



Monthly Financial Report  
May 31, 2024

Administrative Services

**NORTHEAST COMMUNITY COLLEGE  
MONTHLY FINANCIAL REPORT  
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**Disclaimer:**

The following consolidated statements of financial condition and operations are unaudited and no auditor has opined that these unaudited financial statements present fairly, in all material aspects, the financial position and the results of the operations of the College for the periods reported in accordance with the generally accepted accounting principles.

**Definitions:**

**These are meant to define the uses of the various fund types within this report.**

**General** – Funds available for general operating purposes expendable in the short term for the primary mission of the institution. Uses include personnel, operating expenses, supplies, travel and equipment.

**Auxiliary** – Provide a service to students, faculty, or staff and charge a fee directly related to the cost of the services; managed as essentially self-supporting, e.g. Residence Halls, Food Service, Bookstore, etc.

**Restricted** – Resources which have externally imposed limitations, e.g. grants and scholarships.

**Plant** – Resources available to acquire, replace or renew long-lived capital assets such as land, buildings, or retirement of debt.

**Agency** – Funds held in custody for others, e.g. student clubs and organizations.

**These are meant to define the uses of the various program types within this report.**

**Instruction** - Includes all activities that are part of an institution's instructional program.

**Academic Support** - Includes support services for the institution's primary missions: instruction, research, and public service. (ex. Libraries, Academic Administration, Center for Enterprise)

**Student Services** - Includes those activities whose primary purpose is to contribute to the student's emotional and physical well-being and to his or her intellectual, cultural, and social development outside the context of the formal instructional program. (ex. Athletics, Financial Aid, Counseling, Disability Services)

**Institutional Support** - Includes 1) central executive-level activities concerned with management and long-range planning of the entire institution. (ex. Executive Management, Fiscal Operations, General Administrative and Logistical Services, Administrative Computing Services, Public Relations/Development, Registrar)

**Operation and Maintenance of Plant** - Includes the operation and maintenance of physical plants for all institutional activities. (ex. Physical Plant Administration, Building Maintenance, Custodial Services, Safety, Security, Utilities, Landscape and Grounds, Major Repairs and Renovation)

# Northeast Community College

## Balance Sheet

May 31, 2024

<u>Assets</u>	<u>May 2024</u>	<u>May 2023</u>	<u>Annual Change</u>	<u>Increase (Decrease) from Prior Month</u>
Unrestricted Cash	\$ 9,138,101.37	\$ 12,368,443.76	-26.1%	\$ 5,470,818.04
Restricted Cash	8.34	6,149.37	-99.9%	-
Money Market Accounts	20,808,726.57	13,756,693.63	51.3%	84,450.05
Petty Cash and Change Funds	10,200.00	9,800.00	4.1%	400.00
Cash on Deposit County Treasurer	323,660.65	237,110.75	36.5%	-
Certificates of Deposit	12,750,000.00	17,700,000.00	-28.0%	-
Short Term Investments Other	8,671,889.44	11,169,181.47	-22.4%	35,566.95
Receivables	1,221,108.42	1,018,790.11	19.9%	(397,940.04)
Uncollected Taxes	9,319,762.32	9,427,437.63	-1.1%	-
Loans	-	-	N/A	-
Inventories	1,273,002.06	1,262,496.59	0.8%	-
Prepaid and Clearing	546,915.67	677,614.68	-19.3%	(129,796.08)
Due From Fund	58,241.20	-	N/A	3,740.00
<b>Total Assets</b>	<b>\$ 64,121,616.04</b>	<b>\$ 67,633,717.99</b>	<b>-5.2%</b>	<b>\$ 5,067,238.92</b>
<u>Liabilities</u>				
Accounts Payable	\$ (17,056.44)	\$ (64,922.85)	-73.7%	\$ (451,109.45)
Unapplied Payments	65,170.34	43,602.46	49.5%	46,343.30
Payroll Withholding	226,727.64	282,238.35	-19.7%	676.62
Payroll Taxes Payable Employer	405,528.84	264,949.08	53.1%	(1,872.23)
Accruals	4,392,192.37	4,035,873.19	8.8%	224,027.80
Deferrals and Deposits	50.00	-	N/A	-
Other Liabilities	22,019.60	14,088.54	56.3%	18,636.60
Due From Fund	-	-	N/A	-
<b>Total Liabilities</b>	<b>\$ 5,094,632.35</b>	<b>\$ 4,575,828.77</b>	<b>11.3%</b>	<b>\$ (163,297.36)</b>
<u>Fund Balances</u>				
General Funds	\$ 22,742,782.15	\$ 27,255,300.12	-16.6%	\$ 5,210,353.87
Auxiliary Funds	21,420,787.47	20,992,162.91	2.0%	(477,270.62)
Grants and Contracts	6,549,939.06	3,994,488.99	64.0%	45,944.25
Scholarships and Financial Aid	(448,538.85)	(611,748.96)	-26.7%	(137,911.51)
Student Loans	7,260.00	7,260.00	0.0%	-
Student Clubs	140,585.11	148,243.18	-5.2%	(2,424.25)
Other Agencies	97,852.80	131,095.92	-25.4%	(13,465.09)
Capital Improvement	10,205,823.08	14,458,923.91	-29.4%	1,138,263.29
ADA Hazard	-	4.39	-100.0%	-
Restricted Plant	(1,885,944.53)	(3,528,424.09)	-46.5%	(532,953.66)
Debt Retirement	196,437.40	210,582.85	-6.7%	-
<b>Total Fund Balance</b>	<b>\$ 59,026,983.69</b>	<b>\$ 63,057,889.22</b>	<b>-6.4%</b>	<b>\$ 5,230,536.28</b>
<b>Total Liabilities and Fund Balance</b>	<b>\$ 64,121,616.04</b>	<b>\$ 67,633,717.99</b>		<b>\$ 5,067,238.92</b>

**NORTHEAST COMMUNITY COLLEGE**  
**Statement of Changes in Fund Balances-Summary**  
**July 01, 2023 to May 31, 2024**

		Current Unrestricted		Current Restricted		Agency		Plant	
		General Funds	Auxiliary Funds	Grants and Contracts	Scholarships and Financial Aid	Student Clubs	Other Agencies	Capital Improvement	Restricted Plant Debt Retirement
Revenues	Tuition	7,486,202.01	145,839.50	-	-	-	-	-	-
	Fees	446,153.83	595,481.72	-	-	-	-	601,048.35	-
	Government Appropriations	38,623,477.02	-	-	-	-	-	6,764,055.62	-
	Grants Contracts and Gifts	119,023.92	60,428.52	13,298,617.03	11,632,592.33	9,742.78	58,101.05	-	-
	Other Income	734,588.54	8,845,454.44	75,362.71	-	51,384.84	10,261.59	122,062.82	1,081.41
	Total Revenues	47,409,445.32	9,647,204.18	13,373,979.74	11,632,592.33	61,127.62	68,362.64	7,487,166.79	1,081.41
Personnel Expense	Salaries and Wages	37,892,851.05	1,672,527.27	1,659,438.50	47,187.88	216.39	(139.69)	-	-
	Total Personnel Expense	37,892,851.05	1,672,527.27	1,659,438.50	47,187.88	216.39	(139.69)	-	-
Expense	Operating Expense	10,166,546.06	1,421,322.80	932,774.39	200.00	44,158.67	62,234.15	513,679.07	234,922.60
	Supplies and Materials Expense	2,202,253.06	1,858,951.06	161,941.67	-	27,628.08	30,281.14	807.10	27,793.31
	Travel Expense	506,963.81	5,272.46	60,123.46	-	2,457.24	3,862.84	-	-
	Capital Outlay Expense	972,148.35	331,335.76	294,822.96	-	-	5,776.15	-	-
	Plant Related Costs	-	714,118.79	-	-	-	-	7,271,990.93	5,131,665.13
	Student Aid Expense	70,345.00	-	-	12,055,487.04	(1,000.00)	-	-	-
	Other Expense	-	-	-	-	-	-	-	1,330,000.00
	Auxiliary Cost of Sales and Service	-	1,829,770.66	-	-	3,179.25	-	-	-
	Total Expense	13,918,256.28	6,160,771.53	1,449,662.48	12,055,687.04	76,423.24	102,154.28	7,786,477.10	5,600,884.23
Transfers	Mandatory Transfers In	-	-	-	15,676.00	-	-	-	1,757,031.76
	Non-mandatory Transfers In	219,996.68	31,325.62	-	-	10,642.75	900.00	-	-
	Mandatory Transfers Out	(15,676.00)	(1,116,811.76)	-	-	-	-	(640,220.00)	-
	Non-mandatory Transfers Out	(124,151.89)	(137,793.16)	(3,714,939.70)	-	-	(920.00)	-	-
	Total Transfers	80,168.79	(1,223,279.30)	(3,714,939.70)	15,676.00	10,642.75	(20.00)	(640,220.00)	1,757,031.76
Net Increase (Decrease) in Fund Balance		(4,321,493.22)	590,626.08	6,549,939.06	(454,606.59)	(4,869.26)	(33,671.95)	(939,530.31)	193,190.57
Beginning Fund Balance		27,064,275.37	20,830,161.39	-	6,067.74	145,454.37	131,524.75	11,145,353.39	3,246.83
Ending Fund Balance		22,742,782.15	21,420,787.47	6,549,939.06	(448,538.85)	140,585.11	97,852.80	10,205,823.08	196,437.40



**Northeast Community College**  
**Monthly Budget Status Report - Expenses**  
**As of May 31, 2024**

**Board of Governors - Expenses:**

**General Norfolk - Expenses:**

	Account	Budgeted Amount	Current Month Actual	Fiscal Year Actual	Encumbrances	Budget Balance	Percent Available
Operating Expenses	Advertising	\$500.00	\$0.00	\$726.75	\$299.27	(\$526.02)	(105.20%)
	Memberships and Dues	75,844.00	4,997.00	79,862.03	0.00	(4,018.03)	(5.30%)
	Printing Costs	500.00	0.00	49.51	0.00	450.49	90.10%
	Postage Expense	25.00	0.00	29,123.99	0.00	(29,098.99)	(116,395.96%)
	Prizes, Awards and Promotional Exp	250.00	0.00	120.00	0.00	130.00	52.00%
	Prof Development and Training	3,000.00	0.00	4,865.00	0.00	(1,865.00)	(62.17%)
	Contractual Services	30,000.00	0.00	33,750.00	0.00	(3,750.00)	(12.50%)
	Rent Expense	250.00	0.00	0.00	0.00	250.00	100.00%
Supplies Expense	Food Expense	\$7,000.00	\$0.00	\$6,477.81	\$1,522.19	(\$1,000.00)	(14.29%)
	Supplies	0.00	0.00	64.18	141.90	(206.08)	0.00%
	Minor Equipment	0.00	0.00	1,410.24	0.00	(1,410.24)	0.00%
	College Store Charges	100.00	0.00	49.15	0.00	50.85	50.85%
Travel Expense	Employee Travel Expense	\$18,000.00	\$1,415.04	\$20,673.52	\$0.00	(\$2,673.52)	(14.85%)
	Personal Vehicle Mileage	0.00	0.00	(56.00)	0.00	56.00	0.00%
<b>Total Expenditures</b>		<b>\$135,469.00</b>	<b>\$6,412.04</b>	<b>\$177,116.18</b>	<b>\$1,963.36</b>	<b>(\$43,610.54)</b>	<b>(32.19%)</b>

**NORTHEAST COMMUNITY COLLEGE**  
**SUMMARY OF PAID BILLS REPORT FOR THE MONTH OF MAY 2024**

	Amount
General Funds	\$1,509,521.98
Auxiliary Funds	713,229.95
Grants and Contracts	137,656.59
Student Clubs	13,298.55
Other Agencies	29,813.89
Capital Improvement	1,203,942.60
Restricted Plant	539,189.38
Payroll Fund	3,715,410.85
<b>Total:</b>	<b>\$7,862,063.79</b>

