

Agenda

1. Date Public Notice appeared in the Norfolk Daily News:
2. Call to Order
 - 2.1. Roll Call
 - 2.2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. Public Comments & Communication
5. Reports and Discussion Items
 - 5.1. Finance & Facilities Report
6. Consent Agenda
 - 6.1. Minutes of Previous Meetings
 - 6.2. Personnel
 - 6.2.1. Contract Approval
 - 6.2.2. Resignations
 - 6.3. Claims
7. Action Items
 - 7.1. Discuss, consider and take action to approve the 2025-2026 salary structure for classified hourly employees
 - 7.2. Discuss, consider and take action to approve the 2025-2026 salary structure for classified salaried employees
 - 7.3. Discuss, consider and take action to approve the 2025-2026 salary structure and employee agreement for nurses
 - 7.4. Discuss, consider and take action to approve the 2025-2026 salary structure for administrators
8. Discuss the 2025-2026 salary for the superintendent of schools
9. Future Meetings
10. Executive Session To Discuss Personnel -- As Needed to Prevent Needless Injury to the Reputation of an Individual.
 - 10.1. Convene Executive Session -- To Discuss Personnel -- As Needed to Prevent Needless Injury to the Reputation of an Individual.
 - 10.2. Reconvene Meeting from Executive Session
 - 10.3. Approval of Any Action Deemed Necessary as a Result of Executive Session (Discuss, Consider, Take Action to Approve the Resolution to Cancel Teaching Contract)
11. Adjournment



Norfolk Public Schools Public Comment Information & Guidelines

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

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

Norfolk Public Schools
Board of Education Regular Meeting
Monday, February 10, 2025 5:30 PM
NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

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

1. Date Public Notice appeared in the Norfolk Daily News: February 3, 2025
2. Call to Order
 - A. The Norfolk Public School District's Board of Education meeting was called to order at 5:30 PM.
 - 2.1. Roll Call – See attendance above.
 - 2.2. Declaration of a Legal Meeting - The meeting was declared legal.
3. Pledge of Allegiance
4. Presentations, Special Recognition, Focus on Students
 - 4.1. Focus on the Students
 - A. Melissa Jantz presented during Focus on the Students, highlighting the use of Augmentative and Alternative Communication (AAC) at Bel Air Elementary and Little Panthers Preschool. The presentation included a review of the NPS Core program at both schools, emphasizing strategies for success in supporting students who use AAC. Videos showcased students actively using AAC to communicate, reinforcing the importance of teaching all students that they have the right to learn, make decisions, communicate, and be understood. The overarching goal is to ensure that every child has a voice.
 - 4.2. AQuESTT Presentation
 - A. Jared Oswald, Director of Teaching and Learning, presented on the AQuESTT classification system, explaining its purpose and how it functions. He outlined how schools are classified, provided a breakdown of the scoring process, and offered examples to illustrate how schools receive their classifications. Additionally, he discussed upcoming changes to the Nebraska Department of Education (NDE) that will introduce a new scoring system. A handout with the building scores was also provided.
 - 4.3. Building Visits
 - A. Board members shared their experiences from recent visits to buildings and activities they attended.
5. Public Comments & Communication
 - A. Two members of the community spoke during the public comment period.
6. Information and Discussion Items

- 6.1. Finance & Facilities Report
- A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
General Fund = \$269,953.34
Nutrition Fund = \$791.07
Cooperative Fund = \$1,174.54
Subsidiary Fund = \$4,718.79
Special Building Fund = \$439,471.44
Senior High Activity Fund = \$27,636.89
Junior High Activity Fund = \$3,391.22
Student Fee Fund = \$940.14
- B. All of these claims were reviewed earlier today by the Finance and Facilities Committee.
- 6.2. Teaching & Learning Report – Speaker: Jared Oswald
- A. In August the Nebraska Department of Education was awarded a federal Comprehensive Literacy State Development (CLSD) grant. As a part of this grant the NDE has contracted with a company called District Management Group (DMG). This group began in 2004 and has partnered with hundreds of school districts across the country including some in Nebraska. DMG’s goal in working with schools is to achieve positive change in Literacy at each district and build capacity within those districts to sustain that change in the future. DMG will be working with our 2nd grade teams across the district for a 10 week cycle. Each team is assigned a coach who they will meet with once per week during their PLC time. The teams began their work last Wednesday by analyzing baseline data from their MAPs Fluency Benchmark Assessment taken in December. Each group worked with their coach to set a SMART goal that they will pursue during the cycle. We are excited to see how this experience plays out. We believe this process will enhance the work our teams are already doing in their PLCs and lead to improved student outcomes in literacy.
- B. During my January Board report I talked about the importance of having conversations around MAP and NSCAS data. During January, my team worked with principals to prepare for these conversations. Last Friday, many of our principals led their building teams in this work. The goal for the teams was to find areas of strength and celebrate the work they have been doing. They also looked for areas of growth and worked collaboratively to address them. They will implement these plans and monitor their progress when we take the NSCAS assessment during the Spring Testing Window that begins in late March.
- 6.3. Student Programs Report – Speaker: Mary Luhr
- A. Our English Language Learner students started taking the English Language Proficiency Assessment (ELPA), January 27th. All ELL students will have the ELPA summative completed by March 14th. This assessment evaluates our students' proficiency in speaking, listening,

reading, and writing the English language. We will receive the results in the first weeks of May.

- B. I will attend the Nebraska Association of Special Education Administrators (NASES) conference in Lincoln on February 27th and 28th. There will be a variety of round table discussions as well as a presentation by NDE regarding literacy goals and special education. Dr. Maher will be joining us as well. On February 13th, the special education leadership team will attend an ESU 8 presentation on the TIP for special education.

6.4. Student Services Report – Speaker: Chuck Hughes

- A. Members of our Crisis Response Team (CRT) completed one day of training with Pam Dineen. We call upon our CRT team to respond at our school buildings any time there is a student or staff death. They provide a safe, caring place for students and staff to go as they process through grief. We also provide assistance to other local schools if requested. Our training was a great refresher for our veteran CRT team members, while also giving our new team members the tools to help staff and students.
- B. Parent/Teacher Conferences are this week. Each building has sent out information about their conference schedule. We will have an 11:30 am dismissal on Thursday, February 13th for afternoon conferences. There will not be school on Friday, February 14 or Monday, February 17.
- C. I was able to present to teachers and administrators from around Northeast Nebraska at the ESU Winter Workshop on January 20th on our Standard Response Protocol (SRP) and messaging.

6.5. Human Resources & Accreditation Report – Speaker: Luhr for Angie Baumann

- A. Principals have begun interviewing to fill our open positions for the 2025-2026 school year. I anticipate numerous contracts for your approval at the next Board meeting. Binding Agreements will be sent to all certified staff at the end of the month, with a return date of March 17th at Noon. At that time, we should know of all the openings that we will need to fill for the 2025-2026 school year. We are working hard to get quality teachers hired, as early as possible.

6.6. Superintendent's Report – Speaker: Dr. Jami Jo Thompson

- A. Monthly Enrollment Report - As of September 1, 2024, enrollment was 4,542, an increase of 23 students from the previous year. Enrollment fluctuated during the first semester, and the current total is 4,550, reflecting a net increase of 8 students since the start of the school year.
- B. Annual Report – A copy of the 2023-2024 Annual Report was distributed and attached. Reviewed highlights of the report.
- C. Superintendent Advisory Committee Reports - I established two Superintendent Advisory Councils to improve communication and collaboration between the district and community through open dialogue. The Staff Advisory Council, made up of 19 NPS employees, discussed topics such as safety, budgeting, staffing challenges, and the district calendar, while the Community Advisory Council, consisting of 24 members, focused on district safety and the library material review

process. Both councils had engaging discussions, received meeting summaries, and will reconvene in the spring.

7. Committee Reports

7.1. Facilities & Finance Committee Report

- A. The Facilities & Finance Committee met earlier today. Board members present were: Tom Stanton, Steve McNally and Brenda Carhart. Brenda Carhart was assigned as the Chair of the Facilities and Finance committee. The committee reviewed claims and financial reports. We also discussed the RFP for a bus and the request to purchase desktop computers. An update was given on the Middle School construction project and the Senior High Chiller project. Other items discussed included the 25-26 salary schedules including classified salary, classified hourly, nurses, and administration.

7.2. Policy Committee Report

- A. The Policy Committee met on Friday, January 24, 2025. Board Committee Members Tom Stanton, Patti Gubbels, and Cindy Booth were present, along with NPS Staff Erik Wilson, Dr. Jami Jo Thompson, and Callan Collins. Tom Stanton was designated as the committee chair.
- B. The Committee reviewed Board Policies 3130-3220 related to Business Operations:
 - 3130 - Several revisions were made to Policy 3130 (Purchasing Policies): Principal and Director's authorized purchase amount was increased from \$250 to \$500. Added 'and/or department' to #2 Credit Card Purchasing. Added 'or designee' to #5 Credit Card Purchasing. We also held a discussion regarding the purchasing of American and state flags. Members agreed to prioritize buying USA-made flags, which can be purchased via a variety of retailers, but typically cost \$14 more per flag- if made in the USA. This will not be added to policy but established as an Administrative Rule (AR).
 - 3132 - Internal Controls - was revised based upon recommendations from Perry Law Firm.
 - 8342 - Designated Method of Giving Notice of Meetings - was also revised based upon recommendations from Perry Law Firm.
 - 8157 - Standing Committee on Superintendent Evaluation - was revised to make the policy align with policy 2320 - Superintendent's Evaluation. The word 'deficiencies' was also changed to "improvements", which means that Policy 2320 will need to be updated with the same language.
 - 5416 - Student Fees - was revised based upon recommendations from the Activities Committee defining out of state travel.
 - 9300 - Regular Meeting - was revised to reflect changes made previously to the 2nd Board meeting of the month
 - 8130 - Several changes were made to Policy 8130 (Annual Organization Meeting): #5 & #6 were removed because we review policies on a regular basis. Additional language was included regarding voting for the Vice President, as this was not previously outlined in policy. Additional language was included to provide clarity on 'tenure'

The following policies are recommended for reaffirmation, without any revisions:

3131 - Procurement Plan - School Food Authorities

3131.1 - Procurement Plan - Code of Conduct

3140 - Contracting for Services

3150 - Paying for Goods and Services

3160 - Report of Treasurer

3170 - Periodic Audit

3180 - System of Accounts

3190 - Inventory of Equipment

3200 - Monies in School Buildings

3210 - Bonds

3220 - Educational Service Units - Designated Representative

- B. Our next meeting is scheduled for March 7th at 9:00 AM at Central Office to review the next section of policies 3230-3580.

7.3. Superintendent Evaluation Committee Report

- A. The Committee met electronically to review the revisions suggested by the Policy Committee. Policies include:

2320 - Superintendent's Evaluation

8157 - Standing Committee on Superintendent Evaluation.

- B. All members agreed to the policy changes.

7.4. Government Relations Committee Report

- A. The Government Relations Committee Met on Tuesday, January 28th, January 31st and February 2nd. All members were in attendance at all three meetings. The Committee decided that Dr. Patti Gubbels would serve as the Chair of this committee and read reports at board meetings. Dr. Thompson provided an explanation of legislative items and various options available to submit comments and/or testify regarding legislation. The Committee reviewed all bills that are scheduled for a hearing and decided to take the following actions: Dr. Thompson submitted online comments in support of LB 84-Adopt the School Psychologist Interstate Licensure Compact- as this will increase flexibility in hiring school psychologists. Dr. Thompson submitted online comments in opposition to LB 390- Require each school board to adopt a policy relating to access by a parent, guardian or educational decision maker to certain library information-due to the potential cost of implementation. Dr. Gubbels submitted neutral on-line comments that outlined our concerns regarding LB 140- Require school policies relating to use of electronic communication devices by students. Our areas of concerns include- school events, teacher judgement, in case of emergency Dr. Gubbels submitted on-line comments in opposition to LB 31- Require school policies relating to the use of student surveillance, monitoring and tracking technology by school districts. Brenda Carhart will submit comments opposing LB 509- Adopt the Opportunity Scholarships Act - as it uses public tax credits to go to private education. Tom Standon will submit online comments in opposition to LB 389- Eliminate the levy authority of educational service

units Dr. Patti Gubbels will submit neutral online comments regarding LB 303 with two suggestions for improvement: We would prefer to see models of state aid before taking action and we would like to see a local school board member on the finance committee. Dr. Thompson will submit online comments in support of LB 161 which would provide full funding for preschool children. Erik Wilson will submit online comments in support of LB 408- Adopt the Special Education Teacher Forgivable Loan Program Act- as it is hard to find special education teachers. We are currently seeking further clarification regarding LB 507 to determine how to proceed. It changes provisions regarding special education transportation for option enrollment students. The Committee is monitoring many other bills and is scheduled to meet again on Thursday, February 13th at 3pm.

7.5. Norfolk Public Schools Foundation Committee Report

- A. The NPS Foundation met on January 20th for their annual meeting. During the meeting, the board approved the slate of officers including Jason Busch as President, Lindsay Schellpeper Simpson as Vice President, April Pearson as Secretary, and Brenda Carhart as Treasurer. Beth Shashikant was approved as a new board member. All current board members are continuing their terms. The 2025 budget was reviewed and approved. The 2025 scholarship award amounts and endowment disbursements were reviewed and approved. Executive Director Austin Truex and Superintendent Dr. Jami Jo Thompson highlighted the elementary makerspace donations in their reports. The board will meet again in February.

8. Approve Consent Agenda

Motion to approve the consent agenda at 7:20 PM passed with a motion by Patti Gubbels and a second by Tom Stanton.

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

Yea: 6, Nay: 0

8.1. Minutes of Previous Meetings

- A. Minutes from the meeting on January 24, 2025 were reviewed.

8.2. Personnel

8.2.1. Resignations

Kelli Berryman - Special Education Teacher, Junior High - resigning at the end of the 2024-2025 school year

Brian Disch - Math Teacher, Senior High - resigning at the end of the 2024-2025 school year

Kathy Walker - Special Education Teacher, Westside - resigning at the end of the 2024-2025 school year

8.3. Claims

- A. Claims were attached. These claims were reviewed earlier by our Finance and Facilities Committee.
- B. Two conflict statements were read before voting.

9. Action Items

9.1. Discuss, consider and take action to approve the 2025-2026 Little Panthers
Preschool Calendar

A. Proposed Little Panthers Preschool calendar was attached.

Motion to approve the 2025-2026 Little Panthers Preschool Calendar at 7:23 PM passed with a motion by Teri Bauer and a second by Cindy Booth.

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

Yea: 6, Nay: 0

9.2. Discuss, consider and take action to grant permission to seek RFPs for a bus

A. We have an older SPED and route bus fleet. We are exploring options to replace older buses and are requesting permission to put out an RFP to gather information about cost and turn around time for delivery. In March, I will present our Facilities and Transportation Plan to the Board. At that time, we will use the RFP information to make a decision on how to move forward. There is no required purchase in gathering this information.

Motion to grant permission to seek RFPs for a bus at 7:24 PM passed with a motion by Steve McNally and a second by Tom Stanton.

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

Yea: 6, Nay: 0

9.3. Discuss, consider and take action to approve the purchase of 244 Dell desktop computers for a total of \$171,203.28

A. Request to accept the low bids for our desktop purchase. The first low bid was awarded to CNB for 220 Dell desktops. These desktops will be used in our labs, libraries, and some administrative assistants. The second low bid is for CDW for 24 Dell desktops. These are specific to administrative assistants and SROs who will be using Security Desk. The final pricing came in under budget.

