

Board of Education 2nd Monthly Meeting
Monday, June 23, 2025 12:00 PM

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

Agenda

1. Date Public Notice appeared in the Norfolk Daily News:
2. Call to Order
 - 2.1. Roll Call
 - 2.2. Declaration of a Legal Meeting
3. Pledge of Allegiance
4. 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
 - 6.3. Claims
7. Action Items
 - 7.1. Discuss, consider and take action to approve Bill McAllister as the Board Secretary beginning July 1, 2025
 - 7.2. Discuss, consider and take action to approve the second reading of board policy 5423 -- Student Searches and Handheld Devices
 - 7.3. Discuss, consider and take action to approve the second reading of board policy 5507--Foster Care Student Transportation
 - 7.4. Discuss, consider and take action to approve the second reading of board policy 6113 – Electronic Communication Devices and Cell Phones
 - 7.5. Discuss, consider and take action to approve the second reading of board policy 6931 - Behavioral Intervention and Classroom Management
 - 7.6. Discuss, consider and take action to approve the second reading of revised board policies
8. Future Meetings
9. 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, June 9, 2025 5:30 PM
NPS Central Administration Office
512 West Phillip Avenue
Norfolk, NE 68701

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

1. Date Public Notice appeared in the Norfolk Daily News: June 2, 2025
2. Call to Order
 - A. The Norfolk Public School District's Board of Education meeting was called to order at 5:30 PM by Tom Stanton, Vice President.
 - 2.1. Roll Call – See attendance above.

Motion to excuse the absence of Teri Bauer at 5:30 PM passed with a motion by Tom Stanton and a second by Cindy Booth.

Teri Bauer: Absent, Brenda Carhart: Absent, Cindy Booth: Yea, Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea
Yea: 4, Nay: 0, Absent: 2

Motion to excuse the absence of Brenda Carhart at 5:32 PM passed with a motion by Patti Gubbels and a second by Steve McNally.

Teri Bauer: Absent, Brenda Carhart: Absent, Cindy Booth: Yea, Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea
Yea: 4, Nay: 0, Absent: 2

- 2.2. Declaration of a Legal Meeting - The meeting was declared legal. There was a quorum.
3. Pledge of Allegiance
4. Parental Involvement Hearing
 - A. Hearing began at 5:34 PM
 - B. Nebraska State Statute 79-533 requires that school boards review their parental involvement policies and hold a public hearing regarding these policies annually.
 - C. The Norfolk Public Schools' Board Policy 6400 contains all requirements of this statute, including:
 - (1) How the school district will provide access to parents concerning textbooks, tests, and other curriculum materials used in the school district;
 - (2) How the school district will handle requests by parents to attend and monitor courses, assemblies, counseling sessions, and other instructional activities;
 - (3) Under what circumstances parents may ask that their children be excused from testing, classroom instruction, and other school experiences the parents may find objectionable;

- (4) How the school district will provide access to records of students;
 - (5) What the school district's testing policy will be; and
 - (6) How the school district participates in surveys of students and the right of parents to remove their children from such surveys.
- D. Changes are necessary to this policy as a result of legislation.
- E. Public Input - 2 members of the community spoke during the hearing.
- F. Hearing concluded at 5:40 PM
- 5. Presentations
 - 5.1. Building Visits
 - A. Three board members shared their experiences from recent visits to buildings and events in the District.
 - 5.2. Strategic Planning Presentations
 - A. Two updates were given during the Strategic Action Plan presentations.
 - B. First, Chuck Hughes presented on Safety, outlining the goal that by 2026, NPS will enhance its comprehensive safety plans and procedures both physically and technologically; he also shared the team members involved, described the Strategic Action Plan process, presented the safety objectives, and reviewed the progress made on each one.
 - C. Second, Angie Baumann presented on Staff Recruitment, outlining the goal that by 2026 NPS will implement a plan of retention and recruitment for all staff; she also shared the team members involved, reviewed the objectives, and outlined work that has been done. She also responded to questions from board members.
- 6. Public Comments & Communication
 - A. No community members spoke during the public comment period.
- 7. Information and Discussion Items
 - 7.1. Finance & Facilities Report - Speaker: Erik Wilson
 - A. The total amount of claims to be approved on the consent agenda by specific fund are listed below:
 - General Fund = \$292,281.77
 - Nutrition Fund = \$760.99
 - Cooperative Fund = \$525.22
 - Subsidiary Fund = \$32,171.72
 - Depreciation Fund = \$228,295.83
 - Special Building Fund = \$5,089.02
 - Senior High Activity Fund = \$36,131.88
 - Junior High Activity Fund = \$912.33
 - Student Fee Fund = \$1,148.00
 - B. All of these claims were reviewed earlier today by the Finance and Facilities Committee.
 - 7.2. Teaching & Learning Report - Speaker: Jared Oswald
 - A. As we begin the summer months my office is working on a few tasks. First, we spend time reviewing state assessment information to ensure everything is accurate. I completed the first round of this data review during the last week of May. I will continue this process throughout the summer in accordance with the NDE's deadlines. Second,

we are working with the maintenance department to get all new curriculum resources to the buildings for next school year. Our executive assistant, Stephanie Chandler does a great job with this task. Third, some groups of teachers have requested time this summer to work on curriculum and assessments. Our instructional coaches schedule this time and work these groups throughout the summer.

- 7.3. Student Programs Report - Speaker: Mary Luhr
 - A. Summer school is being held June 2 through June 20, 2025. The following schools host the special education classes: Bel Air Elementary for K-4 LIFE students and Lincoln Montessori K-4.
 - B. In her farewell, she expressed deep gratitude for a fulfilling career in education, highlighting her passion for student success and personal growth, and the lasting impact Norfolk Public Schools has had on her and her family.
- 7.4. Student Services Report - Speaker: Chuck Hughes
 - A. Summer school has started at all levels across the district. End date for everyone will be June 20.
 - B. The state legislature has concluded, which means revisions to student handbooks are being made. You will see them on the agenda for next month.
 - C. Our PK-4 Admin Team along with some selected staff members will meet with the Nebraska MTSS/PBIS Team on June 12 to review Tier 2 interventions and learn more about implementing Tier 3 interventions for students. Our MS, JH, and HS Admin Team along with selected staff members will meet with the same Nebraska MTSS/PBIS Team on June 16 to cover identical topics. This is all part of the State Personnel Development Grant or SPDG funds.
- 7.5. Human Resources & Accreditation Report - Speaker: Angie Baumann
 - A. Currently we are looking to hire a variety of classified staff for the 2025-2026 school year, including paraprofessionals in the classroom, special education, ELL, the Achievement Center and media. In addition, we are seeking applications for a secretary, campus security, and custodians. There are positions available at all levels, PK-12. Candidates can apply for these positions on our website. NPS is hosting a Job Fair at Central Office on June 19 from 4:00 - 6:00 PM. Interested candidates can come talk to building principals about their open positions and apply on site or online. Those positions are currently posted on our website.
- 7.6. Superintendent's Report - Speaker: Dr. Jami Jo Thompson
 - A. Staff Exit Survey results reviewed. Takeaways included: We need to closely monitor the progress of administrators in new roles and provide support in building relationships and trust. Continued efforts to improve our benefits package are important, as is maintaining a focus on staff work-life balance, particularly in areas facing staffing shortages. Additionally, given the high turnover in our special education department this year, we must explore further ways to support the staff working in that area.

- B. In her farewell, Dr. Thompson thanked the district for 12 meaningful years, expressing pride in shared accomplishments. She reflected on working with purpose to raise expectations and ensuring every child felt safe and supported and truly living the district's motto: Nothing Prevents Success. Board members wished Dr. Thompson well.

8. Committee Reports

8.1. Facilities & Finance Committee Report

- A. The Facilities & Finance Committee met earlier today. Board members in attendance included: Tom Stanton and Steve McNally. The committee reviewed claims, financial reports, and ongoing construction projects. They also discussed matters related to the transition of the new Superintendent. Additional topics included the 25/26 budget and proceeds from the District garage sale.

8.2. Policy Committee Report

- A. The Policy Committee met Thursday, June 5, 2025. Board Committee Members present included Tom Stanton, Dr. Patti Gubbels, and Cindy Booth. NPS Staff Present included: Erik Wilson, Dr. Jami Jo Thompson, Chuck Hughes, and Callan Collins.
- B. The Committee reviewed the 6 policies that must be reviewed annually according to state statutes. No changes were recommended to Policies 5008 related to Attendance, 5415 related to Anti-bullying, 5417 related to School wellness, or 6370 related to Multicultural education. Changes were recommended to Policy 5101 related to student discipline and 6400 related to parental involvement. Those policies will be discussed in the next section.
- C. We received a large section of policy updates from our attorneys based upon the recent legislative session and other federal law changes:
- 1200--Anti-harassment policy - Revised
 - Added "military" as a protected class
 - 3131--Procurement Plan - Revised
 - Minor language changes due to changes in federal regulations governing grants and federal audit requirements
 - 3410--Safe Driving Record Policy - Revised
 - Clarified that Rule 91 requires physical exam for drivers of small vehicles when driving routes but not when driving for activities
 - The length of satisfactory driving record was also adjusted to 7 years per our attorney's recommendation.
 - 4003 --Employee Antidiscrimination - Revised
 - Added "military" as a protected class
 - 4009 --Drug Use - Revised
 - Changes in the reporting process were made due to changes in federal driving requirements.
 - 5001--Admission Requirements - Revised

- New state law requires schools to ensure that military children get preliminary admission-even if they are on an IEP.
 - 5004--Part Time Enrollment - Revised
 - New state law allows non-public students to participate in public school extracurricular activities if they take 5 credit hours during the semester they participate in the activity.
 - 5201--Promotion & Retention - Revised
 - The only change is the legal reference or source notation.
 - 5202z--Notification of Rights Under FERPA - Revised
 - Multiple changes were made to this notice due to new guidance from the U.S. Department of Education.
 - 5301--Assn Activities - Revised
 - Updated to include language in from the new state statute regarding participation in sports.
 - 5401--Equal Opportunity - Revised
 - Adds "military" as a protected class
 - 5414--Identification of Gifted - Revised
 - Updated to reflect model policy from attorneys; specific details regarding identification are now contained in Administrative Rule.
 - 6400--Parent Involvement - Revised
 - Revised to include two years' worth of legislative changes, including new survey notification requirements.
 - 5101--Student Discipline Policy - Revised
 - Updated to include Dress Code requirements in new state statute.
 - Also updated to include sections that were previously contained in Administrative Rule. They include:
 - Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion, or Mandatory Reassignment
 - Additional Student Conduct Expectations and Grounds for Discipline
 - Academic Integrity
 - Law Violations
- D. Our attorney also recommended that we rescind some policies. Those policies include:
- 1211 - Title IX - Procedure for Complaints of Sexual Harassment
 - This will become an Administrative Rule, per our attorneys recommendations.
 - 6410 - Combined District and School Title I Parent and Family Engagement Policy
 - NDE has recommended that schools utilize a template that is more specific, rather than have a generic policy.
- E. NEW policies recommended by our attorney include:
- 5507-related to Student Transportation for Foster Care Students

- There has been an issue with this during NDE audits, making a policy a good idea.
- 6931 related to Behavioral Intervention and Classroom Management
 - This is a lengthy policy required by new state statute and modeled after the "model policy" provided by NDE.
- 6113 - Electronic Communication Devices and Cell Phones - NEW
 - The committee reviewed recommendations from principals, survey data, sample policies from other districts, a summary of The Anxious Generation, and guidance from Perry Law Firm in order to develop this new state required policy.
 - Given the limited timeframe, the Committee wanted to stay close to the current practices (outlined in our student handbooks) for this year, allowing us to study the topic further and consider the possibility of more comprehensive updates next year.
 - Current updates include a pilot change at the Junior High, as the staff and administration expressed interest in implementing large changes this year. The committee plans to gather ongoing feedback from Principal Viergutz throughout the year. Much smaller changes will be implemented at the Senior High, allowing more time for research, as well as stakeholder input and discussion.
- 5423 - Student Searches and Handheld Devices - NEW
 - The Junior and Senior High Administration have been using handheld wands to conduct searches of students in limited situations with verbal permission from parents. This policy will memorialize when and how this can be done moving forward.
- 5103--Tribal Regalia
 - Rescind because the same language is now in the dress code section of policy 5101.

F. Due to our need to finalize these policies in time to get them into staff and student handbooks. Their second reading will be held at our second meeting of the month, on June 23, 2025.

G. The committee is not planning to meet again until Fall.

8.3. Government Relations Committee Report

- A. The Government Relations Committee met on May 13, 2025 to prepare for a zoom meeting with Congressman Flood to discuss President Trump's Budget Proposal. Board Committee Members Brenda Carhart, Dr. Patti Gubbels, and Tom Stanton were present. NPS Staff members Erik Wilson, and Dr. Jami Jo Thompson and Tiffany Settles.
- B. Dr. Thompson shared a draft handout with the group that outlined concerns regarding potential Head Start, English Language Program, Migrant Education Program and Preschool Development Program Grant Funding Cuts. Local, state and federal statistics were included regarding the importance of Head Start and the impact that it has on our community.

Head Start serves 5120 children in Nebraska, including 106 children in Norfolk and 60 children at Little Panthers Preschool. If Head Start funding is cut, NPS would lose \$240,000 per year and we would be forced to cut some of our early childhood services.

- C. The Committee met with Congressman Flood via Zoom on May 23, 2025. Board Committee Members, Dr. Patti Gubbels and Tom Stanton were present. NPS Staff members Dr. Jami Jo Thompson, and Melissa Jantz were also present. Committee members shared their concerns, research, and statistics with the Congressman and the Congressman indicated that he supported Head Start.
- D. On May 29, 2025 Senator Deb Fischer attended the Chamber Action Council. Dr. Jami Jo Thompson shared the same concerns and research with her. Senator Fischer also indicated that she supported Head Start.
- E. The Government Relations Committee also communicated frequently over the course of the last month via email regarding state legislation. Bills and amendments were watched closely and Dr. Thompson communicated with Senator Dover frequently regarding concerns.
- F. At this point, the Committee does not plan to meet again until the legislative session starts again in January.

8.4. Norfolk Public Schools Foundation Committee Report

- A. At the Norfolk Public Schools Foundation meeting on May 19th, the board received updates on scholarship awards, totaling more than \$81,000 for students and \$3,000 for teachers. They also celebrated their largest Big Give fundraiser by raising over \$4,000 to date to support an inclusive playground at Bel Air Elementary. The board discussed plans for the upcoming Staff Campaign and Traditions fundraising event. Committee updates included efforts to revise the Gift Acceptance Policy and the approval to establish a temporary committee to help develop policies for the NPS Hall of Fame.

9. Approve Consent Agenda

Motion to approve the consent agenda at 6:36 PM passed with a motion by Patti Gubbels and a second by Cindy Booth.

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

Yea: 4, Nay: 0, Absent: 2

9.1. Minutes of Previous Meetings

- A. Minutes from the meeting on May 22, 2025 were reviewed.

9.2. Personnel

9.2.1. Contract Approval

- Goodrich, Teresa - 2025-2026 Special Education Co-Teacher, Norfolk Senior High School

9.3. Claims

- A. Claims were included. One conflict statement was read by Stanton before voting.

10. Action Items

10.1. Discuss, consider and take action to approve the 2025-2026 Classified Hourly Pay Schedule

- A. We have been struggling to find SPED route bus drivers for the last few years. I have presented a pay incentive to encourage Para's to commit to being part of a bus route team. The incentive would tie \$3 per hour to a route that would be split between either a 2 person team or 3 person team. This idea was shared with current staff and did receive positive response. So I am requesting to add the red word parts to our 25-26 classified hourly pay schedule. It also includes an incentive for those who are willing to get their CDL and drive a CDL bus. This information has been discussed with the Finance and Facilities Committee.

Motion to approve the 2025-2026 classified hourly pay schedule at 6:37 PM passed with a motion by Patti Gubbels and a second by Steve McNally.

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

Yea: 4, Nay: 0, Absent: 2

10.2. Discuss, consider and take action to approve the 2025-2026 Classified Salaried Pay Scale

- A. We have had a retirement within our maintenance team and have an open maintenance transportation coordinator position. As we said with all open positions, we would evaluate them and see if there were areas of consolidation to help our budget deficit. My team and I feel we can combine our SPED transportation coordinator and our maintenance transportation coordinator position, into one position and have a district transportation coordinator. Combining these positions would save the district approximately \$55,000 a year. I am requesting approval from the Board to add this position to our Classified Salary Pay Structure for 25-26. This information has been discussed with the Finance and Facilities Committee.

Motion to approve the 2025-2026 Classified Salaried Pay Scale at 6:39 PM passed with a motion by Steve McNally and a second by Patti Gubbels.

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

Yea: 4, Nay: 0, Absent: 2

10.3. Discuss, consider and take action to approve the 2025-2026 student meal prices

- A. It is the time of the year where we need to set our meal prices for 2025-26 school year. The Federal Government Supply Chain Allowance was discontinued at the end of 23/24 school year. This is a loss of over \$100,000 in our Nutrition Fund. I have run the projects for next year with LSI and if our meal counts remain consistent to what they have been in the past. We need to raise meal prices \$0.30 in order to break even next year and make up for the Supply Chain Allowance loss. Meal prices comparison to this year is.

- PK-6 lunch
 - 2024/25 full price \$3.25 and reduced price \$0.40
 - 2025/26 full price \$3.55 and reduced price \$0.70

- 7-12 lunch
 - 2024/25 full price \$3.35 reduced price \$0.40
 - 2025/26 full price \$3.65 reduced price \$0.70
- PK-12 breakfast
 - 2024/25 full price \$1.75 reduced price \$0.30
 - 2025/26 full price \$2.05 reduced price \$0.60

Motion to approve the 2025-2026 student meal prices at 6:42 PM passed with a motion by Steve McNally and a second by Patti Gubbels.

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

Yea: 4, Nay: 0, Absent: 2

- 10.4. Discuss, consider and take action to reaffirm Board Policies 5008 (attendance), 5415 (anti-bullying), 5417 (school wellness), and 6370 (multicultural education) Nebraska state statutes require school boards to review these policies annually.

- A. The Policy Committee reviewed each of these policies and recommends that they are reaffirmed without any changes.

Motion to reaffirm Board Policies 5008 (attendance), 5415 (anti-bullying), 5417 (school wellness), and 6370 (multicultural education) at 6:44 PM passed with a motion by Patti Gubbels and a second by Cindy Booth.

