

Board of Education 2nd Monthly Meeting
Monday, August 24, 2026 11:00 AM

NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

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. Special Presentations
 - 4.1. Superintendent-Board Goal Planning Retreat
 - 4.2. Budget Workshop
5. Public Comments & Communication
6. Reports and Discussion Items
 - 6.1. Finance & Facilities Report
7. Consent Agenda
 - 7.1. Minutes of Previous Meetings
 - 7.2. Claims
8. Action Items
 - 8.1. Discuss, consider and take action to approve the transfer of \$342,770.31 to depreciation fund for curriculum and building needs
 - 8.2. Discuss, consider and take action to approve the attached Property Tax Authority Resolution, resulting in an increase to the NPS' property tax request authority
 - 8.3. Discuss, consider and take action to approve the Superintendent to sign the 125 Plan Resolutions to increase FSA plan limits to comply with federal regulations
 - 8.4. Discuss, consider and take action regarding the resignation of Scott Sigel, effective August 7th, 2026, due to extreme extenuating circumstances
9. Future Meetings
10. Adjournment



2026-2027 Budget Workshop





25/26 Disbursements

- **\$61,597,110 budgeted**
- **\$59,117,665 actual**

Depreciation Transfers

\$316,544.63
Curriculum

\$26,225.68
Combined Building
Depreciations



25/26 Closeout

Estimated Revenue = \$58,524,677

Actual Revenue = \$58,276,528

Difference = **\$248,149**

Estimated Expenditure = \$61,597,110

Actual Expenditure = \$59,117,665

Difference = \$2,479,445

Revenue \$58,276,528

Expense \$59,117,665

**Difference \$841,137
(cash reserve)**



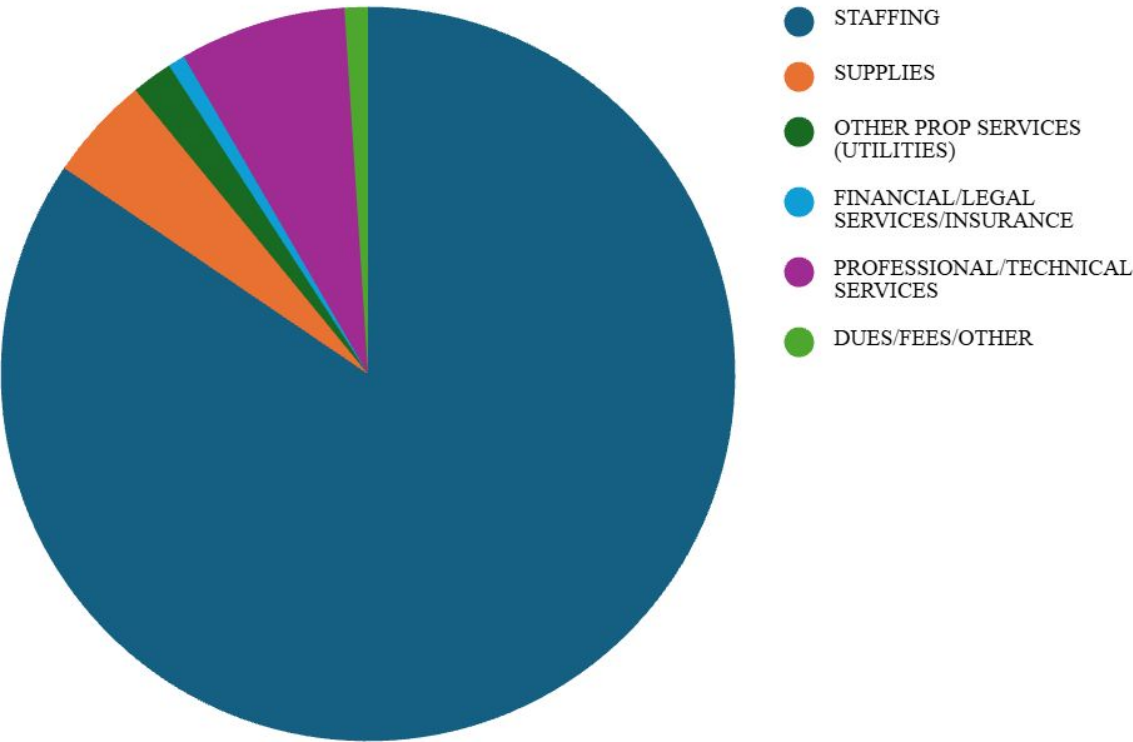
Estimated/Actual difference?

- Revenue
 - Pretty close to where we expected to be.
 - July and August property tax receipts slightly lower than normal.
 - Do still have some grant reimbursements that have not come in.
- Expense
 - Substitute expenses was down this year.
 - A few open positions that did not get filled.