Motion to approve the purchase of 244 Dell desktop computers for a total of \$171,203.28 at 7:25 PM passed with a motion by Tom Stanton and a second by Patti Gubbels.

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

Yea: 6, Nay: 0

9.4. Discuss, consider and take action to approve the addendum to the 2024-2025 Elementary, Middle School, Junior High, and Senior High Student Handbooks

A. Request to make changes to our student handbooks in regards to sharing student directory information. Revisions based upon recommendations from Perry Law Firm. See the attached proposed addendum to the 2024-2025 Elementary, Middle School, Junior High, and Senior High Student Handbooks.

Motion to approve the addendum to the 2024-2025 Elementary, Middle School, Junior High, and Senior High Student Handbooks at 7:27 PM passed with a motion by Patti Gubbels and a second by Teri Bauer.

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

Yea: 6, Nay: 0

9.5. Discuss, consider and take action to approve the First Reading of Board Policies 3130-3220 related to Business Operations

A. These policies were reviewed by the Policy Committee. That Committee recommends the approval of their First Reading tonight.

3130 - Purchasing Policies

3131 - Procurement Plan - School Food Authorities

3131.1 - Procurement Plan - Code of Conduct

3132 - Internal Controls

3140 - Contracting for Services

3150 - Paying for Goods and Services

3160 - Report of Treasurer

3170 - Periodic Audit

3180 - System of Accounts

3190 - Inventory of Equipment

3200 - Monies in School Buildings

3210 - Bonds

3220 - Educational Service Units - Designated Representative

Motion to approve to approve the First Reading of Board Policies 3130-3220 related to Business Operations at 7:28 PM passed with a motion by Cindy Booth and a second by Patti Gubbels.

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

Yea: 6, Nay: 0

9.6. Discuss, consider and take action to approve the first reading of Board policy 8342 Designated Method of Giving Notice of Meetings

A. This policy has been updated by Perry Law Firm to reflect changes in state statute. NPS is already following this statute.

Motion to approve the first reading of Board policy 8342 Designated Method of Giving Notice of Meetings at 7:29 PM passed with a motion by Teri Bauer and a second by Steve McNally.

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

Yea: 6, Nay: 0

9.7. Discuss, consider and take action to approve the first reading of Board policy 8157 Standing Committee on Superintendent Evaluation

A. This policy was revised to match Board Policy 2320 Evaluation of Superintendent, which was updated in 2024. In addition, the Committee changed language related to "deficiencies" to "improvements".

B. The board reviewed redlined changes to policy 8157 and its alignment with policy 2320, deciding to table the item to ensure consistency in language and adherence to both policies. Some concerns were raised about the superintendent evaluation process, particularly the limited information shared with the board and the lack of discussion on the matter.

C. The policy will first be reviewed by the Superintendent Evaluation Committee before being sent back to the Policy Committee for further consideration.

Motion to table further discussion of Board policy 8157, Standing Committee on Superintendent Evaluation, passed with a motion by Tom Stanton and a second by Teri Bauer.

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

9.8. Discuss, consider and take action to approve the first reading of Board policy 2320 Superintendent's Evaluation

A. This policy was revised to match Board Policy 8157 Standing Committee on Superintendent Evaluation, which the Committee changed the language related to "deficiencies" to "improvements".

Motion to table further discussion of Board policy 2320, Superintendent's Evaluation, passed with a motion by Tom Stanton and a second by Cindy Booth. Passed with a motion by Tom Stanton and a second by Cindy Booth.

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

9.9. Discuss, consider and take action to approve the first reading of board policy 5416 related to student fees

A. This policy was revised based upon recommendations made from the Activities Committee regarding out of state travel.

Motion to approve the first reading of board policy 5416 related to student fees at 7:48 PM passed with a motion by Teri Bauer and a second by Tom Stanton.

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

9.10. Discuss, consider and take action to approve the first reading of board policy 9300 related to regular meeting

A. This policy was updated to reflect our new meeting date, time and location.

Motion to approve the first reading of board policy 9300 related to regular meeting at 7:48 PM passed with a motion by Teri Bauer and a second by Patti Gubbels.

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

9.11. Discuss, consider and take action to approve the first reading of Board policy 8130 related to the Annual Organization Meeting

A. Several changes were made to this policy to make our Annual Organizational Meeting run more effectively/efficiently.

B. Members had no objections to the clarification on the voting process for the Vice President position.

C. Concerns were raised about redefining 'tenure' to mean cumulative years of experience.

D. This will be sent back to the Policy Committee for further discussion.

Motion to approve the first reading of Board policy 8130 related to the Annual Organization Meeting at 7:49 PM failed with a motion by Patti Gubbels and a second by Tom Stanton.

Teri Bauer: Nay, Cindy Booth: Nay, Steve McNally: Nay, Brenda Carhart: Yea, Patti Gubbels: Yea, Tom Stanton: Yea
Yea: 3, Nay: 3

10. Future Meetings
 - A. The 2nd monthly meeting of the Board of Education is scheduled for Monday, February 24th, 2025 at Noon. The following regular meeting of the Board of Education will be held on Monday, March 10th, 2025 at 5:30 PM.
11. Adjournment
 - A. The meeting adjourned at 7:57 PM.

Chairperson

Superintendent

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #424 and #427 for the month of February in the consent agenda for this meeting.

I have signed and filed this written disclosure with the secretary of the Board.

It is my intent to vote on all other remaining items listed on the consent agenda. My vote on the remainder of the consent items should not be taken as a vote one way or the other on the item(s) which I have identified or any of the matters set forth therein or related thereto.

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #113, #114, #425 and #428 for the month of February in the consent agenda for this meeting.

I have signed and filed this written disclosure with the secretary of the Board.

It is my intent to vote on all other remaining items listed on the consent agenda. My vote on the remainder of the consent items should not be taken as a vote one way or the other on the item(s) which I have identified or any of the matters set forth therein or related thereto.

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #472 for the month of February in the consent agenda for this meeting.

I have signed and filed this written disclosure with the secretary of the Board.

It is my intent to vote on all other remaining items listed on the consent agenda. My vote on the remainder of the consent items should not be taken as a vote one way or the other on the item(s) which I have identified or any of the matters set forth therein or related thereto.

Date: _____

Board Member

Potential Conflict Statement

Out of an abundance of caution, I hereby declare a potential conflict of interest and am abstaining from voting on claim #115, #116, #426 and #429 for the month of February in the consent agenda for this meeting.

I have signed and filed this written disclosure with the secretary of the Board.

It is my intent to vote on all other remaining items listed on the consent agenda. My vote on the remainder of the consent items should not be taken as a vote one way or the other on the item(s) which I have identified or any of the matters set forth therein or related thereto.

Date: _____

Board Member

		FEBRUARY 24, 2025		
		NORFOLK PUBLIC SCHOOLS		
		NORFOLK, NEBRASKA		
	GENERAL FUND			
1	4IMPRINT	GRADUATION BAGS	01 1190 610 1 163 021	\$598.85
2	4IMPRINT Total			\$598.85
3	A TO Z VAC & SEW	CORDLESS VACUUM REPAIR	01 2610 610 2 001 002	\$33.00
4	A TO Z VAC & SEW Total			\$33.00
5	ADVANCE AUTO PARTS	AIR FILTERS	01 2650 610 1 001 000	\$13.76
6	ADVANCE AUTO PARTS	ALTERNATOR	01 2650 610 1 001 000	\$96.96
7	ADVANCE AUTO PARTS	PARTS FOR VEHICLE #35	01 2650 610 1 001 000	\$122.86
8	ADVANCE AUTO PARTS	AIR FILTERS	01 2650 610 2 001 000	\$13.75
9	ADVANCE AUTO PARTS	ALTERNATOR	01 2650 610 2 001 000	\$96.96
10	ADVANCE AUTO PARTS	PARTS FOR VEHICLE #35	01 2650 610 2 001 000	\$122.85
11	ADVANCE AUTO PARTS	BRAKE LAMP	01 2712 610 1 001 000	\$65.76
12	ADVANCE AUTO PARTS Total			\$532.90
13	AGPARTS WORLDWIDE, INC	CHROMBOOK PARTS	01 2230 650 1 005 000	\$87.30
14	AGPARTS WORLDWIDE, INC	CHROMBOOK PARTS	01 2230 650 2 005 000	\$87.30
15	AGPARTS WORLDWIDE, INC Total			\$174.60
16	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 1 901 000	\$180.00
17	ALPHA WORKFORCE HEALTH	DOT PHYSICALS	01 2570 340 2 901 000	\$180.00
18	ALPHA WORKFORCE HEALTH Total			\$360.00
19	AMAZON CAPITAL SERVICES	FOLDERS AND CALCULATORS	01 1100 610 1 407 014	\$55.28
20	AMAZON CAPITAL SERVICES	INDUSTRIAL TECH SUPPLIES	01 1100 610 2 112 002	\$99.94
21	AMAZON CAPITAL SERVICES	INDUSTRIAL TECH SUPPLIES	01 1100 610 2 112 002	\$39.95
22	AMAZON CAPITAL SERVICES	INDUSTRIAL TECH SUPPLIES	01 1100 610 2 112 002	\$39.95
23	AMAZON CAPITAL SERVICES	NAME BADGE HOLDERS	01 1100 610 2 141 002	\$50.97
24	AMAZON CAPITAL SERVICES	WIRELESS DOORBELL	01 1100 610 2 141 002	\$21.97
25	AMAZON CAPITAL SERVICES	CHAIR MATS	01 1100 610 2 141 002	\$116.66
26	AMAZON CAPITAL SERVICES	SUPPLIES	01 1200 610 1 493 014	\$218.00
27	AMAZON CAPITAL SERVICES	CHAIR BANDS	01 1200 610 2 194 002	\$23.98
28	AMAZON CAPITAL SERVICES	SCISSORS, GLUE STICKS,	01 2220 610 1 030 000	\$49.62
29	AMAZON CAPITAL SERVICES	SCISSORS, GLUE STICKS,	01 2220 610 1 030 000	\$68.43
30	AMAZON CAPITAL SERVICES	SIGNS	01 2410 610 1 430 014	\$98.85
31	AMAZON CAPITAL SERVICES	BOOKS FOR READING NIGHT	01 6200 640 1 028 014	\$298.69
32	AMAZON CAPITAL SERVICES Total			\$1,182.29
33	ANDERSEN, HOLLY	PARENT MILEAGE	01 2713 332 1 004 021	\$101.92
34	ANDERSEN, HOLLY Total			\$101.92
35	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$29.23
36	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$21.60

37	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$17.32
38	APPEARA	LAUNDRY SERVICE	01 2410 340 2 209 001	\$199.54
39	APPEARA	SHIRTS	01 2610 431 1 001 000	\$56.44
40	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
41	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
42	APPEARA	SHIRTS	01 2610 431 1 001 000	\$58.16
43	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
44	APPEARA	SHIRTS	01 2610 431 1 001 000	\$64.90
45	APPEARA	SHIRTS	01 2610 431 2 001 000	\$56.44
46	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
47	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
48	APPEARA	SHIRTS	01 2610 431 2 001 000	\$58.16
49	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
50	APPEARA	SHIRTS	01 2610 431 2 001 000	\$64.90
51	APPEARA	SHIRTS	01 2620 431 1 001 000	\$16.23
52	APPEARA	SHIRTS	01 2620 431 1 001 000	\$14.11
53	APPEARA	SHIRTS	01 2620 431 1 001 000	\$14.54
54	APPEARA	SHIRTS	01 2620 431 2 001 000	\$16.22
55	APPEARA	SHIRTS	01 2620 431 2 001 000	\$14.12
56	APPEARA	SHIRTS	01 2620 431 2 001 000	\$14.55
57	APPEARA Total			\$996.72
58	ARROW STAGE LINES	WRESTLING BUS SERVICE	01 2710 340 1 001 000	\$1,155.00
59	ARROW STAGE LINES	WRESTLING BUS SERVICE	01 2710 340 1 001 000	\$1,975.00
60	ARROW STAGE LINES	JH SHOW CHOIR BUS SERVICE	01 2710 340 1 001 000	\$865.00
61	ARROW STAGE LINES	BASKETBALL BUS SERVICE	01 2710 340 1 001 000	\$865.00
62	ARROW STAGE LINES	BOYS BBALL BUS SERVICE	01 2710 340 1 001 000	\$865.00
63	ARROW STAGE LINES	BASKETBALL BUS SERVICE	01 2710 340 1 001 000	\$865.00
64	ARROW STAGE LINES	WRESTLING BUS SERVICE	01 2710 340 2 001 000	\$1,155.00
65	ARROW STAGE LINES	WRESTLING BUS SERVICE	01 2710 340 2 001 000	\$1,975.00
66	ARROW STAGE LINES	BASKETBALL BUS SERVICE	01 2710 340 2 001 000	\$865.00
67	ARROW STAGE LINES	JH SHOW CHOIR BUS SERVICE	01 2710 340 2 001 000	\$865.00
68	ARROW STAGE LINES	BOYS BBALL BUS SERVICE	01 2710 340 2 001 000	\$865.00
69	ARROW STAGE LINES	BASKETBALL BUS SERVICE	01 2710 340 2 001 000	\$865.00
70	ARROW STAGE LINES Total			\$13,180.00
71	BAUER BUILT, INC	TIRE REPAIR	01 2710 610 1 001 000	\$44.00
72	BAUER BUILT, INC	TIRE REPAIR	01 2710 610 2 001 000	\$44.00
73	BAUER BUILT, INC	TIRES FOR #56	01 2712 340 1 001 000	\$100.00
74	BAUER BUILT, INC	TIRES FOR #56	01 2712 610 1 001 000	\$728.56
75	BAUER BUILT, INC Total			\$916.56
76	BIO CORPORATION	SKINNED CATS	01 1100 610 2 206 001	\$1,360.85
77	BIO CORPORATION Total			\$1,360.85
78	BOMGAARS SUPPLY	GREASE	01 2620 610 1 001 000	\$3.99
79	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$5.84