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

Yea: 4, Nay: 0, Absent: 2

- 10.5. Discuss, consider and take action to approve the first reading of board policy 5423 -- Student Searches and Handheld Devices

- A. The senior high and junior high principals have handheld metal detectors that have been used with students who were placed on safety plans. These handheld wands can also be used to detect hidden vapes. Although principals have always obtained parental permission prior to utilizing handheld wands, it would be advantageous for us to have an official policy outlining when and how they can be utilized. Therefore, we contacted our attorneys and asked them to draft this policy for your consideration.

Motion to approve the first reading of board policy 5423 -- Student Searches and Handheld Devices at 6:45 PM passed with a motion by Patti Gubbels and a second by Steve McNally.

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

Yea: 4, Nay: 0, Absent: 2

- 10.6. Discuss, consider and take action to approve the first reading of board policy 5507--Foster Care Student Transportation

- A. Audits conducted by the Nebraska Department of Education include requests for information about the district's foster care transportation. The Every Student Succeeds Act only requires a school district to have "procedures" (which do not require Board approval). However, given the confusion that this issue has been causing for school districts, our attorney has recommended that we adopt a formal policy on this topic.

- B. In most cases, transportation for foster care students is provided by the foster care parents or a school's regular bus routes. However, in some

instances we need to work with DHHS and the foster family to develop a different plan. If the student can not be transported by the district without our incurring additional expenses, then DHSS covers those additional costs.

Motion to approve the first reading of Board Policy 5507--Foster Care Student Transportation at 6:47 PM passed with a motion by Cindy Booth and a second by Patti Gubbels.

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

Yea: 4, Nay: 0, Absent: 2

10.7. Discuss, consider and take action to approve the first reading of board policy 6113 – Electronic Communication Devices and Cell Phones

A. The Policy Committee considered the following sources of information prior to drafting this Electronic Communication Devices Policy, which is required by LB 140:

- * survey data from students, parents and teachers
- * policies and feedback from other schools
- * information from The Anxious Generation
- * the draft policy provided by The Perry Law Firm
- * recommendations from district principals
- * other independent research

B. As stated earlier by Mr. Stanton, the Policy Committee wanted to get more stakeholder feedback and conduct more research before making large-scale changes -such as a full cell phone ban at the senior high. Therefore, they are recommending the following for the 25/26 school year:

- Elementary: Usage allowed at the end of the day once students have exited the building. Otherwise, devices are kept in their book bags and turned off throughout the entire school day.
- Middle School: Usage allowed at the end of the day once students have exited the building. Otherwise, devices are kept in their lockers and turned off throughout the entire school day.
- Junior High: Usage allowed before 8:00 A.M. and after 3:25 P.M. Otherwise, devices are kept in their lockers and turned off throughout the entire school day.
- Senior High: Usage allowed before and after school, during passing periods, and during lunch. Devices will be silenced and stored in a school-issued holder during the entire class period.

C. Consequences for not following cell phone rules are still being finalized. These will be placed in the Code of Conduct, which is contained in the Student Handbooks. The Board will approve those in July.

Motion to approve the first reading of board policy 6113 - Electronic Communication Devices and Cell Phones at 6:50 PM passed with a motion by Cindy Booth and a second by Patti Gubbels.

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

McNally: Yea, Tom Stanton: Yea

Yea: 4, Nay: 0, Absent: 2

10.8. Discuss, consider and take action to approve the first reading of board policy 6931 - Behavioral Intervention and Classroom Management

- A. Two years ago, the Legislature passed LB 1329 which required each school to adopt a policy on "behavioral intervention, behavioral management, classroom management, and removal of a student from a classroom." The Legislature directed the State Board of Education to develop a model policy reflecting those requirements and each school to adopt a policy consistent with or comparable to the model policy by August 1, 2025. This policy is now a state accreditation requirement.
- B. Thanks to our hard work implementing MTSS and PBIS we are able to say that we meet the requirements of this policy and statute, minus some additional parent meetings and reporting/documentation that we will need to start this year.

Motion to approve the first reading of board policy 6931 - Behavioral Intervention and Classroom Management at 6:52 PM passed with a motion by Patti Gubbels and a second by Cindy Booth.

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

Yea: 4, Nay: 0, Absent: 2

10.9. Discuss, consider and take action to approve the first reading of revised board policies

- A. Revised board policies updated in response to changes in state statutes or federal guidelines.
- B. Changes to policies highlighted in the previous Policy Committee Report
- C. Policies include:
 - 1200 - Anti-harassment policy
 - 3131 - Procurement Plan
 - 3410 - Safe Driving Record Policy
 - 4003 - Employee Anti discrimination
 - 4003a - Notice of Nondiscrimination
 - 4003b - Complaint form - Discrimination, harassment or retaliation
 - 4009 - Drug Use
 - 5001 - Admission Requirements
 - 5004 - Part Time Enrollment
 - 5101 - Student Discipline Policy
 - 5201 - Promotion & Retention
 - 5202z - Notification of Rights Under FERPA
 - 5301 - Assn Activities
 - 5401 - Equal Opportunity
 - 5401z - Complaint form - Discrimination, harassment or retaliation
 - 5414 - Identification of Gifted
 - 6400 - Parent Involvement

Motion to approve the first reading of the revised board policies listed above at 6:53 PM passed with a motion by Patti Gubbels and a second by Steve McNally.

Teri Bauer: Absent, Brenda Carhart: Absent, Cindy Booth: Yea, Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea
Yea: 4, Nay: 0, Absent: 2

- 10.10. Discuss, consider and take action to rescind board policies 1211 – Title IX Procedure for Complaints of Sexual Harassment, 5103--Tribal Regalia, 6410 - Combined District and School Title I Parent and Family Engagement Policy
- A. Our attorney has recommended that we rescind Board Policy 1211 - Title IX Procedure for Complaints of Sexual Harassment and replace it with procedures (Admin Rule) that can be changed more quickly, as Title IX regulations have been undergoing frequent changes.
 - B. Our attorney has also recommended that we rescind Board Policy 6410 - Combined District and School Title I Parent and Family Engagement Policy because the US Department of Education informed NDE that Title I involvement policies need to be more specifically tailored to each school, instead of incorporated as a general policy. In return, NDE has recommended that schools rescind their Title I Involvement Policy and instead complete the Title I involvement template available on their website, which is much more detailed.
 - C. We can also rescind Board Policy 5103--Tribal Regalia, because we now have a Dress Code contained within board Policy 5101. All of the language that was in Board Policy 5103 regarding tribal regalia has been incorporated into that policy.

Motion to rescind board policies 1211 - Title IX Procedure for Complaints of Sexual Harassment, 5103--Tribal Regalia, 6410 - Combined District and School Title I Parent and Family Engagement Policy at 6:55 PM passed with a motion by Patti Gubbels and a second by Steve McNally.

Teri Bauer: Absent, Brenda Carhart: Absent, Cindy Booth: Yea, Patti Gubbels: Yea, Steve McNally: Yea, Tom Stanton: Yea
Yea: 4, Nay: 0, Absent: 2

11. Future Meetings
- A. The 2nd monthly regular meeting of the Board of Education is scheduled for Monday, June 23rd, 2025 at Noon.
 - B. The following regular meeting of the Board of Education will be held on Monday, July 14th, 2025 at 5:30 PM.
12. Adjournment
- A. The meeting adjourned at 6:56 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 #591 for the month of June 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

		JUNE 23, 2025		
		NORFOLK PUBLIC SCHOOLS		
		NORFOLK, NEBRASKA		
	GENERAL FUND			
1	81 AUTO GLASS, LLC	WINDSHIELD REPLACEMENT FOR	01 2650 340 1 001 000	\$160.00
2	81 AUTO GLASS, LLC	WINDSHIELD REPLACEMENT FOR	01 2650 340 2 001 000	\$160.00
3	81 AUTO GLASS, LLC Total			\$320.00
4	A TO Z VAC & SEW	VACUUMS	01 2610 610 1 001 000	\$2,245.00
5	A TO Z VAC & SEW	VACUUMS	01 2610 610 2 001 000	\$2,245.00
6	A TO Z VAC & SEW Total			\$4,490.00
7	ACT	SPRING ACT	01 2410 340 2 209 001	\$5,321.00
8	ACT Total			\$5,321.00
9	AGIREPAIR, INC	HOME BUTTON REPAIR	01 1200 610 1 004 000	\$59.00
10	AGIREPAIR, INC Total			\$59.00
11	AGPARTS WORLDWIDE, INC	DEL KEYBOARD	01 2230 650 1 005 000	\$59.75
12	AGPARTS WORLDWIDE, INC	DEL KEYBOARD	01 2230 650 2 005 000	\$59.75
13	AGPARTS WORLDWIDE, INC Total			\$119.50
14	AMAZON CAPITAL SERVICES	ART SUPPLIES	01 1100 610 1 011 000	\$414.38
15	AMAZON CAPITAL SERVICES	ART SUPPLIES	01 1100 610 1 011 000	\$226.57
16	AMAZON CAPITAL SERVICES	SUPPLIES	01 1100 610 1 430 014	\$179.00
17	AMAZON CAPITAL SERVICES	MIRROR FILM	01 2120 610 1 404 014	\$47.58
18	AMAZON CAPITAL SERVICES	STUDENT OF THE MONTH FRAMES	01 2410 610 1 430 014	\$213.70
19	AMAZON CAPITAL SERVICES	TABLE	01 2410 610 1 430 014	\$149.45
20	AMAZON CAPITAL SERVICES	RUNNING BOARDS	01 2650 610 1 001 000	\$133.15
21	AMAZON CAPITAL SERVICES	RUNNING BOARDS	01 2650 610 2 001 000	\$133.14
22	AMAZON CAPITAL SERVICES	STEM SUPPLIES ST.PAULS	01 6969 610 1 028 000	\$143.37
23	AMAZON CAPITAL SERVICES Total			\$1,640.34
24	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$29.23
25	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$21.47
26	APPEARA	LAUNDRY SERVICE	01 1100 340 2 211 001	\$15.64
27	APPEARA	LAUNDRY SERVICE	01 2410 340 2 209 001	\$199.54
28	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
29	APPEARA	SHIRTS	01 2610 431 1 001 000	\$52.28
30	APPEARA	MOP CLEANING	01 2610 431 1 001 000	\$46.71
31	APPEARA	SHIRTS	01 2610 431 1 001 000	\$52.28
32	APPEARA	SHIRTS	01 2610 431 1 001 000	\$53.16
33	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
34	APPEARA	SHIRTS	01 2610 431 2 001 000	\$52.27
35	APPEARA	MOP CLEANING	01 2610 431 2 001 000	\$46.71
36	APPEARA	SHIRTS	01 2610 431 2 001 000	\$52.28

37	APPEARA	SHIRTS	01 2610 431 2 001 000	\$53.16
38	APPEARA	SHIRTS	01 2620 431 1 001 000	\$13.07
39	APPEARA	SHIRTS	01 2620 431 1 001 000	\$13.07
40	APPEARA	SHIRTS	01 2620 431 1 001 000	\$13.29
41	APPEARA	SHIRTS	01 2620 431 2 001 000	\$13.07
42	APPEARA	SHIRTS	01 2620 431 2 001 000	\$13.06
43	APPEARA	SHIRTS	01 2620 431 2 001 000	\$13.30
44	APPEARA Total			\$847.01
45	ARKFELD LOCK & SECURITY	KEY BLANK	01 2620 610 1 001 000	\$2.99
46	ARKFELD LOCK & SECURITY	KEY BLANK	01 2620 610 2 001 000	\$2.99
47	ARKFELD LOCK & SECURITY Total			\$5.98
48	ARROW STAGE LINES	FIELD TRIP	01 2710 340 1 001 000	\$865.00
49	ARROW STAGE LINES	FIELD TRIP	01 2710 340 2 001 000	\$865.00
50	ARROW STAGE LINES Total			\$1,730.00
51	BAUER BUILT, INC	DISPOSAL OF TIRES	01 2650 610 1 001 000	\$85.75
52	BAUER BUILT, INC	DISPOSAL OF TIRES	01 2650 610 2 001 000	\$85.75
53	BAUER BUILT, INC Total			\$171.50
54	BAUER, RACHEL	STAFF MILEAGE	01 3541 333 1 004 000	\$66.78
55	BAUER, RACHEL Total			\$66.78
56	BELLAR, MICHAELA	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
57	BELLAR, MICHAELA Total			\$210.00
58	BOMGAARS SUPPLY	PELLET MILL OIL	01 1100 610 2 208 001	\$11.98
59	BOMGAARS SUPPLY	RATCHET	01 2620 610 1 001 000	\$29.99
60	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 1 001 000	\$10.77
61	BOMGAARS SUPPLY	NO FLAT	01 2620 610 1 001 000	\$51.98
62	BOMGAARS SUPPLY	SOFTNER SALT	01 2620 610 1 001 000	\$42.68
63	BOMGAARS SUPPLY	OIL	01 2620 610 1 001 000	\$29.94
64	BOMGAARS SUPPLY	RATCHET	01 2620 610 2 001 000	\$29.99
65	BOMGAARS SUPPLY	SUPPLIES	01 2620 610 2 001 000	\$10.77
66	BOMGAARS SUPPLY	SOFTNER SALT	01 2620 610 2 001 000	\$42.67
67	BOMGAARS SUPPLY	NO FLAT	01 2620 610 2 001 000	\$51.98
68	BOMGAARS SUPPLY	OIL	01 2620 610 2 001 000	\$29.94
69	BOMGAARS SUPPLY Total			\$342.69
70	CAPTAL BUSINESS SYSTEMS	RM 611 COPIES	01 2410 340 2 209 001	\$8.69
71	CAPTAL BUSINESS SYSTEMS Total			\$8.69
72	CARRIKER, TONYA	STAFF MILEAGE	01 2151 333 1 004 000	\$624.05
73	CARRIKER, TONYA	STAFF MILEAGE	01 2151 333 1 004 000	\$735.86
74	CARRIKER, TONYA Total			\$1,359.91
75	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 1 004 000	\$266.89
76	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 1 004 000	\$265.20
77	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 2 004 000	\$266.89
78	CDW GOVERNMENT, INC	GOOGLE VOICE	01 1200 643 2 004 000	\$265.19
79	CDW GOVERNMENT, INC	PROJECTOR	01 2410 650 2 141 002	\$1,708.00

80	CDW GOVERNMENT, INC Total			\$2,772.17
81	CENTURY LUMBER CO	SUPPLIES	01 2620 610 2 001 001	\$158.97
82	CENTURY LUMBER CO Total			\$158.97
83	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$1.50
84	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 1 001 000	\$22.46
85	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$1.50
86	CITY OF NORFOLK	WASTE DISPOSAL	01 2630 420 2 001 000	\$22.46
87	CITY OF NORFOLK Total			\$47.92
88	CORNERSTONE CONCRETE LLC	JUNIOR HIGH STUCCO	01 2620 431 2 001 002	\$12,525.00
89	CORNERSTONE CONCRETE LLC Total			\$12,525.00
90	CREDIT CARD SERVICES	POSTAGE	01 1100 531 2 116 002	\$146.00
91	CREDIT CARD SERVICES	CERTIFIED MAIL #BV	01 1100 531 2 116 002	\$5.13
92	CREDIT CARD SERVICES	ART SUPPLIES #JO	01 1100 610 1 011 000	\$1,100.12
93	CREDIT CARD SERVICES	CLASSROOM READING SUPPLIES #AH	01 1100 610 1 028 005	\$2,955.00
94	CREDIT CARD SERVICES	GENERAL SUPPLIES #TA	01 1100 610 1 104 010	\$836.53
95	CREDIT CARD SERVICES	SUPPLIES #TA	01 1100 610 1 104 010	\$29.10
96	CREDIT CARD SERVICES	BOOK #TA	01 1100 610 1 104 010	\$19.61
97	CREDIT CARD SERVICES	STORAGE BINS #TA	01 1100 610 1 104 010	\$29.99
98	CREDIT CARD SERVICES	STEM SUPPLIES #TA	01 1100 610 1 104 010	\$12.37
99	CREDIT CARD SERVICES	SUPPLIES #TA	01 1100 610 1 104 010	\$54.93
100	CREDIT CARD SERVICES	DESK,CABINET,SHELVES #PH	01 1100 610 1 201 003	\$343.96
101	CREDIT CARD SERVICES	SIGN #PH	01 1100 610 1 201 003	\$77.18
102	CREDIT CARD SERVICES	STORAGE CABINET #PH	01 1100 610 1 201 003	\$429.66
103	CREDIT CARD SERVICES	SUPPLIES #PH	01 1100 610 1 201 003	\$53.71
104	CREDIT CARD SERVICES	STORAGE CABINET #PH	01 1100 610 1 201 003	\$171.99
105	CREDIT CARD SERVICES	SUPPLIES #JL	01 1100 610 1 300 004	\$19.56
106	CREDIT CARD SERVICES	CARPET STRIPS #JL	01 1100 610 1 300 004	\$43.34
107	CREDIT CARD SERVICES	STUDENT JOURNALS #JL	01 1100 610 1 302 004	\$336.56
108	CREDIT CARD SERVICES	ROLLER SHADES#JL	01 1100 610 1 302 004	\$2,000.51
109	CREDIT CARD SERVICES	FOLDERS FOR STUDENTS #JL	01 1100 610 1 302 004	\$154.00
110	CREDIT CARD SERVICES	SUPPLIES #JL	01 1100 610 1 302 004	\$8.87
111	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #JL	01 1100 610 1 302 004	\$34.99
112	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #JL	01 1100 610 1 303 004	\$147.81
113	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #JL	01 1100 610 1 321 004	\$70.26
114	CREDIT CARD SERVICES	KLEENEX #AMYB	01 1100 610 1 430 014	\$40.96
115	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$31.40
116	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$37.67
117	CREDIT CARD SERVICES	RESOURCE SUPPLIES #AH	01 1100 610 1 602 005	\$44.71
118	CREDIT CARD SERVICES	CLASSROOM/OFFICE SUPPLIES #AH	01 1100 610 1 602 005	\$38.98
119	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$221.38
120	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$145.15
121	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$23.92
122	CREDIT CARD SERVICES	CLASS KIT #AH	01 1100 610 1 602 005	\$246.42