**NORTHEAST COMMUNITY COLLEGE**  
**PAID BILLS REPORT FOR THE MONTH OF MAY 2024**

**06.1.1/11.3**

Vendor	Check #	A/P Doc #	Fund	Organization	Amount
3D Autobody	00508619	I0237559	General Norfolk	Maintenance	9,120.14
4 Imprint	00508409	I0237055	Retail Services	Retail Services	411.74
		I0237056	Retail Services	Retail Services	1,331.67
	00508805	I0237640	Residence Life	Residence Life	1,644.68
4allpromos	00508406	I0236726	NE CC Criminal Justice Ed Assoc	Nondepartmental	360.38
AACC	00508406	I0236745	General Norfolk	Human Services	129.00
AKRS Equipment Solutions Inc	00508411	I0237052	Agriculture Production	Agriculture	129.76
		I0237106	Agriculture Production	Agriculture	534.69
		I0237107	Agriculture Production	Agriculture	(26.70)
		I0237237	General Norfolk	Agriculture	600.00
		I0237238	Agriculture Production	Agriculture	2,052.31
		I0237277	NE State CTE Funds	VP of Educational Services	850.00
	00508510	I0237431	General Norfolk	Grounds	160.58
	00508622	I0237614	Agriculture Production	Agriculture	2,984.09
	00508623	I0237565	Agriculture Production	Agriculture	39.68
APH Stores Inc	00508325	I0236769	Auto Body Repair Parts	Automotive Body	485.55
		I0236886	General Norfolk	Automotive Body	897.34
		I0236887	General Norfolk	Automotive Body	522.40
		I0236888	General Norfolk	Automotive Body	725.80
	00508514	I0237388	General Norfolk	Automotive Body	311.14
		I0237389	General Norfolk	Automotive Body	210.29
ASI Associate Inc	00508406	I0236728	General Norfolk	Preengineering	103.47
Abby Lynn Schademann	I0065374	I0237507	General Norfolk	Development Office	797.81
Abdulkadir Hassan Mohamed	00508561	I0237471	CCPE Gap Assistance	Workforce Development Noncredit	60.00
Advance Stores Company Inc	00508410	I0237293	General Norfolk	Automotive Technology	545.13
	00508620	I0237557	General Norfolk	Automotive Technology	114.70
Agsense LLC	00508406	I0236499	General Norfolk	Agriculture	1,280.00
Ainsworth Community Schools	00508621	I0237738	General Norfolk	Biology and Science	1,914.00
		I0237738	General Norfolk	Dietary Management	897.19
		I0237738	General Norfolk	English General Academic	1,435.50
Alco Covers LLC	00508805	I0237641	General Norfolk	Marketing	252.72
Alex Scott McKeown	00508373	I0236937	General Norfolk	English General Academic	75.00
All Makes Office Equipment Co.	00508320	I0237035	College of Nursing Reserve Equip	College of Nursing Operations	5,725.00
Allied 100 LLC	00508406	I0236727	General Norfolk	Allied Health Ed Noncredit	840.00

Allison Marie Lambert	10065266	10236977	Student Services	Stu Serv Student Leadership Assn	60.32
	10065308	10237181	Student Services	Student Services Student Activity	55.73
Allo Communications LLC	00508321	10237006	College Center Operations	College Center Operations	377.68
		10237006	General Norfolk	Network and Infrastructure	460.84
		10237006	General Norfolk	Network and Infrastructure Acad	153.62
Amanda Ellen Vogeler	10065381	10237536	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Amazon.com LLC	10065283	10236330	General Norfolk	Maintenance	129.80
		10236770	General Norfolk	Allied Health Ed Noncredit	168.07
		10236771	General Norfolk	Personnel Development	63.96
		10236772	General Norfolk	Media Arts	36.00
		10236773	General Norfolk	Teaching and Learning	34.48
		10236774	General Norfolk	Math General Academic	22.98
		10236862	General Norfolk	Maintenance	179.92
		10236889	Student Services	Student Serv Leadership Training	317.99
	10065329	10237053	General Norfolk	VP of Technology Services	28.19
		10237053	General Norfolk	VP of Technology Services Academic	18.80
		10237054	Retail Services	Retail Services	18.41
		10237057	Retail Services	Retail Services	112.69
		10237058	Retail Services	Retail Services	79.09
		10237065	Retail Services	Retail Services	446.96
		10237066	Retail Services	Retail Services	278.20
	10065386	10237295	NE State CTE Funds	VP of Educational Services	2,055.90
		10237296	NE State CTE Funds	VP of Educational Services	11,130.85
		10237297	General Norfolk	Library Services	1,487.07
		10237298	General Norfolk	Library Services	79.43
		10237299	General Norfolk	Network and Infrastructure	8.92
		10237299	General Norfolk	Network and Infrastructure Acad	2.97
		10237300	General Norfolk	Library Services	638.70
		10237301	General Norfolk	Library Services	29.99
		10237302	General Norfolk	Facility Reservation and Events	167.46
		10237305	NE State CTE Funds	VP of Educational Services	333.00
		10237306	General Norfolk	Student Accounts and Cashiering	9.95
		10237390	General Norfolk	English General Academic	34.99
		10237391	General Norfolk	Development Office	32.00
		10237392	General Norfolk	Service Center	375.05
		10237392	General Norfolk	Service Center Academic	250.03
	10065464	10237303	General Norfolk	Automotive Technology	237.37
		10237304	General Norfolk	Enterprise Architect	184.08

		10237560	NE State CTE Funds	VP of Educational Services	594.00
		10237589	General Norfolk	Service Center	111.66
		10237589	General Norfolk	Service Center Academic	74.44
		10237615	General Norfolk	Library Services	(16.49)
		10237659	General Norfolk	Physics	295.96
	10065496	10237922	General Norfolk	Agriculture	164.97
		10237923	General Norfolk	VP of Technology Services	19.99
		10237923	General Norfolk	VP of Technology Services Academic	13.32
		10237925	General Norfolk	Service Center	69.18
		10237925	General Norfolk	Service Center Academic	46.12
		10237926	General Norfolk	Wind Energy	1,396.00
		10237941	General Norfolk	Automotive Technology	17.83
		10237944	General Norfolk	Development Office	80.89
		10237946	General Norfolk	Union 73	19.98
		10237948	NE State CTE Funds	VP of Educational Services	116.66
		10237950	General Norfolk	Custodial Services	141.36
		10237986	Retail Services	Retail Services	73.41
American Conference of Academic Deans	00508748	10238031	General Norfolk	Dean of Business and Humanities	130.00
American Dietetic Association	00508322	10236939	General Norfolk	Health PE Rec	234.00
American Group Psychotherapy Association	00508406	10236746	General Norfolk	Counseling	150.00
American Heart Association Inc	10065387	10237393	Allied Health Nonreimbursable	Allied Health Nonreimbursable	625.00
		10237460	Retail Services	Retail Services	448.00
	10065497	10237990	Allied Health Reimbursable	Allied Health Ed Noncredit	6,666.94
		10237990	Allied Health Nonreimbursable	Allied Health Nonreimbursable	20,000.81
American Legion Post Simonson 93	00508323	10236863	General Norfolk	Marketing	150.00
American National Red Cross	00508324	10236765	Allied Health Nonreimbursable	Allied Health Nonreimbursable	106.40
		10236766	Allied Health Nonreimbursable	Allied Health Nonreimbursable	314.64
	00508406	10236526	Retail Services	Retail Services	348.67
	00508749	10237935	Allied Health Nonreimbursable	Allied Health Nonreimbursable	186.20
		10237936	Allied Health Nonreimbursable	Allied Health Nonreimbursable	212.80
		10237937	Allied Health Nonreimbursable	Allied Health Nonreimbursable	210.00
		10237938	Allied Health Nonreimbursable	Allied Health Nonreimbursable	693.00
American Payroll Institute Inc	00508805	10237587	General Norfolk	Payroll	299.00
American Physical Therapy Association	00508412	10237278	General Norfolk	Physical Therapist Assistant	800.00
	00508511	10237440	General Norfolk	Physical Therapist Administration	340.00
Amy Seaton	10065492	10238064	Adult Education HS Equivalency	Adult Education	22.38
		10238064	Adult Education State Leadership	Adult Education	103.18
Amy Marie Clausen	10065356	10237446	General Norfolk	Tuition Reimbursement	576.00

Andrea Marie Suhr	I0065379	I0237515	Physical Therapy	Student Clubs and Organizations	168.83
Angela Deanne Thomas	00508603	I0237533	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Angela L Shaffer	I0065378	I0237510	General Norfolk	Business Admin Mrktng Mngmt	29.92
		I0237512	Future Business Leaders of America	Student Clubs and Organizations	1,001.75
Angela Marie Wernhoff	I0065327	I0237215	General Norfolk	Allied Health Education Credit	75.00
Angie Lynn Jackson	I0065260	I0236954	General Norfolk	Tuition Reimbursement	300.00
Anna R Fisher	I0065302	I0237174	General Norfolk	Teaching and Learning	75.00
Antea USA, Inc	00508805	I0237616	General Norfolk	Safety and Security Services	150.00
Apogee Telecom Inc.	00508326	I0236775	Residence Life	Residence Life	3,292.96
	00508750	I0237951	Residence Life	Residence Life	3,292.96
Appeara	00508413	I0237080	General Norfolk	Maintenance	35.00
ApprentiScope Inc	I0065284	I0236768	DOL Apprenticeship Building America	Workforce Development Admin	3,700.00
Ariel Marie Widhalm	I0065382	I0237537	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Association of Community College Trustees	00508624	I0237726	General Norfolk	Board of Governors	4,997.00
Auto Glass Solutions LLC	00508515	I0237394	General Norfolk	Truck Driving Noncredit Reimb	640.16
Automationdirect.Com Inc	00508751	I0237927	General Norfolk	Electromechanical	1,547.50
		I0237952	General Norfolk	Wind Energy	1,680.00
B & B Cycle Inc	00508414	I0237042	Driver Training Noncredit Non Reimb	Driver Training Noncredit Non Reimb	0.00
		I0237042	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	73.21
		I0237274	Driver Training Noncredit Non Reimb	Driver Training Noncredit Non Reimb	0.00
		I0237274	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	84.53
		I0237275	Driver Training Noncredit Non Reimb	Driver Training Noncredit Non Reimb	0.00
		I0237275	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	58.25
B & H Foto & Electronics Corp	00508406	I0236502	Restr Plant LLC Remodel Phase 1	Nondepartmental	12.36
		I0236502	Restr Plant LLC Remodel Phase 2	Nondepartmental	12.36
		I0236503	General Norfolk	Teaching and Learning	1,996.00
		I0236516	General Norfolk	Custodial Services	474.29
	00508805	I0237599	General Norfolk	Purchasing	45.89
		I0237642	General Norfolk	Maintenance	419.04
		I0237643	General Norfolk	Media Arts	516.24
Bader's Highway and Street Maintenance Inc	00508625	I0237590	General Norfolk	Major Repair and Renovation	49,852.00
Baird Holm LLP	00508626	I0237727	General Norfolk	VP of Admin Services	684.00
		I0237860	General Norfolk	Human Resources	570.00
Bancroft-Rosalie Community Schools	00508627	I0237740	General Norfolk	Allied Health Education Credit	717.75
		I0237740	General Norfolk	Math General Academic	538.31
Battle Creek Farmers Cooperative N/S	00508628	I0237618	Agriculture Production	Agriculture	670.75
		I0237619	Agriculture Production	Agriculture	2,013.31
Bauer Built Inc	00508629	I0237567	Agriculture Production	Agriculture	178.40