80	BOMGAARS SUPPLY	GREASE	01 2620 610 2 001 000	\$3.99
81	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$5.84
82	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 001	\$7.78
83	BOMGAARS SUPPLY	HAND WINCH	01 2620 610 2 001 001	\$49.99
84	BOMGAARS SUPPLY	GRAFFITI REMOVER	01 2620 610 2 001 001	\$13.99
85	BOMGAARS SUPPLY	VALVE, SWITCH	01 2620 610 2 001 002	\$45.98
86	BOMGAARS SUPPLY	CHAINSAW CHAIN	01 2630 610 1 001 000	\$7.99
87	BOMGAARS SUPPLY	CHAINSAW CHAIN	01 2630 610 2 001 000	\$8.00
88	BOMGAARS SUPPLY Total			\$153.39
89	CDW GOVERNMENT, INC	ACER CHROMEBOOK PLUS	01 1100 650 1 005 000	\$410.90
90	CDW GOVERNMENT, INC	ACER CHROMEBOOK PLUS	01 1100 650 2 005 000	\$410.89
91	CDW GOVERNMENT, INC	15 DELL WIRELESS MOUSE	01 2230 650 1 005 000	\$176.93
92	CDW GOVERNMENT, INC	15 DELL WIRELESS MOUSE	01 2230 650 2 005 000	\$176.92
93	CDW GOVERNMENT, INC	PROJECTOR LAMPS	01 2410 650 2 209 001	\$96.44
94	CDW GOVERNMENT, INC Total			\$1,272.08
95	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$1.62
96	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$1.61
97	CITY OF NORFOLK Total			\$3.23
98	CLAREN, ELLIE	PARENT MILEAGE	01 2713 332 1 004 021	\$54.60
99	CLAREN, ELLIE Total			\$54.60
100	COLE PAPERS INC	TOWELS AND TOILET PAPER	01 2610 610 1 001 000	\$13,340.34
101	COLE PAPERS INC	TOWELS AND TOILET PAPER	01 2610 610 2 001 000	\$13,340.34
102	COLE PAPERS INC Total			\$26,680.68
103	COLES, MARY	PARENT MILEAGE	01 2713 332 1 004 021	\$138.32
104	COLES, MARY Total			\$138.32
105	COLLINS, NICHOLAS	G WRESTLING @ NELIGH	01 2190 580 2 001 000	\$12.72
106	COLLINS, NICHOLAS	WRESTLING @ SIOUX CITY	01 2190 580 2 001 000	\$27.56
107	COLLINS, NICHOLAS	G. WRESTLING @ BOONE CENTRAL	01 2190 580 2 001 000	\$13.90
108	COLLINS, NICHOLAS	JAG @ WSC	01 2190 580 2 001 000	\$13.90
109	COLLINS, NICHOLAS	G WRESTLING AT WAYNE	01 2190 580 2 001 000	\$13.90
110	COLLINS, NICHOLAS	JH BASKETBALL @YANKTON	01 2190 580 2 001 000	\$12.84
111	COLLINS, NICHOLAS	G WRESTLING @ WEST POINT	01 2190 580 2 001 000	\$13.96
112	COLLINS, NICHOLAS Total			\$108.78
113	CORNHUSKER MARRIOTT HOTEL	NASB CONF LODGING/P GUBBELS	01 2310 580 1 033 000	\$128.50
114	CORNHUSKER MARRIOTT HOTEL	NASB CONF LODGING/P GUBBELS	01 2310 580 2 033 000	\$128.50
115	CORNHUSKER MARRIOTT HOTEL	NASB CONF LODGING/T STANTON	01 2310 580 1 033 000	\$64.25
116	CORNHUSKER MARRIOTT HOTEL	NASB CONF LODGING/T STANTON	01 2310 580 2 033 000	\$64.25
117	CORNHUSKER MARRIOTT HOTEL Total			\$385.50
118	CREDIT CARD SERVICES	CERTIFIED MAIL #BV	01 1100 531 2 116 002	\$9.70
119	CREDIT CARD SERVICES	VIDEO #TA	01 1100 610 1 104 010	\$7.99
120	CREDIT CARD SERVICES	SUPPLIES #TA	01 1100 610 1 104 010	\$27.26
121	CREDIT CARD SERVICES	TASK CARDS #TA	01 1100 610 1 104 010	\$10.50
122	CREDIT CARD SERVICES	SUPPLIES #TA	01 1100 610 1 104 010	\$138.63

123	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #TA	01 1100 610 1 124 010	\$132.48
124	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #TA	01 1100 610 1 125 010	\$123.81
125	CREDIT CARD SERVICES	SUPPLIES #TA	01 1100 610 1 125 010	\$36.85
126	CREDIT CARD SERVICES	SUPPLIES #TA	01 1100 610 1 128 010	\$27.99
127	CREDIT CARD SERVICES	LAMINATING FILM #JL	01 1100 610 1 302 004	\$125.46
128	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #JL	01 1100 610 1 307 004	\$111.17
129	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #JL	01 1100 610 1 308 004	\$72.15
130	CREDIT CARD SERVICES	ACOUSTIC GUITAR BRIDGE #AMYB	01 1100 610 1 415 014	\$50.78
131	CREDIT CARD SERVICES	SUPPLIES #AMYB	01 1100 610 1 430 014	\$84.08
132	CREDIT CARD SERVICES	THERMAL LAMINATOR	01 1100 610 1 602 005	\$35.99
133	CREDIT CARD SERVICES	ACADEMIC CALENDAR #AH	01 1100 610 1 602 005	\$14.69
134	CREDIT CARD SERVICES	PBIS REWARDS #AH	01 1100 610 1 602 005	\$29.94
135	CREDIT CARD SERVICES	OFFICE SUPPLIES #AH	01 1100 610 1 602 005	\$143.17
136	CREDIT CARD SERVICES	HEATER #AH	01 1100 610 1 602 005	\$119.99
137	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$3.84
138	CREDIT CARD SERVICES	MAKERSPACE SUPPLIES #AH	01 1100 610 1 602 005	\$26.99
139	CREDIT CARD SERVICES	MAKER SPACE SUPPLIES #AH	01 1100 610 1 602 005	\$18.40
140	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 609 005	\$15.99
141	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 612 005	\$15.99
142	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 613 005	\$140.52
143	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 642 005	\$2.85
144	CREDIT CARD SERVICES	CLASSROOM ACTIVITY #AH	01 1100 610 1 642 005	\$2.84
145	CREDIT CARD SERVICES	THERMAL LAMINATOR	01 1100 610 1 645 005	\$35.99
146	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 645 005	\$4.50
147	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 664 005	\$2.85
148	CREDIT CARD SERVICES	CLASSROOM ACTIVITY #AH	01 1100 610 1 664 005	\$2.84
149	CREDIT CARD SERVICES	LAMINATING FILM #RS	01 1100 610 1 705 008	\$188.02
150	CREDIT CARD SERVICES	SUPPLIES #RS	01 1100 610 1 705 008	\$77.70
151	CREDIT CARD SERVICES	SUPPLIES #RS	01 1100 610 1 709 008	\$49.42
152	CREDIT CARD SERVICES	GENERAL SUPPLIES #TL	01 1100 610 1 801 009	\$218.52
153	CREDIT CARD SERVICES	WHISTLES AND PAINT #TL	01 1100 610 1 801 009	\$40.21
154	CREDIT CARD SERVICES	GENERAL SUPPLIES#TL	01 1100 610 1 809 009	\$108.52
155	CREDIT CARD SERVICES	DVD #BS	01 1100 610 1 902 012	\$9.85
156	CREDIT CARD SERVICES	PLATES #BS	01 1100 610 1 918 012	\$48.97
157	CREDIT CARD SERVICES	PE-BOWLING UNIT #BW	01 1100 610 2 016 001	\$62.00
158	CREDIT CARD SERVICES	PIZZA LAB SUPPLIES #BV	01 1100 610 2 111 002	\$62.81
159	CREDIT CARD SERVICES	FOOD LAB SUPPLIES #AL	01 1100 610 2 111 002	\$84.85
160	CREDIT CARD SERVICES	LAB SUPPLIES FOR LIFE	01 1100 610 2 111 002	\$71.36
161	CREDIT CARD SERVICES	PINE BOARDS #BV	01 1100 610 2 112 002	\$203.13
162	CREDIT CARD SERVICES	BAND SAW BLADES #BV	01 1100 610 2 112 002	\$53.28
163	CREDIT CARD SERVICES	PINE BOARDS #BV	01 1100 610 2 113 002	\$203.13
164	CREDIT CARD SERVICES	BAND SAW BLADES #BV	01 1100 610 2 113 002	\$53.28
165	CREDIT CARD SERVICES	LAB MATERIALS #BV	01 1100 610 2 138 002	\$38.17

166	CREDIT CARD SERVICES	STUDENT INCENTIVES-	01 1100 610 2 141 002	\$56.18
167	CREDIT CARD SERVICES	HOT END FOR 3D PRINTER #BV	01 1100 610 2 142 002	\$266.00
168	CREDIT CARD SERVICES	HEALTH OFFICE SUPPLIES #BV	01 1100 610 2 147 002	\$26.59
169	CREDIT CARD SERVICES	MUSIC #JS	01 1100 610 2 205 001	\$44.88
170	CREDIT CARD SERVICES	UPRIGHT BASS ENDPIN #JS	01 1100 610 2 205 001	\$11.91
171	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #JS	01 1100 610 2 209 001	\$113.63
172	CREDIT CARD SERVICES	SPEAKERS #JS	01 1100 610 2 209 001	\$31.98
173	CREDIT CARD SERVICES	CARD STOCK #JS	01 1100 610 2 225 001	\$19.98
174	CREDIT CARD SERVICES	POCKET CONSTITUTION #JE	01 1100 610 2 227 001	\$177.00
175	CREDIT CARD SERVICES	BOOKS- INTRO TO COMPUTER	01 1100 640 2 203 001	\$255.60
176	CREDIT CARD SERVICES	EQUIPMENT #BS	01 1100 650 1 904 012	\$36.15
177	CREDIT CARD SERVICES	HUMIDIFIER FILTER#BS	01 1100 650 1 904 012	\$25.99
178	CREDIT CARD SERVICES	NSBA BAND FESTIVAL ENTRY #JS	01 1100 810 2 202 001	\$200.00
179	CREDIT CARD SERVICES	NSBA JAZZ FESTIVAL ENTRY #JS	01 1100 810 2 202 001	\$200.00
180	CREDIT CARD SERVICES	WALL FRAME #PH	01 1150 610 1 256 003	\$29.24
181	CREDIT CARD SERVICES	SUPPLIES #RS	01 1150 610 1 755 008	\$20.62
182	CREDIT CARD SERVICES	GENERAL SUPPLIES #TL	01 1150 610 1 856 009	\$115.96
183	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$235.93
184	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$238.48
185	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$244.93
186	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$242.34
187	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$110.94
188	CREDIT CARD SERVICES	SUPPLIES #MJ	01 1190 610 1 163 021	\$187.88
189	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$64.99
190	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$161.82
191	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #MJ	01 1190 610 1 163 021	\$242.57
192	CREDIT CARD SERVICES	WEBINAR FEE #ML	01 1200 330 1 004 000	\$10.00
193	CREDIT CARD SERVICES	WEBINAR FEE #ML	01 1200 330 2 004 000	\$10.00
194	CREDIT CARD SERVICES	ENVELOPES, SHARPIES, KLEENEX,	01 1200 610 1 004 000	\$13.69
195	CREDIT CARD SERVICES	SOCIAL EMOTIONAL LEARNING	01 1200 610 1 020 009	\$226.30
196	CREDIT CARD SERVICES	LIFE SUPPLIES #AMYB	01 1200 610 1 491 014	\$179.37
197	CREDIT CARD SERVICES	LIFE SUPPLIES #AMYB	01 1200 610 1 491 014	\$17.97
198	CREDIT CARD SERVICES	GENERAL SUPPLIES #TL	01 1200 610 1 853 009	\$52.59
199	CREDIT CARD SERVICES	SPACE SAVER CLASS KIT #TL	01 1200 610 1 853 009	\$114.33
200	CREDIT CARD SERVICES	ENVELOPES, SHARPIES, KLEENEX,	01 1200 610 2 004 000	\$13.69
201	CREDIT CARD SERVICES	LIFE RM INCENTIVES #BV	01 1200 610 2 195 002	\$38.52
202	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #BW	01 1200 610 2 258 001	\$54.44
203	CREDIT CARD SERVICES	SUPPLES #JS	01 1200 610 2 258 001	\$63.11
204	CREDIT CARD SERVICES	STUDENT INCENTIVES #JS	01 1200 610 2 290 001	\$247.60
205	CREDIT CARD SERVICES	STUDENT INCENTIVES #JS	01 1200 610 2 290 001	\$238.92
206	CREDIT CARD SERVICES	LESSON SUPPLIES #BW	01 1200 610 2 297 001	\$56.41
207	CREDIT CARD SERVICES	PERSONALIZED STAMP #MJ	01 1291 610 1 017 021	\$15.95
208	CREDIT CARD SERVICES	HEALTH OFFICE SUPPLIES #AMYB	01 2130 610 1 425 014	\$32.28

209	CREDIT CARD SERVICES	LANGUAGE KITS #PH	01 2151 610 1 253 003	\$77.98
210	CREDIT CARD SERVICES	CONTEXTS BUNDLE #PH	01 2151 610 1 253 003	\$63.35
211	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #PH	01 2151 610 1 253 003	\$38.96
212	CREDIT CARD SERVICES	ACTITIES MEETING LUNCH #JJT	01 2190 890 2 001 000	\$110.93
213	CREDIT CARD SERVICES	SPRING CAREER FAIR #AB	01 2210 810 1 901 000	\$25.00
214	CREDIT CARD SERVICES	SPRING CAREER FAIR #AB	01 2210 810 2 901 000	\$25.00
215	CREDIT CARD SERVICES	SHELF CLIPS #AMYB	01 2220 610 1 423 014	\$0.00
216	CREDIT CARD SERVICES	SUPPLIES #CH	01 2230 650 1 005 000	\$28.24
217	CREDIT CARD SERVICES	SUPPLIES #CH	01 2230 650 1 005 000	\$100.86
218	CREDIT CARD SERVICES	WEBCAM WITH MICROPHONE #CH	01 2230 650 1 005 000	\$111.93
219	CREDIT CARD SERVICES	WEBCAM WITH MICROPHONE #CH	01 2230 650 2 005 000	\$111.93
220	CREDIT CARD SERVICES	SUPPLIES #CH	01 2230 650 2 005 000	\$28.24
221	CREDIT CARD SERVICES	DAILY NEWS #JJT	01 2310 610 1 010 000	\$98.50
222	CREDIT CARD SERVICES	OMAHA WORLD HERALD #JJT	01 2310 610 1 010 000	\$15.50
223	CREDIT CARD SERVICES	DAILY NEWS #JJT	01 2310 610 2 010 000	\$98.50
224	CREDIT CARD SERVICES	OMAHA WORLD HERALD #JJT	01 2310 610 2 010 000	\$15.49
225	CREDIT CARD SERVICES	PHOTOS #JJT	01 2310 890 1 001 000	\$0.63
226	CREDIT CARD SERVICES	PICTURE #JJT	01 2310 890 1 001 000	\$0.62
227	CREDIT CARD SERVICES	PHOTOS #JJT	01 2310 890 2 001 000	\$0.62
228	CREDIT CARD SERVICES	PERSONALIZED STAMPED ENVELOPES	01 2410 531 1 302 004	\$430.80
229	CREDIT CARD SERVICES	CERTIFIED POSTAGE #MH	01 2410 531 2 209 001	\$16.29
230	CREDIT CARD SERVICES	STAMPED WINDOWED ENVELOPES #MH	01 2410 531 2 209 001	\$2,519.80
231	CREDIT CARD SERVICES	SIGNS #MH	01 2410 610 1 430 014	\$59.97
232	CREDIT CARD SERVICES	11X17 PAPER #MH	01 2410 610 2 209 001	\$85.56
233	CREDIT CARD SERVICES	DUE DATE SLIPS #JS	01 2410 610 2 209 001	\$33.40
234	CREDIT CARD SERVICES	HAND SANITIZER #JS	01 2410 610 2 209 001	\$49.98
235	CREDIT CARD SERVICES	KLEENEX #JS	01 2410 610 2 209 001	\$185.92
236	CREDIT CARD SERVICES	LOCKING CABINET #JS	01 2410 610 2 209 001	\$109.99
237	CREDIT CARD SERVICES	BACKGROUND CHECKS #7	01 2510 340 1 001 000	\$10.00
238	CREDIT CARD SERVICES	BACKGROUND CHECKS #7	01 2510 340 2 001 000	\$10.00
239	CREDIT CARD SERVICES	POSTAGE #EW	01 2510 531 1 001 000	\$253.60
240	CREDIT CARD SERVICES	POSTAGE #W	01 2510 531 2 001 000	\$253.60
241	CREDIT CARD SERVICES	CUPS #EW	01 2510 610 1 001 000	\$6.02
242	CREDIT CARD SERVICES	CUPS #EW	01 2510 610 2 001 000	\$6.02
243	CREDIT CARD SERVICES	BOE FINANCE MEETING MEAL #EW	01 2510 890 1 001 000	\$23.77
244	CREDIT CARD SERVICES	BOE FINANCE MEETING MEAL #EW	01 2510 890 2 001 000	\$23.77
245	CREDIT CARD SERVICES	RECRUITING SUPPLIES #AB	01 2570 610 1 901 000	\$324.45
246	CREDIT CARD SERVICES	RECRUITING SUPPLIES #AB	01 2570 610 2 901 000	\$324.44
247	CREDIT CARD SERVICES	METAL DETECTORS #CH	01 2670 610 2 035 000	\$342.32
248	CREDIT CARD SERVICES	HAL PROGRAM SUPPLIES #RS	01 3535 610 1 027 000	\$75.65
249	CREDIT CARD SERVICES	CURRICULUM TRAINING #MJ	01 3541 330 1 004 000	\$300.00
250	CREDIT CARD SERVICES	OFFICE/FAN SUPPLIES #MJ	01 3541 610 1 004 000	\$163.32
251	CREDIT CARD SERVICES	JAN25 FAN AND OFFICE SUPPLIES	01 3541 610 1 004 000	\$404.47

