- Monitor

Next meeting: 10am Thursday, Feb. 5th.

The meeting adjourned at 10:30am.

## Government Relations Committee Meeting Minutes

Thursday, February, 2026, 10am

Location: NPS Central Administration Building

---

### Attendance:

- Board Committee Members: Patti Gubbels, Tom Stanton, Brenda Carhart
- NPS Staff Present: Bill McAllister, Tiffany Settles, Erik Wilson

The meeting began at 10am.

1. Discuss Legislation with hearings next week.
  - a. **LB 1112-** (Monday-Education)- Adopt the Statewide Standardized Grading System Act- **Opposed- Jared has a letter** put together that he will submit online.
  - b. **LB 1184-** (Monday- Education) Adopt the NE Tribal College Investment Act-
  - c. **LB 1086-** (Monday- Education) Change eligibility requirements for community college gap assistance-
  - d. **LB 1039-** (Monday-Education) Prohibit school resources officers and security guards from using corporal punishment- Monitor.
  - e. **LB 1182-** (Monday-Education)- Provide a base salary for certified teachers and state intent relating to changes to the TEEOSA and a new form of block grant funding- **Oppose. Erik will write a letter** explaining we support pay for teachers but have concerns with TEEOSA changes.
  - f. **LB 1029** (Monday- Education)- Redefine terms relating to reportable funding from a foreign adversarial source for colleges and universities
  - g. **LB 855** (Tuesday- Education)- Adopt the Youth Early Intervention and Support Act- Monitor
  - h. **LB 1201-**(Tuesday-Education) Provide for a grant program related to classroom libraries and engagement materials- Monitor
  - i. **LB 765-** (Wednesday- Government Cmte)-Creates a new threshold in order to pass a school bond issue. Not only must the ballot question pass by a majority vote but, in addition, 50.1% or more of registered voters must cast a vote on the school bond question. –NCSA- urging emails/calls to the Education committee to oppose. **Oppose- Mr. Mac will write a letter.**
  - j. **LB 1257** (Wednesday- Revenue) Eliminate certain sales tax exemptions, impose sales and use taxes on certain services, change school district levy limitations, eliminate the School District Property Tax Relief Act, change provisions of the School District Property Tax Limitation Act, and provide additional foundation aid under the Tax Equity and Educational Opportunities Support Act- Monitor.

Next meeting: Thursday, Feb 12th- 8:30am.

The meeting adjourned at 10:45am.

## Activities Committee Meeting

January 14, 2026 at 12:00 PM

Central Office - Large Board Room

---

### Attendance:

Board Members Present: Teri Bauer (Chair), Tom Stanton, Brenda Carhart

NPS Staff Present: Bill McAllister, Erik Wilson, Jason Settles, John Erwin, Curt Lammers, Jordan Hinrichs, Callan Collins

- Senior High Activities - John Erwin
  - Current student participation beginning vs. end of season
    - X-C - Boys 15/14
    - X-C Girls 22/22
    - Football 100/95
    - Girls Golf 12/12
    - Softball 32/30
    - Boys Tennis 27/26
    - Volleyball 43/43
  - Winter Sports: Review of the competition season to date and upcoming tournaments
    - Current student participation vs. 5 year average
      - Boys Basketball 36 (31)
      - Girls Basketball 27 (28)
      - Boys Bowling 18 (12)
      - Girls Bowling 7 (9)
      - Boys Swimming 21 (15)
      - Girls Swimming 15 (19)
      - Boys Wrestling 56 (48)
      - Girls Wrestling 44 (33)
- Agenda Items:
  - Coach Wish List Items
    - Each month, Erwin contacts coaches to gather their wish list items, which are then submitted to the Athletic Booster Club for consideration.
  - Girls Wrestling Locker Room
    - Girls wrestling was moved to a different locker room at the Senior High and feedback indicates the arrangement is working well for the athletes.
  - Wrestling Facilities
    - Due to the high number of students participating in wrestling, a request was made for additional practice space and to seek community donations for a facility. The District will not add another building or conduct fundraising. Additional options discussed included utilizing gyms in other buildings or considering the program as a cut sport.
  - Arrow Stage Lines

- The District is satisfied with Arrow's services.
    - Hiring bus drivers for the District's activity buses continues to be challenging.
  - Junior High Activities - Jordan Hinrichs
    - Last year's student participation vs. this year's numbers
      - X-C - Boys, Girls (31) - 34
      - 7th Football (31) - 31
      - 8th Football (45) - 45
      - Intramural Football (29) - 42
      - 7th Volleyball (24) - 25
      - 8th Volleyball (18) - 18 if including C team (26) - 26
      - Intramural Volleyball (67) - 55
      - Band (122) - 128
      - Jazz Band (52) - 48
      - Choir (60) - 65
      - Orchestra (78) - 73
      - Drama (35) - 40

Junior High Winter Activities:

Sport	24-25 Seasons		25-26 Seasons	
Girls 7th Basketball	–	18	32	17
Girls 8th Basketball	–	21	25	18
Intramural Girls Basketball	–	22	19	12
Boys 8th Basketball	37	19	27	TBD
Boys 7th Basketball	49	18	49	TBD
Intramural Boys Basketball	43	25	TBD	TBD
Girls Wrestling	73	68	80	TBD
Boys Wrestling	67	63	91	87
Show Choir	37	35	47	–

Junior High Spring Activities 2025:

<b>Boys 8th Basketball</b>	<b>37</b>	<b>19</b>
<b>Boys 7th Basketball</b>	<b>49</b>	<b>18</b>
<b>Intramural Boys Basketball</b>	<b>43</b>	<b>25</b>
<b>Girls Wrestling</b>	<b>73</b>	<b>68</b>
<b>8 Boys Track</b>	<b>58</b>	<b>49</b>
<b>8 Girls Track</b>	<b>55</b>	<b>46</b>
<b>7 Boys Track</b>	<b>52</b>	<b>30</b>
<b>7 Girls Track</b>	<b>63</b>	<b>47</b>

- Junior High Agenda Items:
  - Additional Wrestling Coaches
    - Due to the large number of students participating in wrestling, looking to hire hourly coaches to help
    - Handbook
      - Grade checks will happen every 2 weeks
- Next Activities Committee Meeting:
  - Monday, March 30, 2026 at Noon at Central Office

Meeting adjourned at 1:00 PM

Norfolk Public Schools  
Board of Education Regular Meeting  
Monday, January 12, 2026 5:30 PM  
NPS Central Administration Office  
512 West Phillip Avenue  
Norfolk, NE 68701

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

1. Date Public Notice appeared in the Norfolk Daily News: January 5, 2026
2. Call to Order
  - A. The Norfolk Public School District's Board of Education regular meeting was called to order at 5:31 PM by President Carhart.
    - 2.1. Roll Call - See attendance above. A statement was made declaring a quorum.
    - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Review and sign the Code of Ethics
  - A. Per Policy 8272, members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics. Board members reviewed policy and signed a copy.
5. Reorganization of the Board & Election of Officers
  - 5.1. Approve the 2026 Board President
    - A. Superintendent McAllister called for nominations for the office of Board of Education President. Cindy Booth nominated Brenda Carhart. No further nominations. Nominations were closed.

I move that Brenda Carhart be elected as Board President to serve a term of one year, or until the person's successor is elected and qualified at 5:35 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

- 5.2. Approve the 2026 Vice President of the Board
  - A. President Carhart called for nominations for the office of Board of Education Vice President. Dr. Patti Gubbels nominated Tom Stanton. No further nominations. Nominations were closed.

I move that Tom Stanton be elected as Vice President to serve a term of one year, or until the person's successor is elected and qualified at 5:36 PM passed with a motion by Cindy Booth and a second by Dr. Patti Gubbels.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve

McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

- 5.3. Discuss, consider and take action to approve the 2026 Board Treasurer
  - A. It is customary for the District's Director of Business Services to serve as Board Treasurer. Therefore, it is recommended that you appoint Mr. Erik Wilson to serve as the 2026 Board Treasurer.

I move that Erik Wilson be elected as Board Treasurer to serve a term of one year, or until the person's successor is elected and qualified at 5:38 PM. passed with a motion by Steve McNally and a second by Teri Bauer.

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

Yea: 6, Nay: 0

- 5.4. Discuss, consider and take action to approve the 2026 Board Secretary
  - A. It is customary for the district's Superintendent to serve as the Board's Secretary. Therefore, it is recommended that you appoint the Superintendent as your 2026 Board Secretary.

I move that the Superintendent of Norfolk Public Schools be elected as Board Secretary to serve a term of one year, or until the person's successor is elected and qualified at 5:39 PM passed with a motion by Tom Stanton and a second by Cindy Booth.

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

Yea: 6, Nay: 0

## 6. Appointments of Committees, Positions and Designations

- 6.1. Discuss, consider and take action to appoint the Recording Secretary of the Board of Education
  - A. One of the duties assigned to the Administrative Assistant to the Superintendent & Board of Education is to serve as the Recording Secretary of the Board of Education. Therefore, it is recommended that Callan Collins be appointed as the Recording Secretary for the Board of Education.

Motion to appoint Callan Collins as the Recording Secretary of the Board of Education at 5:40 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

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

Yea: 6, Nay: 0

- 6.2. Discuss, consider and take action to approve the district's legal counsel
  - A. For numerous years, the district's primary legal counsel has been provided via the attorneys at Perry Law Firm. We continue to be satisfied with their advice and performance. Therefore, it is recommended that we continue to use their services on an as needed basis. Other legal firms may be used from time to time for special cases that require specialized expertise.

Motion to approve Perry Law Firm as the district's legal counsel at 5:41 PM passed with a motion by Tom Stanton and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

6.3. Discuss, consider and take action to appoint Board Committee assignments

- A. Committee assignments were discussed and determined by the Board including:
- Negotiations Committee
  - Curriculum Committee
  - American Civics Committee
  - Finance and Facilities Committee
  - Policy Committee
  - Government Relations Committee
  - Superintendent Evaluation Committee
  - Activities Committee
  - Award for Excellence
  - NPS Foundation Board
  - District Wellness Committee
- B. Dr. Patti Gubbels discussed the need for developing belief statements to support legislative advocacy efforts, noting that these would be beneficial for the Government Relations Committee.

Motion to approve the committees as presented at 5:45 PM passed with a motion by Cindy Booth and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

6.4. Discuss, consider and take action to approve the District's depository banks

- A. Resolution regarding the District's depository banks was read and signed. RESOLVED, that the official depository of school funds for Madison County School District 59-0002 is hereby designated to be at BankFirst, Elkhorn Valley Bank & Trust, Midwest Bank and Nebraska Liquid Asset Fund, and that the designation of any other institution as the depository of school funds is hereby withdrawn. BankFirst will be the primary depository for the General Fund. Midwest Bank will be the primary depository for the Bond Fund, Special Building Fund and Depreciation Fund. Elkhorn Valley Bank & Trust will be the primary depository for all other Funds and Nebraska Liquid Asset Fund will serve as a depository for cash reserves in the General, Bond, QCPUF, Special Building, and Depreciation Funds.

Motion to approve the resolution regarding the District's depository banks at 5:49 PM passed with a motion by Tom Stanton and a second by Teri Bauer.

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

Yea: 6, Nay: 0

6.5. Discuss, consider and take action to approve the Norfolk Daily News as the District's newspaper of record

- A. Historically, we have used the Norfolk Daily News as our newspaper of record. This is where we publish public notices, RFPs, etc.

Motion to approve the Norfolk Daily News as the District's newspaper of record at 5:50 PM passed with a motion by Steve McNally and a second by Dr. Patti Gubbels.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

6.6. Discuss, consider and take action to approve the District's credit card and fleet card designations

A. According to Policy 3130 the Board of Education shall be presented annually the list of recommended card assignments that have authority to use school district issued credit cards and purchasing cards. The credit cards are issued through BankFirst. All credit cards have the school district's name and card number on them, as well as the individual name. The district Voyager fleet cards for fuel can only be used by organizations that qualify for the state fuel rate. These cards are also numbered with the school district name on them. All cards are initially checked out through the Business Office and returned to the Business Office when they expire or a listed assignment is no longer needed in the district.

Motion to approve the District's credit card and fleet card designations as presented at 5:52 PM passed with a motion by Dr. Patti Gubbels and a second by Cindy Booth.

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

Yea: 6, Nay: 0

7. Dissemination of Conflict of Interest Policies

A. State statutes require that School Board members disclose any Conflicts of Interest that they may have related to contracts and employment issues, as well as any other matters that may have a financial impact on the Board member or his/her family. The procedures for conflict disclosure and reporting have been provided to all Board members for their review. All Board members understand their duty to disclose potential conflicts of interest and refrain from voting on such items. The Finance Office will notify Board members if such items appear on the monthly claims and assist them in preparing a conflict of interest disclosure statement.

8. Public Comments & Communication

A. No community members spoke during public comment period.

9. Information and Discussion Items

9.1. Finance & Facilities Report - Speaker: Erik Wilson

A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:

General Fund = \$509,721.55

Nutrition Fund = \$291,938.82

Subsidiary Fund = \$11,178.54

Depreciation Fund = \$5,924.00

Senior High Activity Fund = \$69,124.70

December Senior High Activity Fund Checks =\$25,300.00

Junior High Activity Fund = \$10,011.81

December Junior High Activity Fund Checks =\$1,355.00

Student Fee Fund = \$2,573.37

9.2. Teaching & Learning Report - Speaker: Jared Oswald

- PLC Professional Development
  - Winter Assessment and Data
- 9.3. Student Programs Report - Speaker: Lynette Mitzel
- District special education meeting
  - Nurses Updates
  - ELPA-21 assessment
  - Native American Liaison update
- 9.4. Student Services Report - Speaker: Chuck Hughes
- Kindergarten Round-Up April 29, 2026
  - Lincoln/Montessori application window and drawing
  - Little Panthers registration
  - Parent/Teacher Conferences are scheduled for the second week in February
  - Junior High Cell Phone Report
- 9.5. Human Resources & Accreditation Report - Speaker: Angie Baumann
- ESU 8 Winter Workshop, NHS, January 19th
  - Retirements/Resignations
  - Upcoming Job Fairs
- 9.6. Superintendent's Report - Speaker: Bill McAllister
- Recap of meetings
  - Building visits
  - Attendance Matters Initiative
  - NE School Board Member Recognition
- 9.7. Superintendent Search Update
- A. The Board of Education held a Special Meeting on January 12<sup>th</sup> to review applications for the Superintendent position. The Board of Education received 10 applications and selected three finalists – Darren Tobey, Erik Wilson, and Dr. Andrew Havelka. Interviews will be conducted by four interview teams representing directors, principals, certified staff, and the Board of Education. The interviews will take place at a Special Board meeting on Tuesday, January 20, at 9:00 AM.
10. Committee Reports
- 10.1. Finance & Facilities Committee Report
- A. The Finance and Facilities Committee met on January 12th. The committee discussed and reviewed:
- Claims/Board Bills
  - RFP's
  - Facilities Update
- 10.2. Policy Committee Report
- A. The Policy Committee met on December 15, 2025. The committee discussed and reviewed:
- 2<sup>nd</sup> Reading of policies
  - Recommended revisions to Policies: 3131 - Procurement Plan & 3132 - Internal Controls
  - 9000's Bylaws of the Board

10.3. American Civics Committee Report

- A. The Committee on American Civics met on December 16th. Members present were Dr. Patti Gubbels, Cindy Booth and Steve McNally. The meeting began with a review of Revised State Statute 79-724, the American Civics Act. NPS meets the requirements of the Act by requiring a Project during our students' Government Course at the Senior High. Jared Oswald and the Teaching and Learning team discussed with the committee that there have been no changes to the NPS Social Studies curriculum since the committee last met. The Nebraska Department of Education will be adopting new state Social Studies Standards in the Fall of 2026. At that time the district will review its curriculum to ensure it aligns with the new standards. Grades K-3 adopted a new curriculum resource this school year called Studies Weekly. PK-4 Instructional Leader Probasco shared with the Committee that the adoption has been smooth so far. Teaching and Learning will be gathering more feedback from teachers during the second semester.

10.4. Curriculum Committee Report

- A. The Committee on Curriculum met on December 16th. Members present were Dr. Patti Gubbels, Cindy Booth and Steve McNally. The first item of business was approving three new elective courses at the Senior High. The first is a Social Studies elective course called the Global History of Sports. This course replaces another elective that the teachers felt was no longer the best fit for the students. The last two course approvals were for Journalism I and Yearbook Productions. These two courses together replace two sections of Yearbook that are currently offered. These courses will better serve the needs of students and allow learning to be tailored to student interests. This sequence could also open more opportunities for students in the future. No material purchases are needed for these new courses. The courses will make use of current resources or free resources that are available. Jared Oswald also and the Teaching and Learning team gave the committee updates on curriculum work and training that is being done this year. To meet the new requirements of Science of Reading training, NPS is providing all PK-3 teachers with training in an approved program called LETRS. The Committee on Curriculum will meet again in the spring.

11. Approve Consent Agenda

Motion to approve the consent agenda at 6:24 PM passed with a motion by Dr. Patti Gubbels and a second by Teri Bauer.

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

Yea: 6, Nay: 0

11.1. Minutes of Previous Meetings

- A. Minutes from the meeting on December 8, 2025 were reviewed.

11.2. Personnel

11.2.1. Contract Approval

- Brummels, Crystal - 2026 – 2027 K - 4 Special Education - Behavior Teacher, Westside Elementary
- Cook, Morgan - 2026 - 2027 Special Education - Vocational Programs Teacher, Senior High
- Gaspers, Sandra - 2026 – 2027 Special Education Teacher, serving Parochial Schools
- Van Fleet, Rhiannon - Spring Term 2026 K - 4 Special Education Behavior Teacher, Westside

#### 11.2.2. Resignations

- Roberto Acuna - Spanish Teacher, Senior High - resigning at the end of the 2025-2026 school year
- Lexi Bacon - Special Education Teacher, Senior High - resigning at the end of the 2025-2026 school year
- Kimberly LaMie - Early Childhood Special Education Teacher, Little Panthers Preschool - resigning at the end of the 2025-2026 school year
- Maria Moje - Guidance Counselor, Junior High - resigning at the end of the 2025-2026 school year
- Jennifer Schick - 4th Grade Teacher, Bel Air - resigning at the end of the 2025-2026 school year
- Rhiannon Van Fleet - Behavior Teacher, Westside - resigning at the end of the 2025-2026 school year
- Robert Beeson - Social Studies Teacher, Junior High - retiring at the end of the 2025-2026 school year
- Mark Claussen - School Psychologist - retiring at the end of the 2025-2026 school year
- Dawn Reedy - Physical Education Teacher, Middle School - retiring at the end of the 2025-2026 school year

#### 11.3. Claims

- A. Claims were reviewed. Conflict statement were read by Booth, Carhart, Gubbels, McNally, and Stanton

#### 12. Action Items

##### 12.1. Discuss, consider and take action to approve the 2026-2027 Parent and Staff Calendars

- A. Parent and Staff Calendars for 2026-2027 were attached. Contingent upon Negotiations (will not impact parent or student days).

Motion to approve the 2026-2027 Parent and Staff calendars contingent upon Negotiations at 6:28 PM passed with a motion by Steve McNally and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

##### 12.2. Discuss, consider and take action to approve the second and final reading of the revised board policy 2430 - Attendance at Professional Growth Meetings

- A. There have been no additional changes to this policy since the first reading on 12/8. Policy attached.

Motion to approve the second and final reading of the revised board policy 2430 - Attendance at Professional Growth Meetings at 6:29 PM passed with a motion by Tom Stanton and a second by

Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

12.3. Discuss, consider and take action to approve the second and final reading of the revised board policy 8320 – Adoption, Amendment, or Suspension of Policies

A. There have been no additional changes to this policy since the first reading on 12/8. Policy attached.

Motion to approve the second and final reading of the revised board policy 8320 - Adoption, Amendment, or Suspension of Policies at 6:30 PM passed with a motion by Cindy Booth and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

12.4. Discuss, consider and take action to approve the first reading of the revised board policy 3131 – Procurement Plan

A. The Policy Committee has reviewed this policy and is recommending revisions. Policy attached.

Motion to approve the first reading of the revised board policy 3131 - Procurement Plan at 6:31 PM passed with a motion by Steve McNally and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

12.5. Discuss, consider and take action to approve the first reading of the revised board policy 3132 – Internal Controls

A. The Policy Committee has reviewed this policy and is recommending revisions. Policy attached.

Motion to approve the first reading of the revised board policy 3132 - Internal Controls at 6:32 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

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

Yea: 6, Nay: 0

12.6. Discuss, consider and take action to grant permission to release RFP's for a Middle School Cooling Tower Replacement, Junior High Auditorium Repainting, Senior High Roof Replacement, and Replacing 1 Route and 1 Mini Bus

A. As discussed in the facilities presentation last month, there are lots of projects we plan to accomplish this summer which require the formal RFP process be followed in accordance with Board Policy. I am requesting permission to release RFP information to complete the Middle School Cooling Tower Replacement, Junior High Auditorium Repainting, Senior High Roof Replacement, and Replacing 1 Route and 1 Mini Bus. This is just permission to put out information and receive bids. I will bring recommendations to the Board for approval, once bids have been evaluated, to determine if we move forward with projects or not.

Motion to grant permission to release RFP's for a Middle School Cooling Tower Replacement, Junior High Auditorium Repainting, Senior High Roof Replacement, and Replacing 1 Route and 1 Mini Bus at 6:33 PM passed with a motion by Steve McNally and a second by Cindy Booth.

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

Yea: 6, Nay: 0

13. Future Meetings

- A. A special meeting of the Board of Education is scheduled for Tuesday, January 20, 2026 at 9:00 AM. This will be to conduct Superintendent interviews.
- B. An additional special meeting of the Board of Education is scheduled for Wednesday, January 21, 2026 at 9:00 AM. This will be to discuss and negotiate a contract with the selected candidate.
- C. The following regular meeting of the Board of Education will be held on Monday, February 9th, 2026 at 5:30 PM.
- D. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless a Closed Session is needed in order to protect the interest of the district or the reputation of an individual.

14. Adjournment

- A. The meeting adjourned at 6:36 PM

---

Chairperson

---

Superintendent

Norfolk Public Schools  
Board of Education Special Meeting  
Monday, January 12, 2026 3:00 PM  
NPS Central Administration Office  
512 West Phillip Avenue  
Norfolk, NE 68701

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

1. Date Public Notice Appeared in the Norfolk Daily News: January 5, 2026
2. Call to Order - The Norfolk Public School District's Board of Education special meeting was called to order at 3:00 PM by President Carhart.
  - 2.1. Roll Call - See attendance above. A statement was made declaring a quorum.
  - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Public Comments & Communication
  - A. One member of the community spoke during the public comment period.
4. Discussion of the Superintendent Search
  - A. Review of the Superintendent interview process details with Shari Becker and Dr. John Neal from NASB.
  - B. 10 applications were received for the Superintendent position.
5. Closed Session -- To discuss Superintendent interview candidates and to prevent the needless injury to the reputation of individuals and to protect the public's interest
  - 5.1. Convene Closed Session -- To discuss Superintendent interview candidates and to prevent the needless injury to the reputation of individuals and to protect the public's interest

Motion to convene Closed Session to discuss Superintendent interview candidates and to prevent the needless injury to the reputation of individuals and to protect the public's interest at 3:08 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

- A. The Board went into Closed Session at 3:09 PM.
- 5.2. Reconvene Meeting from Closed Session
  - A. The Board reconvened from Closed Session at 4:02 PM.
- 5.3. Approval of Any Action Deemed Necessary as a Result of the Closed Session

Motion to have NASB contact applicants D, I, and J to be interviewed for the Superintendent position at 4:02 PM passed with a motion by Tom Stanton and a second by Dr. Patti Gubbels.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

6. Discussion of the Superintendent Search
  - A. Discussion was held regarding Superintendent contract negotiations, including a general overview of the contract template provided by Perry Law Firm.
7. Future Meetings
  - A. The next regular meeting of the Board of Education will be today, Monday, January 12th, 2026 at 5:30 PM.
  - B. All components of this meeting will be held at the NPS Central Administration Offices and will be open to the public unless a Closed Session is needed in order to protect the interest of the district or the reputation of an individual.
8. Adjournment
  - A. Meeting adjourned at 4:44 PM.

---

Chairperson

---

Superintendent

Norfolk Public Schools  
Board of Education Special Meeting  
Tuesday, January 20, 2026 9:00 AM  
NPS Central Administration Office  
512 West Phillip Avenue  
Norfolk, NE 68701

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

1. Date Public Notice Appeared in the Norfolk Daily News: January 14, 2026
2. Call to Order - The Norfolk Public School District's Board of Education special meeting was called to order at 9:00 AM by President Carhart.
  - 2.1. Roll Call - See attendance above. A statement was made declaring a quorum.
  - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Public Comments & Communication
  - A. No members of the community spoke during the public comment period.
4. Superintendent Interviews
  - A. The Board of Education interviewed three candidates for the Superintendent position: Mr. Darren Tobey, Mr. Erik Wilson, and Dr. Andrew Havelka. Each candidate was allotted one and a half hours with the Board to respond to interview questions. The Board recessed for lunch at 12:10 PM and reconvened at 12:45 PM, with interviews concluding at 2:15 PM.
5. Discussion of Interview Candidates and Review of Stakeholder Feedback
  - A. The Board will receive a strengths and weaknesses document for each candidate from the three additional interview teams, which will be emailed to Board members this evening. The Board will meet again for a special meeting on Wednesday, January 21, to discuss the candidates and contract considerations, utilizing both open and closed sessions.
6. Future Meetings
  - A. A special meeting of the Board of Education is scheduled for Wednesday, January 21, 2026 at 9:00 AM. This will be to discuss and negotiate a contract with the selected candidate.
7. Adjournment
  - A. Meeting adjourned at 2:20 PM.