123	CREDIT CARD SERVICES	CLASS KIT #AH	01 1100 610 1 602 005	\$369.63
124	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$319.29
125	CREDIT CARD SERVICES	CLASSROOM SUPPLEMENT #AH	01 1100 610 1 602 005	\$53.75
126	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$286.52
127	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$269.59
128	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 602 005	\$176.70
129	CREDIT CARD SERVICES	PBIS #AH	01 1100 610 1 602 005	\$242.81
130	CREDIT CARD SERVICES	CLASSROOM/OFFICE SUPPLIES #AH	01 1100 610 1 609 005	\$115.46
131	CREDIT CARD SERVICES	CHAIR #AH	01 1100 610 1 611 005	\$69.99
132	CREDIT CARD SERVICES	FLASHCARDS #AH	01 1100 610 1 611 005	\$59.66
133	CREDIT CARD SERVICES	CLASSROOM SUPPLIEMENT #AH	01 1100 610 1 642 005	\$4.30
134	CREDIT CARD SERVICES	CLASSROOM SUPPLIES #AH	01 1100 610 1 643 005	\$46.56
135	CREDIT CARD SERVICES	REFUND #RS	01 1100 610 1 702 008	-\$14.49
136	CREDIT CARD SERVICES	SUPPLIES #RS	01 1100 610 1 705 008	\$2,412.50
137	CREDIT CARD SERVICES	WINDOW COVERINGS #RS	01 1100 610 1 705 008	\$526.17
138	CREDIT CARD SERVICES	BUILDING GOALS #RS	01 1100 610 1 705 008	\$82.75
139	CREDIT CARD SERVICES	KLEENEX #TL	01 1100 610 1 801 009	-\$60.96
140	CREDIT CARD SERVICES	SUPPLIES #BS	01 1100 610 1 903 012	\$201.95
141	CREDIT CARD SERVICES	NICKY FOLDERS #BS	01 1100 610 1 904 012	\$277.20
142	CREDIT CARD SERVICES	DICTIONARIES #BS	01 1100 610 1 904 012	\$160.60
143	CREDIT CARD SERVICES	SUPPLIES#BS	01 1100 610 1 906 012	\$250.41
144	CREDIT CARD SERVICES	SUPPLIES#BS	01 1100 610 1 908 012	\$150.58
145	CREDIT CARD SERVICES	SUPPLIES #BS	01 1100 610 1 913 012	\$169.60
146	CREDIT CARD SERVICES	SUPPLIES #BS	01 1100 610 1 913 012	\$137.56
147	CREDIT CARD SERVICES	OFFICE CHAIR #MH	01 1100 610 2 016 001	\$69.99
148	CREDIT CARD SERVICES	FOOD LABS #BV	01 1100 610 2 111 002	\$167.13
149	CREDIT CARD SERVICES	SUPPLIES #BV	01 1100 610 2 112 002	\$248.57
150	CREDIT CARD SERVICES	SUPPLIES #BV	01 1100 610 2 113 002	\$248.56
151	CREDIT CARD SERVICES	PROFICIENCY TESTS #BW	01 1100 610 2 210 001	\$399.00
152	CREDIT CARD SERVICES	CALCULATORS #MH	01 1100 610 2 212 001	\$788.31
153	CREDIT CARD SERVICES	ART SUPPLIESN #MH	01 1100 610 2 224 001	\$748.80
154	CREDIT CARD SERVICES	ART SUPPLIES #JS	01 1100 610 2 224 001	\$227.90
155	CREDIT CARD SERVICES	SUBSCRIPTION RENEWAL	01 1100 643 2 212 001	\$72.00
156	CREDIT CARD SERVICES	CHAIR #BS	01 1100 650 1 904 012	\$116.59
157	CREDIT CARD SERVICES	CHAIRS #BS	01 1100 650 1 904 012	\$179.81
158	CREDIT CARD SERVICES	SUPPLIES #ML	01 1150 610 2 299 001	\$301.53
159	CREDIT CARD SERVICES	HOTEL #MJ	01 1190 580 1 163 021	\$202.00
160	CREDIT CARD SERVICES	MAINT.PROJECT SUPPLIES #MJ	01 1190 610 1 163 021	\$61.45
161	CREDIT CARD SERVICES	SNACKS SUMMER SCHOOL #ML	01 1200 610 1 004 000	\$73.76
162	CREDIT CARD SERVICES	SUPPLIES #JL	01 1200 610 1 353 004	\$90.00
163	CREDIT CARD SERVICES	SPED SUPPLIES #JL	01 1200 610 1 353 004	\$217.88
164	CREDIT CARD SERVICES	SUPPLIES #RS	01 1200 610 1 753 008	\$219.48
165	CREDIT CARD SERVICES	SUPPLIES #RS	01 1200 610 1 753 008	\$371.04

166	CREDIT CARD SERVICES	GENERAL SUPPLIES #BS	01 1200 610 1 954 012	\$448.89
167	CREDIT CARD SERVICES	TEACHER MANUAL #BS	01 1200 610 1 954 012	\$90.00
168	CREDIT CARD SERVICES	GLOVES #ML	01 1200 610 2 004 001	\$25.77
169	CREDIT CARD SERVICES	SUPPLIES #MH	01 1200 610 2 293 001	\$38.21
170	CREDIT CARD SERVICES	NURSES CONF LODGING #ML	01 2130 580 1 004 000	\$109.00
171	CREDIT CARD SERVICES	NURSES CONF LODGING #ML	01 2130 580 2 004 000	\$109.00
172	CREDIT CARD SERVICES	PROJECTING CURRICULUM #ML	01 2151 610 1 004 012	\$159.83
173	CREDIT CARD SERVICES	THERAPY KIT #AMYB	01 2151 610 1 496 014	-\$52.75
174	CREDIT CARD SERVICES	SUPPLIES #BS	01 2151 610 1 953 012	\$99.94
175	CREDIT CARD SERVICES	PROJECTING CURRICULUM #ML	01 2151 610 1 953 012	\$136.15
176	CREDIT CARD SERVICES	SPEECH TESTING MATERIALS #ML	01 2151 610 2 004 000	\$186.48
177	CREDIT CARD SERVICES	STUDENT SUPPLIES #ML	01 2161 610 1 004 000	\$51.04
178	CREDIT CARD SERVICES	STUDENT SUPPLIES #ML	01 2181 610 1 018 000	\$51.05
179	CREDIT CARD SERVICES	SUPPLIES #BS	01 2220 610 1 904 012	\$83.87
180	CREDIT CARD SERVICES	ASSET TAGS #CH	01 2230 650 1 005 000	\$44.97
181	CREDIT CARD SERVICES	SUPPLIES #CH	01 2230 650 1 005 000	\$30.06
182	CREDIT CARD SERVICES	ASSET TAGS #CH	01 2230 650 2 005 000	\$44.97
183	CREDIT CARD SERVICES	SUPPLIES #CH	01 2230 650 2 005 000	\$30.06
184	CREDIT CARD SERVICES	N LOWE AFE/SUPPLIES #MH	01 2310 610 1 001 000	\$40.10
185	CREDIT CARD SERVICES	AFE/B RITZE/VACUUM, MICROWAVE,	01 2310 610 1 001 000	\$248.99
186	CREDIT CARD SERVICES	OMAHA WORLD HERALD #JJT	01 2310 610 1 010 000	\$31.99
187	CREDIT CARD SERVICES	AFE/B RITZE/VACUUM, MICROWAVE,	01 2310 610 2 001 000	\$248.98
188	CREDIT CARD SERVICES	N LOWE AFE/SUPPLIES #MH	01 2310 610 2 001 000	\$40.10
189	CREDIT CARD SERVICES	OMAHA WORLD HERALD #JJT	01 2310 610 2 010 000	\$31.99
190	CREDIT CARD SERVICES	APPLES #JJT	01 2310 890 1 001 000	\$5.08
191	CREDIT CARD SERVICES	APPLES #JJT	01 2310 890 2 001 000	\$5.07
192	CREDIT CARD SERVICES	CERTIFIED MAIL #JJT	01 2320 531 1 033 000	\$4.84
193	CREDIT CARD SERVICES	CERTIFIED MAIL #JJT	01 2320 531 2 033 000	\$4.84
194	CREDIT CARD SERVICES	ADMIN RETREAT LUNCH #JJT	01 2320 890 1 033 000	\$110.70
195	CREDIT CARD SERVICES	PHOTOS #JJT	01 2320 890 1 033 000	\$7.13
196	CREDIT CARD SERVICES	STRATEGIC PLANNING MEETING	01 2320 890 1 033 000	\$94.72
197	CREDIT CARD SERVICES	ADMIN RETREAT LUNCH #JJT	01 2320 890 2 033 000	\$110.69
198	CREDIT CARD SERVICES	PHOTOS #JJT	01 2320 890 2 033 000	\$7.12
199	CREDIT CARD SERVICES	STRATEGIC PLANNING MEETING	01 2320 890 2 033 000	\$94.71
200	CREDIT CARD SERVICES	STAMPS #MH	01 2410 531 2 209 001	\$75.35
201	CREDIT CARD SERVICES	CERTIFIED MAILINGS #MH	01 2410 531 2 209 001	\$39.06
202	CREDIT CARD SERVICES	BUILDING SUPPLIES #JL	01 2410 610 1 302 004	\$439.26
203	CREDIT CARD SERVICES	SUPPLIES #JL	01 2410 610 1 302 004	\$309.61
204	CREDIT CARD SERVICES	SUPPLIES #MH	01 2410 610 2 209 001	\$181.27
205	CREDIT CARD SERVICES	LABELS #MH	01 2410 610 2 209 001	\$104.22
206	CREDIT CARD SERVICES	WHITEBOARD #JS	01 2410 610 2 209 001	\$464.27
207	CREDIT CARD SERVICES	NCSA/NAESP DUES #TL	01 2410 810 1 802 009	\$694.00
208	CREDIT CARD SERVICES	BOE FINANCE MEETING MEAL #EW	01 2510 890 1 001 000	\$28.37

209	CREDIT CARD SERVICES	BOE FINANCE MEETING MEAL #EW	01 2510 890 2 001 000	\$28.37
210	CREDIT CARD SERVICES	RUBBER BOOTS #MH	01 2610 610 1 001 000	\$48.58
211	CREDIT CARD SERVICES	RUBBER BOOTS #MH	01 2610 610 2 001 000	\$48.57
212	CREDIT CARD SERVICES	TRACK SUPPLIES #MH	01 2620 610 2 001 001	\$61.96
213	CREDIT CARD SERVICES	MOWER BLADES #MH	01 2630 610 1 001 000	\$215.80
214	CREDIT CARD SERVICES	SUPPLIES #RS	01 3535 610 1 027 000	\$24.79
215	CREDIT CARD SERVICES	SUPPLIES #RS	01 3535 650 1 027 000	\$395.71
216	CREDIT CARD SERVICES	MILESTONE INCENTIVES #MJ	01 3541 610 1 004 000	\$4,411.03
217	CREDIT CARD SERVICES	FAMILY ACTIVITY #MJ	01 3541 610 1 004 000	\$99.95
218	CREDIT CARD SERVICES	FAN SUPPLIES #MJ	01 3541 610 1 004 000	\$515.74
219	CREDIT CARD SERVICES	FAMILY NIGHT, INCENTIVES,	01 3541 610 1 004 000	\$192.25
220	CREDIT CARD SERVICES	CONTAINERS #JS	01 3551 610 2 209 001	\$35.98
221	CREDIT CARD SERVICES	FAA REMOTE PILOT EXAM #JS	01 3551 610 2 209 001	\$525.00
222	CREDIT CARD SERVICES	GENERAL SUPPLIES #JS	01 3551 610 2 209 001	\$557.74
223	CREDIT CARD SERVICES	SUPPLIES #JO	01 6200 610 1 028 000	\$104.40
224	CREDIT CARD SERVICES	SUPPLIES #JO	01 6200 610 1 028 000	\$117.97
225	CREDIT CARD SERVICES	SUPPLIES #JO	01 6200 610 1 028 000	\$198.74
226	CREDIT CARD SERVICES	SUPPLIES #JO	01 6200 610 1 028 000	\$108.77
227	CREDIT CARD SERVICES Total			\$33,824.05
228	CURRICULUM ASSOCIATES	BOOKS AND TEACHER GUIDES	01 1100 640 1 028 000	\$399.00
229	CURRICULUM ASSOCIATES	BOOKS AND TEACHER GUIDES	01 1125 610 1 004 005	\$68.40
230	CURRICULUM ASSOCIATES	BOOKS AND TEACH GUIDES	01 6200 640 1 028 000	\$1,664.40
231	CURRICULUM ASSOCIATES Total			\$2,131.80
232	CUSTOM SPORTS	MAINTENANCE SHIRTS-FOUNDATION	01 2510 610 1 001 000	\$338.00
233	CUSTOM SPORTS	MAINTENANCE SHIRTS-FOUNDATION	01 2510 610 2 001 000	\$338.00
234	CUSTOM SPORTS Total			\$676.00
235	DITTER, KERSTIN	STAFF MILEAGE	01 3541 333 1 004 000	\$130.69
236	DITTER, KERSTIN Total			\$130.69
237	DOUGLAS COUNTY WEST COMM	REPLACEMENT KEYBOARD CASES	01 1200 650 1 004 000	\$50.00
238	DOUGLAS COUNTY WEST COMM	REPLACEMENT KEYBOARD CASES	01 1200 650 2 004 000	\$50.00
239	DOUGLAS COUNTY WEST COMM Total			\$100.00
240	EAKES OFFICE PLUS	REPAIR FLOOR SCRUBBER	01 2610 431 1 001 008	\$218.00
241	EAKES OFFICE PLUS Total			\$218.00
242	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$107.94
243	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$293.91
244	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$834.33
245	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$711.62
246	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$42.18
247	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$205.46
248	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$106.35
249	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$85.88
250	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$207.96
251	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$77.34

252	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$327.81
253	ECHO GROUP INC	PARTS AND FIXTURES FOR LITTLE	01 2510 610 2 001 001	\$55.92
254	ECHO GROUP INC	LABEL PRINTER	01 2620 610 1 001 000	\$57.14
255	ECHO GROUP INC	BULBS	01 2620 610 1 001 000	\$120.15
256	ECHO GROUP INC	SUPPLIES	01 2620 610 1 001 000	\$194.20
257	ECHO GROUP INC	BULBS	01 2620 610 1 001 010	\$80.10
258	ECHO GROUP INC	LABEL PRINTER	01 2620 610 2 001 000	\$57.14
259	ECHO GROUP INC	SUPPLIES	01 2620 610 2 001 000	\$194.20
260	ECHO GROUP INC	BULBS	01 2620 610 2 001 000	\$120.15
261	ECHO GROUP INC	BULBS	01 2620 610 2 001 001	\$400.50
262	ECHO GROUP INC	BULBS	01 2620 610 2 001 002	\$160.20
263	ECHO GROUP INC Total			\$4,440.48
264	EGAN SUPPLY COMPANY	RED SONIC PAD	01 2610 610 1 001 014	\$394.23
265	EGAN SUPPLY COMPANY	T-KNOB ASY, BEARING COVER	01 2610 610 1 001 014	\$130.13
266	EGAN SUPPLY COMPANY Total			\$524.36
267	EPS OPERATIONS, LLC	GENERAL SUPPLIES	01 1125 610 1 004 005	\$84.68
268	EPS OPERATIONS, LLC	GENERAL SUPPLIES	01 6200 640 1 028 000	\$1,672.30
269	EPS OPERATIONS, LLC Total			\$1,756.98
270	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 1 001 000	\$90.98
271	ESSENTIAL SCREEN	BACKGROUND CHECKS	01 2510 340 2 001 000	\$90.98
272	ESSENTIAL SCREEN Total			\$181.96
273	ESU #7	KAGAN COOPERATIVE LEARNING	01 6310 330 1 028 000	\$50.00
274	ESU #7 Total			\$50.00
275	FISHER, TRAVIS	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
276	FISHER, TRAVIS Total			\$210.00
277	FOX, CINDY	NURSES CONFERENCE	01 2130 580 1 004 000	\$22.84
278	FOX, CINDY	NURSES CONFERENCE	01 2130 580 2 004 000	\$22.83
279	FOX, CINDY Total			\$45.67
280	GILSDORF, RENEE	NC CURRICULUM WORK	01 6310 151 1 028 000	\$140.00
281	GILSDORF, RENEE Total			\$140.00
282	HAHN, SAMANTHA	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
283	HAHN, SAMANTHA Total			\$210.00
284	HERITAGE WATER SERVICES	WATER TREATMENT PROGRAM	01 2620 610 1 001 000	\$387.50
285	HERITAGE WATER SERVICES	WATER TREATMENT PROGRAM	01 2620 610 2 001 000	\$387.50
286	HERITAGE WATER SERVICES Total			\$775.00
287	HOFFMANN, LAUREN	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
288	HOFFMANN, LAUREN Total			\$210.00
289	HOME DEPOT PRO, THE	CARPET PROTECTOR ROLL	01 2610 610 2 001 001	\$47.55
290	HOME DEPOT PRO, THE Total			\$47.55
291	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$79.99
292	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$68.75
293	J W PEPPER, INC	MUSIC	01 1100 610 2 117 002	\$47.34
294	J W PEPPER, INC	ORCHESTRA SUPPLIES	01 1100 610 2 118 002	\$49.99

295	J W PEPPER, INC	MUSIC	01 1100 610 2 205 001	\$92.50
296	J W PEPPER, INC Total			\$338.57
297	JANSSEN, TAMMI	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
298	JANSSEN, TAMMI Total			\$210.00
299	JONES SCHOOL SUPPLY	SUPPLIES	01 1100 610 1 904 012	\$111.94
300	JONES SCHOOL SUPPLY Total			\$111.94
301	KELLY SUPPLY COMPANY	STEM	01 2620 610 1 001 000	\$3.91
302	KELLY SUPPLY COMPANY	STEM	01 2620 610 2 001 000	\$3.90
303	KELLY SUPPLY COMPANY Total			\$7.81
304	KLEIN, CARRE	DEAF ED SERVICES MILEAGE	01 2152 333 1 004 021	\$256.27
305	KLEIN, CARRE	DEAF ED SERVICES	01 2152 340 1 004 021	\$2,542.00
306	KLEIN, CARRE Total			\$2,798.27
307	LEARNING ALLY	WEB/CLOUD BASED SOFTWARE	01 1200 643 2 004 000	\$8,297.00
308	LEARNING ALLY Total			\$8,297.00
309	LIBERTY PAPER	TRUCKLOAD OF COPY PAPER	01 1100 610 0 001 000	\$25,032.00
310	LIBERTY PAPER Total			\$25,032.00
311	LUBECK, EMMA	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
312	LUBECK, EMMA Total			\$210.00
313	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 1 001 000	\$54.65
314	LUNCHTIME SOLUTIONS, INC.	STUDENT TEACHER MEALS	01 1100 890 2 001 000	\$54.64
315	LUNCHTIME SOLUTIONS, INC. Total			\$109.29
316	MAAS, JODY	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
317	MAAS, JODY Total			\$210.00
318	MARATHON PRESS INC	REPORT CARD ENVELOPES	01 1100 610 1 028 000	\$720.00
319	MARATHON PRESS INC Total			\$720.00
320	MCGRAW-HILL SCHOOL	WORKBOOKS	01 1100 640 1 028 010	\$250.55
321	MCGRAW-HILL SCHOOL	WORKBOOKS	01 6200 640 1 028 000	\$1,069.75
322	MCGRAW-HILL SCHOOL Total			\$1,320.30
323	MEISINGER OIL CO	PROPANE REFILLS	01 2620 610 1 001 000	\$26.75
324	MEISINGER OIL CO	PROPANE REFILLS	01 2620 610 2 001 000	\$26.75
325	MEISINGER OIL CO Total			\$53.50
326	MENARDS	CEILING TILES	01 1100 610 2 141 002	\$818.80
327	MENARDS	GLASS SCRAPER	01 2610 610 1 001 005	\$7.98
328	MENARDS	GRAFFITI REMOVER	01 2610 610 1 001 009	\$12.97
329	MENARDS	ALUMINUM WALKBOARD	01 2620 610 1 001 000	\$159.00
330	MENARDS	TRIM	01 2620 610 1 001 000	\$14.99
331	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$16.57
332	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$17.52
333	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$4.52
334	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$12.16
335	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$39.45
336	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$27.95
337	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$8.00