26/27 General Fund Budget Breakout

\$63,613,079



STAFFING	\$53,675,320.59	84.38%
SUPPLIES	\$2,919,125.35	4.59%
OTHER PROP SERVICES (UTILITIES)	\$1,143,420.50	1.80%
FINANCIAL/LEGAL SERVICES/INSURANCE	\$479,000.00	0.75%
PROFESSIONAL/TECHNICAL SERVICES (contracted staffing)	\$4,743,794	7.46%
DUES/FEES/OTHER	\$652,418.49	1.03%



2026/27 Non Property Tax Revenue

Non Property Tax Revenue	
	26/27
State Aid	\$8,371,809
SPED	\$6,413,431
Other State	\$2,060,592
Local	\$4,202,000
County	\$450,000
Federal	\$2,867,492
TOTAL	\$24,365,324



General Fund Budgetary Conclusions for 2026/27

Budgeted expenditures	\$63,613,079
Budgeted non tax revenue	\$24,365,324
<u>Difference</u>	<u>\$39,247,755</u>
Cash Reserve to Balance	\$2,840,851.72
General Fund Tax Request	\$36,487,294.31



All Funds

	2025-2026 Property Tax Request	2025 Levy	2026-2027 Proposed Tax Request	2026 Levy	Amount of change from 25/26 to 26/27
General Fund	\$35,917,319.00	0.836649	\$36,855,852.84	0.836649	\$938,533.84
Bond	-	0.000000			
SBF	\$808,081.00	0.018823	\$956,363.50	0.02171	\$148,282.50
QCPUF	\$782,525.00	0.018228	\$783,768.74	0.017792	\$1,243.74
Total	\$37,507,925.00	0.873700	\$38,595,985.08	0.876151	\$1,088,060.08

Tax on \$100,000 home

25/26
\$873.70

26/27
\$876.15



Valuation Change (includes Madison, Pierce, Stanton, Wayne)

2025/26 Valuation

\$4,292,995,775

2025/26 Cap

\$39,322,566

2025/26 Tax Req.

\$37,507,925

2026/27 Valuation

\$4,405,175,030

2026/27 Cap

\$40,231,204

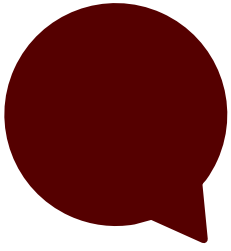
2026/27 Tax Req

\$38,595,985



Property Tax Authority

- 2025/26 Property Tax Request = \$37,507,925
 - Unused PTA = \$2,805,730
- 2026/27 Property Tax Authority = \$37,425,474 + \$2,805,730 = \$40,231,204
 - 27/28 unused PTA = \$2,418,988
 - With additional 5% override 27/28 unused PTA = \$5,256,760
- Why to override?
 - Next year estimate \$1,000,000+ decrease in TEEOSA
 - Using \$2,840,851.72 in cash reserve this year



Board Feedback/Questions

Erik Wilson





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
Board of Education Regular Meeting
Monday, August 10, 2026 5:30 PM
NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

Teri Bauer: Absent
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: August 3, 2026
2. Call to Order
 - A. The Norfolk Public School District's Board of Education regular meeting was called to order at 5:30 PM by President Carhart.
 - 2.1. Roll Call – See attendance above. A statement was made declaring a quorum.

Motion to excuse Teri Bauer at 5:31 PM passed with a motion by Tom Stanton and a second by Steve McNally.

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

Yea: 5, Nay: 0, Absent: 1

- 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Special Presentations
 - 4.1. Budget Preview
 - Superintendent Wilson presented a preview of the 26/27 budget. Information shared included property tax request, tax rate, expenses, general fund breakout, property valuation changes, revenue projections, and levy history.
 - Board considered and discussed whether to override the Property Tax Authority, whether to continue budgeting for the special building fund, and the amount of cash reserve to be used to balance the budget with.
5. Public Comments & Communication
 - A. Three community members spoke during the public comment period.
6. Information and Discussion Items
 - 6.1. Finance & Facilities Report
 - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
General Fund = \$999,281.71
Nutrition Fund = \$24,143.72
Subsidiary Fund = \$53,060.57
Depreciation Fund = \$204,460.99

QCPUF = \$294,975.93

Senior High Activity Fund = \$71,030.47

July 2026 Senior High Activity Fund = \$1,520.00

Junior High Activity Fund = \$1,574.00

- 6.2. Teaching & Learning Report
 - New Teacher Training and Ongoing Support
 - DIBELS
 - Science Curriculum Pilot, K-8
 - Attended Administrator Days - Gotcha to We Got You
 - NDE Changes - AQuESTT formula change
 - Literacy Updates, CLSG Grant
- 6.3. Student Programs Report
 - Attended Administrator Days
 - MANDT Training
- 6.4. Student Services Report
 - Attended Administrator Days
 - Back to school Dates
 - Cell Phone Policy Roll-out
- 6.5. Human Resources & Accreditation Report
 - Back-to-School Training for Staff
 - Job Fairs
 - Attended Administrator Days
- 6.6. Superintendent's Report
 - Attended Administrator Days
 - Administrivia Meeting
 - New Teacher Welcome
 - All Staff Welcome
7. Committee Reports
 - 7.1. Finance & Facilities Committee Report
 - A. The Finance and Facilities Committee met on August 10th. The committee discussed and reviewed:
 - Claims/Board Bills
 - Revenue and Yearly Comparison Report
 - ALICAP Insurance
 - Activities Items to be sold/disposed of
 - Budget Preview
 - 7.2. Norfolk Public Schools Foundation Committee Report
 - A. The Norfolk Public Schools Foundation Board met on July 20th. The Board reviewed the 2nd quarter investment report with Insight Financial. Members received updates from Superintendent Wilson on Foundation supported District projects including the Bel Air Playground, Junior High Auditorium improvements, and the Senior High bathroom remodel. Committees discussed upcoming fundraisers, including the Traditions event to be held October 22nd and the Staff Campaign.
 - 7.3. Superintendent Evaluation Committee Report

- Minutes from the Committee's July 15th meeting were attached.
- The Board will evaluate the Superintendent twice during the upcoming school year.
- Last year, the Board used two different evaluation instruments. The Committee reviewed both and discussed the components they preferred from each. Based on that review, the Committee made modifications and developed a new Superintendent evaluation tool.

