

Agenda

1. Date Public Notice Appeared in the Norfolk Daily News:
2. Call to Order
 1. Roll Call
 2. Declaration of a Legal Meeting
3. Study Session
4. Pledge of Allegiance
5. Reorganization of the Board/Election of Officers
 1. Approve the 2022 Board President
 2. Approve 2022 Board Vice President
6. Presentations, Special Recognition, Focus on Students
 1. Focus on the Students
 2. Award for Excellence
7. Approval of Committees, Positions and Designations
 1. Discuss, consider and take action to appoint a Board Treasurer for 2022
 2. Discuss, consider and take action to appoint a Board Secretary for 2022
 3. Discuss, consider and take action to select the district's legal counsel
 4. Discuss, consider and take action to appoint Board Committee assignments
 5. Discuss, consider and take action to select depository banks
 6. Discuss, consider and take action to approve the district's credit card designations
 7. Discuss, consider and take action to approve the district's newspaper of record
8. Dissemination of Conflict of Interest Policies, Statues and Ledger
9. Public Comments & Communication
10. Information and Discussion Items
 1. Finance & Facilities Report
 2. Teaching & Learning Report
 3. Student Programs Report
 4. Student Services Report
 5. Human Resources & Accreditation Report
 6. Superintendent's Report
11. Committee Reports
 1. Facilities & Finance Committee Report
 2. Activities Committee Report
 3. Minutes of Committee Meetings
12. Approve Consent Agenda
 1. Minutes of Previous Meetings
 2. Personnel
 1. Contract Approval
 2. Resignations
 3. Claims

13. Action Items

1. Discuss, consider and take action to approve the hiring of additional staff for the 2022-2023 school year, as listed in the January 2022 Strategic Growth/Staffing Proposal
2. Discuss, consider and take action to approve the revised COVID-19 Return to School Plan
3. Discuss, consider and take action to approve the addition of Bowling as a pilot activity for the 2022-2023 school year
4. Discuss, consider and take action to approve the release of bid documents for the Bel Air facility addition and improvements
5. Discuss, consider and take action to approve the release of bid documents for the Junior High facility addition and improvements
6. Discuss, consider and take action to approve the second and final reading of Board policies 5301-5416 related to students.

14. Future Meetings

15. Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual

1. Convene Executive Session -- If Needed to Protect the Interest of the District or to Prevent Needless Injury to the Reputation of an Individual.
2. Reconvene Meeting from Executive Session
3. Approval of Any Action Deemed Necessary as a Result of Executive Session

16. Adjournment



Strategic Growth Proposal

January 2022

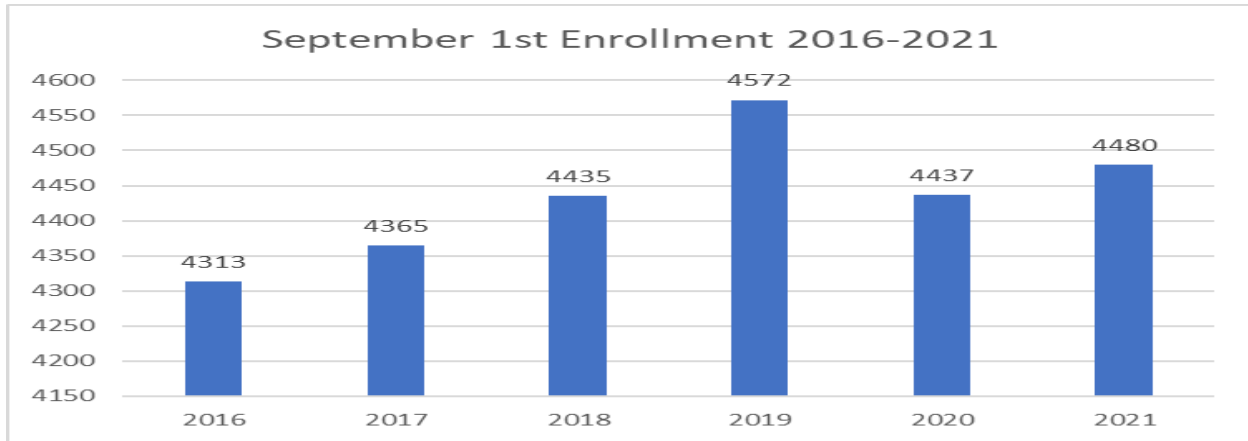
DRAFT

Introduction

Norfolk Public Schools has been monitoring enrollment closely over the course of the last seven years, calculating enrollment projections in-house on an annual basis. Due to our continued increase in enrollments and our near capacity facilities, the District contracted with RSP & Associates to conduct a more thorough analysis of our enrollment in the Spring of 2018. RSP's enrollment projections indicated that district enrollment would continue to increase over the course of the next five years. They predicted:

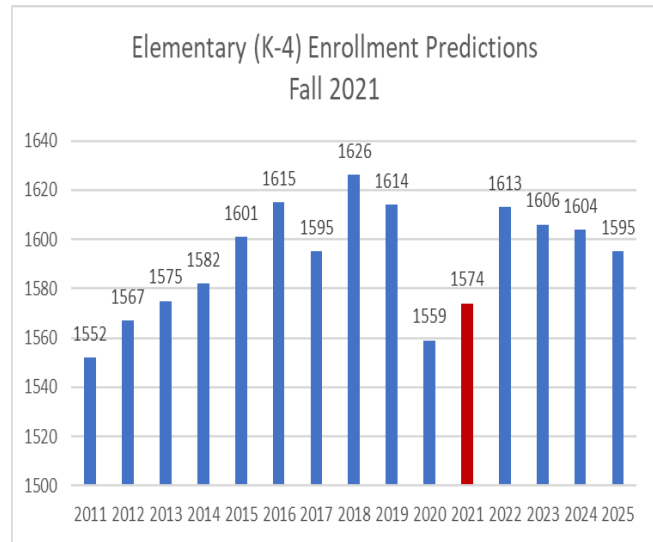
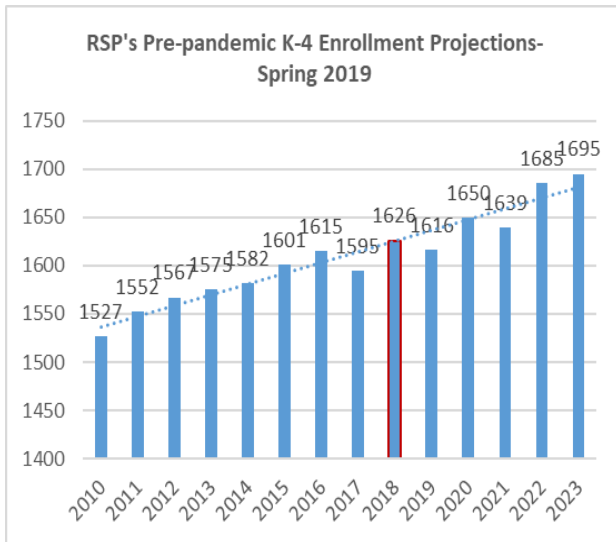
- District enrollment would increase by nearly 250 students, a 5.7% increase.
- Elementary (grades K-4) enrollment would increase by 70 students.
- Middle School (grades 5-6) enrollment would remain fairly consistent.
- Junior High (grades 7-8) enrollment would increase by 40 students.
- High school (grades 9-12) enrollment would increase by 140 students.

These projections were consistent with NPS' internal enrollment data prior to the Spring of 2020. However, Norfolk Public Schools experienced a sudden decrease in enrollment when the COVID-19 pandemic hit Nebraska. Our enrollment decreased from 4572 in September 2019 to 4437 in September 2020, which was a decrease of 135 students. Our September 2021 enrollment increased by 43 students (4480), but was still 92 students less than it was in 2019.



Although it appears that our enrollment may be making a post-pandemic rebound, it is too soon to determine that is a trend. For that reason, several building projects that were based upon previous enrollment *projections* have been put on hold AND there is uncertainty regarding the reliability and validity to our current projections.

Elementary Projections



Although RSP had predicted an enrollment increase of 69 elementary students by 2023, for a total of 1695 students, more recent in-house (pandemic) enrollment projections based upon 2021 data indicate an enrollment of 1606 in 2023 and 1595 in 2025. This is a significant difference, with current projections indicating that enrollment will increase, but only to pre-pandemic levels.

Impact:

Although current projections do not indicate a large increase in the immediate future, they do indicate that our previous boundary redistricting and additional tracks at Bel Air Elementary and Lincoln Montessori Elementary were appropriate and are still necessary.

In order to complete our additional track at Lincoln Montessori Elementary, we will need to hire additional staff, including the following:

2022-2023:

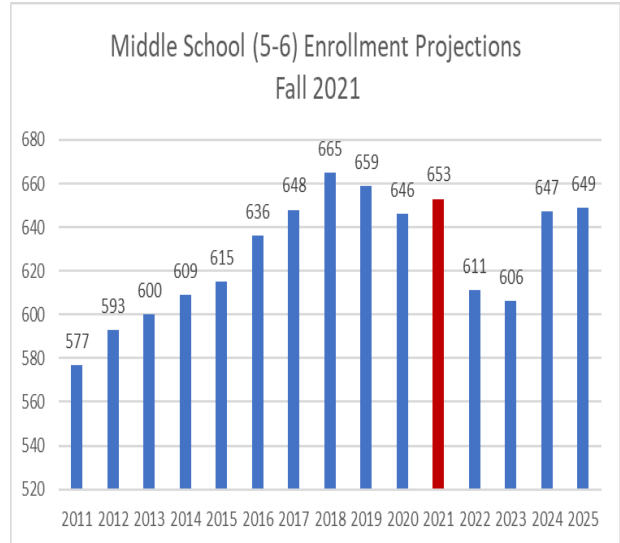
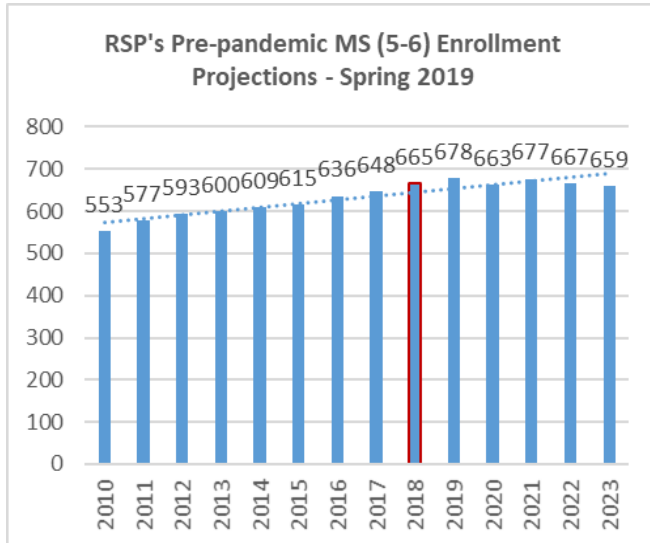
- Hire one Third/Fourth Grade Teacher
- Add .25 FTE to existing PE Teacher (making this position full-time)
- Add 0.2 FTE to existing Principal (making this position full-time)
- Add a Reading Teacher
- Add more counseling services (See Counseling/Mental Health section for more details.)

2023-2024:

- Hire one Third/Fourth Grade Teacher at Lincoln

An addition at Bel Air is needed to address current space and capacity issues. However, additional staffing is not needed for this building.

Middle School Enrollment

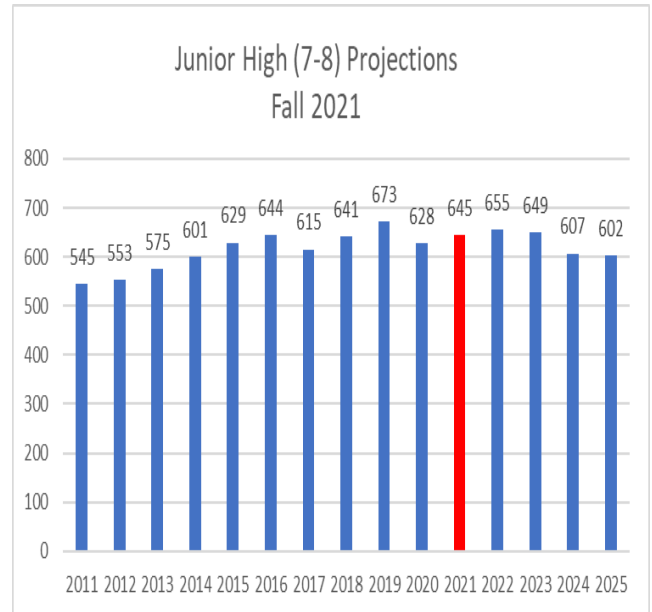
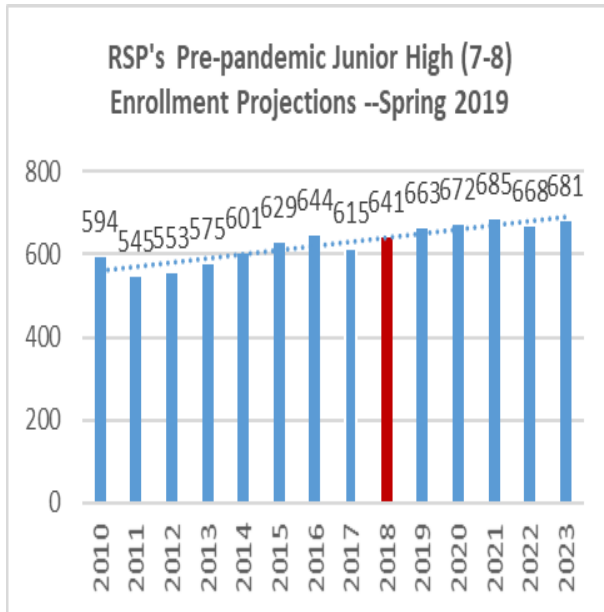


RSP had predicted the Middle School’s enrollment to increase slightly, but then decrease by 2023, with an enrollment of 659. In-house enrollment projections based upon 2021 (pandemic) data indicate an enrollment of 606 in 2023 and 649 in 2025. Although this is a fairly large difference now, projections indicate that it will be made up very quickly. This will need to be monitored very closely, as the middle school has reached its enrollment capacity.

Impact

The staffing additions made previously are adequate to meet current and projected needs. However, the entrance to this building does not meet the same safety standards as our other buildings. Therefore, an addition to this building will be needed, with the size and scope of that project to be determined when more accurate and reliable enrollment data is available. Additional counseling/mental health services are also recommended. (See Counseling/Mental Health section for more details.)

Junior High Enrollment

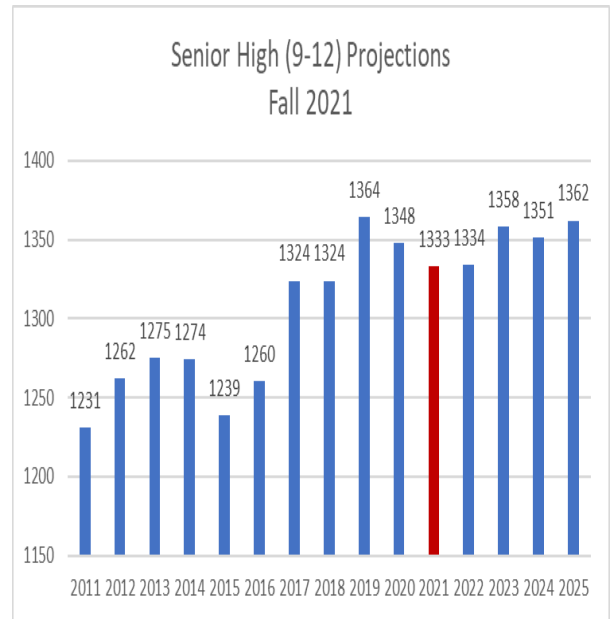
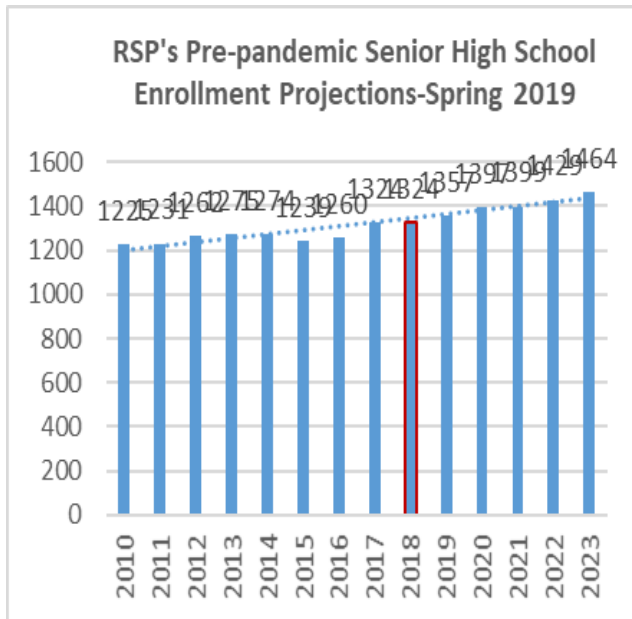


RSP's enrollment analysis indicated that Norfolk Junior High School's enrollment would increase to 685 in 2021, then fluctuate somewhat, with a projected enrollment of 681 in 2023. However, in-house enrollment projections based upon 2021 (pandemic) data indicate an enrollment of 649 in 2023 and 602 in 2025. This is a significant discrepancy that must be monitored closely.

Impact

No facility or staffing additions are needed due to enrollment. However, facility improvements are warranted to address out-dated and out-of-compliance locker rooms, restroom, and weight room facilities. Additional counseling/mental health services are also recommended. (See Counseling/Mental Health section for more details.)

Senior High Enrollment



RSP's enrollment analysis indicated that enrollment at the senior high would increase to 1464 in 2023. However, in-house enrollment projections based upon 2021 (pandemic) data indicate an enrollment of 1358 in 2023 and 1362 in 2025. This is a significant discrepancy that must be monitored closely.

Impact

No facility or staffing additions are needed at the Senior High school due to enrollment. However, facility improvements may be warranted, and the addition of counseling and special needs program staff is recommended. (See Counseling/Mental Health and Special Programs sections for more details.)

Counseling/Mental Health

It has been well documented that the social/emotional and mental health needs of students have increased nation-wide in recent years, resulting in a need for additional mental health/counseling services within our schools. In addition, research studies indicate smaller student to counselor ratios:

- *support increases in standardized test performance (Parzych et al., 2019), attendance (Carey et al., 2012), GPA (Goodman-Scott et al., 2018) and graduation rates (Lapan & Gysbers, 2012), as well as decreased disciplinary infractions (Carrell & Carrell, 2006; Lapan et al., 2012).*
- *increase the likelihood of students having conversations with school counselors regarding college-going and postsecondary plans (Bryan et al., 2009; Danos, 2017; Engberg & Gilbert, 2014; Hurwitz & Howell, 2013; Woods & Domina, 2014; Lapan et al. 2019).*

The American School Counselor Association recommends a student to counselor ratio of 250 to 1. Currently, we are above that ratio at all grade levels. Therefore, it is recommended that we increase our elementary counselors to full-time status, we hire a LMHP to serve the MS and JH, and we hire a counselor for the senior high (primarily serving AFS students). This would bring our student/counselor ratios at or near the recommended level, and provide our students and staff with the support they need.

Building	Current Ratio	Ratio Under Proposal
Elementary	281 to 1	224.8 to 1
Middle School	326.5 to 1	261.2 to 1
Junior High	322.5 to 1	258 to 1
Senior High	266.6 to 1 (including LMHP)	222.5 to 1 (including LMHP)

Special Programs

Special Education and English Language Learner staffing is evaluated and adjusted on a continual basis, and changes are made throughout the year, when necessary to address student needs and/or meet state and federal regulations. However, current data indicates the following needs, which should be considered for August of 2022.

Special Education

Special education caseloads indicate a need for two additional teachers. An additional teacher is needed at the elementary level to be split between two of our buildings with caseloads over 25. An additional teacher is also needed at LPP to assist with our Early Childhood (Birth to 5)

services. Those caseloads are also near 25 and the testing and meeting requirements are more extensive and time-consuming.

English Language

Our EL caseload at the senior high has been consistently high for several years. However, we are now seeing a higher percentage of Students with Limited or Interrupted Formal Education (SLIFE). SLIFE students may:

- A) Be functionally illiterate in their native language and have very limited schooling (completion of only 1 or 2 grades) or
- B) Be somewhat literate in their native language, but only have formal education up to the 6th-8th grade level.

Historical numbers of SLIFE students are:

- 2017-2018: 10 SLIFE Students – 2 As & 8 Bs
- 2018-2019: 17 SLIFE Students – 5 As & 12 Bs
- 2019-2020: 15 SLIFE Students – 4 As & 11 Bs
- 2020-2021: 17 SLIFE Students – 5 As & 12 Bs

Currently, we only have one teacher to support all of these students, in addition to serving 30-40 EL students within general education classrooms, utilizing an immersion model. This splits the teacher's focus between high need newcomers and more advanced students.

With the addition of a second EL teacher, one teacher would serve our newcomers, focusing on language acquisition, basic literacy skills (including decoding), cultural acclimation, and ameliorating academic gaps. The second EL teacher would focus on working with intermediate and advanced students.

Little Panthers Preschool (LPP)

Due to an ongoing waiting list of over 20 students and survey data indicating there are still approximately 22 students entering NPS kindergarten classrooms without any preschool experience, it is suggested that NPS move forward with applying for an NDE classroom expansion grant for the 2022-2023 school year. This would increase building enrollment to 240 students (60 Three Year Old Half-Day Students and 180 Four Year Old Full-Day Students) and would require the addition of 1 preschool teacher and two paraeducators.

In addition, it is recommended that we hire an Early Childhood Coordinator to assist Mrs. Jantz with behavior management and training/coaching, Birth to 5 referrals and fidelity requirements, and IFSP/IEP/PRT meeting requirements. These responsibilities have grown exponentially as we have added students to this program, but we have not responded with adequate assistance. Little Panthers Preschool is equivalent in size to an elementary school, which has both a principal and counselor to assist with these duties.

Aftershock:

During the 2021-2022 school year, we combined our Aftershock and Career Academy Coordinator positions into one position to address mid-year resignations. Although this worked temporarily, it is recommended that we split these two positions, so that adequate attention can be given to each program. Our current coordinator has great ideas regarding the enhancement and expansion of our Career Academies, but is only able to maintain the status quo, given the current arrangement. If we want these academies to thrive, we need to invest appropriate resources.

Staffing Summary and Costs

Staffing Positions:	Cost:	Notes:
MONTESSORI:		
<ul style="list-style-type: none"> PE teacher: 0.75 FTE to 1.0 FTE 	\$15,500	
<ul style="list-style-type: none"> Principal: 0.8 to 1.0 FTE 	\$30,500	
<ul style="list-style-type: none"> Grade ¾ Teacher 	\$62,000	
<ul style="list-style-type: none"> Montessori Reading Teacher 	\$31,000	(Flex Fund Match for 1/2)
COUNSELING/MENTAL HEALTH:		
<ul style="list-style-type: none"> Montessori Counselor 0.6 to 1.0 All other Elem Counselors 0.8 to 1.0 (Actual Cost = One additional Counselor) 	\$75,000	Use ESSER for first two years
<ul style="list-style-type: none"> MS/JH LMHP 	\$75,000	Use ESSER for first two years
<ul style="list-style-type: none"> AFS Counselor 	\$75,000	Use ESSER for first two years
SPECIAL NEEDS STAFF:		
<ul style="list-style-type: none"> PS Sped Teacher 	\$62,000	
<ul style="list-style-type: none"> Elementary SpEd Teacher 	\$31,000	(Sped Reimbursement for 1/2)
<ul style="list-style-type: none"> HS ELL Teacher 	\$62,000	
EARLY CHILDHOOD/LPP		
<ul style="list-style-type: none"> PS Teacher--additional classroom 	\$62,000	Grant, then TEEOSA
<ul style="list-style-type: none"> 2 Preschool Paras--additional classroom 	\$70,000	Grant, then TEEOSA

• ECH Coordinator	\$75,000	
AFTERSHOCK DIRECTOR	\$75,000	
TOTAL in Year One and Two	\$440,000	
TOTAL Year Three and Beyond	Additional \$225,000	Post-ESSER

Additional Considerations for 2022-2023:

In 2021-2022, we were unable to hire a half-time art teacher for the senior high and a half-time careers teacher for the junior high, so we hired temporary full-time teachers that were required to serve as substitutes for half of their day. This was very helpful, given the pandemic and our substitute shortage. However, it would be a more effective use of district funding if we hired full-time art and careers teachers and filled their day with additional courses/periods.

Expanding the Senior High Art position would allow us to enhance our art program and course offerings in the future. Once course descriptions and curriculum guides are developed:

- We could resume teaching Creative Art which is designed to prepare students for college and/or careers in art.
- We could offer a Mixed Media class which would serve as a capstone course in a drawing and painting Career Academy pathway.
- We could reconfigure our Commercial Art course to become part of a Digital Design Career Academy pathway. We already offer the introductory class for this pathway through our IT courses. Adding Digital Design and Advanced Digital Design would complete this Career Academy pathway.