---

Chairperson

---

Superintendent

Norfolk Public Schools  
Board of Education Special Meeting  
Wednesday, January 21, 2026 9:00 AM  
NPS Central Administration Office  
512 West Phillip Avenue  
Norfolk, NE 68701

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

1. Date Public Notice Appeared in the Norfolk Daily News: January 14, 2026
2. Call to Order
  - A. The Norfolk Public School District's Board of Education special meeting was called to order at 9:00 AM by President Carhart.
    - 2.1. Roll Call - See attendance above. A statement was made declaring a quorum.
    - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Public Comments & Communication
  - A. One community member spoke during the public comment period.
4. Discuss, consider and take action to approve resignations
  - Kaleb Kreikemeier - Business Teacher, Junior High - resigning at the end of the 2025-2026 school year
  - Curt Lammers - NHS Assistant Activities Director - retiring at the end of the 2025-2026 school year

Motion to approve resignations as presented at 9:06 AM passed with a motion by Tom Stanton and a second by Dr. Patti Gubbels.

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

Yea: 6, Nay: 0

5. Discussion of Interview Candidates & Review of Stakeholder Feedback
  - A. Board members discussed the strengths of each of the three Superintendent candidates, Mr. Darren Tobey, Mr. Erik Wilson, and Dr. Andrew Havelka, and considered feedback provided by the interview teams.
6. Closed Session -- To prevent the needless injury to the reputation of individuals and to protect the public's interest
  - 6.1. Convene Closed Session -- To prevent the needless injury to the reputation of individuals and to protect the public's interest
    - A. Board went into Closed Session at 9:32 AM.

Motion to convene Closed Session to prevent the needless injury to the reputation of individuals and to protect the public's interest at 9:32 AM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Yea, Cindy Booth: Yea, Brenda Carhart: Yea, Dr. Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea  
Yea: 6, Nay: 0

6.2. Reconvene Meeting from Closed Session

A. Board reconvened meeting at 11:48 AM.

7. Discuss, consider, and take action to authorize board president to negotiate with Superintendent candidate

Motion to authorize the board president to offer a contract to candidate 'C' at 11:49 AM passed with a motion by Cindy Booth and a second by Steve McNally.

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

Yea: 5, Nay: 1

8. Discuss, consider, and take action to authorize board president to negotiate with a second Superintendent candidate if necessary

Motion to authorize the board president to offer a contract to Candidate 'A', if Candidate 'C' declines the offer at 11:50 AM passed with a motion by Steve McNally and a second by Tom Stanton.

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

Yea: 6, Nay: 0

9. Closed Session - To protect the interest of the District and to prevent the needless injury to the reputation of individuals for negotiations discussion as it relates to the Superintendent position

9.1. Convene Closed Session - To protect the interest of the District and to prevent the needless injury to the reputation of individuals for negotiations discussion as it relates to the Superintendent position

A. Board went into Closed Session at 11:52 AM.

Motion to convene Closed Session to protect the interest of the District and to prevent the needless injury to the reputation of individuals for negotiations discussion as it relates to the Superintendent position at 11:52 AM passed with a motion by Steve McNally and a second by Cindy Booth.

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

Yea: 6, Nay: 0

10.2. Reconvene Meeting from Closed Session

A. Board reconvened meeting at 12:13 PM.

10. Future Meetings

A. The following regular meeting of the Board of Education will be held on Monday, February 9th, 2026 at 5:30 PM.

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

11. Adjournment

A. Meeting adjourned at 12:14 PM.

---

Chairperson

---

Superintendent

		FEBRUARY 9, 2025		
		NORFOLK PUBLIC SCHOOLS		
		NORFOLK, NEBRASKA		
	<b>GENERAL FUND</b>			
1	A TO Z VAC & SEW	VACUUM PARTS	01 2610 610 1 001 000	\$124.00
2	A TO Z VAC & SEW	VACUUM PARTS	01 2610 610 2 001 000	\$124.00
3	<b>A TO Z VAC &amp; SEW Total</b>			\$248.00
4	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$19.81
5	ADVANCE AUTO PARTS	WASHER FLUID/BRAKE CLEANER	01 2650 610 1 001 000	\$19.15
6	ADVANCE AUTO PARTS	TAILGATE HAND	01 2650 610 1 001 000	\$25.99
7	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$70.00
8	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$9.99
9	ADVANCE AUTO PARTS	TAILGATE HAND	01 2650 610 2 001 000	\$25.99
10	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$69.99
11	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$19.80
12	ADVANCE AUTO PARTS	WASHER FLUID/BRAKE CLEANER	01 2650 610 2 001 000	\$19.15
13	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$9.99
14	ADVANCE AUTO PARTS	TRANSMISSION FLUID	01 2712 610 1 001 000	\$11.47
15	<b>ADVANCE AUTO PARTS Total</b>			\$301.33
16	ADVANCE SERVICES, INC	PARA SERVICES	01 1200 340 1 004 005	\$408.81
17	ADVANCE SERVICES, INC	PARA SERVICES	01 1200 340 1 004 005	\$150.25
18	ADVANCE SERVICES, INC	PARA SERVICES	01 1200 340 1 004 005	\$726.60
19	ADVANCE SERVICES, INC	PARA SERVICES	01 1200 340 2 004 002	\$1,226.41
20	ADVANCE SERVICES, INC	PARA SERVICES	01 1200 340 2 004 002	\$1,256.36
21	ADVANCE SERVICES, INC	PARA SERVICES	01 1200 340 2 004 002	\$1,456.65
22	<b>ADVANCE SERVICES, INC Total</b>			\$5,225.08
23	AKRS EQUIPMENT SOLUTIONS	GENERAL SUPPLIES	01 2630 610 1 001 000	\$59.55
24	AKRS EQUIPMENT SOLUTIONS	CYLINDERS	01 2630 610 1 001 000	\$165.48
25	AKRS EQUIPMENT SOLUTIONS	GENERAL SUPPLIES	01 2630 610 2 001 000	\$59.54
26	AKRS EQUIPMENT SOLUTIONS	CYLINDERS	01 2630 610 2 001 000	\$165.48
27	<b>AKRS EQUIPMENT SOLUTIONS Total</b>			\$450.05
28	AMAZON CAPITAL SERVICES	CLARINET CASE	01 1100 610 1 418 014	\$34.99
29	AMAZON CAPITAL SERVICES	BATTERIES AND COLORED PENCILS	01 1100 610 1 430 014	\$95.97
30	AMAZON CAPITAL SERVICES	PROJECTOR BULB	01 1100 610 2 141 002	\$37.28
31	AMAZON CAPITAL SERVICES	REPLACEMENT BATTERIES	01 1100 650 1 005 000	\$51.48
32	AMAZON CAPITAL SERVICES	TECH SUPPLIES	01 1100 650 1 005 000	\$42.37
33	AMAZON CAPITAL SERVICES	SWITCH AND CABLES	01 1100 650 1 005 000	\$194.93
34	AMAZON CAPITAL SERVICES	TECH SUPPLIES	01 1100 650 2 005 000	\$42.37
35	AMAZON CAPITAL SERVICES	REPLACEMENT BATTERIES	01 1100 650 2 005 000	\$51.48
36	AMAZON CAPITAL SERVICES	SUPPLIES	01 1200 610 1 004 000	\$46.04

37	AMAZON CAPITAL SERVICES	SUPPLIES	01 1200 610 2 004 000	\$46.04
38	AMAZON CAPITAL SERVICES	ED ROOM SUPPLIES	01 1200 610 2 022 002	\$387.55
39	AMAZON CAPITAL SERVICES	ED ROOM SUPPLIES	01 1200 610 2 022 002	\$6.39
40	AMAZON CAPITAL SERVICES	HEARING AID WIPES/IEP SUPPLIES	01 2151 610 2 004 000	\$93.44
41	AMAZON CAPITAL SERVICES	OT SUPPLIES/IEP SUPPLIES	01 2161 610 1 004 000	\$81.44
42	AMAZON CAPITAL SERVICES	LAW POSTERS	01 2214 610 1 901 000	\$177.84
43	AMAZON CAPITAL SERVICES	LAW POSTERS	01 2214 610 2 901 000	\$177.84
44	AMAZON CAPITAL SERVICES	SUPPLIES	01 2220 610 1 423 014	\$7.49
45	AMAZON CAPITAL SERVICES	STACKING CHAIRS	01 2230 610 1 005 000	\$48.92
46	AMAZON CAPITAL SERVICES	STACKING CHAIRS	01 2230 610 2 005 000	\$48.92
47	AMAZON CAPITAL SERVICES	SMART TV	01 2310 610 1 001 000	\$110.24
48	AMAZON CAPITAL SERVICES	SMART TV	01 2310 610 2 001 000	\$110.23
49	AMAZON CAPITAL SERVICES	FILTERS	01 2620 610 1 001 000	\$111.24
50	AMAZON CAPITAL SERVICES	FILTERS	01 2620 610 2 001 000	\$111.24
51	AMAZON CAPITAL SERVICES	LEFT DOOR CABLE	01 2650 610 1 001 000	\$9.49
52	AMAZON CAPITAL SERVICES	LEFT DOOR CABLE	01 2650 610 2 001 000	\$9.49
53	AMAZON CAPITAL SERVICES	BOOK	01 6310 640 2 028 000	\$14.50
54	<b>AMAZON CAPITAL SERVICES Total</b>			\$2,149.21
55	AMERICAN FLAGS EXPRESS	FLAGPOLE ROPE	01 1100 610 1 904 012	\$99.31
56	<b>AMERICAN FLAGS EXPRESS Total</b>			\$99.31
57	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$16.26
58	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$36.36
59	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$22.42
60	APPEARA	LAUNDRY SERVICE	01 2410 340 2 209 001	\$210.38
61	APPEARA	SHIRTS	01 2610 431 1 001 000	\$40.98
62	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$49.18
63	APPEARA	SHIRTS	01 2610 431 1 001 000	\$37.24
64	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$49.18
65	APPEARA	SHIRTS	01 2610 431 1 001 000	\$43.36
66	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$49.18
67	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$49.18
68	APPEARA	SHIRTS	01 2610 431 1 001 000	\$41.21
69	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$49.18
70	APPEARA	SHIRTS	01 2610 431 1 001 000	\$36.72
71	APPEARA	SHIRTS	01 2610 431 2 001 000	\$40.98
72	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$49.18
73	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$49.18
74	APPEARA	SHIRTS	01 2610 431 2 001 000	\$37.24
75	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$49.18
76	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$49.18
77	APPEARA	SHIRTS	01 2610 431 2 001 000	\$41.21
78	APPEARA	SHIRTS	01 2610 431 2 001 000	\$43.36
79	APPEARA	SHIRTS	01 2610 431 2 001 000	\$36.72

80	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$49.18
81	APPEARA	SHIRTS	01 2620 431 1 001 000	\$40.98
82	APPEARA	SHIRTS	01 2620 431 1 001 000	\$37.24
83	APPEARA	SHIRTS	01 2620 431 1 001 000	\$43.36
84	APPEARA	SHIRTS	01 2620 431 1 001 000	\$41.21
85	APPEARA	SHIRTS	01 2620 431 1 001 000	\$36.72
86	APPEARA	SHIRTS	01 2620 431 2 001 000	\$37.23
87	APPEARA	SHIRTS	01 2620 431 2 001 000	\$40.97
88	APPEARA	SHIRTS	01 2620 431 2 001 000	\$43.35
89	APPEARA	SHIRTS	01 2620 431 2 001 000	\$36.73
90	APPEARA	SHIRTS	01 2620 431 2 001 000	\$41.20
91	<b>APPEARA Total</b>			\$1,575.23
92	ARROW STAGE LINES	JR HIGH BOY WRESTLING BUS	01 2710 340 1 001 000	\$900.00
93	ARROW STAGE LINES	BOYS BBALL BUS	01 2710 340 1 001 000	\$900.00
94	ARROW STAGE LINES	GIRLS BBALL SERVICE	01 2710 340 1 001 000	\$900.00
95	ARROW STAGE LINES	GIRLS WRESTLING BUS	01 2710 340 1 001 000	\$845.00
96	ARROW STAGE LINES	XC BUS	01 2710 340 1 001 000	\$900.00
97	ARROW STAGE LINES	ONE ACT BUS	01 2710 340 1 001 000	\$1,280.00
98	ARROW STAGE LINES	VOLLEYBALL BUS	01 2710 340 1 001 000	\$845.00
99	ARROW STAGE LINES	BOYS BASKETBALL BUS	01 2710 340 1 001 000	\$900.00
100	ARROW STAGE LINES	HOSA BUS	01 2710 340 1 001 000	\$845.00
101	ARROW STAGE LINES	VOLLEYBALL BUS	01 2710 340 1 001 000	\$900.00
102	ARROW STAGE LINES	MARCHING BAND BUS	01 2710 340 1 001 000	\$2,700.00
103	ARROW STAGE LINES	BOYS BASKETBALL BUS	01 2710 340 1 001 000	\$900.00
104	ARROW STAGE LINES	USD HONOR BAND BUS	01 2710 340 1 001 000	\$1,160.00
105	ARROW STAGE LINES	BOYS V WRESTLING	01 2710 340 1 001 000	\$900.00
106	ARROW STAGE LINES	GIRLS BASKETBALL BUS	01 2710 340 1 001 000	\$600.50
107	ARROW STAGE LINES	PINK PANTHERS BUS	01 2710 340 1 001 000	\$845.00
108	ARROW STAGE LINES	SWIM/DIVE BUS	01 2710 340 1 001 000	\$900.00
109	ARROW STAGE LINES	JH SHOW CHOIR FESTIVAL BUS	01 2710 340 1 001 000	\$900.00
110	ARROW STAGE LINES	BOYS V WRESTLING	01 2710 340 1 001 000	\$900.00
111	ARROW STAGE LINES	SWIMMING BUS	01 2710 340 1 001 000	\$900.00
112	ARROW STAGE LINES	BOYS SWIMMING BUS	01 2710 340 1 001 000	\$640.00
113	ARROW STAGE LINES	GIRLS SWIMMING BUS	01 2710 340 1 001 000	\$600.50
114	ARROW STAGE LINES	GIRLS BASKETBALL BUS	01 2710 340 1 001 000	\$845.00
115	ARROW STAGE LINES	B.WRESTLING BUS	01 2710 340 1 001 000	\$645.00
116	ARROW STAGE LINES	G.WRESTLING BUS	01 2710 340 1 001 000	\$645.00
117	ARROW STAGE LINES	PINK PANTHER BUS	01 2710 340 1 001 000	\$900.00
118	ARROW STAGE LINES	SWIM BUS SERVICE	01 2710 340 1 001 000	\$900.00
119	ARROW STAGE LINES	GIRLS WRESTLING BUS	01 2710 340 1 001 000	\$845.00
120	ARROW STAGE LINES	SHOW CHOIR BUS	01 2710 340 1 001 000	\$1,800.00
121	ARROW STAGE LINES	B.JV WRESTLING BUS	01 2710 340 1 001 000	\$845.00
122	ARROW STAGE LINES	VOLLEYBALL BUS	01 2710 340 2 001 000	\$900.00

123	ARROW STAGE LINES	MARCHING BAND BUS	01 2710 340 2 001 000	\$2,700.00
124	ARROW STAGE LINES	VOLLEYBALL BUS	01 2710 340 2 001 000	\$845.00
125	ARROW STAGE LINES	JR HIGH BOY WRESTLING BUS	01 2710 340 2 001 000	\$900.00
126	ARROW STAGE LINES	GIRLS WRESTLING BUS	01 2710 340 2 001 000	\$845.00
127	ARROW STAGE LINES	SWIM/DIVE BUS	01 2710 340 2 001 000	\$900.00
128	ARROW STAGE LINES	ONE ACT BUS	01 2710 340 2 001 000	\$1,280.00
129	ARROW STAGE LINES	BOYS BASKETBALL BUS	01 2710 340 2 001 000	\$900.00
130	ARROW STAGE LINES	BOYS BASKETBALL BUS	01 2710 340 2 001 000	\$900.00
131	ARROW STAGE LINES	HOSA BUS	01 2710 340 2 001 000	\$845.00
132	ARROW STAGE LINES	SWIMMING BUS	01 2710 340 2 001 000	\$900.00
133	ARROW STAGE LINES	BOYS SWIMMING BUS	01 2710 340 2 001 000	\$640.00
134	ARROW STAGE LINES	GIRLS BASKETBALL BUS	01 2710 340 2 001 000	\$845.00
135	ARROW STAGE LINES	BOYS V WRESTLING	01 2710 340 2 001 000	\$900.00
136	ARROW STAGE LINES	GIRLS BASKETBALL BUS	01 2710 340 2 001 000	\$600.50
137	ARROW STAGE LINES	XC BUS	01 2710 340 2 001 000	\$900.00
138	ARROW STAGE LINES	GIRLS SWIMMING BUS	01 2710 340 2 001 000	\$600.50
139	ARROW STAGE LINES	PINK PANTHER BUS	01 2710 340 2 001 000	\$900.00
140	ARROW STAGE LINES	SWIM BUS SERVICE	01 2710 340 2 001 000	\$900.00
141	ARROW STAGE LINES	GIRLS WRESTLING BUS	01 2710 340 2 001 000	\$845.00
142	ARROW STAGE LINES	SHOW CHOIR BUS	01 2710 340 2 001 000	\$1,800.00
143	ARROW STAGE LINES	PINK PANTHERS BUS	01 2710 340 2 001 000	\$845.00
144	ARROW STAGE LINES	BOYS BBALL BUS	01 2710 340 2 001 000	\$900.00
145	ARROW STAGE LINES	GIRLS BBALL SERVICE	01 2710 340 2 001 000	\$900.00
146	ARROW STAGE LINES	B. JV WRESTLING BUS	01 2710 340 2 001 000	\$845.00
147	ARROW STAGE LINES	G.WRESTLING BUS	01 2710 340 2 001 000	\$645.00
148	ARROW STAGE LINES	B.WRESTLING BUS	01 2710 340 2 001 000	\$645.00
149	ARROW STAGE LINES	USD HONOR BAND BUS	01 2710 340 2 001 000	\$1,160.00
150	ARROW STAGE LINES	BOYS V WRESTLING	01 2710 340 2 001 000	\$900.00
151	ARROW STAGE LINES	JH SHOW CHOIR FESTIVAL BUS	01 2710 340 2 001 000	\$900.00
152	<b>ARROW STAGE LINES Total</b>			\$57,172.00
153	BALSIGER, KATHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$46.75
154	<b>BALSIGER, KATHY Total</b>			\$46.75
155	BAUER BUILT, INC	TIRES	01 2650 610 1 001 000	\$380.38
156	BAUER BUILT, INC	TIRES	01 2650 610 2 001 000	\$380.38
157	<b>BAUER BUILT, INC Total</b>			\$760.76
158	BAUER, RACHEL	STAFF MILEAGE	01 3541 333 1 004 000	\$42.28
159	<b>BAUER, RACHEL Total</b>			\$42.28
160	BAUMANN, ANGIE	PROJECT PARA TEST FEE	01 2211 350 1 901 000	\$7.50
161	BAUMANN, ANGIE	PROJECT PARA TEST FEE	01 2211 350 2 901 000	\$7.50
162	<b>BAUMANN, ANGIE Total</b>			\$15.00
163	BIO CORPORATION	SKINNED CATS	01 1100 610 2 206 001	\$1,300.16
164	<b>BIO CORPORATION Total</b>			\$1,300.16
165	BLAZERWORKS, LLC	NOV 2025 TEACHER SERVICES	01 6412 340 1 004 000	\$1,530.00

166	BLAZERWORKS, LLC	DEC CONTRACTED TEACHER	01 6412 340 1 004 000	\$340.00
167	BLAZERWORKS, LLC	DEC CONTRACTED TEACHER	01 6412 340 1 004 000	\$3,400.00
168	BLAZERWORKS, LLC	DEC CONTRACTED TEACHER	01 6412 340 1 004 000	\$3,400.00
169	BLAZERWORKS, LLC	DEC. CONTRACTED TEACHER	01 6412 340 1 004 000	\$3,060.00
170	BLAZERWORKS, LLC	NOV 2025 TEACHER SERVICES	01 6412 340 2 004 000	\$1,530.00
171	BLAZERWORKS, LLC	DEC CONTRACTED TEACHER	01 6412 340 2 004 000	\$3,400.00
172	BLAZERWORKS, LLC	DEC. CONTRACTED TEACHER	01 6412 340 2 004 000	\$340.00
173	BLAZERWORKS, LLC	DEC CONTRACTED TEACHER	01 6412 340 2 004 000	\$3,060.00
174	BLAZERWORKS, LLC	DEC CONTRACTED TEACHER	01 6412 340 2 004 000	\$3,400.00
175	<b>BLAZERWORKS, LLC Total</b>			\$23,460.00
176	BOMGAARS SUPPLY	DRILL	01 2410 610 2 209 001	\$179.99
177	BOMGAARS SUPPLY	CLIPS	01 2620 610 1 001 000	\$1.38
178	BOMGAARS SUPPLY	SAW BLADE AND GREASE	01 2620 610 1 001 000	\$40.15
179	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$20.00
180	BOMGAARS SUPPLY	DRILL BIT	01 2620 610 1 001 000	\$3.32
181	BOMGAARS SUPPLY	PRUNING SHEAR	01 2620 610 1 001 000	\$13.00
182	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 000	\$16.23
183	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$9.00
184	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 005	\$162.25
185	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 008	\$129.80
186	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 009	\$77.88
187	BOMGAARS SUPPLY	CLIPS AND BOLTS	01 2620 610 1 001 012	\$21.48
188	BOMGAARS SUPPLY	CLIPS	01 2620 610 2 001 000	\$1.38
189	BOMGAARS SUPPLY	SAW BLADE AND GREASE	01 2620 610 2 001 000	\$40.14
190	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$19.99
191	BOMGAARS SUPPLY	DRILL BIT	01 2620 610 2 001 000	\$3.31
192	BOMGAARS SUPPLY	PRUNING SHEAR	01 2620 610 2 001 000	\$12.99
193	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 2 001 000	\$16.22
194	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$8.99
195	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 2 001 001	\$408.87
196	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 2 001 002	\$162.25
197	BOMGAARS SUPPLY	ICE MELT	01 2630 610 1 001 000	\$440.51
198	BOMGAARS SUPPLY	CHAINSAW CHAIN	01 2630 610 1 001 000	\$9.90
199	BOMGAARS SUPPLY	ICE MELT	01 2630 610 2 001 000	\$440.51
200	BOMGAARS SUPPLY	CHAINSAW CHAIN	01 2630 610 2 001 000	\$9.89
201	<b>BOMGAARS SUPPLY Total</b>			\$2,249.43
202	BON HOMME HUTTERIAN	2 YARD DUMPSTERS	01 2630 610 1 001 000	\$4,500.00
203	<b>BON HOMME HUTTERIAN Total</b>			\$4,500.00
204	BRYANT, MEGAN	STAFF MILEAGE	01 6200 333 1 028 003	\$49.28
205	BRYANT, MEGAN	STAFF MILEAGE	01 6200 333 1 028 008	\$49.28
206	<b>BRYANT, MEGAN Total</b>			\$98.56
207	BULK BOOKSTORE	ONE BOOK ONE SCHOOL	01 6200 640 1 028 008	\$256.00
208	<b>BULK BOOKSTORE Total</b>			\$256.00