338	MENARDS	SUPPLIES	01 2620 610 1 001 000	\$8.23
339	MENARDS	SUPPLIES	01 2620 610 1 001 005	\$17.86
340	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$17.56
341	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$37.96
342	MENARDS	SUPPLIES	01 2620 610 1 001 009	\$25.59
343	MENARDS	SUPPLIES	01 2620 610 1 001 010	\$19.97
344	MENARDS	SUPPLIES	01 2620 610 1 001 012	\$49.99
345	MENARDS	VALVE BOX	01 2620 610 1 001 014	\$26.48
346	MENARDS	ALUMINUM WALKBOARD	01 2620 610 2 001 000	\$159.00
347	MENARDS	TRIM	01 2620 610 2 001 000	\$15.00
348	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$16.57
349	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$4.51
350	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$7.99
351	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$12.16
352	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$39.45
353	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$17.52
354	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$27.95
355	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$8.22
356	MENARDS	SUPPLIES	01 2620 610 2 001 000	\$30.92
357	MENARDS	BOARDS	01 2620 610 2 001 001	\$121.88
358	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$10.92
359	MENARDS	SUPPLIES	01 2620 610 2 001 001	\$96.80
360	MENARDS	CEILING TILES	01 2620 610 2 001 002	\$101.20
361	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$19.38
362	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$156.19
363	MENARDS	SUPPLIES	01 2620 610 2 001 002	\$43.24
364	MENARDS	WEED & FEED	01 2630 610 1 001 000	\$69.99
365	MENARDS	WEED & FEED	01 2630 610 2 001 000	\$69.99
366	MENARDS	SUPPLIES	01 2630 610 2 001 001	\$143.21
367	MENARDS Total			\$2,515.64
368	MODEL ELECTRIC INC	LED LIGHT UPGRADES	01 2620 431 1 001 008	\$22,730.00
369	MODEL ELECTRIC INC	INSTALLATION OF OUTLET FOR	01 2620 431 2 001 001	\$1,296.33
370	MODEL ELECTRIC INC	GYM LIGHTS	01 2620 610 1 001 008	\$6,500.00
371	MODEL ELECTRIC INC Total			\$30,526.33
372	MOEN, LIBBY	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
373	MOEN, LIBBY Total			\$210.00
374	MONTESSORI 123 INC	SUPPLIES	01 1100 610 1 028 005	\$149.90
375	MONTESSORI 123 INC Total			\$149.90
376	NAPA OF NORFOLK	VEHICLE PARTS	01 2650 610 1 001 000	\$2.53
377	NAPA OF NORFOLK	VEHICLE PARTS	01 2650 610 2 001 000	\$2.52
378	NAPA OF NORFOLK Total			\$5.05
379	NARANJO, XOCHITI	MILEAGE	01 6200 333 1 028 004	\$19.57
380	NARANJO, XOCHITI	MILEAGE	01 6200 333 1 028 012	\$19.56

381	NARANJO, XOCHITI Total			\$39.13
382	NASCO	N LOWE AFE/SAFETY COMPASSES	01 2310 610 1 001 000	\$11.95
383	NASCO	N LOWE AFE/SAFETY COMPASSES	01 2310 610 2 001 000	\$11.96
384	NASCO	N LOWE AFE/SAFETY COMPASSES	01 2410 610 2 209 001	\$20.61
385	NASCO Total			\$44.52
386	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$8.55
387	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$25.65
388	NCS PEARSON	STUDENT TESTING	01 2141 610 1 014 000	\$17.96
389	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$8.55
390	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$25.65
391	NCS PEARSON	STUDENT TESTING	01 2141 610 2 014 000	\$17.96
392	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$1.90
393	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$5.70
394	NCS PEARSON	STUDENT TESTING	01 2142 610 1 014 000	\$3.98
395	NCS PEARSON Total			\$115.90
396	NCSA	2025 LEGISLATIVE SESSION LEGAL	01 2320 330 1 033 000	\$75.00
397	NCSA	2025 LEGISLATIVE SESSION LEGAL	01 2320 330 2 033 000	\$75.00
398	NCSA Total			\$150.00
399	NORFOLK AREA CHAMBER OF COMM	BOARD OF DIRECTORS MEETING	01 2320 890 1 033 000	\$5.00
400	NORFOLK AREA CHAMBER OF COMM	BOARD OF DIRECTORS MEETING	01 2320 890 2 033 000	\$5.00
401	NORFOLK AREA CHAMBER OF COMM Total			\$10.00
402	NORFOLK WINSUPPLY	DRAIN CLEANER	01 2620 610 1 001 000	\$19.95
403	NORFOLK WINSUPPLY	REFRIGERANT	01 2620 610 1 001 000	\$1,760.63
404	NORFOLK WINSUPPLY	DRAIN CLEANER	01 2620 610 1 001 009	\$8.36
405	NORFOLK WINSUPPLY	EXHAUST FAN	01 2620 610 1 001 009	\$1,025.00
406	NORFOLK WINSUPPLY	FILTERS	01 2620 610 1 001 014	\$69.96
407	NORFOLK WINSUPPLY	DRAIN CLEANER	01 2620 610 2 001 000	\$19.95
408	NORFOLK WINSUPPLY	FILTERS	01 2620 610 2 001 000	\$69.96
409	NORFOLK WINSUPPLY	REFRIGERANT	01 2620 610 2 001 000	\$1,760.62
410	NORFOLK WINSUPPLY Total			\$4,734.43
411	NORTHEAST REGIONAL DEAF	DEAF ED SERVICES STAUB MAY25	01 2151 340 2 004 000	\$4,450.00
412	NORTHEAST REGIONAL DEAF Total			\$4,450.00
413	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$22.00
414	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$22.00
415	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 000	\$30.00
416	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 003	\$44.00
417	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 004	\$44.00
418	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 005	\$44.00
419	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 008	\$44.00
420	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 009	\$44.00
421	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 010	\$44.00
422	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 012	\$44.00
423	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 014	\$44.00

424	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 1 001 021	\$44.00
425	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$22.00
426	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$22.00
427	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 000	\$30.00
428	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 001	\$70.00
429	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 001 002	\$70.00
430	OLSON'S PEST TECHNICIANS	24-25 PEST SERVICES	01 2630 340 2 016 001	\$44.00
431	OLSON'S PEST TECHNICIANS Total			\$728.00
432	OMNIFY BENEFITS	HEALTHCARE/DEPENDENT CARE FEES	01 2510 340 1 001 000	\$166.88
433	OMNIFY BENEFITS	HEALTHCARE/DEPENDENT CARE FEES	01 2510 340 2 001 000	\$166.87
434	OMNIFY BENEFITS Total			\$333.75
435	PFEIFER, NICOLE	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
436	PFEIFER, NICOLE Total			\$210.00
437	POLLARD PUMPING	LINE JETTING	01 2620 431 1 001 000	\$122.50
438	POLLARD PUMPING	LINE JETTING	01 2620 431 2 001 000	\$122.50
439	POLLARD PUMPING	LINE JETTING	01 2620 431 2 001 001	\$570.00
440	POLLARD PUMPING Total			\$815.00
441	PRESENCE LEARNING, INC	PSYCH AND SLP SERVICES	01 2141 320 2 004 001	\$7,193.75
442	PRESENCE LEARNING, INC	PSYCH AND SLP SERVICES	01 2141 320 2 004 002	\$7,193.75
443	PRESENCE LEARNING, INC	PSYCH AND SLP SERVICES	01 2151 320 1 004 000	\$19,386.48
444	PRESENCE LEARNING, INC Total			\$33,773.98
445	PRESLER, SUSAN K	ADMIN RETREAT PRESENTER	01 2320 340 1 033 000	\$1,250.00
446	PRESLER, SUSAN K	ADMIN RETREAT PRESENTER	01 2320 340 1 033 000	\$75.60
447	PRESLER, SUSAN K	ADMIN RETREAT PRESENTER	01 2320 340 2 033 000	\$1,250.00
448	PRESLER, SUSAN K	ADMIN RETREAT PRESENTER	01 2320 340 2 033 000	\$75.60
449	PRESLER, SUSAN K Total			\$2,651.20
450	PRIORITY COMMUNICATIONS	TROUBLE SHOOT PHONES	01 2410 340 2 141 002	\$60.00
451	PRIORITY COMMUNICATIONS Total			\$60.00
452	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 204 001	\$31.61
453	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 206 001	\$654.57
454	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 208 001	\$196.93
455	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 212 001	\$5.19
456	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 224 001	\$52.55
457	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 225 001	\$58.50
458	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 226 001	\$81.19
459	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1100 610 2 227 001	\$80.22
460	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 1200 610 2 291 001	\$394.44
461	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 2120 610 2 228 001	\$35.07
462	PYRAMID SCHOOL PRODUCTS	GENERAL SUPPLIES	01 2220 610 2 228 001	\$79.06
463	PYRAMID SCHOOL PRODUCTS Total			\$1,669.33
464	RASMUSSEN MECHANICAL	FIXED LEAK	01 2620 431 1 001 012	\$1,125.40
465	RASMUSSEN MECHANICAL	RTU REPLACEMENT	01 2620 431 2 001 001	\$41,733.00
466	RASMUSSEN MECHANICAL Total			\$42,858.40

467	REAL REPTILES LLC	EDUCATIONAL PROGRAM	01 1190 340 1 163 021	\$400.00
468	REAL REPTILES LLC Total			\$400.00
469	SAFESIDE SHREDDING	SHREDDING	01 1100 340 1 201 003	\$40.00
470	SAFESIDE SHREDDING	SHREDDING SERVICE	01 1100 340 1 430 014	\$40.00
471	SAFESIDE SHREDDING	SHREDDING	01 1100 340 1 602 005	\$40.00
472	SAFESIDE SHREDDING	SHREDDING SERVICES	01 2410 340 2 209 001	\$40.00
473	SAFESIDE SHREDDING Total			\$160.00
474	SCHILLING, DIANE	STAFF MILEAGE	01 2130 333 1 004 000	\$164.08
475	SCHILLING, DIANE Total			\$164.08
476	SCHOOL DATEBOOKS	PLANNERS	01 1100 610 1 430 014	\$1,952.98
477	SCHOOL DATEBOOKS Total			\$1,952.98
478	SCHOOL HEALTH CORPORATION	SUPPLIES	01 1100 610 2 204 001	\$4.96
479	SCHOOL HEALTH CORPORATION	SUPPLIES	01 1100 610 2 208 001	\$92.21
480	SCHOOL HEALTH CORPORATION	NURSES SUPPLIES	01 2130 610 1 004 000	\$16.92
481	SCHOOL HEALTH CORPORATION	NURSES SUPPLIES	01 2130 610 2 004 000	\$16.91
482	SCHOOL HEALTH CORPORATION	NURSES SUPPLIES	01 2131 610 1 004 000	\$2.99
483	SCHOOL HEALTH CORPORATION	NURSES SUPPLIES	01 2131 610 2 004 000	\$2.99
484	SCHOOL HEALTH CORPORATION Total			\$136.98
485	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 1100 610 2 204 001	\$8.40
486	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 1100 610 2 206 001	\$17.85
487	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 1100 610 2 212 001	\$5.27
488	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 1100 610 2 224 001	\$43.99
489	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 1100 610 2 227 001	\$211.63
490	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 1200 610 2 291 001	\$89.19
491	SCHOOL SPECIALTY, LLC	CLASSROOM SUPPLIES	01 2220 610 2 228 001	\$7.05
492	SCHOOL SPECIALTY, LLC Total			\$383.38
493	SECURLY, INC	PASS SUBSCRIPTION	01 1100 340 2 141 002	\$2,470.50
494	SECURLY, INC Total			\$2,470.50
495	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$1,475.50
496	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 000	\$273.00
497	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 1 001 008	\$3,960.00
498	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$1,475.50
499	SERVICEMASTER OF NORFOLK	CLEANING SERVICES	01 2610 420 2 001 000	\$273.00
500	SERVICEMASTER OF NORFOLK Total			\$7,457.00
501	SHERWIN-WILLIAMS	PAINT	01 1100 610 1 201 003	\$30.62
502	SHERWIN-WILLIAMS	PAINTING EQUIPMENT	01 1100 610 1 302 004	\$441.11
503	SHERWIN-WILLIAMS	PAINT	01 1100 610 1 302 004	\$162.18
504	SHERWIN-WILLIAMS	PAINT AND SUPPLIES	01 1100 610 1 302 004	\$230.18
505	SHERWIN-WILLIAMS	PAINT	01 2410 610 1 430 014	\$411.00
506	SHERWIN-WILLIAMS Total			\$1,275.09
507	UNDERWOOD DIST. CO	N LOWE AFE/CALCULATORS	01 2310 610 1 001 000	\$197.95
508	UNDERWOOD DIST. CO	N LOWE AFE/CALCULATORS	01 2310 610 2 001 000	\$197.94
509	UNDERWOOD DIST. CO Total			\$395.89

510	VOLKMAN PLUMBING HEATING	HVAC REPAIRS	01 2620 431 1 001 000	\$367.50
511	VOLKMAN PLUMBING HEATING	HVAC REPAIRS	01 2620 431 2 001 000	\$367.50
512	VOLKMAN PLUMBING HEATING Total			\$735.00
513	VOYAGER SORIS LEARNING	BOOKS & PERIODICALS	01 1100 640 1 028 000	\$75.90
514	VOYAGER SORIS LEARNING	BOOKS & PERIODICALS	01 6200 640 1 028 000	\$75.90
515	VOYAGER SORIS LEARNING Total			\$151.80
516	WASTE CONNECTIONS OF NEBR	ROLL OFF DUMPSTER	01 2610 420 1 001 000	\$252.40
517	WASTE CONNECTIONS OF NEBR	ROLL OFF DUMPSTER	01 2610 420 1 001 000	\$31.50
518	WASTE CONNECTIONS OF NEBR	ROLL OFF DUMPSTER	01 2610 420 2 001 000	\$31.50
519	WASTE CONNECTIONS OF NEBR	ROLL OFF DUMPSTER	01 2610 420 2 001 000	\$252.40
520	WASTE CONNECTIONS OF NEBR Total			\$567.80
521	WINNERS CIRCLE	STAFF APPRECIATION AWARDS	01 2310 890 1 001 000	\$1,027.58
522	WINNERS CIRCLE	RETIREMENT CLOCKS	01 2310 890 1 001 000	\$21.55
523	WINNERS CIRCLE	STAFF APPRECIATION AWARDS	01 2310 890 2 001 000	\$1,027.58
524	WINNERS CIRCLE	RETIREMENT CLOCKS	01 2310 890 2 001 000	\$21.55
525	WINNERS CIRCLE	NAME PLATE/B MCALLISTER	01 2320 890 1 033 000	\$14.00
526	WINNERS CIRCLE	NAME PLATE/B MCALLISTER	01 2320 890 2 033 000	\$14.00
527	WINNERS CIRCLE Total			\$2,126.26
528	WOLF, PAM	NC CURRICULUM WORK	01 6310 151 1 028 000	\$210.00
529	WOLF, PAM Total			\$210.00
530	WOLFF, DONNA	STAFF MILEAGE	01 6910 333 1 004 000	\$10.29
531	WOLFF, DONNA	STAFF MILEAGE	01 6910 333 2 004 000	\$10.29
532	WOLFF, DONNA Total			\$20.58
533	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 000	\$358.96
534	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 003	\$147.35
535	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 004	\$310.93
536	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 005	\$549.06
537	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 008	\$1,234.48
538	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 009	\$378.05
539	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 010	\$477.50
540	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 012	\$462.64
541	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 014	\$874.11
542	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 1 001 021	\$925.51
543	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 2 001 000	\$358.96
544	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 2 001 001	\$1,815.38
545	WOODRIVER ENERGY LLC	NATURAL GAS 4/21-5/21/25	01 2610 621 2 001 002	\$2,919.35
546	WOODRIVER ENERGY LLC Total			\$10,812.28
547	Grand Total			\$272,757.86
548				
549	NUTRITION FUND			
550	LUNCHTIME SOLUTIONS, INC.	SUMMER FEEDING	02 3100 340 1 001 000	\$398.19
551	LUNCHTIME SOLUTIONS, INC.	LOST INVENTORY DUE TO FREEZER	02 3100 340 1 001 000	\$287.29
552	LUNCHTIME SOLUTIONS, INC.	MAY MEALS	02 3100 340 1 001 000	\$125,670.56