Note: These additions would likely not go into effect until 2023-2024. For the 2022-2023 school year, we would simply add more sections of our current art courses.

Expanding the Junior High Careers position would free up our Family and Consumer Sciences (FCS) teacher to teach three additional sections of FCS. We cannot currently meet the demand for FCS because this teacher must teach several sections of Careers.

Expanding these positions would not result in additional costs, as we already absorbed this cost in our 2021-2022 budget.

Future Considerations:

2023-2024:

It is anticipated that we will need to hire our final addition at Lincoln Montessori. We will need one more third/fourth grade teacher in order to complete our second track of Montessori programming. We may also need to hire a Financial Literacy/Business Teacher in order to address this new legislative requirement which goes into effect in 2023-2024.

2024-2025:

At this time we do not anticipate any additional staffing in 2024-2025. However, we will need to begin funding our additional counselors/LMHP through the general fund in 2024-2025, as our ESSERS funds come to an end.

Safeguards and Funding

Norfolk Public Schools builds very purposeful staffing plans with safeguards in place to protect the district. Our staffing and financial situations are evaluated each year, prior to committing additional staff...giving us the flexibility to put the plan on hold, if our financial situation changes in the future. Please see the following chart for a detailed explanation regarding the funding of this plan.

Projected Cost/Budget Increases:		Projected Revenue Increase:	
2022-2023			
Annual Staffing Increase (Raises)	\$1,440,470	Valuation Increase of 2.95% at \$1.02 levy	\$1,604,756
Additional Staffing	\$440,000	State Aid Increase	\$300,000
Budget Growth in Other Areas:	\$24,286		
Grand Total	\$1,904,756		\$1,904,756
Cost vs. Revenue Difference: 0			
2023-2024			
Annual Staffing Increase (Raises)	\$1,500,000	Valuation Increase of 2.95% at \$1.01 levy	\$1,325,000
Additional Staffing	\$124,000	State Aid Increase	\$480,000
Budget Growth in	\$181,000		

Other Areas:			
Grand Total	\$1,805,000		\$1,805,000
Cost vs. Revenue Difference: 0			
2024-2025			
Annual Staffing Increase (Raises)	\$1,500,000	Valuation Increase of 2.95% at \$1.01 levy	\$1,280,000
Additional Staffing	\$225,000	State Aid Increase	\$480,000
Budget Growth in Other Areas:	\$35,000		
Grand Total	\$1,760,000		\$1,760,000
Cost vs. Revenue Difference: 0			

One caveat that could change this scenario is legislation that addresses school funding and/or property taxes. Although we cannot “budget” for such changes, we have room to increase our general fund levy (by reducing our building fund levy). In addition, we have carefully built up our cash reserve and budget authority as additional safeguards to be used in such a scenario.



January 10, 2022

Award for Excellence Summary

Mr. Dennis Doering

Grant Elementary Custodian

Nomination Comments:

- Dennis Doering goes above and beyond to make Grant shine. This is no ordinary task because Grant is no ordinary school. While most people may look at Grant as one of the “older” elementary schools, Mr. Doering sees the character, the dedication, and most of all, the possibilities. He comes to school each day with a smile, a laugh, and determination. The teachers knew he was no ordinary custodian when lists appeared outside classroom doors the first week of summer vacation. These detailed lists showed the attention each and every room was being given by Mr. Doering. With the construction at Grant, some of the lists needed to be done over and over. Mr. Doering did just that. We were in awe. Mr. Doering never stands still. He is always scrubbing, polishing, waxing and most importantly, noticing. He notices the details and takes care of them. He walks around with glass cleaner in his back pocket! There is no task too small or too big for Mr. Doering. His latest gift to Grant is the ceiling tiles. He has painted several ceiling tiles. They are incredible! One is the cheerful face of Mr. Berryman’s Bitmoji outside the 2nd grade classrooms. Upstairs, there are the twinkling lights of a star encouraging students to a shining star in learning. Another one shows Panther Pride. His positive attitude has affected all of Grant. One of his best talents is the relationships he has with the students. Mr. Doering builds them up each time he talks with them. The students walk away smiling and feeling connected. He notices the students. He shows them that they have value to him. Mr. Doering deserves the Award for Excellence. Grant belongs to the students, the staff, the families, and to Mr. Doering. Our daily school lives are better for it. Thank you, Mr. Doering, for caring for every single one of us.
- NPS has a number of people who take pride in their building, but no one has more pride in his building than Dennis Doering. Although he has only worked at Grant less than 6 months, he's literally lived across the street for over 20 years! Dennis is incredibly proactive; he notices--at completes--things that need to be done before anyone else even notices that the thing needed to be done! For example, when Dr. Robinson reminded the principals to remind the custodians about snow and ice removal, I went straight to Dennis. "Troy," he said. "Thanks for the reminder, but I got all that stuff done at the beginning of November. We're ready!" He is welcoming and friendly to all of our visitors, construction guys, parents, and staff. He wants feedback on the things he's doing and what he can get better at (I haven't been able to make any suggestions of what he can do better; I simply can't think of anything that needs improved! Dennis also has a heart for kids, as you can readily tell if you watch him interact with students in the lunchroom or in the hallways. And lastly, he's quite an artist! As he sees ceiling tiles that need to be replaced, he has begun to create works of art on ceiling tiles. Currently, if you look up in the hallways of Grant, you can see the NPS logo, a tile that says "Superheroes Teach Here" (complete with the Superman logo) and even a spot-on caricature of me! Dennis Doering is new to our district, but he is definitely one person we should celebrate and thank for his stellar service to NPS.
- Dennis Doering deserves the “Award for Excellence.” In the short time he has been a custodian at Grant, he has:
 - gone above and beyond to do a thorough job keeping Grant clean (dusting light fixtures, washing windows, fixing screens, keeping sanitizer bottles filled, keeping the construction site clear)



- painted motivating and inspirational murals on random ceiling tiles which has added beauty to our school
- contributed to our positive working environment (greeted students, opens doors for teachers, sends staff positive greetings through email)
- completed building and maintenance requests in a timely manner
- a positive attitude

The work Dennis does every day and the manner in which he approaches his job is proof that he cares deeply for Good 'ol Grant.

- In the few months that Dennis Doering has been at Grant, he has made a tremendous impact on the appearance and culture of our school. He adds positivity, laughter, and an amazing work ethic to our staff. Dennis naturally connects with students each day and for many, he is the only positive male role model they see. Thank you, Dennis, for not only shining the floors, but for all of the ways you shine in our lives. We are very lucky to have you in our Grant family.
- Mr. Doering has been an amazing addition to our Grant staff this year! He shows a positive attitude towards staff and students, greeting everyone he meets in the morning! He takes time to build the rapport with students! He has made a difference at Grant Elementary, even with construction going on in our building, Grant Elementary SHINES! Dennis is constantly cleaning and doing the extra at our school! He takes time to check in with teachers and even ask if there is anything that we see that needs to be done! THANK YOU, Mr. Doering for doing the extra for the staff, students and our school! YOU are making a difference!
- Mr. Doering came to Grant Elementary this year and has been an amazing member of our staff. His cheerful and upbeat personality puts a smile on the faces of students and staff alike. He continually goes above and beyond to keep our building clean and running smoothly. Dennis works hard every day and notices the little things in the building that need to be done. Our building actually sparkles, it is so clean. Mr. Doering also has taken it upon himself during his time away from Grant to paint uplifting ceiling tiles that are placed around our building. What a wonderful way to make a difference at Grant! I continue to be amazed at the wonderful job Dennis does in our building, not only as our custodian but as an uplifting member of our staff. He helps to make each day, a great day, at Grant!

*Thank you Mr. Doering for your commitment to our students and our district!
Mr. Doering was nominated by a variety of staf at Grant Elementary School.*

RESOLUTION

RESOLVED, that the official depository of school funds for Madison County School District 59-0002 is hereby designated to be at Bank First, 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. Bank First 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.

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, and member _____ seconded the 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 and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this Monday of January 10th, 2022.

Norfolk Public Schools

BY: _____
President

Attest:

Secretary

Legal Reference: Neb. Rev. Stat. ' ' 77-2350 and 77-2350.01

Date of Adoption: [October 14th, 2013]

CARD NUMBER	LIMIT	ISSUED TO	Primary Phone Number
1	\$10,000.00	Supt Office/Thompson	402-223-8070
2	\$10,000.00	Teaching & Learning/Nelson	402-741-1740
3	\$10,000.00	Woodland Park	402-841-3264
4	\$10,000.00	Business Office/Robinson	402-640-5411
5	\$10,000.00	SH Office	402-841-5176
6	\$10,000.00	BelAir	402-253-7510
8	\$10,000.00	Human Resources/Baumann	402-841-5708
9	\$10,000.00	Maintenance/Hilliges	402-649-4632
10	\$10,000.00	Jefferson	402-770-2306
11	\$10,000.00	Little Panthers Preschool	402-992-8540
12	\$10,000.00	Junior High	402-640-9233
15	\$10,000.00	Westside	402-750-6815
16	\$10,000.00	Middle School	402-750-6610
17	\$10,000.00	Lincoln	402-640-1438
18	\$10,000.00	Grant	402-750-3609
19	\$10,000.00	Washington	402-276-4037
20	\$10,000.00	SPED/Luhr	402-519-0140
21	\$10,000.00	Aftershock/Middle School	402-640-9233
22	\$10,000.00	Student Services/Wilson	402-841-7332
24	\$10,000.00	Business Office	402-860-2487
26	\$5,000.00	SH Office	402-841-5176
27	\$5,000.00	SH Office	402-841-5176
28	\$5,000.00	SH Office	402-841-5176
32	\$5,000.00	Junior High	402-640-9233
33	\$5,000.00	Tech/Wolff	402-750-1824
35	\$5,000.00	DEAF ED	402-649-7635
39	\$5,000.00	SH Office	402-841-5176
40	\$5,000.00	SH Office	402-841-5176
41	\$5,000.00	SH Office	402-841-5176

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15	\$10,000.00	Grant	402-750-3609
16	\$10,000.00	Washington	402-276-4037
17	\$10,000.00	SPED/Luhr	402-519-0140
18	\$10,000.00	Aftershock/Middle School	402-640-9233
19	\$10,000.00	Student Services/Wilson	402-841-7332
20	\$10,000.00	Business Office	402-860-2487
21	\$10,000.00	SH Office	402-841-5176
22	\$10,000.00	SH Office	402-841-5176
23	\$10,000.00	SH Office	402-841-5176
24	\$10,000.00	Junior High	402-640-9233
25	\$10,000.00	Tech/Wolff	402-750-1824
26	\$10,000.00	DEAF ED	402-649-7635
27	\$10,000.00	SH Office	402-841-5176
28	\$10,000.00	SH Office	402-841-5176
29	\$10,000.00	SH Office	402-841-5176
30	\$10,000.00	Extra Card-To be held in Business Office	402-640-5411

Voyager Fuel Cards

Card Number	Issued To
1	Senior High Activities
3	Senior High Activities
4	Senior High Activities
5	Senior High Activities
6	Senior High Activities
7	Senior High Activities
8	Senior High Activities
9	Senior High Activities
11	Maintenance/Transportation
12	Maintenance/Transportation
13	Maintenance/Transportation
14	Maintenance/Transportation
15	Senior High Activities

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (a) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (b) Deliver a copy of the statement to the Secretary of the Board of Education who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

(A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.

(B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103; § 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: August 11, 2014
Date of Revision: August 8, 2016
Date of Reaffirmation: April 10, 2017
Date of Reaffirmation: January 28, 2021

Internal Board Policies - Board MembersReporting Procedures

It shall be the policy of Norfolk Public Schools that any Board member who has a direct or indirect interest in a formal contract entered into with Norfolk Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.
2. Nature of the interest of the Board member.
3. Date that the contract was approved by the Board.
4. Amount of the contract.
5. Basic terms of the contract.

The above information shall be provided to the Superintendent of Schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of Schools shall be available for public inspection during the normal working hours.

It shall further be the policy of Norfolk Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: August 11, 2014
Date of Reaffirmation: April 10, 2017
date of Reaffirmation: January 28, 2021

49-14,103. Contract; conflict of interest; voidable; decree.

(1) A contract involving a prohibited conflict of interest under section 49-14,102 shall be voidable only by decree of a court of proper jurisdiction in an action brought by any citizen of this state as to any person that entered into the contract or took assignment thereof, with actual knowledge of the prohibited conflict. In the case of a person other than an individual, the actual knowledge must be that of an individual or body finally approving the contract for the person.

(2) An action to void any contract shall be brought within one year after discovery of circumstances suggesting the existence of a violation.

(3) Any such decree voiding such contract may, to meet the ends of justice, provide for the reimbursement of any person for the reasonable value of all money, goods, material, labor, or services furnished under the contract, to the extent that the state or political subdivision has benefited thereby.

(4) Sections 49-14,102 and 49-14,103 shall not apply to a contract for labor which is negotiated or is being negotiated pursuant to the laws of this state.

Source: Laws 1976, LB 987, § 103; Laws 2005, LB 242, § 47.

49-14,103.04. Violations; penalties.

(1) Any officer who knowingly violates sections 49-14,103.01 to 49-14,103.03 shall be guilty of a Class III misdemeanor.

(2) Any officer who negligently violates sections 49-14,103.01 to 49-14,103.03 shall be guilty of a Class V misdemeanor.

Source: Laws 1986, LB 548, § 5; Laws 2005, LB 242, § 51.

49-14,103.05. Governing body; prohibit certain contracts.

Notwithstanding sections 49-14,103.01 to 49-14,103.03, any governing body may prohibit contracts over a specific dollar amount in which an officer of such body may have an interest.

Source: Laws 1986, LB 548, § 6.

79-544. School board members; contract to teach prohibited.

No member of a school board shall be engaged in a contract to teach pursuant to sections 79-817 to 79-821 with the school district which he or she serves as a board member.

Source: Laws 1881, c. 78, subdivision III, § 10, p. 345; Laws 1883, c. 72, § 5, p. 291; R.S.1913, § 6761; C.S.1922, § 6302; C.S.1929, § 79-310; R.S.1943, § 79-310; Laws 1949, c. 256, § 105, p. 727; Laws 1971, LB 214, § 1; R.S.1943, (1994), § 79-466; Laws 1996, LB 900, § 297; Laws 1999, LB 272, § 75; Laws 2001, LB 242, § 24; Laws 2009, LB163, § 1.

79-818. School board; employment of teachers and administrators; contracts; how executed; prohibitions.

A majority of the members of a school board of any school district may enter into a contract of employment with a legally qualified teacher or administrator. Such majority has authority to designate one or more members of the board to sign such contract, which signature shall be binding upon the entire board. A duplicate of such contract shall be filed with the secretary. No member of the board shall enter into or execute on behalf of the district any contract with any teacher or administrator related to him or her or to the majority of the board by blood or marriage notwithstanding section 49-1499.04. The secretary shall notify the State Department of Education, at the time the contract is made, of the length of the proposed term of school and the name of the teacher or administrator. No money belonging to the district shall be paid for teaching to any but legally qualified teachers, and a board shall not pay out money belonging to the school district to any teacher or administrator after such board has received a sworn statement upon behalf of a board that the services of the teacher or administrator in question are under previous contract to that board.

Source: Laws 1881, c. 78, subdivision IV, § 11, p. 348; Laws 1883, c. 72, § 7, p. 291; Laws 1901, c. 60, § 1, p. 432; R.S.1913, § 6773; Laws 1915, c. 117, § 1, p. 267; C.S.1922, § 6314; C.S.1929, § 79-411; Laws 1937, c. 182, § 1, p. 713; C.S.Supp.,1941, § 79-411; R.S.1943, § 79-411; Laws 1949, c. 256, § 349, p. 807; Laws 1971, LB 802, § 7; R.S.1943, (1994), § 79-1249; Laws 1996, LB 900, § 448; Laws 1999, LB 272, § 88; Laws 2001, LB 242, § 25.

Annotations

Power of district to employ a teacher and to transact business of the school district implies power to discharge for cause before expiration of term. *Arehart v. School District No. 8 of Hitchcock County*, 137 Neb. 369, 289 N.W. 540 (1940).

Duty of employing teacher is vested in school board. *Morfeld v. Huddin*, 131 Neb. 180, 267 N.W. 350 (1936).

Title to office cannot be determined in injunction suit. *School Dist. No. 77 of Phelps County v. Cowgill*, 76 Neb. 317, 107 N.W. 584 (1906).

Without stipulation to contrary, teacher cannot be dismissed without cause. *Wallace v. School Dist. No. 27 of Saline County*, 50 Neb. 171, 69 N.W. 772 (1897).

Contract is one of employment. Discretion of board cannot be controlled by writ of mandamus procured by voters of district. *State ex rel. Lewellen v. Smith*, 49 Neb. 755, 69 N.W. 114 (1896).

Contract with teacher is binding though moderator was not consulted. *Montgomery v. State ex rel. Thompson*, 35 Neb. 655, 53 N.W. 568 (1892).

Contract made by de facto officer binds district. *School Dist. No. 25 of Hall County v. Cowee*, 9 Neb. 53, 2 N.W. 235 (1879).

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on [insert description of potential conflict of interest issue] 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

NORFOLK PUBLIC SCHOOLS
INTERIM COMBINED STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
ALL FUNDS
For Month Ending December 31, 2021

Fund/Account	2021-2022 Beginning Balance	Monthly Receipts	Monthly Disbursements	Ending Balance	
QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND (2)	\$3,308,665.11	\$1,578.49	\$167,525.00	\$3,142,718.60	
SPECIAL BUILDING FUND (Total)	\$6,916,213.34	\$5,100.70	\$0.00	\$6,921,314.04	
SPECIAL BUILDING FUND (2)	\$6,916,213.34	\$746.05	\$6,915,799.55	\$1,159.84	
SPECIAL BUILDING FUND (3)	\$0.00	\$6,920,154.20	\$0.00	\$6,920,154.20	
DEPRECIATION RESERVE FUND (Total)	\$8,101,201.82	\$420.68	\$2,475.00	\$8,099,147.50	
DEPRECIATION RESERVE FUND (2)	\$8,101,201.82	\$218.45	\$8,100,501.80	\$918.47	
DEPRECIATION RESERVE FUND (3)	\$0.00	\$8,098,229.03	\$0.00	\$8,098,229.03	
ACTIVITIES ACCOUNT (2)	\$699,832.14	\$101,464.54	\$87,512.66	\$713,784.02	
SUBSIDIARY ACCOUNT (2)	\$397,818.85	\$41,720.90	\$46,502.29	\$393,037.46	
GENERAL FUND (1)	\$16,636,022.92	\$1,755,850.74	4,863,016.65	\$13,528,857.01	
PAYROLL ACCOUNT (2)	\$5,212.66	\$3,958,450.45	\$3,958,570.82	\$5,092.29	
SCHOOL LUNCH FUND (2)	\$1,234,992.20	\$367,853.53	\$305,674.07	\$1,297,171.66	
BOND FUND (3)	\$1,064,514.39	\$2,209.35	\$0.00	\$1,066,723.74	
COOPERATIVE FUND (2)	\$299,754.69	\$16,934.42	\$20,908.58	\$295,780.53	
EMPLOYEE BENEFIT FUND (2)	\$4,713.17	\$186,353.96	\$187,302.42	\$3,764.71	
ATHLETIC FIELD COOPERATIVE FUND (2)	\$424,848.05	\$9.07	\$0.00	\$424,857.12	
CONVENIENCE FEE FUND (2)	\$9,679.29	\$265.58	\$0.00	\$9,944.87	
STUDENT FEE FUND (2)	\$429,058.13	\$1,587.80	\$3,541.46	\$427,104.47	
TOTAL ALL FUNDS	\$39,532,526.76	\$6,439,800.21	\$9,643,028.95	\$36,329,298.02	
BALANCES CLASSIFIED BY DEPOSITORY					
(1) BANK FIRST				\$13,528,857.01	
(2) ELKHORN VALLEY BANK				\$6,715,334.04	
(3) MIDWEST BANK				\$16,085,106.97	
	-4				
TOTAL BALANCES				\$36,329,298.02	

DECEMBER 2021 SENIOR HIGH ACTIVITY FUND EXPENDITURES

1	APPLE COMPUTER, INC.	INSTANT REPLAY APP	13 2900 610 2 544 001	\$6.99
2	APPLE COMPUTER, INC. Total			\$6.99
3	BELLEVUE EAST HIGH SCHOOL	12/11 ENTRY FEE	13 2900 610 2 546 001	\$175.00
4	BELLEVUE EAST HIGH SCHOOL Total			\$175.00
5	BORDERS INN & SUITES	TEAM LODGING	13 2900 610 2 546 001	\$890.00
6	BORDERS INN & SUITES Total			\$890.00
7	BRYANT, DAVE	OFFICIAL 12/27/21	13 2900 610 2 531 001	\$90.00
8	BRYANT, DAVE Total			\$90.00
9	CARLSON, ETHAN	12/17 SPEECH JUDGE	13 2900 610 2 522 001	\$70.00
10	CARLSON, ETHAN Total			\$70.00
11	CARROL, HALLEY	CHOREOGRAPHY FEE	13 2900 610 2 517 001	\$200.00
12		MUSIC REIMB	13 2900 610 2 517 001	\$221.00
13	CARROL, HALLEY Total			\$421.00
14	CARTER, GRANT	12/27 OFFICIAL	13 2900 610 2 531 001	\$90.00
15	CARTER, GRANT Total			\$90.00
16	CASH	12/10 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
17		12/13 JV WR CONCESSION	13 2900 610 2 501 001	\$300.00
18		12/13 JV WR GATE	13 2900 610 2 501 001	\$600.00
19		12/14 BBB CONCESSION	13 2900 610 2 501 001	\$1,200.00
20		12/14 JV/V WR GATE	13 2900 610 2 501 001	\$1,200.00
21		12/14 WR/BBB CONCESSION	13 2900 610 2 501 001	\$300.00
22		12/16 BBB CONCESSION	13 2900 610 2 501 001	\$200.00
23		12/16 BBB GATE	13 2900 610 2 501 001	\$400.00
24		12/17 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$300.00
25		12/17 GBB/BBB GATES	13 2900 610 2 501 001	\$2,400.00
26		12/18 GBB/BBB CONCESSION	13 2900 610 2 501 001	\$500.00
27		12/18 GBB/BBB GATE	13 2900 610 2 501 001	\$400.00
28		12/18 GBB/BBB GATES	13 2900 610 2 501 001	\$2,400.00
29		12/18 GBB/BBB PROGRAMS	13 2900 610 2 501 001	\$200.00
30		12/27 BBB CONCESSION	13 2900 610 2 501 001	\$300.00
31		12/27 BBB GATES	13 2900 610 2 501 001	\$1,200.00
32		12/29 BBB CONCESSION	13 2900 610 2 501 001	\$300.00
33		12/29 BBB GATES	13 2900 610 2 501 001	\$1,800.00

34		12/8 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
35		12/9 ONE ACT CONCESSION	13 2900 610 2 501 001	\$600.00
36	CASH Total			\$15,800.00
37	CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	13 2900 610 2 502 001	\$1,100.47
38		SUPPLIES	13 2900 610 2 502 001	\$1,040.23
39	CASH-WA DISTRIBUTING Total			\$2,140.70
40	CHAMBERS, ANTHONY	ONE ACT CONSULTANT	13 2900 610 2 523 001	\$400.00
41	CHAMBERS, ANTHONY Total			\$400.00
42	CHAPMAN, BRIAN	12/4 OFFICIAL	13 2900 610 2 531 001	\$180.00
43	CHAPMAN, BRIAN Total			\$180.00
44	CHARTWELLS DINING SERVICES	VET TECH STUDENT & SPONSOR	13 2900 610 2 266 001	\$88.00
45	CHARTWELLS DINING SERVICES Total			\$88.00
46	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$1,532.62
47		SUPPLIES	13 2900 610 2 502 001	\$614.87
48	CHESTERMAN COMPANY Total			\$2,147.49
49	CHILDERS, CURTIS	12/14 OFFICIAL	13 2900 610 2 546 001	\$175.00
50	CHILDERS, CURTIS Total			\$175.00
51	CITY OF NORFOLK	OFFICIAL CONCESSION	13 2900 610 2 530 001	\$72.00
52			13 2900 610 2 533 001	\$9.00
53			13 2900 610 2 537 001	\$104.00
54			13 2900 610 2 540 001	\$9.00
55			13 2900 610 2 543 001	\$36.00
56	CITY OF NORFOLK Total			\$230.00
57	COACHCOMM, LLC	HEADSETS	13 2900 610 2 528 001	\$4,820.00
58	COACHCOMM, LLC Total			\$4,820.00
59	COMFORT INN KEARNEY	P2C LODGING	13 2900 610 2 276 001	\$599.70
60	COMFORT INN KEARNEY Total			\$599.70
61	COOLEY, STEVEN	12/13 OFFICIAL	13 2900 610 2 546 001	\$140.00
62	COOLEY, STEVEN Total			\$140.00
63	CUSTOM SPORTS	UA COACH JACKET	13 2900 610 2 513 001	\$50.00
64	CUSTOM SPORTS Total			\$50.00
65	DECA INC	21/22 AFFILIATION	13 2900 610 2 565 001	\$260.00
66	DECA INC Total			\$260.00
67	DRAMATIC PUBLISHING	ONE ACT PRODUCTION RIGHTS	13 2900 610 2 523 001	\$784.26