209	BULLSEYE FIRE SPRINKLER	SET UP SYSTEM	01 2620 431 1 001 005	\$151.17
210	BULLSEYE FIRE SPRINKLER	REPLACED #2 CHECK IN BACKFOW	01 2620 431 2 001 002	\$1,914.12
211	<b>BULLSEYE FIRE SPRINKLER Total</b>			\$2,065.29
212	BUREAU OF EDUCATION	ONLINE LIVE EVENT DYSLEXIA K-6	01 1200 330 1 004 000	\$137.50
213	BUREAU OF EDUCATION	ONLINE LIVE EVENT DYSLEXIA K-6	01 1200 330 2 004 000	\$137.50
214	BUREAU OF EDUCATION	ONLINE LIVE EVENT DYSLEXIA K-6	01 6310 330 1 028 000	\$550.00
215	<b>BUREAU OF EDUCATION Total</b>			\$825.00
216	CALVILLO, KARI	ACTIVITY WORKER	01 2190 120 2 001 000	\$59.50
217	<b>CALVILLO, KARI Total</b>			\$59.50
218	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 104 010	\$333.29
219	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 201 003	\$153.46
220	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 302 004	\$210.28
221	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 430 014	\$407.58
222	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 602 005	\$173.90
223	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 705 008	\$195.52
224	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 819 009	\$121.03
225	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 1 904 012	\$146.45
226	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 016 001	\$0.95
227	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 141 002	\$351.96
228	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1100 340 2 209 001	\$1,045.44
229	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1190 610 1 163 021	\$101.16
230	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1200 610 1 004 000	\$319.83
231	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1200 610 2 004 000	\$319.83
232	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1291 610 1 017 000	\$51.61
233	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 1292 610 1 017 000	\$51.60
234	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTS	01 2530 340 1 001 000	\$12.37
235	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 1 001 000	\$1,856.80
236	CAPITAL BUSINESS SYSTEMS	COPIES/PRINTS	01 2530 340 2 001 000	\$12.36
237	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2530 340 2 001 000	\$1,856.80
238	CAPITAL BUSINESS SYSTEMS	PRINTERS/COPIES	01 2620 431 0 001 000	\$19.80
239	CAPITAL BUSINESS SYSTEMS	RM 611 COPIES	01 2410 340 2 209 001	\$14.27
240	<b>CAPITAL BUSINESS SYSTEMS Total</b>			\$7,756.29
241	CAREERSAFE, LLC	OSHA CERTIFICATIONS	01 3551 610 2 209 001	\$840.00
242	<b>CAREERSAFE, LLC Total</b>			\$840.00
243	CARNEY, ELISSA	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.25
244	<b>CARNEY, ELISSA Total</b>			\$38.25
245	CDW GOVERNMENT, INC	WALL MOUNT	01 1100 650 1 005 003	\$101.37
246	CDW GOVERNMENT, INC	VIEWSONIC VIEWBOARD	01 1100 650 1 005 003	\$1,669.00
247	CDW GOVERNMENT, INC	PROJECTOR AND MOUNT	01 1100 650 1 430 014	\$463.14
248	CDW GOVERNMENT, INC	PROJECTOR AND MOUNT	01 1100 650 1 430 014	\$102.00
249	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 1 004 000	\$143.31
250	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 2 004 000	\$143.30
251	CDW GOVERNMENT, INC	PROJECTORS	01 2410 610 2 209 001	\$926.28

252	CDW GOVERNMENT, INC	CEILING MOUNT	01 2410 650 2 209 001	\$227.49
253	<b>CDW GOVERNMENT, INC Total</b>			\$3,775.89
254	CITY OF NORFOLK	SRO	01 1160 350 2 001 000	\$41,494.58
255	CITY OF NORFOLK	FIELD USEAGE	01 2510 890 2 001 000	\$29,683.64
256	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 000	\$199.69
257	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 003	\$382.94
258	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 004	\$423.16
259	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 005	\$375.16
260	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 008	\$397.64
261	CITY OF NORFOLK	WATER/SEWER	01 2610 410 1 001 009	\$542.97
262	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 000	\$199.68
263	CITY OF NORFOLK	WATER/SEWER	01 2610 410 2 001 002	\$1,140.09
264	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
265	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
266	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$5.08
267	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
268	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$3.68
269	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
270	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
271	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
272	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$2.63
273	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
274	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
275	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$3.33
276	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
277	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$17.54
278	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
279	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
280	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
281	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
282	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
283	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
284	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$3.67
285	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$17.53
286	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$2.62
287	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
288	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
289	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$5.07
290	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
291	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$3.32
292	<b>CITY OF NORFOLK Total</b>			\$74,931.02
293	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 000	\$192.48
294	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 003	\$97.75

295	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 004	\$97.38
296	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 005	\$97.38
297	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 008	\$97.38
298	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 009	\$97.38
299	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 010	\$97.38
300	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 012	\$94.78
301	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 014	\$195.10
302	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 1 001 021	\$98.08
303	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 000	\$192.48
304	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 001	\$391.49
305	CLEARFLY COMMUNICATIONS	PHONE SERVICE	01 2510 382 2 001 002	\$197.66
306	<b>CLEARFLY COMMUNICATIONS Total</b>			\$1,946.72
307	CLEVELAND, NICHOLAS	ACTIVITY WORKER	01 2190 120 2 001 000	\$59.50
308	<b>CLEVELAND, NICHOLAS Total</b>			\$59.50
309	COLE PAPERS INC	CAN LINERS	01 2610 610 1 001 000	\$1,498.24
310	COLE PAPERS INC	CAN LINERS	01 2610 610 2 001 000	\$1,498.24
311	<b>COLE PAPERS INC Total</b>			\$2,996.48
312	COLLINS, NICHOLAS	JH BASKETBALL @ YORK	01 2190 580 2 001 000	\$11.79
313	COLLINS, NICHOLAS	BOYS WRESTLING @ SIOUX CITY	01 2190 580 2 001 000	\$26.52
314	COLLINS, NICHOLAS	JH WRESTLING @ S SIOUX CITY	01 2190 580 2 001 000	\$13.65
315	COLLINS, NICHOLAS	GIRLS WRESTLING @ SCHUYLER	01 2190 580 2 001 000	\$14.55
316	COLLINS, NICHOLAS	BASKETBALL @ HARTINGTON	01 2190 580 2 001 000	\$13.49
317	COLLINS, NICHOLAS	BASKETBALL @ PIERCE	01 2190 580 2 001 000	\$12.19
318	COLLINS, NICHOLAS	SWIMMING @ COLUMBUS	01 2190 580 2 001 000	\$12.30
319	COLLINS, NICHOLAS	GIRLS WRESTLING @ COLUMBUS	01 2190 580 2 001 000	\$21.10
320	COLLINS, NICHOLAS	CHEERLEADING @ FREMONT	01 2190 580 2 001 000	\$10.50
321	<b>COLLINS, NICHOLAS Total</b>			\$136.09
322	COMPUTER INFORMATION	EMPLOYEE TRAINING	01 2230 330 1 005 000	\$225.00
323	COMPUTER INFORMATION	EMPLOYEE TRAINING	01 2230 330 1 005 000	\$225.00
324	COMPUTER INFORMATION	EMPLOYEE TRAINING	01 2230 330 2 005 000	\$225.00
325	COMPUTER INFORMATION	EMPLOYEE TRAINING	01 2230 330 2 005 000	\$225.00
326	<b>COMPUTER INFORMATION Total</b>			\$900.00
327	COURTESY FORD	REPAIR EXPEDITION 31	01 2650 340 1 001 000	\$375.30
328	COURTESY FORD	REPAIR EXPEDITION 31	01 2650 340 2 001 000	\$375.30
329	COURTESY FORD	REPAIR EXPEDITION 31	01 2650 610 1 001 000	\$8.52
330	COURTESY FORD	REPAIR EXPEDITION 31	01 2650 610 2 001 000	\$8.51
331	<b>COURTESY FORD Total</b>			\$767.63
332	CRAVEN OCCUPATIONAL	OCCUPATIONAL THERAPY SERVICES	01 2161 320 1 004 000	\$14,493.50
333	CRAVEN OCCUPATIONAL	OCCUPATIONAL THERAPY SERVICES	01 2161 320 2 004 000	\$205.00
334	CRAVEN OCCUPATIONAL	OT SERVICES MILEAGE	01 2161 334 1 004 000	\$108.83
335	CRAVEN OCCUPATIONAL	OT SERVICES MILEAGE	01 2161 334 2 004 000	\$4.35
336	<b>CRAVEN OCCUPATIONAL Total</b>			\$14,811.68
337	DAVIS, RONALD	PARENT MILEAGE	01 2713 332 1 004 021	\$120.12

338	<b>DAVIS, RONALD Total</b>			\$120.12
339	DITTER, KERSTIN	STAFF MILEAGE	01 3541 333 1 004 000	\$76.33
340	<b>DITTER, KERSTIN Total</b>			\$76.33
341	EAKES OFFICE PLUS	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$280.32
342	EAKES OFFICE PLUS	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$280.32
343	<b>EAKES OFFICE PLUS Total</b>			\$560.64
344	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$248.43
345	ECHO GROUP INC	MOTOR	01 2620 610 1 001 003	\$152.00
346	ECHO GROUP INC	LED EMERGENCY LIGHT	01 2620 610 1 001 014	\$153.84
347	ECHO GROUP INC	TIME DELAY FUSE	01 2620 610 1 001 014	\$35.62
348	ECHO GROUP INC	BATTERY	01 2620 610 1 001 014	\$100.44
349	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$248.43
350	ECHO GROUP INC	BATTERY	01 2620 610 2 001 001	\$69.52
351	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 001	\$457.20
352	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 001	\$349.44
353	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 001	\$457.20
354	<b>ECHO GROUP INC Total</b>			\$2,272.12
355	EDUCATIONAL SERVICE UNIT	REGISTRATION FEE	01 1200 330 1 004 010	\$200.00
356	EDUCATIONAL SERVICE UNIT	NENCAP DUES 25/26	01 6700 810 2 028 001	\$3,000.00
357	<b>EDUCATIONAL SERVICE UNIT Total</b>			\$3,200.00
358	EGAN SUPPLY COMPANY	REPAIR CARPET EXTRACTOR	01 2610 610 1 001 000	\$130.35
359	EGAN SUPPLY COMPANY	PREP PADS	01 2610 610 1 001 000	\$174.60
360	EGAN SUPPLY COMPANY	CUSTODIAL SUPPLIES	01 2610 610 1 001 000	\$234.34
361	EGAN SUPPLY COMPANY	WAND EXTENTIONS	01 2610 610 1 001 000	\$57.35
362	EGAN SUPPLY COMPANY	SQUEEGEE HOSE	01 2610 610 1 001 014	\$66.88
363	EGAN SUPPLY COMPANY	PREP PADS	01 2610 610 2 001 000	\$174.60
364	EGAN SUPPLY COMPANY	CUSTODIAL SUPPLIES	01 2610 610 2 001 000	\$234.33
365	EGAN SUPPLY COMPANY	WAND EXTENTIONS	01 2610 610 2 001 000	\$57.35
366	EGAN SUPPLY COMPANY	REPAIR CARPET EXTRACTOR	01 2610 610 2 001 000	\$130.34
367	<b>EGAN SUPPLY COMPANY Total</b>			\$1,260.14
368	ELAN FINANCIAL SERVICES	SUPPLIES #TA	01 1100 610 1 104 010	\$35.78
369	ELAN FINANCIAL SERVICES	CLASSROOM SUPPLIES #JL	01 1100 610 1 302 004	\$20.98
370	ELAN FINANCIAL SERVICES	NATIONAL GEOGRAPHIC CIRCUIT	01 1100 610 1 602 005	\$39.99
371	ELAN FINANCIAL SERVICES	PBIS AND CLASSROOM SUPPLIES	01 1100 610 1 602 005	\$52.97
372	ELAN FINANCIAL SERVICES	STENCILS AND ICE CUBE TRAYS	01 1100 610 1 602 005	\$28.98
373	ELAN FINANCIAL SERVICES	PBIS AND CLASSROOM SUPPLIES	01 1100 610 1 642 005	\$7.99
374	ELAN FINANCIAL SERVICES	TASK CARDS #AH	01 1100 610 1 642 005	\$4.00
375	ELAN FINANCIAL SERVICES	TIMERS #AH	01 1100 610 1 642 005	\$8.94
376	ELAN FINANCIAL SERVICES	CLASSROOM SUPPLEMENT #AH	01 1100 610 1 645 005	\$24.95
377	ELAN FINANCIAL SERVICES	PBIS AND CLASSROOM SUPPLIES	01 1100 610 1 645 005	\$71.97
378	ELAN FINANCIAL SERVICES	CLASSROOM SJPPLEMENT #AH	01 1100 610 1 664 005	\$20.45
379	ELAN FINANCIAL SERVICES	PBIS AND CLASSROOM SUPPLIES	01 1100 610 1 664 005	\$17.90
380	ELAN FINANCIAL SERVICES	TIMERS #AH	01 1100 610 1 664 005	\$8.94

381	ELAN FINANCIAL SERVICES	SUPPLIES #RS	01 1100 610 1 709 008	\$220.74
382	ELAN FINANCIAL SERVICES	SUPPLIES #TL	01 1100 610 1 821 009	\$134.02
383	ELAN FINANCIAL SERVICES	3 DRAWER CART	01 1100 610 1 916 012	\$38.00
384	ELAN FINANCIAL SERVICES	LAB SUPPLIES #BV	01 1100 610 2 111 002	\$68.86
385	ELAN FINANCIAL SERVICES	CHALK MARKERS #MISSYH	01 1100 610 2 226 001	\$67.98
386	ELAN FINANCIAL SERVICES	LUMIO INDIVIDUAL MEMBERSHIP	01 1100 643 1 005 000	\$31.72
387	ELAN FINANCIAL SERVICES	LUMIO INDIVIDUAL MEMBERSHIP	01 1100 643 1 005 000	-\$31.72
388	ELAN FINANCIAL SERVICES	LUMIO INDIVIDUAL MEMBERSHIP	01 1100 643 2 005 000	-\$31.71
389	ELAN FINANCIAL SERVICES	LUMIO INDIVIDUAL MEMBERSHIP	01 1100 643 2 005 000	\$31.71
390	ELAN FINANCIAL SERVICES	STATE JAZZ FESTIVAL REG. #BW	01 1100 810 2 202 001	\$200.00
391	ELAN FINANCIAL SERVICES	STATE CONCERT FESTIVAL REG #BW	01 1100 810 2 202 001	\$200.00
392	ELAN FINANCIAL SERVICES	STUDENT INCENTIVES #RS	01 1150 610 1 755 008	\$86.95
393	ELAN FINANCIAL SERVICES	SUPPLIES #MISSYH	01 1150 610 2 299 001	\$62.98
394	ELAN FINANCIAL SERVICES	COMMUNICATION TOOL #MJ	01 1190 610 1 163 021	\$222.95
395	ELAN FINANCIAL SERVICES	CLASSROOM MATERIALS #MJ	01 1190 610 1 163 021	\$137.27
396	ELAN FINANCIAL SERVICES	STUDENT INCENTIVES #TL	01 1200 610 1 020 009	\$82.86
397	ELAN FINANCIAL SERVICES	SUPPLIES #TA	01 1200 610 1 153 010	\$36.14
398	ELAN FINANCIAL SERVICES	BEHAVIOR INCENTIVES #AMYB	01 1200 610 1 491 014	\$69.78
399	ELAN FINANCIAL SERVICES	BEHAVIOR REINFORCEMENT SNACKS	01 1200 610 1 492 014	\$103.75
400	ELAN FINANCIAL SERVICES	FABRIC #LM	01 1200 610 2 004 000	\$9.71
401	ELAN FINANCIAL SERVICES	CULINARY LAB SUPPLIES #LL	01 1200 610 2 258 001	\$99.72
402	ELAN FINANCIAL SERVICES	WORKSTATION SUPPLIES #LL	01 1200 610 2 297 001	\$34.61
403	ELAN FINANCIAL SERVICES	SUPPLIES #TA	01 2151 610 1 156 010	\$9.79
404	ELAN FINANCIAL SERVICES	SUPERTENDENT INTERVIEW	01 2310 890 1 001 000	\$364.88
405	ELAN FINANCIAL SERVICES	SUPERTENDENT INTERVIEW	01 2310 890 2 001 000	\$364.88
406	ELAN FINANCIAL SERVICES	STAMPED ENVELOPES #JS	01 2410 531 2 209 001	\$3,130.25
407	ELAN FINANCIAL SERVICES	KLEENEX	01 2410 610 2 209 001	\$175.34
408	ELAN FINANCIAL SERVICES	DUCK TAPE #MISSYH	01 2410 610 2 209 001	\$65.21
409	ELAN FINANCIAL SERVICES	REFUND-INTEREST, DISPUTED	01 2510 890 1 001 000	-\$3,332.06
410	ELAN FINANCIAL SERVICES	CABLES FOR CARSON THEATRE #LL	01 2620 610 2 715 001	\$56.99
411	ELAN FINANCIAL SERVICES	BUS 108 PARTS #MIKEH	01 2710 610 1 001 000	\$278.86
412	ELAN FINANCIAL SERVICES	BUS 108 PARTS #MIKEH	01 2710 610 2 001 000	\$278.86
413	ELAN FINANCIAL SERVICES	RETURNED ITEM #MJ	01 3541 610 1 004 000	-\$49.97
414	ELAN FINANCIAL SERVICES	NBEA MEMBERSHIP #BW	01 3551 810 2 209 001	\$596.00
415	ELAN FINANCIAL SERVICES	TITLE FAMILIY NIGHT #JO	01 6200 640 1 028 012	\$159.00
416	<b>ELAN FINANCIAL SERVICES Total</b>			\$4,318.19
417	ELKHORN RURAL PUBLIC POWER	WOODLAND PARK ELECTRICITY	01 2610 621 1 001 012	\$1,464.15
418	<b>ELKHORN RURAL PUBLIC POWER Total</b>			\$1,464.15
419	ELLIOTT, PAIGE	PARENT MILEAGE	01 2713 332 1 004 021	\$61.60
420	<b>ELLIOTT, PAIGE Total</b>			\$61.60
421	ENVISIONS OF NORFOLK, INC	DECEMBER CONTRACTED SERVICES	01 1200 340 2 004 001	\$2,005.96
422	<b>ENVISIONS OF NORFOLK, INC Total</b>			\$2,005.96
423	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$121.29

424	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$121.28
425	<b>ESSENTIAL SCREEN Total</b>			\$242.57
426	ESU #7	SERVICE PURCHASED FROM ESU	01 2181 591 1 004 000	\$7,174.60
427	ESU #7	SERVICE PURCHASED FROM ESU	01 2181 591 2 004 000	\$2,082.20
428	<b>ESU #7 Total</b>			\$9,256.80
429	ESU 8	SPED BEHAVIOR NOV 2025	01 1200 591 1 004 000	\$4,250.00
430	ESU 8	SPED 3 NOV 2025	01 1200 591 2 004 000	\$7,290.00
431	ESU 8	LMHP SERVICES	01 2140 591 1 991 000	\$12,828.25
432	ESU 8	LMHP SERVICES	01 2140 591 2 991 000	\$12,828.25
433	ESU 8	SPED 1 NOV COSTS	01 2141 591 2 014 000	\$5,771.50
434	ESU 8	SPED 1 NOV COSTS	01 2151 591 2 004 000	\$455.00
435	ESU 8	LETRS TRAINING	01 6310 330 1 028 000	\$160.00
436	<b>ESU 8 Total</b>			\$43,583.00
437	FAITH REGIONAL HEALTH SERVICES	DOT PHYSICALS	01 2570 340 1 901 000	\$100.00
438	FAITH REGIONAL HEALTH SERVICES	DOT PHYSICALS	01 2570 340 2 901 000	\$100.00
439	<b>FAITH REGIONAL HEALTH SERVICES Total</b>			\$200.00
440	FARMER'S PRIDE	UNLEADED FUEL	01 2650 626 1 001 000	\$3,649.55
441	FARMER'S PRIDE	UNLEADED FUEL	01 2650 626 2 001 000	\$3,649.55
442	FARMER'S PRIDE	UNLEADED FUEL	01 2712 626 1 001 000	\$1,824.78
443	<b>FARMER'S PRIDE Total</b>			\$9,123.88
444	FASTENAL INDUSTRIAL	SUPPLIES	01 2620 610 1 001 000	\$23.82
445	FASTENAL INDUSTRIAL	SUPPLIES	01 2620 610 2 001 000	\$23.82
446	<b>FASTENAL INDUSTRIAL Total</b>			\$47.64
447	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$10.88
448	FERNAU, JESSICA	STAFF MILEAGE	01 1292 333 1 004 000	\$20.66
449	<b>FERNAU, JESSICA Total</b>			\$31.54
450	FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$1,442.22
451	FLINN SCIENTIFIC, INC	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$319.96
452	<b>FLINN SCIENTIFIC, INC Total</b>			\$1,762.18
453	FLOHR, PEYTON	ACTIVITY WORKER	01 2190 120 2 001 000	\$29.75
454	FLOHR, PEYTON	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.25
455	<b>FLOHR, PEYTON Total</b>			\$68.00
456	FRISCH, VIRGINIA	STAFF MILEAGE	01 1291 333 1 004 021	\$17.69
457	FRISCH, VIRGINIA	STAFF MILEAGE	01 1292 333 1 004 000	\$17.76
458	<b>FRISCH, VIRGINIA Total</b>			\$35.45
459	FROWICK, BRENNNA	STAFF MILEAGE	01 2151 333 1 004 000	\$26.55
460	<b>FROWICK, BRENNNA Total</b>			\$26.55
461	GEARY, LISA	MILEAGE	01 3535 333 1 027 000	\$36.25
462	<b>GEARY, LISA Total</b>			\$36.25
463	GLASS EDGE INC, THE	REPAIRS TO DOOR #1	01 2620 431 2 001 001	\$1,068.00
464	<b>GLASS EDGE INC, THE Total</b>			\$1,068.00
465	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2162 320 1 004 000	\$3,713.91
466	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2162 334 1 004 000	\$51.55

467	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2163 320 1 004 000	\$3,713.92
468	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2163 334 1 004 000	\$51.55
469	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2171 320 1 004 000	\$3,855.36
470	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2171 320 2 004 000	\$3,855.37
471	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2171 334 1 004 000	\$33.56
472	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2171 334 2 004 000	\$33.57
473	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2172 320 1 004 000	\$3,719.39
474	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2172 334 1 004 000	\$81.71
475	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2173 320 1 004 000	\$3,719.39
476	GROW PHYSICAL THERAPY, LLC	PT AND OT SERVICES JAN26	01 2173 334 1 004 000	\$81.71
477	<b>GROW PHYSICAL THERAPY, LLC Total</b>			\$22,910.99
478	HAISCH, AMY	STAFF MILEAGE	01 2152 333 1 004 021	\$99.62
479	<b>HAISCH, AMY Total</b>			\$99.62
480	HANSEN, MELISSA	POSTAGE REIMBURSEMENT	01 2410 531 2 209 001	\$6.08
481	<b>HANSEN, MELISSA Total</b>			\$6.08
482	HARDY, MARSHAL	ACTIVITY WORKERS	01 2190 120 2 001 000	\$38.25
483	<b>HARDY, MARSHAL Total</b>			\$38.25
484	HASTINGS, BOBBY	ACTIVITY WORKERS	01 2190 120 2 001 000	\$38.25
485	<b>HASTINGS, BOBBY Total</b>			\$38.25
486	HASTINGS, TRACI	ACTIVITY WORKERS	01 2190 120 2 001 000	\$38.25
487	<b>HASTINGS, TRACI Total</b>			\$38.25
488	HEARTLAND FIRE PROTECTION	INSPECTIONS AND SERVICE CALLS	01 2620 431 1 001 000	\$3,263.13
489	HEARTLAND FIRE PROTECTION	INSPECTIONS AND SERVICE CALLS	01 2620 431 2 001 000	\$3,263.13
490	<b>HEARTLAND FIRE PROTECTION Total</b>			\$6,526.26
491	HERITAGE WATER SERVICES	WATER TREATMENT CHEMICALS	01 2620 610 1 001 000	\$387.50
492	HERITAGE WATER SERVICES	WATER TREATMENT CHEMICALS	01 2620 610 2 001 000	\$387.50
493	<b>HERITAGE WATER SERVICES Total</b>			\$775.00
494	HIRSCHMAN, MELORA	NMEA CONFERENCE	01 6310 330 1 028 000	\$681.80
495	<b>HIRSCHMAN, MELORA Total</b>			\$681.80
496	HITEMP	CAR WASH SOAP	01 2650 610 1 001 000	\$109.78
497	HITEMP	CAR WASH SOAP	01 2650 610 2 001 000	\$109.78
498	<b>HITEMP Total</b>			\$219.56
499	HOFERER, KIMBERLY	ACTIVITY WORKERS	01 2190 120 2 001 000	\$454.75
500	<b>HOFERER, KIMBERLY Total</b>			\$454.75
501	HOLIDAY INN EXPRESS	HOTEL ROOMS FOR HONOR BAND	01 1100 580 2 202 001	\$243.00
502	HOLIDAY INN EXPRESS	HOTEL ROOMS FOR HONOR BAND	01 1100 580 2 202 001	\$243.00
503	HOLIDAY INN EXPRESS	HOTEL ROOMS FOR HONOR BAND	01 1100 580 2 202 001	\$243.00
504	HOLIDAY INN EXPRESS	HOTEL ROOMS FOR HONOR CHOIR	01 1100 580 2 207 001	\$119.00
505	HOLIDAY INN EXPRESS	HOTEL RMS FOR CHOIR	01 1100 580 2 207 001	\$119.00
506	HOLIDAY INN EXPRESS	HOTEL RMS FOR CHOIR	01 1100 580 2 207 001	\$119.00
507	<b>HOLIDAY INN EXPRESS Total</b>			\$1,086.00
508	IOWA SCHOOL FOR THE DEAF	TUITION	01 2151 569 2 004 000	\$29,941.65
509	<b>IOWA SCHOOL FOR THE DEAF Total</b>			\$29,941.65