		10237568	Agriculture Production	Agriculture	34.50
		10237569	Agriculture Production	Agriculture	11.50
Bauer Underground Inc	00508329	10236776	SSC CDL Driving Range	Nondepartmental	5,040.00
Bentson Termite & Pest Control Inc	00508415	10237279	College Center Operations	College Center Operations	165.00
Black Hills Energy	00508330	10237036	General West Point	Utilities	247.10
	00508630	10237620	General O'Neill	Utilities	196.76
	00508752	10237953	General Norfolk	Utilities	2,345.33
		10237954	General Norfolk	Utilities	341.88
		10237955	General Norfolk	Utilities	235.42
		10237956	General Norfolk	Utilities	121.54
		10237957	General Norfolk	Utilities	57.08
		10237958	General Norfolk	Utilities	38.29
		10237959	Residence Life	Residence Life	44.49
		10237960	General Norfolk	Utilities	48.17
		10237961	General Norfolk	Utilities	265.99
		10237962	General Norfolk	Utilities	70.24
		10237963	General Norfolk	Utilities	38.29
		10237965	General Norfolk	Utilities	52.56
Blender, LLC	00508805	10237644	Student Services	Student Services Student Activity	462.48
Bloomfield Community Schools	00508631	10237751	General Norfolk	Math General Academic	1,435.50
Blue Cross & Blue Shield of Nebraska	00508331	10237033	General Norfolk		928.15
	00508753	10238087	General Norfolk		928.15
Blue Icon Advisors LLC	00508754	10237866	General Norfolk	Financial Aid	490.00
Bluebeam, Inc.	00508805	10237600	General Norfolk	Operations	141.00
Board of Junior College Dist 514	00508632	10237633	USDA NRCS Cooperative Ag Agreement	Agriculture	6,052.32
Board of Regents of University of Nebraska	00508406	10236747	General Norfolk	Safety and Security Services	63.00
		10236748	General Norfolk	Network and Infrastructure	471.00
		10236748	General Norfolk	Network and Infrastructure Acad	157.00
	00508416	10237191	General Norfolk	Agriculture	20.00
	00508516	10237432	General Norfolk	Veterinary Technician	59.00
	00508805	10237617	General Norfolk	Network and Infrastructure	471.00
		10237617	General Norfolk	Network and Infrastructure Acad	157.00
Bobbi A Rowlett	10065373	10237483	General Norfolk	Tuition Reimbursement	150.00
Bomgaars Supply Inc	00508332	10236864	General Norfolk	Agriculture	23.29
		10236904	NSF Urban Ag ATE	Agriculture	53.31
	00508417	10237061	General Norfolk	Maintenance	5.78
		10237254	General Norfolk	Maintenance	60.76
	00508517	10237307	General Norfolk	Electromechanical	19.98

		I0237308	General Norfolk	Electromechanical	52.27
		I0237309	General Norfolk	Utility Line On Campus	17.94
		I0237310	Agriculture Production	Agriculture	26.68
		I0237395	General Norfolk	Grounds	258.01
		I0237396	General Norfolk	Grounds	70.32
	00508633	I0237558	General Norfolk	Heating Ventilation and Air Cond	566.43
		I0237591	Agriculture Production	Agriculture	17.73
		I0237621	General Norfolk	Custodial Services	9.17
		I0237672	General Norfolk	Wind Energy	338.24
	00508755	I0237940	Agriculture Production	Agriculture	21.99
		I0237983	General Norfolk	Heating Ventilation and Air Cond	7.99
		I0237993	General Norfolk	Truck Driving Noncredit Reimb	16.15
Border States Industries Inc	00508333	I0236092	House Construction	Building Construction	2,967.51
		I0236093	House Construction	Building Construction	1,847.42
		I0236094	House Construction	Building Construction	910.01
		I0236095	House Construction	Building Construction	598.67
		I0236096	House Construction	Building Construction	398.46
		I0236099	House Construction	Building Construction	943.11
		I0236100	House Construction	Building Construction	1,847.42
		I0236101	House Construction	Building Construction	3,032.73
		I0236391	House Construction	Building Construction	1,201.95
		I0236865	House Construction	Building Construction	98.32
		I0236866	House Construction	Building Construction	1,061.94
		I0236867	House Construction	Building Construction	1,142.76
	00508418	I0236394	House Construction	Building Construction	1,006.60
	00508518	I0237311	House Construction	Building Construction	197.32
		I0237312	General Norfolk	Utility Line On Campus	507.00
		I0237337	House Construction	Building Construction	174.94
Boyd County Schools	00508634	I0237753	General Norfolk	Math General Academic	1,435.50
		I0237753	General Norfolk	Social Sciences	1,614.94
Brad R Vogt	I0065462	I0237842	General Norfolk	Information Technology	235.90
		I0237843	General Norfolk	Information Technology	199.50
Bradley Dean Korth	I0065307	I0237179	General Norfolk	EMT Paramedic Noncredit Reimb	60.30
		I0237180	General Norfolk	EMT Paramedic Noncredit Reimb	34.84
	I0065451	I0237832	General Norfolk	EMT Paramedic Noncredit Reimb	154.10
Branded Custom Sportswear Inc	I0065330	I0237067	Retail Services	Retail Services	1,262.40
		I0237068	Retail Services	Retail Services	1,090.80
Brock Jeffrey Soderberg	I0065277	I0236988	General Norfolk	Allied Health Ed Noncredit	104.52



Brodart Company	00508420	I0237276	General Norfolk	Library Services	2,193.24
Brucelli Advertising Company	00508519	I0237430	General Norfolk	Athletics	1,191.20
Bullseye Windshield Repair & Replacement	00508520	I0237313	Transportation Center	Transportation Center	40.00
Busco Inc	00508423	I0237081	General Norfolk	Softball	4,213.00
		I0237083	General Norfolk	Softball	966.00
		I0237085	General Norfolk	Baseball	4,990.00
		I0237089	General Norfolk	Softball	4,213.00
		I0237090	General Norfolk	Baseball	3,335.00
		I0237095	General Norfolk	Softball	3,907.00
		I0237096	General Norfolk	Baseball	3,864.00
		I0237111	General Norfolk	Baseball	2,994.00
		I0237112	General Norfolk	Baseball	2,494.00
	00508521	I0237443	General Norfolk	Soccer Mens	1,234.00
		I0237444	General Norfolk	Soccer Womens	1,234.00
		I0237449	General Norfolk	Softball	3,986.00
		I0237450	General Norfolk	Baseball	2,449.00
		I0237478	General Norfolk	Softball	4,060.00
		I0237480	General Norfolk	Baseball	2,936.00
	00508756	I0238074	General Norfolk	Baseball	2,449.00
Bush Cleaners	00508334	I0236777	College Center Operations	College Center Operations	8.55
		I0236868	College Center Operations	College Center Operations	8.55
		I0236869	College Center Operations	College Center Operations	5.70
	00508522	I0237314	College Center Operations	College Center Operations	11.70
		I0237397	College Center Operations	College Center Operations	23.70
	00508757	I0237928	General South Sioux	Custodial Services	17.70
		I0237929	College Center Operations	College Center Operations	8.55
CAD Supplies Specialty Inc	00508635	I0237561	General Norfolk	Drafting	648.76
CASE	00508406	I0236517	General Norfolk	Recruiting	1,085.00
CDW Government LLC	I0065285	I0236778	General Norfolk	Information Technology	205.93
		I0236779	General Norfolk	Information Technology	1,853.37
		I0236780	General Norfolk	Presidents Contingency	819.47
		I0236780	Residence Life	Residence Life	3,684.30
		I0236781	General Norfolk	Service Center	41.20
		I0236781	General Norfolk	Service Center Academic	27.46
		I0236782	BHECN Hawks Counseling 83	Counseling	4,617.84
		I0236870	BHECN Hawks Counseling 83	Counseling	783.03
		I0236905	General Norfolk	Presidents Contingency	210.93
		I0236905	Residence Life	Residence Life	693.84

CEC Lanes	00508340	I0236940	Student Services	Student Services Student Activity	511.74
CIE Norfolk GNS LLC	00508641	I0237570	Agriculture Production	Agriculture	167.33
CLS Veterinary PC	00508642	I0237578	Agriculture Production	Agriculture	361.83
Calendly LLC	00508406	I0236749	Scott Schlars	Student Success and Retention	192.00
	00508805	I0237601	General Norfolk	Advisement	1,440.00
Calm Nights LLC	00508335	I0236921	General Norfolk	SkillsUSA	17,895.15
Campbell-Eberly Insurance LLC	00508336	I0236941	General Norfolk	Insurance	525.00
Cana Kit Corporation	00508805	I0237645	General Norfolk	Information Technology	3,428.95
Canva.com	00508406	I0236750	General Norfolk	English General Academic	119.99
		I0236751	Residence Life	Residence Life	119.99
Capital Business Systems Inc	00508337	I0236783	Print Services	Print Services	6,273.75
	00508424	I0237137	Print Services	Print Services	65.97
		I0237138	Print Services	Print Services	25.00
		I0237140	Print Services	Print Services	3,258.58
	00508636	I0237398	General Norfolk	Building Construction	496.53
	00508758	I0237987	Print Services	Print Services	6,273.75
Cara Mlady Hoehne	I0065360	I0237499	General Norfolk	Business Admin Mrktng Mngmt	49.00
	I0065448	I0237828	General Norfolk	Business Admin Mrktng Mngmt	5,963.48
Carhart Lumber Company/Carhart Kitchen & Bath	00508338	I0236890	House Construction	Building Construction	35.94
	00508425	I0237239	House Construction	Building Construction	83.88
		I0237240	House Construction	Building Construction	31.96
		I0237241	House Construction	Building Construction	206.34
Carnegie Darfel LLC	00508339	I0237025	General Norfolk	Marketing	3,704.55
		I0237026	General Norfolk	Marketing	2,887.51
		I0237027	General Norfolk	Marketing	750.00
		I0237028	General Norfolk	Marketing	1,000.00
		I0237029	General Norfolk	Marketing	3,316.66
	00508759	I0238075	General Norfolk	Marketing	7,192.00
		I0238076	General Norfolk	Health Information Mgmt Systems	6,500.00
		I0238077	General Norfolk	Physical Therapist Assistant	7,500.00
		I0238078	General Norfolk	Paramedic	5,000.00
		I0238079	DOL Apprenticeship Building America	Workforce Development Admin	10,000.00
		I0238080	General Norfolk	Marketing	8,662.51
		I0238081	General Norfolk	Marketing	9,950.03
		I0238082	General Norfolk	Marketing	8,450.00
		I0238083	General Norfolk	Marketing	13,063.46
		I0238084	General Norfolk	Marketing	3,000.00
		I0238085	General Norfolk	Marketing	2,250.00