68	DRAMATIC PUBLISHING Total			\$784.26
69	ECSELL SPORTS	COACH EVALUATION-1 YEAR	13 2900 610 2 597 001	\$1,000.00
70	ECSELL SPORTS Total			\$1,000.00
71	EHRISMAN, REID	12/14 OFFICIAL	13 2900 610 2 531 001	\$120.00
72		12/17 OFFICIAL	13 2900 610 2 538 001	\$180.00
73		12/7 OFFICIAL	13 2900 610 2 531 001	\$120.00
74	EHRISMAN, REID Total			\$420.00
75	EISCHEID, CHRISTOPHER	12/7 OFFICIAL	13 2900 610 2 531 001	\$180.00
76	EISCHEID, CHRISTOPHER Total			\$180.00
77	EISCHEID, MATTHEW	12/7 OFFICIAL	13 2900 610 2 538 001	\$180.00
78	EISCHEID, MATTHEW Total			\$180.00
79	FARM LIFE CREAMERY	CHEESE-FRUIT SALES FUNDRAISER	13 2900 610 2 276 001	\$634.50
80	FARM LIFE CREAMERY Total			\$634.50
81	FERGUSON, JESTIN	12/11 JUDGE	13 2900 610 2 522 001	\$75.00
82	FERGUSON, JESTIN Total			\$75.00
83	FITZKE, TYLER	12/17 OFFICIAL	13 2900 610 2 531 001	\$180.00
84	FITZKE, TYLER Total			\$180.00
85	FLORES, MELISSA	12/11 JUDGE	13 2900 610 2 522 001	\$75.00
86	FLORES, MELISSA Total			\$75.00
87	FRONTIER BAG INC	TRASHBAG FUNDRAISER	13 2900 610 2 547 001	\$4,207.50
88	FRONTIER BAG INC Total			\$4,207.50
89	GODFATHERS PIZZA NORFOLK	PIZZA	13 2900 610 2 502 001	\$168.00
90		TEAM MEAL	13 2900 610 2 562 001	\$194.47
91	GODFATHERS PIZZA NORFOLK Total			\$362.47
92	GODEL, SHANE	12/18 OFFICIAL	13 2900 610 2 531 001	\$90.00
93			13 2900 610 2 538 001	\$90.00
94	GODEL, SHANE Total			\$180.00
95	GOODE, ARIANNE	WALMART-COAT DRIVE WHIPPED	13 2900 610 2 568 001	\$7.76
96	GOODE, ARIANNE Total			\$7.76
97	GRAND ISLAND HIGH SCHOOL	12/17-12/18 ENTRY FEE	13 2900 610 2 546 001	\$300.00
98			13 2900 610 2 650 001	\$125.00
99	GRAND ISLAND HIGH SCHOOL Total			\$425.00
100	GRUBB, DILLON	12/7 JUDGE	13 2900 610 2 522 001	\$35.00
101	GRUBB, DILLON Total			\$35.00

102	GUBBELS, SKYLER	12/17 SPEECH JUDGE	13 2900 610 2 522 001	\$70.00
103	GUBBELS, SKYLER Total			\$70.00
104	HAPPY HOLLOW CLUB	GOLF PUSH CARTS	13 2900 610 2 532 001	\$105.00
105			13 2900 610 2 539 001	\$105.00
106	HAPPY HOLLOW CLUB Total			\$210.00
107	HARTINGTON FFA	LDE MEALS	13 2900 610 2 276 001	\$85.00
108	HARTINGTON FFA Total			\$85.00
109	HAUDER, NICHOLAS	12/7 OFFICIAL	13 2900 610 2 531 001	\$60.00
110			13 2900 610 2 538 001	\$60.00
111	HAUDER, NICHOLAS Total			\$120.00
112	HUSKER SPEECH AND DEBATE	12/11 ENTRY FEE	13 2900 610 2 522 001	\$85.00
113	HUSKER SPEECH AND DEBATE Total			\$85.00
114	JOHNSON, ALEX	OFFICIAL 12/29/21	13 2900 610 2 531 001	\$90.00
115	JOHNSON, ALEX Total			\$90.00
116	JOHNSON, KADEYN	12/17 OFFICIAL	13 2900 610 2 538 001	\$180.00
117	JOHNSON, KADEYN Total			\$180.00
118	JOOI CLUB	12/13 WR CONCESSION	13 2900 610 2 502 001	\$79.00
119		12/14 BBB/WR CONCESSION	13 2900 610 2 502 001	\$226.75
120		12/16 BBB CONCESSION	13 2900 610 2 502 001	\$12.10
121		12/17 GBB/BBB CONCESSION	13 2900 610 2 502 001	\$557.81
122		12/18 GBB/BBB CONCESSION	13 2900 610 2 502 001	\$37.20
123		12/4 BBB/GBB CONCESSION	13 2900 610 2 502 001	\$229.80
124	JOOI CLUB Total			\$1,142.66
125	KRAMER, TODD	12/4 OFFICIAL	13 2900 610 2 538 001	\$180.00
126	KRAMER, TODD Total			\$180.00
127	KUBR, LISA	WALMART-SUPPLIES REIMB	13 2900 610 2 276 001	\$80.39
128	KUBR, LISA Total			\$80.39
129	LAMMERS, CURT	HYVEE-CONCESSION SUPPLIES	13 2900 610 2 502 001	\$5.00
130	LAMMERS, CURT Total			\$5.00
131	LINCOLN SOUTHEAST HIGH	12/17 ENTRY FEE	13 2900 610 2 522 001	\$224.00
132		12/17-12/18 ENTRY FEE	13 2900 610 2 544 001	\$200.00
133	LINCOLN SOUTHEAST HIGH Total			\$424.00
134	LINE DRIVE INC.	POPCORN FUNDRAISER	13 2900 610 2 513 001	\$2,760.00
135	LINE DRIVE INC. Total			\$2,760.00

136	LOVE SIGNS, INC	POLE WRAPS-BOOSTER CLUB	13 2900 610 2 529 001	\$1,625.00
137		SCOREBOARD REPAIR	13 2900 610 2 597 001	\$100.00
138	LOVE SIGNS, INC Total			\$1,725.00
139	MAERTINS, CURTIS	12/7 OFFICIAL	13 2900 610 2 538 001	\$120.00
140	MAERTINS, CURTIS Total			\$120.00
141	MAHASKA	POPCORN/SEASONING	13 2900 610 2 502 001	\$130.50
142	MAHASKA Total			\$130.50
143	MARTIN, RICHARD	12/17 JUDGE	13 2900 610 2 522 001	\$70.00
144	MARTIN, RICHARD Total			\$70.00
145	MARTIN, STARIA	12/17 SPEECH JUDGE	13 2900 610 2 522 001	\$70.00
146	MARTIN, STARIA Total			\$70.00
147	MERRILL, JEFFREY	12/18 OFFICIAL	13 2900 610 2 531 001	\$120.00
148			13 2900 610 2 538 001	\$120.00
149	MERRILL, JEFFREY Total			\$240.00
150	MILLARD WEST HIGH SCHOOL	12/6 ENTRY FEE	13 2900 610 2 522 001	\$220.00
151	MILLARD WEST HIGH SCHOOL Total			\$220.00
152	MONETTE, TONI	12/6 JUDGE	13 2900 610 2 522 001	\$75.00
153	MONETTE, TONI Total			\$75.00
154	MUSIC THEATRE	MUSICAL DEPOSIT	13 2900 610 2 523 001	\$400.00
155	MUSIC THEATRE Total			\$400.00
156	NATIONAL FFA ORGANIZATION	JACKETS & NECKWEAR	13 2900 610 2 276 001	\$949.00
157	NATIONAL FFA ORGANIZATION Total			\$949.00
158	NAVA, TANYA	12/6 JUDGE	13 2900 610 2 522 001	\$75.00
159	NAVA, TANYA Total			\$75.00
160	NEBRASKA COACHES	STATE REGISTRATION	13 2900 610 2 517 001	\$305.00
161			13 2900 610 2 556 001	\$305.00
162	NEBRASKA COACHES Total			\$610.00
163	NEBRASKA FFA ASSOCIATION	DUES	13 2900 610 2 276 001	\$18.00
164	NEBRASKA FFA ASSOCIATION Total			\$18.00
165	NEWMAN GROVE HIGH SCHOOL	12/30 ENTRY FEE	13 2900 610 2 546 001	\$80.00
166	NEWMAN GROVE HIGH SCHOOL Total			\$80.00
167	NHS THEATRE BOOSTERS	12/10 ONE ACT CONCESSION	13 2900 610 2 502 001	\$229.75
168		12/8 ONE ACT CONCESSION	13 2900 610 2 502 001	\$132.64
169		12/9 ONE ACT CONCESSION	13 2900 610 2 502 001	\$143.73

170	NHS THEATRE BOOSTERS Total			\$506.12
171	NORFOLK AMBULANCE SERVICE,	2021 SEASON	13 2900 610 2 537 001	\$825.00
172	NORFOLK AMBULANCE SERVICE, Total			\$825.00
173	NORFOLK FFA ALUMNI	ANGEL TREE DONATION	13 2900 610 2 276 001	\$800.00
174	NORFOLK FFA ALUMNI Total			\$800.00
175	NORFOLK RESCUE MISSION	FOOD DRIVE DONATIONS	13 2900 610 2 614 001	\$732.35
176	NORFOLK RESCUE MISSION Total			\$732.35
177	NPS GENERAL FUND	ACTIVITY WORKER	13 2900 610 2 279 001	\$97.00
178		ACTIVITY WORKERS	13 2900 610 2 537 001	\$2,215.43
179			13 2900 610 2 539 001	\$1,147.50
180			13 2900 610 2 543 001	\$268.79
181			13 2900 610 2 545 001	\$3,229.41
182		WEIGHT ROOM SUB	13 2900 610 2 597 001	\$26.46
183	NPS GENERAL FUND Total			\$6,984.59
184	NSBA	CONCERT BAND FESTIVAL ENTRY	13 2900 610 2 598 001	\$175.00
185		JAZZ FESTIVAL ENTRY FEE	13 2900 610 2 598 001	\$175.00
186	NSBA Total			\$350.00
187	PAVICH, JUSTIN	12/18 OFFICIAL	13 2900 610 2 538 001	\$180.00
188	PAVICH, JUSTIN Total			\$180.00
189	PIPER, LESTER	12/16 OFFICIAL	13 2900 610 2 531 001	\$60.00
190	PIPER, LESTER Total			\$60.00
191	PLATTEVIEW HIGH SCHOOL	10/4 JH ENTRY FEE	13 2900 610 2 279 001	\$50.00
192			13 2900 610 2 536 001	\$50.00
193	PLATTEVIEW HIGH SCHOOL Total			\$100.00
194	PRIVETT, COREY	12/17 OFFICIAL	13 2900 610 2 531 001	\$120.00
195	PRIVETT, COREY Total			\$120.00
196	QUILL CORPORATION	OFFICE SUPPLIES	13 2900 610 2 503 001	\$131.50
197	QUILL CORPORATION Total			\$131.50
198	RADIO.COM	KEYBOARD CORD REPAIR	13 2900 610 2 598 001	\$21.15
199	RADIO.COM Total			\$21.15
200	RASMUSSEN, KRISAYLA	12/6 JUDGE	13 2900 610 2 522 001	\$85.00
201	RASMUSSEN, KRISAYLA Total			\$85.00
202	ROOT, BRENNON	12/7 OFFICIAL	13 2900 610 2 531 001	\$90.00
203			13 2900 610 2 538 001	\$90.00

204		OFFICIAL 12/29/21	13 2900 610 2 531 001	\$90.00
205	ROOT, BRENNON Total			\$270.00
206	SCHMIDT, JASON	12/17 OFFICIAL	13 2900 610 2 538 001	\$120.00
207	SCHMIDT, JASON Total			\$120.00
208	SHERER, CHARLES	12/13 OFFICIAL	13 2900 610 2 546 001	\$140.00
209		12/14 OFFICIAL	13 2900 610 2 546 001	\$175.00
210	SHERER, CHARLES Total			\$315.00
211	SIMPSON, TIA	CHOREOGRAPHY	13 2900 610 2 556 001	\$1,020.00
212	SIMPSON, TIA Total			\$1,020.00
213	SIOUX CITY EAST HIGH	1/8 ENTRY FEE	13 2900 610 2 546 001	\$75.00
214	SIOUX CITY EAST HIGH Total			\$75.00
215	SNORTON, JUSTIN	12/14 OFFICIAL	13 2900 610 2 531 001	\$120.00
216		12/17 OFFICIAL	13 2900 610 2 538 001	\$60.00
217	SNORTON, JUSTIN Total			\$180.00
218	SOULLIERE, BRIAN	12/17 OFFICIAL	13 2900 610 2 531 001	\$90.00
219			13 2900 610 2 538 001	\$90.00
220		OFFICIAL 12/29/21	13 2900 610 2 531 001	\$90.00
221	SOULLIERE, BRIAN Total			\$270.00
222	STADIUM SPORTS	APPAREL	13 2900 610 2 515 001	\$488.00
223		COACH APPAREL	13 2900 610 2 547 001	\$862.00
224	STADIUM SPORTS Total			\$1,350.00
225	SUPLES LTD	BULGARIAN BAGS & SPEED STUMPS	13 2900 610 2 529 001	\$3,738.00
226	SUPLES LTD Total			\$3,738.00
227	SYNCB/AMAZON	BALANCE DISCS	13 2900 610 2 545 001	\$119.82
228		BASEBALLS/TRAINING BALLS/GLOVE	13 2900 610 2 530 001	\$1,420.10
229		COOKING SPRAY	13 2900 610 2 502 001	\$184.26
230		CUPS/NACHO CHEESE	13 2900 610 2 502 001	\$621.65
231		DISC CONES	13 2900 610 2 540 001	\$19.98
232		EASELS FOR PLAQUES	13 2900 610 2 597 001	\$27.97
233		GLOVES	13 2900 610 2 540 001	\$376.00
234		SOFTBALLS/LINEUP	13 2900 610 2 543 001	\$459.41
235		SPEECH SUPPLIES	13 2900 610 2 553 001	\$216.07
236		TEACHER TEXTBOOKS	13 2900 610 2 586 001	\$778.81
237		TENNIS BALLS	13 2900 610 2 534 001	\$338.35

238			13 2900 610 2 541 001	\$338.35
239	SYNCB/AMAZON Total			\$4,900.77
240	TEST, MIKE	12/14 OFFICIAL	13 2900 610 2 531 001	\$120.00
241		12/16 OFFICIAL	13 2900 610 2 531 001	\$60.00
242	TEST, MIKE Total			\$180.00
243	TURNER, PHILIP L.	12/18 OFFICIAL	13 2900 610 2 531 001	\$120.00
244			13 2900 610 2 538 001	\$120.00
245	TURNER, PHILIP L. Total			\$240.00
246	ULDRICH, COREY	12/18 OFFICIAL	13 2900 610 2 531 001	\$90.00
247			13 2900 610 2 538 001	\$90.00
248	ULDRICH, COREY Total			\$180.00
249	VAL LIMITED	TEAM MEAL	13 2900 610 2 513 001	\$175.77
250			13 2900 610 2 547 001	\$140.27
251	VAL LIMITED Total			\$316.04
252	VISA	AMAZON-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$58.74
253		ARBY'S-ERWIN AD CONFERENCE	13 2900 610 2 597 001	\$10.33
254		CHEMIXTRY-MUSIC	13 2900 610 2 556 001	\$270.00
255		COACH CONVENTION REGISTRATION	13 2900 610 2 514 001	\$125.00
256			13 2900 610 2 549 001	\$125.00
257		DOMINO'S-MEETING SUPPLIES	13 2900 610 2 571 001	\$34.88
258		GO FAN-STATE TICKET	13 2900 610 2 616 001	\$9.40
259		HYVEE-CONCESSION SUPPLIES	13 2900 610 2 502 001	\$47.69
260		JDFR-DONATION	13 2900 610 2 568 001	\$250.00
261		KORNEY BOARD-REBOUNDING AID	13 2900 610 2 529 001	\$295.95
262		KRISPY KREME-DOUGHNUT	13 2900 610 2 563 001	\$2,707.20
263		LOBSTER SPORTS-	13 2900 610 2 515 001	\$321.31
264			13 2900 610 2 550 001	\$321.31
265		MENARDS-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$135.13
266		MENARDS-PLYWOOD	13 2900 610 2 593 001	\$858.95
267		MENARDS-TOTES	13 2900 610 2 528 001	\$227.06
268		NHSGA-GOLF COFERENCE	13 2900 610 2 278 001	\$50.72
269		NSAA-WR ASSESSOR REGISTRATION	13 2900 610 2 597 001	\$30.00
270		NSDA-TRNMNT SOFTWARE	13 2900 610 2 553 001	\$32.00
271		ON DECK SPORTS-PITCHERS POCKET	13 2900 610 2 512 001	\$274.95

272		SKEETER BARNS-P2C MEAL	13 2900 610 2 276 001	\$282.98
273		TARGET-ANGEL TREE DONATION	13 2900 610 2 614 001	\$121.74
274		TARGET-WRAPPING PAPER	13 2900 610 2 556 001	\$67.55
275		WALMART-COLLEGE CLUB SUPPLIES	13 2900 610 2 266 001	\$125.80
276		WALMART-DIABETES AWARENESS	13 2900 610 2 568 001	\$104.76
277		WALMART-ONE ACT SUPPLIES	13 2900 610 2 523 001	\$34.74
278		WALMART-TOYS FOR TOTS	13 2900 610 2 565 001	\$169.62
279		WALMART-TRNMNT SUPPLIES	13 2900 610 2 553 001	\$32.34
280		WEBSTAURANT-ICE COFFE	13 2900 610 2 502 001	\$88.57
281	VISA Total			\$7,213.72
282	WECKERLE DIETZ, GRAYSON	12/7 JUDGE	13 2900 610 2 522 001	\$35.00
283	WECKERLE DIETZ, GRAYSON Total			\$35.00
284	WESTSIDE HIGH SCHOOL	12/17 ENTRY FEE	13 2900 610 2 546 001	\$130.00
285	WESTSIDE HIGH SCHOOL Total			\$130.00
286	WILLIAMS, ROLAND	12/17 OFFICIAL	13 2900 610 2 531 001	\$120.00
287	WILLIAMS, ROLAND Total			\$120.00
288	WILLOW CREEK HONEY	FRUIT FUNDRAISER HONEY	13 2900 610 2 276 001	\$369.00
289	WILLOW CREEK HONEY Total			\$369.00
290	WINNEBAGO HIGH SCHOOL	12/28 ENTRY FEE	13 2900 610 2 650 001	\$125.00
291	WINNEBAGO HIGH SCHOOL Total			\$125.00
292	ZART, TODD	12/27 OFFICIAL	13 2900 610 2 531 001	\$90.00
293	ZART, TODD Total			\$90.00
294	Grand Total			\$79,868.16

DECEMBER 2021 JUNIOR HIGH ACTIVITY FUND EXPENDITURES

1	APPLE INC	MACBOOK PRO WITH TOUCH BAR	14 2900 610 2 865 002	\$3,597.00
2	APPLE INC Total			\$3,597.00
3	BOONE CENTRAL SCHOOLS	WRESTLING ENTRY FEE	14 2900 610 2 850 002	\$90.00
4	BOONE CENTRAL SCHOOLS Total			\$90.00
5	BRIGGS & BARRETT PROJECT	PHILANTHROPY PROJECT PROFIT	14 2900 610 2 840 002	\$113.51
6	BRIGGS & BARRETT PROJECT Total			\$113.51
7	CASH-WA DISTRIBUTING	CONCESSION SUPPLIES	14 2900 610 2 835 002	\$296.46
8	CASH-WA DISTRIBUTING Total			\$296.46
9	CHESTERMAN COMPANY	PRODUCTS FOR CONCESSIONS	14 2900 610 2 835 002	\$215.24
10	CHESTERMAN COMPANY Total			\$215.24
11	DOMINISSE, DOUG	8TH BBALL OFFICIAL 12/9/21	14 2900 610 2 848 002	\$90.00
12		OFFICIAL PAY B BBALL 12/13	14 2900 610 2 848 002	\$90.00
13	DOMINISSE, DOUG Total			\$180.00
14	HAUFF SPORTS	WOMENS WRESTLING SINGLETS	14 2900 610 2 850 002	\$655.11
15	HAUFF SPORTS Total			\$655.11
16	HEIMES, JEFF	WRESTLING OFFICIAL 12/14/21	14 2900 610 2 850 002	\$125.00
17	HEIMES, JEFF Total			\$125.00
18	HOFFMANN, BRADLEY	OFFICIAL PAY B BBALL 12/13	14 2900 610 2 848 002	\$90.00
19	HOFFMANN, BRADLEY Total			\$90.00
20	KESTER, BROCK	WRESTLING OFFICIAL 12/14/21	14 2900 610 2 850 002	\$125.00
21	KESTER, BROCK Total			\$125.00
22	KNOTT, BRADY	WRESTLING OFFICIAL 12/14/21	14 2900 610 2 850 002	\$125.00
23	KNOTT, BRADY Total			\$125.00
24	MILLER, PERRY	7th BBALL OFFICIAL 12/9/21	14 2900 610 2 848 002	\$90.00
25	MILLER, PERRY Total			\$90.00
26	NORFOLK AMBULANCE SERVICE,	ABULANCE SERVICE HOME FBALL	14 2900 610 2 846 002	\$450.00
27	NORFOLK AMBULANCE SERVICE, Total			\$450.00
28	NPS GENERAL FUND	SEPT/OCT PAYROLL	14 2900 610 2 835 002	\$226.76
29			14 2900 610 2 846 002	\$1,206.13
30			14 2900 610 2 847 002	\$2,660.58
31			14 2900 610 2 861 002	\$39.65
32	NPS GENERAL FUND Total			\$4,133.12
33	SCHUYLER MIDDLE SCHOOL	WRESTLING INVITATIONAL 2021	14 2900 610 2 850 002	\$100.00

34	SCHUYLER MIDDLE SCHOOL Total			\$100.00
35	SNORTON, JUSTIN	7TH BBALL OFFICIAL PAY 12/9/21	14 2900 610 2 848 002	\$90.00
36		IM BBALL OFFICIAL 12/7/21	14 2900 610 2 848 002	\$45.00
37		OFFICIAL PAY B BBALL 12/13	14 2900 610 2 848 002	\$90.00
38	SNORTON, JUSTIN Total			\$225.00
39	TEECO INC	RENTAL CHARGE	14 2900 610 2 838 002	\$38.00
40	TEECO INC Total			\$38.00
41	VISA	AMAZON-GO PRO TRIPOD #32	14 2900 610 2 865 002	\$35.90
42		HOT DOGS AND BUNS	14 2900 610 2 835 002	\$20.96
43	VISA Total			\$56.86
44	WINNERS CIRCLE	LABELS FOR INTRAMURAL BBALL	14 2900 610 2 848 002	\$6.40
45	WINNERS CIRCLE Total			\$6.40
46	Grand Total			\$10,711.70

DECEMBER 2021 SUBSIDIARY EXPENDITURES

1	APPLE INC	COMPUTOR SUPPLIES	05 2900 610 0 044 000	\$2,048.00
2	APPLE INC Total			\$2,048.00
3	CHESTERMAN COMPANY	COKE SUPPLIES FOR MACHINE	05 2900 610 0 043 000	\$75.72
4		POWERADE	05 2900 610 0 043 000	\$189.30
5	CHESTERMAN COMPANY Total			\$265.02
6	CULLIGAN OF NORFOLK	WATER	05 2900 610 0 061 000	\$56.96
7	CULLIGAN OF NORFOLK Total			\$56.96
8	FESTIVAL OF HONOR BANDS	WSC AUDITIONS HONOR BAND	05 2900 610 0 045 000	\$65.00
9	FESTIVAL OF HONOR BANDS Total			\$65.00
10	GOPHER	STEM SUPPLIES	05 2900 610 0 062 000	\$4,858.35
11	GOPHER Total			\$4,858.35
12	INSIGHT PUBLIC SECTOR, INC	1 LICENSE GOOGLE CHROME	05 2900 610 0 040 000	\$30.60
13		CHROMEBOOK	05 2900 610 0 040 000	\$323.86
14	INSIGHT PUBLIC SECTOR, INC Total			\$354.46
15	MADISON NATIONAL LIFE	DEC21 RETIREE BASIC LIFE INSUR	05 2900 610 0 090 000	\$472.64
16	MADISON NATIONAL LIFE Total			\$472.64
17	NORFOLK SENIOR HIGH SCHOOL	COKE COMMISSION TO SH	05 2900 610 0 057 000	\$77.90
18	NORFOLK SENIOR HIGH SCHOOL Total			\$77.90
19	NPS GENERAL FUND	BEYOND SCHOOL BELLS PAYROLL A.	05 2900 610 0 038 000	\$1,111.43
20		REIMB FOR NOV WELLNESS	05 2900 610 0 060 000	\$176.13
21	NPS GENERAL FUND Total			\$1,287.56
22	NPS STUDENT FEES ACCOUNT	AFTERSHOCK M. MATSON	05 2900 610 0 040 000	\$50.00
23	NPS STUDENT FEES ACCOUNT Total			\$50.00
24	NPS-JUNIOR HIGH SCHOOL	COKE COMMISSION TO JH	05 2900 610 0 057 000	\$26.58
25	NPS-JUNIOR HIGH SCHOOL Total			\$26.58
26	SOCIAL THINKING	CLASSROOM SUPPLIES	05 2900 610 0 073 000	\$194.52
27	SOCIAL THINKING Total			\$194.52
28	SYNCB/AMAZON	PENCILS	05 2900 610 0 073 000	\$22.39
29	SYNCB/AMAZON Total			\$22.39
30	TEECO INC	WATER	05 2900 610 0 069 000	\$45.50
31		WATER, TREATMENT, FILTERS	05 2900 610 0 073 000	\$180.43
32		WATER/LEASE/RENTAL	05 2900 610 0 050 000	\$75.50
33	TEECO INC Total			\$301.43