510	ISTE+ASCD	S THELEN & N PROBASCO	01 6310 810 1 028 000	\$79.00
511	ISTE+ASCD	S THELEN & N PROBASCO	01 6310 810 1 028 000	\$79.00
512	<b>ISTE+ASCD Total</b>			\$158.00
513	J W PEPPER, INC	CHOIR CONCERT MUSIC	01 1100 610 2 116 002	\$2.65
514	J W PEPPER, INC	FESTIVAL MUSIC	01 1100 610 2 117 002	\$138.94
515	J W PEPPER, INC	FESTIVAL MUSIC	01 1100 610 2 117 002	\$80.00
516	J W PEPPER, INC	FESTIVAL MUSIC	01 1100 610 2 117 002	\$84.99
517	J W PEPPER, INC	CONCERT MUSIC	01 1100 610 2 202 001	\$80.00
518	J W PEPPER, INC	MUSIC	01 1100 610 2 205 001	\$154.99
519	<b>J W PEPPER, INC Total</b>			\$541.57
520	JENSEN, CARRIE	STAFF MILEAGE	01 1100 333 2 001 000	\$61.60
521	<b>JENSEN, CARRIE Total</b>			\$61.60
522	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 1 001 000	\$2,650.00
523	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 2 001 000	\$2,650.00
524	<b>JESSE'S SANITATION LLC Total</b>			\$5,300.00
525	JOSTENS	SIGNATURE CUT FOR DIPLOMA	01 2490 610 2 209 001	\$13.05
526	<b>JOSTENS Total</b>			\$13.05
527	KALIN, KAREN	STAFF MILEAGE	01 2151 333 1 004 000	\$34.02
528	<b>KALIN, KAREN Total</b>			\$34.02
529	KANSAS CITY AUDIO-VISUAL	LUMIO PLAN AND SMART NOTEBOOK	01 1100 643 1 005 000	\$98.10
530	KANSAS CITY AUDIO-VISUAL	LUMIO PLAN AND SMART NOTEBOOK	01 1100 643 2 005 000	\$98.10
531	<b>KANSAS CITY AUDIO-VISUAL Total</b>			\$196.20
532	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 010	\$88.82
533	KELLY SUPPLY COMPANY	BELTS	01 2620 610 1 001 014	\$23.36
534	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 001	\$31.09
535	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 016 001	\$62.43
536	<b>KELLY SUPPLY COMPANY Total</b>			\$205.70
537	LAFLEUR, BILL	PD SEMINAR-SCIENCE OF READING	01 6310 330 1 028 000	\$151.29
538	<b>LAFLEUR, BILL Total</b>			\$151.29
539	LIBERTY PAPER	PAPER	01 1100 610 0 001 000	\$24,696.00
540	LIBERTY PAPER	PAPER	01 1100 610 0 001 000	-\$119.20
541	<b>LIBERTY PAPER Total</b>			\$24,576.80
542	LOPEZ, GUADALUPE	PARENT MILEAGE	01 2713 332 1 004 021	\$57.12
543	<b>LOPEZ, GUADALUPE Total</b>			\$57.12
544	LOPEZ, ITZEL	PARENT MILEAGE	01 2713 332 1 004 021	\$6.72
545	<b>LOPEZ, ITZEL Total</b>			\$6.72
546	LOVE SIGNS, INC	K ROUNDUP SIGN	01 2410 610 1 904 012	\$144.00
547	LOVE SIGNS, INC	KINDERGARTEN ROUND UP SIGNS	01 2670 610 1 035 012	\$245.00
548	<b>LOVE SIGNS, INC Total</b>			\$389.00
549	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 1 001 000	\$167.36
550	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 2 001 000	\$167.36
551	<b>LUNCHTIME SOLUTIONS, INC. Total</b>			\$334.72
552	MC NAUGHTON BOOK SERVICE	YOUNG ADULT MCNAUGHTON	01 2220 640 2 228 001	\$2,892.00

553	<b>MC NAUGHTON BOOK SERVICE Total</b>			\$2,892.00
554	MCALLISTER, BILL	ACTVITIES MEETING MEAL	01 2190 890 2 001 000	\$119.00
555	MCALLISTER, BILL	BOE MEETING	01 2310 890 1 001 000	\$94.16
556	<b>MCALLISTER, BILL Total</b>			\$213.16
557	MCCLLOUD, MICHELLE	STAFF MILEAGE	01 1200 333 1 004 000	\$40.02
558	MCCLLOUD, MICHELLE	STAFF MILEAGE	01 1200 333 2 004 000	\$40.02
559	<b>MCCLLOUD, MICHELLE Total</b>			\$80.04
560	MENARDS	SUPPLIES	01 2610 610 1 001 000	\$1.00
561	MENARDS	MOP	01 2610 610 1 001 000	\$5.67
562	MENARDS	SUPPLIES	01 2610 610 2 001 000	\$1.00
563	MENARDS	STEEL PLATE	01 2620 610 1 001 000	\$4.87
564	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$8.99
565	MENARDS	CABLE AND CLAMP	01 2620 610 1 001 000	\$5.60
566	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$35.67
567	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$5.62
568	MENARDS	DRILL BITS	01 2620 610 1 001 000	\$11.89
569	MENARDS	CLAMPS, LINKS	01 2620 610 1 001 000	\$6.43
570	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.24
571	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$10.50
572	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.99
573	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$14.00
574	MENARDS	CORDS	01 2620 610 1 001 000	\$49.99
575	MENARDS	DOOR STOP	01 2620 610 1 001 004	\$21.32
576	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$9.99
577	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$23.97
578	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$9.98
579	MENARDS	SUPPLIES	01 2620 610 1 001 014	\$3.09
580	MENARDS	DRILL BITS	01 2620 610 2 001 000	\$11.88
581	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$13.99
582	MENARDS	CABLE AND CLAMP	01 2620 610 2 001 000	\$5.59
583	MENARDS	MOP	01 2620 610 2 001 000	\$5.67
584	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$35.66
585	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$5.62
586	MENARDS	CLAMPS, LINKS	01 2620 610 2 001 000	\$6.43
587	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.99
588	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$8.99
589	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.23
590	MENARDS	CORDS	01 2620 610 2 001 000	\$49.99
591	MENARDS	STEEL PLATE	01 2620 610 2 001 000	\$4.86
592	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$10.49
593	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$35.90
594	MENARDS	ODOR CONTROL	01 2620 610 2 001 001	\$7.63
595	MENARDS	ELEMENT	01 2620 610 2 001 001	\$124.99

596	<b>MENARDS Total</b>			\$627.72
597	MERCHBRO INC.	NPS PROMO ITEMS	01 2570 610 1 901 000	\$93.38
598	MERCHBRO INC.	NPS PROMO ITEMS	01 2570 610 2 901 000	\$93.37
599	<b>MERCHBRO INC. Total</b>			\$186.75
600	MILLER, JOSIE	STAFF MILEAGE	01 2161 333 1 004 000	\$11.17
601	<b>MILLER, JOSIE Total</b>			\$11.17
602	MILLIKAN, JULIE	SCIENCE LAB SUPPLIES	01 1100 610 2 138 002	\$16.68
603	<b>MILLIKAN, JULIE Total</b>			\$16.68
604	MODEL ELECTRIC INC	LOCATE FIBER AT WOODLAND PARK	01 1100 340 1 005 000	\$73.65
605	MODEL ELECTRIC INC	LOCATE FIBER AT WOODLAND PARK	01 1100 340 1 005 000	\$102.14
606	MODEL ELECTRIC INC	LOCATE FIBER AT ESU8	01 1100 340 1 005 000	\$88.75
607	MODEL ELECTRIC INC	LOCATE FIBER AT WOODLAND PARK	01 1100 340 2 005 000	\$73.64
608	MODEL ELECTRIC INC	LOCATE FIBER AT ESU8	01 1100 340 2 005 000	\$88.75
609	MODEL ELECTRIC INC	LOCATE FIBER AT WOODLAND PARK	01 1100 340 2 005 000	\$102.13
610	MODEL ELECTRIC INC	PROJECTOR INSTALL	01 1100 340 2 141 002	\$152.25
611	MODEL ELECTRIC INC	MATERIALS FOR PROJECTOR	01 1100 610 2 141 002	\$39.57
612	MODEL ELECTRIC INC	THEATER LIGHT REPAIR	01 2410 340 2 209 001	\$165.59
613	MODEL ELECTRIC INC	OFFICE POWER TRIPPED	01 2620 431 1 001 000	\$42.50
614	MODEL ELECTRIC INC	REPLACED BALLAST IN FIXTURES	01 2620 431 1 001 005	\$217.50
615	MODEL ELECTRIC INC	REPLACED BREAKER	01 2620 431 1 001 005	\$1,261.30
616	MODEL ELECTRIC INC	STEAM TABLE POWER	01 2620 431 1 001 014	\$816.38
617	MODEL ELECTRIC INC	INSTALL PAGING SPEAKERS	01 2620 431 1 001 014	\$1,737.00
618	MODEL ELECTRIC INC	OFFICE POWER TRIPPED	01 2620 431 2 001 000	\$42.50
619	MODEL ELECTRIC INC	BASKETBALL HOOPS REPAIR	01 2620 431 2 001 001	\$987.50
620	MODEL ELECTRIC INC	CHANGED LIGHTS/FIRE ALARM IN	01 2620 431 2 001 002	\$330.00
621	MODEL ELECTRIC INC	REPAIR TO GYM VESTIBULE HEATER	01 2620 431 2 001 002	\$383.88
622	MODEL ELECTRIC INC	INSTALLED NEW HEATER	01 2620 431 2 001 002	\$1,008.78
623	MODEL ELECTRIC INC	REPLACED ELEMENT IN HEATER	01 2620 431 2 001 002	\$385.91
624	MODEL ELECTRIC INC	BASKETBALL HOOPS REPAIR	01 2620 610 2 001 001	\$306.84
625	<b>MODEL ELECTRIC INC Total</b>			\$8,406.56
626	MSLBD	MIDWEST SYMPOSIUM FOR	01 1200 330 1 004 000	\$480.00
627	MSLBD	MIDWEST SYMPOSIUM FOR	01 1200 330 2 004 000	\$480.00
628	<b>MSLBD Total</b>			\$960.00
629	NAJE INC	JAZZ FESTIVAL REGISTRATION	01 1100 810 2 117 002	\$300.00
630	<b>NAJE INC Total</b>			\$300.00
631	NAPA OF NORFOLK	PARTS	01 2650 610 1 001 000	\$6.00
632	NAPA OF NORFOLK	PARTS	01 2650 610 2 001 000	\$5.99
633	NAPA OF NORFOLK	PARTS	01 2712 610 1 001 000	\$11.38
634	<b>NAPA OF NORFOLK Total</b>			\$23.37
635	NASCO	PAINT/INK	01 1100 610 1 416 014	\$71.99
636	NASCO	PAINT/INK	01 1100 610 1 416 014	\$584.16
637	<b>NASCO Total</b>			\$656.15
638	NATIONAL CENTER FOR MONTESSORI	CLASSROOM SUPPLIES	01 1100 610 1 602 005	\$150.00

639	<b>NATIONAL CENTER FOR MONTESSORI Total</b>			\$150.00
640	NCS PEARSON	B-5 EVALUATION SUPPLIES	01 1291 610 1 017 021	\$283.60
641	NCS PEARSON	B-5 EVALUATION SUPPLIES	01 1292 610 1 017 000	\$283.61
642	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$157.36
643	NCS PEARSON	WAIS-IV BOOKLETS	01 2141 610 2 014 000	\$272.84
644	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$157.36
645	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$34.97
646	<b>NCS PEARSON Total</b>			\$1,189.74
647	NASB	ANNUAL MEMBERSHIP DUES 4/26-3/27	01 2310 810 1 001 000	\$8,599.00
648	<b>NASB Total</b>			\$8,599.00
649	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$3,330.39
650	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 003	\$4,221.39
651	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 004	\$3,384.52
652	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 005	\$2,821.48
653	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 008	\$1,799.82
654	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 009	\$1,436.09
655	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 010	\$2,288.76
656	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 014	\$9,335.43
657	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 021	\$1,759.52
658	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 000	\$3,330.38
659	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 001	\$36,339.37
660	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 2 001 002	\$10,661.06
661	<b>NEBRASKA PUBLIC POWER Total</b>			\$80,708.21
662	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 330 1 001 000	\$135.00
663	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 330 2 001 000	\$135.00
664	<b>NEBRASKA SAFETY CENTER Total</b>			\$270.00
665	NEBRASKA STATE BANDMASTERS	MEMBERSHIP FEE/REGISTRATION	01 1100 810 2 202 001	\$90.00
666	NEBRASKA STATE BANDMASTERS	MEMBERSHIP FEE/REGISTRATION	01 1100 810 2 202 001	\$92.00
667	<b>NEBRASKA STATE BANDMASTERS Total</b>			\$182.00
668	NEBRASKA STATE FIRE	BOILER INSPECTIONS	01 2620 431 1 001 003	\$72.00
669	NEBRASKA STATE FIRE	BOILER INSPECTIONS	01 2620 431 1 001 005	\$72.00
670	NEBRASKA STATE FIRE	BOILER INSPECTIONS	01 2620 431 1 001 012	\$72.00
671	NEBRASKA STATE FIRE	BOILER INSPECTIONS	01 2620 431 1 001 014	\$144.00
672	NEBRASKA STATE FIRE	BOILER INSPECTIONS	01 2620 431 1 001 021	\$72.00
673	NEBRASKA STATE FIRE	BOILER INSPECTIONS	01 2620 431 2 001 001	\$144.00
674	<b>NEBRASKA STATE FIRE Total</b>			\$576.00
675	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$6.68
676	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$9.89
677	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$38.46
678	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 1 001 000	\$70.97
679	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$6.68
680	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$70.96
681	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$38.46

682	NORFOLK AUTO SUPPLY	SUPPLIES	01 2650 610 2 001 000	\$9.88
683	NORFOLK AUTO SUPPLY	FILTERS	01 2710 610 1 001 000	\$22.84
684	NORFOLK AUTO SUPPLY	FILTERS	01 2710 610 2 001 000	\$22.83
685	NORFOLK AUTO SUPPLY	SUPPLIES	01 2712 610 1 001 000	\$28.90
686	<b>NORFOLK AUTO SUPPLY Total</b>			\$326.55
687	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEETING MEALS	01 2320 890 1 033 000	\$7.72
688	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEETING MEALS	01 2320 890 2 033 000	\$7.72
689	<b>NORFOLK COUNTRY CLUB Total</b>			\$15.44
690	NORFOLK DAILY NEWS	ADVERTISING	01 2310 540 1 001 000	\$5.43
691	NORFOLK DAILY NEWS	ADVERTISING	01 2310 540 2 001 000	\$5.43
692	NORFOLK DAILY NEWS	DAILY NEWS RENEWAL	01 2310 610 1 010 000	\$103.00
693	NORFOLK DAILY NEWS	DAILY NEWS RENEWAL	01 2310 610 2 010 000	\$103.00
694	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 1 001 000	\$83.31
695	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 1 028 000	\$1.72
696	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 1 901 000	\$360.80
697	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 2 001 000	\$83.31
698	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 2 028 000	\$1.71
699	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 2 901 000	\$360.80
700	<b>NORFOLK DAILY NEWS Total</b>			\$1,108.51
701	NORFOLK IMPLEMENT INC	BELTS	01 2630 610 1 001 009	\$71.48
702	<b>NORFOLK IMPLEMENT INC Total</b>			\$71.48
703	NORFOLK WINSUPPLY	REPAIR KITS	01 2620 610 1 001 000	\$148.79
704	NORFOLK WINSUPPLY	REFRIGERANT	01 2620 610 1 001 000	\$507.50
705	NORFOLK WINSUPPLY	WALL CAP	01 2620 610 1 001 003	\$28.54
706	NORFOLK WINSUPPLY	SPRINGS	01 2620 610 1 001 004	\$36.13
707	NORFOLK WINSUPPLY	AERATOR REPLACEMENT KIT	01 2620 610 1 001 004	\$46.76
708	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 008	\$103.12
709	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 021	\$31.62
710	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$71.76
711	NORFOLK WINSUPPLY	REFRIGERANT	01 2620 610 2 001 000	\$507.50
712	NORFOLK WINSUPPLY	REPAIR KITS	01 2620 610 2 001 000	\$148.79
713	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 002	\$254.38
714	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 002	\$218.18
715	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 016 001	\$16.38
716	<b>NORFOLK WINSUPPLY Total</b>			\$2,119.45
717	NORTHEAST COMMUNITY COLLEGE	LIVESTOCK EVALUATION	01 1100 610 2 208 001	\$60.00
718	<b>NORTHEAST COMMUNITY COLLEGE Total</b>			\$60.00
719	NPS-EMPLOYEE BENEFIT FUND	UNEMPLOYMENT	01 1100 261 2 001 001	\$564.00
720	NPS-EMPLOYEE BENEFIT FUND	WC AUDITED PAYROLL DIFFERENCE	01 2510 271 1 001 000	\$1,568.00
721	NPS-EMPLOYEE BENEFIT FUND	WC AUDITED PAYROLL DIFFERENCE	01 2510 271 2 001 000	\$1,568.00
722	NPS-EMPLOYEE BENEFIT FUND	UNEMPLOYMENT	01 2620 260 1 001 010	\$4,380.00
723	<b>NPS-EMPLOYEE BENEFIT FUND Total</b>			\$8,080.00
724	OLBERDING, KENT	ACTIVITY WORKER	01 2190 120 2 001 000	\$59.50

725	<b>OLBERDING, KENT Total</b>			\$59.50
726	OLBERDING, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$46.75
727	<b>OLBERDING, LEAH Total</b>			\$46.75
728	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 000	\$30.00
729	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 000	\$22.00
730	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 000	\$22.00
731	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 003	\$44.00
732	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 004	\$44.00
733	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 005	\$44.00
734	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 008	\$44.00
735	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 009	\$44.00
736	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 010	\$44.00
737	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 012	\$44.00
738	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 014	\$44.00
739	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 1 001 021	\$44.00
740	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 2 001 000	\$30.00
741	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 2 001 000	\$22.00
742	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 2 001 000	\$22.00
743	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 2 001 001	\$70.00
744	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 2 001 002	\$70.00
745	OLSON'S PEST TECHNICIANS	PEST SERVICES	01 2630 340 2 016 001	\$44.00
746	<b>OLSON'S PEST TECHNICIANS Total</b>			\$728.00
747	OMAHA STAGE EQUIPMENT INC	INSPECTION AND MOVE SOUND	01 2620 431 2 715 001	\$1,577.00
748	<b>OMAHA STAGE EQUIPMENT INC Total</b>			\$1,577.00
749	OMAHA WORLD-HERALD	25-26 OWH PAPERS	01 2220 640 2 106 002	\$468.50
750	<b>OMAHA WORLD-HERALD Total</b>			\$468.50
751	OMNIFY BENEFITS	MONTHLY FEES	01 2510 340 1 001 000	\$144.38
752	OMNIFY BENEFITS	MONTHLY FEES	01 2510 340 2 001 000	\$144.37
753	<b>OMNIFY BENEFITS Total</b>			\$288.75
754	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$1.23
755	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$1.23
756	<b>ONE CALL CONCEPTS, INC Total</b>			\$2.46
757	ONE OFFICE SOLUTION	WHITEBOARD	01 1100 610 2 143 002	\$225.00
758	ONE OFFICE SOLUTION	MAPS GOAL FOLDER SUPPLIES	01 1200 610 2 194 002	\$33.21
759	ONE OFFICE SOLUTION	MAPS GOAL FOLDER SUPPLIES	01 1200 610 2 194 002	\$29.98
760	ONE OFFICE SOLUTION	PENCILS/GAME/FIDGETS	01 6200 610 1 028 000	\$44.00
761	<b>ONE OFFICE SOLUTION Total</b>			\$332.19
762	ORTEZ, KANDRA	ACTIVITY WORKER	01 2190 120 2 001 000	\$59.50
763	<b>ORTEZ, KANDRA Total</b>			\$59.50
764	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 1 030 000	\$438.65
765	<b>PERMA BOUND Total</b>			\$438.65
766	PETTY, KAYLA	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.25
767	<b>PETTY, KAYLA Total</b>			\$38.25

768	PINKELMAN TRUCK & TRAILER	BUS 37H REPAIR	01 2712 340 1 001 000	\$825.00
769	PINKELMAN TRUCK & TRAILER	BUS 8H REPAIR	01 2712 340 1 001 000	\$742.50
770	PINKELMAN TRUCK & TRAILER	BUS 8H REPAIR	01 2712 610 1 001 000	\$229.47
771	PINKELMAN TRUCK & TRAILER	BUS 37H REPAIR	01 2712 610 1 001 000	\$243.57
772	<b>PINKELMAN TRUCK &amp; TRAILER Total</b>			\$2,040.54
773	PISCIKAS, JOHANES	ACTIVITY WORKER	01 2190 120 2 001 000	\$55.25
774	<b>PISCIKAS, JOHANES Total</b>			\$55.25
775	POCHOP, SARA	CDL LICENSE	01 2712 890 1 001 000	\$64.00
776	<b>POCHOP, SARA Total</b>			\$64.00
777	POPPLERS MUSIC STORE	MUSIC	01 1100 610 2 205 001	\$120.00
778	<b>POPPLERS MUSIC STORE Total</b>			\$120.00
779	PRESENCE LEARNING, INC	SPEECH SERVICES	01 2151 320 1 004 000	\$33,629.17
780	<b>PRESENCE LEARNING, INC Total</b>			\$33,629.17
781	PRIORITY COMMUNICATIONS	SERVICE CALL	01 2510 340 1 001 000	\$50.00
782	PRIORITY COMMUNICATIONS	SERVICE CALL	01 2510 340 2 001 000	\$50.00
783	<b>PRIORITY COMMUNICATIONS Total</b>			\$100.00
784	QUILL CORPORATION	GENERAL SUPPLIES	01 1100 610 1 802 009	\$94.89
785	QUILL CORPORATION	GENERAL SUPPLIES	01 1100 610 1 802 009	\$77.38
786	<b>QUILL CORPORATION Total</b>			\$172.27
787	RASMUSSEN MECHANICAL	PREVENTIVE MAINTENANCE 2024-	01 2620 431 1 001 000	\$12,117.50
788	RASMUSSEN MECHANICAL	RM 107 AND HEAT PUMP SERVICE	01 2620 431 1 001 003	\$1,470.42
789	RASMUSSEN MECHANICAL	INSTALLED NEW SENSOR	01 2620 431 1 001 005	\$754.26
790	RASMUSSEN MECHANICAL	RTU REPLACEMENT SMALL COMMONS	01 2620 431 1 001 014	\$10,250.00
791	RASMUSSEN MECHANICAL	PREVENTIVE MAINTENANCE 2024-	01 2620 431 2 001 000	\$12,117.50
792	RASMUSSEN MECHANICAL	NORTH AND SOUTH BOILER SERVICE	01 2620 431 2 001 001	\$2,232.72
793	RASMUSSEN MECHANICAL	OFFICE UNIT RTU REPLACEMENT	01 2620 431 2 001 001	\$11,000.00
794	RASMUSSEN MECHANICAL	REPLACED CIRCUIT BOARD	01 2620 431 2 001 002	\$956.08
795	RASMUSSEN MECHANICAL	HEAT EXCHANGE FOR GYM UNIT	01 2620 431 2 001 002	\$4,416.19
796	RASMUSSEN MECHANICAL	HEAT EXCHANGE GYM UNIT	01 2620 431 2 001 002	\$3,982.25
797	RASMUSSEN MECHANICAL	HEATERS	01 2620 731 1 001 000	\$34,000.00
798	RASMUSSEN MECHANICAL	HEATERS	01 2620 731 2 001 000	\$34,000.00
799	<b>RASMUSSEN MECHANICAL Total</b>			\$127,296.92
800	REHAN, MICHAEL	CDL PERMIT	01 2710 890 1 001 000	\$7.50
801	REHAN, MICHAEL	CDL PERMIT	01 2710 890 2 001 000	\$7.50
802	<b>REHAN, MICHAEL Total</b>			\$15.00
803	RF MACHINE WORKS	REPLACE SHAFT	01 2620 431 1 001 000	\$100.00
804	RF MACHINE WORKS	REPLACE SHAFT	01 2620 431 2 001 000	\$100.00
805	<b>RF MACHINE WORKS Total</b>			\$200.00
806	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2510 340 1 001 000	\$44.00
807	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2510 340 2 001 000	\$44.00
808	<b>SAFESIDE SHREDDING Total</b>			\$88.00
809	SAGER, WAYNE	ACTIVITY WORKER	01 2190 120 2 001 000	\$127.50
810	<b>SAGER, WAYNE Total</b>			\$127.50