252	CREDIT CARD SERVICES	SUPPLIES #MJ	01 3541 610 1 004 000	\$155.60
253	CREDIT CARD SERVICES	OFFICE/FAN SUPPLIES #MJ	01 3541 610 1 004 000	\$197.00
254	CREDIT CARD SERVICES	CULINARY II LAB OSHA SUPPLIES	01 3551 610 2 209 001	\$145.43
255	CREDIT CARD SERVICES	CLASS WORK CALCULATORS #JS	01 3551 610 2 209 001	\$83.96
256	CREDIT CARD SERVICES	CULINARY CLASS SUPPLIES #JS	01 3551 610 2 209 001	\$107.12
257	CREDIT CARD SERVICES	MATHEMATICSASSESSMENT WORKSHOP	01 6310 330 1 028 000	\$50.00
258	CREDIT CARD SERVICES	MATHEMATICSASSESSMENT WORKSHOP	01 6310 330 2 028 000	\$50.00
259	CREDIT CARD SERVICES	SAMSUNG S PEN/CASE/STORAGE	01 6700 650 2 028 001	-\$111.90
260	CREDIT CARD SERVICES	WINTER COAT #ML	01 6994 610 2 004 000	\$74.99
261	CREDIT CARD SERVICES Total			\$15,613.83
262	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2211 610 1 901 000	\$30.75
263	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2211 610 1 901 000	-\$30.75
264	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2211 610 2 901 000	\$30.75
265	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2211 610 2 901 000	-\$30.75
266	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2214 610 1 901 000	\$30.75
267	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2214 610 1 901 000	-\$30.75
268	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2214 610 2 901 000	\$30.75
269	CUSTOM SPORTS	STUDENT TEACHER POLOS	01 2214 610 2 901 000	-\$30.75
270	CUSTOM SPORTS Total			\$0.00
271	DEMCO	BOOK REPAIR SUPPLIES	01 2220 610 1 030 000	\$440.75
272	DEMCO Total			\$440.75
273	EAKES OFFICE PLUS	SPARCLING	01 2610 610 1 001 000	\$69.89
274	EAKES OFFICE PLUS	SPARCLING	01 2610 610 1 001 000	\$209.67
275	EAKES OFFICE PLUS	GLOVES	01 2610 610 1 001 000	\$119.70
276	EAKES OFFICE PLUS	REPLACE SQUEEGEES	01 2610 610 1 001 009	\$103.32
277	EAKES OFFICE PLUS	SPARCLING	01 2610 610 2 001 000	\$69.89
278	EAKES OFFICE PLUS	SPARCLING	01 2610 610 2 001 000	\$209.67
279	EAKES OFFICE PLUS	GLOVES	01 2610 610 2 001 000	\$119.70
280	EAKES OFFICE PLUS Total			\$901.84
281	ECHO GROUP INC	FUSES	01 2620 610 2 001 001	\$41.58
282	ECHO GROUP INC	LED WALLPACK	01 2620 610 2 001 001	\$234.63
283	ECHO GROUP INC Total			\$276.21
284	EDUCATIONAL SERVICE UNIT	SERVICE PURCHASED FROM ESU	01 1200 591 2 004 000	\$5,346.25
285	EDUCATIONAL SERVICE UNIT	MISC EXPENDITURES	01 1200 890 2 004 000	\$575.75
286	EDUCATIONAL SERVICE UNIT	SERVICE PURCHASED FROM ESU	01 1291 591 1 004 021	\$3,741.00
287	EDUCATIONAL SERVICE UNIT	SERVICE PURCHASED FROM ESU	01 1292 591 1 004 000	\$806.25
288	EDUCATIONAL SERVICE UNIT Total			\$10,469.25
289	ELECTRONIC CONTRACTING CO	CARSON THEATRE SUPPORT	01 2620 431 2 715 001	\$971.75
290	ELECTRONIC CONTRACTING CO Total			\$971.75
291	ELECTRONIC SYSTEMS	FIRE ALARM INSPECTIONS	01 2620 431 1 001 000	\$613.20
292	ELECTRONIC SYSTEMS	FIRE ALARM INSPECTIONS	01 2620 431 2 001 000	\$613.20
293	ELECTRONIC SYSTEMS Total			\$1,226.40
294	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$90.38

295	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$127.71
296	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$90.38
297	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$127.70
298	ESSENTIAL SCREEN Total			\$436.17
299	ESU 8	LEVEL III AND BEHAVIOR	01 1200 591 2 004 000	\$55.00
300	ESU 8	LEVEL III AND BEHAVIOR	01 1200 591 2 004 000	\$8,800.00
301	ESU 8	LMHP SERVICES	01 2140 591 1 991 000	\$11,835.00
302	ESU 8	LMHP	01 2140 591 2 004 000	\$5,490.00
303	ESU 8	LMHP SERVICES	01 2140 591 2 991 000	\$11,835.00
304	ESU 8	SPEECH THERAPY	01 2151 591 2 004 000	\$97.50
305	ESU 8 Total			\$38,112.50
306	EVERYDAY SPEECH LLC	SOCIAL COMMUNICATION	01 2151 610 2 004 000	\$128.00
307	EVERYDAY SPEECH LLC	SOCIAL COMMUNICATION	01 2151 610 2 193 002	\$71.00
308	EVERYDAY SPEECH LLC	SOCIAL COMMUNICATION	01 2151 610 2 296 001	\$200.99
309	EVERYDAY SPEECH LLC Total			\$399.99
310	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO HOURS	01 2510 340 1 001 009	\$300.00
311	FATT SUNNIE STUDIOS	JC AUDIO/VIDEO HOURS	01 2510 340 1 001 012	\$275.00
312	FATT SUNNIE STUDIOS Total			\$575.00
313	FLINN SCIENTIFIC, INC	DENSITY BOX	01 1100 610 2 137 002	\$47.89
314	FLINN SCIENTIFIC, INC	COLLECTION TRAYS	01 1100 610 2 206 001	\$104.70
315	FLINN SCIENTIFIC, INC Total			\$152.59
316	GENERAL FIRE AND SAFETY	BUS INSPECTION	01 2710 340 1 001 000	\$355.50
317	GENERAL FIRE AND SAFETY	BUS INSPECTION	01 2710 340 2 001 000	\$355.50
318	GENERAL FIRE AND SAFETY Total			\$711.00
319	GLASS EDGE INC, THE	REPLACED TOP PIVOT FRAME ON	01 2620 431 2 001 001	\$229.00
320	GLASS EDGE INC, THE	FRONT DOOR CLOSURES	01 2620 431 2 001 001	\$533.00
321	GLASS EDGE INC, THE Total			\$762.00
322	HELLEBERG, CAROL	ONLINE VIRTUAL INTERPRETING	01 2151 340 2 004 000	\$2,360.00
323	HELLEBERG, CAROL Total			\$2,360.00
324	HERITAGE WATER SERVICES	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$387.50
325	HERITAGE WATER SERVICES	WATER TREATMENT PROGRAM	01 2620 610 2 001 000	\$387.50
326	HERITAGE WATER SERVICES Total			\$775.00
327	HOFMANN PLUMBING	RECIRCULATING PUMP	01 2620 431 1 001 004	\$727.65
328	HOFMANN PLUMBING Total			\$727.65
329	HOME DEPOT PRO, THE	ECOCLEAN WIPES	01 2610 610 1 001 000	\$57.95
330	HOME DEPOT PRO, THE	CONSUME 55GL DRUM	01 2610 610 1 001 000	\$296.88
331	HOME DEPOT PRO, THE	ECOCLEAN WIPES	01 2610 610 2 001 000	\$57.95
332	HOME DEPOT PRO, THE	CONSUME 55GL DRUM	01 2610 610 2 001 000	\$296.88
333	HOME DEPOT PRO, THE Total			\$709.66
334	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 1 001 000	\$2,550.00
335	JESSE'S SANITATION LLC	SANITATION SERVICE	01 2610 420 2 001 000	\$2,550.00
336	JESSE'S SANITATION LLC Total			\$5,100.00
337	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 000	\$26.69

338	KELLY SUPPLY COMPANY	RETURNED ITEM	01 2620 610 1 001 000	-\$1.94
339	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 1 001 000	\$3.21
340	KELLY SUPPLY COMPANY	BELT	01 2620 610 1 001 004	\$11.55
341	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 000	\$26.68
342	KELLY SUPPLY COMPANY	RETURNED ITEM	01 2620 610 2 001 000	-\$1.93
343	KELLY SUPPLY COMPANY	SUPPLIES	01 2620 610 2 001 000	\$3.20
344	KELLY SUPPLY COMPANY	BELTS	01 2620 610 2 001 002	\$21.04
345	KELLY SUPPLY COMPANY	REPAIR CLAMP	01 2620 610 2 001 002	\$23.94
346	KELLY SUPPLY COMPANY Total			\$112.44
347	KEVIN LINGENFELTER	CONTRACTED OR SECURED SERVICES	01 1100 340 1 201 003	\$480.00
348	KEVIN LINGENFELTER	OAK DOORS WITH LOCKS	01 1100 610 1 201 003	\$270.00
349	KEVIN LINGENFELTER Total			\$750.00
350	KING, KRISTINA	PARENT MILEAGE	01 2712 332 2 004 000	\$237.72
351	KING, KRISTINA Total			\$237.72
352	KLEIN, CARRE	MILEAGE	01 2152 333 1 004 021	\$263.13
353	KLEIN, CARRE	DEAF ED SERVICES	01 2152 340 1 004 021	\$1,968.50
354	KLEIN, CARRE Total			\$2,231.63
355	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 1 004 000	\$41.31
356	KONERT, NICOLE	STAFF MILEAGE	01 1200 333 2 004 000	\$41.31
357	KONERT, NICOLE Total			\$82.62
358	KORTH, JESSIE	PHYSICAL THERAPY SERVICES	01 2171 320 1 004 000	\$2,840.31
359	KORTH, JESSIE	PHYSICAL THERAPY SERVICES	01 2171 334 1 004 000	\$204.54
360	KORTH, JESSIE	PHYSICAL THERAPY SERVICES	01 2172 320 1 004 000	\$3,663.00
361	KORTH, JESSIE	PHYSICAL THERAPY SERVICES	01 2172 334 1 004 000	\$203.53
362	KORTH, JESSIE	PHYSICAL THERAPY SERVICES	01 2173 320 1 004 000	\$3,663.00
363	KORTH, JESSIE	PHYSICAL THERAPY SERVICES	01 2173 334 1 004 000	\$203.52
364	KORTH, JESSIE Total			\$10,777.90
365	LAMIE, KIMBERLY	STAFF MILEAGE	01 1291 333 1 004 021	\$32.96
366	LAMIE, KIMBERLY	STAFF MILEAGE	01 1292 333 1 004 000	\$37.86
367	LAMIE, KIMBERLY Total			\$70.82
368	LIBRARY STORE, THE	BOOK SUPPLIES	01 2220 610 1 423 014	\$182.02
369	LIBRARY STORE, THE Total			\$182.02
370	LOVE SIGNS, INC	MELCHER DOOR DECAL	01 2410 610 2 209 001	\$167.89
371	LOVE SIGNS, INC Total			\$167.89
372	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 1 001 000	\$1,078.95
373	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 2 001 000	\$1,078.95
374	LUNCHTIME SOLUTIONS, INC. Total			\$2,157.90
375	MATHESON TRI-GAS INC.	TORCH	01 1100 610 2 211 001	-\$455.00
376	MATHESON TRI-GAS INC.	TORCH	01 1100 610 2 211 001	\$2,750.99
377	MATHESON TRI-GAS INC.	WELDING RODS AND SUPPLIES	01 3551 610 2 209 001	\$1,313.08
378	MATHESON TRI-GAS INC. Total			\$3,609.07
379	MAXIMUM CONSTRUCTION LLC	SNOW REMOVAL	01 2630 420 1 001 010	\$900.00
380	MAXIMUM CONSTRUCTION LLC Total			\$900.00

381	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$32.50
382	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$13.18
383	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$1.50
384	MENARDS	DRAIN HOSE	01 2620 610 1 001 000	\$9.99
385	MENARDS	CASTER	01 2620 610 1 001 000	\$3.00
386	MENARDS	PLUNGER	01 2620 610 1 001 000	\$1.75
387	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$1.50
388	MENARDS	ANGLE PLUG	01 2620 610 1 001 004	\$11.48
389	MENARDS	SUPPLIES	01 2620 610 1 001 008	\$17.09
390	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$32.49
391	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$13.18
392	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$1.49
393	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$1.49
394	MENARDS	DRAIN HOSE	01 2620 610 2 001 000	\$9.99
395	MENARDS	CASTER	01 2620 610 2 001 000	\$2.99
396	MENARDS	PLUNGER	01 2620 610 2 001 000	\$1.74
397	MENARDS Total			\$155.36
398	MODEL ELECTRIC INC	OUTLET INSTALLATION	01 2410 340 2 209 001	\$793.00
399	MODEL ELECTRIC INC	RTU	01 2620 431 1 001 000	\$391.02
400	MODEL ELECTRIC INC	RTU REPAIR	01 2620 431 1 001 004	\$542.88
401	MODEL ELECTRIC INC	HOOK UP RE CIRCULATION PUMP	01 2620 431 1 001 004	\$89.61
402	MODEL ELECTRIC INC	RTU	01 2620 431 2 001 000	\$391.01
403	MODEL ELECTRIC INC	RTU	01 2620 431 2 001 001	\$3,068.27
404	MODEL ELECTRIC INC	HEATER REPAIR	01 2620 431 2 001 001	\$212.45
405	MODEL ELECTRIC INC	OFFICE LIGHT REPAIR	01 2620 431 2 001 001	\$260.61
406	MODEL ELECTRIC INC	LITHONIA WALLPACK LIGHT ENGINE	01 2620 431 2 001 001	\$188.92
407	MODEL ELECTRIC INC	REPLACE PARTS FOR AIR HANDLER	01 2620 431 2 001 001	\$2,106.95
408	MODEL ELECTRIC INC Total			\$8,044.72
409	NASN	MEMBERSHIPS	01 2130 810 1 004 000	\$250.00
410	NASN	MEMBERSHIPS	01 2130 810 2 004 000	\$250.00
411	NASN Total			\$500.00
412	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$82.08
413	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$54.72
414	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$26.08
415	NCS PEARSON	TESTING SUPPLIES	01 2141 610 1 014 000	\$113.00
416	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$82.08
417	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$54.72
418	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$26.07
419	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$18.24
420	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$12.16
421	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$5.80
422	NCS PEARSON	TESTING SUPPLIES	01 2142 610 1 014 000	\$112.99
423	NCS PEARSON Total			\$587.94