Carol Annette Sibbel	00508481	I0237206	General Norfolk	Board of Governors	158.12
	00508594	I0237513	General Norfolk	Board of Governors	211.72
Carolina Biological Supply Company	00508426	I0237115	Retail Services	Retail Services	3,105.00
Castle Branch Inc	00508427	I0237242	General Norfolk	Compliance	252.00
Cattlesoft, Inc	00508805	I0237602	General Norfolk	Agriculture	192.00
Cedar Dist. 101 Wynot Public School	00508637	I0237778	General Norfolk	English General Academic	1,435.50
Cellco Partnership	00508638	I0237845	General Norfolk	Agriculture	29.99
		I0237845	General Norfolk	Athletics	135.03
		I0237845	General Norfolk	Maintenance	158.60
		I0237845	General Norfolk	Marketing	53.63
		I0237845	General Norfolk	Recruiting	176.57
		I0237845	Residence Life	Residence Life	53.63
		I0237845	Retail Services	Retail Services	40.01
		I0237845	General Norfolk	Shipping Receiving Property Ctrl	53.63
		I0237845	General Norfolk	Truck Driving Noncredit Reimb	209.95
		I0237845	General Norfolk	Utility Line Off Campus	135.03
		I0237845	Nebraska Rural Electric Association	Utility Line Off Campus	14.99
Central Community College	00508760	I0238035	General Norfolk	Volleyball	450.00
Chad Barnhill	00508327	I0236767	General Norfolk	Music	125.00
Chambers Public School	00508639	I0237755	General Norfolk	Math General Academic	179.44
Charlene Kay Widener	I0065281	I0236995	General Norfolk	VP of Educational Services	56.95
Charli Justine Bates	00508328	I0236934	General Norfolk	English General Academic	25.00
Chesterman Co	00508640	I0237461	Retail Services	Retail Services	226.70
		I0237851	Retail Services	Retail Services	(27.09)
Christopher R Rutten	I0065315	I0237189	General Norfolk	Purchasing	24.12
Cindy Lea Bowers	I0065249	I0236960	Residence Life	Residence Life	325.00
	I0065298	I0237166	Residence Life	Residence Life	158.06
Cinema Entertainment Corp	00508523	I0237445	General Norfolk	Media Arts	250.00
City of Norfolk	I0065498	I0238013	General Norfolk	Utilities	58.72
	I0065499	I0238000	General Norfolk	Diesel Technology	73.28
	00508761	I0238038	General Norfolk	Library Services	658.33
City of O'Neill	00508341	I0237031	General O'Neill	Utilities	578.70
City of South Sioux City	00508342	I0236917	General South Sioux	Utilities	649.63
	00508524	I0237399	College Center Operations	College Center Operations	3,698.82
City of West Point	00508343	I0236918	General West Point	Utilities	2,048.96
	00508344	I0236920	General West Point	West Point Extended Campus	9,000.00
Claussen & Sons Irrigation Inc	00508525	I0237541	College Center Operations	College Center Operations	185.95
CleanFuego LLC	00508346	I0236922	Baseball	Baseball	249.77

CoAEMSP	I0065388	I0237447	General Norfolk	EMT Paramedic Administration	1,700.00
Cole Papers Inc	00508643	I0237660	General Norfolk	Custodial Services	96.76
Collegiate Designs Inc	00508805	I0238018	Retail Services	Retail Services	1,448.61
Columbus Area Chamber of Commerce Inc	00508762	I0238039	General Norfolk	Presidents Office	180.00
Combined Health Agency Drive	I0065286	I0236996	General Norfolk		87.00
	I0065500	I0238028	General Norfolk		87.00
Compass Group USA Inc	00508347	I0236872	General Norfolk	Recruiting	56.00
		I0236873	General Norfolk	Recruiting	648.00
		I0236874	General Norfolk	Recruiting	126.63
		I0236875	General Norfolk	Recruiting	87.18
		I0236877	General Norfolk	Recruiting	80.00
		I0236879	General Norfolk	Personnel Development	316.27
		I0236923	Workforce Development Reimbursable	Workforce Development Noncredit	65.05
		I0236943	General Norfolk	Marketing	179.34
		I0236945	General Norfolk	EMT Paramedic Administration	363.60
		I0236946	General Norfolk	Agriculture	135.97
		I0236947	General Norfolk	VP of Technology Services	121.82
		I0236947	General Norfolk	VP of Technology Services Academic	81.21
		I0236948	General Norfolk	VP of Technology Services	27.28
		I0236948	General Norfolk	VP of Technology Services Academic	18.18
		I0236949	General Norfolk	Veterinary Technician	416.81
		I0236950	General Norfolk	Marketing	2,430.95
	00508428	I0237132	General Norfolk	Marketing	74.99
		I0237153	Livestock Judging	Agriculture	691.50
		I0237154	General Norfolk	Student Life	346.46
		I0237280	General Norfolk	Recruiting	77.94
		I0237281	General Norfolk	Recruiting	48.00
		I0237282	General Norfolk	Recruiting	121.17
		I0237283	General Norfolk	Recruiting	53.84
		I0237284	General Norfolk	Recruiting	24.00
		I0237285	Workforce Development Reimbursable	Workforce Development Noncredit	42.37
	00508526	I0237400	General Norfolk	Presidents Office	139.26
		I0237401	General Norfolk	Presidents Office	(139.26)
		I0237402	General Norfolk	Presidents Office	162.26
		I0237404	General Norfolk	Personnel Development	838.52
		I0237448	Cafeteria	Cafeteria	83,897.87
		I0237451	General Norfolk	Student Success and Retention	742.38
		I0237452	General Norfolk	VP of Admin Services	107.47

		10237453	Retail Services	Retail Services	244.83
		10237454	Student Services	Graduation	77.70
		10237455	Student Services	Graduation	3,620.80
		10237456	Student Services	Graduation	3,212.20
		10237457	General Norfolk	VP of Educational Services	225.61
		10237462	General Norfolk	Recruiting	19.38
		10237556	General Norfolk	Presidents Office	(162.26)
00508644		10237661	General Norfolk	Recruiting	23.14
		10237715	Student Services	Student Serv Leadership Training	285.00
		10237718	General Norfolk	VP of Technology Services	83.94
		10237718	General Norfolk	VP of Technology Services Academic	55.96
		10237720	Student Services	Student Success Award Program	1,159.97
		10237723	General Norfolk	VP of Technology Services	83.94
		10237723	General Norfolk	VP of Technology Services Academic	55.96
		10237724	General Norfolk	Dean of Science Tech Ag and Math	188.89
		10237725	Cafeteria	Cafeteria	35,923.98
		10237824	General Norfolk	Presidents Office	93.51
00508763		10237995	Workforce Development Reimbursable	Workforce Development Noncredit	42.37
		10237996	General Norfolk	Presidents Office	231.43
		10237997	General Norfolk	Presidents Office	(231.43)
		10237998	General Norfolk	Recruiting	1,152.00
		10237999	General Norfolk	Recruiting	39.16
		10238040	Student Services	Healthy Hawks	110.83
		10238041	General Norfolk	Teaching and Learning	682.52
		10238042	General Norfolk	Student Life	90.89
Connie Ann Meyer	10065269	10236981	General Norfolk	Disability Services	100.50
Connie L Sixta	10065276	10236987	General Norfolk	Institutional Effectiveness	125.72
Control Management Inc	00508429	10236784	General Norfolk	Major Repair and Renovation	2,394.00
	00508527	10237433	General Norfolk	Maintenance	256.00
	00508645	10237464	College of Nursing Reserve Building	College of Nursing Operations	8,609.40
Core-Mark Midcontinent Inc.	00508646	10237562	Ag Education Complex Concessions	Agriculture Complex Concessions	923.89
Cornhusker Auto Center Inc	00508348	10237008	General Norfolk	Presidents Office	24,960.00
Cornhusker Boys' State Department of Nebraska	00508764	10238045	General Norfolk	Recruiting	50.00
County of Antelope School District 18	00508647	10237762	General Norfolk	Business Admin Mktng Mngmt	1,076.63
County of Cedar School District 54	00508648	10237771	General Norfolk	Health Information Mgmt Systems	1,435.50
County of Cuming School District 1	00508649	10237788	General Norfolk	Behavioral Sciences Gen Academic	1,435.50
		10237788	General Norfolk	English General Academic	2,332.69
		10237788	General Norfolk	Math General Academic	538.31

County of Knox School District 13	00508650	I0237756	General Norfolk	English General Academic	717.75
		I0237756	General Norfolk	Math General Academic	358.88
County of Madison	00508406	I0236505	General Norfolk	Truck Driving Noncredit Reimb	12.00
County of Madison School District 5	00508651	I0237745	General Norfolk	English General Academic	1,435.50
		I0237745	General Norfolk	Math General Academic	1,435.50
		I0237745	General Norfolk	Social Sciences	2,871.00
County of Pierce School District 2	00508652	I0237780	General Norfolk	Allied Health Education Credit	538.31
		I0237780	General Norfolk	Health Information Mgmt Systems	538.31
		I0237780	General Norfolk	Math General Academic	2,751.38
Courtesy Ford of Norfolk Inc	00508349	I0236785	General Norfolk	Maintenance	380.63
	00508528	I0237465	General Norfolk	Utility Line On Campus	908.29
	00508653	I0237825	General Norfolk	Graphic Design	97.29
		I0237826	General Norfolk	Volleyball	207.52
		I0237827	General Norfolk	Agriculture	1,184.40
Courtney Kay Nelson	I0065272	I0237000	CHS Precision Ag	Agriculture	716.31
Creston Fertilizer Company Inc	00508529	I0237405	General Norfolk	Grounds	307.65
		I0237406	General Norfolk	Grounds	88.00
Crofton Community School	00508654	I0237759	General Norfolk	Math Vocational	1,076.63
Crucial Click LLC	00508805	I0237646	General Norfolk	Development Office	481.80
		I0237646	General Norfolk	Marketing	33.80
Cummins Inc	00508350	I0236881	Cafeteria	Cafeteria	248.88
		I0236924	General Norfolk	Maintenance	903.41
		I0236925	General Norfolk	Maintenance	260.39
Curtis Randal Reese	I0065370	I0237506	General Norfolk	Early College	75.00
Cynthia Ann Hanson	I0065305	I0237176	General Norfolk	Workforce Development Admin	429.88
		I0237176	USDA NIFA Rural Tech	Workforce Development Admin	402.00
D & D Industries Inc	00508530	I0237466	Agriculture Production	Agriculture	1,600.00
DHS US Citizenship and Immigration Services	00508656	I0237846	CCPE Gap Assistance Admin	Workforce Development Noncredit	25.00
Danielle Rae Gibson	I0065256	I0236966	General Norfolk	Institutional Effectiveness	460.92
Darlene L Lilienkamp	I0065267	I0236979	Adult Education State Leadership	Adult Education	41.54
David D Beaudette	I0065485	I0238059	General Norfolk	Automotive Body	525.95
Debra Lee Bates	I0065297	I0237161	General Norfolk	Nursing	27.83
Delbert J Ames	00508512	I0237487	General Norfolk	Board of Governors	101.84
Dell Marketing LP	00508655	I0237407	General Norfolk	Service Center	135.00
		I0237407	General Norfolk	Service Center Academic	90.00
Denell Nicole Rhinehart	00508588	I0237477	General Norfolk	EMT Paramedic Noncredit Reimb	302.40
Denise Leigh Richling	I0065491	I0238054	General Norfolk	Tuition Reimbursement	1,716.00
Diane Davies	00508531	I0237495	General Norfolk	Board of Governors	53.60