811	SANCHEZ, ADILENE	PARENT MILEAGE	01 2713 332 1 004 021	\$204.73
812	<b>SANCHEZ, ADILENE Total</b>			\$204.73
813	SCANNING PENS INC	C-PEN SECURE READER 2	01 1200 610 1 004 000	\$466.04
814	SCANNING PENS INC	C-PEN SECURE READER 2	01 1200 610 2 004 000	\$466.04
815	<b>SCANNING PENS INC Total</b>			\$932.08
816	SCHOLASTIC, INC	NC & CL TITLE FAMILY NIGHTS	01 6200 640 1 028 000	\$499.42
817	SCHOLASTIC, INC	WA TITLE NIGHT	01 6200 640 1 028 008	\$340.00
818	SCHOLASTIC, INC	TITLE READING NIGHT	01 6200 640 1 028 012	\$130.00
819	<b>SCHOLASTIC, INC Total</b>			\$969.42
820	SCHUMACHER, EMILY	PARENT MILEAGE	01 2710 332 2 001 000	\$365.74
821	<b>SCHUMACHER, EMILY Total</b>			\$365.74
822	SCHUURMANS, GARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.25
823	<b>SCHUURMANS, GARY Total</b>			\$38.25
824	SETTLES, TIFFANY	NASB LEGISLATIVE CONFERENCE	01 2310 333 1 010 000	\$88.45
825	SETTLES, TIFFANY	NASB LEGISLATIVE CONFERENCE	01 2310 333 2 010 000	\$88.45
826	SETTLES, TIFFANY	NASB LEGISLATIVE CONFERENCE	01 2310 580 1 010 000	\$6.75
827	SETTLES, TIFFANY	NASB LEGISLATIVE CONFERENCE	01 2310 580 2 010 000	\$6.75
828	<b>SETTLES, TIFFANY Total</b>			\$190.40
829	SHERWIN-WILLIAMS	PAINT AND SUPPLIES	01 1100 610 1 302 004	\$71.93
830	<b>SHERWIN-WILLIAMS Total</b>			\$71.93
831	SHOWALTER, JENNIFER	MEAL REIMB	01 2410 580 2 141 002	\$26.99
832	<b>SHOWALTER, JENNIFER Total</b>			\$26.99
833	SID #1	WOODLAND PARK WATER/SEWER	01 2610 410 1 001 012	\$210.90
834	<b>SID #1 Total</b>			\$210.90
835	STADIUM SPORTS	NEW EMPLOYEE POLOS	01 2211 610 1 901 000	\$507.00
836	STADIUM SPORTS	NEW EMPLOYEE POLOS	01 2211 610 2 901 000	\$507.00
837	STADIUM SPORTS	NEW EMPLOYEE POLOS	01 2214 610 1 901 000	\$507.00
838	STADIUM SPORTS	NEW EMPLOYEE POLOS	01 2214 610 2 901 000	\$507.00
839	<b>STADIUM SPORTS Total</b>			\$2,028.00
840	STANTON, TOM	NASB LEGISLATIVE ISSUES	01 2310 333 1 033 000	\$89.18
841	STANTON, TOM	NASB LEGISLATIVE ISSUES	01 2310 333 2 033 000	\$89.17
842	<b>STANTON, TOM Total</b>			\$178.35
843	STEPP, JUDY	STAFF MILEAGE	01 1200 333 1 004 000	\$25.60
844	STEPP, JUDY	STAFF MILEAGE	01 1200 333 2 004 000	\$25.59
845	<b>STEPP, JUDY Total</b>			\$51.19
846	SUDBECK, DEB	ACTIVITY WORKER	01 2190 120 2 001 000	\$59.50
847	<b>SUDBECK, DEB Total</b>			\$59.50
848	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$165.88
849	<b>SULLIVAN, KATLINN Total</b>			\$165.88
850	TAYLOR, AMBER	STAFF MILEAGE	01 2181 333 1 004 000	\$88.09
851	TAYLOR, AMBER	STAFF MILEAGE	01 2181 333 2 004 000	\$88.09
852	<b>TAYLOR, AMBER Total</b>			\$176.18
853	THEATRE HOUSE	DRAMA SUPPLIES	01 1100 610 2 108 002	\$190.23

854	<b>THEATRE HOUSE Total</b>			\$190.23
855	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 003	\$763.74
856	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 005	\$736.77
857	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 014	\$576.96
858	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 001	\$686.07
859	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 002	\$451.74
860	<b>THYSSENKRUPP ELEVATOR Total</b>			\$3,215.28
861	TIME MANAGEMENT SYSTEMS	TECH SUPPORT	01 2510 340 1 001 000	\$505.38
862	TIME MANAGEMENT SYSTEMS	TECH SUPPORT	01 2510 340 2 001 000	\$505.37
863	<b>TIME MANAGEMENT SYSTEMS Total</b>			\$1,010.75
864	TOBII DYNAVOX LLC	BOARDMAKER 7 LICENSE	01 2151 610 1 004 000	\$49.50
865	TOBII DYNAVOX LLC	BOARDMAKER 7 LICENSE	01 2151 610 2 004 000	\$49.50
866	<b>TOBII DYNAVOX LLC Total</b>			\$99.00
867	TRUCK CENTER COMPANIES	REPAIRS TO BUS 28	01 2710 340 1 001 000	\$315.00
868	TRUCK CENTER COMPANIES	REPAIRS TO BUS 28	01 2710 340 2 001 000	\$315.00
869	TRUCK CENTER COMPANIES	REPAIRS TO BUS 28	01 2710 610 1 001 000	\$47.25
870	TRUCK CENTER COMPANIES	FLEX HOSE	01 2710 610 1 001 000	\$14.26
871	TRUCK CENTER COMPANIES	REPAIRS TO BUS 28	01 2710 610 2 001 000	\$47.25
872	TRUCK CENTER COMPANIES	FLEX HOSE	01 2710 610 2 001 000	\$14.25
873	<b>TRUCK CENTER COMPANIES Total</b>			\$753.01
874	VERIZON WIRELESS	CELL PHONES	01 2670 382 1 035 000	\$160.74
875	VERIZON WIRELESS	CELL PHONES	01 2670 382 2 035 000	\$160.73
876	VERIZON WIRELESS	CELL PHONES	01 2710 382 1 001 000	\$160.74
877	VERIZON WIRELESS	CELL PHONES	01 2710 382 2 001 000	\$160.73
878	VERIZON WIRELESS	CELL PHONES	01 3541 382 1 004 000	\$119.82
879	VERIZON WIRELESS	CELL PHONES	01 6910 382 1 004 000	\$39.94
880	<b>VERIZON WIRELESS Total</b>			\$802.70
881	VILLASENOR, ELIZABETH	PARENT MILEAGE	01 2713 332 1 004 021	\$72.80
882	<b>VILLASENOR, ELIZABETH Total</b>			\$72.80
883	WALKER, KATHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$76.50
884	WALKER, KATHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$38.25
885	<b>WALKER, KATHY Total</b>			\$114.75
886	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 000	\$1,678.04
887	WOODRIVER ENERGY LLC	NJUMP MEMBERSHIP CREDIT	01 2610 621 1 001 000	-\$6,988.81
888	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 003	\$684.18
889	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 004	\$1,397.87
890	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 005	\$1,543.89
891	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 008	\$3,151.63
892	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 009	\$2,224.57
893	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 010	\$2,253.59
894	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 012	\$1,647.39
895	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 014	\$3,870.56
896	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 1 001 021	\$3,660.29

897	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 2 001 000	\$1,678.04
898	WOODRIVER ENERGY LLC	NJUMP MEMBERSHIP CREDIT	01 2610 621 2 001 000	-\$6,988.81
899	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 2 001 001	\$3,578.10
900	WOODRIVER ENERGY LLC	NATURAL GAS 11/18-12/19/26	01 2610 621 2 001 002	\$9,445.52
901	<b>WOODRIVER ENERGY LLC Total</b>			\$22,836.05
902	ZEPTIVE, INC	ANNUAL SOFTWARE LICENSING	01 1100 340 2 141 002	\$931.00
903	ZEPTIVE, INC	ANNUAL SOFTWARE LICENSING	01 2410 643 1 430 014	\$539.00
904	ZEPTIVE, INC	ANNUAL SOFTWARE LICENSING	01 2410 643 2 209 001	\$735.00
905	<b>ZEPTIVE, INC Total</b>			\$2,205.00
906	<b>Grand Total</b>			\$710,269.14
907				
908	<b>NUTRITION FUND</b>			
909	BRANDNER, JAIME	LUNCH ACCT REFUND - GRADUATED	02 3100 890 0 001 000	\$32.70
910	<b>BRANDNER, JAIME Total</b>			\$32.70
911	BRINK, BLAIR	LUNCH ACCT REFUND - GRADUATED	02 3100 890 0 001 000	\$38.45
912	<b>BRINK, BLAIR Total</b>			\$38.45
913	FISCHER, DANIELLE	LUNCH ACCT REFUND - GRADUATED	02 3100 890 0 001 000	\$10.00
914	<b>FISCHER, DANIELLE Total</b>			\$10.00
915	FREUDENBERG, MICOLE	LUNCH ACCT REFUND - GRADUATED	02 3100 890 0 001 000	\$78.60
916	<b>FREUDENBERG, MICOLE Total</b>			\$78.60
917	HILLE, LORINDA	LUNCH ACCT REFUND - GRADUATED	02 3100 890 0 001 000	\$12.85
918	<b>HILLE, LORINDA Total</b>			\$12.85
919	HOBART SALES & SERVICE	SERVICE CALL TILT SKILLET	02 3100 340 1 001 010	\$81.00
920	HOBART SALES & SERVICE	SERVICE CALL TILT SKILLET	02 3100 610 1 001 010	\$245.00
921	<b>HOBART SALES &amp; SERVICE Total</b>			\$326.00
922	LUNCHTIME SOLUTIONS, INC.	DECEMBER MEALS	02 3100 340 1 001 000	\$120,012.53
923	LUNCHTIME SOLUTIONS, INC.	REVISED AMOUNT FOR SEPT MEALS	02 3100 340 1 001 000	\$640.73
924	LUNCHTIME SOLUTIONS, INC.	DECEMBER MEALS	02 3100 340 2 001 000	\$120,012.52
925	LUNCHTIME SOLUTIONS, INC.	REVISED AMOUNT FOR SEPT MEALS	02 3100 340 2 001 000	\$640.72
926	<b>LUNCHTIME SOLUTIONS, INC. Total</b>			\$241,306.50
927	MAJOR REFRIGERATION	REPAIR TO CONDIMENT COOLER	02 3100 340 1 001 010	\$420.00
928	MAJOR REFRIGERATION	REPAIR TO CONDIMENT COOLER	02 3100 610 1 001 010	\$265.00
929	<b>MAJOR REFRIGERATION Total</b>			\$685.00
930	MODEL ELECTRIC INC	HEATER FOR OUTSIDE COOLER	02 3100 340 2 001 002	\$930.01
931	<b>MODEL ELECTRIC INC Total</b>			\$930.01
932	ONE OFFICE SOLUTION	MOBILE BENCH TABLES	02 3100 733 1 001 005	\$14,196.00
933	ONE OFFICE SOLUTION	MOBILE BENCH TABLE	02 3100 733 1 001 009	\$3,549.00
934	ONE OFFICE SOLUTION	MOBILE BENCH TABLES	02 3100 733 1 001 012	\$14,196.00
935	<b>ONE OFFICE SOLUTION Total</b>			\$31,941.00
936	PINKSTON, AMY	LUNCH ACCOUNT REFUND	02 3100 890 0 001 000	\$9.25
937	<b>PINKSTON, AMY Total</b>			\$9.25
938	<b>Grand Total</b>			\$275,370.36
939				

940	<b>SUBSIDIARY FUND</b>			
941	ALL FOR KIDZ, INC	YO-YO SALES	05 2900 610 0 063 000	\$910.00
942	<b>ALL FOR KIDZ, INC Total</b>			\$910.00
943	AMAZON CAPITAL SERVICES	MICROPHONE SYSTEM	05 2900 610 0 045 000	\$281.96
944	AMAZON CAPITAL SERVICES	ADMIN BUILDING SUPPLIES	05 2900 610 0 050 000	\$49.37
945	AMAZON CAPITAL SERVICES	BRK GRANT-SH SUPPLIES	05 2900 610 0 081 000	\$181.04
946	AMAZON CAPITAL SERVICES	BRK GRANT-MS SUPPLIES	05 2900 610 0 081 000	\$551.10
947	AMAZON CAPITAL SERVICES	BRK GRANT-JH	05 2900 610 0 081 000	\$1,067.60
948	AMAZON CAPITAL SERVICES	BRK GRANT-JH SUPPLIES	05 2900 610 0 081 000	\$99.47
949	AMAZON CAPITAL SERVICES	BRK GRANT- MS SUPPLIES	05 2900 610 0 081 000	\$126.59
950	AMAZON CAPITAL SERVICES	BRK GRANT-JH SUPPLIES	05 2900 610 0 081 000	\$51.41
951	AMAZON CAPITAL SERVICES	BRK GRANT-JH SUPPLIES	05 2900 610 0 081 000	\$59.98
952	<b>AMAZON CAPITAL SERVICES Total</b>			\$2,468.52
953	BREAKOUT, INC	BIG RED KENO GRANT SUPPLIES	05 2900 610 0 081 000	\$404.00
954	<b>BREAKOUT, INC Total</b>			\$404.00
955	ESU 8	LETRS VOL 2 TRAINING	05 2900 610 0 081 000	\$60.00
956	<b>ESU 8 Total</b>			\$60.00
957	MADISON NATIONAL LIFE	BASIC LIFE INSUR FOR RETIREES	05 2900 610 0 090 000	\$453.92
958	<b>MADISON NATIONAL LIFE Total</b>			\$453.92
959	MENARDS	BRK GRANT-MS SUPPLIES	05 2900 610 0 081 000	\$25.29
960	<b>MENARDS Total</b>			\$25.29
961	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$205.84
962	<b>NORFOLK SENIOR HIGH SCHOOL Total</b>			\$205.84
963	NPS GENERAL FUND	ROBOTICS COMPETITION #AV	05 2900 610 0 038 000	\$160.00
964	NPS GENERAL FUND	ROBOTICS SUPPLIES #AV	05 2900 610 0 038 000	\$88.89
965	NPS GENERAL FUND	R BASSETT JAN SOCIAL SECURITY	05 2900 610 0 038 000	\$40.39
966	NPS GENERAL FUND	R SCHMIT JAN PAYROLL BSB	05 2900 610 0 038 000	\$559.22
967	NPS GENERAL FUND	R SCHMIT JAN SOCIAL SECURITY	05 2900 610 0 038 000	\$42.78
968	NPS GENERAL FUND	R BASSETT JAN PAYROLL BSB	05 2900 610 0 038 000	\$527.96
969	NPS GENERAL FUND	MUSIC CONCERT SUPPLIES #JL	05 2900 610 0 063 000	\$21.98
970	NPS GENERAL FUND	SUPPLIES #AH	05 2900 610 0 069 000	\$17.99
971	NPS GENERAL FUND	FAMILY DANCE DAY #AH	05 2900 610 0 069 000	\$80.87
972	NPS GENERAL FUND	BOOKS-DAYCOS GRANT #RS	05 2900 610 0 071 000	\$478.80
973	NPS GENERAL FUND	STUDENT INCENTIVES #TL	05 2900 610 0 073 000	\$35.00
974	NPS GENERAL FUND	PENCIL SHARPENERS #TL	05 2900 610 0 073 000	\$79.11
975	<b>NPS GENERAL FUND Total</b>			\$2,132.99
976	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION	05 2900 610 0 057 000	\$68.02
977	<b>NPS-JUNIOR HIGH SCHOOL Total</b>			\$68.02
978	PERMA BOUND	BOOKS	05 2900 610 0 051 000	\$121.99
979	<b>PERMA BOUND Total</b>			\$121.99
980	RENEGADE	UNIFORMS-MAINTENANCE	05 2900 610 0 050 000	\$135.99
981	<b>RENEGADE Total</b>			\$135.99
982	SCHOLASTIC, INC	MORGAN GRANT MONEY	05 2900 610 0 058 000	\$146.28

983	<b>SCHOLASTIC, INC Total</b>			\$146.28
984	STEM SUPPLIES	BRK SCIENCE DAY 3RD GRADE	05 2900 610 0 081 000	\$724.44
985	<b>STEM SUPPLIES Total</b>			\$724.44
986	TEECO INC	LEASE COOLER AND TANK, RENTAL	05 2900 610 0 050 000	\$49.00
987	TEECO INC	COMMERCIAL WATER AND DELIVERY	05 2900 610 0 050 000	\$27.75
988	TEECO INC	REPLACE COLD WATER SPIGOT	05 2900 610 0 073 000	\$5.00
989	<b>TEECO INC Total</b>			\$81.75
990	UNITED SCOPE LLC	BRK GRANT-SH SUPPLIES	05 2900 610 0 081 000	\$686.82
991	<b>UNITED SCOPE LLC Total</b>			\$686.82
992	WAYNE STATE COLLEGE	5TH GR FIELD TRIP	05 2900 610 0 040 000	\$1,025.00
993	<b>WAYNE STATE COLLEGE Total</b>			\$1,025.00
994	<b>Grand Total</b>			\$9,650.85
995				
996	<b>EMPLOYEE BENEFIT FUND</b>			
997	NASB ALICAP	24/25 AUDITED PAYROLL	11 2900 340 1 001 000	\$1,568.00
998	NASB ALICAP	24/25 AUDITED PAYROLL	11 2900 340 2 001 000	\$1,568.00
999	<b>NASB ALICAP Total</b>			\$3,136.00
1000	NEBR WORKFORCE DEVELOPMENT	QUARTER 4 BENEFIT CHARGES	11 2900 340 1 001 000	\$2,472.00
1001	NEBR WORKFORCE DEVELOPMENT	QUARTER 4 BENEFIT CHARGES	11 2900 340 2 001 000	\$2,472.00
1002	<b>NEBR WORKFORCE DEVELOPMENT Total</b>			\$4,944.00
1003	<b>Grand Total</b>			\$8,080.00
1004				
1005	<b>SENIOR HIGH ACTIVITY FUND</b>			
1006	AGPARTS EDUCATION	CHROMEBOOK PARTS	13 2900 610 2 230 001	\$643.35
1007	<b>AGPARTS EDUCATION Total</b>			\$643.35
1008	BEGEMAN, HENRY	1/17 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
1009	BEGEMAN, HENRY	1/10 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
1010	<b>BEGEMAN, HENRY Total</b>			\$170.00
1011	BENNETT, JAMES	2026 ASSIGNER	13 2900 610 2 533 001	\$75.00
1012	BENNETT, JAMES	2026 ASSIGNER	13 2900 610 2 540 001	\$75.00
1013	<b>BENNETT, JAMES Total</b>			\$150.00
1014	BOMGAARS SUPPLY	STOCK TANK	13 2900 610 2 276 001	\$219.98
1015	<b>BOMGAARS SUPPLY Total</b>			\$219.98
1016	BSN SPORTS	SLIPP-NOTT BASE & PAD	13 2900 610 2 538 001	\$175.00
1017	<b>BSN SPORTS Total</b>			\$175.00
1018	CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	13 2900 610 2 502 001	\$630.15
1019	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$565.60
1020	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$307.00
1021	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$439.25
1022	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$662.35
1023	<b>CASH-WA DISTRIBUTING Total</b>			\$2,604.35
1024	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$784.61
1025	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$997.92

1026	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$453.49
1027	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$768.23
1028	<b>CHESTERMAN COMPANY Total</b>			\$3,004.25
1029	DECKER EQUIPMENT COMPANY	BOYS LOCKER ROOM LOCK KEYS	13 2900 610 2 579 001	\$127.50
1030	<b>DECKER EQUIPMENT COMPANY Total</b>			\$127.50
1031	ERWIN, JOHN	HYVEE-HOT DOG BUNS REIMB	13 2900 610 2 502 001	\$26.80
1032	<b>ERWIN, JOHN Total</b>			\$26.80
1033	FREMONT SENIOR HIGH SCHOOL	ENTRY FEE	13 2900 610 2 522 001	\$40.00
1034	<b>FREMONT SENIOR HIGH SCHOOL Total</b>			\$40.00
1035	GREEN ROOM, LLC, THE	INDOOR GOLF FACILITY USAGE	13 2900 610 2 529 001	\$2,000.00
1036	<b>GREEN ROOM, LLC, THE Total</b>			\$2,000.00
1037	HEARTLAND ATHLETIC	1/27 HAC GATE	13 2900 610 2 538 001	\$97.50
1038	<b>HEARTLAND ATHLETIC Total</b>			\$97.50
1039	HMC DISPLAY	SQUARE TRUSSES & BASES	13 2900 610 2 518 001	\$5,591.04
1040	<b>HMC DISPLAY Total</b>			\$5,591.04
1041	INDEE INNOVATIONS, LLC	TRACK WRESTLING CLOCK	13 2900 610 2 546 001	\$1,749.00
1042	INDEE INNOVATIONS, LLC	TRACK WRESTLING CLOCK	13 2900 610 2 650 001	\$1,749.00
1043	<b>INDEE INNOVATIONS, LLC Total</b>			\$3,498.00
1044	JEFFERSON HIGH SCHOOL	1/30 DEBATE ENTRY FEE	13 2900 610 2 522 001	\$260.00
1045	<b>JEFFERSON HIGH SCHOOL Total</b>			\$260.00
1046	KEARNEY HIGH SCHOOL	2/7 ENTRY FEE	13 2900 610 2 544 001	\$60.00
1047	<b>KEARNEY HIGH SCHOOL Total</b>			\$60.00
1048	LINCOLN NORTHWEST HIGH	1/17 ENTRY FEE	13 2900 610 2 522 001	\$115.00
1049	<b>LINCOLN NORTHWEST HIGH Total</b>			\$115.00
1050	LINCOLN PIUS X HIGH SCHOOL	1/8 ENTRY FEE	13 2900 610 2 652 001	\$280.00
1051	<b>LINCOLN PIUS X HIGH SCHOOL Total</b>			\$280.00
1052	LOVE SIGNS, INC	RECORD BOARD UPDATES	13 2900 610 2 529 001	\$450.00
1053	<b>LOVE SIGNS, INC Total</b>			\$450.00
1054	MARATHON PRESS INC	POSTERS	13 2900 610 2 562 001	\$162.50
1055	<b>MARATHON PRESS INC Total</b>			\$162.50
1056	MERCHANT, KAITLYN	PANERA-1/11 TEAM MEAL REIMB	13 2900 610 2 556 001	\$261.44
1057	<b>MERCHANT, KAITLYN Total</b>			\$261.44
1058	MILLARD NORTH HIGH SCHOOL	1/29 ENTRY FEE	13 2900 610 2 652 001	\$125.00
1059	<b>MILLARD NORTH HIGH SCHOOL Total</b>			\$125.00
1060	MONETTE, TONI	1/10 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
1061	<b>MONETTE, TONI Total</b>			\$85.00
1062	NELIGH/OAKDALE PUBLIC	1/23 ENTRY FEE	13 2900 610 2 650 001	\$100.00
1063	<b>NELIGH/OAKDALE PUBLIC Total</b>			\$100.00
1064	NORFOLK CITY EDUCATION ASSN	1/24 WINTER ROYALTY CONCESSION	13 2900 610 2 502 001	\$245.55
1065	<b>NORFOLK CITY EDUCATION ASSN Total</b>			\$245.55
1066	NORTHEAST COMMUNITY COLLEGE	2026 SPRING TEXTBOOKS	13 2900 610 2 269 001	\$3,301.50
1067	<b>NORTHEAST COMMUNITY COLLEGE Total</b>			\$3,301.50
1068	NORTHWEST HIGH SCHOOL	2/9 ENTRY FEE	13 2900 610 2 546 001	\$150.00

1069	<b>NORTHWEST HIGH SCHOOL Total</b>			\$150.00
1070	NPS GENERAL FUND	SALLY BEAUTY-BLEACH	13 2900 610 2 280 001	\$38.76
1071	NPS GENERAL FUND	R.KOLLMAR	13 2900 610 2 502 001	\$930.05
1072	NPS GENERAL FUND	WEBSTAIRANT-CONCESSION	13 2900 610 2 502 001	\$240.56
1073	NPS GENERAL FUND	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$48.57
1074	NPS GENERAL FUND	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$31.92
1075	NPS GENERAL FUND	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$19.95
1076	NPS GENERAL FUND	AMAZON-CONCESSION SUPPLIES	13 2900 610 2 502 001	\$70.28
1077	NPS GENERAL FUND	PIZZA HUT-REFUND	13 2900 610 2 513 001	-\$5.68
1078	NPS GENERAL FUND	NECC-REGISTRATION	13 2900 610 2 514 001	\$400.00
1079	NPS GENERAL FUND	DIABLOS FB CLUB-REGISTRATION	13 2900 610 2 514 001	\$800.00
1080	NPS GENERAL FUND	VALENTINOS- MIDLAND COMP TEAM	13 2900 610 2 517 001	\$177.15
1081	NPS GENERAL FUND	AMAZON-UNIFIED CHEER APPAREL	13 2900 610 2 517 001	\$101.94
1082	NPS GENERAL FUND	AMAZON-KEYBOARD CASES	13 2900 610 2 518 001	\$179.80
1083	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 522 001	\$98.32
1084	NPS GENERAL FUND	CHAMPION BRIEFS-JANUARY	13 2900 610 2 522 001	\$29.99
1085	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 531 001	\$1,697.82
1086	NPS GENERAL FUND	AMAZON-TENNIS BALLS	13 2900 610 2 534 001	\$267.27
1087	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 538 001	\$1,253.60
1088	NPS GENERAL FUND	AMAZON-TENNIS BALLS	13 2900 610 2 541 001	\$267.27
1089	NPS GENERAL FUND	ACTIVITY WORKERS	13 2900 610 2 544 001	\$1,767.38
1090	NPS GENERAL FUND	RECSUPPLY-DIVING BOARD PARTS	13 2900 610 2 544 001	\$88.07
1091	NPS GENERAL FUND	AMAZON-MAT TAPE	13 2900 610 2 546 001	\$72.49
1092	NPS GENERAL FUND	PIZZA HUT- REFUND	13 2900 610 2 547 001	-\$6.30
1093	NPS GENERAL FUND	NECC-ENTRY FEE	13 2900 610 2 549 001	\$400.00
1094	NPS GENERAL FUND	INVITE WORKERS	13 2900 610 2 553 001	\$231.32
1095	NPS GENERAL FUND	NSDA-STUDENT MEMBERSHIP	13 2900 610 2 553 001	\$20.00
1096	NPS GENERAL FUND	SWIMOUTLET-BLADE SWIM FINS	13 2900 610 2 560 001	\$2,016.00
1097	NPS GENERAL FUND	MECA-STATE TICKETS	13 2900 610 2 562 001	\$5,166.50
1098	NPS GENERAL FUND	OTC-FUN REWARD SUBSCRIPTION	13 2900 610 2 568 001	\$16.95
1099	NPS GENERAL FUND	AMAZON-WINTER ROYALTY SUPPLIES	13 2900 610 2 568 001	\$163.83
1100	NPS GENERAL FUND	AMAZON-PANTHER PANTRY SUPPLIES	13 2900 610 2 584 001	\$213.55
1101	NPS GENERAL FUND	UPS STORE-LYNX CAMERA SHIPPING	13 2900 610 2 597 001	\$124.45
1102	NPS GENERAL FUND	SPOTIFY-SUBSCRIPTION	13 2900 610 2 597 001	\$18.26
1103	NPS GENERAL FUND	TRAINER CERTIFICATION &	13 2900 610 2 597 001	\$290.00
1104	NPS GENERAL FUND	1ST SEMESTER TRAVEL REIMB	13 2900 610 2 618 001	\$938.47
1105	NPS GENERAL FUND	1ST SEMESTER SUB REIMB	13 2900 610 2 618 001	\$1,254.17
1106	NPS GENERAL FUND	AMAZON-MAT TAPE	13 2900 610 2 650 001	\$72.50
1107	NPS GENERAL FUND	R.KOLLMAR	13 2900 610 2 652 001	\$97.75
1108	NPS GENERAL FUND	MECA-STATE TICKETS	13 2900 610 2 654 001	\$3,606.50
1109	<b>NPS GENERAL FUND Total</b>			\$23,199.46
1110	NPS-FOOD SERVICE	11/6 CAREER DEVELOPMENT LUNCH	13 2900 610 2 563 001	\$40.15
1111	<b>NPS-FOOD SERVICE Total</b>			\$40.15