8. Approve Consent Agenda

Motion to approve the consent agenda at 6:57 PM passed with a motion by Dr. Patti Gubbels and a second by Tom Stanton.

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

McNally: Yea, Tom Stanton: Yea

Yea: 5, Nay: 0, Absent: 1

8.1. Minutes of Previous Meetings

- A. Minutes from the meeting on July 13th were reviewed.

8.2. Personnel

8.2.1. Contract Approval

- Anderson, Kaitlin - 2026 - 2027 Special Education Co-Teacher, Norfolk Senior High

8.3. Claims

- A. Claims were reviewed. One conflict statement was read by McNally.

9. Action Items

9.1. Discuss, consider and take action to renew our property, liability, boiler and machinery, and errors and omissions insurance with ALICAP for the 2026 - 2027 policy year

- A. It is the time of year for our annual insurance renewal. ALICAP has been our provider of Workers Comp and Property/Liability Insurance for the past few years. We have been happy with their service and rates over that time. For the 26/27 school year our rates are increasing similar to what we are seeing across the nation. On a positive, our workers comp modifier has been reduced from 1.00 to 0.88. We also will receive a credit for owner dividends of \$7,674 which is about double what it was last year. Our total premium cost for 26/27 will be \$551,142 compared to last year's \$533,278. I recommend approval of the ALICAP renewal for 26/27.

Motion to renew our property, liability, boiler and machinery, and errors and omissions insurance with ALICAP for the 2026 - 2027 policy year at 6:59 PM passed with a motion by Steve McNally and a second by Cindy Booth.

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

McNally: Yea, Tom Stanton: Yea

Yea: 5, Nay: 0, Absent: 1

9.2. Discuss, consider and take action to authorize the sale and/or disposal of miscellaneous Activities Department items

- A. We have a few older activities items that we are replacing and need to sell/dispose of such as mats/pads, weight room equipment, and flag team ribbons. These items are taking up needed storage room so I would like to

get this addressed sooner than later. We will try to sell what can be sold and dispose of what does not sell.

Motion to authorize the sale and/or disposal of miscellaneous Activities Department items at 7:01 PM passed with a motion by Tom Stanton and a second by Dr. Patti Gubbels.

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

Yea: 5, Nay: 0, Absent: 1

9.3. Discuss, consider and take action to adopt the Superintendent Evaluation Tool

A. The Superintendent Evaluation Tool has been updated, and the Superintendent Evaluation Committee recommends its adoption. Once approved by the Board, the evaluation tool will be submitted to the Nebraska Department of Education. The same evaluation tool will be used in the Fall and Spring.

Motion to adopt the Superintendent Evaluation Tool at 7:03 PM passed with a motion by Tom Stanton and a second by Steve McNally.

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

Yea: 5, Nay: 0, Absent: 1

10. Future Meetings

A. The 2nd regular meeting of the Board of Education is scheduled for Monday, August 24th, 2026 at 11:00 AM. The meeting will begin with a Board Retreat, followed by regular business.

B. The following regular meeting of the Board of Education will be held on Monday, September 14th, 2026 at 5:30 PM.

11. Adjournment

A. The meeting adjourned at 7:05 PM.

Chairperson

Superintendent

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #238 for the month of August for purchases made at One Office Solution 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 #238 for purchases made at One Office Solution. I have signed and filed this written disclosure with the secretary of the board."

One board member will read the entire statement and all others will read the italics

		AUGUST 24, 2026		
		NORFOLK PUBLIC SCHOOLS		
		NORFOLK, NEBRASKA		
	GENERAL FUND			
1	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$20.17
2	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$20.17
3	ADVANCE AUTO PARTS	UNDERCOAT	01 2650 610 2 001 000	\$16.62
4	ADVANCE AUTO PARTS	UNDERCOAT	01 2650 610 1 001 000	\$16.62
5	ADVANCE AUTO PARTS	PARTS	01 2650 610 1 001 000	\$46.73
6	ADVANCE AUTO PARTS	PARTS	01 2650 610 2 001 000	\$46.73
7	ADVANCE AUTO PARTS Total			\$167.04
8	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$51.06
9	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$51.05
10	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$51.06
11	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$51.05
12	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$51.06
13	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$51.05
14	APPEARA Total			\$306.33
15	B & A WELDING INC	METAL	01 2620 610 2 001 000	\$84.55
16	B & A WELDING INC	METAL	01 2620 610 1 001 000	\$84.55
17	B & A WELDING INC Total			\$169.10
18	BARNHILL ENTERPRISES LLC	JUNIOR HIGH AUDITORIUM SOUND	01 2620 431 2 001 002	\$1,920.00
19	BARNHILL ENTERPRISES LLC	JUNIOR HIGH AUDITORIUM SOUND	01 2620 610 2 001 002	-\$483.75
20	BARNHILL ENTERPRISES LLC Total			\$1,436.25
21	BAUER BUILT, INC	ALIGNMENT #107	01 2710 340 1 001 000	\$172.50
22	BAUER BUILT, INC	ALIGNMENT #107	01 2710 340 2 001 000	\$172.50
23	BAUER BUILT, INC	ALIGNMENT #107	01 2710 610 1 001 000	\$13.75
24	BAUER BUILT, INC	ALIGNMENT #107	01 2710 610 2 001 000	\$13.75
25	BAUER BUILT, INC Total			\$372.50
26	BAUMANN, ANGIE	ADMIN DAYS MEALS	01 2210 330 1 901 000	\$23.59
27	BAUMANN, ANGIE	ADMIN DAYS MEALS	01 2210 330 2 901 000	\$23.59
28	BAUMANN, ANGIE Total			\$47.18
29	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$52.99
30	BOMGAARS SUPPLY	SUPPLIES	01 2630 610 1 001 000	\$67.50
31	BOMGAARS SUPPLY	SUPPLIES	01 2630 610 2 001 000	\$67.49
32	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$6.49
33	BOMGAARS SUPPLY	IMPACT KIT	01 2610 610 1 001 000	\$50.00
34	BOMGAARS SUPPLY	IMPACT KIT	01 2610 610 2 001 000	\$49.99
35	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 005	\$162.25
36	BOMGAARS SUPPLY	SOFTENER SALT	01 2620 610 1 001 014	\$97.35