424	NASB	NASB PRESIDENTS RETREAT/B CARHART	01 2310 330 1 001 000	\$82.50
425	NASB	2025 LEGISLATIVE ISSUES CONF/P GUBBELS	01 2310 330 1 033 000	\$92.50
426	NASB	2025 LEGISLATIVE ISSUES CONF/T STANTON	01 2310 330 1 033 000	\$92.50
427	NASB	NASB PRESIDENTS RETREAT/B CARHART	01 2310 330 2 001 000	\$82.50
428	NASB	2025 LEGISLATIVE ISSUES CONF/P GUBBELS	01 2310 330 2 033 000	\$92.50
429	NASB	2025 LEGISLATIVE ISSUES CONF/T STANTON	01 2310 330 2 033 000	\$92.50
430	NASB	ONLINE SUPT EVALUATION	01 2310 340 1 001 000	\$200.00
431	NASB	ONLINE SUPT EVALUATION	01 2310 340 2 001 000	\$200.00
432	NASB	2025 LEGISLATIVE ISSUES CONF	01 2320 330 1 033 000	\$92.50
433	NASB	2025 LEGISLATIVE ISSUES CONF	01 2320 330 2 033 000	\$92.50
434	NASB	AMPLIFIED BUDGET FINANCE	01 2510 330 1 001 000	\$50.00
435	NASB	AMPLIFIED BUDGET FINANCE	01 2510 330 2 001 000	\$50.00
436	NASB Total			\$1,220.00
437	NEBRASKA FFA ASSOCIATION	CHAPTER VISIT PROGRAM	01 1100 610 2 208 001	\$75.00
438	NEBRASKA FFA ASSOCIATION Total			\$75.00
439	NEBRASKA/CENTRAL	HEATER PARTS	01 2710 610 1 001 000	\$128.27
440	NEBRASKA/CENTRAL	HEATER PARTS	01 2710 610 2 001 000	\$128.27
441	NEBRASKA/CENTRAL Total			\$256.54
442	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 1 901 000	\$37.50
443	NMG LLC DBA NORFOLK WORKS	DOT PHYSICALS	01 2570 340 2 901 000	\$37.50
444	NMG LLC DBA NORFOLK WORKS Total			\$75.00
445	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2310 540 1 001 000	\$10.58
446	NORFOLK DAILY NEWS	BOARD APPRECIATION AD	01 2310 540 1 010 000	\$102.30
447	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2310 540 2 001 000	\$10.57
448	NORFOLK DAILY NEWS	BOARD APPRECIATION AD	01 2310 540 2 010 000	\$102.29
449	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2510 540 1 001 000	\$64.18
450	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2510 540 1 005 000	\$12.00
451	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 1 901 000	\$102.50
452	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2510 540 1 901 000	\$230.40
453	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2510 540 2 001 000	\$64.18
454	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2510 540 2 005 000	\$12.00
455	NORFOLK DAILY NEWS	ADVERTISING	01 2510 540 2 901 000	\$102.50
456	NORFOLK DAILY NEWS	CLASSIFIED ADS	01 2510 540 2 901 000	\$230.40
457	NORFOLK DAILY NEWS Total			\$1,043.90
458	NORFOLK FAMILY YMCA	S LANGAN AND B MOBLY FALL WAGE	01 6968 340 1 001 014	\$7,083.75
459	NORFOLK FAMILY YMCA Total			\$7,083.75
460	NORFOLK GM AUTO CENTER	ENGINE FOR #52	01 2650 610 1 001 000	\$5,500.00
461	NORFOLK GM AUTO CENTER	ENGINE FOR #52	01 2650 610 2 001 000	\$5,500.00
462	NORFOLK GM AUTO CENTER Total			\$11,000.00
463	NORFOLK TRUCK CENTER	REPLACE ENGINE CONTROL MODULE	01 2710 340 1 001 000	\$2,707.70
464	NORFOLK TRUCK CENTER	REPLACE ENGINE CONTROL MODULE	01 2710 340 2 001 000	\$2,707.70
465	NORFOLK TRUCK CENTER Total			\$5,415.40
466	NORFOLK WINSUPPLY	COUPLING, ADAPTERS	01 2620 610 2 001 002	\$53.48

467	NORFOLK WINSUPPLY Total			\$53.48
468	OMNIFY BENEFITS	HEALTHCARE/DEPENDENT CARE FEES	01 2510 340 1 001 000	\$166.88
469	OMNIFY BENEFITS	HEALTHCARE/DEPENDENT CARE FEES	01 2510 340 2 001 000	\$166.87
470	OMNIFY BENEFITS Total			\$333.75
471	ONE OFFICE SOLUTION	OFFICE CHAIR	01 1100 610 2 141 002	\$222.16
472	ONE OFFICE SOLUTION Total			\$222.16
473	ORNELAS, THELMA	PARENT MILEAGE	01 2713 332 1 004 021	\$615.16
474	ORNELAS, THELMA Total			\$615.16
475	ORTEGA, ZAIRYS	PARENT MILEAGE	01 2713 332 1 004 021	\$47.04
476	ORTEGA, ZAIRYS Total			\$47.04
477	PERMA BOUND	SPRING BOOK ORDER	01 2220 640 1 030 000	\$1,087.41
478	PERMA BOUND Total			\$1,087.41
479	POLLARD PUMPING	PUMP INSIDE GREASE TRAP	01 2620 431 1 001 005	\$285.00
480	POLLARD PUMPING	PUMP INSIDE GREASE TRAP	01 2620 431 1 001 008	\$285.00
481	POLLARD PUMPING	PUMP INSIDE GREASE TRAP	01 2620 431 1 001 012	\$285.00
482	POLLARD PUMPING Total			\$855.00
483	PRATHER, CASSIE	PARENT MILEAGE	01 2712 332 1 004 000	\$294.52
484	PRATHER, CASSIE Total			\$294.52
485	REAL REPTILES LLC	REPTILE LESSON AND EXHIBIT	01 1100 610 2 016 001	\$400.00
486	REAL REPTILES LLC Total			\$400.00
487	SAFETY-KLEEN	PARTS WASHER SOLVENT	01 3551 610 2 209 001	\$410.98
488	SAFETY-KLEEN Total			\$410.98
489	SANTIAGO, MIRANDA	PARENT MILEAGE	01 2713 332 1 004 021	\$94.64
490	SANTIAGO, MIRANDA Total			\$94.64
491	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$204.75
492	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
493	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$204.75
494	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
495	SERVICEMASTER OF NORFOLK Total			\$3,360.50
496	SIEDSCHLAG, KILEY	PARENT MILEAGE	01 2713 332 1 004 021	\$34.15
497	SIEDSCHLAG, KILEY Total			\$34.15
498	SMITH, ALISON	PARENT MILEAGE	01 2713 332 1 004 021	\$182.20
499	SMITH, ALISON Total			\$182.20
500	SOFTWARE UNLIMITED	NEGOTIATIONS WEBINAR	01 2510 330 1 001 000	\$99.50
501	SOFTWARE UNLIMITED	NEGOTIATIONS WEBINAR	01 2510 330 2 001 000	\$99.50
502	SOFTWARE UNLIMITED Total			\$199.00
503	SOLUTION TREE	ONSITE PROFESSIONAL	01 6310 330 1 028 000	\$2,210.00
504	SOLUTION TREE	ONSITE PROFESSIONAL	01 6310 330 2 028 000	\$2,210.00
505	SOLUTION TREE Total			\$4,420.00
506	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2211 610 1 901 000	\$30.75
507	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2211 610 2 901 000	\$30.75
508	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2214 610 1 901 000	\$30.75
509	STADIUM SPORTS	STUDENT TEACHER POLOS	01 2214 610 2 901 000	\$30.75

510	STADIUM SPORTS Total			\$123.00
511	SULLIVAN, KATLINN	PARENT MILEAGE	01 2712 332 1 004 000	\$164.64
512	SULLIVAN, KATLINN Total			\$164.64
513	THOMPSON, JAMI JO	NASB CONFERENCE LODGING REIMB	01 2320 580 1 033 000	\$57.50
514	THOMPSON, JAMI JO	NASB CONFERENCE LODGING REIMB	01 2320 580 2 033 000	\$57.50
515	THOMPSON, JAMI JO Total			\$115.00
516	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 000	\$111.67
517	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 005	\$223.29
518	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 1 001 014	\$223.29
519	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 000	\$111.67
520	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 001	\$223.29
521	THYSSENKRUPP ELEVATOR	ELEVATOR INSPECTIONS	01 2620 431 2 001 002	\$223.29
522	THYSSENKRUPP ELEVATOR Total			\$1,116.50
523	TMI MEDIA, LLC	MUSIC INTERACTIVE	01 1100 643 1 424 014	\$65.00
524	TMI MEDIA, LLC Total			\$65.00
525	TOBII DYNAVOX LLC	BOARDMAKER 7 LICENSE	01 2151 610 1 004 000	\$49.50
526	TOBII DYNAVOX LLC	BOARDMAKER 7 LICENSE	01 2151 610 2 004 000	\$49.50
527	TOBII DYNAVOX LLC Total			\$99.00
528	TREVINO, REBECA	PARENT MILEAGE	01 2713 332 1 004 021	\$86.24
529	TREVINO, REBECA Total			\$86.24
530	US BANK VOYAGER FLEET	GAS FOR VEHICLES	01 2650 626 2 001 000	\$32.13
531	US BANK VOYAGER FLEET Total			\$32.13
532	WEISENBURGER, EMILY	STAFF MILEAGE	01 1100 333 1 001 000	\$19.46
533	WEISENBURGER, EMILY	STAFF MILEAGE	01 1100 333 2 001 000	\$19.46
534	WEISENBURGER, EMILY Total			\$38.92
535	WJAG/KEXL RADIO STATION	RADIO ADS	01 2510 540 1 901 000	\$247.50
536	WJAG/KEXL RADIO STATION	RADIO ADS	01 2510 540 2 901 000	\$247.50
537	WJAG/KEXL RADIO STATION Total			\$495.00
538	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 000	\$1,766.25
539	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 003	\$883.96
540	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 004	\$1,539.57
541	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 005	\$1,535.89
542	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 008	\$4,011.42
543	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 009	\$2,740.93
544	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 010	\$3,056.10
545	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 012	\$1,916.29
546	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 014	\$4,442.58
547	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 1 001 021	\$3,889.50
548	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 2 001 000	\$1,766.25
549	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 2 001 001	\$4,906.39
550	WOODRIVER ENERGY LLC	NATURAL GAS	01 2610 621 2 001 002	\$11,680.64
551	WOODRIVER ENERGY LLC Total			\$44,135.77
552	WRIGHT, ELENA	PARENT MILEAGE	01 2713 332 1 004 021	\$104.16

553	WRIGHT, ELENA Total			\$104.16
554	Grand Total			\$244,878.83
555				
556	NUTRITION FUND			
557	LUNCHTIME SOLUTIONS, INC.	JANUARY MEALS	02 3100 340 1 001 000	\$157,460.65
558	LUNCHTIME SOLUTIONS, INC.	JANUARY MEALS	02 3100 340 2 001 000	\$157,460.65
559	LUNCHTIME SOLUTIONS, INC. Total			\$314,921.30
560	MAJOR REFRIGERATION	REPAIR TO WALKIN FREEZER	02 3100 340 2 001 002	\$250.00
561	MAJOR REFRIGERATION	REPAIR TO WALKIN FREEZER	02 3100 610 2 001 002	\$150.09
562	MAJOR REFRIGERATION Total			\$400.09
563	Grand Total			\$315,321.39
564				
565	COOPERATIVE FUND			
566	CREDIT CARD SERVICES	EIPA ASSESSMENT REGISTRATION	04 1200 330 1 004 000	\$130.00
567	CREDIT CARD SERVICES	EIPA ASSESSMENT REGISTRATION	04 1200 330 2 004 000	\$130.00
568	CREDIT CARD SERVICES Total			\$260.00
569	Grand Total			\$260.00
570				
571	SUBSIDIARY FUND			
572	AMAZON CAPITAL SERVICES	AFTERSHOCK SUPPLIES	05 2900 610 0 038 000	\$265.10
573	AMAZON CAPITAL SERVICES Total			\$265.10
574	CREDIT CARD SERVICES	AFTERSHOCK ROBOTICS SUPPLIES	05 2900 610 0 038 000	\$265.06
575	CREDIT CARD SERVICES	PANTHER PANTRY SUPPLIES #AMYB	05 2900 610 0 040 000	\$74.73
576	CREDIT CARD SERVICES	WELLNESS COMMITTEE ICE RINK	05 2900 610 0 060 000	\$150.00
577	CREDIT CARD SERVICES	JAN CHALLENGE-WELLNESS PROGRAM	05 2900 610 0 060 000	\$250.00
578	CREDIT CARD SERVICES	FAMILY READING NIGHT #PH	05 2900 610 0 061 000	\$62.01
579	CREDIT CARD SERVICES	FAMILY READING NIGHT #PH	05 2900 610 0 061 000	\$100.00
580	CREDIT CARD SERVICES	SCIENCE DAY PRESENTER LUNCH	05 2900 610 0 063 000	\$54.47
581	CREDIT CARD SERVICES	PBIS STUDENT INSENTIVES #JL	05 2900 610 0 063 000	\$25.65
582	CREDIT CARD SERVICES	INDOOR RECESS CARTS #JL	05 2900 610 0 063 000	\$434.23
583	CREDIT CARD SERVICES	CLASSROOM SUBSCRIPTION #AH	05 2900 610 0 069 000	\$135.00
584	CREDIT CARD SERVICES	MAKERSPACE SUPPLIES #AH	05 2900 610 0 069 000	\$38.05
585	CREDIT CARD SERVICES	MAKERSPACE SUPPLIES #AH	05 2900 610 0 069 000	\$209.95
586	CREDIT CARD SERVICES	ONE SCHOOL ONE BOOK #AH	05 2900 610 0 069 000	\$158.37
587	CREDIT CARD SERVICES	ONE SCHOOL ONE BOOK #AH	05 2900 610 0 069 000	\$442.08
588	CREDIT CARD SERVICES	GAME NIGHT SUPPLIES-DAYCOS	05 2900 610 0 071 000	\$98.24
589	CREDIT CARD SERVICES	BRK GRANT-LN SUPPLIES #JO	05 2900 610 0 081 000	\$210.00
590	CREDIT CARD SERVICES	BRK GRANT-MS SUPPLIES #JO	05 2900 610 0 081 000	\$285.33
591	CREDIT CARD SERVICES	BRK GRANT-LN SUPPLIES #JO	05 2900 610 0 081 000	\$77.39
592	CREDIT CARD SERVICES	BRK GRANT-MS SUPPLIES #JO	05 2900 610 0 081 000	\$221.82
593	CREDIT CARD SERVICES	CRT TRAINING LUNCH	05 2900 610 0 095 000	\$137.13
594	CREDIT CARD SERVICES Total			\$3,429.51
595	NPS GENERAL FUND	K.BASSETT FEB. 2025 PAYROLL	05 2900 610 0 038 000	\$277.05