1112	OMAHA PERFORMING ARTS	NHSTA REGISTRATION	13 2900 610 2 519 001	\$135.00
1113	<b>OMAHA PERFORMING ARTS Total</b>			\$135.00
1114	OMAHA WESTSIDE HIGH SCHOOL	1/10 ENTRY FEE	13 2900 610 2 522 001	\$100.00
1115	<b>OMAHA WESTSIDE HIGH SCHOOL Total</b>			\$100.00
1116	POLLARI, BRENT	SUBWAY-1/9 TEAM MEAL REIMB	13 2900 610 2 547 001	\$162.50
1117	<b>POLLARI, BRENT Total</b>			\$162.50
1118	PRIME SECURED	25/26 CAMERA UPGRADES	13 2900 610 2 506 001	\$2,436.08
1119	<b>PRIME SECURED Total</b>			\$2,436.08
1120	RAYMOND CENTRAL HIGH	SPEECH ENTRY FEE	13 2900 610 2 522 001	\$63.00
1121	<b>RAYMOND CENTRAL HIGH Total</b>			\$63.00
1122	RIES, BEN	ARBY'S-TEAM MEAL REIMB	13 2900 610 2 513 001	\$41.19
1123	RIES, BEN	SUBWAY-1/9 TEAM MEAL REIMB	13 2900 610 2 513 001	\$217.25
1124	<b>RIES, BEN Total</b>			\$258.44
1125	SCHUYLER HIGH SCHOOL	1/17 ENTRY FEE	13 2900 610 2 650 001	\$150.00
1126	<b>SCHUYLER HIGH SCHOOL Total</b>			\$150.00
1127	SOTO MONTEMAYOR, ELIUD	1/17 SPEECH JUDGE	13 2900 610 2 522 001	\$75.00
1128	SOTO MONTEMAYOR, ELIUD	1/24 SPEECH JUDGE	13 2900 610 2 522 001	\$75.00
1129	SOTO MONTEMAYOR, ELIUD	11/7 SPEECH JUDGE	13 2900 610 2 522 001	\$75.00
1130	SOTO MONTEMAYOR, ELIUD	11/22 SPEECH JUDGE	13 2900 610 2 522 001	\$75.00
1131	SOTO MONTEMAYOR, ELIUD	12/19 SPEECH JUDGE	13 2900 610 2 522 001	\$75.00
1132	SOTO MONTEMAYOR, ELIUD	1/10 SPEECH JUDGE	13 2900 610 2 522 001	\$75.00
1133	<b>SOTO MONTEMAYOR, ELIUD Total</b>			\$450.00
1134	STADIUM SPORTS	MILEAGE CAPS	13 2900 610 2 231 001	\$144.00
1135	STADIUM SPORTS	SWEATSHIRTS	13 2900 610 2 556 001	\$440.00
1136	<b>STADIUM SPORTS Total</b>			\$584.00
1137	TEAMMATES MENTORING	1/10 BBB/GBB CONCESSION	13 2900 610 2 502 001	\$280.25
1138	<b>TEAMMATES MENTORING Total</b>			\$280.25
1139	TEECO INC	WATER COOLER	13 2900 610 2 503 001	\$99.25
1140	<b>TEECO INC Total</b>			\$99.25
1141	VITALES KADLEC, TANIA	1/17 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
1142	VITALES KADLEC, TANIA	1/10 DEBATE JUDGE	13 2900 610 2 522 001	\$85.00
1143	<b>VITALES KADLEC, TANIA Total</b>			\$170.00
1144	WINNERS CIRCLE	T.WAGNER PLAQUE	13 2900 610 2 562 001	\$17.37
1145	WINNERS CIRCLE	M.SUDBECK MEMORIAL PLAQUE	13 2900 610 2 562 001	\$352.24
1146	<b>WINNERS CIRCLE Total</b>			\$369.61
1147	<b>Grand Total</b>			\$52,441.50
1148				
1149	<b>JUNIOR HIGH ACTIVITY FUND</b>			
1150	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	\$97.30
1151	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	-\$297.90
1152	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	\$297.90
1153	<b>AGPARTS WORLDWIDE, INC Total</b>			\$97.30
1154	AMAZON CAPITAL SERVICES	HANGERS	14 2900 610 2 828 002	\$43.96

1155	AMAZON CAPITAL SERVICES	SHOW CHOIR OUTFITS-MARSH GRANT	14 2900 610 2 830 002	\$297.40
1156	AMAZON CAPITAL SERVICES	SHOW CHOIR OUTFITS RETURNED	14 2900 610 2 830 002	-\$89.22
1157	AMAZON CAPITAL SERVICES	SHOW CHOIR OUTFITS-MARSH GRANT	14 2900 610 2 830 002	\$89.22
1158	AMAZON CAPITAL SERVICES	COFFEE CART SUPPLIES	14 2900 610 2 841 002	\$54.84
1159	<b>AMAZON CAPITAL SERVICES Total</b>			\$396.20
1160	AMERICINN	HOTEL RM FOR 8TH GR ALL STATE	14 2900 610 2 861 002	\$311.85
1161	<b>AMERICINN Total</b>			\$311.85
1162	BOONE CENTRAL SCHOOLS	G WRESTLING INVITE	14 2900 610 2 650 002	\$100.00
1163	<b>BOONE CENTRAL SCHOOLS Total</b>			\$100.00
1164	CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$419.00
1165	<b>CASH-WA DISTRIBUTING Total</b>			\$419.00
1166	CHESTERMAN COMPANY	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$326.48
1167	<b>CHESTERMAN COMPANY Total</b>			\$326.48
1168	CUSTOM SPORTS	PRACTICE JERSEYS	14 2900 610 2 848 002	\$150.00
1169	<b>CUSTOM SPORTS Total</b>			\$150.00
1170	FLOSPORTS, INC	TRACKWRESTLING SOFTWARE	14 2900 610 2 850 002	\$50.00
1171	<b>FLOSPORTS, INC Total</b>			\$50.00
1172	GODFATHERS PIZZA NORFOLK	STOCK CONCESSIONS	14 2900 610 2 835 002	\$60.00
1173	<b>GODFATHERS PIZZA NORFOLK Total</b>			\$60.00
1174	MRG HAUFF LLC	WINCHESTER BLANKS	14 2900 610 2 857 002	\$438.80
1175	<b>MRG HAUFF LLC Total</b>			\$438.80
1176	NPS GENERAL FUND	ACTIVITY WORKERS 11/23-	14 2900 610 2 828 002	\$37.75
1177	NPS GENERAL FUND	ACTIVITY WORKERS 11/23-	14 2900 610 2 835 002	\$412.47
1178	NPS GENERAL FUND	ACTIVITY WORKERS 11/23-	14 2900 610 2 849 002	\$992.27
1179	NPS GENERAL FUND	ACTIVITY WORKERS 11/23-	14 2900 610 2 850 002	\$547.51
1180	<b>NPS GENERAL FUND Total</b>			\$1,990.00
1181	PHILLIPS, JODI	BOOK RETURNED	14 2900 610 2 860 002	\$12.26
1182	<b>PHILLIPS, JODI Total</b>			\$12.26
1183	PIERCE HIGH SCHOOL	WRESTLING ENTRY FEE	14 2900 610 2 650 002	\$100.00
1184	<b>PIERCE HIGH SCHOOL Total</b>			\$100.00
1185	PLAINVIEW PUBLIC SCHOOLS	GIRLS WRESTLING INVITE FEE	14 2900 610 2 650 002	\$125.00
1186	<b>PLAINVIEW PUBLIC SCHOOLS Total</b>			\$125.00
1187	TEECO INC	LEASE, TANK, WATER COOLER	14 2900 610 2 840 002	\$38.00
1188	TEECO INC	MONTHLY LEASE WATER COOLER	14 2900 610 2 840 002	\$38.00
1189	<b>TEECO INC Total</b>			\$76.00
1190	WAYNE JUNIOR HIGH SCHOOL	G WRESTLING MEET ENTRY	14 2900 610 2 650 002	\$300.00
1191	<b>WAYNE JUNIOR HIGH SCHOOL Total</b>			\$300.00
1192	<b>Grand Total</b>			\$4,952.89
1193				
1194	<b>STUDENT FEE FUND</b>			
1195	AMAZON CAPITAL SERVICES	AFTERSHOCK CLUB SUPPLIES	17 2190 610 1 669 014	\$196.66
1196	AMAZON CAPITAL SERVICES	AFTERSHOCK CLUB SUPPLIES	17 2190 610 2 669 002	\$88.98
1197	<b>AMAZON CAPITAL SERVICES Total</b>			\$285.64

1198	CARRERA, VICTOR	PARTICIPATION FEE REFUND	17 2190 610 0 671 000	\$20.00
1199	CARRERA, VICTOR	ACTIVITY CARD REFUND	17 2190 610 2 885 002	\$40.00
1200	<b>CARRERA, VICTOR Total</b>			\$60.00
1201	CLAUSEN, AMANDA	PARTICIPATION FEE REFUND	17 2190 610 0 671 000	\$20.00
1202	CLAUSEN, AMANDA	TECH FEE REFUND	17 2190 610 0 672 000	\$35.00
1203	CLAUSEN, AMANDA	ACTIVITY CARD REFUND	17 2190 610 2 885 002	\$40.00
1204	<b>CLAUSEN, AMANDA Total</b>			\$95.00
1205	CRONIN, ADAM	TECH FEE REFUND	17 2190 610 0 672 000	\$35.00
1206	<b>CRONIN, ADAM Total</b>			\$35.00
1207	DEHORTA, LISETTE	TECH FEE REFUND	17 2190 610 0 672 000	\$15.00
1208	<b>DEHORTA, LISETTE Total</b>			\$15.00
1209	EBNER, SYLVIA	PARTICIPATION FEE REFUND	17 2190 610 0 671 000	\$20.00
1210	EBNER, SYLVIA	ACTIVITY CARD REFUND	17 2190 610 2 885 002	\$40.00
1211	<b>EBNER, SYLVIA Total</b>			\$60.00
1212	GALLEGOS BANUELOS, PAULA	FEE REFUNDED-WAIVER	17 2190 610 0 671 000	\$20.00
1213	GALLEGOS BANUELOS, PAULA	PARTICIPATION FEE REFUND	17 2190 610 0 671 000	\$20.00
1214	GALLEGOS BANUELOS, PAULA	PARTICIPATION FEE REFUND	17 2190 610 0 671 000	-\$20.00
1215	GALLEGOS BANUELOS, PAULA	FEE REFUNDED-WAIVER	17 2190 610 2 885 002	\$40.00
1216	GALLEGOS BANUELOS, PAULA	ACTIVITY CARD REFUND	17 2190 610 2 885 002	\$40.00
1217	GALLEGOS BANUELOS, PAULA	ACTIVITY CARD REFUND	17 2190 610 2 885 002	-\$40.00
1218	<b>GALLEGOS BANUELOS, PAULA Total</b>			\$60.00
1219	LYON, MINDY	INSTRUMENT RENT REFUND	17 2190 610 0 028 000	\$25.00
1220	<b>LYON, MINDY Total</b>			\$25.00
1221	NPS GENERAL FUND	CLUB SUPPLIES #AMYB	17 2190 610 1 669 014	-\$67.47
1222	NPS GENERAL FUND	CLUB SUPPLIES #AV	17 2190 610 1 669 014	\$95.94
1223	NPS GENERAL FUND	CLUB SUPPLIES #AV	17 2190 610 2 669 002	\$119.94
1224	NPS GENERAL FUND	CLUB SUPPLIES #AV	17 2190 610 2 669 002	\$128.51
1225	<b>NPS GENERAL FUND Total</b>			\$276.92
1226	NPS SUBSIDIARY	CHROMBOOK REPAIR - MS FINE	17 2190 610 2 670 000	\$20.00
1227	<b>NPS SUBSIDIARY Total</b>			\$20.00
1228	RAMIREZ, KATHY	ACTIVITY FEE REFUND WAIVER	17 2190 610 2 577 001	\$80.00
1229	<b>RAMIREZ, KATHY Total</b>			\$80.00
1230	VAZQUEZ, MICHAELA	TECH FEE REFUND	17 2190 610 0 672 000	\$35.00
1231	<b>VAZQUEZ, MICHAELA Total</b>			\$35.00
1232	WEST MUSIC COMPANY	REPLACEMENT PARTS	17 2190 610 0 028 000	\$201.56
1233	<b>WEST MUSIC COMPANY Total</b>			\$201.56
1234	ZAZUETA, LLARASMIRA	ACTIVITY CARD REFUND	17 2190 610 2 885 002	\$30.00
1235	<b>ZAZUETA, LLARASMIRA Total</b>			\$30.00
1236	<b>Grand Total</b>			\$1,279.12
1237				
1238	<b>JANUARY 2026 CHECKS:</b>			
1239	<b>SENIOR HIGH ACTIVITY FUND</b>			
1240	ABELS, SCOT	1/2 OFFICIAL	13 2900 610 2 531 001	\$100.00

1241	ABELS, SCOT	1/2 OFFICIAL	13 2900 610 2 538 001	\$100.00
1242	<b>ABELS, SCOT Total</b>			<b>\$200.00</b>
1243	ANDERSON, RANDALL	1/2 OFFICIAL	13 2900 610 2 531 001	\$65.00
1244	ANDERSON, RANDALL	1/2 OFFICIAL	13 2900 610 2 538 001	\$65.00
1245	<b>ANDERSON, RANDALL Total</b>			<b>\$130.00</b>
1246	BAACK, SHANE	1/27 OFFICIAL	13 2900 610 2 538 001	\$200.00
1247	<b>BAACK, SHANE Total</b>			<b>\$200.00</b>
1248	BARRETT, DEAN	1/3 OFFICIAL	13 2900 610 2 531 001	\$130.00
1249	BARRETT, DEAN	1/10 OFFICIAL	13 2900 610 2 531 001	\$100.00
1250	BARRETT, DEAN	1/10 OFFICIAL	13 2900 610 2 538 001	\$100.00
1251	<b>BARRETT, DEAN Total</b>			<b>\$330.00</b>
1252	BAZATA, JARROD	1/22 OFFICIAL	13 2900 610 2 546 001	\$200.00
1253	<b>BAZATA, JARROD Total</b>			<b>\$200.00</b>
1254	BECKWITH, JADIN	1/31 OFFICIAL	13 2900 610 2 546 001	\$160.00
1255	BECKWITH, JADIN	1/31 OFFICIAL	13 2900 610 2 650 001	\$160.00
1256	<b>BECKWITH, JADIN Total</b>			<b>\$320.00</b>
1257	BELLAR, JEFF	1/27 OFFICIAL	13 2900 610 2 538 001	\$200.00
1258	<b>BELLAR, JEFF Total</b>			<b>\$200.00</b>
1259	BIRD, ANDREW	1/10 OFFICIAL	13 2900 610 2 531 001	\$65.00
1260	BIRD, ANDREW	1/10 OFFICIAL	13 2900 610 2 538 001	\$65.00
1261	<b>BIRD, ANDREW Total</b>			<b>\$130.00</b>
1262	BUELL, JAMES	1/15 OFFICIAL	13 2900 610 2 546 001	\$200.00
1263	BUELL, JAMES	1/31 OFFICIAL	13 2900 610 2 546 001	\$160.00
1264	BUELL, JAMES	1/31 OFFICIAL	13 2900 610 2 650 001	\$160.00
1265	BUELL, JAMES	1/29 OFFICIAL	13 2900 610 2 650 001	\$200.00
1266	<b>BUELL, JAMES Total</b>			<b>\$720.00</b>
1267	CARLSON, ANDREW	1/16 OFFICIAL	13 2900 610 2 531 001	\$100.00
1268	CARLSON, ANDREW	1/16 OFFICIAL	13 2900 610 2 538 001	\$100.00
1269	<b>CARLSON, ANDREW Total</b>			<b>\$200.00</b>
1270	CASH	1/10 BBB/GBB GATES	13 2900 610 2 501 001	\$1,600.00
1271	CASH	1/10 BBB/GBB CONCESSION	13 2900 610 2 501 001	\$450.00
1272	CASH	1/13 BOWLING GATE	13 2900 610 2 501 001	\$600.00
1273	CASH	1/13 GBB/BBB GATE	13 2900 610 2 501 001	\$800.00
1274	CASH	1/15 BOWLING GATE	13 2900 610 2 501 001	\$600.00
1275	CASH	1/15 WRESTLING GATES	13 2900 610 2 501 001	\$1,600.00
1276	CASH	1/26 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$450.00
1277	CASH	1/27 GBB HAC GATES	13 2900 610 2 501 001	\$1,600.00
1278	CASH	1/27 GBB HAC CONCESSION	13 2900 610 2 501 001	\$450.00
1279	CASH	1/22 B.WR GATE	13 2900 610 2 501 001	\$1,600.00
1280	CASH	1/22 B.WR CONCESSION	13 2900 610 2 501 001	\$450.00
1281	CASH	1/22 SWIM GATE	13 2900 610 2 501 001	\$800.00
1282	CASH	1/31 G/B WR GATES	13 2900 610 2 501 001	\$1,600.00
1283	CASH	1/31 G/B WR CONCESSION	13 2900 610 2 501 001	\$450.00

1284	CASH	2/1 CLUB WR CONCESSION	13 2900 610 2 501 001	\$600.00
1285	CASH	1/15 WRESTLING CONCESSION	13 2900 610 2 501 001	\$450.00
1286	CASH	1/16 BBB/GBB GATES	13 2900 610 2 501 001	\$1,600.00
1287	CASH	1/16 BBB/GBB CONCESSION	13 2900 610 2 501 001	\$450.00
1288	CASH	1/29 G WR GATES	13 2900 610 2 501 001	\$1,600.00
1289	CASH	1/29 G WR CONCESSION	13 2900 610 2 501 001	\$450.00
1290	CASH	1/31 BBB GATE @ JH	13 2900 610 2 501 001	\$600.00
1291	CASH	1/20 WINTER ROYALTY TICKETS	13 2900 610 2 501 001	\$400.00
1292	CASH	1/20 BBB/GBB GATES	13 2900 610 2 501 001	\$1,600.00
1293	CASH	1/20 BBB/GBB CONCESSION	13 2900 610 2 501 001	\$450.00
1294	CASH	1/24 WINTER ROYALTY CONCESSION	13 2900 610 2 501 001	\$450.00
1295	CASH	1/24 BOWLING GATE	13 2900 610 2 501 001	\$600.00
1296	CASH	1/26 GBB/BBB GATE	13 2900 610 2 501 001	\$800.00
1297	<b>CASH Total</b>			<b>\$23,100.00</b>
1298	CHAPMAN, BRIAN	1/20 OFFICIAL	13 2900 610 2 531 001	\$100.00
1299	CHAPMAN, BRIAN	1/20 OFFICIAL	13 2900 610 2 538 001	\$100.00
1300	<b>CHAPMAN, BRIAN Total</b>			<b>\$200.00</b>
1301	CHILDERS, CURTIS	1/15 OFFICIAL	13 2900 610 2 546 001	\$200.00
1302	CHILDERS, CURTIS	1/29 OFFICIAL	13 2900 610 2 650 001	\$200.00
1303	<b>CHILDERS, CURTIS Total</b>			<b>\$400.00</b>
1304	DELANCEY, ANTHONY	1/31 OFFICIAL	13 2900 610 2 546 001	\$160.00
1305	DELANCEY, ANTHONY	1/31 OFFICIAL	13 2900 610 2 546 001	\$160.00
1306	<b>DELANCEY, ANTHONY Total</b>			<b>\$320.00</b>
1307	DROESCHER, JAMES	1/22 OFFICIAL	13 2900 610 2 546 001	\$200.00
1308	<b>DROESCHER, JAMES Total</b>			<b>\$200.00</b>
1309	EHRISMAN, REID	1/31 OFFICIAL	13 2900 610 2 531 001	\$140.00
1310	EHRISMAN, REID	1/20 OFFICIAL	13 2900 610 2 531 001	\$65.00
1311	EHRISMAN, REID	1/26 OFFICIAL	13 2900 610 2 531 001	\$140.00
1312	EHRISMAN, REID	1/13 OFFICIAL	13 2900 610 2 531 001	\$70.00
1313	EHRISMAN, REID	1/6 OFFICIAL	13 2900 610 2 531 001	\$65.00
1314	EHRISMAN, REID	1/3 OFFICIAL	13 2900 610 2 538 001	\$140.00
1315	EHRISMAN, REID	1/20 OFFICIAL	13 2900 610 2 538 001	\$65.00
1316	EHRISMAN, REID	1/13 OFFICIAL	13 2900 610 2 538 001	\$70.00
1317	EHRISMAN, REID	1/6 OFFICIAL	13 2900 610 2 538 001	\$65.00
1318	<b>EHRISMAN, REID Total</b>			<b>\$820.00</b>
1319	EISCHEID, MATTHEW	1/6 OFFICIAL	13 2900 610 2 531 001	\$100.00
1320	EISCHEID, MATTHEW	1/6 OFFICIAL	13 2900 610 2 538 001	\$100.00
1321	<b>EISCHEID, MATTHEW Total</b>			<b>\$200.00</b>
1322	EISENHAUER, RICK	1/27 OFFICIAL	13 2900 610 2 538 001	\$200.00
1323	<b>EISENHAUER, RICK Total</b>			<b>\$200.00</b>
1324	FELDNER, CHRISTOPHER	1/31 OFFICIAL	13 2900 610 2 546 001	\$160.00
1325	FELDNER, CHRISTOPHER	1/31 OFFICIAL	13 2900 610 2 650 001	\$160.00
1326	<b>FELDNER, CHRISTOPHER Total</b>			<b>\$320.00</b>