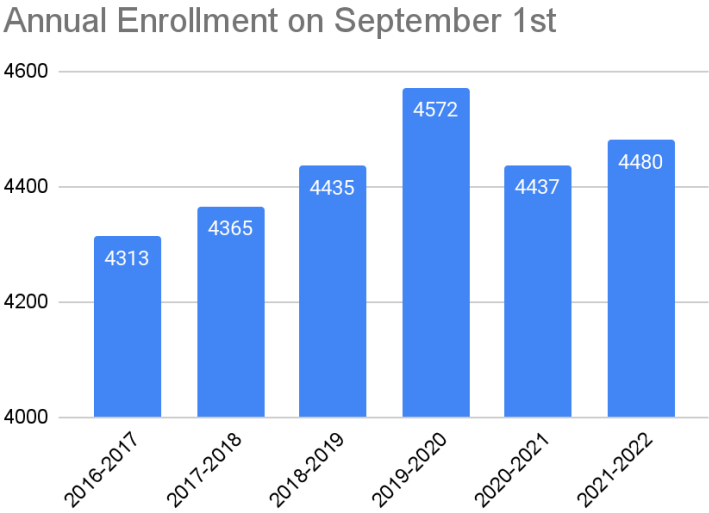
34	U. S. CELLULAR	HOT SPOTS	05 2900 610 0 095 000	\$2,034.27
35	U. S. CELLULAR Total			\$2,034.27
36	VISA	ADMIN BUILDING SUPPLIES #4	05 2900 610 0 050 000	\$522.23
37		AMAZON SUPPLIES #21	05 2900 610 0 093 000	\$78.53
38		BUZZSPROUT #21	05 2900 610 0 093 000	\$12.00
39		CALCULATOR #4	05 2900 610 0 050 000	\$83.29
40		CATERING #1	05 2900 610 0 050 000	\$570.00
41		HEADPHONES #6	05 2900 610 0 058 000	\$1,214.81
42		HOBBY LOBBY SUPPLIES #93	05 2900 610 0 093 000	\$70.14
43		HOTEL #24	05 2900 610 0 081 000	\$7.12
44		MEETING MEAL #4	05 2900 610 0 050 000	\$29.29
45		PARKING #4	05 2900 610 0 050 000	\$2.50
46		SNACK SUPPLIES #6	05 2900 610 0 058 000	\$63.62
47		STEM SUPPLIES #10	05 2900 610 0 062 000	\$1,610.16
48		STEM SUPPLIES #15	05 2900 610 0 062 000	\$1,729.26
49		STEM SUPPLIES #6	05 2900 610 0 062 000	\$1,610.16
50		SUPPLIES #10	05 2900 610 0 063 000	\$52.00
51		SUPPLIES #15	05 2900 610 0 073 000	\$65.43
52		THE NED SHOW #15	05 2900 610 0 073 000	\$414.00
53		WALMART SUPPLIES #21	05 2900 610 0 093 000	\$47.42
54		WATER #24	05 2900 610 0 081 000	\$7.68
55		WORKING LUNCH #20	05 2900 610 0 095 000	\$28.24
56	VISA Total			\$8,217.88
57	Grand Total			\$20,332.96

Perceptual Data 2021: NPS District Overview					
Staff Responses		Student Responses		Parent Responses	
I feel: - like I belong at this school	4.34	I feel like I belong	4.00	I feel welcome at my childs school	4.30
I feel: - that the staff cares about me	4.23	IFL I am safe	4.27	I am informed about my childs progress	4.05
I feel: - that learning can be fun	4.48	IFL I have fun learning	3.85	I know what my childs teacher expects of my child	4.04
I feel: - that learning is fun at this school	4.19	I feel I like this school	4.25	My child is safe at school	4.22
I feel: - recognized for good work	3.75	IFL this school is good	4.29	My child is safe going to and from school	4.29
I feel: - intrinsically rewarded for doing my job well	4.01	IFL I have freedom at school	3.82	There is adequate supervision during school	4.02
I feel: - clear about what my job is at this school	4.35	IFL I have choices in what I learn	3.47	There is adequate supervision before and after school	3.86
I feel: - that others are clear about what my job is at this school	3.98	IFL my teacher treats me with respect	4.50	Teachers show respect for the students	4.14
I work with people who: - treat me with respect	4.32	IFL my teacher cares about me	4.38	Students show respect for other students	3.71
I work with people who: - listen if I have ideas about doing things better	4.08	IFL my teacher thinks I will be successful	4.39	The school meets the social needs fo the students	4.04
My administrators: - treat me with respect	4.39	IFL my teacher listens to my ideas	3.94	The school meets the academic needs of the students	4.19
My administrators: - are effective instructional leaders	4.15	IFL my principal cares about me	4.43	The school expects quality work of its students	4.20
My administrators: - facillitate communication effectively	4.34	IFL my teacher is a good teacher	4.64	The school has an excellent learing environment	4.21
My administrators: - support me in my work with students	4.24	IFL my teacher believes I can learn	4.56	I know how well my child is progressing in school	4.06
My administrators: - support shared decision making	4.00	IFL I am recognized for good work	3.97	I like the schools report cards/progress report	3.99
My administrators: - allow me to be an effective instructional leader	4.13	IFL I am challenged by the work my teacher asks me to do	3.64	I respect the schools teachers	4.45
My administrators: - are effective in helping us reach our vision	4.08	IFL the work I do in class makes me think	4.03	I respect the schools principal	4.36
I have the opportunity to: - develop my skills	4.13	IFL I know what I am supposed to be learning in my class	4.27	Overall, the school performs well academically	4.17
I have the opportunity to: - think for myself, not just carry out instructions	4.04	IFL I am a good student	4.25	The school succeeds at preparting children for future work	4.04
I believe student achievement can increase through: - differentiating instruction	4.23	IFL I can be a better student	4.02	The shcool has good public image	4.09
IBSACIT: - effective professional development related to our vision	4.06	IFL very good work is expected at my school	4.30	The schools assessment practices are fair	4.02
IBSACIT: - integrating instuction across the curriculum	4.06	IFL I behave well at school	4.23	My childs teacher helps me to help my child learn at home	3.87
IBSACIT: - teaching to the state standards	3.75	IFL students are treated fairly by teachers	4.25	I support my childs learning at home	4.51
IBSACIT: - the use of computers	3.75	IFL students are treated fairly by the principal	4.32	I feel good about myself as a parent	4.46
IBSACIT: - the use of varied technologies	3.98	IFL students are treated fairly by the people on recess duty	4.31	District Average	4.14
IBSACIT: - providing a threat-free environment	4.51	IFL students at my school treat me with respect	3.87		
IBSACIT: - close personal relationships between students and teachers	4.48	IFL students at my school are friendly	3.89		
IBSACIT: - addressing student learing styles	4.39	IFL I have lots of friends	3.95		

Perceptual Data 2021: NPS District Overview					
Staff Responses		Student Responses		Parent Responses	
IBSACIT: - effective parent involvement	4.42	IFL I have support for learning at home	4.08		
IBSACIT: - using ongoing student assessments related to state standards	3.78	IFL my family believes I can do well in school	4.65		
IBSACIT: - student self-assessments	3.79	IFL my family wants me to do well in school	4.77		
IBSACIT: - teacher use of student achievement data	4.08	District Average	4.18		
I love: - working at this school	4.41				
I love: - seeing the results of my work with students	4.63				
I believe: - every student can learn	4.69				
I believe: - the instructional program at this school is challenging	3.82				
I believe: - this school provides an atmosphere where every student can succeed	4.22				
I believe: - quality work is expected of all students at this school	4.03				
I believe: - quality work is expected of me	4.49				
I believe: - quality work is expected of all the adults working at this school	4.12				
I believe: - the vision for this school is clear	4.24				
I believe: - the vision for this school is shared	4.19				
I believe: - we have an action plan in place which can get us to our vision	3.98				
I believe: - the school has a good public image	3.83				
I believe: - it is important to communicate often with parents	4.43				
I believe: - I communicate with parents often about their child's progress	3.76				
I believe: - I communicate with parents often about class activities	3.65				
I work effectively with: - special education students	4.29				
I work effectively with: - English learners	4.07				
I work effectively with: - ethnically/racially diverse students	4.32				
I work effectively with: - students who live in poverty	4.38				
I work effectively with: - low-achieving students	4.36				
Morale is high on the part of: - teachers	3.69				
Morale is high on the part of: - students	3.91				
Morale is high on the part of: - support staff	3.68				

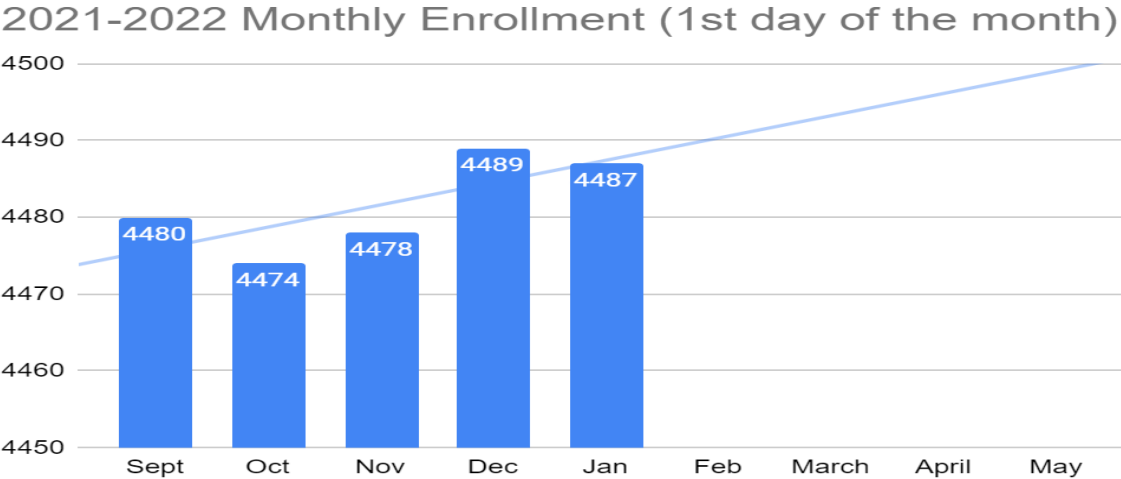
Perceptual Data 2021: NPS District Overview					
Staff Responses		Student Responses		Parent Responses	
Morale is high on the part of: - administrators	3.90				
District Average	4.13				

Monthly Board Report on Enrollment – January 2022



Annual Enrollment Summary:

Prior to the pandemic (March 2019), Norfolk Public School’s enrollment was steadily increasing. However, our annual enrollment data indicates a decrease of 135 students from September 1, 2019 to September 1, 2020. The same data indicates an increase of 45 students from September 1, 2020 to September 1, 2021. This is still 92 students less than September 2019.



Monthly Enrollment Summary:

On September 1, 2021, Norfolk Public Schools student enrollment was 4480. This number has fluctuated throughout the year, but shows a positive trend line and an overall increase of 7 students.



Mary Luhr
Director of Student Programs
512 Philip Avenue, PO Box 139
Norfolk, NE 68702-0139
(402) 644-2507
maryluhr@npsne.org

Nurses Meeting January 4, 2022

- **In attendance** - Cori Pena, Cindy Fox, Stacie Uzzell
 - **Excused** - Diane Schilling, Mary Luhr, Blair Brink
- ❖ Making final changes to Kindergarten Packets and waiting for new 2022 Immunization schedules from ELVPHD & NENCAP before packets are made. Stacie will reach out to get the schedules.

The next Nurse's meeting will be February 1, 2022 in the Central Office at 7:45 am.



Mary Luhr
Director of Student Programs
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Student Health Meeting
January 4, 2022
07:45

Welcome and Introductions

- **In attendance** - Cindy Fox, Cori Pena, Mark Claussen, Kerri Dittrich, Stacie Uzzell

 - **Excused** -Diane Schilling, Traci Froehlich, Mary Luhr, Blair Brink, Betty Froehlich, Heather Drahota
- I. Reading of the minutes of the previous meeting.
- II. Reports of Officers - Treasurer's report can be accessed on the next page.
- | | |
|---------------------|------------|
| Beginning balance - | \$ 6821.20 |
| Debits - | 146.75 |
| Credits - | 100.00 |
| Ending Balance - | \$ 6774.45 |
- IV. Unfinished/Old Business -
- V. New/Miscellaneous Business-
- Update from ELVPHD– Last week COVID numbers– 273, the week before they were 208. The peak was about Thanksgiving. 1st positive omicron variant in our district is week. Nationally as of 12/21/21 70% overall cases were omicron variant; NE, IA, MO & KS is 30% omicron variant. Home testing kits are more readily available and usually not reported or sequenced.
 - Smile in Style program. Out of the 1300 kids seen since May 2021, 44% do not get regular dental visits. Several schools are scheduled for 2nd semester visits.
- VII. New Referrals -

The next Student Health Fund Council meeting will be March 1, 2022 at 7:45 a.m. in the Central Office.

Treasurer's Report November - December 2021

Date	Description	Debit	Credit	Balance
11/1/21	Balance forward		\$6,821.20	\$6,821.20
11/17/21	The Wash Tub	\$146.75		\$6,674.45
12/23/21	Norfolk City Educ. Assoc.		\$100.00	\$6,774.45
				\$6,774.45
12/31/21	Ending Balance			\$6,774.45

Board of Education Regular Meeting

Monday, December 13, 2021

5:30 PM: Study Session

6:30 PM: Business Meeting

Norfolk Public School Administration Building

P.O. Box 139

Norfolk, NE 68702-0139

Brenda Carhart: Present

Jake Claussen: Present

Tammy Day: Present

Jenna Hatfield: Present

Leann Widhalm: Present

Sandy Wolfe: Present

1. Date Public Notice Appeared in the Norfolk Daily News: December 1, 2021
2. Call to Order
The Norfolk Public School District's board of education meeting is called to order at 5:30 PM.
 - 2.1. Roll Call—See attendance above.
 - 2.2. Declaration of a Legal Meeting
This is a legal meeting of the board of education, as advertised by the means specified in board policy. A complete copy of the Open Meetings Act is posted in the board room for your review. A copy of the agenda is available at the desk of the recording secretary.
3. Study Session
 - A. New HeadStart Mandates--Dr. Thompson explained the new Federal regulations regarding masks for students and vaccines for staff and parents at Little Panthers Preschool. NPS receives funding in the amount of \$180,000 through the HeadStart partnership. Dr. Thompson has stated that the district will not require staff to be vaccinated. The district is willing to forego the funding for this second semester and will still be able to serve the LPP students at the same level as the first semester. Hopefully by the 2022-23 school year, the federal regulation will have been eased. Dr. Thompson recommends a motion to continue the practice of not requiring staff to be vaccinated, as the action item to be voted on at the business meeting.
 - B. Nebraska Education Conference--Board members summarized their experiences and the insight they gained while attending the State Education Conference in November.

President Wolfe called a recess at 6:21 PM. The meeting reconvened at 6:30 PM.

4. Pledge of Allegiance
5. Presentations, Special Recognition, Focus on Students
 - 5.1. Focus on the Students
Mr. Troy Berryman introduced Bobby Bernt, Technology Teacher, who had Grant Elementary students show off "Dash" and "Dot" robots from a MakerSpace project.
6. Public Comments & Communication
7. Information and Discussion Items
 - 7.1. Finance & Facilities Report

- A. Total amount of claims to be approved in the consent agenda for the month of December, 2021 by specific fund are listed below:
 - General Fund = \$915,668.68
 - Nutrition Services Fund = \$305,674.07
 - Cooperative Fund = \$9,722.08
 - Depreciation Fund = \$2,475.00
 - QCPUF = \$167,525
 - Employee Benefit Fund = \$187,302.42
 - Student Fee Fund = \$3,541.46
 - B. The total amount of claims for the month of November, 2021 in the Activities Fund is listed below:
 - Activity Fund = \$87,671.06
 - C. All of these claims were reviewed earlier today by the Finance and Facility Committee. As we finish the calendar year, payroll is working on end of the year documents for our employees so they can begin their individual taxes after the first of the year.
- 7.2. Teaching & Learning Report
- Curriculum, Instruction and Assessment**
- A. As we face the end of first semester, the district has significant teaching and learning activities occurring before holiday break. Gathering and reviewing midyear data literally catapults the work of second semester.
 - K-4 is participating in reading fluency benchmark testing. This data gives us information to make decisions on interventions and is the data used for the reading act requirement.
 - 3-8th grade is participating in a NSCAS Growth Pilot- which is the trial run for the updated state assessment system. More details will be coming on statewide assessment. Despite the difficulties of managing changes, we see a silver lining. Not because we believe that students are magically scoring off the charts but because our initial review of the new system shows us meaningful and detailed information of which teachers can use to assist with instructional decisions moving forward.
 - B. There is continued work on seeking high quality instructional materials for Middle School and Junior High Social Studies as well as in Middle, Junior and Senior English Language Arts. As mentioned in prior reports, this includes intentional and systematic review of our professionals.
- 7.3. Student Programs Report
- A. Our nurses will wrap up their annual health screenings this month. Students in grades Pre-K-4, 7th, and 10th grade are screened annually. We had some UNMC students through NECC assist us as well.
 - B. Our special education leadership team continues to meet monthly to review our current practice and procedures for students identified for services. This team will share these updates with the district special education staff on January 12th at PLC. I will participate in the ESU 8 training through zoom this week as more guidance is provided for our TIP goal.
- 7.4. Student Services Report
- A. I have been meeting with building principals going over the results of our building safety audits. I have been working to address a few common items that were

brought up by this year's audit. Standardizing our visitor check in and check out process. It isn't that we were doing a bad job at this, just some simple changes that can make it better. Another easy fix that came from our safety audit was a recommendation that all staff wear their school issued ID's and stop anyone who doesn't have an ID or visitors badge on. There were also some recommendations to have room numbers stick out from the wall so emergency responders could see them from the end of the hallways. On a positive note, as our auditor interviewed staff about our SRP, he commented that our staff seemed very familiar with our SRP and knew what they should do in the event of an emergency.

- B. Lastly, I would like to announce that our Threat Assessment Team has completed all the training and registration needed to officially roll out Nebraska's new safe reporting hotline. Starting Jan 3rd we will officially transition from SafeSchools anonymous reporting to Safe2Help anonymous reporting. The difference will be that instead of reports going to an email address and waiting for an administrator to check it, now those reports will be answered by trained suicide prevention professionals 24/7. Students and parents can use Safe2Help to report bullying, suicide concerns, depression, sexting, stealing, threats, cutting, abuse, dating and domestic violence, fights, drugs, alcohol, weapons or other types of dangerous situations that threaten their safety or the safety of others. Reports can be made at www.safe2helpne.org, by calling 531-299-7233, or through the Safe2Help app which can be downloaded from Google or Apple app stores. Links and information on how to report will also be posted on our district website.

7.5. Human Resources & Accreditation Report

HR Update:

- A. All certified positions are filled for 2nd semester. Advertising will begin in January for any certified positions that are open for the 2022-2023 school year. I plan on attending several job fairs and interview days early in the semester to begin recruiting, as well.
- B. I held interviews for additional full time substitute teachers for the second semester and intend to make two or three hires yet this week.

7.6. Superintendent's Report

- A. Student Enrollment increased by 11 students from Nov.-Dec. This is an increase of 31 students from Dec. 2020.
- B. Senior High Interim Administrative Positions--All interim positions (John Erwin Activities Director, Curt Lammers, Assistant AD, and Paige Hastings, Assistant Principal) will now be permanent
- C. Board Committees—Board members are to email President Wolfe and Dr. Thompson if interested in serving on a different committee.

8. Committee Reports

8.1. Facilities & Finance Committee Report

The committee met at 12:00 today. The claims for the month of December and activity claims for November were reviewed. The committee had presenters from Insurance Associates and CMBA. Insurance Associates gave an overview of our current insurance coverage and rates for 2022. CMBA provided updates on the upcoming projects at BA and JH. The committee then reviewed the following items:

- Updates on current and future projects
- Update from Mr. Wilson on using E-Rate for wireless connecting points
- Negotiations for 22-23

- Update on Head Start requirements

The next meeting will be Monday, January 10th, at 12:00 noon.

8.2. Norfolk Public Schools Foundation Committee Report

- A. The Norfolk Public Schools Foundation Board of Directors met on Monday, November 15th, 2021 at 4:30 p.m. at Central Office. Nine board members were present. Board Secretary April Pearson called the meeting to order at 4:32 p.m. The Board reviewed the meeting minutes from October and the financial reports from September.
- B. During the Executive Director’s Report, Callan Collins shared with the foundation board members that Traditions Breakfast was a success and the Foundation raised over \$33,000 of unrestricted funding. The Board Development Committee is currently reaching out to potential new board members to fill 3 vacancies for next year. The NPSF Annual Meeting will be held on January 17th where the slate of officers and budget will be presented for 2022. Scholarship dollar amounts will also be decided.

8.3. Minutes of Committee Meetings

Minutes of the December 7, 2021 Nurses Meeting were reviewed.

9. Approve Consent Agenda

Motion to approve the consent agenda at 7:04 PM passed with a motion by Tammy Day and a second by Leann Widhalm.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

9.1. Minutes of Previous Meetings

Minutes of the November 8, 2021 school board meeting were reviewed.

9.2. Personnel

9.2.1. Contract Approval

None at this time.

9.2.2. Resignations

Samuel Aldridge--Social Studies Teacher at NHS and Assistant Varsity Football Coach

9.3. Claims

Attached are the claims for the month of December, 2021. These claims were reviewed earlier today by our Finance and Facility Committee. There are several conflict statements for this month that will need to be read before voting.

10. Action Items

10.1. Discuss, consider and take action to approve our revised COVID-19 Return to In-Person Learning Plan

- A. Our COVID-19 Return to In-Person Learning Committee met on 12-8-2021 to review our current plan and determine whether any changes were necessary. The Committee felt that our plan is working very well.
- B. We monitor COVID case rates very closely, notify parents if there are two or more cases within a class, and we consider implementing a mask mandate if the positivity rate reaches 2-3% or our total student absenteeism due to illness reaches 10-12%.
- C. To date, we have only had to implement three mask mandates. We implemented a mask mandate for one class at Washington and two teams at the middle school

right before the Thanksgiving Break. Positivity rates were much lower after the break so the mandates were lifted at that time.

- D. Parents are able to monitor our COVID and illness rates via our COVID Dashboard, located on our website.
- E. The only changes that we are recommending to our COVID-19 Return to In-Person Learning plan are in relation to food services on page 14 and Appendix A. We are now allowing students to access the Fruit and Vegetable Bar and condiments.

Motion to table the COVID-19 Return to In-Person Learning Plan until a public comment session is held at 7:08 PM passed with a motion by Jake Claussen and a second by Tammy Day.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.2. Discuss, consider and take action regarding the new HeadStart Mandates

Motion to reiterate the practice of not requiring staff to be vaccinated at 7:11 PM passed with a motion by Jenna Hatfield and a second by Brenda Carhart.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.3. Discuss, consider and take action to give permission to seek RFPs for wireless access points and switch upgrades

I am working on funding options through eRate to help offset costs of updating our Wireless Access Points and switches for our servers. In order to do that I need permission to advertise an RFP. This is the required process for an eRate request. I should know by early spring if we receive the funding.

Motion to give permission to seek RFPs for wireless access points and switch upgrades at 7:13 PM passed with a motion by Tammy Day and a second by Jake Claussen.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.4. Discuss, consider and take action to approve the hiring of two special education teachers for second semester of the current school year

- A. We are asking permission to hire two temporary special education teachers for second semester. These teachers will be working with some very difficult, volatile students that require intense, individualized assistance.
- B. Our current staff are working diligently to meet these students' needs, but need more assistance. This addition will allow for teaming and support for our current teaching staff.
- C. The need for these positions will be evaluated this Spring to determine whether they need to be continued next school year. Our hope is that, once strong programming and consistency is established with these students, we may be able to utilize para-educators, rather than teachers, for this purpose.