596	NPS GENERAL FUND	K.BASSETT FEB. 2025 SOCIAL	05 2900 610 0 038 000	\$21.20
597	NPS GENERAL FUND Total			\$298.25
598	NPS-FOUNDATION	DUAL CREDIT TO FOUNDATION	05 2900 610 0 064 000	\$2,160.00
599	NPS-FOUNDATION Total			\$2,160.00
600	NPS-JUNIOR HIGH SCHOOL	SPRING PICTURE COMMISSION 2024	05 2900 610 0 050 000	\$37.38
601	NPS-JUNIOR HIGH SCHOOL Total			\$37.38
602	STRING BEANS LTD, THE	MUSICAL ASSEMBLY PERFORMANCE	05 2900 610 0 061 000	\$1,200.00
603	STRING BEANS LTD, THE Total			\$1,200.00
604	SWEETWATER	AFTERSHOCK SUPPLIES BAND CLUB	05 2900 610 0 038 000	\$830.83
605	SWEETWATER Total			\$830.83
606	Grand Total			\$8,221.07
607				
608	SPECIAL BUILDING FUND			
609	CDW GOVERNMENT, INC	PATCH PANEL & ETHERNET CABLE	08 2620 650 1 001 014	\$301.80
610	CDW GOVERNMENT, INC Total			\$301.80
611	Grand Total			\$301.80
612				
613	SENIOR HIGH ACTIVITY FUND			
614	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	13 2900 610 2 230 001	\$568.25
615	AGPARTS WORLDWIDE, INC Total			\$568.25
616	BARTEE, JAMES	2/11 OFFICIAL	13 2900 610 2 538 001	\$150.00
617	BARTEE, JAMES Total			\$150.00
618	BIRD, ANDREW	2/7 OFFICIAL	13 2900 610 2 531 001	\$65.00
619	BIRD, ANDREW	2/7 OFFICIAL	13 2900 610 2 538 001	\$65.00
620	BIRD, ANDREW Total			\$130.00
621	BODLAK, TYSON	2/4 OFFICIAL	13 2900 610 2 538 001	\$200.00
622	BODLAK, TYSON Total			\$200.00
623	BSN SPORTS,	WARMUPS	13 2900 610 2 514 001	\$3,002.35
624	BSN SPORTS,	FALL 2025 PANTS	13 2900 610 2 543 001	\$516.40
625	BSN SPORTS, Total			\$3,518.75
626	CASH	3/1 SPEECH INVITE CONCESSION	13 2900 610 2 501 001	\$600.00
627	CASH	DISTRICT BASKETBALL GATES	13 2900 610 2 501 001	\$1,600.00
628	CASH	DISTRICT BASKETBALL CONCESSION	13 2900 610 2 501 001	\$430.00
629	CASH Total			\$2,630.00
630	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$797.67
631	CASH-WA DISTRIBUTING	SUPPLIES	13 2900 610 2 502 001	\$800.52
632	CASH-WA DISTRIBUTING Total			\$1,598.19
633	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$449.64
634	CHESTERMAN COMPANY	COCA COLA SALES	13 2900 610 2 502 001	\$127.80
635	CHESTERMAN COMPANY	COCA COLA SUPPLIES	13 2900 610 2 502 001	\$505.66
636	CHESTERMAN COMPANY Total			\$1,083.10
637	CREDIT CARD SERVICES	SCOOTERS-STATE DEGREE MEAL	13 2900 610 2 276 001	\$18.99
638	CREDIT CARD SERVICES	HYVEE- HOT DOG BUNS	13 2900 610 2 502 001	\$51.90

639	CREDIT CARD SERVICES	HYVEE-SUPPLIES	13 2900 610 2 502 001	\$60.00
640	CREDIT CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$85.19
641	CREDIT CARD SERVICES	HYVEE-SUPPLIES	13 2900 610 2 502 001	\$57.00
642	CREDIT CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$44.85
643	CREDIT CARD SERVICES	WEBSTAIRANT-SLUSH MACHINE	13 2900 610 2 502 001	\$125.94
644	CREDIT CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$134.43
645	CREDIT CARD SERVICES	CHIPOTLE-TEAM MEAL	13 2900 610 2 513 001	\$247.18
646	CREDIT CARD SERVICES	CHIPOTLE-TEAM MEAL	13 2900 610 2 513 001	\$94.40
647	CREDIT CARD SERVICES	JIMMY JOHNS-BOOSTER MEAL	13 2900 610 2 513 001	\$64.78
648	CREDIT CARD SERVICES	RAISING CANE'S-BOOSTER MEAL	13 2900 610 2 513 001	\$3.99
649	CREDIT CARD SERVICES	QDOBA-TEAM MEAL	13 2900 610 2 513 001	\$333.85
650	CREDIT CARD SERVICES	QDOBA-TEAM MEAL TIP	13 2900 610 2 513 001	\$28.45
651	CREDIT CARD SERVICES	CHICK-FIL-A- TEAM MEAL	13 2900 610 2 513 001	\$272.82
652	CREDIT CARD SERVICES	PIZZA HUT-TEAM MEAL	13 2900 610 2 513 001	\$156.47
653	CREDIT CARD SERVICES	DOMINOS-TEAM MEAL	13 2900 610 2 513 001	\$134.36
654	CREDIT CARD SERVICES	DOMINO'S-TEAM MEAL TIP	13 2900 610 2 513 001	\$40.00
655	CREDIT CARD SERVICES	CHICK-FIL-A-TEAM MEAL	13 2900 610 2 513 001	\$161.91
656	CREDIT CARD SERVICES	GI PARKS & REC-INDOOR	13 2900 610 2 514 001	\$595.00
657	CREDIT CARD SERVICES	JIMMY JOHNS-TEAM MEAL	13 2900 610 2 517 001	\$245.26
658	CREDIT CARD SERVICES	TARGET-SENIOR SUPPLIES	13 2900 610 2 517 001	\$140.00
659	CREDIT CARD SERVICES	DRAMATIC PUBLISHING- SCRIPT	13 2900 610 2 522 001	\$20.75
660	CREDIT CARD SERVICES	DRAMATIC PUBLISHING- SCRIPT	13 2900 610 2 522 001	\$22.90
661	CREDIT CARD SERVICES	JD PUBLISHING-SCRIPT	13 2900 610 2 522 001	\$8.00
662	CREDIT CARD SERVICES	SPRINGHILL SUITES-DEBATE	13 2900 610 2 522 001	\$468.00
663	CREDIT CARD SERVICES	WALMART-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$315.13
664	CREDIT CARD SERVICES	AMAZON-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$97.18
665	CREDIT CARD SERVICES	BARN DOOR FILM-MUSICAL	13 2900 610 2 523 001	\$352.78
666	CREDIT CARD SERVICES	MENARDS-MUSICAL SET SUPPLIES	13 2900 610 2 523 001	\$420.76
667	CREDIT CARD SERVICES	AMAZON-ITEM NOT RECEIVED	13 2900 610 2 523 001	-\$12.99
668	CREDIT CARD SERVICES	WALMART-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$500.00
669	CREDIT CARD SERVICES	WALMART-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$97.46
670	CREDIT CARD SERVICES	ODDZ & ENDZ-MUSICAL SUPPLIES	13 2900 610 2 523 001	\$289.75
671	CREDIT CARD SERVICES	GOODWILL- MUSICAL SUPPLIES	13 2900 610 2 523 001	\$81.15
672	CREDIT CARD SERVICES	GLAZIER-CLINIC REGISTRATION	13 2900 610 2 528 001	\$499.00
673	CREDIT CARD SERVICES	BIRDIEBALL-PUTTING PACKAGE	13 2900 610 2 529 001	\$580.78
674	CREDIT CARD SERVICES	PAPA JOHNS-SWIM TEAM MEAL	13 2900 610 2 529 001	\$293.11
675	CREDIT CARD SERVICES	RAISING CANE'S-GBB TEAM MEAL	13 2900 610 2 529 001	\$200.00
676	CREDIT CARD SERVICES	RAISING CANE'S-BBB TEAM MEAL	13 2900 610 2 529 001	\$210.00
677	CREDIT CARD SERVICES	JIMMY JOHNS- BBB TEAM MEAL	13 2900 610 2 529 001	\$220.00
678	CREDIT CARD SERVICES	JIMMY JOHNS-GBB TEAM MEAL	13 2900 610 2 529 001	\$250.00
679	CREDIT CARD SERVICES	HYVEE-HOSPITALITY SUPPLIES	13 2900 610 2 546 001	\$65.96
680	CREDIT CARD SERVICES	HYVEE-SUPPLIES	13 2900 610 2 546 001	\$57.00
681	CREDIT CARD SERVICES	CHIPOTLE-TEAM MEAL	13 2900 610 2 547 001	\$268.10

682	CREDIT CARD SERVICES	CHIPOTLE-TEAM MEAL	13 2900 610 2 547 001	\$133.30
683	CREDIT CARD SERVICES	CHICK-FIL-A-TEAM MEAL	13 2900 610 2 547 001	\$154.14
684	CREDIT CARD SERVICES	RAISING CANE'S-BOOSTER MEAL	13 2900 610 2 547 001	\$3.80
685	CREDIT CARD SERVICES	JIMMY JOHNS-BOOSTER MEAL	13 2900 610 2 547 001	\$72.25
686	CREDIT CARD SERVICES	PIZZA HUT-TEAM MEAL	13 2900 610 2 547 001	\$134.02
687	CREDIT CARD SERVICES	DOMINO'S-TEAM MEAL	13 2900 610 2 547 001	\$151.30
688	CREDIT CARD SERVICES	QDOBA-TEAM MEAL	13 2900 610 2 547 001	\$284.45
689	CREDIT CARD SERVICES	PIZZA HUT-TEAM MEAL	13 2900 610 2 547 001	\$198.87
690	CREDIT CARD SERVICES	NECC-REGISTRATION	13 2900 610 2 549 001	\$800.00
691	CREDIT CARD SERVICES	NCA-CLINIC REGISTRATION	13 2900 610 2 551 001	\$145.60
692	CREDIT CARD SERVICES	NCA-CLINIC REGISTRATION	13 2900 610 2 551 001	\$46.80
693	CREDIT CARD SERVICES	SICKIES GARAGE-DEBATE TEAM	13 2900 610 2 553 001	\$140.88
694	CREDIT CARD SERVICES	AMAZON-RETURNED APPAREL	13 2900 610 2 556 001	-\$573.70
695	CREDIT CARD SERVICES	NATIONALS-TEAM MEALS	13 2900 610 2 556 001	\$1,353.11
696	CREDIT CARD SERVICES	WALMART-NATIONALS SUPPLIES	13 2900 610 2 556 001	\$552.33
697	CREDIT CARD SERVICES	PAPA JOHNS-TEAM MEAL TIP	13 2900 610 2 560 001	\$20.00
698	CREDIT CARD SERVICES	HAMPTON INN-CREDIT FOR TAXES	13 2900 610 2 562 001	-\$194.58
699	CREDIT CARD SERVICES	FRACAS TEAM MEALS & SUPPLIES	13 2900 610 2 562 001	\$739.05
700	CREDIT CARD SERVICES	QUALITY INN- SD LODGING	13 2900 610 2 562 001	\$956.60
701	CREDIT CARD SERVICES	BROGIS-INTERVIEW DAY MEAL	13 2900 610 2 563 001	\$18.80
702	CREDIT CARD SERVICES	PIZZA HUT-WINTER ROYALTY MEAL	13 2900 610 2 568 001	\$176.49
703	CREDIT CARD SERVICES	WALMART-PEP RALLY SUPPLIES	13 2900 610 2 568 001	\$45.10
704	CREDIT CARD SERVICES	AMAZON-WINTER ROYALTY SUPPLIES	13 2900 610 2 568 001	\$133.38
705	CREDIT CARD SERVICES	WALMART-STORAGE SUPPLIES	13 2900 610 2 568 001	\$84.20
706	CREDIT CARD SERVICES	TARGET-INCENTIVES	13 2900 610 2 588 001	\$3,265.75
707	CREDIT CARD SERVICES	NE GAME & PARKS- SUBSCRIPTION	13 2900 610 2 595 001	\$47.08
708	CREDIT CARD SERVICES	AMAZON-DISPLAY EASELS	13 2900 610 2 597 001	\$39.96
709	CREDIT CARD SERVICES	UPS-SHIPPING	13 2900 610 2 598 001	\$21.62
710	CREDIT CARD SERVICES	DOMINO'S-MTG SUPPLIES	13 2900 610 2 615 001	\$53.22
711	CREDIT CARD SERVICES	KINGS-INVITE HOSPITALITY	13 2900 610 2 652 001	\$88.63
712	CREDIT CARD SERVICES Total			\$17,494.04
713	EHRISMAN, REID	2/4 OFFICIAL	13 2900 610 2 531 001	\$65.00
714	EHRISMAN, REID	2/8 OFFICIAL	13 2900 610 2 531 001	\$140.00
715	EHRISMAN, REID	2/4 OFFICIAL	13 2900 610 2 538 001	\$65.00
716	EHRISMAN, REID	2/11 OFFICIAL	13 2900 610 2 538 001	\$150.00
717	EHRISMAN, REID Total			\$420.00
718	EMAL, COLBY	2/7 OFFICIAL	13 2900 610 2 531 001	\$100.00
719	EMAL, COLBY	2/7 OFFICIAL	13 2900 610 2 538 001	\$100.00
720	EMAL, COLBY Total			\$200.00
721	FITZKE, ANDREW	2/11 OFFICIAL	13 2900 610 2 531 001	\$200.00
722	FITZKE, ANDREW Total			\$200.00
723	GILLESPIE, CHAD	2/7 OFFICIAL	13 2900 610 2 531 001	\$200.00
724	GILLESPIE, CHAD Total			\$200.00