1327	FERGUSON, MICHAEL	1/2 OFFICIAL	13 2900 610 2 531 001	\$100.00
1328	FERGUSON, MICHAEL	1/2 OFFICIAL	13 2900 610 2 538 001	\$100.00
1329	<b>FERGUSON, MICHAEL Total</b>			<b>\$200.00</b>
1330	FRANCK, CHRIS	1/20 OFFICIAL	13 2900 610 2 531 001	\$100.00
1331	FRANCK, CHRIS	1/20 OFFICIAL	13 2900 610 2 538 001	\$100.00
1332	<b>FRANCK, CHRIS Total</b>			<b>\$200.00</b>
1333	GASTON, CORY	1/10 OFFICIAL	13 2900 610 2 531 001	\$100.00
1334	GASTON, CORY	1/10 OFFICIAL	13 2900 610 2 538 001	\$100.00
1335	<b>GASTON, CORY Total</b>			<b>\$200.00</b>
1336	GODTEL, JAKOB	1/6 OFFICIAL	13 2900 610 2 531 001	\$100.00
1337	GODTEL, JAKOB	1/6 OFFICIAL	13 2900 610 2 538 001	\$100.00
1338	<b>GODTEL, JAKOB Total</b>			<b>\$200.00</b>
1339	HAGEDORN, RANDY	1/6 OFFICIAL	13 2900 610 2 531 001	\$100.00
1340	HAGEDORN, RANDY	1/6 OFFICIAL	13 2900 610 2 538 001	\$100.00
1341	<b>HAGEDORN, RANDY Total</b>			<b>\$200.00</b>
1342	HEAVICAN, KELLAN	1/16 OFFICIAL	13 2900 610 2 531 001	\$100.00
1343	HEAVICAN, KELLAN	1/16 OFFICIAL	13 2900 610 2 538 001	\$100.00
1344	<b>HEAVICAN, KELLAN Total</b>			<b>\$200.00</b>
1345	HELGOOTH, RYAN	1/3 OFFICIAL	13 2900 610 2 531 001	\$130.00
1346	<b>HELGOOTH, RYAN Total</b>			<b>\$130.00</b>
1347	HONG, JOSHUA	1/10 OFFICIAL	13 2900 610 2 531 001	\$100.00
1348	HONG, JOSHUA	1/10 OFFICIAL	13 2900 610 2 538 001	\$100.00
1349	<b>HONG, JOSHUA Total</b>			<b>\$200.00</b>
1350	MERRILL, JEFFREY	1/3 OFFICIAL	13 2900 610 2 531 001	\$130.00
1351	MERRILL, JEFFREY	1/10 OFFICIAL	13 2900 610 2 531 001	\$65.00
1352	MERRILL, JEFFREY	1/10 OFFICIAL	13 2900 610 2 538 001	\$65.00
1353	<b>MERRILL, JEFFREY Total</b>			<b>\$260.00</b>
1354	PIPER, LESTER	1/20 OFFICIAL	13 2900 610 2 531 001	\$65.00
1355	PIPER, LESTER	1/6 OFFICIAL	13 2900 610 2 531 001	\$65.00
1356	PIPER, LESTER	1/26 OFFICIAL	13 2900 610 2 538 001	\$140.00
1357	PIPER, LESTER	1/20 OFFICIAL	13 2900 610 2 538 001	\$65.00
1358	PIPER, LESTER	1/6 OFFICIAL	13 2900 610 2 538 001	\$65.00
1359	<b>PIPER, LESTER Total</b>			<b>\$400.00</b>
1360	RAABE, WALKER	1/26 OFFICIAL	13 2900 610 2 531 001	\$140.00
1361	RAABE, WALKER	1/20 OFFICIAL	13 2900 610 2 531 001	\$65.00
1362	RAABE, WALKER	1/16 OFFICIAL	13 2900 610 2 531 001	\$65.00
1363	RAABE, WALKER	1/13 OFFICIAL	13 2900 610 2 531 001	\$70.00
1364	RAABE, WALKER	1/6 OFFICIAL	13 2900 610 2 531 001	\$65.00
1365	RAABE, WALKER	1/3 OFFICIAL	13 2900 610 2 538 001	\$140.00
1366	RAABE, WALKER	1/20 OFFICIAL	13 2900 610 2 538 001	\$65.00
1367	RAABE, WALKER	1/16 OFFICIAL	13 2900 610 2 538 001	\$65.00
1368	RAABE, WALKER	1/13 OFFICIAL	13 2900 610 2 538 001	\$70.00
1369	RAABE, WALKER	1/6 OFFICIAL	13 2900 610 2 538 001	\$65.00

1370	<b>RAABE, WALKER Total</b>			<b>\$810.00</b>
1371	RINKOL, TERRY	1/10 OFFICIAL	13 2900 610 2 531 001	\$65.00
1372	RINKOL, TERRY	1/10 OFFICIAL	13 2900 610 2 538 001	\$65.00
1373	<b>RINKOL, TERRY Total</b>			<b>\$130.00</b>
1374	SCHMIDT, JASON	1/2 OFFICIAL	13 2900 610 2 531 001	\$65.00
1375	SCHMIDT, JASON	1/2 OFFICIAL	13 2900 610 2 538 001	\$65.00
1376	<b>SCHMIDT, JASON Total</b>			<b>\$130.00</b>
1377	SNORTON, JUSTIN	1/16 OFFICIAL	13 2900 610 2 531 001	\$65.00
1378	SNORTON, JUSTIN	1/13 OFFICIAL	13 2900 610 2 531 001	\$70.00
1379	SNORTON, JUSTIN	1/16 OFFICIAL	13 2900 610 2 538 001	\$65.00
1380	SNORTON, JUSTIN	1/13 OFFICIAL	13 2900 610 2 538 001	\$70.00
1381	<b>SNORTON, JUSTIN Total</b>			<b>\$270.00</b>
1382	TEST, TROY	1/2 OFFICIAL	13 2900 610 2 531 001	\$100.00
1383	TEST, TROY	1/2 OFFICIAL	13 2900 610 2 538 001	\$100.00
1384	<b>TEST, TROY Total</b>			<b>\$200.00</b>
1385	THOENE, MYLES	1/13 OFFICIAL	13 2900 610 2 531 001	\$70.00
1386	THOENE, MYLES	1/13 OFFICIAL	13 2900 610 2 538 001	\$70.00
1387	<b>THOENE, MYLES Total</b>			<b>\$140.00</b>
1388	ULDRICH, COREY	1/16 OFFICIAL	13 2900 610 2 531 001	\$100.00
1389	ULDRICH, COREY	1/16 OFFICIAL	13 2900 610 2 538 001	\$100.00
1390	<b>ULDRICH, COREY Total</b>			<b>\$200.00</b>
1391	WEST, ROBERT	1/31 OFFICIAL	13 2900 610 2 546 001	\$160.00
1392	WEST, ROBERT	1/31 OFFICIAL	13 2900 610 2 650 001	\$160.00
1393	<b>WEST, ROBERT Total</b>			<b>\$320.00</b>
1394	WESTERHOLT, TANNER	1/20 OFFICIAL	13 2900 610 2 531 001	\$100.00
1395	WESTERHOLT, TANNER	1/20 OFFICIAL	13 2900 610 2 538 001	\$100.00
1396	<b>WESTERHOLT, TANNER Total</b>			<b>\$200.00</b>
1397	<b>Grand Total</b>			<b>\$32,980.00</b>
1398				
1399	<b>JUNIOR HIGH ACTIVITY FUND</b>			
1400	BRUNS, TUCKER	OFFICIAL PAY 7/8 B IM BBALL	14 2900 610 2 848 002	\$70.00
1401	BRUNS, TUCKER	OFFICIAL PAY 7TH B BBALL	14 2900 610 2 848 002	\$150.00
1402	BRUNS, TUCKER	OFFICIAL PAY 2 IM BBALL GAMES	14 2900 610 2 848 002	\$70.00
1403	BRUNS, TUCKER	OFFICIAL PAY 2/2 7TH/8TH	14 2900 610 2 848 002	\$70.00
1404	<b>BRUNS, TUCKER Total</b>			<b>\$360.00</b>
1405	FINKE, GARRETT	OFFICIAL PAY 2/2 7TH/8TH 2	14 2900 610 2 848 002	\$100.00
1406	<b>FINKE, GARRETT Total</b>			<b>\$100.00</b>
1407	LEWIS, MATTHEW	OFFICIAL PAY 7/8 B IM BBALL	14 2900 610 2 848 002	\$70.00
1408	LEWIS, MATTHEW	OFFICIAL PAY 3 GAMES 8TH B	14 2900 610 2 848 002	\$150.00
1409	LEWIS, MATTHEW	OFFICIAL PAY 2/2 7TH/8TH BB	14 2900 610 2 848 002	\$100.00
1410	<b>LEWIS, MATTHEW Total</b>			<b>\$320.00</b>
1411	<b>Grand Total</b>			<b>\$780.00</b>


## Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #761 and #935 for the month of February for purchases made at One Office Solutions 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

*"Out of an abundance of caution, I abstain from voting on claim #761 and #935 for the month of February for purchases made at One Office Solutions. I have signed and filed this written disclosure with the secretary of the board."*

## Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #842 for the month of February for my mileage reimbursement 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

*"Out of an abundance of caution, I abstain from voting on claim #842 for the month of February for my mileage reimbursement. I have signed and filed this written disclosure with the secretary of the board."*

## Business Operations

### Procurement Plan – School Food Authorities

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

### **Procurement Policy**

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

- When the annual total for food service program related items is less than ~~\$250~~350,000 (simplified acquisition threshold) per procurement event or in aggregate purchases this organization will follow the informal simplified acquisition threshold procedures.
- When the annual total for food service program related items is greater than ~~\$250~~350,000 (simplified acquisition threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

### Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under ~~\$10~~15,000 made with a vendor [2 CFR 200.320(a)].

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

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

### Simplified Acquisition Threshold Procedures

For purchases made below the simplified acquisition threshold, simplified acquisition threshold procedures will be utilized to purchase necessary goods and services. When simplified acquisition threshold procedures are used, this organization will take the following steps:

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

Formal Competitive Solicitation Procedures

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

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

(Note: If the simplified acquisition threshold established in the sponsor’s procurement policy statement is less than \$~~250~~350,000, the smaller bid threshold will govern.)

Procurement Summary

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

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(d)(2)]
- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]

- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]
- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
  2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
  3. A cost or price analysis in connection with every procurement action in excess of the simplified acquisition threshold including contract modifications. [2 CFR 200.324(a)]
  4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
  2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
  3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
  4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
  5. Place and confirm orders with vendors or make plans to purchase the required items.
  6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
  7. To work with vendors on a fair and equal basis.
  8. To conduct an in-house procurement review once per year.

Date of Adoption:	September 11, 2017
Date of Revision:	October 8, 2018
Date of Revision:	August 12, 2019
Date of Reaffirmation:	November 11, 2019
Date of Reaffirmation:	March 10, 2025
Dave of Revision:	June 23, 2025

Business OperationsInternal Controls

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

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

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

Legal Reference: 2 C.F.R. § 200.303.

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

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

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

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

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

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

- 1) A procedure for micro-purchases (Under \$15,000);
- 2) A procedure for simplified acquisition thresholds (between \$15,000 to \$250,350,000);
- 3) A procedure for sealed bids (over \$250,350,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$250,350,000); and
- 5) A procedure for noncompetitive bids.

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

Cross-Reference: Policies 3130 & 3131.

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

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

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

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

Legal Reference: 2 CFR §§ 200.310-200.313.

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

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

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.334 & 34 C.F.R. § 81.31.

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

Legal Reference: 2 C.F.R. § 200.213.

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

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

Legal Reference: 2 C.F.R. § 200.302.

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

Legal Reference: 2 C.F.R. § 200.307.

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

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

Legal Reference: 2 C.F.R. § 200.306.

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

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

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

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

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

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

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

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

Legal Reference: 40 U.S.C. § 3141, et seq; 2 C.F.R. § 200.326.

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

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.
- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

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

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

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

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

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

Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District’s other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual’s participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District’s travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11.

Legal Reference: 2 C.F.R. § 200.475

Date of Adoption: July 12, 2021  
Date of Revision: July 11, 2022  
Date of Revision: March 10, 2025  
Date of Revision: November 10, 2025



# Little Panthers Preschool



## 2026-2027 Calendar

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

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

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

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

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

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

**August**  
 3, 4, 5 Orientation-New Teaching Staff  
 6-11 Orientation- All Teaching Staff  
 6-7, 10-11 Preschool Home Visits  
 12 Preschool Orientation 10:00-11:00 or 1:00-2:00  
 13 Group A-First Day of Preschool (No Group B)  
 14 Group B-First Day of Preschool (No Group A)  
 17 All Little Panthers at Preschool

**September**  
 7 No School- Labor Day

**October**  
 9 No School for Students-Teacher Prof. Dev./ Work Day  
 12-13 Parent Teacher Conferences (4:00-7:00 pm)  
 15 Parent Teacher Conferences (1:00-4:00)  
 Half Day Class In Session (AM & PM)  
 Full Day Dismiss at 11:15  
 16 No School  
 19 No School for Students-Teacher Prof. Dev./ Work Day

**November**  
 25-27 No School- Thanksgiving Break

**December**  
 11 No School for Students-Teacher Prof. Dev./ Work Day  
 21-31 No School-Winter Break

**January**  
 1-3 No School-Winter Break  
 4 No School for Students-Teacher Prof. Dev./ Work Day  
 5 School Resumes  
 18 No School- Teacher Professional Development

**February**  
 5 No School for Students-Teacher Prof. Dev./ Work Day  
 8-9 Parent Teacher Conferences (4:00-7:00 pm)  
 11 Parent Teacher Conferences (1:00-4:00)  
 Half Day Class In Session (AM & PM)  
 Full Day Dismiss at 11:15  
 12 No School

**March**  
 11, 12 No School- Spring Break (possible snow make-up dates)  
 15 No School- Spring Break  
 26, 29 No School-Spring Break

**April**  
 19-22 No School- Preschool Home Visits  
 23 No School for Students-Teacher Prof. Dev./ Work Day

**May**  
 18 Last Day of Preschool- Full Day Class Graduation  
 19-21 Teacher Work Day-GOLD Finalization

JANUARY 2027						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

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

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

# Norfolk Public Schools Advocacy Belief Statements

2026

As the Norfolk Public School Board, we support legislative advocacy based on the following beliefs and give the Government Relations Committee the right to advocate via written correspondence or face-to-face testimony to indicate whether we support, oppose, or remain neutral on specific legislation proposed in the Nebraska Unicameral. The Government Relations Committee may bring suggested legislative positions to the Board for approval for controversial or ambiguous issues.

As the Norfolk Public School Board, we believe:

## CURRICULUM, INSTRUCTION & ASSESSMENT

In the separation of state and religion and therefore do not support legislation that mandates display of religious sayings or symbols in schools. We believe that public schools honor all religions equally and not display religious materials from any religion.

Curriculum and instruction decisions are the purview of local schools, the Nebraska Department of Education, and not the legislature. We oppose legislation that dictates specific courses, instruction, or course content.

The Nebraska Department of Education has the responsibility to develop guidelines for educator certification and to set regulations for schools.

State test scores be used to identify school strengths and areas for improvement and not include rankings of schools. We believe that multiple approaches be used to assess student learning and school quality and that assessment decisions be made at the local level.

School accountability data be used to determine potential strategies/resources for helping schools improve. We support the concept of growth or learning mindset which suggests that school effectiveness is assessed as an improvement (growth) process. Our perspective is that all schools in Nebraska are important and have opportunities to become more effective as quality educational systems.

That statewide assessment be aligned with state standards and be state funded and not the economic responsibility of local school districts.

Students need to understand cultural and ethnic differences and that culturally relevant curriculum benefits all students.

School district library/media content is a local decision.

## BUDGETING & FINANCE

Local schools are not subjected to unfunded mandates. We believe state and federal governments fully fund, at statutory levels, all programs, standards, activities, and services mandated to public schools by the Legislature and Congress and urge that any unfunded mandates allow authority for supplementary appropriations or outside levy lid funding.

TEEOSA be fully funded and spending limitations such as caps, levy limits, etc. not be implemented that result in inequitable consequences for individual school districts.

The State of Nebraska should provide funding for maintenance or replacement of deteriorating public school facilities.

The Governor and Legislature must work together to create fiscal policy that will adequately fund public education statewide based on needs of students and resources available and not driven by a pre-set allocation of funds for education regardless of need. Nebraska demographics and student needs are dynamic as are the changing education standards required to be competitive nationally and internationally. We believe fiscal policy should be built upon a broad base with the lowest possible rates to provide stability in the tax base and revenue stream, provide local government with the tools to generate adequate financial resources, yet equalize financial support among taxpayers, and assure the principle of uniform assessment.

The school finance formula include elements and calculations that result in stable and sustainable financial support for schools.

Any legislative changes that impact school finance not impose mandatory deadlines that affect school revenues and expenditures or be implemented in ways that impact school districts' ability to develop budgets.

In a stable, predictable, equitable, and adequate statewide education funding system that honors the Legislature's commitment to provide for free instruction in the common schools of this state, as guaranteed by the Nebraska Constitution, by prioritizing education funding in the state budget and that:

- Invests in the education of all Nebraska public school children;
- Establishes a state fund or funding mechanism that assists Nebraska public schools with the costs of maintaining and constructing facilities;
- Reduces dependence on local property taxes by drawing revenue from multiple funding sources;
- Promotes the responsibility of locally effected school boards to make sound, transparent, school budget decisions;
- Provides funding in a timely and predictable manner;
- Includes the principle of equalization;
- Funds the total excess allowable costs for special education and support services; and
- Recognizes that a long-term solution to education funding requires an ongoing, collaborative

efforts to execute a vision and strategic plan to grow and diversify our economy.

Public tax dollars should not be spent to support, either directly or indirectly, non-public schools. We oppose tax credits and vouchers or scholarships for children and youth attending non-public schools.

Local school boards are responsible for setting salaries and benefits for the Superintendent and other school personnel.

It is important for NPS to oppose any budget/finance bills that would have a negative impact on the local school district budget or operations.

## GOVERNANCE & STRUCTURE

Local school districts are responsible for determining to consolidate or affiliate with other districts, not forced to consolidate through legislative action.

School boards have the authority to govern and execute their statutory responsibilities.

Any magnet, charter schools, etc. be authorized by a public school district located within the boundaries of such district and be accountable to the authorizing district for student achievement, finances, and operations.

The legislature should not place duties on school districts that are not related to education.

The election of local school board members to govern school districts is the most responsible way to have local representation of public schools.

Local school districts have the authority to determine opening and closing dates for local school districts and to determine school calendars.

## PARTNERSHIPS

That partnerships between parents and guardians and schools are integral to the effective education of students. We encourage parent involvement in the education process that is reasonable and does not interfere with learning operations or put undue financial or workload burdens on school staff.

In beneficial partnerships with business that ensure mutual understanding and cooperation and provide support for education. We believe in collaborative linkages between schools and other public and private agencies that serve children. We do not support legislation that mandates products for schools from a specific manufacturer.

## PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS

Local school boards have the authority to determine compensation, execute background checks, provide incentives to recruit school personnel, and provide recognition programs.

It is the responsibility of local school boards to establish policies and oppose the mandating of policies by the Legislature that do not take into consideration school needs, culture, or other variables.

State mandating of specific professional development for school personnel be limited.

## SAFETY & SECURITY

Students need to be protected from illegal drugs and any products intended by appearance to replicate tobacco on school property.

Schools need to be safe environments and support legislation that protects students and staff from violence, weapons, harassment, bullying, drugs, and any other threats to safety. We support legislation that provides resources to make infrastructure improvements that enhance security and safety.

## STATE POLICY

Local school districts need to have representation on education boards, commissions, councils, and committees which could have an impact on local school policy or finance.

It is important to support the rights and obligations of local school districts to advocate for legislative action that impacts their individual district interests.

The legislature should not preempt the statutory authority of the Nebraska State Board of Education to be the policy-forming, planning and evaluative body for Nebraska schools.

Private and parochial schools be held to the same standards of performance as public school systems.

## STUDENTS

Support funding and programs that help close the gap in educational opportunity and educational achievement needs and that assist at-risk children and youth in making adequate educational progress.

That cooperation and consultation with school districts as it relates to the placement of children under the custody of DHHS is essential to student success. Comprehensive information about a child's educational needs should be shared with a school district prior to the placement of a student in a new school district.

Early childhood education programs, an essential component of public education, be supported through state funds and supported legislation that reduces the workforce shortage of early childhood teachers.

School districts are in the best position to determine capacity and available resources for students requesting option enrollment.

Student discipline is the mutual responsibility of parents, teachers, and administrators with the final responsibility resting with school boards and not the legislature.

All students deserve equal educational opportunities, regardless of race, wealth, family circumstances, and support legislation that removes barriers that prevent students having full access to learning opportunities.

The State of Nebraska has an obligation to provide funding when schools incur unforeseeable additional special education expenses.

Regulation of school-sponsored publications and curriculum is the authority of local school boards.

**Source: NASB Standing Positions-Belief Statements for an Effective Board (2025)  
Adapted to represent the beliefs of the Norfolk Public School Board.**

# NEGOTIATED AGREEMENT

Between

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

and

Norfolk City Education Association  
Norfolk, Nebraska

FOR THE ACADEMIC YEARS

~~2025-2026~~

2026-2027

TABLE OF CONTENTS

DURATION OF AGREEMENT.....PAGE 3

RECOGNITION.....PAGE 3

COMPENSATION.....PAGE 3

IRS 125 PLAN.....PAGE 6

SUMMER SCHOOL/CURRICULUM PAY.....PAGE 6

EXTRA DUTY SCHEDULE.....PAGE 6

NEGOTIATIONS CONCERNING THE ENTIRE AGREEMENT.....PAGE 7

SICK LEAVE.....PAGE 7

BEREAVEMENT LEAVE.....PAGE 8

PROFESSIONAL LEAVE.....PAGE 9

SCHOOL BUSINESS LEAVE .....PAGE 10

PERSONAL LEAVE.....PAGE 10

NSEA LEAVE.....PAGE 11

GRIEVANCE POLICY.....PAGE 12

ACTIVITY PASSES.....PAGE 13

IMPLEMENTATION.....PAGE 13

TOTALITY OF AGREEMENT.....PAGE 13

MANAGEMENT RIGHTS.....PAGE 14

  

APPENDIX A1 – ~~2025/2026~~ SALARY SCHEDULES.....PAGE 15

APPENDIX B1 – ~~2025/2026~~ EXTRA DUTY SALARY SCHEDULES.....PAGE 16

APPENDIX C1 – EXTRA DUTY PLACEMENT GUIDELINES.....PAGE 18

APPENDIX C2 – ~~SCIP TEAM EXTRA DUTY COMPENSATION.....PAGE 19~~

APPENDIX C3 – DECLINATION OF OFFER TO ENROLL IN HEALTH INSURANCE PROGRAM.....PAGE 20

NORFOLK PUBLIC SCHOOLS  
NORFOLK, NEBRASKA

NEGOTIATED AGREEMENT  
2025-2026

I. DURATION OF AGREEMENT

This agreement shall be effective as of August 1, ~~2025~~ 2026 and shall continue in effect until July 31, ~~2027~~ 2026. If a new and substitute contract has not been duly entered into prior to July 31, ~~2027~~ 2026, the terms of this contract shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, ~~2027~~ 2026. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)

II. RECOGNITION

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

III. COMPENSATION

A. Salary: The base salary for the ~~2025-2026~~ 2026-2027 school year shall be ~~\$39,848.50~~ \$44,045.00 based on a ~~188~~ 186 day contract for current and returning staff and ~~192~~ 189 day contract for staff new to the district. 172.5 of the contract days will be instructional days with students. ~~Two (2) comp days will be scheduled each year at the end of each parent teacher conference week to compensate for the extra time put in by staff.~~ 13.5 non-student days will be used for professional development and or work time, as scheduled by the superintendent in collaboration with the district calendar committee. The calendar committee must contain at least one NCEA representative. Certificated staff salaries for ~~2025-2026~~ 2026-2027 shall be determined using the foregoing base salary and the salary schedule attached hereto and incorporated herein as Appendix A1.

~~(1) New certificated staff entering the District who are eligible for initial placement on the BA column and are a first year staff member or has one year previous experience will be placed on BA Step 3. The staff member will remain on Step 3 until they are eligible to move to Step 4.~~

(2) New certificated staff entering the District who are not placed at BA Step 3 are eligible for placement in all other columns and steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.

(3) Nontraditional teachers who do not have a bachelor's degree but obtain alternative certification via the NDE will be placed at the BA level (column A) with their appropriate level of experience. They will remain at the BA level (column A) until

they receive their bachelor's degree plus 9 hours of approved graduate level coursework.

- (4) Horizontal advancement on the salary schedule shall be available for graduate level hours which have been previously approved by the superintendent and/or his/her designee. Approval for horizontal advancement to the MA+MA/EDS and PHD columns need to be pre-approved by the superintendent and/or his/her designee, approval will be dependent upon if that degree area is needed by the district. The maximum horizontal movement for certificated staff shall be three (3) columns (levels) per school year.

**Employees who complete a graduate program requiring more than 36 graduate credit hours will be advanced horizontally to MA+ (the number of actual credits earned in that graduate program beyond 36)**

- (5) Only those certificated staff members frozen on Step 15 in the MA+45, MA+MA/EDS and PHD columns are eligible for longevity pay. The certificated staff members who are frozen will receive longevity increments of 1% of the base salary starting with the first year they are frozen. An additional 1% shall be added each year for up to a total of 15%.
  - (6) Certified staff extra-duty pay aligns with teacher contract pay. Non-certified staff will be paid in installments that align with the activity/extra duty season and payroll dates published annually by the district.
- B. Special Assignment Stipends:
- (1) Certified staff who are teaching Dual Credit courses and/or AP courses will be compensated by Norfolk Public Schools \$200 per course taught, per college semester. The amount should be in addition to the teacher's salary. If the course counts for both AP and Dual Credit, the teacher will only receive the compensation once.
- C. Certified staff who serve Norfolk Public Schools as Speech Language Pathologists will **be started at year 3 or actual years of experience if greater than 3.** ~~receive an annual stipend to be figured as 10% of the base salary for contract years through 2026-2027, at which time this provision will sunset.~~
- D. Certified staff who agree to teach zero hour (a 48 minute class prior to the start of teacher duty time) for an entire semester may: Be paid at their hourly per diem rate OR Be provided a duty free 8th period (this does NOT include ELO). Certified Staff who agree to teach an extra period during their plan period--for an entire semester--will be paid at their hourly per diem rate. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED.
- E. Certified staff who sub or cover another class during either their plan period or lunch period will be compensated \$20 for a half-period and \$40 for a full-period. (Definition of a period is defined as a typical/average period for a regular classroom teacher in that building.)
- F. Insurance: For the ~~2025-2026~~ **2026-2027** school year the School District shall make available for all certificated staff Dual Choice PPO health insurance with \$1,050/\$3,800

HSA Eligible option and dental insurance Option 2 coverage established annually by the EHA. Premiums rated for the group health and dental plans will be in a four-tier structure with the four tiers defined as follows: employee (self only), employee/child(ren), employee/spouse, and employee/spouse and child(ren). **School insurance is to be your primary insurance and cannot be used as secondary insurance.**

- G. All **NEWLY** hired certified staff in the district starting with the 2025-2026 school year, and every school year thereafter, will be offered the school-offered health insurance only. There will be no Cash-In-Lieu offered or set benefit dollars for new and/or incoming certified staff to the district starting the 2025-2026 school year and beyond. The District will provide the following health benefits coverage of the lower cost benefit plan. Includes the health and employee dental coverage.