553	LUNCHTIME SOLUTIONS, INC.	LOST INVENTORY DUE TO FREEZER	02 3100 340 2 001 000	\$287.29
554	LUNCHTIME SOLUTIONS, INC.	SUMMER FEEDING	02 3100 340 2 001 000	\$398.18
555	LUNCHTIME SOLUTIONS, INC.	MAY MEALS	02 3100 340 2 001 000	\$125,670.56
556	LUNCHTIME SOLUTIONS, INC. Total			\$252,712.07
557	NPS SUBSIDIARY	REFUND OF LUNCH ACCT FOR	02 3100 890 0 001 000	\$25.00
558	NPS SUBSIDIARY Total			\$25.00
559	THOMPSON, JAMI JO	REFUND OF LUNCH ACCOUNT	02 3100 890 0 001 000	\$20.40
560	THOMPSON, JAMI JO Total			\$20.40
561	U S POST OFFICE	LUNCH FUND POSTAGE FOR BULK	02 3100 610 1 001 000	\$500.00
562	U S POST OFFICE	LUNCH FUND POSTAGE FOR BULK	02 3100 610 2 001 000	\$500.00
563	U S POST OFFICE Total			\$1,000.00
564	Grand Total			\$253,757.47
565				
566	SUBSIDIARY FUND			
567	BUESCHER, LARISSA	RETURNED LIBRARY BOOK	05 2900 610 0 051 000	\$21.99
568	BUESCHER, LARISSA Total			\$21.99
569	CREDIT CARD SERVICES	STUDENT INCENTIVES #AMYB	05 2900 610 0 044 000	\$41.94
570	CREDIT CARD SERVICES	PREMIER GRANT-SUPPLIES #TA	05 2900 610 0 058 000	\$174.97
571	CREDIT CARD SERVICES	MEMBERSHIP #TA	05 2900 610 0 058 000	\$228.00
572	CREDIT CARD SERVICES	WELLNESS SUPPLIES #BS	05 2900 610 0 060 000	\$900.00
573	CREDIT CARD SERVICES	STUDENT INCENTIVES #JL	05 2900 610 0 063 000	\$25.77
574	CREDIT CARD SERVICES	END OF YEAR AWARDS #JL	05 2900 610 0 063 000	\$76.99
575	CREDIT CARD SERVICES	END OF YR CELEBRATION SAFETY	05 2900 610 0 069 000	\$72.00
576	CREDIT CARD SERVICES	PAINT SUPPLIES #TL	05 2900 610 0 073 000	\$69.76
577	CREDIT CARD SERVICES	FIELD TRIPS	05 2900 610 0 073 000	\$768.00
578	CREDIT CARD SERVICES	SUMMER AFTERSHOCK SUPPLIES #AV	05 2900 610 0 086 000	\$284.10
579	CREDIT CARD SERVICES Total			\$2,641.53
580	DESERT DISTRIBUTING LLC	AUTISM STEAM ROLLER-PREMIER	05 2900 610 0 058 000	\$938.00
581	DESERT DISTRIBUTING LLC Total			\$938.00
582	SCHOLASTIC, INC.	VENDING MACHINE BOOKS-GRANT PD	05 2900 610 0 076 000	\$853.09
583	SCHOLASTIC, INC. Total			\$853.09
584	WINNERS CIRCLE	STUDENT INCENTIVE PLAQUES	05 2900 610 0 076 000	\$18.00
585	WINNERS CIRCLE Total			\$18.00
586	Grand Total			\$4,472.61
587				
588	DEPRECIATION FUND			
589	ONE OFFICE SOLUTION	CHAIRS	06 2900 610 1 602 005	\$1,697.00
590	ONE OFFICE SOLUTION Total			\$1,697.00
591	Grand Total			\$1,697.00
592				
593	SPECIAL BUILDING FUND			
594	CORNERSTONE CONCRETE LLC	JUNIOR HIGH STUCCO	08 2620 340 2 001 002	\$51,315.00
595	CORNERSTONE CONCRETE LLC Total			\$51,315.00

596	Grand Total			\$51,315.00
597				
598	SENIOR HIGH ACTIVITY FUND			
599	BARRITT, SARA	AP EXAM REFUND	13 2900 610 2 576 001	\$59.00
600	BARRITT, SARA Total			\$59.00
601	BSN SPORTS	MOUTH GUARDS	13 2900 610 2 537 001	\$138.00
602	BSN SPORTS Total			\$138.00
603	COLLEGE BOARD	AP EXAMS	13 2900 610 2 576 001	\$12,627.00
604	COLLEGE BOARD Total			\$12,627.00
605	CREDIT CARD SERVICES	DRIVEKS-TOLLS	13 2900 610 2 276 001	\$8.96
606	CREDIT CARD SERVICES	WALMART-KAUP INTERVIEW	13 2900 610 2 280 001	\$259.74
607	CREDIT CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$44.30
608	CREDIT CARD SERVICES	AMAZON-RETURNED LIDS	13 2900 610 2 502 001	-\$66.00
609	CREDIT CARD SERVICES	HYVEE-HOT DOG BUNS	13 2900 610 2 502 001	\$51.37
610	CREDIT CARD SERVICES	DOLLAR TREE-OFFICE SUPPLIES	13 2900 610 2 503 001	\$13.75
611	CREDIT CARD SERVICES	AMAZON-TISSUE	13 2900 610 2 503 001	\$33.32
612	CREDIT CARD SERVICES	WALMART-COMPLETION CEREMONY	13 2900 610 2 503 001	\$47.06
613	CREDIT CARD SERVICES	WALMART-OFFICE SUPPLIES	13 2900 610 2 503 001	\$35.28
614	CREDIT CARD SERVICES	AMAZON-CALENDAR	13 2900 610 2 507 001	\$13.98
615	CREDIT CARD SERVICES	AMAZON-GLOVE LACES	13 2900 610 2 512 001	\$51.98
616	CREDIT CARD SERVICES	OMAHA SPORTS ACADEMY-SUMMER	13 2900 610 2 513 001	\$387.21
617	CREDIT CARD SERVICES	WALMART-CAMP SUPPLIES	13 2900 610 2 513 001	\$91.42
618	CREDIT CARD SERVICES	STATE MEALS & TICKETS	13 2900 610 2 514 001	\$48.93
619	CREDIT CARD SERVICES	HYVEE-AWARDS NIGHT SUPPLIES	13 2900 610 2 514 001	\$118.69
620	CREDIT CARD SERVICES	MIKE'S VISIONS-TEAM PICS	13 2900 610 2 514 001	\$800.00
621	CREDIT CARD SERVICES	SUBWAY-TEAM MEAL	13 2900 610 2 516 001	\$235.25
622	CREDIT CARD SERVICES	STATE MEALS	13 2900 610 2 516 001	\$198.69
623	CREDIT CARD SERVICES	GOFAN-STATE TICKET	13 2900 610 2 516 001	\$8.35
624	CREDIT CARD SERVICES	AMAZON-SKORTS	13 2900 610 2 517 001	\$404.73
625	CREDIT CARD SERVICES	CULVERS-B.GOLF MEAL	13 2900 610 2 529 001	\$77.51
626	CREDIT CARD SERVICES	JIMMY JOHNS-G. TRACK MEAL	13 2900 610 2 529 001	\$300.00
627	CREDIT CARD SERVICES	AMAZON- BARBELL COLLARS	13 2900 610 2 529 001	\$1,749.50
628	CREDIT CARD SERVICES	MIZUNO-MITT	13 2900 610 2 530 001	\$430.00
629	CREDIT CARD SERVICES	STATE MEALS	13 2900 610 2 532 001	\$320.00
630	CREDIT CARD SERVICES	KEARNEY CC-PRACTICE ROUND	13 2900 610 2 532 001	\$253.53
631	CREDIT CARD SERVICES	HYVEE-HOSPITALITY SUPPLIES	13 2900 610 2 532 001	\$37.50
632	CREDIT CARD SERVICES	DOMINOS-DISTRICTS WORKER MEAL	13 2900 610 2 535 001	\$119.85
633	CREDIT CARD SERVICES	STATE MEALS	13 2900 610 2 535 001	\$220.00
634	CREDIT CARD SERVICES	HYVEE-HOSPITALITY SUPPLIES	13 2900 610 2 535 001	\$59.90
635	CREDIT CARD SERVICES	CHEDDARS-STATE MEAL	13 2900 610 2 541 001	\$80.00
636	CREDIT CARD SERVICES	STATE MEALS	13 2900 610 2 542 001	\$180.00
637	CREDIT CARD SERVICES	HYVEE-HOSPITALITY SUPPLIES	13 2900 610 2 542 001	\$59.90
638	CREDIT CARD SERVICES	AMAZON-SCOREBOOKS	13 2900 610 2 545 001	\$51.96

639	CREDIT CARD SERVICES	CHICK-FIL-A-STATE MEAL	13 2900 610 2 549 001	\$62.67
640	CREDIT CARD SERVICES	NSAA-STATE TICKETS	13 2900 610 2 549 001	\$58.00
641	CREDIT CARD SERVICES	CROWN AWARDS-AWARDS	13 2900 610 2 550 001	\$97.46
642	CREDIT CARD SERVICES	CHEDDARS-STATE MEAL	13 2900 610 2 550 001	\$65.87
643	CREDIT CARD SERVICES	STATE MEALS	13 2900 610 2 551 001	\$24.73
644	CREDIT CARD SERVICES	DOMINOS-DISTRICTS WORKER MEAL	13 2900 610 2 551 001	\$119.85
645	CREDIT CARD SERVICES	WALMART-STATE TRACK SUPPLIES	13 2900 610 2 551 001	\$58.64
646	CREDIT CARD SERVICES	JIMMY JOHNS-G. TRACK MEAL	13 2900 610 2 551 001	\$192.00
647	CREDIT CARD SERVICES	STATE MEALS OVERAGE	13 2900 610 2 552 001	\$182.05
648	CREDIT CARD SERVICES	NIETOC FUEL	13 2900 610 2 553 001	\$71.69
649	CREDIT CARD SERVICES	SLEEP INN-NIETOC LODGING	13 2900 610 2 553 001	\$1,297.92
650	CREDIT CARD SERVICES	FLUFFY DANCE POMS-POMS	13 2900 610 2 556 001	\$1,000.00
651	CREDIT CARD SERVICES	AMAZON-CAMERA EQUIPMENT	13 2900 610 2 557 001	\$3,340.13
652	CREDIT CARD SERVICES	HENRY DOORLY ZOO-ENTRY	13 2900 610 2 563 001	\$256.50
653	CREDIT CARD SERVICES	SPAGHETTI WORKS-FIELD TRIP	13 2900 610 2 563 001	\$581.25
654	CREDIT CARD SERVICES	AMAZON-REPLACEMENT BOOKS	13 2900 610 2 579 001	\$71.48
655	CREDIT CARD SERVICES	AMAZON-CALCULATORS	13 2900 610 2 586 001	\$298.00
656	CREDIT CARD SERVICES	MATH MEDIC-SUBSCRIPTION	13 2900 610 2 586 001	\$225.00
657	CREDIT CARD SERVICES	TRAINER STATE MEALS FOR TRACK	13 2900 610 2 597 001	\$40.00
658	CREDIT CARD SERVICES	AMAZON-TRAINER SUPPLIES	13 2900 610 2 597 001	\$340.41
659	CREDIT CARD SERVICES	AMAZON-CARSTOCK PAPER	13 2900 610 2 597 001	\$74.90
660	CREDIT CARD SERVICES	AMAZON-CREDIT FOR RETURNED	13 2900 610 2 597 001	-\$39.98
661	CREDIT CARD SERVICES	WALMART-INDUCTION SUPPLIES	13 2900 610 2 614 001	\$71.04
662	CREDIT CARD SERVICES	HYVEE-MTG SUPPLIES	13 2900 610 2 615 001	\$47.51
663	CREDIT CARD SERVICES	PERKINS-FIELD TRIP MEAL	13 2900 610 2 619 001	\$9.45
664	CREDIT CARD SERVICES	KINGS-END OF YEAR GATHERING	13 2900 610 2 624 001	\$369.70
665	CREDIT CARD SERVICES Total			\$15,642.93
666	CUSTOM SPORTS	CAMP SHIRTS	13 2900 610 2 513 001	\$1,394.00
667	CUSTOM SPORTS Total			\$1,394.00
668	FREMONT SENIOR HIGH SCHOOL	9/11 ENTRY FEE	13 2900 610 2 534 001	\$100.00
669	FREMONT SENIOR HIGH SCHOOL	5/5 ENTRY FEE	13 2900 610 2 541 001	\$100.00
670	FREMONT SENIOR HIGH SCHOOL Total			\$200.00
671	GODFATHERS PIZZA NORFOLK	CONCESSION PIZZA	13 2900 610 2 502 001	\$702.00
672	GODFATHERS PIZZA NORFOLK Total			\$702.00
673	HARCO ATHLETIC	HELMET RECONDITIONING	13 2900 610 2 537 001	\$9,236.00
674	HARCO ATHLETIC Total			\$9,236.00
675	LAQUITA INN KEARNEY	STATE LODGING	13 2900 610 2 532 001	\$999.60
676	LAQUITA INN KEARNEY Total			\$999.60
677	LINE UP, THE	APPAREL	13 2900 610 2 556 001	\$2,273.60
678	LINE UP, THE Total			\$2,273.60
679	LUTHERAN HIGH NORTHEAST	HUDL CAMERA RENTAL	13 2900 610 2 597 001	\$500.00
680	LUTHERAN HIGH NORTHEAST Total			\$500.00
681	NPS GENERAL FUND	STAMPED ENVELOPES & COPIES	13 2900 610 2 588 001	\$133.98

682	NPS GENERAL FUND Total			\$133.98
683	NPS STUDENT FEES ACCOUNT	24/25 CHEER UNIFORM RENTALS	13 2900 610 2 517 001	\$1,040.00
684	NPS STUDENT FEES ACCOUNT	24/25 UNIFORM RENTALS	13 2900 610 2 556 001	\$960.00
685	NPS STUDENT FEES ACCOUNT Total			\$2,000.00
686	NSAA	5/8 DISTRICT GATE	13 2900 610 2 530 001	\$148.97
687	NSAA	25/26 MEMBERSHIPS	13 2900 610 2 597 001	\$2,615.00
688	NSAA Total			\$2,763.97
689	SOUTH SIOUX CITY HIGH	LITTLE CARDS TEAM CAMP	13 2900 610 2 547 001	\$200.00
690	SOUTH SIOUX CITY HIGH Total			\$200.00
691	SPEECHWIRE TOURNAMENT	PANTHER CLASSIC SERVICES	13 2900 610 2 553 001	\$330.00
692	SPEECHWIRE TOURNAMENT Total			\$330.00
693	STG SPORTS, INC	OKOBOJI TEAM CAMP	13 2900 610 2 547 001	\$395.00
694	STG SPORTS, INC Total			\$395.00
695	SWAY MEDICAL, INC	25/26 CONCUSSION TESTING	13 2900 610 2 597 001	\$1,107.00
696	SWAY MEDICAL, INC Total			\$1,107.00
697	UNIVERSAL DANCE	SUMMER CAMP REGISTRATION	13 2900 610 2 556 001	\$8,282.00
698	UNIVERSAL DANCE Total			\$8,282.00
699	WINNERS CIRCLE	SUMMER CAMP TROPHIES	13 2900 610 2 514 001	\$32.31
700	WINNERS CIRCLE	SUMMER CAMP TROPHIES	13 2900 610 2 549 001	\$32.30
701	WINNERS CIRCLE	PANTHER CLASSIC AWARDS	13 2900 610 2 553 001	\$486.58
702	WINNERS CIRCLE Total			\$551.19
703	Grand Total			\$59,535.27
704				
705	JUNIOR HIGH ACTIVITY FUND			
706	AGPARTS WORLDWIDE, INC	CHROMEBOOK PARTS	14 2900 610 2 842 002	\$282.65
707	AGPARTS WORLDWIDE, INC Total			\$282.65
708	AMAZON CAPITAL SERVICES	PROPS & COSTUMES SPRING PLAY	14 2900 610 2 828 002	\$412.40
709	AMAZON CAPITAL SERVICES	PROPS & COSTUMES SPRING PLAY	14 2900 610 2 828 002	-\$3.80
710	AMAZON CAPITAL SERVICES	FOOTBALL SUPPLIES	14 2900 610 2 846 002	\$187.40
711	AMAZON CAPITAL SERVICES Total			\$596.00
712	CREDIT CARD SERVICES	HEADGEAR #BV	14 2900 610 2 650 002	\$390.00
713	CREDIT CARD SERVICES	PHILANTHROPY BOOKS #BV	14 2900 610 2 830 002	\$40.92
714	CREDIT CARD SERVICES	VOLLEYBALL SUPPLIES #BV	14 2900 610 2 847 002	\$87.96
715	CREDIT CARD SERVICES	MAT CLEANER #BV	14 2900 610 2 850 002	\$158.07
716	CREDIT CARD SERVICES	MAT TAPE #BV	14 2900 610 2 850 002	\$299.90
717	CREDIT CARD SERVICES	LIVE SCORING MEMBERSHIP #BV	14 2900 610 2 857 002	\$79.00
718	CREDIT CARD SERVICES	MAILED AWARDS #BV	14 2900 610 2 857 002	\$18.95
719	CREDIT CARD SERVICES	HOSPITALITY ROOM #BV	14 2900 610 2 857 002	\$13.96
720	CREDIT CARD SERVICES	HOSPITALITY ROOM #BV	14 2900 610 2 857 002	\$170.67
721	CREDIT CARD SERVICES	STUCO PROJECT #BV	14 2900 610 2 867 002	\$103.50
722	CREDIT CARD SERVICES	STUCO SUPPLIES #BV	14 2900 610 2 867 002	\$79.90
723	CREDIT CARD SERVICES	STATE TRACK MEALS #BV	14 2900 610 2 873 002	\$53.72
724	CREDIT CARD SERVICES	STATE TRACK MEALS #BV	14 2900 610 2 873 002	\$48.53