37	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$52.98
38	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$6.50
39	BOMGAARS SUPPLY Total			\$613.54
40	BROWN, AMY	ADMIN DAYS MEALS	01 2410 330 1 430 014	\$30.29
41	BROWN, AMY Total			\$30.29
42	CARLISLE PAINTING PLUS	CLASSROOM PAINTING AT GRANT	01 2620 431 1 001 003	\$7,850.00
43	CARLISLE PAINTING PLUS Total			\$7,850.00
44	CDW GOVERNMENT, INC	SMARTBOARDS	01 1100 650 1 005 010	\$3,220.58
45	CDW GOVERNMENT, INC Total			\$3,220.58
46	CITY OF NORFOLK	TRASH SERVICES	01 2630 420 1 001 000	\$4.73
47	CITY OF NORFOLK	TRASH SERVICES	01 2630 420 2 001 000	\$4.72
48	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 2 001 000	\$1.50
49	CITY OF NORFOLK	TRASH/TREE SERVICES	01 2630 420 1 001 000	\$1.50
50	CITY OF NORFOLK	TRASH SERVICES	01 2630 420 1 001 000	\$1.50
51	CITY OF NORFOLK	TRASH SERVICES	01 2630 420 2 001 000	\$1.50
52	CITY OF NORFOLK Total			\$15.45
53	COLER, MELISSA	ADMIN DAYS MEALS	01 2510 330 1 001 000	\$27.93
54	COLER, MELISSA	ADMIN DAYS MEALS	01 2510 330 2 001 000	\$27.92
55	COLER, MELISSA Total			\$55.85
56	COMPLETE FLOORS	FLOORING	01 2410 610 1 904 012	\$4,064.84
57	COMPLETE FLOORS	FLOORING INSTALL	01 2620 431 1 001 012	\$8,588.16
58	COMPLETE FLOORS	HALLWAY FLOORING INSTALL	01 2620 431 1 001 004	\$9,220.58
59	COMPLETE FLOORS	HALLWAY FLOORING INSTALL	01 2410 350 1 302 004	\$4,556.42
60	COMPLETE FLOORS	HALL FLOORING REPLACEMENT	01 2620 431 1 001 004	\$8,033.00
61	COMPLETE FLOORS	FLOORING INSTALL ROOM 139	01 2620 431 1 001 010	\$2,137.00
62	COMPLETE FLOORS	FLOORING INSTALL	01 2620 431 1 001 010	\$1,469.00
63	COMPLETE FLOORS	FLOORING INSTALLATION	01 2620 431 1 001 010	\$17,249.00
64	COMPLETE FLOORS	FLOORING INSTALLATION	01 2410 340 1 104 010	\$2,000.00
65	COMPLETE FLOORS Total			\$57,318.00
66	CORNERSTONE CONCRETE LLC	WP PAINT FRONT ENTERANCE	01 2620 431 1 001 012	\$1,800.00
67	CORNERSTONE CONCRETE LLC	WP PAINT FRONT ENTERANCE	01 2620 610 1 001 012	\$450.92
68	CORNERSTONE CONCRETE LLC Total			\$2,250.92
69	DAKOTA POTTERS SUPPLY	CLAY	01 1100 610 1 416 014	\$62.50
70	DAKOTA POTTERS SUPPLY	CLAY	01 1100 610 2 224 001	\$365.00
71	DAKOTA POTTERS SUPPLY	CLAY	01 1100 610 2 142 002	\$187.50
72	DAKOTA POTTERS SUPPLY Total			\$615.00
73	DELA CRUZ, EDITH	INTERPRETER	01 1150 350 1 004 021	\$135.93
74	DELA CRUZ, EDITH Total			\$135.93
75	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$71.18
76	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$66.50
77	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$401.23
78	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$211.14
79	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$190.76