Digital Room LLC	00508805	I0237647	General Norfolk	Marketing	182.68
Discount Office Items Inc	00508406	I0236729	General Norfolk	Physical Therapist Assistant	90.03
Donovan Howard Ellis	00508536	I0237496	General Norfolk	Board of Governors	101.84
Dow Jones & Company Inc	00508805	I0237622	General Norfolk	Library Services	181.90
Downs Government Affairs LLC	00508430	I0237286	General Norfolk	Presidents Contingency	1,000.00
Dru Jon Truax	00508405	I0236958	General Norfolk	SkillsUSA	16.31
Eakes Inc	00508351	I0236699	General Norfolk	Student Success	975.25
	00508431	I0237113	General South Sioux	Custodial Services	59.00
EasyDMARC Inc	00508432	I0237287	General Norfolk	Network and Infrastructure	2,613.75
		I0237287	General Norfolk	Network and Infrastructure Acad	871.25
Echo Group Inc	00508532	I0237468	General Norfolk	Electrical Construction and Control	283.78
		I0237531	General Norfolk	Electrical Construction and Control	2,047.62
		I0237532	General Norfolk	Electrical Construction and Control	1,022.71
		I0237534	House Construction	Building Construction	78.24
	00508657	I0237662	General Norfolk	Maintenance	36.21
		I0237663	General Norfolk	Maintenance	36.21
	00508765	I0237988	General Norfolk	Electromechanical	543.70
Educause	00508766	I0237981	General Norfolk	VP of Technology Services	794.40
		I0237981	General Norfolk	VP of Technology Services Academic	529.60
Edward James Lewis	I0065309	I0237182	General Norfolk	Truck Driving Administration	96.48
		I0237182	General Norfolk	Utility Line On Campus	168.84
	I0065362	I0237500	General Norfolk	Truck Driving Administration	71.02
		I0237500	General Norfolk	Truck Driving Noncredit Reimb	144.72
		I0237500	General Norfolk	Utility Line On Campus	93.80
Egan Supply Company	00508533	I0237315	General Norfolk	Custodial Services	354.24
Electrical Engineering & Equipment Company	00508353	I0236786	General Norfolk	Maintenance	48.09
	00508534	I0237316	General Norfolk	Maintenance	728.55
		I0237317	General Norfolk	Maintenance	1,482.54
		I0237318	General Norfolk	Maintenance	771.48
	00508658	I0237588	General Norfolk	Maintenance	32.03
	00508767	I0237931	General Norfolk	Maintenance	3,993.84
		I0238001	General Norfolk	Maintenance	10.64
		I0238118	General Norfolk	Maintenance	21.41
Elenco Electronics Inc	00508805	I0237648	General Norfolk	Physics	129.75
Elizabeth A Welke	I0065493	I0238056	General Norfolk	Tuition Reimbursement	1,071.00
Elkhorn Feed Center Inc	00508354	I0236926	General Norfolk	Veterinary Technician	39.38
	00508535	I0237320	General Norfolk	Veterinary Technician	53.03
Elkhorn Rural Public Power	00508355	I0237037	General Norfolk	Utilities	907.51

		10237038	General Norfolk	Utilities	3,297.00
		10237039	General Norfolk	Utilities	382.10
	00508433	10237272	Agriculture Production	Agriculture	3,000.00
		10237273	Agriculture Production	Agriculture	2,000.00
Elkhorn Valley Public School	00508659	10237764	General Norfolk	Math General Academic	1,435.50
Elucian Company L.P.	10065501	10237985	General Norfolk	Web and Enterprise Systems	5,151.00
		10237985	General Norfolk	Web and Enterprise Systems Acad	1,287.75
Emerson Manufacturing	00508356	10236903	General Norfolk	Diesel Technology	137.61
English Estates Inc	00508537	10237387	College Center Operations	College Center Operations	30,210.34
Enterprise Holdings Inc	00508434	10237119	TRIO SSS	Student Success and Retention	375.23
		10237236	General Norfolk	Soccer Womens	110.16
	00508768	10237991	General Norfolk	Wind Energy	208.04
Eric Daniel Ternus	10065278	10236990	General Norfolk	Early College	75.00
Eric Neil Roskeland	10065456	10237837	General Norfolk	Electromechanical	62.98
Erin M McCartney Chapter 13 Trustee	00508660	10237708	General Norfolk		940.00
Ethan Luke Larson	00508369	10236978	General Norfolk	Allied Health Ed Noncredit	25.46
Eventbrite Inc	00508805	10237623	General Norfolk	Career Services	44.52
Excellence in Rehabilitation LLC	00508769	10237994	General Norfolk	Physical Therapist Assistant	13,280.00
Faith Regional Physician Services LLC	00508770	10237989	Student Services	College Nurse	5,621.00
Fastenal Company	00508661	10237634	General Norfolk	Maintenance	136.80
Federal Express Corporation	00508435	10237128	Print Services	Print Services	37.88
		10237130	Print Services	Print Services	128.77
		10237131	Print Services	Print Services	181.42
	00508662	10237849	Print Services	Print Services	36.48
		10237850	Print Services	Print Services	206.44
Ferguson Enterprises LLC	00508663	10237592	General Norfolk	Maintenance	4,820.89
		10237673	General Norfolk	Maintenance	2,666.80
Field Roland May	10065365	10237470	General Norfolk	Tuition Reimbursement	1,467.00
Fieldtex Products Inc	00508406	10236752	General Norfolk	Safety and Security Services	128.15
Filter Shine Inc	00508406	10236730	General Norfolk	Veterinary Technician	320.15
Firespring Inc	00508664	10237631	General Norfolk	Marketing	42,502.56
First National Bank Norfolk	00508436	10237294	General Norfolk		941.00
	00508665	10237709	General Norfolk		941.00
	00508666	10237713	General Norfolk		1,580.83
Fischer D Carson	10065252	10236942	General Norfolk	SkillsUSA	14.68
Flexible Benefit Administrators Inc.	00508357	10236787	General Norfolk	Human Resources	315.00
Flood Communications LLC	00508667	10237583	General Norfolk	Softball	2,000.00
Florida International University Board of Trustees	00508406	10236519	General Norfolk	Information Technology	1,160.00



		I0236519	General Norfolk	Information Technology Admin	290.00
Fluid Power Training Institute	00508538	I0237458	General Norfolk	Agriculture	2,295.00
Future Business Leaders of America-Phi Beta Lambda Inc	00508539	I0237459	General Norfolk	Business Admin Mrktng Mngmt	1,855.00
GNM LLC	00508359	I0236788	Diesel Repair Parts	Diesel Technology	23.79
		I0236789	General Norfolk	Automotive Body	176.20
	00508438	I0237142	General Norfolk	Utility Line On Campus	89.65
		I0237143	General Norfolk	Utility Line On Campus	33.11
		I0237144	General Norfolk	Utility Line On Campus	17.19
	00508541	I0237427	General Norfolk	Grounds	24.87
		I0237428	General Norfolk	Grounds	68.28
	00508771	I0237982	Diesel Repair Parts	Diesel Technology	111.43
		I0238020	Agriculture Production	Agriculture	28.01
Gallup Organization	00508805	I0237624	General Norfolk	English General Academic	2,250.00
Gaumard Scientific Company	00508540	I0237321	General Norfolk	Allied Health Education Credit	165.00
Giant Printing Inc	00508805	I0237604	Student Services	Graduation	255.36
Gill Hauling Inc	00508437	I0237288	College Center Operations	College Center Operations	228.18
		I0237288	General South Sioux	Utilities	99.25
Glass Edge Inc	00508358	I0236927	General Norfolk	Maintenance	65.85
Go4 Healthcare LLC	00508542	I0237411	General Norfolk	Athletics	5,460.00
	00508668	I0237593	General Norfolk	Athletics	1,248.00
Gordon Electric Supply Inc	00508406	I0236731	General Norfolk	Welding	1,484.27
Gordy's Towing & Repair	00508543	I0237323	General Norfolk	Shipping Receiving Property Ctrl	622.37
		I0237324	General Norfolk	Grounds	100.00
		I0237325	General Norfolk	Maintenance	68.70
		I0237326	Transportation Center	Transportation Center	106.08
		I0237328	Transportation Center	Transportation Center	69.05
		I0237329	Transportation Center	Transportation Center	108.60
		I0237330	General Norfolk	Grounds	178.83
		I0237331	General Norfolk	Maintenance	79.43
		I0237332	General Norfolk	Maintenance	30.00
Graham Tire Company of Norfolk Inc	00508544	I0237429	General Norfolk	Grounds	250.75
Guarantee Roofing & Siding	00508545	I0237333	General Norfolk	Maintenance	243.00
Guardian Angels Central Catholic High School	00508669	I0237766	General Norfolk	Economics Vocational	717.75
		I0237766	General Norfolk	English General Academic	1,435.50
		I0237766	General Norfolk	Math General Academic	1,435.50
HCI Construction	00508440	I0237269	SSC CDL Driving Range	Nondepartmental	315,396.33
		I0237270	Restr Plant EDA Industrial Bldg	Nondepartmental	148,242.91
HD Supply Facilities Maintenance Ltd	00508361	I0236928	General Norfolk	Custodial Services	18,613.62

		I0236928	General South Sioux	Custodial Services	3,722.74
		I0236929	General Norfolk	Custodial Services	127.55
	00508671	I0237635	General Norfolk	Custodial Services	203.54
		I0237636	General Norfolk	Custodial Services	152.66
	00508772	I0238003	General Norfolk	Custodial Services	1,841.28
		I0238004	General Norfolk	Custodial Services	2,051.87
		I0238005	General Norfolk	Custodial Services	203.54
		I0238006	General Norfolk	Custodial Services	9.33
Haley Marie Mattison	I0065268	I0236980	General Norfolk	Student Services Ambassadors	111.68
Hanesbrands Inc	00508670	I0237580	Retail Services	Retail Services	428.64
		I0237581	Retail Services	Retail Services	486.00
Hartington Telecommunications Co. Inc	00508439	I0237268	General Norfolk	Network and Infrastructure	71.25
		I0237268	General Norfolk	Network and Infrastructure Acad	23.75
Hausmann Construction Inc	I0065331	I0237271	Maclay Building	Nondepartmental	1,188,687.60
Hawkeye Community College	00508360	I0236952	General Norfolk	Golf	975.00
Healthcare Financial Management Association	00508362	I0236953	General Norfolk	Health Information Mgmt Systems	205.00
Heartland Business Systems LLC	00508363	I0236790	General Norfolk	Information Technology	1,496.72
	00508672	I0237564	Restr Plant EDA Industrial Bldg	Nondepartmental	7,825.89
		I0237564	SSC CDL Driving Range	Nondepartmental	9,425.43
		I0237566	Restr Plant EDA Industrial Bldg	Nondepartmental	4,863.52
		I0237566	SSC CDL Driving Range	Nondepartmental	4,863.52
	00508773	I0238007	Restr Plant EDA Industrial Bldg	Nondepartmental	25.16
		I0238007	SSC CDL Driving Range	Nondepartmental	25.16
		I0238008	General Norfolk	Network and Infrastructure	3,335.51
		I0238008	General Norfolk	Network and Infrastructure Acad	1,111.83
		I0238088	General Norfolk	Network and Infrastructure	652.50
		I0238088	General Norfolk	Network and Infrastructure Acad	217.50
		I0238089	General Norfolk	Network and Infrastructure	3,751.87
		I0238089	General Norfolk	Network and Infrastructure Acad	1,250.63
		I0238092	General Norfolk	Information Technology	5,151.40
		I0238114	General Norfolk	Network and Infrastructure	108.75
		I0238114	General Norfolk	Network and Infrastructure Acad	36.25
Heartland Chapter of the College REading and Learning Associ	00508406	I0236753	General Norfolk	Tutor and Writers Clinic	125.00
Heartland Scenic Studio Inc	00508546	I0237289	General Norfolk	Theater	116.00
Henry Jacob Goeden	I0065304	I0237217	DOL Apprenticeship Building America	Workforce Development Admin	162.81
HerdDogg Inc	00508805	I0237649	CHS Precision Ag	Agriculture	3,450.00
Herrick Farms Inc	00508774	I0238086	General Norfolk	Presidents Office	571.70
Hobby Lobby Stores Inc	00508547	I0237335	General Norfolk	Athletics	32.32