725	CREDIT CARD SERVICES Total			\$1,545.08
726	J W PEPPER, INC	MUSIC	14 2900 610 2 825 002	\$73.98
727	J W PEPPER, INC Total			\$73.98
728	MARATHON PRESS INC	NJHS YEARBOOKS	14 2900 610 2 865 002	\$2,863.20
729	MARATHON PRESS INC Total			\$2,863.20
730	NPS GENERAL FUND	JAN/FEB ACTIVITY WORKERS	14 2900 610 2 650 002	\$395.38
731	NPS GENERAL FUND	JAN/FEB ACTIVITY WORKERS	14 2900 610 2 835 002	\$364.55
732	NPS GENERAL FUND	MAR/APR ACTIVITY WORKERS	14 2900 610 2 835 002	\$84.36
733	NPS GENERAL FUND	JAN/FEB ACTIVITY WORKERS	14 2900 610 2 848 002	\$879.91
734	NPS GENERAL FUND	FEB/MAR ACTIVITY WORKERS	14 2900 610 2 848 002	\$34.70
735	NPS GENERAL FUND	MAR/APR ACTIVITY WORKERS	14 2900 610 2 857 002	\$1,000.61
736	NPS GENERAL FUND Total			\$2,759.51
737	RIBBONS GALORE	RIBBONS FOR SPEECH TOURN	14 2900 610 2 834 002	\$96.20
738	RIBBONS GALORE Total			\$96.20
739	SHERWIN-WILLIAMS	PAINT FOR OFFICE	14 2900 610 2 840 002	\$153.10
740	SHERWIN-WILLIAMS	PAINT FOR OFFICE	14 2900 610 2 840 002	\$153.10
741	SHERWIN-WILLIAMS	PAINT	14 2900 610 2 840 002	\$306.20
742	SHERWIN-WILLIAMS Total			\$612.40
743	TEECO INC	TANK/WATER COOLER RENTAL	14 2900 610 2 840 002	\$38.00
744	TEECO INC Total			\$38.00
745	Grand Total			\$8,867.02
746				
747	STUDENT FEE FUND			
748	CREDIT CARD SERVICES	AFTERSHOCK SUPPLIES #AV	17 2190 610 2 669 002	\$188.68
749	CREDIT CARD SERVICES Total			\$188.68
750	NPS - NUTRITIONAL SERVICES	REFUND SUMMER SCHOOL TO LUNCH	17 2190 610 0 976 000	\$40.00
751	NPS - NUTRITIONAL SERVICES Total			\$40.00
752	SGW STRINGED INSTRUMENT	SUMMER REPAIRS	17 2190 340 1 028 000	\$785.00
753	SGW STRINGED INSTRUMENT	ORCHESTRA SUMMER REPAIRS	17 2190 340 1 028 014	\$1,800.00
754	SGW STRINGED INSTRUMENT	SH/JH INSTRUMENTAL REPAIRS	17 2190 340 2 028 001	\$822.50
755	SGW STRINGED INSTRUMENT	SH/JH INSTRUMENTAL REPAIRS	17 2190 340 2 028 002	\$822.50
756	SGW STRINGED INSTRUMENT Total			\$4,230.00
757	WEST MUSIC COMPANY	SNARE DRUM HEAD REPLACEMENT	17 2190 610 2 028 001	\$66.15
758	WEST MUSIC COMPANY	INSTRUMENT REPAIR PARTS	17 2190 610 2 028 002	\$221.37
759	WEST MUSIC COMPANY	INSTRUMENT REPAIR PARTS	17 2190 610 2 028 002	\$70.24
760	WEST MUSIC COMPANY	SNARE DRUM HEAD REPLACEMENT	17 2190 610 2 028 002	\$60.52
761	WEST MUSIC COMPANY Total			\$418.28
762	Grand Total			\$4,876.96

StudentsStudent Searches and Handheld Wands

To ensure that school buildings remain safe and free from drugs or unauthorized substances (including vapes) and dangerous objects, the Board of Education hereby authorizes school staff and any School Resources Officers to use handheld wands to conduct lawful searches of students on school grounds, in a school vehicle, or at a school activity. The following procedures will be implemented for handheld wands at Norfolk Public Schools:

1. District staff may conduct handheld wand screenings based on reasonable suspicion.
2. Any individual subject to a handheld wand screening must allow their personal belongings (coat, backpack, purse, gym bag, and the like) to be screened at the location where the screening will be performed. Said items may be subject to a handheld wand screening but will not be opened or searched without a lawful basis.
3. All persons subject to a handheld wand screening are required to remove any metal (such as a vape) or dangerous objects from their person and/or personal belongings prior to the screening. After removing any such metal or dangerous objects, the person will be subjected to the screening.
4. If the handheld screening activates, then such person will be subject to additional screening and/or further search.
5. Any person found to be in possession of a vape, illegal substance, drugs, firearm or other dangerous weapon may be immediately removed from school grounds and may be subject to arrest and/or disciplinary action pursuant to applicable law and Student Code of Conduct.
6. Any student who refuses to submit to a search consistent with these procedures may be subject to a search of his/her personal and belongings, and any other appropriate disciplinary action by school administration. Other persons (such as visitors) who refuse to submit to a search consistent with these procedures may be refused entry and escorted off school grounds immediately. Parents will be contacted if a student refuses a search or is found in violation of the Code of Conduct.
7. No student will be subjected to a screening based on any discriminatory or unlawful reason.
8. Nothing in this Policy shall preclude or preempt any Individualized Education Plan, 504 Plan, or other legal requirements under the applicable special education laws.
9. Nothing in this Policy precludes the District from conducting other lawful searches or activities in an effort to keep school safe and free from dangerous weapons.

Legal Reference: Neb. Rev. Stat. Sec. 79-267 & 28-1204.04

Date of Adoption: [Insert Date]

StudentsFoster Care Student Transportation

In accordance with federal and state law, the District's written transportation procedures for foster care children are as follows:

Students to be Transported

DHHS will contact the District to inform the District of a foster care student living in the District and/or to be educated by the District. The District will communicate with DHHS on any further matters concerning said foster care student(s).

School of Origin

The District will work to develop a transportation plan for each foster care student needing transportation to the student's school of origin, as defined and required by federal law. Each student's situation will be different, so there is no single transportation plan for every foster care student. Transportation options may include: (1) the foster care family; (2) a bus or school vehicle; (3) transportation to a pickup location; or (4) some other form of transportation in accordance with state and federal law. Foster care students on an IEP may require other considerations and/or different transportation obligations.

When required by law, the District will coordinate the foster care student's transportation to the school of origin while any disputes regarding transportation until the disputes are resolved.

Costs

If the student can be transported by the District without the District incurring any additional costs, then the District will normally transport the student. However, if the District will need to incur additional costs to transport the student, then DHHS will cover any such additional costs associated with the foster care student's transportation. If the District and DHHS are unable to agree on a transportation plan, the District and DHHS will work together to resolve any differences.

Oversight, Implementation, and Administration

The District's Homeless Liaison is responsible for overseeing these procedures, updating them as needed, and otherwise ensuring that the District complies with the transportation requirements for foster care students.

Legal Reference: 20 U.S.C. § 6312.

Date of Adoption: [Insert Date]

InstructionElectronic Communication Devices and Cell Phones

For the purpose of this policy, electronic communication devices includes any non-school issued or non-approved electronic device capable of communication with another entity, including, but not limited to cell phones, smart watches/glasses, tablets, earbuds/headphones, and gaming devices.

Per state law, all students are prohibited from accessing or using an electronic communication device while on school property or attending a school instructional function, unless:

1. When required by a student's Individualized Education Program or 504 Plan;
2. When authorized by the District for educational purposes during instructional time;
3. In the case of an emergency or perceived threat of danger;
4. When necessary to monitor or manage a student's health care; or
5. When determined appropriate by the Superintendent or Superintendent's designee.

Exceptions and Practices approved by the Board of Education include:

Elementary Exceptions:

Usage allowed at the end of the day once students have exited the building and occasional non-instructional times when specifically approved by the building administration.

Elementary Practices:

Devices are kept in their book bags and turned off throughout the entire school day.

Middle School Exceptions:

Usage allowed at the end of the day once students have exited the building and occasional non-instructional times when specifically approved by the building administration.

Middle School Practices:

Devices are kept in their lockers and turned off throughout the entire school day.

Junior High Exceptions:

Usage allowed before 8:00 A.M. and after 3:25 P.M.

Junior High Practices:

Devices are kept in their lockers and turned off throughout the entire school day.

Senior High Exceptions:

Usage allowed before and after school, during passing periods, and during lunch.

Senior High Practices:

All devices must be silenced, out of sight, and stored in a school issued holder during the entire class period. Smartwatches may be worn but cannot be used for communication purposes.

Any student who violates this Policy may be subject to discipline under the District's Student Discipline Policy.

Legal Reference: LB 140 (2025)

Date of Adoption: [Insert Date]

Instruction

Behavioral Intervention and Classroom Management

1. Purpose

The District is committed to creating a learning environment where every individual is valued, respected, and supported. This Policy emphasizes the shared responsibility of individuals for their actions and their ability to learn, grow, and thrive. This Policy further provides a framework for encouraging positive behavior, addressing challenges in a caring and constructive way, and ensuring safe and supportive school and classroom environments.

2. General Principles

As part of the District’s commitment to all students, the Board hereby implements a tiered-system of support to foster a positive school climate and culture, encourage appropriate student behavior, and provide the necessary supports for academic and behavioral success.

This Policy does not replace or alter the Student Discipline Act when behaviors warrant student disciplinary action under that Student Discipline Act.

3. Standards

Tier 1: Universal Supports			
	District Level	School Level	Classroom Level
Sound Infrastructure & Shared Leadership	Develop and maintain a district-wide behavior framework, ensuring alignment with the district's vision and goals. Establish a leadership team to oversee implementation and sustainability.	Create school-level leadership teams to implement the district behavior framework. Build systems to support staff in consistent implementation of universal behavior strategies.	Teachers set up clear, consistent behavior expectations aligned with school and district policies. Classroom routines and physical environments are structured to promote positive behaviors.
Layered Continuum of Support	Ensure all schools have access to evidence-based universal behavior practices and instructional tools for promoting positive behavior.	Develop a school-wide plan for teaching and reinforcing positive behavior expectations for all students.	Integrate the development of emotional and interpersonal skills into daily instruction and explicitly teach expected behaviors.
Data-Based Decision-Making	Implement a district-wide behavior data system for tracking	Use behavioral data to assess school culture,	Collect and reflect on classroom behavior data to identify patterns or

	student behavioral incidents, attendance, and other indicators of behavior. Analyze district trends to guide support for schools.	climate and adjust universal supports.	unanticipated signs of distress and adjust teaching practices as needed.
Communication and Collaboration	Share district-wide behavior policies, expectations, and data with all stakeholders, including families and the community.	Develop intervention teams to identify students in need of Tier 2 support and manage their plans.	Teachers collaborate with intervention teams to integrate targeted strategies into the classroom.
Tier 2: Targeted Supports			
	District Level	School Level	Classroom Level
Sound Infrastructure & Shared leadership	Provide a menu of evidence-based Tier 2 intervention and training for implementation.	Develop intervention teams to identify students in need of Tier 2 support and manage their plans.	Teachers collaborate with intervention teams to integrate targeted strategies into the classroom that align with school and district policies.
Layered Continuum of Support	Allocate resources to support targeted interventions, such as additional staff or training for small group supports.	Implement interventions such as mentoring programs, social skills groups, or targeted behavior coaching.	Provide additional supports like daily progress monitoring and structured break.
Data-Based Decision-Making	Use district-wide systems to track the effectiveness of Tier 2 interventions and adjust as needed.	Monitor progress using behavior data: point sheets, observations, or student self-assessments and input data in district-wide systems.	Document daily data on student progress to evaluate the impact of interventions.
Communication and Collaboration	Facilitate communication between schools, families, and community partners about available Tier 2 supports.	Engage families in the intervention process by providing regular updates and involving them in problem solving and goal setting.	Maintain open lines of communication with families about their child's progress and strategies to promote support the behavior goals at home.
Tier 3: Intensive, Individualized Supports			
	District Level	School Level	Classroom Level
Sound Infrastructure & Shared leadership	Ensure access to specialized staff to design and oversee intensive interventions.	Assemble a multidisciplinary team to develop and implement Functional Behavioral Assessments (FBAs) and Behavior	Collaborate with specialists to integrate individualized supports into classroom routines that align with school and district policies.

		Intervention Plans (BIPs).	
Layered Continuum of Support	Coordinate external services and resources for students requiring wraparound support beyond the school.	Provide interventions or sessions tailored to the student's unique needs and communicate with external services and resources to align supports for students.	Consistently implement accommodations and modifications, such as sensory supports or de-escalation plans, to address individual behaviors.
Data-Based Decision-Making	Regularly review data on Tier 3 interventions and outcomes to ensure its effectiveness.	Use detailed, frequent data collection to refine and adjust BIPs based on student progress.	Implement daily monitoring and adjust individualized strategies as data indicates.
Communication and Collaboration	Partner with community agencies to align supports for students with complex needs.	Conduct regular meetings with families to review and revise plans based on student progress.	Provide ongoing feedback to families and specialists about the student's daily performance, progress, and needs.

4. Addressing Dysregulated Behavioral and Classroom Removal

This Policy outlines a structured approach for managing dysregulated behavior that disrupts the learning environment or poses safety concerns. The aim is to ensure the safety and well-being of all students and staff, while supporting the student in developing self-regulation skills and reintegrating into the classroom.

A. Criteria for Removal

- i. *Safety Concerns*: Immediate removal may occur if a student poses a threat to their own safety, the safety of others, or the environment.
- ii. *Disruption to Learning*: Removal may be necessary if the student's behavior significantly disrupts instruction or the learning environment.
- iii. *Attempted Interventions*: Whenever possible, staff should use de-escalation techniques, behavior redirection, or other Tier 1 or Tier 2 interventions before considering removal. Severe behaviors that endanger safety may bypass prior interventions.

B. Procedure for Removal

- i. *Behavior Documentation*: The teacher or staff member documents the behavior leading to the removal, including antecedents, attempted interventions, and the incident itself. A clear, objective description of the behavior must be included.

- ii. *Safe Transition*: The student is removed to a designated safe space, such as the office or a designated calming area, by trained personnel. Efforts are made to ensure the student remains calm and safe during the transition. An escort will be provided if necessary.
- iii. *Notification*: Parents or guardians are notified as soon as possible about the removal. A detailed account of the behavior and any interventions attempted are shared.

C. Post-Removal Actions

- i. *Restorative Meeting*: A meeting involving the student, parents or guardians, teacher or other designated staff member, and administrator may be scheduled to review the behavior, its impact, and steps to prevent recurrence. The meeting emphasizes restoring relationships and understanding the root cause of the behavior.
- ii. *Behavior Support Plan (if needed)*: For recurring incidents, a behavior support plan is developed or reviewed, including targeted interventions and supports aligned with the student's needs. The plan may include strategies such as check-ins, mentoring, or additional behavioral learning supports.

D. Transition Back to the Classroom

- i. *Reintegration Plan*: The student returns to the classroom with appropriate support, which may include a reintegration checklist, a designated buddy, or frequent check-ins with a trusted adult. Expectations and routines are explicitly reviewed with the student.
- ii. *Ongoing Support and Monitoring*: Follow-up meetings with the student, teacher or other designated staff member, and parents/guardians are scheduled to evaluate progress as needed. Data from behavior observations are used to adjust interventions and supports.
- iii. *Focus on Positive Growth*: A strengths-based approach is applied to recognize and reinforce improvements in behavior.

5. Communication and Collaboration

Families are partners in addressing the student's behavior and supporting reintegration. School staff will provide clear and transparent communication about any incident, the student's plan for return, and available resources. Collaboration may also involve general education, special education, school psychologist, behavior specialists, school counselors, and/or social workers to ensure all supports align with the student's needs and strengths.

6. Required Training

The District will ensure that school employees are trained in behavioral awareness and intervention as required by this Policy and state law. The Superintendent is hereby delegated the authority and responsibility to develop or contract for such training and to ensure that the appropriate staff receive said training as required by state law.

7. Monitoring and Feedback

Parents, guardians, students, advocates and community members are encouraged to provide feedback on this Policy and the District's actions under this Policy. The Superintendent or designee is also directed to provide any feedback to the Board of Education as the Superintendent deems appropriate.

Legal Reference: Neb. Rev. Stat. § 79-262.01

Date of Adoption: [Insert Date]

Community RelationsPersonnel - All Employees and StudentsAnti-discriminationA. **Elimination of Discrimination.**

The policy of Norfolk Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Norfolk Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Norfolk Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

Coordinators have been assigned to oversee anti-discrimination laws (including Title VI, Title IX, the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)). Complaints or concerns involving discrimination or compliance with these laws should be addressed to the appropriate coordinator, as listed below:

Student: Director of Student Services

Employee: Director of Human Resources

B. **Preventing Harassment and Discrimination of Employees and Students.**

1. **Purpose:** Norfolk Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Norfolk Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability race (including skin color, hair texture and protective hairstyles) color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

- a. In general, ethnic or racial slurs or other verbal or physical conduct relating to

a person's sex, disability, race (including skin color, hair texture and protective hairstyles) color, religion, **military or** veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

- b. Age harassment has been defined by federal regulations as a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment has been defined by federal and state regulations as a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures:**

- a. Employees or students should initially report all instances of discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.
- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, please report your complaint to the

Title IX Coordinator.

- c. If a satisfactory arrangement cannot be obtained through the Title IX Coordinator, the complaint may be processed by the Superintendent or the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action, up to and including discharge of offending employees, etc., may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. § 2000d, Title VII, 42 U.S.C. § 2000e, Title IX; 20 U.S.C. § 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. §48-1101 et seq.
 Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. §48-1001 et seq.;
 Americans with Disabilities Act (ADA), 42 U.S.C. § 12101 et seq.
 Section 504 of the Rehabilitation Act of 1973 (Section 504)
 Pregnancy Discrimination Act, 42 U.S.C. § 2000e(k)
 Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
 Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: October 14, 2013
 Date of Revision: September 14, 2015
 Date of Reaffirmation: September 11, 2017
 Date of Revision: November 12, 2018
 Date of Revision: July 12, 2021
 Date of Revision: December 12, 2022

Business OperationsProcurement Plan – School Food Authorities

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

Procurement Policy

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

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

Micro-Purchase Procedures

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

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

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

Small Purchase Simplified Acquisition Threshold Procedures

For purchases made below the ~~small purchases~~simplified acquisition-threshold, ~~Small Purchases~~simplified acquisition threshold ~~p~~Procedures will be utilized to purchase necessary goods and services. When ~~Small Purchases~~simplified acquisition threshold ~~p~~Procedures are used, this organization will take the following steps:

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

Formal Competitive Solicitation Procedures

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

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

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

Procurement Summary

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

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(a)(6)]

- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]
- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]
- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
 2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
 3. A cost or price analysis in connection with every procurement action in excess of the Small Purchase simplified acquisition - threshold including contract modifications. [2 CFR 200.323(a)]
 4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
 2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
 3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
 4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
 5. Place and confirm orders with vendors or make plans to purchase the required items.
 6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
 7. To work with vendors on a fair and equal basis.
 8. To conduct an in-house procurement review once per year.

Date of Adoption: September 11, 2017

Date of Revision: October 8, 2018

Date of Revision: August 12, 2019
Date of Reaffirmation: November 11, 2019
Date of Reaffirmation: March 10, 2025

Business OperationsSafe Driving Record Standard for Drivers

Standard for Pupil Transportation Vehicle Drivers: Each person who is required to have a permit to operate a pupil transportation vehicle for this School District shall meet all requirements to hold and continue to hold a pupil transportation operator's permit, including the successful completion of a physical assessment and a Medical Examiner's Certificate.

One of the requirements for obtaining such a permit is that the person have a record of satisfactory driving as determined by Board policy. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior ~~7~~ 10-years; or,
3. Reckless driving or willful reckless, within the immediate prior ~~7~~ 10 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

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

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior ~~7~~ 10 years; or,
3. Reckless driving or willful reckless, within the immediate prior ~~7~~ 10 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Drivers who exclusively drive small vehicles for activity trips are not required to obtain a Medical Examiner's Certificate.