80	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$182.45
81	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$257.92
82	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$371.86
83	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$381.97
84	EAKES OFFICE PLUS	ACRYLIC NAME PLATE	01 1190 610 1 163 021	\$37.96
85	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$375.41
86	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$537.43
87	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$506.64
88	EAKES OFFICE PLUS	GENERAL SUPPLIES	01 1190 610 1 163 021	\$355.06
89	EAKES OFFICE PLUS Total			\$3,947.51
90	ECHO ELECTRIC	VAPOR PROOF FIXTURE	01 2620 610 2 001 001	\$257.40
91	ECHO ELECTRIC	SUPPLIES	01 2620 610 2 001 000	\$169.20
92	ECHO ELECTRIC	SUPPLIES	01 2620 610 2 001 001	\$405.00
93	ECHO ELECTRIC	SUPPLIES	01 2620 610 1 001 000	\$169.21
94	ECHO ELECTRIC Total			\$1,000.81
95	ESU 8	LETRS TRAINING	01 6310 330 1 028 000	\$60.00
96	ESU 8 Total			\$60.00
97	FAITH REGIONAL HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$150.00
98	FAITH REGIONAL HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$150.00
99	FAITH REGIONAL HEALTH Total			\$300.00
100	FUN AND FUNCTION, LLC	EDUCUBE CHAIRS	01 1200 610 1 004 010	\$337.43
101	FUN AND FUNCTION, LLC Total			\$337.43
102	GLASS EDGE INC, THE	INSTALLED LOCKSETS	01 1100 610 2 141 002	\$9,058.00
103	GLASS EDGE INC, THE Total			\$9,058.00
104	HOFMANN PLUMBING	BACKFLOW TESTS	01 2620 431 1 001 000	\$780.00
105	HOFMANN PLUMBING	WASHER/DRYER INSTALLATION	01 2620 431 1 001 010	\$4,816.80
106	HOFMANN PLUMBING	BACKFLOW TESTS	01 2620 431 2 001 000	\$780.00
107	HOFMANN PLUMBING	WATER CONDITIONER STRAINER	01 2620 431 1 001 021	\$121.60
108	HOFMANN PLUMBING	REPAIR WATER LEAK	01 2620 431 1 001 005	\$676.85
109	HOFMANN PLUMBING	REPAIR WATER LEAK	01 2620 431 1 001 014	\$720.55
110	HOFMANN PLUMBING	RECIRCULATING LINE LEAK	01 2620 431 2 001 001	\$172.00
111	HOFMANN PLUMBING Total			\$8,067.80
112	HUGHES, CHUCK	ADMIN DAYS MEALS	01 2230 330 1 005 000	\$29.25
113	HUGHES, CHUCK	ADMIN DAYS MEALS	01 2230 330 2 005 000	\$29.25
114	HUGHES, CHUCK Total			\$58.50
115	KAUP FORAGE & TURF	SHADOW MIX BAG	01 2630 610 1 001 000	\$45.63
116	KAUP FORAGE & TURF	SHADOW MIX BAG	01 2630 610 2 001 000	\$45.62
117	KAUP FORAGE & TURF Total			\$91.25
118	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 014	\$58.26
119	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 001	\$61.97
120	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 012	\$54.48
121	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 000	\$2.64
122	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 000	\$2.63

123	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 001	\$11.45
124	KELLY SUPPLY COMPANY	DISTRICT SUPPLIES	01 2620 610 1 001 014	\$19.16
125	KELLY SUPPLY COMPANY Total			\$210.59
126	KEVIN LINGENFELTER CONST	NEW OFFICE CONSTRUCTION	01 2620 431 1 001 010	\$16,209.21
127	KEVIN LINGENFELTER CONST	600 & 700 BATHROOM REMODEL	01 2620 431 2 001 001	\$20,778.89
128	KEVIN LINGENFELTER CONST Total			\$36,988.10
129	LIMINEX INC	GO GUARDIAN	01 1100 643 1 005 000	\$15,811.80
130	LIMINEX INC	GO GUARDIAN	01 1100 643 2 005 000	\$15,811.80
131	LIMINEX INC Total			\$31,623.60
132	MATTEO SAND & GRAVEL	SAND/GRAVEL	01 2630 610 1 001 000	\$586.68
133	MATTEO SAND & GRAVEL	SAND/GRAVEL	01 2630 610 2 001 000	\$586.67
134	MATTEO SAND & GRAVEL Total			\$1,173.35
135	MAXIMUM CONSTRUCTION LLC	CONCRETE WORK	01 2620 431 1 001 005	\$19,545.00
136	MAXIMUM CONSTRUCTION LLC	HANDICAP RAMP REPAIRS	01 2620 431 1 001 003	\$4,000.00
137	MAXIMUM CONSTRUCTION LLC	CONCRETE WORK	01 2620 431 1 001 021	\$42,380.00
138	MAXIMUM CONSTRUCTION LLC Total			\$65,925.00
139	MEISINGER OIL CO	DIESEL EXHAUST FLUID	01 2710 610 2 001 000	\$28.35
140	MEISINGER OIL CO	DIESEL EXHAUST FLUID	01 2712 610 1 001 000	\$56.70
141	MEISINGER OIL CO	DIESEL EXHAUST FLUID	01 2710 610 1 001 000	\$28.34
142	MEISINGER OIL CO Total			\$113.39
143	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$4.49
144	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$4.49
145	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$28.48
146	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$18.47
147	MENARDS	FLEX SEAL	01 2610 610 1 001 014	\$12.74
148	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$16.63
149	MENARDS	SUPPLIES	01 2620 610 2 001 000	-\$3.29
150	MENARDS	SUPPLIES	01 2620 610 1 001 000	-\$3.30
151	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$14.36
152	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$14.37
153	MENARDS	COUPLING	01 2610 610 1 001 014	\$0.89
154	MENARDS	BATTERIES AND ADAPTER	01 2230 650 1 005 000	\$10.99
155	MENARDS	BATTERIES AND ADAPTER	01 2230 650 2 005 000	\$10.99
156	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$18.46
157	MENARDS	AIR COMPRESSOR AND HOSE	01 2620 610 1 001 000	\$83.47
158	MENARDS	SUPPLIES	01 2620 610 1 001 008	\$13.34
159	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$16.64
160	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$11.01
161	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$11.01
162	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$9.91
163	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$4.49
164	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$9.92
165	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$6.96