Employee only	100%	
Employee/Child	\$16,935.60	<del>\$15,720.74</del>
Employee Spouse	\$17,300.28	<del>\$15,922.81</del>
Employee Family	\$20,612.16	<del>\$18,766.80</del>

Spouses that are both employed at Norfolk Public Schools (Certified and Classified) that are both eligible for health insurance, the District will cover Employee/Family Health and Employee/Spouse Dental at 100%. All current spousal employees that are enrolled in the District's health insurance will automatically be transferred to the new system starting with the 2025-2026 school year.

Staff hired prior to 2025-2026 receiving Cash-In-Lieu or set benefit dollars will be grandfathered into our current system. Any current staff member who un-enrolls or makes changes from Cash-In-Lieu forfeits their rights to re-enroll in the Cash-In-Lieu system.

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

- (1) Insurance /Fringe Benefit Stipend: Full-time certificated staff eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.
  - a. Fringe Benefit Stipends shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.
- ~~(2) Full time certificated staff eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren)~~

~~health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of **\$14,428** will be paid by the certificated staff.~~

~~a. A Certificated staff member may elect to receive dependent health and dental insurance coverage and/or the lower deductible health insurance option available under the EHA Dual Choice Plan, provided that all additional premium cost of such coverage above the premium cost of the employee (self only) higher deductible health and dental coverage offered by the School District is paid by the certificated staff member through a salary reduction agreement under the School District's Section 125 plan.~~

(3) Cash-in-lieu: Full-time certificated staff eligible for the Fringe Benefit Package may elect not to enroll in the health and dental insurance plan offered by the School District and decline the School District's contribution towards such health and dental insurance and instead receive a Cash-in-Lieu of insurance stipend in the amount of \$11,428 (\$952.33/month) ~~for the 2025-2026 school year~~ provided the certificated staff member has filed with the business office on the form attached hereto and incorporated herein as Appendix C3 an acknowledgement which serves as evidence of alternative coverage in accordance with the conditions of an "eligible opt out payment" as set forth in Treas. Prop. Reg 26 CFR §1.36B-2(c)(v)(A)(7), as may be amended from time to time. Cash-in-lieu payments shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.

IV. IRS 125 Plan

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

V. SUMMER SCHOOL/CURRICULUM PAY

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

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

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

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

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

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

VI. EXTRA DUTY SCHEDULE

The extra duty salary schedule is based upon the base salary of ~~\$39,848.50 for 2025-2026~~ **\$44,045 for 2026-2027**.

- A. See Appendix B1 for the Extra Duty Salary Schedule
- B. See Appendix C1 for placement on the Extra Duty Salary Schedule
- C. Extra Duty Volunteers: When a paid coaching position is not available a certified employee may volunteer to assist the program if approved by the head coach and activities director. THIS IS ONLY FOR TEACHERS WHO ARE WILLING, IT CANNOT BE MANDATED. Years of volunteer experience do not count towards extra duty placement if hired for a paid position in the future.

VII. NEGOTIATIONS CONCERNING THE ENTIRE AGREEMENT

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

VIII. SICK LEAVE

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

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

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

Certificated staff who have a sick leave balance in excess of seventy-five (75) days at the end of the ~~2025-2026~~ school year will be able to maintain that balance, except that no further sick leave days will be available or granted for the ensuing leave year or years until the accumulated number of days is less than seventy-five (75). When the accumulated sick leave falls below seventy-five (75), the staff member covered by this agreement shall be granted a maximum of ten (10) days or the number required to bring the staff member leave balance back to seventy-five (75). The granting of this additional leave shall be done once at the beginning of each school year.

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

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

Sick leave is defined as leave of absence granted due to physical illness, injury, or medical conditions and the treatment of both physical and mental illness, injury or medical conditions.

IX. BEREAVEMENT LEAVE

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

X. PROFESSIONAL LEAVE

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

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

- F. The practice of granting leave for coaches to attend state tournaments, conferences and clinics shall be written into administrative procedures.
- G. Staff will be allowed to use up to two (2) professional leave days when attending NSEA events if they are a representative at the local or state level (when the NSEA does not pay the salary of a substitute teacher).

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

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

#### XI. SCHOOL BUSINESS LEAVE

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

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

#### XII. PERSONAL LEAVE

The Norfolk Public School provides personal leave days with pay each year for full-time certificated staff members, based on the following:

- 2 personal leave days per year for certified employees with less than 10 years of service with Norfolk Public Schools,
- 3 personal leave days per year for certified employees with 10 or more **consecutive** years of service with Norfolk Public Schools.

- A. Extenuating circumstances may dictate an exception at the discretion of the superintendent of schools:

1. It may not be used when Norfolk athletic teams qualify for district or state playoffs or other such occasions when use of this day would create teacher substitute shortages.
  2. The personal leave day may not be taken preceding or following vacations or other non-contract days except for extenuating circumstances.
  3. This leave may not be taken after April 30 except for extenuating circumstances.
  4. Those certificated staff members who have a son or daughter participating in district or state competition during the month of May, may use a personal day to attend, if substitute teachers are available.
- B. Personal leave shall be allowed to accumulate to six (6) days, and may be used consecutively following the conditions listed above.
  - C. Personal leave will not be allowed for any absence when such absence is covered by other leave benefits by the Norfolk Public School System.
  - D. If an employee is prevented from returning to work after personal leave has expired, because of extenuating circumstances (such as weather), the employee will be docked an amount equal to the pay of a substitute teacher.
  - E. Requests for leave will be submitted in writing on forms provided by the school district to the supervising administrator at least seven (7) calendar days in advance of the date leave is to commence. The supervising administrator will consider any other leave request and submit it to the superintendent of schools with a recommendation for approval or disapproval. The superintendent of schools will act upon the request with dispatch and will promptly notify the staff member and the supervising administrator as to the disposition of the leave request.
  - F. Staff members can be paid \$100 per day, in June, for any or all unused personal days not being rolled over (see B above)
  - G. Staff members who are unable to get to work due to inclement weather may use a personal day. If no personal days are available then a staff member will be docked in an amount equal to the pay of a substitute teacher.

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

1. Additional days of personal leave without pay but with a reason are available at the discretion of the superintendent.
2. A staff member's salary will be docked an equal amount of pay of a substitute teacher on the first day of a salary reduction event.
3. On the second and all subsequent days of salary reduction events shall be 1/186th ~~188th~~ of the contract amount.
4. These days are subject to the personal leave guidelines XI, A-G listed above.
5. Leave may not be taken immediately preceding or following vacations or other non-contract days unless approved by the superintendent.
6. Leave will be granted only if a properly qualified substitute can be hired to replace the staff member who wished to take such leave.
7. Leave without pay is non-cumulative.
8. Requests for leave must be submitted in writing to the building administrator at least seven (7) calendar days in advance of the leave. This request must be approved by the building administrator and the superintendent of schools.

XIII. NSEA LEAVE

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

XIV. GRIEVANCE POLICY

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

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

Level I:

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

Level II:

If the grievance remains unresolved, the grievant shall present the grievance in writing to the grievant's administrator or supervisor within twenty-five (25) days from the date when the

alleged grievance occurred. The administrator or supervisor shall provide a written response to the grievance within five (5) days of the receipt of the written grievance.

**Level III:**

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

**Level IV:**

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

**XV. ACTIVITY PASSES**

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

**XVI. IMPLEMENTATION**

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

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

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

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

XVII. TOTALITY OF AGREEMENT

The parties acknowledge that during the negotiations which resulted in this agreement, the Association had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this agreement; and that it shall constitute the entire agreement between the parties for ~~2025-2026~~ 2026-2027.

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

XVIII. MANAGEMENT RIGHTS

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

APPROVED:

APPROVED:

\_\_\_\_\_  
President, Norfolk Board of Education

\_\_\_\_\_  
President, Norfolk City Education Association

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Chief Negotiator

---

Date

---

Date

Appendix A-1

**NORFOLK PUBLIC SCHOOLS**

**2026-2027 Salary Schedule**      \$            **44,045**

Vertical: 4% of Base (4.5% on Steps 9 and up on M.A. through PHD)

Horizontal: 4% of Base

Step	A BA	B BA+9	C BA+18	D BA+27	E MA	F MA+9	G MA+18	H MA+27	I MA+36	J MA+45	K MA+MA/EDs	L PHD
1	\$ 44,045 1.000	\$ 45,807 1.040	\$ 47,569 1.080	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440
2	\$ 45,807 1.040	\$ 47,569 1.080	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480
3	\$ 47,569 1.080	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520
4	\$ 49,330 1.120	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560
5	\$ 51,092 1.160	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600
6	\$ 52,854 1.200	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600	\$ 72,234 1.640
7	\$ 54,616 1.240	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600	\$ 72,234 1.640	\$ 73,996 1.680
8	\$ 56,378 1.280	\$ 58,139 1.320	\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,187 1.480	\$ 66,948 1.520	\$ 68,710 1.560	\$ 70,472 1.600	\$ 72,234 1.640	\$ 73,996 1.680	\$ 75,757 1.720
9		\$ 59,901 1.360	\$ 61,663 1.400	\$ 63,425 1.440	\$ 65,407 1.485	\$ 67,169 1.525	\$ 68,930 1.565	\$ 70,692 1.605	\$ 72,454 1.645	\$ 74,216 1.685	\$ 75,978 1.725	\$ 77,739 1.765
10			\$ 63,425 1.440	\$ 65,187 1.480	\$ 67,389 1.530	\$ 69,151 1.570	\$ 70,912 1.610	\$ 72,674 1.650	\$ 74,436 1.690	\$ 76,198 1.730	\$ 77,960 1.770	\$ 79,721 1.810
11					\$ 69,371 1.575	\$ 71,133 1.615	\$ 72,894 1.655	\$ 74,656 1.695	\$ 76,418 1.735	\$ 78,180 1.775	\$ 79,942 1.815	\$ 81,703 1.855
12						\$ 73,115 1.660	\$ 74,877 1.700	\$ 76,638 1.740	\$ 78,400 1.780	\$ 80,162 1.820	\$ 81,924 1.860	\$ 83,686 1.900
13							\$ 76,859 1.745	\$ 78,620 1.785	\$ 80,382 1.825	\$ 82,144 1.865	\$ 83,906 1.905	\$ 85,668 1.945
14								\$ 80,602 1.830	\$ 82,364 1.870	\$ 84,126 1.910	\$ 85,888 1.950	\$ 87,650 1.990
15									\$ 84,346 1.915	\$ 86,108 1.955	\$ 87,870 1.995	\$ 89,632 2.035

New certificated staff entering the District are eligible for placement in all columns and Steps on the salary schedule based upon their experience and education. New certificated staff entering the District are not eligible for longevity in their first year.

Appendix B1

2026-2027 Base Salary		EXTRA DUTY SCHEDULE OPTION										
\$ 44,045												
	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 20	Level 5 21 to 25	Grand- fathered	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 20	Level 5 21 to 25	Grand- fathered
<b>Extra-Duty #1</b>												
SH Head B/G Basketball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
SH Head Football	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
SH Head Volleyball	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
SH Head B/G Wrestling	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
FFA	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
SH Head Speech	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
SH Head Debate	0.20	0.21	0.22	0.23	0.24	0.25	\$ 8,809	\$ 9,249	\$ 9,690	\$ 10,130	\$ 10,571	\$ 11,011
<b>Extra-Duty #2</b>												
SH Head Baseball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Head B/G Soccer	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Head Softball	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Head Swimming	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Head B/G Track	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Head B/G XC	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Instrumental Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Vocal Music	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
SH Head Drama	0.16	0.17	0.18	0.19	0.20	0.21	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369	\$ 8,809	\$ 9,249
<b>Extra-Duty #3</b>												
SH Head B/G Golf	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Head Bowling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Head B/G Tennis	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. B/G Basketball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. Football	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. FFA	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. B/G Wrestling	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. Volleyball	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
Orchestra	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. Speech	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
SH Asst. Debate	0.14	0.15	0.16	0.17	0.18	0.19	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488	\$ 7,928	\$ 8,369
<b>Extra-Duty #4</b>												
Head 9th Coach	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. Baseball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. B/G Soccer	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. Softball	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. Swimming	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. B/G Track	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. Instrumental Music	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. B/G XC	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Asst. Drama	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488
SH Publications	0.12	0.13	0.14	0.15	0.16	0.17	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607	\$ 7,047	\$ 7,488

	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 20	Level 5 21 to 25	Grand- fathered	Level 1 1 to 5	Level 2 6 to 10	Level 3 11 to 15	Level 4 16 to 20	Level 5 21 to 25	Grand- fathered
<b>Extra-Duty #5</b>												
SH Asst. B/G Tennis	0.10	0.11	0.12	0.13	0.14	0.15	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607
SH Asst. Bowling	0.10	0.11	0.12	0.13	0.14	0.15	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607
SH Asst. B/G Golf	0.10	0.11	0.12	0.13	0.14	0.15	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607
SH Pink Panthers	0.10	0.11	0.12	0.13	0.14	0.15	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607
SH Cheerleaders	0.10	0.11	0.12	0.13	0.14	0.15	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166	\$ 6,607
<b>Extra-Duty #6</b>												
Asst. 9th Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166
JH Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166
MS Instrumental Music	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166
SH Weight Room Coordinator	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166
JH Head Coach	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166
SH Technical Director	0.09	0.10	0.11	0.12	0.13	0.14	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726	\$ 6,166
<b>Extra-Duty #7</b>												
SH Asst. Pink Panthers	0.08	0.09	0.10	0.11	0.12	0.13	\$ 3,524	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726
SH Asst. Cheerleaders	0.08	0.09	0.10	0.11	0.12	0.13	\$ 3,524	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285	\$ 5,726
<b>Extra-Duty #8</b>												
JH Asst. Coach	0.07	0.08	0.09	0.10	0.11	0.12	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405	\$ 4,845	\$ 5,285
<b>Extra-Duty #9</b>												
SH Flags	0.05	0.06	0.07	0.08	0.09	0.10	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405
SH Academic Challenge	0.05	0.06	0.07	0.08	0.09	0.10	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405
SH Mock Trial	0.05	0.06	0.07	0.08	0.09	0.10	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405
JH Vocal Music	0.05	0.06	0.07	0.08	0.09	0.10	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405
SH Student Council	0.05	0.06	0.07	0.08	0.09	0.10	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405
National Honor Society	0.05	0.06	0.07	0.08	0.09	0.10	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964	\$ 4,405
<b>Extra-Duty #10</b>												
JH Academic Challenge	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
SH Weight Room Supervisor	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
FBLA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
JH Student Council	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Skills USA(VICA)	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Intramural	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Unified Bowling	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Unified Track	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Educators Rising	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
HOSA	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Poetry Club	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964
Circle of Friends	0.04	0.05	0.06	0.07	0.08	0.09	\$ 1,762	\$ 2,202	\$ 2,643	\$ 3,083	\$ 3,524	\$ 3,964

## Appendix C-1

### Extra-Duty Salary Schedule Placement Guidelines

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

## Appendix C-2

### ~~SCIP TEAM EXTRA-DUTY COMPENSATION~~

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

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

**Appendix C-3**

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

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

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

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

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

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

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

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

Dated this \_\_\_ day of \_\_\_\_\_, 2026.

\_\_\_\_\_  
(Print Your Name)

(Sign Your Name)

## CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Madison County School District Number 59-0002, a/k/a Norfolk Public Schools**, hereinafter referred to as “the Board,” and **Erik Wilson**, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board, as recorded in the minutes of the Board meeting held on the 9th day of February 2026, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the following terms and conditions:

1. **Term of Contract.** This Contract is for a term of two (2) years beginning on the 1st day of July, 2026, and expiring on the 30th day of June, 2028. A “contract year,” for purposes of this Contract, shall be from July 1st to June 30th.
2. **Renewal and Rollover.** This Contract may be extended in one (1) year increments under the terms of this Paragraph. An extension will extend the Contract for one additional contract year (July 1st through June 30th), unless otherwise agreed to in writing by both parties. Neither party is obligated to extend this Contract. Any extension under this Contract must occur as follows:
  - A. Superintendent's Request to Extend. In each contract year, the Superintendent shall, by November 1st of such contract year, notify the Board President in writing if the Superintendent desires to extend this Contract for one additional year. If Superintendent does not notify the Board President in writing by November 1st, then this Contract shall not be extended and shall end on the final day of the existing Contract, unless both parties otherwise mutually agree in writing.
  - B. Board Action on Request to Extend. If the Superintendent timely submits a request to extend this Contract for one additional year, then the Board shall, in each contract year, have until December 31st of such contract year to decide whether to extend the Contract. If the Board votes to extend the Contract for one year, or if the Board takes no action by December 31st, then this Contract shall automatically be extended by one contract year. If the Board decides against extending the Contract, then the Contract will not extend and will automatically end on the last day of the existing Contract.
  - C. Notice of Non-Renewal. The parties agree that this Paragraph takes the place of and foregoes the need for the Board to deliver a notice of non-renewal of the Contract. Further, the Superintendent affirmatively waives the April 15th non-renewal deadline and acknowledges that this Paragraph shall have the same force and effect of a formal notice of non-renewal, if the Board votes against extending this Contract.
3. **Salary.** The annual salary shall be: Two hundred thousand dollars (\$200,000.00). Said annual salary shall be paid in equal installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, shall not reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment or complete restatement and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the ending date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such end date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Mandatory Withholdings, Internal Revenue Service and Nebraska Department of Revenue Tax regulations, Social Security, and the Nebraska School Employees' Retirement Act. Other deductions may be withheld as required or otherwise agreed to by the parties to this Contract.

4. **Benefits.** As further consideration for the services to be performed by the Superintendent, it is agreed as follows:
  - A. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District; and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
    1. Vacation. The Superintendent shall be allowed 20 working days of vacation leave during each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
    2. Carry-over and Accumulation of Vacation Days. Vacation is to be used during each contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days available in the final contract year will be paid to the Superintendent at the rate of \$200.00 per day; provided that there shall be no pay for unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for cancellation of this Contract.

3. Sick and Bereavement Leave. The Superintendent shall be allowed 10 working days of sick and bereavement leave at the beginning of 2026-27 contract year.
  4. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 40 sick leave days. Mr. Wilson will begin with 40 sick leave days in recognition of Mr. Wilson's previously accumulated unused sick leave. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 40, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 40 days. There shall be no pay for unused sick leave either during or upon ending of employment.
  5. Holidays. The following days shall ordinarily be considered holidays and not working days: July 4th, Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, Good Friday, Memorial Day, and one Floating Holiday. However, there may be times where pressing business requires the Superintendent to work on such holidays and, in the event of such pressing business, the Superintendent will be expected to attend to such pressing business on such holiday.
  6. Log. The Superintendent shall maintain a current log of used leave days and shall present such log, upon request, to the Board President by the 5th of each month.
- B. Health and Dental Insurance. The District shall pay for health and dental insurance for which the Superintendent is qualified under the District's group insurance plan, with coverage equal to that provided to teachers.
- C. Life Insurance. The Superintendent shall be able to purchase basic term life insurance with a death benefit of \$125,000. at the Superintendent's expense. (Currently Mr. Wilson does not take this Insurance; thus could be subject to approval from the Insurance company)
- D. Disability Insurance. The Superintendent may elect to enroll in the District's group long term disability insurance program at the Superintendent's expense.
- E. Retirement Plan. The Superintendent may elect to designate part of the Superintendent's annual salary to be invested in a tax-exempt deferred income retirement plan of the Superintendent's choice.
- F. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local and state levels, provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such

meetings shall be reimbursed by the District consistent with Board policies. The Superintendent may only attend national conferences with prior Board approval. In addition, the District shall pay the Superintendent's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Superintendent's position upon the Superintendent's request.

G. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel or in accordance with the Internal Revenue Service's standard mileage rates.

H. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and the District is not in an adverse position in the legal proceedings.

I. Avoidance of Fines or Penalties. The Board may elect to not provide any benefit set forth in the Contract in the event the Board determines, in its discretion, that the provision of the benefit would result in a fine, penalty, or would otherwise be deemed unlawful or contrary to the best interests of the School District. In the event that the Board makes such an election, then the Board shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine, penalty, or the like, and in the event such is not available, then the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).

J. Cell Phone. Superintendent will receive \$640.00 per year for a cell phone.

5. **Duties.** The Superintendent is employed as the Superintendent. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall be subject to such other duties as the Board may assign. The Superintendent agrees to devote full time to the assigned duties, provided that, with the advance agreement of the President of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties outside of employment with the District

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

6. **Board-Superintendent Relationship.** The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District, and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints, and suggestions called to their attention to the Superintendent for action, study or recommendation, as appropriate. The parties further agree that a good and positive working relationship between the Board and the Superintendent is an essential function of the Superintendent's position and a material term of this Contract.
7. **Evaluation of the Superintendent.** The Superintendent shall be evaluated twice during the first contract year and once during each subsequent contract year, unless the Board deems additional evaluations are appropriate. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file. By October 1st of each contract year, the Superintendent shall remind the Board President of the need to evaluate the Superintendent. Nothing in this Paragraph prevents the Board, or individual Board members, from providing additional feedback to the Superintendent outside of a formal evaluation.
8. **Contract Cancellation.** In the event the Superintendent violates any of the provisions of this Contract, or performs any act, or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to: (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to indicate in writing, upon request by the Board President, whether the Superintendent desires to remain employed by the District and extend this Contract beyond the Contract's current end date; (7) failing to

establish and maintain a good and positive working relationship with the Board; (8) lying or making a material misrepresentation or omission during the job application process; and/or (9) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action, including the issuance of notice of possible nonrenewal, cancellation, and paid or unpaid leave, may be implemented by the Board President and enforced in accordance with applicable law. Upon lawful cancellation or the ending of this Contract, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such ending bears to the twelve months in the annual salary period in which ending occurs. Any portion of the salary paid, but not earned, prior to the date of the ending of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent, in accordance with applicable law, at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical incapacity, or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the position for which the Superintendent is employed, the Board of Education may cancel this Contract whereupon the respective duties, rights and obligations hereof shall end.

9. **Residency.** The Superintendent shall reside within the School District's boundaries during the term of this Contract.
  
10. **Representations and Legal Requirements.** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed to that this Contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the

date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment is true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude, or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

11. **Request for Early Resignation.** In the event that Superintendent seeks to resign from the District during the first three years (2026-27, 2027-28, 2028-29) in order to accept other employment outside of the District, then the Board may elect to invoke this liquidated damages clause against the Superintendent to defray the costs and expenses of the superintendent search process for the Superintendent's replacement. The Superintendent agrees that such liquidated damages are necessary because the Superintendent's resignation prior to the end of this Contract presents serious financial and educational problems for the District in obtaining a suitable replacement, that damages for such problems are difficult to determine, and that such liquidated damages are fair, reasonable, and approximate damages to the District. If the Superintendent is unwilling to accept or agree to such liquidated damages, then the Board may refuse to accept the Superintendent's early resignation from the District. If the Board elects to collect liquidated damages, then the parties agree that such liquidated damages will be determined and calculated as follows:

The Superintendent hereby agrees to, and hereby accepts a salary reduction for the remaining months of employment with the District in the total amount of \$10,000.00, to be divided evenly in equal installments across the number of remaining months of employment with the District.

Any such decrease in the Superintendent's salary will comply with and conform to the mandatory deductions and withholdings, as adjusted, pursuant to Paragraph 2 of this Contract.

12. **Release of Contract.** After three years of service. There shall be no penalty for release by the Superintendent from this Contract so long as the resignation becomes effective at the end of the current school year.

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

14. **Amendments and Severability.** This Contract may be modified or amended only in writing, duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education on or before \_\_\_\_\_, 2026, shall constitute a rejection by the Superintendent of the offer of employment.

Executed this \_\_\_ day of \_\_\_\_\_, 2026.

\_\_\_\_\_

Erik Wilson, Superintendent

Executed this \_\_\_ day of \_\_\_\_\_, 2026.

Board of Education of Madison County School District Number 59- 0002, a/k/a Norfolk Public Schools

By: \_\_\_\_\_

President

Attest: \_\_\_\_\_

Secretary or Other Authorized Officer