Motion to approve the hiring of two special education teachers for second semester of the current school year at 7:15 PM passed with a motion by Leann Widhalm and a second by Jenna Hatfield.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

10.5. Discuss, consider and take action to approve the second and final reading of Board Policies 5101-5208 related to Students

Changes were made to Policy 5205-Graduation, since the first reading. This policy was updated to reflect the changes in the Social Studies course content. No changes have been made to the other policies since the first reading.

Motion to approve the second and final reading of Board Policies 5101-5208 related to Students at 7:16 PM passed with a motion by Brenda Carhart and a second by Jake Claussen.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

- 10.6. Discuss, consider and take action to approve the ~~first~~ **second and final** reading of Board Policy 6600 related to Special Education

Motion to approve the second and final reading of Board Policy 6600 related to Special Education at 7:18 PM passed with a motion by Jenna Hatfield and a second by Leann Widhalm.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

11. Future Meetings

- A. There will not be a 2nd meeting of the month in December.
- B. The next regular meeting of the Board of Education will be held on Monday, January 10, 2022. The Study Session will begin at 5:30 PM. The regular business meeting will start at 6:30 PM. All components of these meetings will be held at the NPS Central Administration Offices and will be open to the public unless an Executive Session is needed in order to protect the interest of the district or the reputation of an individual.

12. Executive Session -- To Discuss Negotiations and Potential Litigation--As Needed to Protect the Interests of the District

- 12.1. Convene Executive Session --To Discuss Negotiations and Potential Litigation--As Needed to Protect the Interest of the District

Motion Convene Executive Session --To Discuss Teacher Negotiations and Potential Litigation--As Needed to Protect the Interest of the District at 7:19 PM passed with a motion by Tammy Day and a second by Jenna Hatfield.

Brenda Carhart:	Yea	Jenna Hatfield:	Yea
Jake Claussen:	Yea	Leann Widhalm:	Yea
Tammy Day:	Yea	Sandy Wolfe:	Yea

- 12.2. Reconvene Meeting from Executive Session

The meeting reconvened from the Executive Session at 7:44 PM.

- 12.3. Approval of Any Action Deemed Necessary as a Result of Executive Session

No action was deemed necessary.

13. Adjournment

The meeting adjourned at 7:44 PM.

Chairperson

Superintendent

JANUARY 10, 2022

NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA

GENERAL FUND

1	3-D AUTOBODY INC	VEHICLE REPAIR	01 2650 340 1 001 000	\$835.62	
2			01 2650 340 2 001 000	\$835.62	
3	3-D AUTOBODY INC Total			\$1,671.24	
4	5 MINUTE KIDS	5-MIN VOCALIC R, 5-MIN VERBS	01 2151 610 1 638 005	\$56.00	
5	5 MINUTE KIDS Total			\$56.00	
6	ACERS, MELISSA	PARENT MILEAGE	01 2712 332 1 004 000	\$52.08	
7	ACERS, MELISSA Total			\$52.08	
8	ADVANCE AUTO PARTS	GLOW PLUG FOR 15H	01 2650 610 1 001 000	\$8.55	
9			01 2650 610 2 001 000	\$8.54	
10		OIL AND BRAKE CLEANER	01 2650 610 1 001 000	\$161.70	
11			01 2650 610 2 001 000	\$161.70	
12		SHOP SUPPLIES	01 2650 610 1 001 000	\$52.13	
13			01 2650 610 2 001 000	\$52.12	
14		SUPPLIES	01 2650 610 1 001 000	\$155.32	
15			01 2650 610 2 001 000	\$155.31	
16	ADVANCE AUTO PARTS Total			\$755.37	
17	APPEARA	LAUNDRY SERVICES	01 1100 340 2 211 001	\$65.93	
18				01 2410 340 2 209 001	\$216.77
19		MOPS	01 2610 431 1 001 000	\$171.60	
20				01 2610 431 2 001 000	\$171.60
21		WORK SHIRTS	01 2610 431 1 001 000	\$224.09	
22				01 2610 431 2 001 000	\$224.09
23				01 2620 431 1 001 000	\$56.01
24				01 2620 431 2 001 000	\$56.01
25	APPEARA Total			\$1,186.10	
26	ARKFELD LOCK & SECURITY	SPRAY LUBRICANT	01 2620 610 1 001 000	\$72.00	
27				01 2620 610 2 001 000	\$72.00

28		YALE LOCK KEY	01 2620 610 2 001 001	\$11.94
29	ARKFELD LOCK & SECURITY Total			\$155.94
30	ASCD	BOOKS & PERIODICALS	01 6310 640 1 028 000	\$29.26
31			01 6310 640 2 028 000	\$29.26
32	ASCD Total			\$58.52
33	ASSETGENIE, INC	HEADPHONE JACK REPAIR	01 1150 350 1 004 003	\$59.00
34	ASSETGENIE, INC Total			\$59.00
35	BALSIGER, KATHY	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
36	BALSIGER, KATHY Total			\$90.00
37	BARTLETT, CAITLIN	LETRS TRAINING MILEAGE	01 6310 333 1 028 000	\$94.64
38	BARTLETT, CAITLIN Total			\$94.64
39	BAUER BUILT, INC	TIRE MOUNT #8	01 2650 340 1 001 000	\$55.50
40			01 2650 340 2 001 000	\$55.50
41		TIRES FOR BUS #5	01 2710 610 1 001 000	\$1,312.50
42			01 2710 610 2 001 000	\$1,312.50
43		TIRES FORD TRUCK E350	01 2650 340 1 001 000	\$200.50
44			01 2650 340 2 001 000	\$200.50
45	BAUER BUILT, INC Total			\$3,137.00
46	BLAYLOCK, JILL M	MILEAGE	01 6200 333 1 028 000	\$48.61
47	BLAYLOCK, JILL M Total			\$48.61
48	BLICK ART MATERIALS	CLASSROOM SUPPLIES	01 1100 610 2 224 001	\$70.30
49	BLICK ART MATERIALS Total			\$70.30
50	BOMGAARS SUPPLY	GREASE	01 2650 610 1 001 000	\$10.73
51			01 2650 610 2 001 000	\$10.72
52		HITCH PINS	01 2620 610 1 001 000	\$15.99
53			01 2620 610 2 001 000	\$15.99
54		ICE MELT	01 2630 610 1 001 000	\$465.01
55			01 2630 610 2 001 000	\$465.01
56		SHOP SUPPLIES	01 2630 610 1 001 000	\$1.80
57			01 2630 610 2 001 000	\$1.80
58		SLEDGE HAMMER	01 2620 610 1 001 000	\$20.00
59			01 2620 610 2 001 000	\$19.99
60		SOLAR SALT	01 2620 610 2 001 001	\$314.37
61		SUPPLIES	01 2620 610 1 001 000	\$8.50

62			01 2620 610 2 001 000	\$8.49
63		TIRE GAGE	01 2650 610 1 001 000	\$6.99
64			01 2650 610 2 001 000	\$6.99
65		WEATHER STRIP AND TAPE	01 2620 610 1 001 000	\$15.48
66			01 2620 610 2 001 000	\$15.47
67		WICK, FILTER	01 2620 610 1 001 000	\$20.99
68			01 2620 610 2 001 000	\$20.99
69	BOMGAARS SUPPLY Total			\$1,445.31
70	BOYS TOWN	NOV 21 SPED E. BRENA AND T.	01 1200 561 1 004 000	\$3,629.07
71			01 1200 890 1 004 000	\$690.93
72	BOYS TOWN Total			\$4,320.00
73	CAPITAL BUSINESS SYSTEMS,	COPIES/PRINTERS	01 1100 340 1 104 010	\$264.32
74			01 1100 340 1 201 003	\$132.13
75			01 1100 340 1 302 004	\$149.74
76			01 1100 340 1 430 014	\$442.15
77			01 1100 340 1 602 005	\$153.13
78			01 1100 340 1 705 008	\$129.60
79			01 1100 340 1 819 009	\$92.90
80			01 1100 340 1 904 012	\$100.74
81			01 1100 340 2 016 001	\$16.27
82			01 1100 340 2 141 002	\$256.12
83			01 1100 340 2 209 001	\$570.42
84			01 1190 610 1 163 021	\$107.56
85			01 1200 610 1 004 000	\$122.39
86			01 1200 610 2 004 000	\$122.38
87			01 1291 610 1 017 000	\$16.64
88			01 1292 610 1 017 000	\$16.63
89			01 2530 340 1 001 000	\$2,599.54
90			01 2530 340 2 001 000	\$2,599.53
91			01 2620 431 0 001 000	\$3.77
92			01 6998 340 1 945 003	\$2.16
93			01 6998 340 1 945 008	\$0.60
94			01 6998 340 1 945 009	\$0.22
95			01 6998 340 1 945 014	\$16.25

96			01 6998 340 2 945 001	\$2.80
97	CAPITAL BUSINESS SYSTEMS, Total			\$7,917.99
98	CARNEY, ELISSA	ACTIVITY WORKER	01 2190 120 2 001 000	\$145.00
99	CARNEY, ELISSA Total			\$145.00
100	CARPENTER, STACY	PARENT MILEAGE	01 2713 332 1 004 021	\$140.00
101	CARPENTER, STACY Total			\$140.00
102	CDW GOVERNMENT, INC	PROJECTOR BULB	01 1100 650 1 430 014	\$75.08
103		PROJECTORS	01 1100 650 1 801 009	\$649.00
104	CDW GOVERNMENT, INC Total			\$724.08
105	CITY OF NORFOLK	CAR TIRES	01 2650 340 1 001 000	\$24.00
106			01 2650 340 2 001 000	\$24.00
107		RESIDENTIAL WASTE	01 2630 420 1 001 000	\$124.75
108			01 2630 420 2 001 000	\$124.74
109		SMALL BRUSH WASTE	01 2630 420 1 001 000	\$3.00
110			01 2630 420 2 001 000	\$3.00
111		WATER	01 2610 410 1 001 010	\$506.64
112			01 2610 410 1 001 014	\$2,394.35
113			01 2610 410 1 001 021	\$472.61
114			01 2610 410 2 001 001	\$2,415.42
115	CITY OF NORFOLK Total			\$6,092.51
116	CLASSEN, MELISSA	PARENT MILEAGE	01 2713 332 1 004 021	\$75.26
117	CLASSEN, MELISSA Total			\$75.26
118	CLAYTON, WENDY	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
119	CLAYTON, WENDY Total			\$90.00
120	CLEVELAND, NICHOLAS	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
121	CLEVELAND, NICHOLAS Total			\$90.00
122	COLE PAPERS INC	SCOTT ROLL TOWELS	01 2610 610 1 001 000	\$172.15
123			01 2610 610 2 001 000	\$172.15
124	COLE PAPERS INC Total			\$344.30
125	COLLINS, NICHOLAS	BASKETBALL @ SIOUX CITY	01 2190 580 2 001 000	\$14.07
126		BASKETBALL AT COLUMBUS	01 2190 580 2 001 000	\$8.76
127		BASKETBALL AT COLUMBUS 12/6	01 2190 580 2 001 000	\$10.90
128		BASKETBALL OMAHA 12/11/21	01 2190 580 2 001 000	\$20.54
129		JV WRESTLING GAS	01 2710 626 2 001 000	\$21.00

130		SWIMMING @HASTINGS	01 2190 580 2 001 000	\$22.80
131		WRESTLING @ S. SIOUX CITY	01 2190 580 2 001 000	\$11.18
132		WRESTLING AT OMAHA 12/17/21	01 2190 580 2 001 000	\$24.05
133	COLLINS, NICHOLAS Total			\$133.30
134	COOK, TODD	ALL-STATE MEALS AND PARKING	01 1100 580 2 202 001	\$96.85
135	COOK, TODD Total			\$96.85
136	CORNERSTONE MNTESSORI	BOOKS & PERIODICALS	01 1100 640 1 028 005	\$857.50
137	CORNERSTONE MNTESSORI Total			\$857.50
138	CORNHUSKER INTERNATIONAL	REPAIR TO #54	01 2650 340 1 001 000	\$190.76
139			01 2650 340 2 001 000	\$190.75
140	CORNHUSKER INTERNATIONAL Total			\$381.51
141	CORWIN PRESS, INC.	BOOKS & PERIODICALS	01 6310 640 1 028 000	\$20.45
142			01 6310 640 2 028 000	\$20.45
143	CORWIN PRESS, INC. Total			\$40.90
144	CRAVEN, SHEILA	CONTRACTED OT SERVICES MILEAGE	01 2161 334 1 004 000	\$67.31
145			01 2161 334 2 004 000	\$4.82
146		CONTRACTED SCHOOL AGE OT	01 2161 320 1 004 000	\$7,722.25
147			01 2161 320 2 004 000	\$335.75
148	CRAVEN, SHEILA Total			\$8,130.13
149	D & L TOWING, L.L.C.	TOW FOR DUMPTRUCK #54	01 2650 340 1 001 000	\$111.25
150			01 2650 340 2 001 000	\$111.25
151	D & L TOWING, L.L.C. Total			\$222.50
152	DAY, TAMMY	2021 STATE EDUCATION CONF.	01 2310 333 1 033 000	\$63.50
153			01 2310 333 2 033 000	\$63.50
154	DAY, TAMMY Total			\$127.00
155	DEMCO	SUPPLIES	01 2220 610 1 030 000	\$640.03
156			01 2220 610 1 423 014	\$52.25
157	DEMCO Total			\$692.28
158	DINKEL IMPLEMENT	SUPPLIES	01 2630 610 1 001 000	\$286.40
159			01 2630 610 2 001 000	\$286.40
160	DINKEL IMPLEMENT Total			\$572.80
161	ECHO GROUP INC	BALLAST	01 2620 610 1 001 008	\$96.27
162		BALLAST/DIMMABLE LED LAMP	01 2620 610 2 001 001	\$623.27
163		CIRCUIT BREAKER TESTER	01 2620 731 1 001 000	\$595.35

164			01 2620 731 2 001 000	\$595.34
165		DIMMABLE LED LAMPS	01 2620 610 2 001 001	\$291.36
166		LIGHT SUPPLIES	01 2620 610 1 001 000	\$48.14
167			01 2620 610 1 001 008	\$20.92
168			01 2620 610 2 001 000	\$48.13
169		SUPPLIES	01 2620 610 1 001 000	\$13.55
170			01 2620 610 2 001 000	\$13.55
171	ECHO GROUP INC Total			\$2,345.88
172	EGAN SUPPLY COMPANY	GYM FLOOR RESURFACING	01 2620 431 1 001 000	\$7,336.00
173			01 2620 431 2 001 000	\$7,336.00
174	EGAN SUPPLY COMPANY Total			\$14,672.00
175	ELECTRONIC CONTRACTING CO	SERVICE CALL SOUND/VIDEO	01 2620 431 2 715 001	\$690.00
176		SH SOUND SYSTEM	01 2620 431 2 001 001	\$10,637.85
177	ELECTRONIC CONTRACTING CO Total			\$11,327.85
178	ELECTRONIC SYSTEMS	SERVICE CALL FOR HEAT DETECTOR	01 2620 431 2 001 001	\$229.00
179		SERVICE CALL PAD-3	01 2620 431 2 001 002	\$715.00
180	ELECTRONIC SYSTEMS Total			\$944.00
181	ESU 8	LEVEL III SERVICES OCT21 N.	01 1200 591 2 004 000	\$4,300.00
182		MANDT TRAINING SESSION	01 1200 330 1 004 000	\$140.00
183			01 1200 330 2 004 000	\$140.00
184			01 2213 330 1 430 014	\$20.00
185		SPED OCT21 MENTAL HEALTH	01 2141 591 2 014 000	\$9,180.00
186	ESU 8 Total			\$13,780.00
187	ETC MONTESSORI	UNDERSTANDING GRAPHS, INTRO TO	01 1100 610 1 602 005	\$117.70
188	ETC MONTESSORI Total			\$117.70
189	FAIRFIELD INN & SUITES	SCHOOL SAFETY SUMMIT LODGING	01 2670 580 1 035 000	\$589.75
190			01 2670 580 2 035 000	\$589.75
191	FAIRFIELD INN & SUITES Total			\$1,179.50
192	FAMILY PHYSICAL THERAPY &	CONTRACTED OT SERVICES	01 2162 320 1 004 000	\$5,010.00
193			01 2163 320 1 004 000	\$5,010.00
194		CONTRACTED OT SERVICES MILEAGE	01 2162 334 1 004 000	\$41.86
195			01 2163 334 1 004 000	\$41.87
196	FAMILY PHYSICAL THERAPY & Total			\$10,103.73
197	FASTENAL INDUSTRIAL &	SUPPLIES	01 2620 610 1 001 000	\$10.78

198			01 2620 610 2 001 000	\$10.78
199	FASTENAL INDUSTRIAL & Total			\$21.56
200	FATHER FLANAGAN'S BOYS'	CLASSROOM SUPPLIES	01 1200 610 1 020 009	\$137.55
201	FATHER FLANAGAN'S BOYS' Total			\$137.55
202	FERNAU, JESSICA	STAFF MILEAGE	01 1291 333 1 004 021	\$26.85
203			01 1292 333 1 004 000	\$26.85
204	FERNAU, JESSICA Total			\$53.70
205	FIRST CHOICE FOOD	BOE DINNER 12/13/21	01 2310 890 1 033 000	\$60.70
206			01 2310 890 2 033 000	\$60.70
207		DELIVERED TO HEALTHY BLUE	01 6416 610 1 017 000	\$172.50
208	FIRST CHOICE FOOD Total			\$293.90
209	FORMLABS, INC	3D PRINTER	01 6700 610 2 028 001	\$3,544.51
210	FORMLABS, INC Total			\$3,544.51
211	FREUDENBURG, BRIDGETT	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$30.58
212	FREUDENBURG, BRIDGETT Total			\$30.58
213	GANSEBOM, HAYLEY	STAFF MILEAGE	01 2151 333 1 004 000	\$77.39
214	GANSEBOM, HAYLEY Total			\$77.39
215	GATEWAY EDUCATION HOLDINGS	5TH GRADE SCIENCE	01 1100 640 1 028 000	\$176.55
216	GATEWAY EDUCATION HOLDINGS Total			\$176.55
217	GLASS EDGE INC, THE	HEAVY DUTY HINGES	01 2620 610 1 001 010	\$63.00
218	GLASS EDGE INC, THE Total			\$63.00
219	GROSSERODE, SAMANTHA	PARENT MILEAGE	01 2713 332 1 004 021	\$232.96
220	GROSSERODE, SAMANTHA Total			\$232.96
221	HACKER, LAURIE	STAFF MILEAGE	01 2151 333 1 004 000	\$36.74
222			01 2151 333 2 004 000	\$36.73
223	HACKER, LAURIE Total			\$73.47
224	HAMLING, CHRISTINA	STAFF MILEAGE	01 2151 333 1 004 000	\$131.38
225	HAMLING, CHRISTINA Total			\$131.38
226	HARDY, MARSHAL	ACTIVITY WORKER	01 2190 120 2 001 000	\$30.00
227	HARDY, MARSHAL Total			\$30.00
228	HAVRANEK, CHRIS	PARENT MILEAGE	01 2712 332 1 004 000	\$7.06
229	HAVRANEK, CHRIS Total			\$7.06
230	HOIEN, MARY	MILEAGE	01 2320 333 1 033 000	\$19.60
231			01 2320 333 2 033 000	\$19.60

232	HOIEN, MARY Total			\$39.20
233	HOLLMAN MEDIA	DOMAIN REGISTRATION RENEWAL	01 2230 340 1 005 000	\$25.00
234	HOLLMAN MEDIA Total			\$25.00
235	HOME DEPOT PRO, THE	GOJO REFILLS	01 2610 610 1 001 000	\$32.25
236			01 2610 610 2 001 000	\$32.25
237		TRI FOLD TOWELS	01 2610 610 1 001 021	\$372.20
238		WALL HUGGER	01 2610 610 1 001 003	\$275.44
239	HOME DEPOT PRO, THE Total			\$712.14
240	HORSLEY, JESSICA	STAFF MILEAGE	01 1100 333 1 001 000	\$56.53
241			01 1100 333 2 001 000	\$56.53
242	HORSLEY, JESSICA Total			\$113.06
243	J W PEPPER, INC	CONCERT MUSIC	01 1100 610 1 415 014	\$49.99
244		MUSIC	01 1100 610 1 424 014	\$248.99
245			01 1100 610 2 116 002	\$353.19
246			01 1100 610 2 202 001	\$358.99
247	J W PEPPER, INC Total			\$1,011.16
248	J.J. KELLER & ASSOCIATES,	INSPECTION BOOKS	01 2710 610 1 001 000	\$255.19
249			01 2710 610 2 001 000	\$255.18
250	J.J. KELLER & ASSOCIATES, Total			\$510.37
251	JAYMAR BUSINESS FORMS, INC	EOY TAX FORMS	01 2510 610 1 001 000	\$305.87
252			01 2510 610 2 001 000	\$305.87
253	JAYMAR BUSINESS FORMS, INC Total			\$611.74
254	JORDAN, JUSTIN	MILEAGE TO TRAINING	01 1200 333 2 004 000	\$39.20
255	JORDAN, JUSTIN Total			\$39.20
256	KALLHOFF, STEVEN	ACTIVITY WORKER	01 2190 120 2 001 000	\$67.50
257	KALLHOFF, STEVEN Total			\$67.50
258	KAUP, TAMI	STAFF MILEAGE	01 1200 333 2 004 000	\$5.82
259	KAUP, TAMI Total			\$5.82
260	KELLY SUPPLY COMPANY	SILICONE	01 2620 610 1 001 000	\$4.20
261			01 2620 610 2 001 000	\$4.20
262		V-BELT	01 2620 610 1 001 008	\$26.36
263	KELLY SUPPLY COMPANY Total			\$34.76
264	KEN'S TRAILER SALES &	AIRBAG LIFT	01 2650 610 1 001 000	\$368.00
265			01 2650 610 2 001 000	\$368.00

266	KEN'S TRAILER SALES & Total			\$736.00
267	KNIGHT, KARLA	STAFF MILEAGE	01 2151 333 2 004 000	\$19.17
268			01 2152 333 1 004 021	\$19.17
269			01 2153 333 1 004 000	\$19.17
270	KNIGHT, KARLA Total			\$57.51
271	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$39.93
272			01 1200 333 2 004 000	\$39.93
273	KONERT, NICOLE Total			\$79.86
274	KORTH, JESSIE	BIRTH TO 5 PT SERVICES	01 2172 334 1 004 000	\$101.30
275			01 2173 334 1 004 000	\$101.31
276		CONTRACTED BIRTH TO 5 PT	01 2172 320 1 004 000	\$3,713.00
277			01 2173 320 1 004 000	\$3,713.00
278	KORTH, JESSIE Total			\$7,628.61
279	KUEHLER, DIANA	STAFF MILEAGE TRAINING	01 1200 333 2 004 000	\$78.40
280	KUEHLER, DIANA Total			\$78.40
281	KURITA AMERICA, INC.	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$369.00
282			01 2620 610 2 001 000	\$369.00
283	KURITA AMERICA, INC. Total			\$738.00
284	KUSTOM PEST CONTROL	PEST CONTROL DEC2021	01 2630 340 1 001 000	\$58.50
285			01 2630 340 1 001 003	\$39.00
286			01 2630 340 1 001 004	\$39.00
287			01 2630 340 1 001 005	\$39.00
288			01 2630 340 1 001 008	\$39.00
289			01 2630 340 1 001 009	\$39.00
290			01 2630 340 1 001 010	\$39.00
291			01 2630 340 1 001 012	\$39.00
292			01 2630 340 1 001 014	\$39.00
293			01 2630 340 1 001 021	\$39.00
294			01 2630 340 2 001 000	\$58.50
295			01 2630 340 2 001 001	\$78.00
296			01 2630 340 2 001 002	\$39.00
297	KUSTOM PEST CONTROL Total			\$585.00
298	LAMMERS, NANCY	ACTIVITY WORKER	01 2190 120 2 001 000	\$112.50
299	LAMMERS, NANCY Total			\$112.50