166	MENARDS	SUPPLIES	01 2620 610 1 001 004	\$4.89
167	MENARDS	HOSE	01 2630 610 1 001 005	\$31.99
168	MENARDS	AIR COMPRESSOR AND HOSE	01 2620 610 2 001 000	\$83.47
169	MENARDS	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$17.32
170	MENARDS	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 2 005 000	\$17.31
171	MENARDS	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 1 005 000	\$1.49
172	MENARDS	SUPPLIES-TECHNOLOGY RELATED	01 2230 650 2 005 000	\$1.49
173	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$4.50
174	MENARDS Total			\$477.98
175	MIDWEST CONSTRUCTION	SKIDLOADER AUGER	01 2630 610 1 001 000	\$50.00
176	MIDWEST CONSTRUCTION	SKIDLOADER AUGER	01 2630 610 2 001 000	\$50.00
177	MIDWEST CONSTRUCTION	TRENCHER	01 2630 610 1 001 000	\$112.50
178	MIDWEST CONSTRUCTION	TRENCHER	01 2630 610 2 001 000	\$112.50
179	MIDWEST CONSTRUCTION Total			\$325.00
180	MIDWEST CUSTOM PAINT	PAINTING SERVICES	01 2620 431 1 001 014	\$12,400.00
181	MIDWEST CUSTOM PAINT Total			\$12,400.00
182	MODEL ELECTRIC INC	LED UPGRADE	01 2620 431 1 001 014	\$10,770.00
183	MODEL ELECTRIC INC	DATA AC POWER UP MINI SPLITS	01 2620 431 2 001 000	\$895.97
184	MODEL ELECTRIC INC	LED UPGRADE	01 2620 431 1 001 014	\$11,397.00
185	MODEL ELECTRIC INC	INSTALL OUTLET FOR PUMP	01 2620 431 1 001 003	\$511.57
186	MODEL ELECTRIC INC	LED UPGRADE	01 2620 431 1 001 014	\$10,370.00
187	MODEL ELECTRIC INC	LED UPGRADE	01 2620 431 1 001 014	\$3,573.00
188	MODEL ELECTRIC INC	INSTALL POWER ON ROOF	01 2620 431 1 001 004	\$1,177.37
189	MODEL ELECTRIC INC	DATA AC POWER UP MINI SPLITS	01 2620 431 1 001 000	\$895.97
190	MODEL ELECTRIC INC	REPLACE LIGHTS CARSON THEATRE	01 2620 431 2 715 001	\$726.19
191	MODEL ELECTRIC INC	NURSES OFFICE	01 1100 340 2 141 002	\$1,673.00
192	MODEL ELECTRIC INC Total			\$41,990.07
193	NCSA	J OSWALD ADMIN DAYS	01 6310 330 2 028 000	\$117.50
194	NCSA	L.MITZEL ADMIN DAYS 2026	01 1200 330 1 004 000	\$235.00
195	NCSA	HUGHES ADMIN DAYS	01 2230 330 1 005 000	\$117.50
196	NCSA	HUGHES ADMIN DAYS	01 2230 330 2 005 000	\$117.50
197	NCSA	J OSWALD ADMIN DAYS	01 6310 330 1 028 000	\$117.50
198	NCSA Total			\$705.00
199	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 330 1 001 000	\$297.50
200	NEBRASKA SAFETY CENTER	TRANSPORTATION COURSES	01 2570 330 2 001 000	\$297.50
201	NEBRASKA SAFETY CENTER Total			\$595.00
202	NORDBY FENCING LLC	FENCING INSTALLED	01 2630 340 1 001 021	\$1,966.00
203	NORDBY FENCING LLC	FENCING INSTALLED	01 2630 340 1 001 010	\$3,553.00
204	NORDBY FENCING LLC Total			\$5,519.00
205	NORFOLK DAILY NEWS	ADVERTISING AND PRINTING	01 2310 540 2 010 000	\$173.80
206	NORFOLK DAILY NEWS	ADVERTISING AND PRINTING	01 2310 540 1 010 000	\$173.80
207	NORFOLK DAILY NEWS Total			\$347.60
208	NORFOLK MEDICAL GROUP	DOT PHYSICALS	01 2570 340 2 901 000	\$200.00