		I0237336	General Norfolk	Athletics	58.37
Holly Ann Quinn	I0065369	I0237505	General Norfolk	Development Office	797.81
Homer Community School District 31R	00508673	I0237769	General Norfolk	English General Academic	358.88
Hootsuite Inc.	I0065502	I0237992	General Norfolk	Marketing	9,499.98
Hoskins Manufacturing Company Inc	00508548	I0237412	General Norfolk	Grounds	3,898.95
Huey Long Co Inc	00508364	I0236504	House Construction	Building Construction	14,859.14
Hummert International	00508805	I0237650	General Norfolk	Horticulture	241.04
		I0237651	General Norfolk	Horticulture	198.90
Huse Publishing Company	00508549	I0237469	General Norfolk	Career Services	219.00
Hy-Capacity Inc	00508441	I0237040	Diesel Repair Parts	Diesel Technology	96.08
		I0237041	Diesel Repair Parts	Diesel Technology	87.70
Hy-Vee Inc	00508365	I0236791	General Norfolk	Marketing	93.87
	00508674	I0237571	General Norfolk	Career Services	29.00
		I0237572	General South Sioux	South Sioux City Extended Campus	36.14
		I0237575	Student Services	Graduation	34.00
		I0237637	Ag Education Complex Concessions	Agriculture Complex Concessions	196.68
ICM Distributing Company Inc	00508442	I0237164	Retail Services	Retail Services	258.19
IMV Imaging US LLC	00508550	I0237413	General Norfolk	Veterinary Technician	625.00
Ideal Images Inc	00508366	I0236792	General Norfolk	Volleyball	1,852.15
	00508443	I0237199	General Norfolk	Softball	135.32
	00508775	I0237874	Retail Services	Retail Services	1,328.44
In the Spotlight Costume Shop LLC	00508551	I0237290	General Norfolk	Theater	289.68
Info-Tech Research Group Inc.	I0065287	I0237030	General Norfolk	Human Resources	24,465.00
Information Management Services LLC	00508406	I0236732	General Norfolk	Nursing	385.28
Ink Technologies Printer Supplies LLC	00508406	I0236754	General Norfolk	Drafting	368.00
Intellicom Computer Consulting Inc	00508444	I0237291	General Norfolk	Network and Infrastructure	1,875.00
		I0237291	General Norfolk	Network and Infrastructure Acad	625.00
Interactive Communications International Inc	00508445	I0237046	Retail Services	Retail Services	474.31
		I0237047	Retail Services	Retail Services	48.50
		I0237048	Retail Services	Retail Services	251.23
		I0237049	Retail Services	Retail Services	37.60
		I0237050	Retail Services	Retail Services	97.00
		I0237051	Retail Services	Retail Services	48.50
International Automotive Technicians' Network Inc	00508805	I0237605	General Norfolk	Automotive Technology	228.00
Isaiah Luke Skrdla	I0065321	I0237210	General Norfolk	Wind Energy	198.46
Island Supply Welding Company	00508446	I0237150	General Norfolk	Automotive Body	75.95
		I0237155	General Norfolk	Welding	240.90
		I0237200	General Norfolk	Maintenance	36.00

		I0237201	General Norfolk	Maintenance	20.15
		I0237243	General Norfolk	Heating Ventilation and Air Cond	100.05
Israel Rios	00508589	I0237482	CCPE Gap Assistance	Workforce Development Noncredit	60.00
J and B Tool Sales	00508406	I0236733	General Norfolk	Automotive Body	49.93
J.E. Meuret Grain Co Inc	00508776	I0237582	Agriculture Production	Agriculture	2,367.88
JOMAST Corporation	00508676	I0237586	Retail Services	Retail Services	114.06
		I0237638	Retail Services	Retail Services	169.38
Jamie Marie Brummond	00508421	I0237168	General Norfolk	Allied Health Education Credit	8.65
Janel Marie Walton	!0065325	I0237214	General Norfolk	Institutional Effectiveness	188.25
Janet Leona Krotter-Chvala	00508449	I0237133	General Norfolk	Workforce Development Noncredit	3,860.77
Jared Dwayne Jacob	!0065261	I0236970	General Norfolk	Allied Health Ed Noncredit	37.52
Jazmin Kate Goeden	!0065446	I0237802	General Norfolk	Development Office	797.81
Jeffrey Max Scherer	00508479	I0237202	General Norfolk	Board of Governors	13.40
	00508591	I0237508	General Norfolk	Board of Governors	48.24
Jenna Marie Jelinek	00508675	I0237728	General Norfolk	Workforce Development Noncredit	2,614.40
Jenna Rae Hansen	!0065258	I0236968	Residence Life	Residence Life	79.62
Jennifer K Gleason	!0065445	I0237798	General Norfolk	Inst Research and Analytics Acad	235.95
		I0237798	General Norfolk	Institutional Research and Analytic	1,023.78
Jennifer L Greve	!0065359	I0237497	General Norfolk	Marketing	1,838.44
Jennifer Lynn Schliewe	!0065376	I0237530	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Jerrett Jeffrey Mills	!0065312	I0237185	General Norfolk	Athletics	163.48
Jes Us Entertainment Group LLC	00508777	I0238103	General South Sioux	Workforce Development Admin	673.90
Jessica Kay Sherry	!0065319	I0237205	General Norfolk	Development Office	372.29
JiffyShirts.com	00508406	I0236527	Retail Services	Retail Services	1,410.72
		I0236528	Retail Services	Retail Services	209.12
	00508805	I0237867	Retail Services	Retail Services	41.52
		I0237868	Retail Services	Retail Services	118.42
John J Knapp	!0065450	I0237831	General Norfolk	Welding	412.72
John Matthew Liewer	!0065363	I0237501	Wind Energy Club	Student Clubs and Organizations	188.27
Johnson Hardware Company LLC	00508778	I0238009	College of Nursing Operations	College of Nursing Operations	1,047.40
Julie Robinson	00508478	I0237188	General Norfolk	Board of Governors	61.64
Julie Younkin LLC	!0065389	I0237414	USDA NRCS C2A3 Workforce Training	Development Office	6,600.00
	!0065503	I0238111	USDA NRCS C2A3 Workforce Training	Development Office	4,481.28
K & S Door Company Inc	00508552	I0237334	House Construction	Building Construction	4,860.00
K Porter Construction Inc	00508779	I0237984	General Norfolk	Grounds	119.90
Karen Sue Blank	!0065354	I0237442	Student Services	Graduation	433.50
Kassandra Lynn Wessendorf	!0065280	I0236993	Veterinary Technology Club	Student Clubs and Organizations	89.86
Katherine A Towler	!0065323	I0237212	General South Sioux	South Sioux City Extended Campus	195.64

		10237212	General Norfolk	Teaching and Learning	112.84
	10065461	10237841	General South Sioux	South Sioux City Extended Campus	184.92
Katherine Hope Edmisten	00508352	10236936	General Norfolk	English General Academic	75.00
Kathy Sue Timmerman	10065279	10236992	Classified Staff Association	Nondepartmental	7.00
	10065380	10237517	General O'Neill	O'Neill Extended Campus	17.69
Katie Marie Brummels	10065355	10237494	Student Nurses Association	Student Clubs and Organizations	195.83
Kayla Marjorie Burdick	10065299	10237170	General Norfolk	Early College	103.18
Keizer Refrigeration Inc	00508368	10236883	Diesel Repair Parts	Diesel Technology	1,016.86
Kelly Jeanne Desilva	10065357	10237527	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Kelly Supply Company	00508447	10237162	General Norfolk	Utility Line On Campus	38.02
		10237165	Agriculture Production	Agriculture	2.02
		10237171	General Norfolk	Maintenance	272.65
	00508553	10237338	General Norfolk	Maintenance	223.66
		10237339	General Norfolk	Maintenance	7.88
		10237340	General Norfolk	Maintenance	39.38
		10237341	General Norfolk	Maintenance	83.83
		10237342	General Norfolk	Maintenance	6.03
	00508677	10237595	General Norfolk	Maintenance	15.96
		10237596	General Norfolk	Maintenance	69.47
		10237597	General Norfolk	Maintenance	45.70
		10237598	General Norfolk	Maintenance	45.70
		10237639	General Norfolk	Maintenance	6.96
	00508780	10238115	General Norfolk	Maintenance	9.99
		10238116	General Norfolk	Grounds	26.41
		10238117	Cafeteria	Cafeteria	1.34
Ken's Trailer Sales & Repair	00508554	10237415	General Norfolk	Grounds	513.25
Kenneth A Wurdinger	10065383	10237485	General Norfolk	Tuition Reimbursement	1,059.00
Kent Michael Warneke	10065326	10237232	Retail Services	Retail Services	223.86
Keystone Automotive Industries Inc	00508448	10235995	General Norfolk	Automotive Body	262.97
		10235996	General Norfolk	Automotive Body	(262.97)
		10237178	General Norfolk	Automotive Body	274.79
	00508555	10237416	General Norfolk	Automotive Body	1,284.00
	00508678	10237563	General Norfolk	Automotive Body	111.50
Knox Associates Inc	00508406	10236734	College Center Operations	College Center Operations	527.00
		10236734	SSC CDL Driving Range	Nondepartmental	1,171.00
Koch Excavating Co Inc	00508557	10237417	General Norfolk	Grounds	1,556.45
Koch's Hi-Way Service LLC	00508679	10237584	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	164.93
Kory Jon Hildebrand	10065447	10237810	General Norfolk	Utility Line Off Campus	1,201.73

		I0237829	General Norfolk	Utility Line Off Campus	941.76
	I0065488	I0238062	General Norfolk	Utility Line Off Campus	100.00
Kristy J Sandman	I0065317	I0237192	General South Sioux	South Sioux City Extended Campus	50.92
Lab-Aids Inc	00508406	I0236735	CHS Precision Ag	Agriculture	1,237.66
Lacie Dea Gillaspy	I0065358	I0237523	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Laerdal Medical Corp	00508450	I0236522	NE State CTE Funds	VP of Educational Services	9,498.00
		I0236793	NE State CTE Funds	VP of Educational Services	3,918.40
Lakeshirts Inc	00508451	I0237226	Retail Services	Retail Services	228.00
		I0237231	Retail Services	Retail Services	112.50
		I0237244	Retail Services	Retail Services	(131.95)
		I0237245	Retail Services	Retail Services	131.95
Lapel Pins Plus Network LLC	00508805	I0237870	Retail Services	Retail Services	363.00
Larry Alan Oetken	I0065274	I0236985	General Norfolk	Utility Line Off Campus	20.00
		I0236985	Nebraska Rural Electric Association	Utility Line Off Campus	2,136.10
	I0065367	I0237503	Nebraska Rural Electric Association	Utility Line Off Campus	2,030.26
Legacy Leadership LLC	00508781	I0238112	USDA NRCS C2A3 Workforce Training	Development Office	1,420.60
LifeGuard MD Inc	00508370	I0236794	General Norfolk	Safety and Security Services	9,224.85
Linda J Boullion	00508419	I0237127	General Norfolk	Music	350.00
Lindsey Dianne Konopasek	I0065264	I0236973	General Norfolk	Recruiting	1,206.09
Little Priest Tribal College	00508452	I0236796	General Norfolk	Little Priest Tribal College	12,669.38
Logan M Bleick	I0065248	I0236959	Residence Life	Residence Life	20.62
Long Lines Siouxland	00508453	I0237267	College Center Operations	College Center Operations	93.95
Lorena Rivas	I0065372	I0237528	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Love Signs Inc	00508680	I0237594	General Norfolk	Financial Aid	68.00
Lower Elkhorn Natural Resource District	00508558	I0237463	General Norfolk	Maintenance	115.00
	00508681	I0237729	Agriculture Production	Agriculture	80.00
Lucas John Reichlinger	I0065371	I0237545	General Norfolk	Information Technology	447.41
	I0065455	I0237836	General Norfolk	SkillsUSA	280.15
Lutheran High Northeast High School	00508682	I0237773	General Norfolk	Administrative Professional	358.88
		I0237773	General Norfolk	Economics Vocational	478.50
Lynn Renae Daberkow	I0065444	I0237797	General West Point	West Point Extended Campus	78.39
MV Corporation Inc	00508376	I0237005	Retail Services	Retail Services	1,335.44
MWI Veterinary Supply Company	00508460	I0237135	General Norfolk	Veterinary Technician	221.03
		I0237136	General Norfolk	Veterinary Technician	75.40
		I0237139	General Norfolk	Veterinary Technician	374.93
Marcus James Clapp	00508345	I0236930	General Norfolk	Baseball	3,875.00
Maria Angeles Gonzalez	I0065257	I0236967	General Norfolk	Recruiting	69.20
	I0065487	I0238061	General Norfolk	Recruiting	103.85