300	LAWSON PRODUCTS, INC	SUPPLIES	01 2620 610 1 001 000	\$86.42
301			01 2620 610 2 001 000	\$86.41
302	LAWSON PRODUCTS, INC Total			\$172.83
303	LITERACY RESOURCES, LLC	READING CURRICULUM	01 6998 640 1 945 000	\$172.78
304	LITERACY RESOURCES, LLC Total			\$172.78
305	LOVE SIGNS, INC	SIGN REPAIR	01 2410 340 1 430 014	\$330.00
306	LOVE SIGNS, INC Total			\$330.00
307	M AND B QUALITY CONCRETE	CONCRETE WORK	01 2620 431 1 001 000	\$9,550.00
308			01 2620 431 2 001 000	\$9,550.00
309	M AND B QUALITY CONCRETE Total			\$19,100.00
310	MARTINEZ, CHRYSTAL	PARENT MILEAGE	01 2713 332 1 004 021	\$72.80
311	MARTINEZ, CHRYSTAL Total			\$72.80
312	MATHESON TRI-GAS INC.	MONTHLY MATERIALS	01 2620 610 1 001 000	\$109.19
313			01 2620 610 2 001 000	\$109.18
314	MATHESON TRI-GAS INC. Total			\$218.37
315	MCGRAW-HILL SCHOOL	BOOKS & PERIODICALS	01 6997 640 1 945 000	\$45.75
316			01 6997 640 2 945 000	\$45.75
317		EIR K-2	01 6998 640 1 945 000	\$1,164.34
318		EIR LEVEL 1-2	01 6998 640 1 945 000	\$9,666.12
319		SPED CURRICULUM	01 1200 640 1 004 000	\$330.11
320		SPELLING MASTERY WORKBOOK	01 2151 610 1 004 012	\$27.90
321	MCGRAW-HILL SCHOOL Total			\$11,279.97
322	MENARDS	BIT DRIVER AND BIT SET	01 2620 610 1 001 000	\$7.49
323			01 2620 610 2 001 000	\$7.49
324		DRILL SUPPLIES	01 2620 610 1 001 000	\$10.80
325			01 2620 610 2 001 000	\$10.80
326		FLOOR DRAIN	01 2620 610 1 001 012	\$22.14
327		MOUSE TRAPS	01 2620 610 2 001 002	\$11.97
328		QUICK GRIP, HEAVY DUTY ADH	01 2620 610 2 001 002	\$7.38
329		SAW BLADE	01 2620 610 1 001 000	\$19.00
330			01 2620 610 2 001 000	\$18.99
331		SHOP SUPPLIES	01 2620 610 1 001 000	\$71.36
332			01 2620 610 2 001 000	\$71.34
333		SILICONE MAX	01 2620 610 1 001 000	\$4.49

334			01 2620 610 2 001 000	\$4.49
335		SPREADER	01 2630 610 1 001 014	\$149.99
336	MENARDS Total			\$417.73
337	MEURET, MARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$45.00
338	MEURET, MARY Total			\$45.00
339	MIDWEST SCHOOL SERVICES,	STAFF PICTURE, ANDREASEN	01 1100 610 1 104 010	\$6.00
340	MIDWEST SCHOOL SERVICES, Total			\$6.00
341	MILLER, AMY	CONTRACTED SCHOOL AGE PT	01 2171 320 1 004 000	\$4,720.25
342		SCHOOL AGE PT SERVICES MILEAGE	01 2171 334 1 004 000	\$72.07
343	MILLER, AMY Total			\$4,792.32
344	MODEL ELECTRIC INC	EMERGENCY LIGHTS	01 2620 610 1 001 000	\$234.00
345			01 2620 610 2 001 000	\$234.00
346		LABOR AND MATERIALS FOR SHOP	01 2620 431 1 001 000	\$321.74
347			01 2620 431 2 001 000	\$321.73
348		REPAIRED 6 POLE LIGHTS	01 2620 431 1 001 012	\$645.50
349		REPLACED LED POLE LIGHT	01 2620 431 1 001 014	\$142.00
350		WORK ON RESTROOM HEATER	01 2620 431 1 001 009	\$58.00
351	MODEL ELECTRIC INC Total			\$1,956.97
352	NATHAN, MARK	BUS FOR WRESTLING 12/11/21	01 2190 580 2 001 000	\$8.00
353	NATHAN, MARK Total			\$8.00
354	NCS PEARSON	NOV Q INTERACTIVE	01 2141 610 1 014 000	\$112.72
355			01 2141 610 2 014 000	\$112.71
356			01 2142 610 1 014 000	\$25.06
357	NCS PEARSON Total			\$250.49
358	NEBRASKA ASSOCIATION OF	LAW BOOKS	01 2320 640 1 033 000	\$177.50
359			01 2320 640 2 033 000	\$177.50
360	NEBRASKA ASSOCIATION OF Total			\$355.00
361	NEBRASKA PUBLIC POWER	ELECTRICITY	01 2610 621 1 001 000	\$2,639.32
362			01 2610 621 1 001 003	\$3,040.08
363			01 2610 621 1 001 004	\$2,057.77
364			01 2610 621 1 001 005	\$1,795.91
365			01 2610 621 1 001 008	\$1,853.28
366			01 2610 621 1 001 009	\$1,345.33
367			01 2610 621 1 001 010	\$1,904.72

368			01 2610 621 1 001 014	\$8,120.58
369			01 2610 621 1 001 021	\$1,741.44
370			01 2610 621 2 001 000	\$2,639.31
371			01 2610 621 2 001 001	\$35,176.16
372			01 2610 621 2 001 002	\$9,632.93
373	NEBRASKA PUBLIC POWER Total			\$71,946.83
374	NELSON, BETH	STAFF TRAVEL	01 6310 333 1 028 000	\$59.36
375			01 6310 333 2 028 000	\$59.36
376	NELSON, BETH Total			\$118.72
377	NEW VICTORIAN INN & SUITES	STATE CHOIR/BAND LODGING	01 1100 580 2 202 001	\$319.96
378			01 1100 580 2 205 001	\$319.96
379			01 1100 580 2 207 001	\$319.96
380	NEW VICTORIAN INN & SUITES Total			\$959.88
381	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 1 901 000	\$112.50
382			01 2570 340 2 901 000	\$112.50
383	NMG LLC DBA NORFOLK WORKS Total			\$225.00
384	NORFOLK AREA CHAMBER OF	BOD MEETING MEAL	01 2320 890 1 033 000	\$5.00
385			01 2320 890 2 033 000	\$5.00
386		BUSINESS AFTER HOURS FEE	01 2310 810 1 010 000	\$4.00
387			01 2310 810 2 010 000	\$4.00
388	NORFOLK AREA CHAMBER OF Total			\$18.00
389	NORFOLK AUTO SUPPLY	SHOP SUPPLIES	01 2650 610 1 001 000	\$73.28
390			01 2650 610 2 001 000	\$73.28
391		TRUCK FILTER	01 2650 610 1 001 000	\$9.60
392			01 2650 610 2 001 000	\$9.59
393	NORFOLK AUTO SUPPLY Total			\$165.75
394	NORFOLK COUNTRY CLUB	ACTION COUNCIL MEAL JTT	01 2320 890 1 033 000	\$4.75
395			01 2320 890 2 033 000	\$4.74
396	NORFOLK COUNTRY CLUB Total			\$9.49
397	NORFOLK DAILY NEWS	ADS	01 2310 540 1 001 000	\$15.69
398			01 2310 540 2 001 000	\$15.68
399			01 2510 540 1 001 000	\$119.18
400			01 2510 540 1 028 000	\$1.55
401			01 2510 540 1 901 000	\$187.55

402			01 2510 540 2 001 000	\$119.18
403			01 2510 540 2 028 000	\$1.54
404			01 2510 540 2 901 000	\$187.55
405	NORFOLK DAILY NEWS Total			\$647.92
406	NORFOLK GM AUTO CENTER	REPAIRS TO 37H	01 2712 340 1 001 000	\$1,425.52
407		SERVICE TO TRANSMISSION	01 2650 340 1 001 000	\$158.72
408			01 2650 340 2 001 000	\$158.72
409	NORFOLK GM AUTO CENTER Total			\$1,742.96
410	NORFOLK SENIOR HIGH SCHOOL	CONCORDIA QUIZ BOWL	01 1100 610 2 206 001	\$50.00
411		CORD REPAIR REIMB.	01 1100 610 2 202 001	\$21.15
412		JAZZ FESTIVAL ENTRY FEE REIMB	01 1100 810 2 202 001	\$175.00
413	NORFOLK SENIOR HIGH SCHOOL Total			\$246.15
414	NORFOLK WINSUPPLY	BOTTLE FILLER	01 2620 610 1 001 021	\$99.94
415		FILTERS	01 2620 610 1 001 004	\$130.80
416			01 2620 610 1 001 010	\$341.52
417			01 2620 610 2 001 001	\$317.50
418		PLEATED FILTERS	01 2620 610 1 001 000	\$47.07
419			01 2620 610 2 001 000	\$47.07
420		SUPPLIES	01 2620 610 1 001 000	\$177.55
421			01 2620 610 1 001 003	\$196.20
422			01 2620 610 2 001 000	\$177.54
423		WATER SAVER KIT	01 2620 610 2 001 001	\$76.24
424	NORFOLK WINSUPPLY Total			\$1,611.43
425	NPS SUBSIDIARY	ADDRESS STAMPER #3	01 1100 610 1 904 012	\$18.67
426		AMAZON-SUPPLIES #18	01 2120 610 1 222 003	\$48.88
427		AUDIO ADAPTER #33	01 2230 650 1 005 000	\$11.88
428			01 2230 650 2 005 000	\$11.88
429		BACKGROUND CHECKS	01 2510 340 1 001 000	\$2.00
430			01 2510 340 2 001 000	\$2.00
431		BINDERS #8	01 2211 610 1 901 000	\$6.04
432			01 2211 610 2 901 000	\$6.03
433		BLUE TICKET WINNERS #3	01 1100 610 1 904 012	\$25.23
434		CABLE BOXES	01 2410 340 2 209 001	\$11.89
435			01 2510 340 1 001 000	\$2.77

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	01 2510 340 2 001 000	\$2.76
	01 2670 340 1 035 000	\$2.76
	01 2670 340 2 035 000	\$2.76
CELL PHONES	01 2670 382 1 035 000	\$213.63
	01 2670 382 2 035 000	\$213.63
	01 2710 382 1 001 000	\$207.37
	01 2710 382 2 001 000	\$207.37
	01 3541 382 1 004 000	\$155.49
	01 6910 382 1 004 000	\$51.83
	01 6968 382 1 001 014	\$15.78
	01 6968 382 2 001 002	\$15.78
CHARGING CART #12	01 2410 650 2 141 002	\$1,205.03
CLASSROOM SUPPLIES #10	01 1100 610 1 307 004	\$106.32
	01 1100 610 1 313 004	\$89.76
CLASSROOM SUPPLIES #15	01 1200 610 1 020 009	\$105.02
CLASSROOM TOOLS #10	01 1200 610 1 353 004	\$55.93
CLUB SUPPLIES #21	01 6968 610 1 001 014	\$134.75
CORK BOARD #17	01 1100 610 1 602 005	\$265.18
DEPENDENT/HEATHCARE	01 2510 340 1 001 000	\$271.20
	01 2510 340 2 001 000	\$271.20
DRY ERASE BOARD #18	01 1100 610 1 201 003	\$331.59
ELECTRICITY	01 2610 621 1 001 012	\$1,672.09
ESCORT MIXER STAND #10	01 2223 610 1 302 004	\$63.99
FAMILY ACTIVITY MEAL #11	01 3541 610 1 004 000	\$575.00
FAN SUPPLIES #11	01 3541 610 1 004 000	\$134.83
FINANCE MEETING MEAL #24	01 2510 890 1 001 000	\$25.98
	01 2510 890 2 001 000	\$25.98
FLUENCY VIRTUAL WORKSHOP	01 6310 330 1 028 000	\$129.00
FOG LIGHTS/FUEL FILTERS	01 2650 610 1 001 000	\$68.33
	01 2650 610 2 001 000	\$68.32
FUNCTIONAL MATH #6	01 1100 610 1 104 010	\$63.30
GENERAL SUPPLIES #15	01 1100 610 1 802 009	\$19.06
GROUND BEEF #32	01 1100 610 2 111 002	\$65.12
GROUP HOME SUPPLIES #2	01 6200 610 2 028 000	\$1,672.90

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GROUP HOME SUPPLIES #24	01 6200 610 2 028 000	\$3,357.48
GUEST DAY COOKING SUPPLIES #32	01 1100 610 2 111 002	\$182.02
HOBBY LOBBY-CLASSROOM SUPPLIES	01 1100 610 2 212 001	\$39.60
HYVEE-CLASSROOM SUPPLIES #40	01 1100 610 2 204 001	\$20.51
LEXILE TEXT ANALYZER	01 1100 643 1 028 000	\$17.99
	01 1100 643 2 028 000	\$17.99
LIFE MANAGEMENT CLASS SUPPLIES	01 1100 610 2 111 002	\$75.72
LIFE MATERIALS #32	01 1200 610 2 195 002	\$108.10
LIQUID STORAGE TANKS	01 2620 610 1 001 000	\$120.00
	01 2620 610 2 001 000	\$120.00
LISTENING BREAKFAST #1	01 2320 890 1 033 000	\$14.24
	01 2320 890 2 033 000	\$14.23
LISTENING LUNCH #1	01 2320 890 1 033 000	\$27.47
	01 2320 890 2 033 000	\$27.47
LISTENING LUNCH GRANT & AFS	01 2320 890 1 033 000	\$22.97
	01 2320 890 2 033 000	\$22.98
LODGING FOR NACIA/NELSON #24	01 6310 580 1 028 000	\$52.00
	01 6310 580 2 028 000	\$52.00
MEETING SUPPLIES #24	01 2310 610 1 001 000	\$14.12
	01 2310 610 2 001 000	\$14.11
	01 2320 890 1 033 000	\$21.41
	01 2320 890 2 033 000	\$21.41
	01 2510 890 1 001 000	\$21.98
	01 2510 890 2 001 000	\$21.98
MENARDS-CLASSROOM SUPPLIES #28	01 1100 610 2 224 001	\$26.51
MENARDS-CLASSROOM SUPPLIES #40	01 1100 610 2 211 001	\$7.62
MS CLUB SUPPLIES #21	01 6968 610 1 001 014	\$140.93
NEWSPAPER	01 2320 610 1 033 000	\$84.00
	01 2320 610 2 033 000	\$84.00
NMEA-PERSONALIZED PLAQUES #27	01 1100 610 2 202 001	\$33.63
	01 1100 610 2 205 001	\$93.63
	01 1100 610 2 207 001	\$33.62
PARKING FOR STATE ED CONF #1	01 2310 580 1 033 000	\$18.00
	01 2310 580 2 033 000	\$18.00

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PHONOGRAM CARDS #6	01 1100 610 1 104 010	\$40.33
PICTURES #6	01 1100 610 1 104 010	\$41.59
POSTAGE #1	01 2320 531 1 033 000	\$4.65
	01 2320 531 2 033 000	\$4.65
POSTAGE FOR CHOIR VEST	01 2410 531 2 141 002	\$16.25
POSTAGE METER	01 2510 531 1 001 000	\$115.50
	01 2510 531 2 001 000	\$115.50
PRINCIPALS OFFICE SUPPLIES #12	01 1100 610 2 141 002	\$30.97
SAFETY EQUIPMENT #41	01 6700 610 2 028 001	\$1,418.65
SCREEN PROTECTOR/OTTERBOX #20	01 6910 610 1 004 000	\$29.93
	01 6910 610 2 004 000	\$29.92
SIT SPOTS #10	01 1100 610 1 302 004	\$26.40
SPED LEADERSHIP TEAM LUNCH #20	01 1200 610 1 004 000	\$61.45
	01 1200 610 2 004 000	\$61.45
STAMPED WINDOWED ENVELOPES #32	01 2410 531 2 141 002	\$1,749.45
STAMPS #19	01 2410 531 1 704 008	\$58.00
STATE ED CONF LODGING	01 2310 580 1 033 000	\$378.50
	01 2310 580 2 033 000	\$378.50
	01 2320 580 1 033 000	\$301.00
	01 2320 580 2 033 000	\$301.00
SUBSCRIPTION TO NASRO #12	01 2410 810 2 141 002	\$40.00
SUPPLIES	01 2650 610 1 001 000	\$171.76
	01 2650 610 2 001 000	\$171.74
SUPPLIES #11	01 3541 610 1 004 000	\$36.96
SUPPLIES #12	01 1100 610 2 141 002	\$75.58
SUPPLIES #17	01 1100 610 1 613 005	\$34.96
SUPPLIES #19	01 1100 610 1 701 008	\$203.36
	01 1100 610 1 705 008	\$287.76
	01 3535 650 1 027 000	\$26.36
SUPPLIES #3	01 1100 610 1 904 012	\$62.20
	01 1100 610 1 909 012	\$87.99
	01 2151 610 1 953 012	\$82.36
SUPPLIES #32	01 1100 610 2 141 002	\$178.98
	01 1200 610 2 195 002	\$113.29

538		SUPPLIES #6	01 1200 610 1 155 010	\$179.44
539			01 2151 610 1 156 010	\$160.38
540		SUPPLIES FOR NORFOLK GROUP	01 6200 610 2 028 000	\$947.88
541		SUPPLY #20	01 1200 610 1 004 000	\$5.67
542			01 1200 610 2 004 000	\$5.67
543		TELEPHONE	01 2510 382 1 001 000	\$195.19
544			01 2510 382 1 001 003	\$98.59
545			01 2510 382 1 001 004	\$98.59
546			01 2510 382 1 001 005	\$99.02
547			01 2510 382 1 001 008	\$99.02
548			01 2510 382 1 001 009	\$99.02
549			01 2510 382 1 001 010	\$99.02
550			01 2510 382 1 001 012	\$95.08
551			01 2510 382 1 001 014	\$198.43
552			01 2510 382 1 001 021	\$98.59
553			01 2510 382 2 001 000	\$195.19
554			01 2510 382 2 001 001	\$397.13
555			01 2510 382 2 001 002	\$201.49
556		UNLIMITED CEU ACCESS	01 2151 330 2 004 000	\$99.00
557		USPS-STAMPS #26	01 2410 531 2 209 001	\$231.60
558		WALGREENS-CLASSROOM SUPPLIES	01 1100 610 2 211 001	\$22.11
559		WALMART-CLASSROOM SUPPLIES #41	01 1100 610 2 204 001	\$71.25
560		WALMART-ORGANIZER BINS #27	01 2310 610 1 001 000	\$28.06
561			01 2310 610 2 001 000	\$28.06
562		WATER AND SEWER	01 2610 410 1 001 012	\$73.65
563		WHEELCHAIR PART #21	01 2130 610 1 425 014	\$14.76
564	NPS SUBSIDIARY Total			\$24,182.91
565	OHL, CASSIE	STAFF MILEAGE	01 2141 333 1 014 000	\$8.37
566			01 2142 333 1 014 000	\$8.37
567	OHL, CASSIE Total			\$16.74
568	OLBERDING, KENT	ACTIVITY WORKER	01 2190 120 2 001 000	\$145.00
569	OLBERDING, KENT Total			\$145.00
570	OLBERDING, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
571	OLBERDING, LEAH Total			\$90.00

572	ONE CALL CONCEPTS, INC	DIGGERS HOTLINE	01 2620 431 1 001 000	\$3.47
573			01 2620 431 2 001 000	\$3.46
574	ONE CALL CONCEPTS, INC Total			\$6.93
575	ONE OFFICE SOLUTION	OFFICE SUPPLIES	01 2211 610 2 901 000	\$32.35
576		OFFICE SUPPLIES	01 2211 610 1 901 000	\$32.36
577	ONE OFFICE SOLUTION Total			\$64.71
578	OVERHEAD DOOR COMPANY OF	FIXED WIRES BUS #11 BARN DOOR	01 2620 431 1 001 000	\$67.75
579	OVERHEAD DOOR COMPANY OF Total			\$67.75
580	PALLAS, MEGAN	STAFF MILEAGE	01 1200 333 1 004 000	\$7.62
581	PALLAS, MEGAN Total			\$7.62
582	PERMA BOUND	BOOKS & PERIODICALS	01 2220 640 1 423 014	\$656.17
583		LIBRARY SUPPLIES	01 2220 640 1 030 000	\$759.41
584	PERMA BOUND Total			\$1,415.58
585	PERRY,GUTHERY,HAASE &	LEGAL SERVICES	01 2330 317 1 001 000	\$1,372.61
586			01 2330 317 2 001 000	\$1,372.60
587	PERRY,GUTHERY,HAASE & Total			\$2,745.21
588	PETTY, LEAH	ACTIVITY WORKER	01 2190 120 2 001 000	\$116.25
589	PETTY, LEAH Total			\$116.25
590	PFEIL, JEANNIE	ACTIVITY WORKER	01 2190 120 2 001 000	\$206.25
591	PFEIL, JEANNIE Total			\$206.25
592	PFEIL, JOHN	ACTIVITY WORKER	01 2190 120 2 001 000	\$206.25
593	PFEIL, JOHN Total			\$206.25
594	PORTER CONSTRUCTION, INC,	TOP SOIL	01 2630 610 1 001 000	\$13.48
595			01 2630 610 2 001 000	\$13.47
596	PORTER CONSTRUCTION, INC, Total			\$26.95
597	PRESENCE LEARNING, INC	NOV2021 PSYCH SERVICES	01 2141 320 2 004 001	\$12,198.00
598	PRESENCE LEARNING, INC Total			\$12,198.00
599	PRIME COMMUNICATIONS	ARUBA SUPPORT RENEWAL	01 2230 340 1 005 000	\$5,880.00
600			01 2230 340 2 005 000	\$5,880.00
601	PRIME COMMUNICATIONS Total			\$11,760.00
602	PRIME SANITATION SERVICE	DECEMBER 2021	01 2610 420 1 001 000	\$2,047.50
603			01 2610 420 2 001 000	\$2,047.50
604	PRIME SANITATION SERVICE Total			\$4,095.00
605	PRIORITY COMMUNICATIONS &	ELEVATOR PHONE	01 2620 431 1 001 003	\$170.00

606	PRIORITY COMMUNICATIONS & Total			\$170.00
607	PURELAND SUPPLY	PROJECTOR LAMP	01 1100 731 1 430 014	\$179.28
608	PURELAND SUPPLY Total			\$179.28
609	QUILL CORPORATION	3" BINDERS/A TO Z TABS	01 2410 610 1 430 014	\$16.86
610		PLATES	01 2510 610 1 001 000	\$8.48
611			01 2510 610 2 001 000	\$8.47
612	QUILL CORPORATION Total			\$33.81
613	RAMIREZ, SILVIA	PARENT MILEAGE	01 2713 332 1 004 021	\$25.09
614	RAMIREZ, SILVIA Total			\$25.09
615	RASMUSSEN MECHANICAL	COIL REPLACEMENT	01 2620 431 1 001 021	\$4,711.00
616		REPAIR TO RM 138, 140 UNITS	01 2620 431 1 001 009	\$537.18
617		REPAIR TO UNIT IN OFFICE	01 2620 431 1 001 003	\$683.00
618		THERMOSTAT	01 2620 431 1 001 010	\$488.84
619		WASHINGTON ROOF TOP FAN	01 2620 431 1 001 008	\$10,954.00
620	RASMUSSEN MECHANICAL Total			\$17,374.02
621	READING WAREHOUSE, THE	LIBRARY BOOKS	01 2220 640 1 423 014	\$272.20
622	READING WAREHOUSE, THE Total			\$272.20
623	RIES, BEN	ACTIVITY WORKER	01 2190 120 2 001 000	\$56.25
624	RIES, BEN Total			\$56.25
625	RISTAU, RYAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$56.25
626	RISTAU, RYAN Total			\$56.25
627	ROSSMAN, BRANDI	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
628	ROSSMAN, BRANDI Total			\$90.00
629	SAFESIDE SHREDDING	SHREDDING	01 2510 340 1 001 000	\$35.00
630			01 2510 340 2 001 000	\$35.00
631	SAFESIDE SHREDDING Total			\$70.00
632	SCHEER'S ACE HARDWARE	HAMMER DRILL	01 2620 610 1 001 000	\$175.00
633			01 2620 610 2 001 000	\$174.99
634		SUPPLIES	01 2620 610 1 001 000	\$17.00
635			01 2620 610 2 001 000	\$16.99
636	SCHEER'S ACE HARDWARE Total			\$383.98
637	SCHOENHERR, BETH	ELL TEACHER MILEAGE	01 1150 333 1 004 000	\$23.30
638	SCHOENHERR, BETH Total			\$23.30
639	SCHOLASTIC, INC	CHAPTER BOOKS	01 6200 640 1 028 008	\$360.00