209	NORFOLK MEDICAL GROUP	DOT PHYSICALS	01 2570 340 1 901 000	\$200.00
210	NORFOLK MEDICAL GROUP Total			\$400.00
211	NORFOLK SPECIALTIES INC	ADD SUPPORTS	01 2620 431 1 001 000	\$350.00
212	NORFOLK SPECIALTIES INC	ADD SUPPORTS	01 2620 431 2 001 000	\$350.00
213	NORFOLK SPECIALTIES INC Total			\$700.00
214	NORFOLK WINSUPPLY	PLUGS	01 2620 610 2 001 000	\$21.03
215	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 008	\$169.25
216	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 1 001 000	\$39.52
217	NORFOLK WINSUPPLY	SUPPLIES	01 2620 610 2 001 000	\$39.52
218	NORFOLK WINSUPPLY	PLUGS	01 2620 610 1 001 000	\$21.03
219	NORFOLK WINSUPPLY Total			\$290.35
220	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 2410 610 1 602 005	\$1,060.23
221	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 2410 610 2 209 001	\$7,777.21
222	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 2410 610 1 704 008	\$2,183.56
223	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 1100 640 1 028 000	\$158,272.32
224	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 1100 640 2 028 000	\$158,272.31
225	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 2410 610 1 201 003	\$3,072.03
226	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 1190 610 1 163 021	\$4,425.99
227	NPS-RESERVE ACCOUNT	DEPRECIATION SHIFT	01 2410 610 1 430 014	\$7,706.66
228	NPS-RESERVE ACCOUNT Total			\$342,770.31
229	OCC BUILDERS, LLC	ROOFTOP INHANCEMENT JH	01 2620 431 2 001 002	\$17,995.00
230	OCC BUILDERS, LLC Total			\$17,995.00
231	OMNIFY BENEFITS	MONTHLY FEES	01 2510 340 2 001 000	\$144.37
232	OMNIFY BENEFITS	MONTHLY FEES	01 2510 340 1 001 000	\$144.38
233	OMNIFY BENEFITS Total			\$288.75
234	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 1 001 000	\$5.08
235	ONE CALL CONCEPTS, INC	LOCATE FEES	01 2620 431 2 001 000	\$5.07
236	ONE CALL CONCEPTS, INC Total			\$10.15
237	ONE OFFICE SOLUTION	DESKS/FILING CABINET/CHAIR	01 1100 610 2 141 002	\$3,489.00
238	ONE OFFICE SOLUTION Total			\$3,489.00
239	PETERSON SPRINKLERS, INC.	SPRINKLERS	01 2630 340 1 001 014	\$250.00
240	PETERSON SPRINKLERS, INC. Total			\$250.00
241	RASMUSSEN MECHANICAL	SERVICE TO MINI SPLIT	01 2620 431 1 001 004	\$4,943.73
242	RASMUSSEN MECHANICAL	PERFORMED WORK ON MINI SPLIT	01 2620 431 1 001 000	\$3,359.33
243	RASMUSSEN MECHANICAL	PERFORMED WORK ON MINI SPLIT	01 2620 431 2 001 000	\$3,359.32
244	RASMUSSEN MECHANICAL	CHILLER	01 2620 431 1 001 014	\$102,428.07
245	RASMUSSEN MECHANICAL	WEST ERV REPLACEMENT	01 2620 431 1 001 003	\$74,981.00
246	RASMUSSEN MECHANICAL	CONF ROOM CASSETTE REPLACEMENT	01 2620 431 1 001 000	\$4,443.50
247	RASMUSSEN MECHANICAL	CONF ROOM CASSETTE REPLACEMENT	01 2620 431 2 001 000	\$4,443.50
248	RASMUSSEN MECHANICAL	ROOM 211 SERVICE CALL	01 2620 431 1 001 003	\$1,398.24
249	RASMUSSEN MECHANICAL	HP 125 SERVICE	01 2620 431 1 001 003	\$1,146.97
250	RASMUSSEN MECHANICAL	SERVICE TO AUDITORIUM	01 2620 431 2 001 002	\$2,134.60
251	RASMUSSEN MECHANICAL	GLYCOL	01 2620 610 1 001 014	\$19,404.00

252	RASMUSSEN MECHANICAL	PREVENTATIVE MAINTENANCE	01 2620 431 1 001 000	\$48,470.00
253	RASMUSSEN MECHANICAL	PREVENTATIVE MAINTENANCE	01 2620 431 2 001 000	\$48,470.00
254	RASMUSSEN MECHANICAL Total			\$318,982.26
255	RESPEC COMPANY, LLC	RTU REPLACEMENT - STRUCTURALS	01 2620 431 2 001 002	\$3,500.00
256	RESPEC COMPANY, LLC Total			\$3,500.00
257	SAFESIDE SHREDDING	SHREDDING	01 1100 610 1 201 003	\$44.00
258	SAFESIDE SHREDDING Total			\$44.00
259	SCHOOL SPECIALTY, LLC	SUPPLIES	01 2410 610 1 302 004	\$274.80
260	SCHOOL SPECIALTY, LLC Total			\$274.80
261	SHERWIN-WILLIAMS	PAINT AND SUPPLIES	01 2410 610 1 802 009	\$167.60
262	SHERWIN-WILLIAMS	PAINT	01 2410 610 1 802 009	\$382.45
263	SHERWIN-WILLIAMS Total			\$550.05
264	TAYLOR MADE CATERING	NEW TEACHER LUNCHEON	01 2320 890 1 033 000	\$615.50
265	TAYLOR MADE CATERING	NEW TEACHER LUNCHEON	01 2320 890 2 033 000	\$615.50
266	TAYLOR MADE CATERING Total			\$1,231.00
267	TRU/HOME 2	ADMIN DAYS LODGING	01 6310 330 1 028 000	\$217.43
268	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 2 141 002	\$289.90
269	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 1 302 004	\$289.90
270	TRU/HOME 2	ADMIN DAYS LODGING	01 1200 330 1 004 000	\$217.43
271	TRU/HOME 2	ADMIN DAYS LODGING	01 1200 330 2 004 000	\$217.42
272	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 2 141 002	\$289.90
273	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 1 430 014	\$289.90
274	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 1 430 014	\$289.90
275	TRU/HOME 2	ADMIN DAYS LODGING	01 2320 330 1 033 000	\$217.43
276	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 1 201 003	\$289.90
277	TRU/HOME 2	ADMIN DAYS LODGING	01 2211 330 2 901 000	\$217.42
278	TRU/HOME 2	ADMIN DAYS LODGING	01 2320 330 2 033 000	\$217.42
279	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 2 141 002	\$289.90
280	TRU/HOME 2	ADMIN DAYS LODGING	01 2510 330 2 001 000	\$217.42
281	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 2 209 001	\$289.90
282	TRU/HOME 2	ADMIN DAYS LODGING	01 6310 330 2 028 000	\$217.42
283	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 2 209 001	\$289.90
284	TRU/HOME 2	ADMIN DAYS LODGING	01 2230 330 2 005 000	\$217.42
285	TRU/HOME 2	ADMIN DAYS LODGING	01 2410 330 2 209 001	\$289.90
286	TRU/HOME 2	ADMIN DAYS LODGING	01 2230 330 1 005 000	\$217.43
287	TRU/HOME 2	ADMIN DAYS LODGING	01 2510 330 1 001 000	\$217.43
288	TRU/HOME 2	ADMIN DAYS LODGING	01 2211 330 1 901 000	\$217.43
289	TRU/HOME 2 Total			\$5,508.10
290	TRUCK CENTER COMPANIES	VEHICLE PARTS	01 2710 610 2 001 000	\$21.84
291	TRUCK CENTER COMPANIES	VEHICLE PARTS	01 2710 610 1 001 000	\$21.84
292	TRUCK CENTER COMPANIES Total			\$43.68
293	US BANK VOYAGER FLEET	DISTRICT FUEL CARDS	01 2650 626 1 001 000	\$37.97
294	US BANK VOYAGER FLEET Total			\$37.97