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

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior ~~7~~ 10 years; or,
3. Reckless driving or willful reckless, within the immediate prior ~~7~~ 10 years; or
4. Accumulation of 6 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

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

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

Date of Adoption: November 11, 2013
 Date of Reaffirmation: November 9, 2015
 Date of Reaffirmation: December 9, 2019
 Date of Reaffirmation: May 12, 2025

Personnel - All EmployeesAnti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

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

Norfolk Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated and approved youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

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

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

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

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

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

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual

orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

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

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

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

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

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

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,
- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or

- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

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

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

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

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

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

i. Level 1 (Investigation and Findings):

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

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

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

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.

- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a “preponderance of the evidence” standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within five (5) working days after receiving the decision. The Superintendent will review the appeal and the

investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education within five (5) working days after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board at a Board meeting or a Committee of the Board of Education to present his or her appeal. ~~The party will be allowed to address the Board at the Board's next regularly scheduled Board meeting (unless the Board receives the appeal within one week of the next regularly scheduled Board meeting) or at a time and date agreed to by the Board, designated compliance officer and the party.~~ The Board or Committee of the Board of Education may, in its discretion, will issue a written determination about the appeal within thirty (30) days after the party addresses the Board. The Board or a Committee of the Board may, in the alternative, vote on the appeal and send the party the outcome of the vote. The party who filed the appeal will be sent the Board's determination. ~~at the time it is issued, and a copy will be sent to the designated compliance coordinator.~~ The Board's or Committee's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

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

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

5. Training:

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further

information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

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

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
 Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;
 Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
 Section 504 of the Rehabilitation Act of 1973 (Section 504)
 Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
 Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
 Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: December 9, 2013
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 Date of Revision: July 9, 2018
 Date of Revision: February 10, 2020
 Date of Revision: July 12, 2021
 Date of Reaffirmation: November 13, 2023

Notice of Nondiscrimination

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

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

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

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

**Complaint Form
Discrimination, Harassment or Retaliation**

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

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

The applicable coordinator may be contacted if you have questions about filling out this complaint form:
Students: Chuck Hughes, Director of Student Services: 512 Philip Avenue, Norfolk, NE 68701, 402-644-2500, chuckhughes@npsne.org
Employees and Others: Angie Baumann, Director of HR: 512 Philip Avenue, Norfolk, NE 68701, 402-644-2500, angiebaumann@npsne.org

Name: _____ Date: _____

(1) Description of the complaint: _____

_____.

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

_____.

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

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

_____.

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

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

Received by: _____ Signature: _____
Date: _____

Personnel - All EmployeesDrug and Substance Use and Abuse

It is the policy of the Norfolk Public School District to eliminate the influence of drugs, alcohol and other chemicals within the school environment **and to educate students against the usage of drugs, alcohol and illegal substances**. The District will implement regulations and practices which will insure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any district property or district sponsored event. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the work place or on duty time shall be a violation of the drug-free workplace.
2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.
3. As a condition of employment, employees will abide by the District's drug-free workplace policies and notify the Superintendent or designee of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.
4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. Sanctions for violation thereof may include the requirement that the employee complete an appropriate rehabilitation program, reprimands, and non-renewal, cancellation, or termination of contract of employment.
5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.
6. Employees shall be furnished with a paper or digital copy of this policy.

This policy supplements and is in addition to all other policies, regulations, practices, procedures and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

Section 2 Alcohol and Drug Testing

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law. (See attached Appendix "1"). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Legal Reference: 41 U.S.C. §§701 to 707
 49 U.S.C. §31306 and 49 CFR Part 382

Date of Adoption: September 14, 2015
Date of Reaffirmation: February 8, 2016
Date of Revision: February 10, 2020
Date of Revision: July 11, 2022
Date of Revision: November 13, 2023

4009 - APPENDIX 1

**CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING:
FEDERAL REGULATIONS, NORFOLK PUBLIC SCHOOL'S COMPLIANCE
POLICIES AND PROCEDURES, AND EDUCATIONAL MATERIALS**

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, Norfolk Public Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

(A) The persons designated by Norfolk Public Schools to answer employee questions about these materials are:

Superintendent of Schools
Secondary Principal

(B) The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are:

Individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

(C) The term "safety-sensitive functions" means:

- (1) All time waiting to be dispatched, unless the driver has been relieved from duty;
- (2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
- (3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
- (4) All time, other than driving time, in or upon any commercial motor vehicle;
- (5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
- (7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

(D) **Employee conduct that is prohibited by the federal controlled substances and alcohol use and testing regulations includes:**

1. **Alcohol concentration.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession.**
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use.**
No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use.**
No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident.**
No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.
6. **Refusal to submit to a required alcohol or controlled substances test.**
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.
8. **Controlled substances test.**
No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

(E) **The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include:**

1. **Pre-employment testing.**
Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.

2. Post-accident testing.

- (a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:
- (1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
 - (2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.
- (b) (1) *Alcohol tests.* Shall be administered within two hours following the accident unless such can not reasonably be done, and not more than eight hours following the accident.
- (2) *Controlled substance tests.* Shall be administered within 32 hours following the accident.
- (c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.

3. Random testing.

- (a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.
- (b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.
- (c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.
- (d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

4. Reasonable suspicion testing.

- (a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).
- (b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:

- (i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or
- (ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

5. **Return-to-duty testing.**

(a) Alcohol. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) Controlled Substances. If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

6. **Follow-up testing.**

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

(F) The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include:

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

(G) An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations.

(H) A "refusal to submit" to an alcohol or controlled substance test includes:

Refuse to submit (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the

testing process. A failure to remain readily available for post-accident testing, or to notify the employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

The consequences for refusing to submit to an alcohol or controlled substances test are as follows: A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol (concentration of 0.04 or greater) or controlled substances test.

(I) The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include:

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

- (i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and
- (ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

(J) The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include: Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

(K) Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected: Information will be made available by the counselor to employees ~~upon request~~.

(L) The requirement that the following personal information collected and maintained under this part shall be reported to the Clearinghouse:

(i) A verified positive, adulterated, or substituted drug test result;

(ii) An alcohol confirmation test with a concentration of 0.04 or higher;

- (iii) A refusal to submit to any test required by law;
- (iv) An employer's report of actual knowledge of:
 - (A) On duty alcohol use; ~~pursuant to § 382.205;~~
 - (B) Pre-duty alcohol use ~~pursuant to § 382.207;~~
 - (C) Alcohol use following an accident ~~pursuant to § 382.209;~~ and
 - (D) Controlled substance use ~~pursuant to § 382.213;~~
- (v) A substance abuse professional (~~SAP as defined in § 40.3 of this title~~) report of the successful completion of the return-to-duty process;
- (vi) A negative return-to-duty test; and
- (vii) An employer's report of completion of follow-up testing.

Legal Reference: 49 CFR §382.601(b)(12).

Date of Adoption:	September 14, 2015
Date of Reaffirmation:	February 8, 2016
Date of Revision:	February 10, 2020
Date of Revision:	July 11, 2022
Date of Revision:	November 13, 2023

StudentsAdmission RequirementsMinimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

Early Admission to Kindergarten:

The following assessment procedure for determining if a child is capable of carrying the work of kindergarten is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) mental ability, (2) emotional/social development, (3) pre academic skills, and (4) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between August 1 and October 15;
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected on the basis of testing by professionals trained and certified to administer the assessments that will produce evidence of strength in:
 1. mental ability defined as scoring 84th percentile or above on a standardized assessment of cognitive ability such as the Wechsler Pre Primary Scale of Intelligence III, or the Stanford-Binet V;
 2. a test of emotional/social development such as the Behavior Assessment System for Children, Second Edition (BASC-2);
 3. 75th percentile or greater on a test of pre academic skills such as the Woodcock Johnson III; and
 4. a test of fine motor ability, scoring 75th percentile or above on a standardized measurement such as the Beery VMI.

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determine appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must be weighed with institutional factors also considered. Sound decision making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Parents must fill out the early entrance application forms, which include a parent questionnaire.

The assessment request and parent questionnaire must be completed and returned to the District no later than July 1st before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, within 30 days of enrollment. Other reliable proof of the child's identity and age, accompanied by an

affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but may result in a referral to local law enforcement for investigation).

- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes that an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private, denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school

district, in its sole and absolute discretion upon a proper application, approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

Military Families

If a parent presents evidence to the District of military orders that the military family will be stationed in the State of Nebraska during the current or following school year, and the parent resides in or is stationed on federally owned property within the boundaries of the District, the District will enroll preliminarily the parent's students, including any such student that has an Individualized Education Plan, a 504 Plan, or otherwise receives special education services.

Legal Reference: Neb. Rev. Stat. Sections 43-2001 to 43-2012
 Neb. Rev. Stat. Sec. 79-214
 Neb. Rev. Stat. Sections 79-217 to 79-223
 Neb. Rev. Stat. Sec. 79-266.01
 173 NAC Chapters 3 and 4 (HHS Regulations)

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Students

Full-time and Part-time Enrollment

Full-time Enrollment

Students must be enrolled in Norfolk Public Schools on a full-time basis. Full-time basis is defined as attending classes for the full instructional day within the public school system.

Exceptions are permitted only for:

1. enrolled students attending another state accredited institution such as a vocational-technical school or a college or university for school credit;
2. enrolled students taking the limited number of credits needed to graduate in the school year;
3. enrolled students in need of modified school attendance as an accommodation for a disability or similar unique circumstance;
4. enrolled students receiving special education services where the student's IEP requires a modified schedule, or non-enrolled students receiving special education services or other legally mandated services required to be provided to eligible resident children under state and federal laws and regulations;
5. students from other school districts participating in programs offered by the District pursuant to an interlocal agreement or other arrangement approved by the School Board; and
6. non-public school students in accordance with the policies and procedures set forth in this policy.

Part-Time Enrollment of Non-Public School Students

The School Board shall allow the part-time enrollment of students who are residents of the school district and who are also enrolled in a private, denominational, or parochial school or in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements. Such students are referred to herein as "non-public school students."

The School Board establishes the following guiding principles for enrollment of non-public school students:

- (1) The primary school for a non-public school student is the student's private, denominational, parochial or home school.
- (2) Enrollment of a non-public school student in Norfolk Public Schools is allowed for the purpose of providing enhanced educational opportunities not otherwise available to the non-public school student. It is not to supplant programming of the student's primary school.
- (3) Non-public school students are not to be given priority over full-time students.
- (4) Non-public school students are to be enrolled only in programs or courses that are educationally appropriate for the student.
- (5) Enrollment of non-public school students is not to negatively affect the educational services to be provided to full-time students.

The School Board establishes the following specific policies and procedures for enrollment of non-public school students. In the event the specific policies and procedures require interpretation or do not fully resolve an issue, the above established guiding principles are to be considered.

A. Non-Public School Student Enrollment Application Procedures.

1. Application. Parent or guardian must submit an Application of Non-Public School Student for Part-Time Enrollment to the principal of the school the student desires to attend.
2. Deadline for Applications. The application must be received by August 1st preceding the school year the student wishes to enroll.
 - a. Change of Residence Exception: The application deadline for a student who becomes a resident of the District after the school year has commenced is: 20 calendar days after the student becomes a resident of the District. The principal may delay enrollment until the next following quarter or semester starts, or at such other time as determined to be educationally appropriate.
 - b. High School Course Exception: The application deadline for a student who desires to enroll in a second semester high school course is December 1st.
3. Action on Applications. The principal will review the application and will notify the parent of the approval or denial of the application within 2 weeks of receipt of the application or 2 weeks prior to the start of school or 2 weeks prior to the start of the next semester, whichever is later.
4. Appeals. The parent or guardian may appeal the principal's action to deny their application. Any such appeal must be submitted to the Superintendent within 14 calendar days from the date of the principal's action. The appeal shall be in writing and shall be decided on the basis of the written submission. The Superintendent may request the parent or guardian to provide further explanation or information and the appeal may be denied in the event the parent or guardian fails to fully respond on a timely basis. The Superintendent shall decide the appeal within 10 calendar days of the submission of the appeal. The Superintendent may make a decision later than the 10 days in the event good reason for delay exists. Good reason includes but is not limited to the Superintendent being unable to gather the information the Superintendent determines necessary to make the decision within the decision period.
5. Annual Applications. Part-time enrollment is determined annually. Application must be made each school year. There will be no guarantee that enrollment will be continued from one year to the next.

B. Non-Public School Student Admission

1. Admission Requirements. Students must meet the normal admission requirements. This includes the requirements that the student: be a resident of the District, be of school attendance age and not have graduated or have received a GED.
2. Admission Process. Students must complete the normal enrollment process and forms required by the District and/or the building for enrollment of all children. This includes the requirements relating to: birth certificates, immunizations, physical examinations, and visual evaluations.

C. Non-Public School Student Enrollment Standards

1. Maximum Enrollment. Students may not typically enroll in more than 2 middle school, junior high, or high school courses during any one semester. Elementary students may not enroll in programming of greater than 90 minutes of instruction each day.
2. Capacity Limits. Enrollment will ordinarily be subject to capacity limits. Any grade level, program, or course which has been determined to be at capacity for option enrollment purposes will ordinarily not be available for non-public school students.
3. Integrated Courses. Students must meet prerequisite requirements to be enrolled in a course by appropriate credits earned through an accredited program. The principal may on a discretionary basis allow prerequisite requirements to be satisfied where the student provides reasonable indications that the academic criteria have been met, such as results from achievement tests or other indications of adequate preparation.
4. Educationally Appropriate Programs and Courses. Students will not be allowed to enroll in programs or courses which the school administration determines to not be educationally appropriate for the student. Determination of whether a program or course is educationally appropriate will be made based on the standards the District uses for making academic placement decisions.
5. Selection of Courses. Subject to Paragraphs 1 through 4 of this Paragraph C, and all other applicable provisions of this Policy, non-public school students may select their courses.

6. Non-public school students are permitted to apply to a Norfolk Senior High School Career Academy and enroll in courses within an academy if their application is approved and there is space available in the course. (A student's acceptance into an academy does not guarantee that academy courses will be offered at a time that is convenient for the student or that the student will

be able to complete the academy.)

D. Non-Public School Student Policies

1. General Standard. Non-public school students who are enrolled part-time are to be subject to the same standards as full-time enrolled students except where appropriate to reflect their part-time status.
2. Building assignment. Students must enroll in the attendance center that serves the student's residence, provided that the administration reserves the authority to make a different attendance center assignment. A student may request assignment to an attendance center other than that of the student's residence under the intra-district transfer procedures.
3. No Partial Part-Time Enrollment. Students must apply for enrollment and attend the entire school year for which enrollment is made or, for high school courses, for the full length of the course. Once enrolled, part-time students will be required to participate in all activities, programs, and tests related to the program or course for which the student is enrolled, including as applicable State or District-wide assessments, as full-time students.
4. Student Conduct Policies. Students enrolled on a part-time basis shall be required to follow all school policies that apply to other students at any time the part-time student is present on school grounds or at a school-sponsored activity or athletic event. This includes the District's student conduct policies. Students enrolled on a part-time basis shall be subject to discipline, including suspension or expulsion, for violation of student conduct rules.
5. Attendance. Students enrolled on a part-time basis are not exempt from the compulsory attendance laws or from the District's attendance policies. Students who engage in excessive absenteeism as defined in Board policy are to be reported under the truancy laws.
6. Presence on School Grounds. Students enrolled on a part-time basis are to be present on school grounds during the school day only at the times required for their attendance in the program or course in which they are enrolled. Exceptions may be made in the discretion of the principal or the principal's designee. Students must sign in and out of the school by following the building level procedure. Students are responsible for being aware of any changes in the school schedule during inclement weather or for other reasons.
7. Transportation. Students enrolled on a part-time basis are not entitled to transportation or transportation reimbursement, unless otherwise required by law. Full-time students will be given first consideration for parking on the high school campus.

8. Academic Honors. Students enrolled on a part-time basis will not be eligible to graduate or receive a diploma from the District or receive academic honors (for example, class rank and honor roll) except to the extent the student meets all requirements of the District's policies for such, including attainment of minimum credits and semesters of attendance.

9. Extracurricular Activities. Any student who is a resident of the District and who is enrolled in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements may participate in any of the District's extracurricular activity programs to the same extent and subject to the same requirements, conditions, and procedures as a full-time student in the District. Non-resident students may only be admitted on a part-time basis or permitted to participate in a school-sponsored extracurricular activity when required by law. The District's Activities Director will coordinate with the student's parent or guardian to secure assurances of compliance with these expectations. Any student covered by this subsection must enroll in ~~no more and no less than~~ five credit hours through the District in any-the semester in which the student participates in an extracurricular activity. There shall be no preference given to any student participating in any extracurricular activity based off their status as a full-time or part-time student. Part-time students will be expected to comply with the same or similar expectations as full-time students to participate in any activity, including team rules. Participation in activities that are subject to the bylaws of the Nebraska School Activities Association (NSAA) will be limited to those students who meet the NSAA bylaws.

Legal Reference: Neb. Rev. Stat. Sec. 79-2,136 and Sec. 79-526
Title 92, Nebraska Administrative Code, Chapter 10

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Date of Revision: August 14, 2023

StudentsStudent Discipline

- A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.
1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:
 - a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
 - b. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

- a. The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
- b. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
- c. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal or administrator will send a written statement to the student and the student's parent or guardian describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken.
- d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent

- or guardian is to attend the conference. The Principal shall document their attempt to make a reasonable effort to hold a conference with the parent or guardian.
- e. A student who is on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.
2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less than twenty school days. A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.
 3. Expulsion:
 - a. Meaning of Expulsion. Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.
 - b. Suspensions Pending Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the Superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a personal injury to the student himself or herself, other students, school employees, or school volunteers. If the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension.

During this period, the student will not be required to attend the alternative programs for expelled students in order to complete classwork or homework.

- c. Summer Review. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year in accordance with law.
- d. Alternative Education: Students who are expelled may be offered an alternative education program that will enable the student to continue academic work for credit toward graduation. A student will not be required to attend the alternative education program in order to complete classwork and homework. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.
- e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.
- f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal's designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal's designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent, upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.