725	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$1,969.00
726	GODFATHERS PIZZA NORFOLK	INVITE HOSPITALITY	13 2900 610 2 546 001	\$53.50
727	GODFATHERS PIZZA NORFOLK	CLUB WR WORKER MEALS	13 2900 610 2 562 001	\$238.00
728	GODFATHERS PIZZA NORFOLK	CLUB WR INVITE WORKER MEAL	13 2900 610 2 562 001	\$129.50
729	GODFATHERS PIZZA NORFOLK	INVITE HOSPITALITY	13 2900 610 2 650 001	\$53.50
730	GODFATHERS PIZZA NORFOLK	CLUB WR INVITE WORKER MEAL	13 2900 610 2 654 001	\$129.50
731	GODFATHERS PIZZA NORFOLK Total			\$2,573.00
732	HELGOTH, RYAN	2/7 OFFICIAL	13 2900 610 2 531 001	\$65.00
733	HELGOTH, RYAN	2/7 OFFICIAL	13 2900 610 2 538 001	\$65.00
734	HELGOTH, RYAN Total			\$130.00
735	HONG, JOSHUA	2/11 OFFICIAL	13 2900 610 2 531 001	\$200.00
736	HONG, JOSHUA Total			\$200.00
737	HUNT, MATTHEW	2/4 OFFICIAL	13 2900 610 2 531 001	\$200.00
738	HUNT, MATTHEW Total			\$200.00
739	JOHNSON, KADEYN	2/4 OFFICIAL	13 2900 610 2 531 001	\$100.00
740	JOHNSON, KADEYN	2/11 OFFICIAL	13 2900 610 2 531 001	\$200.00
741	JOHNSON, KADEYN	2/4 OFFICIAL	13 2900 610 2 538 001	\$100.00
742	JOHNSON, KADEYN Total			\$400.00
743	KEARNEY HIGH SCHOOL	2/8 ENTRY FEE	13 2900 610 2 544 001	\$60.00
744	KEARNEY HIGH SCHOOL Total			\$60.00
745	KRACL, MARTIN	2/7 OFFICIAL	13 2900 610 2 538 001	\$200.00
746	KRACL, MARTIN Total			\$200.00
747	KRISPY KREME DOUGHNUTS	DONUT FUNDRAISER	13 2900 610 2 588 001	\$3,107.25
748	KRISPY KREME DOUGHNUTS Total			\$3,107.25
749	LINCOLN SOUTHWEST HIGH	SPEECH ENTRY FEE	13 2900 610 2 522 001	\$72.00
750	LINCOLN SOUTHWEST HIGH Total			\$72.00
751	LONG, JOSH	CLINIC MEAL REIMB	13 2900 610 2 551 001	\$60.00
752	LONG, JOSH Total			\$60.00
753	MACKEY, LANDONN	2/11 OFFICIAL	13 2900 610 2 538 001	\$150.00
754	MACKEY, LANDONN Total			\$150.00
755	MERRILL, JEFFREY	2/7 OFFICIAL	13 2900 610 2 538 001	\$130.00
756	MERRILL, JEFFREY Total			\$130.00
757	MORRISON, GORDON "SCOTT"	2/4 OFFICIAL	13 2900 610 2 538 001	\$130.00
758	MORRISON, GORDON "SCOTT" Total			\$130.00
759	NORTHWEST HIGH SCHOOL	2/10 ENTRY FEE	13 2900 610 2 546 001	\$140.00
760	NORTHWEST HIGH SCHOOL Total			\$140.00
761	NPS GENERAL FUND	1ST SEMESTER TRANSPORTATION	13 2900 610 2 266 001	\$1,931.86
762	NPS GENERAL FUND Total			\$1,931.86
763	PIPER, LESTER	2/4 OFFICIAL	13 2900 610 2 531 001	\$130.00
764	PIPER, LESTER Total			\$130.00
765	REID, KIM	NAC ARTIST IN RESIDENCY	13 2900 610 2 503 001	\$1,980.00
766	REID, KIM	NAC ARTIST IN RESIDENCY	13 2900 610 2 503 001	\$350.00
767	REID, KIM Total			\$2,330.00

768	RYDIN DECAL	25/26 PARKING TAGS	13 2900 610 2 506 001	\$444.60
769	RYDIN DECAL Total			\$444.60
770	SKILLS USA	MEMBERSHIPS	13 2900 610 2 569 001	\$104.00
771	SKILLS USA Total			\$104.00
772	Grand Total			\$40,885.04
773				
774	JUNIOR HIGH ACTIVITY FUND			
775	AMAZON CAPITAL SERVICES	STUCO BANNERS	14 2900 610 2 867 002	\$40.63
776	AMAZON CAPITAL SERVICES	STUCO PROJECT SUPPLIES	14 2900 610 2 867 002	\$64.00
777	AMAZON CAPITAL SERVICES	IPAD TRIPODS	14 2900 610 2 870 002	\$71.97
778	AMAZON CAPITAL SERVICES	IPAD TRIPODS	14 2900 610 2 873 002	\$26.99
779	AMAZON CAPITAL SERVICES Total			\$203.59
780	BRUNS, TUCKER	OFFICIAL PAY INTRAMURAL BBALL	14 2900 610 2 848 002	\$60.00
781	BRUNS, TUCKER Total			\$60.00
782	CASH-WA DISTRIBUTING	RESTOCK CONCESSIONS	14 2900 610 2 835 002	\$588.15
783	CASH-WA DISTRIBUTING Total			\$588.15
784	CHESTERMAN COMPANY	RESTOCK CONCESSION	14 2900 610 2 835 002	\$412.58
785	CHESTERMAN COMPANY Total			\$412.58
786	CREDIT CARD SERVICES	G.WRESTLING SUPPLIES #BV	14 2900 610 2 650 002	\$11.36
787	CREDIT CARD SERVICES	PANTHER PANTRY SUPPLIES #BV	14 2900 610 2 830 002	\$41.54
788	CREDIT CARD SERVICES	CONCESSION SUPPLIES #BV	14 2900 610 2 835 002	\$68.44
789	CREDIT CARD SERVICES	SHIPPING #BV	14 2900 610 2 840 002	\$6.90
790	CREDIT CARD SERVICES Total			\$128.24
791	DITTMER, MICHAEL	TRACKWRESTLING OPERATOR FEE	14 2900 610 2 650 002	\$300.00
792	DITTMER, MICHAEL Total			\$300.00
793	FRESH IDEAS MANAGEMENT,	CHOIR FESTIVAL LUNCH @ WSC	14 2900 610 2 875 002	\$616.40
794	FRESH IDEAS MANAGEMENT, Total			\$616.40
795	HEIMES, JEFF	OFFICIAL PAY WRESTLING 2/11	14 2900 610 2 650 002	\$250.00
796	HEIMES, JEFF Total			\$250.00
797	LEWIS, MATTHEW	OFFICIAL PAY INTRAMURAL BBALL	14 2900 610 2 848 002	\$60.00
798	LEWIS, MATTHEW	OFFICIAL PAY INTRAMURAL BBALL	14 2900 610 2 848 002	\$60.00
799	LEWIS, MATTHEW Total			\$120.00
800	LOVE SIGNS, INC	NEW CONTROLLER FOR MESSAGE	14 2900 610 2 840 002	\$940.00
801	LOVE SIGNS, INC Total			\$940.00
802	NPS GENERAL FUND	ACTIVITY WORKERS 11/24-12/21	14 2900 610 2 828 002	\$27.53
803	NPS GENERAL FUND	ACTIVITY WORKERS 11/24-12/21	14 2900 610 2 835 002	\$357.13
804	NPS GENERAL FUND	ACTIVITY WORKERS 11/24-12/21	14 2900 610 2 849 002	\$904.00
805	NPS GENERAL FUND	ACTIVITY WORKERS 11/24-12/21	14 2900 610 2 850 002	\$339.61
806	NPS GENERAL FUND Total			\$1,628.27
807	SHERER, CHARLES	OFFICIAL PAY WRESTLING 2/11	14 2900 610 2 650 002	\$250.00
808	SHERER, CHARLES	OFFICIALS FINDERS FEE	14 2900 610 2 650 002	\$100.00
809	SHERER, CHARLES Total			\$350.00
810	SIDZYIK, CHRIS	OFFICIAL PAY WRESTLING 2/11	14 2900 610 2 650 002	\$250.00

811	SIDZYIK, CHRIS Total			\$250.00
812	SIDZYIK, TY	OFFICIAL PAY WRESTLING 2/11	14 2900 610 2 650 002	\$250.00
813	SIDZYIK, TY Total			\$250.00
814	SNORTON, JUSTIN	OFFICIAL PAY INTRAMURAL BBALL	14 2900 610 2 848 002	\$60.00
815	SNORTON, JUSTIN Total			\$60.00
816	ZLOMKE, RYLEE	OFFICAL PAY WRESTLING 2/11	14 2900 610 2 650 002	\$250.00
817	ZLOMKE, RYLEE Total			\$250.00
818	Grand Total			\$6,407.23
819				
820	STUDENT FEE FUND			
821	ADAME, MIRIAM	INSTR FEE REFUND-WAIVER	17 2190 610 1 669 014	\$50.00
822	ADAME, MIRIAM Total			\$50.00
823	AMAZON CAPITAL SERVICES	AFTERSHOCK SUPPLIES	17 2190 610 1 669 014	\$282.95
824	AMAZON CAPITAL SERVICES	SUPPLIES RETURNED	17 2190 610 1 669 014	-\$200.00
825	AMAZON CAPITAL SERVICES	AFTERSHOCK CLUB SUPPLIES	17 2190 610 2 669 002	\$137.94
826	AMAZON CAPITAL SERVICES Total			\$220.89
827	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 1 669 014	\$89.79
828	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 1 669 014	\$153.00
829	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 1 669 014	\$62.39
830	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 2 669 002	\$199.51
831	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 2 669 002	\$172.11
832	CREDIT CARD SERVICES	ROBOTICS COMPETITION #AV	17 2190 610 2 669 002	\$120.00
833	CREDIT CARD SERVICES	ROBOTICS COMPETITION #AV	17 2190 610 2 669 002	\$120.00
834	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 2 669 002	\$211.31
835	CREDIT CARD SERVICES	ROBOTICS COMPETITION #AV	17 2190 610 2 669 002	\$120.00
836	CREDIT CARD SERVICES Total			\$1,248.11
837	KEN'S BAND INSTRUMENT	BARI SAX REPAIR	17 2190 340 2 028 001	\$82.00
838	KEN'S BAND INSTRUMENT	FLUTE REPAIR	17 2190 340 2 028 002	\$83.00
839	KEN'S BAND INSTRUMENT	CLARINET REPAIR	17 2190 340 2 028 002	\$20.00
840	KEN'S BAND INSTRUMENT Total			\$185.00
841	NORFOLK SENIOR HIGH SCHOOL	WINTER ROYALTY GATE TO SH	17 2190 610 2 560 001	\$3,869.00
842	NORFOLK SENIOR HIGH SCHOOL Total			\$3,869.00
843	Grand Total			\$5,573.00

Negotiations goal - not to exceed predicted state allowed growth. 3% growth = \$1,697,500			
Certified Teachers and Psych's	\$1,115,787	3.45%	Approved
Administration	\$102,505	2.80%	Pending
Nurse	\$13,244	3.45%	Pending
Classified Salary	\$29,417	2.26%	Pending
Classified Hourly \$0.12 added to base and \$0.51 added to existing employees	\$370,080	3.45%	Pending
Total cost to district	\$1,631,033		

25-26 Rates	HS Diploma GED & SUBS	30 College Hours	AA/60 College	90 College Hours	BA or 120 Hours
Para 1	\$17.00	\$17.25	\$17.48	\$17.73	\$17.97
Para 2	\$17.26	\$17.49	\$17.75	\$18.00	\$18.26
Para 3	\$17.44	\$17.70	\$17.96	\$18.21	\$18.45
Para 4	\$18.15	\$18.42	\$18.69	\$18.96	\$19.21
Secretary 1	\$16.97	\$17.21	\$17.44	\$17.68	\$17.94
Secretary 2	\$18.53	\$18.80	\$19.08	\$19.35	\$19.63
Secretary 3	\$20.86	\$21.17	\$21.48	\$21.80	\$22.12
Custodial/Maintenance 1	\$20.19	\$20.49	\$20.79	\$21.11	\$21.41
Custodial/Maintenance 2	\$23.18	\$23.52	\$23.89	\$24.23	\$24.59
Title IX (Native American Liaison)	\$20.71	\$21.02	\$21.33	\$21.64	\$21.95
Migrant Recruiter	\$19.99	\$20.30	\$20.58	\$20.88	\$21.17
ELL Translator	\$22.03	\$22.38	\$22.70	\$23.04	\$23.38
Physical Therapy Assistant	\$18.84	\$19.12	\$19.40	\$19.68	\$19.95
Accompanist	\$23.67	\$24.04	\$24.39	\$24.76	\$25.13
Deaf Interpreter	\$23.84	\$24.21	\$24.58	\$24.94	\$25.31
Seasonal Help	\$18.14				
Security	\$18.90				
Bus Driver	\$24.64				

Norfolk Public Schools Classified Salary Structure 25-26

<u>Work Days</u>	<u>Position</u>	<u>Salary Range</u>		<u>Per Diem Range</u>		<u>Longevity</u>
		<u>From</u>	<u>To</u>	<u>From</u>	<u>To</u>	
260	District Network Administrator	\$82,140.00	\$92,140.00	\$316	\$354	\$102,140
260	District Maintenance Supervisor	\$72,140.00	\$82,140.00	\$277	\$316	\$92,140
260	District Network Administrator / Support	\$65,140.00	\$75,140.00	\$251	\$289	\$85,140
260	Student Information System Administrator	\$65,140.00	\$75,140.00	\$251	\$289	\$85,140
260	Asst. District Maintenance Supervisor	\$62,140.00	\$72,140.00	\$239	\$277	\$82,140
260	Communications Director	\$62,140.00	\$72,140.00	\$239	\$277	\$82,140
260	Asst. to the Superintendent / Foundation	\$49,140.00	\$59,140.00	\$189	\$227	\$69,140
260	Aftershock Program Director	\$49,150.00	\$59,150.00	\$189	\$228	\$69,150
260	Athletic Trainer	\$45,000.00	\$55,000.00	\$173	\$212	\$65,000
220	Sixpence Facilitator	\$40,000.00	\$50,000.00	\$182	\$227	\$60,000

Salary Schedule Placement: Initial placement of a newly hired employee shall be determined by the superintendent of schools or their designee in relation to experience, background and skills. Deviations from the salary structure may be warranted in extenuating circumstances

NORFOLK PUBLIC SCHOOLS
 School Nurses
 2025/2026 Year

Base Salary: \$ 39,990

Step	RN	RN+9	RN+18	RN+27	BSN	MSN
Step		135 CEUs	270 CEUs	405 CEUs		
1	1.0000	1.0450	1.0900	1.1350	1.1800	1.2250
	\$ 39,990	\$ 41,790	\$ 43,589	\$ 45,389	\$ 47,188	\$ 48,988
2	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700
	\$ 41,790	\$ 43,589	\$ 45,389	\$ 47,188	\$ 48,988	\$ 50,787
3	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150
	\$ 43,589	\$ 45,389	\$ 47,188	\$ 48,988	\$ 50,787	\$ 52,587
4	1.1350	1.1800	1.2250	1.2700	1.3150	1.3600
	\$ 45,389	\$ 47,188	\$ 48,988	\$ 50,787	\$ 52,587	\$ 54,386
5	1.1800	1.2250	1.2700	1.3150	1.3600	1.4050
	\$ 47,188	\$ 48,988	\$ 50,787	\$ 52,587	\$ 54,386	\$ 56,186
6	1.2250	1.2700	1.3150	1.3600	1.4050	1.4500
	\$ 48,988	\$ 50,787	\$ 52,587	\$ 54,386	\$ 56,186	\$ 57,986
7	1.2700	1.3150	1.3600	1.4050	1.4500	1.4950
	\$ 50,787	\$ 52,587	\$ 54,386	\$ 56,186	\$ 57,986	\$ 59,785
8	1.3150	1.3600	1.4050	1.4500	1.4950	1.5400
	\$ 52,587	\$ 54,386	\$ 56,186	\$ 57,986	\$ 59,785	\$ 61,585
9	1.3600	1.4050	1.4500	1.4950	1.5400	1.5850
	\$ 54,386	\$ 56,186	\$ 57,986	\$ 59,785	\$ 61,585	\$ 63,384
10	1.4050	1.4500	1.4950	1.5400	1.5850	1.6300
	\$ 56,186	\$ 57,986	\$ 59,785	\$ 61,585	\$ 63,384	\$ 65,184

**NORFOLK PUBLIC SCHOOLS
NORFOLK, NEBRASKA**

**Nurses Employment
2025-2026**

~~This agreement is made and entered into between the Board of Education of Madison County School District #2 aka (Norfolk Public Schools) and the Certificated School Nurses. This agreement shall be effective as of August 1, 2024, and shall continue in effect until July 31, 2025. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.) If a new and substitute agreement has not been duly entered into prior to July 31, 2025, the terms of this agreement shall continue in full force and effect until such substitute contract is adopted, which shall then be fully retroactive to August 1, 2025. (Payroll, benefits, and other agreement changes will become effective with the start of a new school year specified on the official school calendar and with the September pay period annually.)~~

**Article I
Recognition**

~~The Board recognizes School Nurses as a professional group and will work with them in developing an employment agreement.~~

**Article II
Salaries**

- A. **Salary Schedule:** The salary of each certified nurse covered by this agreement shall be determined by the salary schedule attached as Appendix A for 2025-2026.
- B. **Salary Schedule Placement:** The initial step placement of a newly hired employee shall be determined by the superintendent of schools or their designee in relation to experience. Placement of newly hired nurses may be given higher placement due to their qualification, but their placement will not exceed actual verified experience. Each new employee shall provide written verification of prior successful experience to the Superintendent or their designee prior to initial placement on the salary schedule. Only one (1) vertical step per year will be allowed. A maximum of one (1) horizontal step will be allowed per year upon completion of horizontal movement requirements.
- C. Staff members whose salaries are funded through state or federal grants will be paid the rate as established in the grant, not the salary stated in this agreement.