295	VEIK, ALLYSON	ADMIN DAYS MEALS	01 2410 330 1 430 014	\$33.04
296	VEIK, ALLYSON Total			\$33.04
297	WESTERN ROOFING	ROOF REPAIRS	01 2620 431 2 001 000	\$461.97
298	WESTERN ROOFING	ROOF REPAIRS	01 2620 431 2 001 000	\$3,924.60
299	WESTERN ROOFING	ROOF REPAIRS	01 2620 431 1 001 000	\$461.97
300	WESTERN ROOFING Total			\$4,848.54
301	WINNERS CIRCLE	ROOM NAME SIGNS	01 1100 610 1 201 003	\$24.00
302	WINNERS CIRCLE Total			\$24.00
303	Grand Total			\$997,189.94

RESOLUTION

WHEREAS, Nebraska's school finance and tax statutes generally limit a public school district's property tax request authority, subject to limited exceptions; and

WHEREAS, Neb. Rev. Stat. §§ 77-1632, 77-1633, 79-3405, and other laws, include an exception to allow a school district to otherwise exceed the default property tax request authority if at least seventy percent of the Board of Education votes in favor of the increased request; and

WHEREAS, a Board of Education of a school district with an average daily membership of more than three thousand forty-four students but no more than ten thousand students may increase its tax request by up to an additional five percent above the base growth percentage; and

WHEREAS, the average daily membership of Madison County School District Number 59-002, a/k/a Norfolk Public Schools (the "School District") is more than three thousand forty-four students but no more than ten thousand students; and

WHEREAS, due to rising enrollment, student and staffing needs, and the need to maintain its budgetary obligations, the Board of Education of the School District hereby desires to increase its base growth percentage by up to an additional five percent or other maximum amount as permitted by law; and

WHEREAS, public notice of this possible increase was published in a legal newspaper of general circulation in the School District at least one week prior to this Board meeting.

NOW, THEREFORE, BE IT RESOLVED that, pursuant to Neb. Rev. Stat. §§ 77-1632, 77-1633, 79-3405 and other Nebraska laws,, at least seventy percent of the Board of Education of this School District affirmatively votes to increase to the School District's overall property tax request authority by an additional five percent above the base growth percentage, or other maximum amount as permitted by law. The Superintendent or designee is hereby authorized and directed to take any action consistent with this Resolution to ensure that the School District's overall property tax request complies with this Resolution.

The foregoing Resolution having been read in its entirety, Member _____ moved for their passage and adoption. Member _____ seconded same.

After discussion and on roll call vote the following members voted in favor of passage and adoption of the above Resolution:

The following members voted against the same:

The following members were absent or not voting:

The above Resolution having been consented to by at least seventy percent of the Members of the Board of Education, it was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska Open Meetings law.

DATED this ____ day of _____, 2026.

NORFOLK PUBLIC SCHOOLS

BY: _____
President

ATTEST:

Secretary

CERTIFICATE OF RESOLUTION

The undersigned authorized representative of **Norfolk Public Schools** (the Employer) hereby certifies that the following resolutions were duly adopted by the governing body of the Employer on _____, and that such resolutions have not been modified or rescinded as of the date hereof:

RESOLVED, that the form of amended and restated Welfare Benefit Plan, effective September 01, 2026, presented to this meeting (and a copy of which is attached hereto) is hereby approved and adopted, and that the proper agents of the Employer are hereby authorized and directed to execute and deliver to the Plan Administrator of said Plan one or more counterparts of the Plan.

RESOLVED, that the Plan Administrator shall be instructed to take such actions that the Plan Administrator deems necessary and proper in order to implement the Plan, and to set up adequate accounting and administrative procedures for the provision of benefits under the Plan.

RESOLVED, that the proper agents of the Employer shall act as soon as possible to notify the employees of the Employer of the adoption of the Plan and to deliver to each employee a copy of the Summary Plan Description of the Plan, which Summary Plan Description is attached hereto and is hereby approved.

The undersigned further certifies that attached hereto as Exhibits, are true copies of Norfolk Public Schools' Benefit Plan Document and Summary Plan Description approved and adopted at this meeting.

Company: Norfolk Public Schools

Signature: _____

Printed
Name: _____

Title: _____

Date: _____