- g. Returning from Expulsion. At the conclusion of an expulsion, the District will reinstate the student and accept nonduplicative, grade-appropriate credits earned by the student during the term of expulsion from any Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.
 - h. Exception for Pre-Kindergarten through Second Grade Students. Notwithstanding the foregoing, no pre-kindergarten through second grade student may be suspended from school, unless the student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity. Instead, the Principal or Principal's designee may implement alternative disciplinary measures on a case-by-case basis if a pre-kindergarten through second grade student engages in misconduct that would otherwise result in a short-term suspension. If a pre-kindergarten through second grade student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity, then the student may be suspended or expelled in accordance with this Policy's disciplinary procedures.
 - i. Religious Freedom. The District will not substantially burden a student's right to religious exercise unless the student's religious exercise is disruptive to the school environment, not permitted by staff, may pose a safety risk, or would otherwise interfere with the school day.
4. Emergency Exclusion: A student may be excluded from school in the following circumstances:
- a. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
 - b. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five school days or less, the procedures for a short-term suspension shall be followed. If the Superintendent or his or her designee determines that an emergency exclusion shall extend beyond five days, a hearing may be held, upon a parent's timely request, and a final determination made within ten school days after the initial date of exclusion. Such procedures shall substantially comply with the procedures set forth in this policy for a long-term suspension or expulsion, and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.
- B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well being or rights of other students, staff or visitors.
- C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of short-term, long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.
1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
 2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.
 3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
 4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student.
 5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.

6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency or sexual conduct. **This includes "deep fakes" or other computer-generated images of other students or staff intended to bully, harass, intimidate, or humiliate another student or staff member.**
9. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.
10. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
11. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.
12. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes, **including (but not limited to) a violation of the District's dress code and electronic communication device rules.**
13. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
14. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
15. Willfully violating the behavioral expectations for riding school buses or vehicles.

A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:

- a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
- b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.

Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing. Bringing a firearm or other dangerous weapon to school for any reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent, and
- b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.

D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, the conduct is grounds for short-term, long-term suspension, expulsion, mandatory reassignment, and any other lesser form of discipline.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that ~~is dangerous to the health and safety of anyone or is reasonably forecasted~~ to interfere with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other

forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:

- a. Clothing that shows an inappropriate amount of bare skin or underwear (~~midriffs, spaghetti straps, sagging pants~~) or clothing that is too tight, revealing or baggy, or tops and bottoms that do not overlap or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
- b. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
- c. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage “horse-play” or that would damage property (e.g. cleats).
- d. Head wear including hats, caps, bandannas, scarves, sunglasses, and novelty headbands.
- e. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, vulgar double meaning, displays weapons, or promotes hate or violence.
- f. Clothing or jewelry that is gang related.
- g. Costumes or clothing normally worn as pajamas or undergarments cannot be worn as outer garments, including novelty or bedroom slippers.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration. ~~Further, students will also be permitted to wear attire, including religious attire, natural and protective hairstyles, adornments or other characteristics associated with race, national origin, or religion, as long as the attire does not interfere with the educational process and does not endanger another person, as determined by the administration.~~

~~No student shall be disproportionately affected by a dress code or grooming policy enforcement because of the student's gender, race, color, religion, disability, or national origin.~~

~~No school staff shall permanently or temporarily alter or cut a student's hair.~~

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school’s guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal’s office.

~~A student dress code violation will be treated as a minor rule violation and may not require the student to miss substantial classroom time, instructional time, or school activities. However, a repeated violation of school rules may subject the student to further discipline, as outlined in this Policy.~~

2. Academic Integrity.

- a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

- b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

(a) Tests (includes tests, quizzes and other examinations or academic performances):

(i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student informs other students in a later section of the questions that appear on the test.

(ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formulae in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for "open book" tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.

(iii) Use of Other Student Answers: Copying or looking at another student's answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student's paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student's answers on the test paper.

- (iv) Use of Other Student to Take Test. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.

- (b) Student Work (includes papers, essays, lab projects, and other similar academic work):
 - i) Use of Another's Work: Copying another student's paper, using a paper from an outside entity, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
 - (ii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.
 - (iii) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.

- (c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.

- (2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another person or entity or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:
 - (a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
 - (b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.

(3) “Contributing” to academic integrity violations means to participate in or assist another in cheating or plagiarism. It includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.

c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:

(1) Academic Sanction. The instructor will refuse to accept the student’s work in which the academic integrity offense took place and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standards, the instructor will assign a grade which the instructor determines to be appropriate for the work.

(2) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student’s parents or guardian.

(3) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor following the Code of Conduct.

E. Law Violations

1. Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student’s maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student’s parent of the fact that the referral to legal authorities has been or will be made.

The foregoing reporting standards shall be reviewed annually by the school Board on or before August 1 of each year, be annually reviewed in collaboration with the County Attorney each year, be distributed to each student and his or her parent or guardian at the beginning of each school year, or at the time of enrollment if during the school year, and shall be posted in conspicuous places in each school during the school year.

2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Legal Reference: Neb. Rev. Stat. Sections 79-254 to 79-296
Neb. Rev. Stat. Section 79-2,160

Date of Adoption: March 10, 2014
Date of Reaffirmation: December 11, 2017
Date of Revision: July 9, 2018
Date of Reaffirmation: November 8, 2021
Date of Revision: March 13, 2023
Date of Revision: August 14, 2023
Date of Revision: July 8, 2024

StudentsPromotion and Retention

Students will typically progress annually from grade to grade. A student may be retained at a grade level or be required to repeat a course or program when such is determined in the judgment of the Principal, in consultation with the student's teachers and counselor, to be appropriate for the educational interests of the student and the school's educational program.

If a parent or guardian would like their student to retake a grade level, the parent or guardian must meet with the Superintendent or designee to discuss the student repeating a grade. At that meeting, the parent or guardian must provide evidence of academic needs, illness, or excessive absenteeism that would warrant the student to repeat the grade. A student in kindergarten through fourth grade may be retained due to academic needs, illness, or excessive absenteeism. A student in grades fifth through twelfth grade may be retained due to excessive absenteeism. At such meeting, the Superintendent or designee shall identify any alternative educational opportunities, including remedial instruction, if applicable, and verify any special education supports available to such student. If the student's parent or guardian still intends for their student to repeat a grade, such parent or guardian shall then complete the required form and return such form to the District. Upon completion of the form and if all requirements pursuant to this policy and law are met, the District shall permit the student to repeat the student's grade for the next school year.

Additional guidelines related to retention and promotion will be outlined in Administrative Rule.

Legal Reference: Neb. Rev. Stat. Sec. 79-526 [& 79-2,161](#)

Date of Adoption:	April 14, 2014
Date of Revision:	July 10, 2017
Date of Reaffirmation:	February 12, 2018
Date of Reaffirmation:	November 8, 2021
Date of Revision:	July 8, 2024

Notification of Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age (“eligible students”) certain rights with respect to the student’s education records. They are:

- 1) The right to inspect and review the student’s education records within 45 days of the day the District receives a request for access.

Parents or eligible students should submit to the school principal (or appropriate school official) a written request that identifies the record(s) they wish to inspect. The principal will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

- 2) The right to request the amendment of the student’s education records that the parent or eligible student believes are inaccurate or misleading at the time the record was created.

Parents or eligible students may ask the School District to amend a record that they believe is inaccurate or misleading. They should write the school principal, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

- 3) The right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent.

One exception which permits disclosure without consent is disclosure to school officials with legitimate educational interests or otherwise allowed by law. A school official is a person employed by the District as an administrator, supervisor, instructor or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee or assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the District discloses education records without consent to officials of another School District in which a student seeks or intends to enroll.

- 4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

~~Kathleen Styles~~, Office of the Chief Privacy Officer
U.S. Department of Education
400 Maryland Avenue, S.W.
Washington, D.C. 20202

Notice Concerning Directory Information

The District may disclose directory information. The primary purpose of directory information is to allow the District to include information from your child's education records in certain school publications. Examples may include:

- A playbill, showing your student's role in a drama production;
- The annual yearbook;
- Honor roll or other recognition lists;
- Graduation programs; and
- Sports activity sheets, such as for wrestling, showing weight and height of team members.

Under FERPA, "directory information" is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. The types of personally identifiable information that the District has designated as directory information are as follows:

1. Student's Name, address, telephone ~~listing~~number, and the name, address, telephone ~~listings (if not unlisted)~~ number, e-mail address and ~~work or~~ other contact information of the student's parent/guardian or other adult acting in loco parentis or with authority to act as parent or guardian in educational matters for the student;
2. School and dates of attendance;
3. Student's current grade;
4. Student's enrollment status (e.g. full-time or part-time);
- ~~5. Student's date of birth and place of birth;~~
- ~~6.~~5. Student's extra-curricular participation;
- ~~7.~~6. Student's achievement awards or honors;
- ~~8.~~7. Student's weight and height if a member of an athletic team; and
- ~~9.~~8. Student's photograph; and
- ~~10.~~9. School or school district the student attended before he or she enrolled in [Name] Public Schools.

Notwithstanding the foregoing, the District does not designate as directory information personally identifiable information from students' education records where the District determines that the disclosure to the potential recipient poses a risk to student safety or well-being, including but not limited to circumstances where the potential recipient is a registered sex offender and the personally identifiable information would permit the potential recipient to communicate with or otherwise contact the student, or would otherwise not be in a student's best interests.

A parent or eligible student has the right to refuse to let the District designate information about the student as directory information. Parents or guardians may refuse to allow their student's information to be designated as "directory information" at any time during the school year, so long as the parent or guardian notifies the Superintendent in writing. ~~The period of time within which a parent or eligible student has to notify the District in writing that he or she does not want information about the student designated as directory information is as follows: two weeks from the time this information is first received. Please contact the Superintendent's office to indicate your refusal to have your child's information designated as directory information.~~

~~The District may disclose information about former students without meeting the conditions in this section.~~

OPTIONAL

~~In addition, notice is further given that FERPA permits the disclosure of personally identifiable information from students' education records, without consent of the parent or eligible student, if the disclosure meets certain conditions found in Sec. 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent or eligible student, Sec. 99.32 of the FERPA regulations requires the District to record the disclosure. Parents and eligible students have a right to inspect and review the record of disclosures. The District may disclose personally identifiable information from the education records of a student without obtaining prior written consent of the parents or the eligible student—~~

~~To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the District has outsourced institutional services or functions, provided that the conditions listed in Sec. 99.31(a)(1)(i)(B)(1) — (a)(1)(i)(B)(2) are met. (Sec. 99.31(a)(1))~~

~~To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of Sec. 99.34. (Sec. 99.31(a)(2))~~

~~To authorized representatives of the U.S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the Nebraska Department of Education. Disclosures under this provision may be made, subject to the~~

~~requirements of Sec. 99.35, in connection with an audit or evaluation of Federal or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of personally identifiable information to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (Sections 99.31(a)(3) and 99.35)~~

~~In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (Sec. 99.31(a)(4))~~

~~To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to Sec. 99.38. (Sec. 99.31(a)(5))~~

~~To organizations conducting studies for, or on behalf of, the District, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (Sec. 99.31(a)(6))~~

~~To accrediting organizations to carry out their accrediting functions. (Sec. 99.31(a)(7))~~

~~To parents of an eligible student if the student is a dependent for IRS tax purposes. (Sec. 99.31(a)(8))~~

~~To comply with a judicial order or lawfully issued subpoena. (Sec. 99.31(a)(9))~~

~~To appropriate officials in connection with a health or safety emergency, subject to Sec. 99.36. (Sec. 99.31(a)(10))~~

~~Information the District has designated as "directory information" under Sec. 99.37. (Sec. 99.31(a)(11))~~

The District's policy is for education records to be kept confidential except as permitted by the FERPA law, and the District does not approve any practice which involves an unauthorized disclosure of education records. In some courses student work may be displayed or made available to others. Also, some teachers may have persons other than the teacher or school staff, such as volunteers or fellow students, assist with the task of grading student work and returning graded work to students. The District does not either approve or disapprove such teaching practices, and designates such student work as directory information and/or as non-education records. Each parent and eligible student shall be presumed to have accepted this designation in the absence of the parent or eligible student giving notification to the District in writing in the manner set forth above pertaining to the designation of directory information. Consent will be presumed to have been given in the absence of such a notification from the parent or eligible student.

Notice Concerning Designation of Law Enforcement Unit:

The District designates the [Name] Police Department as the District's "law enforcement unit" for purposes of (1) enforcing any and all federal, state or local law, (2) maintaining the physical security and safety of the schools in the District, and (3) maintaining safe and drug free schools.

StudentsAssociation Activities

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

All students participating in extracurricular activities shall follow the rules provided by the Nebraska School Activities Association and rules of Norfolk Public Schools. **The Superintendent or designee shall, as required by law, designate each school-sponsored interscholastic athletic team or sport as either: (1) boys; (2) girls; or (3) co-ed.**

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

~~Participation in athletics at the 6-12th grade levels will be restricted to a student's biological sex, at birth, as stated on the student's original birth certificate or subsequent court order. With that being said, any student (regardless of their birth sex) may participate in any extracurricular activity (including after-school clubs) that allows both boys and girls to participate.~~

Legal Reference: LB 89 (2025)

Date of Adoption: April 14, 2014

Date of Reaffirmation: February 12, 2018

Date of Revision: February 14, 2022

Date of Revision: August 14, 2023

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2. Anti-retaliation:

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

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

3. Grievance (or Complaint) Procedures:

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

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

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

i. Level 1 (Investigation and Findings):

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

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

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

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

- a. Providing the parties with the opportunity to present witnesses and provide evidence.
- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which

they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.

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

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

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

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

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

ii. Level 2 (Appeal to the Superintendent):

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

iii. Level 3 (Appeal to the Board):

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

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

4. Confidentiality:

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

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

5. Training:

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

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

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

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

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

7. Preventive Measures:

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

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

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the

Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.

Section 504 of the Rehabilitation Act of 1973 (Section 504)

Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)

Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.

Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: September 14, 2015

Date of Reaffirmation: March 12, 2018

Date of Revision: July 9, 2018

Date of Revision: July 12, 2021

Date of Reaffirmation: February 14, 2022

Complaint Form
Discrimination, Harassment or Retaliation

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

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

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

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

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

Name: _____

Date: _____

(1) Description of the complaint:

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

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

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

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

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

Signature: _____

Received by: _____

Date: _____

StudentsIdentification of Learners with High Ability

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

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

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

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

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

The Superintendent or designee shall develop and implement such criteria to identify high ability learners, and shall take steps to offer accelerated or differentiated curriculum programs that will address the educational needs of the identified students at levels appropriate for the abilities of those students. The accelerated or differentiated curriculum programs shall meet the standards of quality established by the Nebraska Department of Education.

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

Date of Adoption: May 12, 2014
Date of Reaffirmation: April 9, 2018
Date of Reaffirmation: February 14, 2022

InstructionParental/Community Involvement in Schools

Norfolk Public Schools, after having conducted a public hearing concerning parental involvement and participation, declares that it shall be the policy of the District:

1. In the event any parent, guardian, or educational decisionmaker of a student has a complaint or objection to textbooks, tests, curriculum materials, activities, digital materials, websites or applications used for learning, training materials for teachers, administrators, or staff, and any other instructional materials, the parent, guardian, or educational decisionmaker may request a personal conference with appropriate school personnel to discuss such concerns. The Superintendent or designee shall prepare a complaint form which may be used by a parent, guardian, or educational decisionmaker to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent, guardian, or educational decisionmaker.
2. Upon reasonable advance request, a parent, guardian, or educational decisionmaker -will be permitted to attend and monitor courses, assemblies, counseling sessions, and other instructional activities unless the school determines that such attendance would substantially interfere with a legitimate school interest, which includes the interests of the parent's child, other students, and the educational staff.
3. Parents, guardians, and educational decisionmakers -are encouraged to communicate to school staff when the parent, guardian, or educational decisionmaker believes it to be appropriate for their child to be excused from testing, classroom instruction, learning materials, activities, guest speaker events, and other school experiences that the parent, guardian, or educational decisionmaker finds objectionable. The Superintendent or designee shall make a provision on the complaint form hereinabove referenced for receiving information from a parent, guardian, or educational decisionmaker concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection, and a proposed solution for dealing with the objection that would be satisfactory to the parent, guardian, or educational decisionmaker and consistent with the mission of the District and legitimate school interests. Parents, guardians, and educational decisionmakers are encouraged to contact the building principal with any questions about any test, curriculum, or surveys.
4. Upon request of a parent, guardian, or educational decisionmaker -the District will provide access to the education records of their child consistent with applicable law. Access will be provided during regular business hours of the school.

5. The District will notify parents, guardians, and educational decisionmakers when their child may be subjected to a standard norm referenced or criterion referenced test or standardized tests. When reasonable to do so or required by law, the parents, guardians, or educational decisionmakers will be notified of where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent, ~~or~~ guardian, or educational decisionmaker of such student shall be prohibited unless a parent, guardian, or educational decisionmaker requests in writing that such tests be administered to their child.
6. Parents, guardians, and educational decisionmakers will be notified in advance of any school-sponsored survey administered to students of the District when the survey concerns one or more of the following areas:
- Political affiliations or beliefs of the student or the student's parent, guardian, or educational decisionmaker;
 - Mental or psychological problems of the student or the student's family;
 - Sex behavior or attitudes;
 - Illegal, anti-social, self-incriminating, or demeaning behavior;
 - Critical appraisals of other individuals with whom respondents have close family relationships;
 - Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
 - Religious practices, affiliations, or beliefs of the student or student's parent, guardian, or educational decisionmaker; or
 - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Any survey administered by the District that asks a student to disclose any of the aforementioned topics, including any non-anonymous survey requesting a student provide information relating to drug, vape, alcohol, or tobacco use, then the District will, at least fifteen days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers that their students will receive the survey. This notice must describe the nature and types of questions included in the survey, the purposes and age-appropriateness of the survey, how information collected by the survey will be used, who will have access to such information, the steps that will be taken to protect student privacy, and whether and how any findings or results of such survey will be disclosed. After receiving such notice, parents, guardians, and educational decisionmakers may request a copy of the survey, review the survey, and/or exempt their student from participating in the survey.

No survey requesting sexual information of a student shall be administered to any student in kindergarten through grade six.

No personally identifiable information of any student survey shall be disclosed unless permitted or required by state and federal law.

7. As a general matter substantive decision-making processes will be left to the judgment of the professional staff, administration and the Board of Education, subject to an effort to receive information from parents, guardians, or educational decisionmakers as to any concerns, objections, or other information such parents, guardians, or educational decisionmakers would wish to provide to the school district concerning a parent's, guardian's, or educational decisionmaker's access, involvement, and participation in activities of the school.

Legal Reference: Neb. Rev. Stat. Sections 79-530 to 79-533
Family Educational Rights and Privacy Act, 20 U.S.C. 1232g
Protection of Pupil Rights Amendment, 20 U.S.C. 1232h

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Date of Reaffirmation: June 14, 2021
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Date of Reaffirmation June 12, 2023