**Article III
Fringe Benefit**

~~The Nursing staff beginning service to the School District with the 2024-2025 years will be provided a fringe benefit package that is not subject to NPERS employer and employee contributions but is subject to applicable FICA taxes. Nurses will be provided the following options within their fringe benefit package:~~

~~A. **ACCEPTABLE HEALTH CARE OPTION THROUGH NPS:** For the 2024-2025 school years the School District shall provide the opportunity to enroll in self only and dependent health and dental insurance under the School District's group health and dental insurance provider for the 2024-2025 school year, the~~

~~Educators Health Alliance (EHA) health and dental insurance Dual Choice PPO plan with Dental at 80% A & B, and 50% C coverage at the premium cost established annually by the EHA for the 2024-2025 fiscal years. Premium rates for the EHA plan will be in a 4-tier structure with the four tiers defined as follows: Employee (self-only), Employee/Child(ren), Employee/Spouse, and Employee/Spouse & Child(ren).~~

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

~~(1) Insurance /Fringe Benefit Stipend: Full-time nurses eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of \$11,428.~~

~~(2) Full-time nurses eligible for the Fringe Benefit Package may receive employee/child(ren), employee/spouse, and employee/spouse and child(ren) health/dental insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year and dental coverage rates under the EHA Dual Choice Plan offered each year. The difference between the premium costs of such health and dental coverage and the sum of \$14,428.~~

~~B. CASH-IN-LIEU OPTION: The Nursing staff shall be provided the following cash-in-lieu of option: **(1)Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election:** A Nurse may decline the School District provided Employee (“self only”) health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of \$11,428 (\$952.34 monthly) for 2024-2025 PROVIDED, that a Nurse shall not be allowed to decline Employee (self only) tier group health and dental coverage unless said Nurse has filed with the business office on the form provided by the School District an agreement providing:~~

~~(a)For an individual disclaimer which certifies that said nurse is covered by alternate health insurance coverage which provides at least “Bronze Level” health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); and,~~

~~(b)That should the nurse fail to obtain and maintain health insurance coverage as required by subparagraph (a) above at any time during the term of this Negotiated Agreement, and the School District incurs a penalty of any kind under the Patient Protection and Affordable Care Act, the Faculty Member shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll Employee “self only” under the School District’s group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years.~~

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

Employee only 100%
Employee/Child \$15,720.74
Employee/Spouse \$15,922.81
Employee/Family \$18,766.80

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

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

Grandfathered Benefit Package: Eligible nurses employed by the School District shall be provided the Fringe Benefit Package as described herein. Benefits provided under the Fringe Benefit Package shall be prorated for part-time nurses based on full-time equivalency. Nurses provided the Fringe Benefit Package shall be eligible to receive the following benefit packages identified in subsections (1),(2) and (3) below, subject to limitations provided therein:

- (1) **Insurance /Fringe Benefit Stipend:** Full-time nurses eligible for the Fringe Benefit Package may receive employee (self only) health/dental or one of the dental only options insurance coverage at the \$1,050/\$3,800 HSA Eligible option rates under the EHA Dual Choice Plan offered each year with 100% of the premium cost paid by the School District, plus an additional Fringe Benefit Stipend in the amount of the difference between the premium costs of such health and dental coverage and the sum of **\$11,428**.
 - a. Fringe Benefit Stipends shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.
- (2) **Cash-in-lieu:** Full-time nurses eligible for the Fringe Benefit Package may elect not to enroll in the health and dental insurance plan offered by the School District and decline the School District's contribution towards such health and dental insurance and instead receive a Cash-in-Lieu of insurance stipend in the amount of \$11,428 (\$952.33/month) for the 2025-2026 school year provided the nurse has filed with the business office on the form attached hereto and incorporated herein as Appendix C3 an acknowledgement which serves as evidence of alternative coverage in accordance with the conditions of an "eligible opt out payment" as set forth in Treas. Prop. Reg 26 CFR §1.36B-2(c)(v)(A)(7), as may be amended from time to time. Cash-in-lieu payments shall be subject to all applicable state and federal tax withholdings but shall not be subject to NPERS employer and employee contributions.

~~Article V~~ **IRS 125 Plan**

Each nurse covered by this agreement shall have the option of participating in an IRS Section 125 Flexible Benefit Plan. The administration and participation costs of this benefit shall be paid for by the Board of Education. This fund shall be administered according to law.

~~Article VI~~ **Sick Leave**

~~The Norfolk Public School provides for the following sick leave plan for all full-time school nurses. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt, and uncle) equivalent to ten (10) days on full pay shall be allowed for the nurse. This benefit shall be cumulative from year to year not to exceed forty (40) days use in any one year. Nurses absent because of a sickness may be requested to submit an acceptable doctor's certificate to the Central Office. School nurses considering elective surgery should plan the surgery for a time that will not interfere with their contractual duties. An employee shall notify the superintendent or designee of schools of any planned absence under the sick leave procedure as soon as the employee knows such absence will occur. The date or approximate dates of the planned absence shall be communicated to the superintendent or designee of schools as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to~~

work as soon as the illness or disability has sufficiently subsided so that it ~~no longer jeopardizes the health or well-being of the employee.~~

The Norfolk Public Schools provides the following sick leave plan for Nurses. At the beginning of the school year a sick leave benefit for personal illness for the employee or members of the immediate family (husband, wife, child, mother, father, sister, brother, mother-in-law, father-in-law, grandparents, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, aunt and uncle) equivalent to ten (10) days of full pay shall be granted to the nurse. This benefit shall be cumulative from year to year not to exceed seventy-five (75) days. Nurses may use a maximum of seventy five (75) sick leave days during any one (1) school year. Days used in excess of the accumulated sick leave shall be counted as leave with an annual salary per diem loss in pay. Nurses considering elective surgery should consider planning the surgery for a time that will not interfere with their contractual duties. Ten (10) of the seventy-five (75) available sick leave days may be used for a member of the immediate family not residing in the household. An employee shall notify his or her building administrator of any planned absence under the sick leave procedure as soon as the employee knows such absence will occur. The date or approximate dates of the planned absence shall be communicated to his or her building administrator as soon as they are reasonably available. The employee shall terminate leave taken under this procedure and return to work as soon as the illness or disability has sufficiently subsided so that it no longer jeopardizes the health or well-being of the employee.

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

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

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

~~Article VII~~ Bereavement Leave

The Norfolk Public Schools provides the following bereavement leave procedures: All full-time employees are eligible for a bereavement leave of up to five (5) days for the funeral of a member of the immediate family. One (1) day of bereavement leave will be granted for the funeral of a friend or relative. Additional bereavement days may be requested for each occasion. Additional days may be allowed at the discretion of the superintendent.

The maximum number of bereavement leave days shall be no more than twelve (12) days in any one year. Bereavement leave is non-cumulative. If you are prevented from returning to work after your leave has expired, because of extenuating circumstances (such as weather), your pay will be docked ~~1/193rd of the salary amount. an amount equal to the pay of a substitute nurse or the use of a personal day if one is available.~~ **1/193rd of the salary amount.**

Article VIII Personal Day

Each ~~Nurse employee covered by this agreement~~ will be allowed ~~one (1)~~ **two (2)** paid and ~~two (2)~~ **one (1)** unpaid personal leave days per year. ~~Request for Leave must be submitted in writing to the building principal at least five (5) calendar days in advance of the leave.~~ The building principal and the Superintendent of Schools must approve this request. Under the following conditions (staff members will be docked 1/193rd of the contracted amount):

- A. No reason will have to be given for the absence.
- B. Leave will be granted only if a properly qualified substitute can be hired to replace the staff member who wishes to take such leave.
- C. Leave without pay is non-cumulative.

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

- 1. **It may not be used when Norfolk athletic teams qualify for district or state playoffs or other such occasion when use of this day would create coverage issues.**
- 2. **The personal leave day may not be taken preceding or following vacations or other non-contract days except for extenuating circumstances.**
- 3. **This leave may not be taken after April 30 except for extenuating circumstances.**
- 4. **Those nurses who have a son or daughter participating in district or state competition during the month of May, may use a personal day to attend, if a substitute nurse is available.**

B. **Personal leave shall be allowed to accumulate to six (6) days, and may be used consecutively following the conditions listed above.**

C. **Personal leave will not be allowed for any absence when such absence is covered by other leave benefits by the Norfolk Public School System.**

D. **If an employee is prevented from returning to work after personal leave has expired, because of extenuating circumstances (such as weather), the employee will be docked 1/193rd of their salary amount.**

E. **Request for leave will be submitted in writing on forms provided by the school district to the supervising**

administrator at least seven (7) calendar days in advance of the date leave is to commence. The supervising administrator will consider any other leave request and submit it to the superintendent of schools with a recommendation for approval or disapproval. The superintendent of schools will act upon the request with dispatch and will promptly notify the staff member and the supervising administrator as to the disposition of the leave request.

- F. Staff members will be paid \$100, in June, for each unused personal leave day not being rolled over.
- G. Nurses who are unable to get to work due to inclement weather may use a personal day. If no personal days are available then the nurse will be docked 1/193rd of their salary amount.

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

1. Additional days of personal leave without pay but with a reason are available at the discretion of the superintendent.
2. A staff member's salary will be docked 1/193rd of their salary amount per day.
These days are subject to the personal leave A-G listed above. Leave may not be taken immediately preceding or following vacations or other non-contract days unless approved by the superintendent.

~~Article IX~~
Conditions of Employment

- A. At-Will Employment: All nurses are at-will employees and have no property right to continued employment and may be terminated by either party, with or without cause or hearing, upon two (2) calendar week notice or pay in lieu of notice.
- B. A 1.00 Full Time Equivalency is equal to 7.5 hours per day for 193 days per year.

~~Article X~~
Grievance Procedure

- A. Definition of Grievance: This grievance procedure shall apply only to employee grievances relating to the terms and conditions of employment under and covered by this negotiated agreement.
- B. Grievance Process: The Board and the Nurses both agree that it is usually most desirable for an employee and the immediate supervisor to resolve problems through free and informal communications. When requested by the nurse, a representative of the nurses may assist in this resolution at all levels. However, when the grievance remains unresolved, then the following process shall be followed:
 - a. The employee shall present the grievance in writing to their immediate supervisor. The immediate supervisor shall review the grievance with the employee within three (3) business days.
 - b. If not resolved, the employee may appeal the decision to the Superintendent. The Superintendent shall arrange for a meeting with the employee within five (5) business days of receipt of the complaint. The Superintendent shall have four (4) days from the date of the meeting to provide a written decision to the employee.
 - c. If the grievance is not resolved at that level, the employee may appeal the grievance in writing to the Board President. The Board President shall schedule a hearing on the grievance before the Board of Education no later than thirty (30) days from the request. The Board will have five days from the date of the hearing to notify, in writing, the grievant of the Board's decision.

~~Article XI~~
SCIP Team Extra-Duty Compensation

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

Appendix A

Norfolk Public Schools Administrative Salary Structure 25-26

* Superintendent Discretion to be used in salary placement based upon administrator's experience. Deviations from the salary structure may be warranted in extenuating circumstances

Administrative Contract Days	Level	Position	Salary Placement Range	Daily Rate based upon salary placement range	Starting Longevity Salary
200	1	SH Dean of Students	For Initial Placement, certified schedule plus 12 days per diem of the certified base for SH (\$2,544), 20 days per diem for JH (\$4,239)		
208	1	JH Dean of Students/7-8 Activities Director			
220	2	Assistant Principal 5-6	\$88,057-\$94,057(\$6,000)	\$400-\$428	\$118,057
220	2	Assistant Principal 7-8	\$88,057-\$94,057(\$6,000)	\$400-\$428	\$118,057
230	3	Assistant Principal 9-12	\$97,439-\$103,907(\$6,000)	\$424-\$452	\$127,907
230	3	Assistant Principal 9-12	\$97,439-\$103,907(\$6,000)	\$424-\$452	\$127,907
230	3	Activities Director 9-12	\$97,439-\$103,907(\$6,000)	\$424-\$452	\$127,907
230	4	Elementary Principal(s)	\$101,907-\$107,907(\$6,000)	\$443-\$469	\$131,907
260	4	M.S. Principal	\$109,907-\$115,907(\$6,000)	\$423-\$446	\$139,907
260	4	J.H. Principal	\$109,907-\$115,907(\$6,000)	\$423-\$446	\$139,907
260	5	High School Principal	\$123,907-\$129,907(\$6,000)	\$477-\$500	\$153,907
260	6	District Director of Student Programs	\$127,907-\$133,907(\$6,000)	\$492-\$515	\$157,907
260	6	District Director of Student Services, Safety and Technology	\$127,907-\$133,907(\$6,000)	\$492-\$515	\$157,907
260	6	District Director of Human Resources and Accreditation	\$127,907-\$133,907(\$6,000)	\$492-\$515	\$157,907
260	6	District Director of Teaching and Learning	\$127,907-\$133,907(\$6,000)	\$492-\$515	\$157,907
260	6	District Director of Business, Maintenance, & Facilities	\$127,907-\$133,907(\$6,000)	\$492-\$515	\$157,907
260	7	Associate Superintendent (Includes the job of one of the level 6 positions)	Additional \$5,000 to level 6 range \$132,907 - \$138,907	\$511-\$534	\$162,907
Extra Salary Incentives (Additional one time salary increase upon completion of degree)					
		Ed.S.	\$2,000		
		EdD. / Ph.D.	\$3,000		
**Administrative employees hired prior to the 2025-2026 contract year will receive an annual \$11,428 benefit package which can be applied to Single Health or taken as cash in lieu					
**Administrative employees hired for the 2025-2026 contract year and after, will qualify for the benefit system					
**All 260 day contract administrators receive 20 vacation days annually which can be used through the calendar year with prior approval from the Superintendent					



RESOLUTION TO CANCEL TEACHING CONTRACT

WHEREAS, on February 7, 2025, Karla Knight received written notice of the recommended cancellation of her employment contract; and

WHEREAS, Karla Knight was notified of her right to request a hearing within seven (7) days from the date of such notification and was notified that in the event no request for hearing was made, the Board may proceed to take action to cancel her employment contract with the School District without further notice; and

WHEREAS, Karla Knight did not request a hearing within the time required by law, and to this date has not requested a hearing; and,

WHEREAS, the Board, being duly advised of these facts, finds there is just cause to cancel Karla Knight’s certificated employment contract, effective February 7, 2025.

NOW, THEREFORE, BE IT RESOLVED that the employment contract of Karla Knight, should be and is hereby cancelled, effective February 7, 2025.

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

DATED this ____ day of February, 2025.

NORFOLK PUBLIC SCHOOLS

BY: _____
President

ATTEST:

Secretary