640		TITLE GAME NIGHT BOOKS	01 6200 640 1 028 012	\$396.00
641	SCHOLASTIC, INC Total			\$756.00
642	SCHUMACHER, SMEJKAL,	20-21 AUDIT	01 2510 315 1 001 000	\$9,286.50
643			01 2510 315 2 001 000	\$9,286.50
644	SCHUMACHER, SMEJKAL, Total			\$18,573.00
645	SCHUURMANS, GARY	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
646	SCHUURMANS, GARY Total			\$90.00
647	SERVICEMASTER OF NORFOLK	CUSTODIAL/CLEANING	01 2610 420 1 001 000	\$1,748.50
648			01 2610 420 1 001 005	\$2,753.00
649			01 2610 420 1 001 008	\$3,304.00
650			01 2610 420 1 001 010	\$6,608.00
651			01 2610 420 1 001 012	\$4,147.00
652			01 2610 420 1 001 021	\$6,608.00
653			01 2610 420 2 001 000	\$1,748.50
654	SERVICEMASTER OF NORFOLK Total			\$26,917.00
655	SHERWIN-WILLIAMS	CUSTOM PAINT	01 2620 610 1 001 012	\$107.20
656	SHERWIN-WILLIAMS Total			\$107.20
657	SMEKENS EDUCATION	WEBPD	01 6310 340 1 028 000	\$99.00
658	SMEKENS EDUCATION Total			\$99.00
659	SPARQ DATA SOLUTIONS, INC	SPARQ MEETING SUBSCRIPTION	01 2310 810 1 033 000	\$1,300.00
660			01 2310 810 2 033 000	\$1,300.00
661	SPARQ DATA SOLUTIONS, INC Total			\$2,600.00
662	SPRAY, DAN	ACTIVITY WORKER	01 2190 120 2 001 000	\$90.00
663	SPRAY, DAN Total			\$90.00
664	SURE SOUND AND LIGHTING,	SPEAKER INSTALLATION AND SOUND	01 1100 340 2 141 002	\$4,820.70
665	SURE SOUND AND LIGHTING, Total			\$4,820.70
666	SYMMETRY ENERGY SOLUTIONS,	NATURAL GAS JULY, AUG, SEPT	01 2610 621 1 001 000	-\$7,392.44
667			01 2610 621 1 001 003	\$169.58
668			01 2610 621 1 001 004	\$285.12
669			01 2610 621 1 001 005	\$965.81
670			01 2610 621 1 001 008	\$674.05
671			01 2610 621 1 001 009	\$330.08
672			01 2610 621 1 001 010	\$250.31
673			01 2610 621 1 001 012	\$589.22

674			01 2610 621 1 001 014	\$466.46
675			01 2610 621 1 001 021	\$2,206.97
676			01 2610 621 2 001 000	-\$7,392.45
677			01 2610 621 2 001 001	\$3,455.97
678			01 2610 621 2 001 002	\$6,007.71
679	SYMMETRY ENERGY SOLUTIONS, Total			\$616.39
680	SYNCB/AMAZON	CLAMPS/BAND SAW BLADES	01 1100 610 2 211 001	\$378.19
681		CLASSROOM SUPPLIES	01 1200 610 2 291 001	\$77.42
682		GENERAL SUPPLIES	01 1100 610 1 801 009	\$12.00
683			01 1100 610 1 802 009	\$31.87
684			01 1100 610 1 809 009	\$15.56
685			01 6969 610 1 028 000	\$77.97
686		HEADLIGHTS	01 2650 610 1 001 000	\$119.13
687			01 2650 610 2 001 000	\$119.12
688		INK	01 2223 610 1 031 000	\$64.56
689			01 2223 610 2 031 000	\$64.56
690		LAW POSTERS	01 2214 610 1 901 000	\$174.93
691			01 2214 610 2 901 000	\$174.93
692		PEDI-WRAP PEDIATRIC LEG	01 2171 610 1 004 009	\$70.00
693		PHONE POCKET CHART	01 1100 610 2 206 001	\$20.95
694		PROJECTOR BULB	01 2410 610 2 209 001	\$151.96
695		PROJECTOR BULB AND ADAPTER	01 2410 610 2 209 001	\$136.96
696		ROLLER KIT FOR SCANNER	01 2230 650 1 005 000	\$32.12
697			01 2230 650 2 005 000	\$32.12
698		SIGNATURE STAMP	01 2410 610 1 802 009	\$12.98
699		STEEL LADDER	01 2620 610 1 001 014	\$311.92
700		SUPPLIES	01 1200 610 1 823 009	\$380.81
701	SYNCB/AMAZON Total			\$2,460.06
702	THOMPSON, JAMI JO	MILEAGE	01 2320 333 1 033 000	\$320.38
703			01 2320 333 2 033 000	\$320.37
704	THOMPSON, JAMI JO Total			\$640.75
705	THYSSENKRUPP ELEVATOR	ELEVATOR MAINT. CONTRACT	01 2620 431 1 001 000	\$104.47
706			01 2620 431 1 001 005	\$208.89
707			01 2620 431 1 001 014	\$208.89

708			01 2620 431 2 001 000	\$104.47
709			01 2620 431 2 001 001	\$208.89
710			01 2620 431 2 001 002	\$208.89
711	THYSSENKRUPP ELEVATOR Total			\$1,044.50
712	TIME MANAGEMENT SYSTEMS	SOFTWARE, ESS MOBILE	01 2510 340 1 001 000	\$484.25
713			01 2510 340 2 001 000	\$484.25
714	TIME MANAGEMENT SYSTEMS Total			\$968.50
715	WATSON, LuANN	STAFF MILEAGE	01 2151 333 1 004 000	\$38.25
716	WATSON, LuANN Total			\$38.25
717	WEGHER, ELLE	STAFF MILEAGE	01 2151 333 1 004 000	\$17.14
718	WEGHER, ELLE Total			\$17.14
719	WILLIAM V. MACGILL	AUDIOMETER	01 2130 731 1 004 000	\$764.15
720			01 2131 731 1 004 000	\$134.85
721	WILLIAM V. MACGILL Total			\$899.00
722	ZEMAN, NICOLE	PARENT MILEAGE	01 2712 332 1 004 000	\$30.24
723	ZEMAN, NICOLE Total			\$30.24
724	ZONE, THE	J CHAVEZ PAYROLL	01 6968 340 1 001 014	\$516.82
725	ZONE, THE Total			\$516.82
726	Grand Total			\$366,844.39
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729	NUTRITION FUND			
730	BONERTZ, STEPHANIE	LUNCH ACCOUNT REFUND H.	02 3100 890 0 001 000	\$9.50
731	BONERTZ, STEPHANIE Total			\$9.50
732	HEARTLAND FIRE PROTECTION	FUSIBLE LINK, SEMI ANNUAL	02 3100 340 1 001 021	\$324.00
733	HEARTLAND FIRE PROTECTION Total			\$324.00
734	HOBART SALES & SERVICE	CALIBRATED 9 OVENS AT SH	02 3100 340 2 001 001	\$792.00
735	HOBART SALES & SERVICE Total			\$792.00
736	KEVIN LINGENFELTER	INSTALL FRP PANELS	02 3100 340 1 001 021	\$511.49
737	KEVIN LINGENFELTER Total			\$511.49
738	LUNCHTIME SOLUTIONS, INC.	DECEMBER 2021 MEALS	02 3100 340 1 001 000	\$128,611.99
739			02 3100 340 2 001 000	\$128,611.98
740	LUNCHTIME SOLUTIONS, INC. Total			\$257,223.97
741	NPS GENERAL FUND	PAYMENT TUITION FOR GENERAL	02 5690	\$19,885.00

742		POSTAGE NOV/DEC 2021	02 3100 610 1 001 000	\$19.93
743			02 3100 610 2 001 000	\$19.92
744	NPS GENERAL FUND Total			\$19,924.85
745	NPS SUBSIDIARY	CLEANED CONDENSER ON MILK	02 3100 340 1 001 008	\$60.00
746		REPAIR TO WALKIN FREEZER	02 3100 340 1 001 014	\$361.90
747		REPLACED CONTROL ON 2 DOOR	02 3100 340 1 001 010	\$227.50
748	NPS SUBSIDIARY Total			\$649.40
749	ROYALTON FOODSERVICE	SUPPLIES TO REPAIR HOT BOX	02 3100 610 2 001 001	\$185.22
750	ROYALTON FOODSERVICE Total			\$185.22
751	Grand Total			\$279,620.43
752				
753				
754	COOPERATIVE FUND			
755	HOFFART, JILL	REIMB FOR SUPPLIES	04 1200 610 2 004 000	\$61.64
756	HOFFART, JILL Total			\$61.64
757	HOLIDAY INN EXPRESS-	STORYTELLING LODGING	04 1200 580 1 004 000	\$192.00
758	HOLIDAY INN EXPRESS- Total			\$192.00
759	KLEIN, CARRE	STAFF TRAVEL	04 1200 580 1 004 000	\$849.80
760			04 1200 580 2 004 000	\$849.80
761	KLEIN, CARRE Total			\$1,699.60
762	NPS GENERAL FUND	DISTRICT INVOICES OUT	04 1200 531 1 004 000	\$3.71
763			04 1200 531 2 004 000	\$3.71
764	NPS GENERAL FUND Total			\$7.42
765	NPS SUBSIDIARY	DOLLAR GENERAL SUPPLY #35	04 1200 610 2 004 000	\$40.75
766		HOTEL #35	04 1200 580 2 004 000	\$256.48
767		MONTHLY SUBSCRIPTION #35	04 1200 643 1 004 000	\$35.00
768		OUTING SUPPLIES #35	04 1200 610 2 004 000	\$111.76
769		STAYBRIDGE SUITES #35	04 1200 580 2 004 000	\$113.04
770		STORYTELLING TRAVEL EXPENSE	04 1200 580 1 004 000	\$203.30
771			04 1200 610 1 004 000	\$39.00
772		STUDENT SUPPLIES #35	04 1200 610 1 004 000	\$96.76
773	NPS SUBSIDIARY Total			\$896.09
774	SPRINGER, HANNAH	ASL INSTRUCTOR	04 1200 340 1 004 000	\$120.00
775			04 1200 340 2 004 000	\$120.00

776	SPRINGER, HANNAH Total			\$240.00
777	U. S. CELLULAR	HOT SPOTS	04 1200 610 1 004 000	\$84.48
778			04 1200 610 2 004 000	\$84.48
779	U. S. CELLULAR Total			\$168.96
780	Grand Total			\$3,265.71

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783 **DEPRECIATION FUND**

784	CANNON MOSS BRYGGER	BELAIR ADDITION/RENOVATION	06 2900 340 1 001 010	\$8,264.00
785		JH ADDITION/RENOVATION	06 2900 340 2 001 002	\$10,447.00
786	CANNON MOSS BRYGGER Total			\$18,711.00
787	Grand Total			\$18,711.00

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790 **QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND**

791	CANNON MOSS BRYGGER	ADDITION/RENOVATION ARCHITECTS	09 4500 340 1 001 003	\$1,525.00
792			09 4500 340 1 001 005	\$1,920.00
793	CANNON MOSS BRYGGER Total			\$3,445.00
794	J.H.HESPE COMPANY INC	GRANT ADDITION/RENOVATION	09 4500 340 1 001 003	\$98,943.30
795	J.H.HESPE COMPANY INC Total			\$98,943.30
796	NPS SUBSIDIARY	ELEVATOR PHONE	09 4500 340 1 001 003	\$85.00
797	NPS SUBSIDIARY Total			\$85.00
798	OCC BUILDERS, LLC	LINCOLN ADDITION/RENOVATION	09 4500 340 1 001 005	\$232,448.00
799	OCC BUILDERS, LLC Total			\$232,448.00
800	Grand Total			\$334,921.30

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803 **STUDENT FEE FUND**

804	KEN'S BAND INSTRUMENT	BASS CLARINET REPAIR	17 2190 340 2 028 001	\$17.00
805		HORN REPAIR	17 2190 340 2 028 001	\$50.00
806		SAX REPAIR	17 2190 340 2 028 001	\$100.00
807	KEN'S BAND INSTRUMENT Total			\$167.00
808	MANGELS, KATHRYN	REIMB FOR POPCORN POPPER	17 2190 610 1 669 014	\$19.99
809	MANGELS, KATHRYN Total			\$19.99

810	NPS SUBSIDIARY	A TO Z VISA #21	17 2190 610 2 669 002	\$40.00
811		FW SWIMSUIT #26	17 2190 610 2 560 001	\$81.40
812		HOBBY LOBBY #21	17 2190 610 2 669 002	\$46.92
813		HOBBY LOBBY SUPPLIES #21	17 2190 610 2 669 002	\$36.93
814		WALMART SUPPLIES #21	17 2190 610 2 669 002	\$150.68
815	NPS SUBSIDIARY Total			\$355.93
816	STADIUM SPORTS	T-SHIRTS	17 2190 610 2 515 001	\$175.00
817	STADIUM SPORTS Total			\$175.00
818	Grand Total			\$717.92

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and I am abstaining from voting on claim #154 for the month of January 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

Contract Tracing in Combination with Isolation and Quarantine, in Collaboration with the State, Local, Territorial, or Tribal Departments:

Although our goal is to keep all students in school with masks optional, additional Mitigating Measures/Safety Protocols may be needed under the following circumstances:

1. COVID-19 Positive or Symptomatic (Vaccinated or Unvaccinated)

- Stay home for five days, beginning with the day of your positive test or onset of symptoms
- On day six, if symptoms are gone or getting better and no fever, you can return to school. **You must wear a mask for five more days.**
- On day six, if you have a fever, continue to stay home until your fever is gone and your symptoms are getting better. **You must wear a mask until you reach day 10.**
- If you return to school prior to 10 days, you must wear a mask. If you choose not to wear a mask, you must stay home for the entire 10 days.

- ~~1. Students and staff who are confirmed **positive** for COVID-19 are to **self-isolate** for 10 days past symptom onset.~~
2. Students and staff who are **exposed** to a COVID-19 positive individual are to **self-monitor** for 14 days in lieu of quarantine.
3. Students and staff who develop symptoms after being exposed to a COVID-19 positive individual are to self-isolate for 10 days past symptom onset.
4. **Students and staff who develop symptoms (but have no known exposure are to quarantine for 10 days unless they test negative or get an alternative diagnosis from a doctor.**
5. NPS will monitor our levels of COVID-19 positivity and total illness --by building. This information will be posted on our website and will be used by schools in the following manner:
 - We will notify parents if there are 2 or more active COVID cases within their child's class.
 - We will temporarily implement increased social distancing, mask mandates and/or remote learning --if needed based upon COVID cases --by school building.

General Criteria/Trigger Points:

- COVID positivity rate reaches 2-3% and/or total student absenteeism (for all illnesses) reaches 10-15% within a building -- temporarily increase social distancing and consider a mask mandate
- COVID positivity rate over 3% and/or total student absenteeism (for all illnesses) over 15% -- temporary mask mandate; consider remote learning
- Other Factors to be Considered:
 - Positivity Rate by 1 and 3 Week Intervals
 - Type of Spread (Linked or Random)
 - Ability to Cohort
 - Vaccination Availability
 - Positivity Rate within the Community (if available)
 - Ability to Fill Staffing Positions

- Virus Containment and Efficiency
 - Impact on Families and Community
 - We will also monitor COVID cases by individual classes, so that we can temporarily implement increased social distancing, mask mandates and/or remote learning --if needed-- based upon COVID cases in specific classes.
 - This may not be realistic at the secondary level, but could be implemented fairly efficiently/effectively at the elementary level.
 - Individual class data will not be publicly reported--as it could result in the unintentional identification of positive individuals.
6. **The Superintendent can make temporary changes to this plan, to be confirmed/approved by the Board at the next scheduled board.**

StudentsAssociation Activities

The Norfolk Public School District is a member of the Nebraska School Activities Association, which is a voluntary organization of public and parochial schools of Nebraska organized for the purpose of promoting and regulating the competition between schools in what is generally known as the extracurricular activities.

All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of Norfolk Public Schools.

Students who represent Norfolk Public Schools in any of its ~~allied~~ **unified** or extracurricular activities shall practice a high level of citizenship both in school and in community living.

Date of Adoption: April 14, 2014
Date of Reaffirmation: February 12, 2018

StudentsStudent Organizations

The Superintendent or designee shall approve formal student organizations, provide adequate supervision, and administer student finances for student organizations and activities. Student organizations, as a vital part of the total education program, should accomplish the following criteria:

- 1) Extend and reinforce the instructional program.
- 2) Give students practice in democratic self-government.
- 3) Develop student morale and support for the school.
- 4) Honor outstanding student achievement.
- 5) Provide wholesome social and recreational activities.

Date of Adoption: April 14, 2014
Date of Revision: March 9, 2015
Date of Reaffirmation: February 12, 2018

COOPING
BOARD OF EDUCATION
NORFOLK PUBLIC SCHOOLS
Updated: November 2016

RECOMMENDATION:

It is the recommendation of the administration, athletic director, and coaches that the Norfolk Public Schools take the following steps to address cooping with our district:

COOPING

(Note: State Guidelines – No schools in Nebraska can enter into a coop agreement if both or all of the schools are already providing the activity. For example, if Catholic or Lutheran High Northeast wanted to coop with the Norfolk Public Schools in volleyball (at the varsity level) or football, they would not be allowed to by the state NSAA guidelines, because each of them is already providing that activity. If either Catholic or Lutheran dropped an activity (sport) they could then be eligible to coop. While the NSAA recommends cooping for a minimum of two years, the Norfolk Public Schools reserves the right to enter into a one-year coop agreement based on the number of participants.)

COOPING GUIDELINES:

- 1) Norfolk Public Schools will only coop in non-cut activities. (Any of the eligible sports listed which are below the cap established in these guidelines will be considered non-cut.)
- 2) Each sport will have a “cap” or maximum number of participants to determine whether or not cooping is justified. (The cap is allowing for the highest and most manageable number of students for each sport from the Norfolk Public Schools that the coaches and administration believe can participate and still be competitive at the varsity level.) Only the number of students from the Norfolk Public Schools determines the cap. This guarantees the number of slots for Norfolk Public Schools students.

Sports Eligible for Cooping with the Norfolk Public Schools/Activity Caps

	# Per Individual Sport
Boys Tennis	26 Norfolk Public Schools students
Girls Tennis	26 Norfolk Public Schools students
Boys Soccer	38 Norfolk Public Schools students
Girls Soccer	38 Norfolk Public Schools students
Boys Swimming	25 Norfolk Public Schools students
Girls Swimming	25 Norfolk Public Schools students
Girls Softball	42 Norfolk Public Schools students
Baseball	48 Norfolk Public Schools students
Boys Golf	12 Norfolk Public Schools students
Girls Golf	12 Norfolk Public Schools students

5304 Cooping AR

- 3) If the number of participants goes below the established cap for two consecutive years, that sport will become eligible for cooping the following year. Likewise, any of the preceding sports that meet or exceed the cap in a given school year will not be eligible for cooping the following year. The Activities Director and Administration will make the final determination.
- 4) If and when a coop agreement is dropped, "all" students from the cooping school(s) will be allowed to continue to participate in the sport until they have graduated from high school. ONLY the students who have actually been participating in the coop agreement will be "grandfathered in" and allowed to finish out their high school careers in the sport. NO SUBSTITUTES WILL BE ALLOWED once it has been determined that a coop will be dropped.
- 5) Cooping can be added for EACH sport listed above if the sport falls below the cap the following year. (For example, if the student numbers are below the cap in girls' soccer but are not below the cap in boys' soccer, the Norfolk Public Schools could still coop in girls' soccer only. It would be the same for any of the boy/girl sports listed above.)
- 6) Coop agreements will be determined by April 1 of the year preceding the addition or dropping of the coop (as established by NSAA).
- 7) All co-op participants will be assessed at \$35 Activity Card fee and \$15 participation fee. In addition, co-op participants not residing within the district will be assessed at \$250 fee to cover program expenditures. These fees will be billed to the school the student is attending. (For example, Lutheran High and Catholic have students who come in from Battle Creek, Pierce, etc. If the Norfolk Public Schools coops with either of these schools, non-resident students must pay a fee of a minimum of \$250 per athlete – the fee will be based on per participant costs. This fee will be billed to the school the student is attending.)
- 8) There will be no restrictions for student participation placed upon any cooping agreement. All students will be allowed to participate on an equal bases regardless of what school they attend within the coop.
- 9) It is recommended that once a year the High School Activities Director and High School Principal review the status of cooping with the Activities Committee. Likewise, the Activities Committee should report to the board of education annually.
- 10) Any student who qualifies for free and reduced lunch (based on Federal Guidelines) will be eligible for the Student Fee Waiver. The school where the student attends will be responsible for any fees or costs associated with the Student Fee Waiver.

StudentsSchool Dances

A school sponsored dance is a school activity subject to all provisions of the Student Activity Code, and is a privilege available to students meeting all requirements for participation.

General Rules of Student Conduct at Dances. In addition to all rules of student conduct in the Student handbook, students attending dances shall adhere to the following rules of conduct:

1. Who Can Attend: Only students of Norfolk-[Name] Public Schools and their guests may attend.
 - a. Students currently attending Norfolk-[Name] High School or another Nebraska high school who have not been restricted from attending extracurricular activities at Norfolk-[Name] High School or their own school are generally considered appropriate dates or invited guests.
 - b. Persons who are younger than 16 or older than 19 years of age and not attending high school are generally considered to not be appropriate dates or invited guests for our school dances.
 - c. Some school dances may be restricted to students attending specified grades levels at Norfolk-[Name] Public Schools. For any dances at the middle school level, only students attending [Name]Norfolk Public Schools in the grade(s) for which the dance is being held may attend.
 - d. Students who have been suspended from school or from extracurricular activities may not attend.
 - e. The school reserves the right to exclude persons who may or do cause a disruption or detract from the event. Dates or invited guests not attending our school are expected to follow the same rules of conduct which apply to our students.
 - f. Rules for dances may restrict students and their guests from leaving the dance until the dance ends without written parental permission on a form provided.
 - g. Students or their guests who engage in inappropriate behavior, whether on or off of the dance floor, may be asked to leave.

2. Prohibited Substances: Alcoholic beverages, illegal drugs, and tobacco (including electronic nicotine delivery systems) are prohibited. Anyone using these or showing the affects of use will not be allowed admission or, if discovered after admission, be removed from the dance. Their parents may be contacted.

Students and their dates may be required to submit to a breathalyzer prior to gaining entrance. Those who choose not to submit to a breathalyzer will not gain entrance. Law enforcement will be contacted if there is reasonable suspicion that the student or a student's date is under the influence of alcohol or drugs.

3. Appropriate Attire: Students and their guests must meet the dress code requirements established for each dance. Teachers or administrators will make the final decision as to whether or not a student's attire is appropriate. Students will be asked to change

unacceptable items, which may mean that the student may have to return home to change the inappropriate clothing. It is advisable to check in advance of the dance with the Principal or staff sponsor for the event if you are uncertain about your attire.

~~**Eligibility for Selection of Royalty.**—Nomination and selection of royalty for school sponsored dances is an honor awarded by students to those of their peers that exemplify the highest standards of integrity and achievement. Students nominated for dance royalty must have demonstrated through their conduct, academic achievement and activities that they have represented, and will represent, themselves, their classmates, and their school in a manner which reflects outstanding effort, commitment to their school and fellow students, and integrity and good citizenship in the school and in the community. The students selected to be the “royalty” for the Homecoming and Prom or any other school sponsored dance or activity shall meet that general standard as determined by the administration and, in addition, meet the following specific academic, activity and conduct standards:~~

~~1. Specific Dance Eligibility and Selection Requirements:~~

~~a. Homecoming Queen & King:~~

- ~~● Only a senior girl shall be eligible to be Queen and only a Senior boy shall be eligible to be King.~~
- ~~● To be eligible, a candidate must agree to attend the entire Homecoming Dance and represent the school properly.~~
- ~~● The queen and king will be chosen from the qualified nominees by secret vote of the student body during Homecoming week. Crowning will be held at the fall sports event deemed to have the largest attendance.~~

~~b. Prom King and Queen:~~

- ~~● Only a Senior girl shall be eligible to be Queen and a Senior boy shall be eligible to be King. The candidates may not have been previously selected as royalty at another school sponsored dance.~~
- ~~● To be eligible, a candidate must agree to attend the entire Prom Dance and represent the school properly.~~
- ~~● The queen and king will be chosen from the qualified nominees by secret vote of the junior class.~~

Date of Adoption: _____~~[Insert Date]~~April 14, 2014

Date of Reaffirmation: February 12, 2018

Date of Revision: August 12, 2019

StudentsSchool Dances

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1. Who Can Attend: Only students of Norfolk Public Schools and their guests may attend.
 - a. Students currently attending Norfolk High School or another Nebraska high school who have not been restricted from attending extracurricular activities at Norfolk High School or their own school are generally considered appropriate dates or invited guests.
 - b. Persons who are younger than 16 or older than 19 years of age and not attending high school are generally considered to not be appropriate dates or invited guests for our school dances.
 - c. Some school dances may be restricted to students attending specified grades levels at Norfolk Public Schools. For any dances at the middle school level, only students attending Norfolk Public Schools in the grade(s) for which the dance is being held may attend.
 - d. Students who have been suspended from school or from extracurricular activities may not attend.
 - e. The school reserves the right to exclude persons who may or do cause a disruption or detract from the event. Dates or invited guests not attending our school are expected to follow the same rules of conduct which apply to our students.
 - f. Rules for dances may restrict students and their guests from leaving the dance until the dance ends without written parental permission on a form provided.
 - g. Students or their guests who engage in inappropriate behavior, whether on or off of the dance floor, may be asked to leave.
2. Prohibited Substances: Alcoholic beverages, illegal drugs, and tobacco (including electronic nicotine delivery systems) are prohibited. Anyone using these or showing the affects of use will not be allowed admission or, if discovered after admission, be removed from the dance. Their parents may be contacted.

Students and their dates may be required to submit to a breathalyzer prior to gaining entrance. Those who choose not to submit to a breathalyzer will not gain entrance. Law enforcement will be contacted if there is reasonable suspicion that the student or a student's date is under the influence of alcohol or drugs.