Marissa Ann Sudbeck	I0065458	I0237838	General Norfolk	VP of Educational Services	47.61
Mark A Harleman	I0065259	I0236969	General Norfolk	SkillsUSA	189.71
	I0065306	I0237177	General Norfolk	Building Construction	116.58
Marlowe Anthony Kampa	I0065263	I0236972	General Norfolk	Grounds	100.00
Marubeni America Corporation	00508371	I0236885	Agriculture Production	Agriculture	902.60
	00508454	I0237070	Agriculture Production	Agriculture	2,118.75
	00508782	I0238104	Agriculture Production	Agriculture	1,800.77
		I0238105	Agriculture Production	Agriculture	1,301.55
		I0238106	Agriculture Production	Agriculture	7,610.04
		I0238107	Agriculture Production	Agriculture	1,434.26
		I0238108	Agriculture Production	Agriculture	1,426.42
		I0238109	Agriculture Production	Agriculture	327.00
		I0238110	Agriculture Production	Agriculture	460.00
Mason Michael Zimmerer	I0065384	I0237520	General Norfolk	Development Office	797.81
Matheson Tri-Gas Inc	00508372	I0237001	General Norfolk	Automotive Body	169.49
	00508455	I0237259	General Norfolk	Automotive Body	73.10
		I0237260	General Norfolk	Welding	308.79
Matthew J McCarthy	I0065311	I0237184	General Norfolk	Criminal Justice	455.60
Matthew J Svehla	I0065322	I0237211	General Norfolk	Basketball Womens	1,213.19
Matthew S Nelson	I0065273	I0236984	General Norfolk	Utility Line Off Campus	656.79
Matthew Wayne Jones	I0065262	I0236971	General Norfolk	Baseball	93.80
McGraw Hill LLC	00508683	I0237819	Retail Services	Retail Services	1,350.00
		I0237820	Retail Services	Retail Services	500.00
		I0237821	Retail Services	Retail Services	1,500.00
		I0237822	Retail Services	Retail Services	2,440.00
		I0237823	Retail Services	Retail Services	486.70
McMill CPA PC	00508684	I0237682	General Norfolk	Payroll	300.00
Mead Lumber Company Inc.	00508374	I0237002	House Construction	Building Construction	135.49
		I0237003	House Construction	Building Construction	48.94
		I0237004	House Construction	Building Construction	234.23
		I0237007	House Construction	Building Construction	3.06
	00508456	I0237069	House Construction	Building Construction	324.84
	00508685	I0237742	General Norfolk	Heating Ventilation and Air Cond	621.01
Melanie R Thompson	I0065460	I0237840	General Norfolk	VP of Admin Services	72.36
Melissa Ann Kebaili	I0065489	I0238063	Adult Education State Leadership	Adult Education	97.82
Melissa M O'Connor	I0065366	I0237475	General Norfolk	Tuition Reimbursement	576.00
Menards CC	00508457	I0237063	General Norfolk	Custodial Services	190.67
		I0237063	General Norfolk	Grounds	147.84

		I0237063	General Norfolk	Maintenance	310.24
	00508783	I0238102	General Norfolk	Custodial Services	143.79
		I0238102	General Norfolk	Grounds	83.90
		I0238102	General Norfolk	Maintenance	456.44
Menards Inc	00508375	I0237010	General Norfolk	Utility Line On Campus	299.00
		I0237011	House Construction	Building Construction	36.97
		I0237012	House Construction	Building Construction	39.93
		I0237013	House Construction	Building Construction	29.99
		I0237014	House Construction	Building Construction	7.99
	00508458	I0237261	General Norfolk	Electromechanical	34.27
		I0237264	House Construction	Building Construction	128.49
		I0237265	General Norfolk	Utility Line On Campus	217.35
	00508686	I0237683	General Norfolk	Heating Ventilation and Air Cond	155.86
	00508784	I0238073	General Norfolk	Wind Energy	358.13
Merri Beth Schneider	I0065318	I0237203	General Norfolk	Marketing	17.02
		I0237203	General O'Neill	O'Neill Extended Campus	231.74
		I0237203	Student Services	Student Services Student Activity	2.00
		I0237203	Workforce Development Reimbursable	Workforce Development Noncredit	4.39
Michael F O'Byrne	I0065454	I0237835	General Norfolk	Math General Academic	75.00
Michael R Cooper	I0065301	I0237173	General Norfolk	Veterinary Technician	1,155.84
Michela M Keeler-Strom	I0065449	I0237830	General Norfolk	Dean of Academic Outreach	140.83
Microsoft Corporation	00508406	I0236910	General Norfolk	Information Technology	184.91
		I0236910	General Norfolk	Web and Enterprise Systems	2.58
		I0236910	General Norfolk	Web and Enterprise Systems Acad	0.65
	00508805	I0237607	General Norfolk	Information Technology	172.66
		I0237607	General Norfolk	Web and Enterprise Systems	3.29
		I0237607	General Norfolk	Web and Enterprise Systems Acad	0.82
Mid-State Eng & Testing Inc	00508459	I0237071	SSC CDL Driving Range	Nondepartmental	1,736.00
		I0237125	Maclay Building	Nondepartmental	2,664.00
		I0237126	Maclay Building	Nondepartmental	3,341.00
	00508687	I0237606	Northeast NE Innovation Studio	Nondepartmental	3,250.00
MidAmerican Energy Company	00508559	I0237492	College Center Operations	College Center Operations	1,265.56
	00508785	I0238099	General South Sioux	Utilities	31.62
Midwest Laboratories Inc	00508688	I0237632	General Norfolk	Agriculture	142.00
Missouri River Ground Maintenance LLC	00508689	I0237805	College Center Operations	College Center Operations	570.00
		I0237806	College Center Operations	College Center Operations	2,480.00
		I0237806	General South Sioux	Grounds	400.00
Mitchell Equipment	00508560	I0237352	Diesel Repair Parts	Diesel Technology	22.75



Monica Marie Schenck	I0065375	I0237529	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Moran Technology Consulting Inc	00508690	I0237807	General Norfolk	Security and Technology Serv Acad	405.00
		I0237807	General Norfolk	Security and Technology Services	3,645.00
Motion Industries Inc	00508805	I0237652	General South Sioux	Maintenance	184.53
MilWrX Inc	00508805	I0237653	General Norfolk	Welding	224.15
NACRAO	00508461	I0237156	General Norfolk	Recruiting	875.00
		I0237156	General Norfolk	Registrar	250.00
NACTA	00508406	I0236510	Livestock Judging	Agriculture	2,400.00
NECC	00508379	I0236931	Allied Health Nonreimbursable	Allied Health Nonreimbursable	50.00
	00508380	I0237032	Retail Services	Retail Services	25,000.00
	00508381	I0236912	Retail Services	Retail Services	321.00
		I0236913	Retail Services	Retail Services	127.00
		I0236914	Retail Services	Retail Services	117.00
		I0236915	Retail Services	Retail Services	198.00
		I0236916	Retail Services	Retail Services	192.00
	00508466	I0237124	General Norfolk	Maintenance	6.29
		I0237124	Residence Life	Residence Life	45.00
		I0237124	eSports Club	Student Clubs and Organizations	27.98
	00508570	I0237438	General Norfolk	Behavioral Sciences Vocational	128.00
	00508571	I0237439	NE Nebraska All Star Volleyball	Athletics	500.00
	00508572	I0237539	Student Nurses Association	Student Clubs and Organizations	1,000.00
	00508693	I0237862	Retail Services	Retail Services	25,000.00
	00508694	I0237852	Retail Services	Retail Services	10,350.00
		I0237853	Retail Services	Retail Services	4,303.00
		I0237854	Retail Services	Retail Services	3,854.00
		I0237855	Retail Services	Retail Services	1,805.00
		I0237856	Retail Services	Retail Services	5,676.50
		I0237857	Retail Services	Retail Services	1,476.00
		I0237858	Retail Services	Retail Services	568.00
		I0237859	Retail Services	Retail Services	867.00
		I0237861	Retail Services	Retail Services	(28,899.50)
		I0237863	Retail Services	Retail Services	3,899.50
NECC Foundation	I0065288	I0236997	General Norfolk		4,677.52
	I0065333	I0237134	Electrical Construction and Control	Electrical Construction and Control	1,536.36
	I0065504	I0238029	General Norfolk		4,648.02
NGweb Solutions LLC	00508695	I0237848	General Norfolk	Financial Aid	9,320.00
NREA	00508703	I0237692	General Norfolk	Utility Line On Campus	572.05
Natalie Renee-Reno Kent	I0065490	I0238047	General Norfolk	Tuition Reimbursement	1,125.00

Natalie Rose James	I0065361	I0237524	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Nathan Edward Simpson	I0065320	I0237207	Electrical Construction and Control	Electrical Construction and Control	186.92
		I0237208	General Norfolk	Welding	402.00
National Association of Colleges & Employers	00508805	I0237654	General Norfolk	Career Services	138.00
National Association of Educational Procurement	00508406	I0236512	General Norfolk	Purchasing	770.00
National Council of Instructional Administrators	00508406	I0236736	General Norfolk	Dean of Business and Humanities	325.00
National Council on Strength and Fitness	00508377	I0236991	Health and Public Services Aux	Dean of Health & Public Services	2,786.00
	00508406	I0236755	General Norfolk	Academy for Professional Develop	279.00
National Fire Protection Association	00508406	I0236756	General Norfolk	Maintenance	409.00
National Organization for Human Services	00508462	I0237141	General Norfolk	Human Services	95.00
National Resume Writers Association	00508691	I0237731	General Norfolk	Career Services	175.00
National Safety Council	00508406	I0236935	Retail Services	Retail Services	186.67
Navigator Motorcoaches Inc	00508378	I0237019	General Norfolk	Music	2,800.00
Nebraska Association of SkillsUSA Inc	00508562	I0237472	General Norfolk	SkillsUSA	6,815.00
Nebraska Cattlemen Inc	00508563	I0237473	General Norfolk	Agriculture	115.00
Nebraska College Career Services Association	00508463	I0237145	General Norfolk	Career Services	15.00
Nebraska Community College Association	00508786	I0238048	General Norfolk	Presidents Contingency	700.01
Nebraska Council of School Administrators	00508564	I0237474	General Norfolk	Early College	300.00
Nebraska FFA Foundation	00508565	I0237363	General Norfolk	Recruiting	300.00
Nebraska Health Care Association	00508464	I0237110	CCPE Gap Assistance	Workforce Development Noncredit	50.00
	00508566	I0237408	Retail Services	Retail Services	1,554.70
Nebraska Indian Community College	00508465	I0236244	General Norfolk	NECC and NICC Agreement	39,715.22
Nebraska Interactive LLC	00508406	I0236521	General Norfolk	VP of Student Services	11.00
	00508805	I0237608	General Norfolk	Dean of Applied Technology	25.00
		I0237608	General Norfolk	Operations	25.00
		I0237608	General Norfolk	VP of Admin Services	25.00
		I0237608	General Norfolk	VP of Student Services	26.00
Nebraska Public Power District	00508567	I0237498	General O'Neill	Utilities	709.55
		I0237511	General Norfolk	Utilities	38.68
		I0237514	General Norfolk	Utilities	39.35
		I0237516	General Norfolk	Utilities	46.44
		I0237518	General Norfolk	Utilities	38.68
		I0237521	General Norfolk	Utilities	38.77
		I0237522	General Norfolk	Utilities	40.13
	00508568	I0237364	General Norfolk	Maintenance	562.96
	00508692	I0237685	General Norfolk	Utilities	51,983.05
		I0237686	General Norfolk	Utilities	45.00
		I0237687	General Norfolk	Utilities	107.84