3. Appropriate Attire: Students and their guests must meet the dress code requirements established for each dance. Teachers or administrators will make the final decision as to whether or not a student's attire is appropriate. Students will be asked to change unacceptable items, which may mean that the student may have to return home to change

the inappropriate clothing. It is advisable to check in advance of the dance with the Principal or staff sponsor for the event if you are uncertain about your attire.

Date of Adoption:	April 14, 2014
Date of Reaffirmation:	February 12, 2018
Date of Revision:	August 12, 2019

Students (& Employees)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

The Norfolk Public School District hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

The Norfolk Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Director of Student Services—512 Philip Avenue, Norfolk, NE 68701 (402) 644-2500

Employees and Others: Resources Director—512 Philip Avenue, Norfolk, NE 68701 (402) 644-2500

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.**1. Purpose:**

The Norfolk Public School District is committed to offering employment and educational opportunity to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment and retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Visual displays, such as cartoons, posters, or electronic images,
- h. Threats or intimidating or hostile conduct,
- i. Physical acts of aggression, assault, or violence, or
- j. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial

investigation to determine whether unlawful harassment occurred (see section entitled “Grievance Procedures,” below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination (designated coordinator). If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation (“discrimination”) to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within **ten (10) working days** after receiving a complaint or report, unless extenuating circumstances exist. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will **not exceed ten (10) additional working days without the consent of the complainant, unless the alleged victim agrees to a longer timeline.** Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s)

of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District will send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within **one (1) working day** after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within **five (5) working days** after receiving the decision. The Superintendent will review the appeal and the investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal **within ten (10) working days** after receiving the appeal. The party who filed the appeal will be sent the Superintendent’s determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent’s determination, he or she may file an appeal in writing with the Board of Education **within five (5) working days** after receiving the Superintendent’s determination. The Board of Education will review the appeal, the Superintendent’s determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting to present his or her appeal. The party

will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party. The Board will issue a written determination about the appeal **within thirty (30) days** after the party addresses the Board. The party who filed the appeal will be sent the Board's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. The Board's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted,

5. Training:

The District will ensure that relevant District employees, including but not limited to officials, administrators, teachers, substitute teachers, counselors, nurses and other health personnel, coaches, assistant coaches, paraprofessionals, aides, bus drivers, and school law enforcement officers, are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.

- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

The designated compliance coordinators will not have other job responsibilities that may create a conflict of interest with their coordinator responsibilities.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community. The District will provide training to employees and students at the beginning of each academic year in the areas (B.6.a-g) identified in the Training section, above.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Date of Adoption:	September 14, 2015
Date of Reaffirmation:	March 12, 2018
Date of Revision:	July 9, 2018
Date of Revision:	July 12, 2021

**Complaint Form
Discrimination, Harassment or Retaliation**

The Norfolk Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture, and protective hairstyles) color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:
Students: Erik Wilson, Director of Student Services, 512 Philip Avenue, Norfolk, NE 68702 (402) 644-2500 (erikwilson@npsne.org).
Employees and Others: Bill Robinson, Business Director, 512 Philip Avenue, Norfolk, NE 68702 (402) 644-2500 (billrobinson@npsne.org).

Name: _____ Date: _____

(1) Description of the complaint: _____

_____.

(2) Names of any witnesses to the matter being complained about: _____
_____.

(3) Identify and attach any document supporting the complaint: _____
_____.

(4) Confidentiality: I ___ do ___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____.

(5) Relief requested (what I want done in response to this complaint):

_____.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Received by: _____ Signature: _____
Date: _____

StudentsChild Abuse and Neglect

School employees shall promptly report (within 24 hours) to the appropriate law enforcement agency and the principal when they have reasonable cause to believe that a child has been subjected to abuse or neglect, including sexual abuse, or circumstances which reasonably would result in abuse or neglect. This requirement shall apply to all school employees, including coaches and volunteers, participating in interstate amateur athletic competition. The principal will ensure that the report has been made to the proper law enforcement agency or other agency as required by law.

This requirement shall apply to all school employees, including coaches and volunteers, participating in interstate amateur athletic competition. The term “promptly” means “within a 24-hour period.”

Legal Reference: Neb. Rev. Stat. § 28-711
 34 U.S.C. § 20341

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018
Date of Revision: July 9, 2018

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Students

Married Students

Married students shall have the same educational opportunities in this school system as unmarried students. There shall be no discrimination on the basis of sex, marital status of any person, or the condition of being a parent. To enforce this prohibition, aggrieved persons shall use the District's anti-discrimination policies.

Legal References: Neb. Rev. Stat. §§ 79-2,114 to 79-2,124
 20 U.S.C. § 1681 (Title IX)

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018
Date of Revision: July 9, 2018

Students

Corporal Punishment

Corporal punishment is prohibited. No staff member or other agent of the District may use physical force with a student except to the extent such is reasonably necessary for self-defense, the protection of persons or the safe-guarding of property, and only such physical force as is reasonably necessary for such purposes shall be used.

Legal Reference: Neb. Rev. Stat. § 79-295
NDE Rule 27

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018

Students

Search and Seizures

When it is determined based on searches that a person has violated a Board policy, administrative regulation, building rule, student conduct rule or personnel expectation, or the law, the person shall be subject to appropriate disciplinary action and a report to law enforcement may be made.

Student lockers, desks and other such property are owned by the school. The school exercises exclusive control over school property. Students should not expect privacy regarding items placed in or on school property because school property is subject to search at any time by school officials. Periodic, random searches of student lockers may be conducted in the discretion of the administration.

The following procedures will be used for conducting searches:

1. School officials may conduct a search if there is a reasonable basis to believe that the search will uncover evidence of a crime or rule violation. The search must be conducted in a reasonable manner under the circumstances.
2. Random searches of student lockers, desks, and other similar school property provided for use by students may be conducted in the discretion of the administration.
3. Drug or alcohol tests may be conducted on students based on reasonable suspicion.
4. Drug or alcohol tests may be conducted on a random basis for students participating in extracurricular activities, provided that: a) the student gave consent for testing in advance (attendance at or participation in the extracurricular activity may be withheld in the absence of consent), b) the testing actually be random, c) that the testing procedures limit any intrusion on student privacy, and provide for an appropriate level of confidentiality and accuracy, and d) that the response to positive tests take into consideration student safety and compliance with laws related to reporting and releasing students to law enforcement.
5. School officials may search offices and storage devices provided to or used by employees where permitted by law, such as where reasonable grounds exist for suspecting that a search will turn up evidence that the employee has committed work-related misconduct, or that a search is necessary for a non-investigatory work-related purpose, such as to retrieve a file.
6. Searches of the District's computer system may be conducted in the discretion of the administration at any time.

The following procedures will be used for the removal of personal property:

1. Illegal items or other items reasonably determined to be a threat to the safety of others or a threat to educational purposes may be seized by school officials. Any illegal drugs, firearm or dangerous weapon shall be confiscated and delivered to law enforcement as soon as practicable.

For purposes of this policy, the term “dangerous weapon” includes any personal safety or security device (such as tasers, mace and pepper spray). In the event that a student desires to carry or possess a personal safety or security device, the student must obtain prior approval from the building principal before bringing such device on school grounds. If a student obtains prior approval from the building principal, the student must store the device during the school day in the student’s locker, in the main office or in another secure location designated by the building principal. A student shall not carry a personal safety or security device during the school day.

2. Items which have been or are reasonably expected to be used to disrupt or interfere with the educational process may be removed from student possession.

The District is not responsible for the security or safety of personal property which employees, students, or other building users may bring to school.

Legal Reference: Neb. Rev. Stat. Sec. 28-1204.04 (firearms)

Date of Adoption: May 12, 2014
Date of Reaffirmed: September 14, 2015
Date of Reaffirmation: March 12, 2018
Date of Revision: August 10, 2020

Students

Vandalism

Students and their parents shall be responsible for all damage to equipment or school property. This responsibility applies in the matter of books and supplies of all kinds, as well as equipment, buildings and grounds.

Legal Reference: Neb. Rev. Stat. § 79-237

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018

StudentsHealth Inspections

The school district shall cause every child under its jurisdiction to be separately and carefully inspected, except as otherwise provided by law, to ascertain if such a child is suffering from (1) defective sight or hearing, (2) dental defects, or (3) other conditions as prescribed by the Department of Health and Human Services (“Department”). Such inspections shall be conducted on a schedule prescribed by the Department and shall be based on current medical and public health practice. In lieu of conducting the inspections, the school board may employ regularly licensed physicians to make such inspections.

If such inspection determines that any child has defective sight or hearing, dental defects, or other condition for which screening is required, the school shall notify the parent of the child in writing of such condition and explain to the parent the necessity of professional attendance for such child.

A child shall not be required to submit to an inspection required by this policy if his or her parent or guardian provides school authorities with a statement signed by a physician, a physician assistant, or an advanced practice registered nurse practicing under and in accordance with his or her respective credentialing act or other qualified provider as identified by the Department’s applicable rules and regulations, stating that such child has undergone such required inspection within the past six months. A child shall submit to any required inspection for which such a statement is not received.

Whenever a child apparently shows symptoms of any contagious or infectious disease, such child shall be sent home immediately or as soon as safe and proper conveyance can be found and the school board shall be at once notified. Such student may be excluded from school as provided in the Student Discipline Act.

Legal Reference: Neb. Rev. Stat. §§ 79-248 and 79-249
 Neb. Rev. Stat. § 79-264
 Neb. Rev. Stat. § 79-526

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018

StudentsCommunicable DiseasesCommunicable Disease Control

Norfolk Public Schools shall cooperate with county and state health department officials in developing procedures for the control of communicable diseases in the schools. All procedures shall conform to the regulations for communicable disease control set up by the state health department.

In general, a student with a communicable condition will be allowed to attend school in the student's usual class setting only after written approval has been secured from the student's physician stating that the disease is not in a communicable stage. Without such a written statement, a student with a communicable condition is subject to an emergency exclusion. The school reserves the right to consult with a second physician to secure another opinion if a second opinion is deemed necessary by school personnel.

In general, a district employee with a communicable condition will be allowed to work only after securing a physician's written statement indicating that the disease is not in a communicable stage. The school reserves the right to secure an independent second opinion if such is deemed necessary.

Students' Communicable Conditions

- A) The school principal and the school nurse or Director of ~~Student Services~~ **Special Programs** will function as liaisons with the student's physician as necessary, and will coordinate the health management procedures within the school building.
- B) The decision to exclude a student from school shall be made by the Superintendent, after consultation with the appropriate building principal. Decisions regarding the type of educational setting for students who are not excluded from classes will be based on the behavior, neurological development and physical condition of the student and the expected type of interaction within others in that setting. Educational plans for these students will be developed by the school nurse or Director of ~~Student Services~~ **Special Programs**, with the help of parents or guardians and the appropriate medical personnel.
- C) The privacy of the student and family must be protected, and knowledge that a student has a communicable condition should be confined to persons with a direct need to know. If it becomes necessary to inform others, these persons will be provided with information concerning necessary precautions, and they will be made aware of confidentiality requirements.
- D) Students who present a high risk of disease transmission may be temporarily excluded from school by the administration after consultation with the Director of ~~Student Services~~ **Special Programs**, the student's physician, parents, and/or their representative, school nurse, or the school's physician.

- E) A student might be considered at high risk if the student: exhibits behaviors that may spread the disease (e.g., biting, lacks toilet training or is incontinent) or has an open sore that cannot be concealed or hygienically covered, any of which could result in direct spreading of the condition or disease.
- F) During the time a student is excluded from the classroom, an appropriate alternative or adjustment to the student's education will be provided. The Student Assistance Team will review long-term cases at least monthly, or more often if necessary.

Employees' Communicable Conditions

- A) Any employee who contracts a communicable condition should report the same to the building principal who should, in turn, report to the Superintendent in a confidential manner. The Superintendent shall then consult with the employee and appropriate medical personnel to evaluate the medical and psychological condition of the employee. The Superintendent shall recommend reasonable accommodations so that the employee may continue in employment as long as the employee is physically able to do so.
- B) The privacy of the employee must be protected, and knowledge that an employee has a communicable condition should be confined to persons with a direct need to know. If it becomes necessary to inform others, these persons will be provided with information concerning necessary precautions and will be made aware of confidentiality requirements.
- C) Employees who present a high risk of disease transmission will be temporarily excluded from work after consultation with appropriate medical authorities.

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018

StudentsLaw ViolationsReporting Student Law Violations:

- (1) Cases of law violations or suspected law violations by students will be reported to the police and to the student's parents or guardian as soon as possible.
- (2) When a Principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the Principal or other school official will take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken. An exception applies when a minor has been taken into custody as a victim of suspected child abuse; in that event the Principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.
- (3) In an effort to demonstrate that student behavior is always subject to possible legal sanctions regardless of where the behavior occurs it shall be the policy of the Norfolk Public Schools to notify the proper legal authorities when a student engages in any of the following behaviors on school grounds or at a school sponsored event:
 - (a) Knowingly possessing illegal drugs or alcohol.
 - (b) Assault.
 - (c) Vandalism resulting in significant property damage.
 - (d) Theft of school or personal property of a significant nature.
 - (e) Automobile accident.
 - (f) Any other behavior which significantly threatens the health or safety of students, staff or other persons or which is required by law to be reported.

Legal Reference: Neb. Rev. Stat. §§ 79-293 and 79-294

Date of Adoption: May 12, 2014

Date of Reaffirmation: March 12, 2018

StudentsMissing Persons

A missing person shall mean a person sixteen (16) years or younger reported to any law enforcement agency as abducted or lost.

Upon notification by the Nebraska State Patrol of a missing student, the school will flag the student's records in such a way that any personnel looking at such birth certificate or record shall be alerted to the fact that the birth certificate or record is of a missing person. If the record has been flagged as that of a missing person, and a request for transfer of the student's records is received, school personnel shall not forward such records to the requesting school, but shall instead notify the Principal, who shall notify the Sheriff's Department of the request and that the student is a reported missing person.

Legal Reference: Neb. Rev. Stat. § 79-214
 Neb. Rev. Stat. §§ 43-2001 to 43-2012

Date of Adoption: May 12, 2014
Date of Reaffirmation: March 12, 2018

StudentsRequests to Contact Students and Student Interviews by Non-School PersonnelA. Removals of Students and Interviews of Students

In dealing with law enforcement officials, Norfolk Public Schools' employees are not to obstruct government operations or unreasonably refuse or fail to aid a peace officer, but are also to attempt to prevent undue interference with District operations or educational programming.

1. Removals of Students by Law Enforcement Officials

Law enforcement officers should not be permitted to remove a child from school while the child is properly in attendance, without permission of the child's parent or guardian, except when legally authorized to do so. For purposes of this policy, a law enforcement officer is defined as: sheriffs, coroners, jailers, marshals, police officers, state highway patrol officers, members of the National Guard on active service by direction of the Governor during periods of emergency, and all other persons with similar authority to make arrests. (Neb. Rev. Stat. §49-801).

Law enforcement officers may in the line of duty require a student to accompany him or her for questioning or detention either with or without an arrest warrant. A peace officer has the lawful authority to take immediate temporary custody of children under the age of 18 with an arrest warrant, or without a warrant or order of the court when:

- (a) the child has violated a state law or municipal ordinance and such child was eleven years of age or older at the time of the violation, and the officer has reasonable grounds to believe such child committed such violation;
- (b) the child is seriously endangered in his or her surroundings and immediate removal appears to be necessary for the child's protection;
- (c) the officer believes the child to be mentally ill and dangerous as defined in Neb. Rev. Stat. §71-908 and that the harm described in that section is likely to occur before proceedings may be instituted before the juvenile court;
- (d) the officer has reasonable grounds to believe that the juvenile has run away from his or her parent, guardian, or custodian;
- (e) a probation officer has reasonable cause to believe that a juvenile is in violation of probation and that the juvenile will attempt to leave the jurisdiction or place lives or property in danger; or
- (f) the officer has reasonable grounds to believe the juvenile is truant from school. (Neb. Rev. Stat. §§43-418 and 43-248).

- (g) the officer has reasonable grounds to believe the child is immune from prosecution for prostitution under subsection (5) of section 28-801; or
- (h) the child has committed an act or engaged in behavior described in subdivision (1), (2), (3)(b), or (4) of section 43-247 and such child was under eleven years of age at the time of such act or behavior, and the officer has reasonable cause to believe such child committed such act or engaged in such behavior and was under eleven years of age at such time.

If a peace officer or probation officer requests to take custody of a student who is at that time under the control and jurisdiction of Norfolk Public Schools, the following action is to be taken:

- (a) Establish Authority to Remove. The student should be released after appropriate measures are taken and documented to ensure that the officer has the authority to take the student.
- (b) Notify Local Law Enforcement. In some instances there may be orders for custody of a student served by the officers with authority to arrest from outside the jurisdiction of Norfolk Public Schools. Local law enforcement should be contacted and requested to participate in or monitor the removal.
- (c) Notify Parent of Removal. When a principal or other school official releases a minor student to a peace officer for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor student to the officer and the place to which the student is reportedly being taken. Provided, however, when a minor student has been taken into custody as a victim of suspected child abuse, the principal or other school official is not required to notify the parent or guardian, but shall provide the peace officer with the address and telephone number of the minor student's parents or guardian.

A student should not be released to a private detective or "special police officer" who is not an officer of a Nebraska political subdivision or an officer of an agency of the federal government without consent of the student's parent, guardian or custodian.

2. Interviews of Students by Law Enforcement Officials

Law enforcement officers and other law authorities should be urged to contact students for questioning outside the instructional day and off school premises

whenever possible. When it is appropriate that such questioning occur, the following guidelines are to be followed:

- (a) Interviews not related to District Events. If an interview of a student is requested during school hours concerning an ongoing investigation of a crime not related to Norfolk Public Schools, questioning should not take place until the student's parent, guardian or custodian has been contacted and permission is given for such interview. The consent should be documented. The presence of a school employee during the interview is not necessary.
- (b) Interviews related to District Events. If the investigation relates to an incident which took place on school premises or during instructional time, it is not necessary to obtain consent of the student's parent, guardian or custodian. In these situations, an employee of the District should be present during the interview to ensure that the interview relates only to the incident which took place on school premises or during instructional time or something which is directly related thereto.
- (c) Child Abuse or Neglect. If an investigator represents that an interview is necessary to collect information concerning an allegation of child abuse or neglect or an offense involving a family relation and it is clear that obtaining parental consent for the interview would be impossible or counter-productive, the interview may be conducted without consent of the student's parent, guardian or custodian. In these situations, an employee of Norfolk Public Schools will offer to sit in on the interview with the student.
- (d) Probation Officer Interview. A probation officer assigned to a student by a court may be allowed the opportunity, on request, to interview a student on school premises. In such situations, it is neither necessary nor desirable that a District employee be present during the interview. It also is not necessary to obtain the consent of the parent, guardian, or custodian.

3. Disclosure of Student Records

School employees shall not, in the course of dealing with a peace officer or probation officer, disclose any confidential student records or information from such student records other than in response to a court order or subpoena or as otherwise authorized by state law and the Family Educational Rights and Privacy Act (FERPA).

4. Removals and Interviews by Persons other than Law Enforcement Officials

A person who comes to school premises to interview a student or remove a student prior to the end of the student's instructional day must obtain permission of an administrator or designee.

Permission to remove is not to be granted without consent of the student's parent, guardian or custodian, or a person authorized by the student's parent, guardian or custodian to give such permission.

Permission to interview on subjects not related to school matters is not to be granted unless there is a clearly valid and proper reason for the interview and such is not disruptive to school operations or the student's educational program. Ordinarily such contacts shall be restricted to the student's parent, guardian or custodian or a friend of the family when an emergency or other similar circumstance exists.

Legal Reference: Neb. Rev. Stat. §§43-248; 43-418; 79-294; 79-2104
20 U.S.C. §1232g (FERPA)

Date of Adoption: May 12, 2014
Date of Revision: February 13, 2017
Date of Revision: September 11, 2017
Date of Reaffirmation: April 9, 2018

StudentsIdentification of Learners with High Ability

The Board of Education recognizes that the student population includes students with exceptional academic abilities. Efforts to refer and identify learners with high ability will be made at each grade level (beginning in grade 1). Multiple criteria shall be used for identification purposes and identification efforts shall be inclusionary.

Learners with high ability shall be identified in the academic areas of mathematics, science, social studies, and language arts in grades 1-11.

A listing of students who meet the district criteria for learners of high ability and the areas of high capability of each of those students will be made available to classroom teachers, by the school district administration, within the first thirty (30) days of each school year.

Within the first thirty (30) days of each school year, the school district administration shall make available to parents or guardians of identified learners with high ability information about how their child has been identified.

The administration shall implement the district wide plan for learners with high ability, as such plan is modified from time to time, in accordance with applicable laws and regulations.

Legal Reference: Neb. Rev. Stat. §§ 79-1106 to 79-1108.03
 NDE Rule 3

Date of Adoption: May 12, 2014
Date of Reaffirmation: April 9, 2018

StudentsAnti-Bullying Policy

One of the missions of the District is to provide a physically safe and emotionally secure environment for students and staff.

The administration and staff are to implement strategies and practices to reinforce and encourage positive behaviors by students. Positive behaviors include non-violence, cooperation, teamwork, understanding, and acceptance of others.

The administration and staff are to implement strategies and practices to identify and prevent inappropriate behaviors by all students, including anti-bullying education for all students. Inappropriate behaviors include bullying, intimidation, and harassment. Bullying means any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by the school being used for a school purpose by a school employee or designee, or at school-sponsored activities or school-sponsored athletic events.

The school district shall review the anti-bullying policy annually.

Legal Reference: Neb. Rev. Stat. ' 79-2137
Student Discipline Act, Neb. Rev. Stat. ' ' 79-254 to 79-296
NDE February 2003 State Board Action; Reaffirmed
December 2005

Date of Adoption: May 12, 2014
Date of Reaffirmation: May 11, 2015
Date of Reaffirmation: May 9, 2016
Date of Reaffirmation: May 9, 2017
Date of Reaffirmation: April 9, 2018
Date of Reaffirmation: May 14, 2018
Date of Reaffirmation: May 13, 2019
Date of Reaffirmation: June 8, 2020
Date of Reaffirmation: June 14, 2021

**Appendix "1" to 2021-2022 Student Fees Policy of
Norfolk Public Schools**

Additional Specification of Required Materials and Fees¹

Activity	Elementary (K-4)	Middle School (Gr. 5-6)	Junior High (Gr. 7-8)	Senior High (Gr. 9-12)
21 st Century After School Participation Fee (AfterShock)		2 days- \$25.00/quarter	2 days- \$25.00/quarter	
21 st Century After School Participation Fee (AfterShock)		3 or more days- \$50.00/quarter	3 or more days- \$50.00/quarter	
Participation Fee w/ Activity Card (All NSAA Activities)			\$50.00/year	\$50.00/year
Band (Methods Books for Lesson)		\$10-\$13.00/year		
Band Instrument Rental (school owned)		\$25.00/semester	\$30.00/semester	\$38.00/semester
Band Black Dress Pants			\$20.00/year	
Band Shoes				\$37.00/year
Band Uniform Cleaning				\$15.00/year
Baseball Hats				\$25.00/year
Cheerleading Uniform: (Shell, Skirt, Pom's Shoes)				\$125.00/year
Choir Robe Cleaning				\$15.00/year
Show Choir Performance Outfit				\$100 to \$250.00/year
Flags/Color Guard				Up to \$300.00/year
Golf Shirt				\$30.00/year
Graduation Cap & Gown				\$50.00
Orchestra (Lesson/Method Book)	\$12.00/year	\$12.00/year	\$12.00/year	
Orchestra Instrument Rental (school owned)	\$25.00/semester	\$25.00/semester	\$25.00/semester	\$25.00/semester
Orchestra (Violin/Viola) Shoulder Rests			\$25.00/year	\$25.00/year
Pink Panthers Uniform: (Shell, skirt, Pom's, shoes)				Up to \$125.00/year Uniform
Soccer Shin Guards & Socks				\$30.00/year
Summer School	\$20.00 per session	\$20.00 per session	\$20.00 per session	\$20.00 per session
Swimming				\$10.00 Cap + \$100.00 Swimsuit
Technology Fee			\$35.00/year	\$35.00/year
Tennis (Boys)				\$40.00 top and bottom
Tennis (Girls)				\$70.00 top and bottom
Volleyball			\$20.00 Black Spandex	\$25.00 (Knee Pads & Shorts)/year

¹ This listing is a part of the 2021-2022 Student Fees Policy and is intended to provide supplemental information. For additional specifications, refer to the Policy.

StudentsStudent Fees Policy

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

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

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

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

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

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

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

(2) Personal or consumable items & miscellaneous

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

(b) Courses

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

National Trip Policy

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

Vocational Student Organizations (including, but not limited to DECA, FBLA, FFA, and VICA) that have members qualify for National competition through State-sponsored conferences/conventions will be allowed to attend those conferences. Groups that qualify for National competition through calendar school year competition, which are primarily academic in

nature (including, but not limited to Quiz Bowl and Speech/Debate) will also be allowed to attend their competitions. Absences will be counted as school activity and a staff member will be provided to act as an official sponsor for the trip.

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

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

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