Nebraska State College Board of

	I0237688	General Norfolk	Utilities	50.63
	I0237689	General Norfolk	Utilities	1,498.20
	I0237690	General Norfolk	Utilities	687.36
	I0237691	General Norfolk	Utilities	4,265.55
00508787	I0238094	General Norfolk	Utilities	106.01
	I0238095	General Norfolk	Utilities	61.32
	I0238096	Residence Life	Residence Life	44.06
	I0238097	General Norfolk	Utilities	45.51
	I0238098	General Norfolk	Utilities	31.36
00508569	I0237543	College Center Operations	College Center Operations	230.81
	I0237543	General Norfolk	Dean of Academic Outreach	37.64
00508788	I0238049	College Center Operations	College Center Operations	230.81
	I0238049	General Norfolk	Dean of Academic Outreach	37.64
	I0238052	General Norfolk	Accounting	4.60
	I0238052	General Norfolk	Administrative Professional	2.17
	I0238052	Adult Educ Volunteer Coordinator	Adult Education	28.33
	I0238052	Adult Education HS Equivalency	Adult Education	28.82
	I0238052	General Norfolk	Allied Health Ed Noncredit	6.33
	I0238052	General Norfolk	Allied Health Education Credit	182.18
	I0238052	General Norfolk	Art	0.64
	I0238052	General Norfolk	Behavioral Sciences Gen Academic	7.70
	I0238052	General Norfolk	Biology and Science	67.71
	I0238052	General Norfolk	Business Admin Mrktng Mngmt	135.35
	I0238052	General Norfolk	Chemistry	3.31
	I0238052	College Center Operations	College Center Operations	21.20
	I0238052	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	7.14
	I0238052	General Norfolk	Economics General Academic	0.98
	I0238052	General Norfolk	Education	8.87
	I0238052	General Norfolk	English General Academic	1.57
	I0238052	General Norfolk	English Transitional	7.83
	I0238052	General Norfolk	Health PE Rec	0.08
	I0238052	General Norfolk	Human Services	1.04
	I0238052	General Norfolk	Language	0.76
	I0238052	General Norfolk	Learning Skills and Career Planning	3.31
	I0238052	General Norfolk	Recruiting	2.69
	I0238052	General Norfolk	Social Sciences	7.92
	I0238052	General South Sioux	South Sioux City Extended Campus	32.47
	I0238052	General Norfolk	Speech and Debate	0.37

		I0238052	General Norfolk	Truck Driving Noncredit Reimb	5.13
		I0238052	General Norfolk	Tutor and Writers Clinic	0.25
		I0238052	General Norfolk	Welding	0.21
		I0238052	General Norfolk	Workforce Development Admin	64.63
		I0238052	General Norfolk	Workforce Development Noncredit	68.51
NebraskaLink Holdings LLC	I0065465	I0237684	College Center Operations	College Center Operations	743.30
		I0237684	General Norfolk	Network and Infrastructure	1,377.20
		I0237684	General Norfolk	Network and Infrastructure Acad	459.07
Nelnet Business Solutions	00508789	I0238093	General Norfolk	Student Accounts and Cashiering	1,721.59
Nicole Joy Sedlacek	00508480	I0237204	General Norfolk	Board of Governors	263.98
	00508593	I0237509	General Norfolk	Board of Governors	105.86
Niobrara Public Schools	00508696	I0237774	General Norfolk	Math Vocational	717.75
Norfolk Area Chamber of Commerce	00508467	I0237146	General Norfolk	Inst Research and Analytics Acad	6.00
		I0237146	General Norfolk	Institutional Research and Analytic	6.00
	00508468	I0237116	General Norfolk	Development Office	9.20
		I0237262	General Norfolk	Development Office	12.00
		I0237262	General Norfolk	Presidents Office	10.00
		I0237263	General Norfolk	Athletics	12.00
		I0237263	General Norfolk	Development Office	24.00
		I0237263	General Norfolk	Presidents Office	10.00
		I0237263	General Norfolk	VP of Educational Services	12.00
		I0237263	General Norfolk	Workforce Development Admin	10.00
Norfolk Area Human Resource	00508469	I0237159	General Norfolk	Human Resources	66.67
Norfolk Area United Way Inc	I0065289	I0236998	General Norfolk		195.17
	I0065505	I0238030	General Norfolk		195.17
Norfolk Area Visitors Bureau	00508382	I0236932	General Norfolk	Presidents Contingency	300.00
		I0236933	General Norfolk	Development Office	40.00
		I0236933	General Norfolk	Inst Research and Analytics Acad	20.00
		I0236933	General Norfolk	Institutional Research and Analytic	20.00
		I0236933	General Norfolk	Personnel Development	240.00
	00508470	I0237059	General Norfolk	Marketing	1,650.00
Norfolk Arts Center	00508383	I0236994	Student Services	Student Services Fee	165.00
Norfolk Country Club	00508574	I0237357	General Norfolk	Presidents Office	14.26
Norfolk Lodge & Suites LLC	00508384	I0237015	General Norfolk	Human Resources	226.00
	00508575	I0237359	General Norfolk	Nursing	339.00
		I0237360	General Norfolk	Nursing	339.00
		I0237361	General Norfolk	Nursing	339.00
		I0237362	General Norfolk	Nursing	339.00

	00508697	I0237765	General Norfolk	English General Academic	791.00
		I0237767	General Norfolk	Human Resources	113.00
Norfolk Motor Company	00508698	I0237812	General Norfolk	Workforce Development Admin	41,990.00
	00508790	I0237933	General Norfolk	Utility Line Off Campus	122.30
Norfolk Public Schools	00508699	I0237791	General Norfolk	Administrative Professional	1,435.50
		I0237791	General Norfolk	Agriculture	1,914.00
		I0237791	General Norfolk	Allied Health Education Credit	4,306.50
		I0237791	General Norfolk	English General Academic	4,306.50
		I0237791	General Norfolk	English Vocational	3,050.44
		I0237791	General Norfolk	Health Information Mgmt Systems	1,435.50
		I0237791	General Norfolk	Math General Academic	5,742.00
		I0237791	General Norfolk	Media Arts	957.00
		I0237791	General Norfolk	Speech and Debate	5,742.00
North Park Innovations Group Inc	00508700	I0237694	Perkins Equipment	VP of Educational Services	26,145.00
Northcentral Technical College District	00508701	I0237815	USDA NRCS Cooperative Ag Agreement	Agriculture	6,578.01
Northeast Iowa Community College	00508702	I0237816	USDA NRCS Cooperative Ag Agreement	Agriculture	5,415.30
O'Neill Public School	00508704	I0237776	General Norfolk	English General Academic	1,435.50
		I0237776	General Norfolk	English Vocational	1,076.63
		I0237776	General Norfolk	Math General Academic	2,871.00
		I0237776	General Norfolk	Speech and Debate	1,435.50
O'Reilly Auto Enterprises LLC	00508705	I0237770	General Norfolk	Automotive Technology	444.66
ODP Business Solutions LLC	00508386	I0236897	Retail Services	Retail Services	88.61
	00508576	I0237409	Retail Services	Retail Services	289.90
Oakland-Craig Public Schools	00508706	I0237775	General Norfolk	Social Sciences	1,076.63
Oceanna Jade Solis	00508400	I0236989	Residence Life	Residence Life	83.73
Odeys Inc	00508385	I0237016	General Norfolk	Softball	557.37
Omaha Paper Company Inc	00508707	I0237695	Print Services	Print Services	720.88
Omaha Security Conference	00508805	I0237655	General Norfolk	Information Technology	350.00
Omaha Truck Center Company Inc	00508471	I0237073	General Norfolk	Truck Driving Noncredit Reimb	1,821.11
	00508577	I0237353	General Norfolk	Utility Line On Campus	1,178.37
	00508708	I0237696	General Norfolk	Utility Line On Campus	41.07
One Diversified LLC	00508709	I0237697	SSC CDL Driving Range	Nondepartmental	15,985.88
One Source Supply LLC	00508387	I0236549	General Norfolk	Welding	612.87
Ortmeier Enterprises Inc	00508578	I0237370	General Norfolk	Building Construction	33.48
Paperclip Communications	00508805	I0237625	General Norfolk	VP of Student Services	399.00
Pasco Scientific	00508406	I0236884	General Norfolk	Physics	49.00
Patricia Sue Wojcik	00508507	I0237216	General Norfolk	Board of Governors	73.70
	00508617	I0237519	General Norfolk	Board of Governors	96.48

Pender Public School	00508710	I0237779	General Norfolk	English General Academic	1,794.38
		I0237779	General Norfolk	Math General Academic	897.19
Pens Etc. Inc	00508388	I0236898	Retail Services	Retail Services	162.17
		I0236964	Retail Services	Retail Services	118.30
	00508579	I0237410	Retail Services	Retail Services	68.90
Peregrine Radiology LLC	00508580	I0237319	Veterinarian Technician Services	Veterinary Technician	323.00
Performance Health Supply, Inc	I0065466	I0237698	General Norfolk	Health PE Rec	102.39
Plainview Public Schools	00508711	I0237781	General Norfolk	Math General Academic	1,435.50
Pocket Nurse Enterprises Inc	00508712	I0237700	General Norfolk	Allied Health Ed Noncredit	942.34
		I0237700	General Norfolk	Allied Health Education Credit	300.05
Pomp's Tire Service Inc	00508472	I0237072	General Norfolk	Grounds	96.20
	00508581	I0237322	General Norfolk	Grounds	272.80
Post Lake Lending Inc	00508713	I0237707	General Norfolk		638.59
Precision Technology Inc	00508473	I0237257	Residence Life	Residence Life	4,000.00
Prep Baseball Report LLC	00508805	I0237610	General Norfolk	Baseball	350.00
President and Fellows of Harvard College	00508389	I0237034	General Norfolk	Instructional Services Contingency	8,595.00
Prime Sanitation	00508474	I0237064	Cafeteria	Cafeteria	507.29
		I0237064	College of Nursing Operations	College of Nursing Operations	168.90
		I0237064	Residence Life	Residence Life	1,373.63
		I0237064	General Norfolk	Utilities	3,855.72
	00508582	I0237488	Residence Life	Residence Life	889.28
Proliteracy Worldwide	00508714	I0237693	Adult Education HS Equivalency	Adult Education	215.80
Prov. 16:3 Inc	00508475	I0237253	General Norfolk	Heating Ventilation and Air Cond	4,525.83
Quadient Inc	00508715	I0237813	Print Services	Print Services	7,243.47
Qwest Corporation	00508390	I0236891	General Norfolk	Network and Infrastructure	676.80
		I0236891	General Norfolk	Network and Infrastructure Acad	225.60
	00508391	I0236892	General Norfolk	Network and Infrastructure	169.20
		I0236892	General Norfolk	Network and Infrastructure Acad	56.40
	00508392	I0236893	General Norfolk	Network and Infrastructure	169.20
		I0236893	General Norfolk	Network and Infrastructure Acad	56.40
	00508393	I0236894	General Norfolk	Network and Infrastructure	81.55
		I0236894	General Norfolk	Network and Infrastructure Acad	27.18
		I0236894	Residence Life	Residence Life	40.21
	00508583	I0237540	General Norfolk	Network and Infrastructure	169.20
		I0237540	General Norfolk	Network and Infrastructure Acad	56.40
	00508584	I0237535	General Norfolk	Network and Infrastructure	90.31
		I0237535	General Norfolk	Network and Infrastructure Acad	30.10
		I0237535	Residence Life	Residence Life	44.53

R.F. Machine Works  
RBB LLC  
  
RT London  
Rachel Anne Casselman  
Rave Wireless Inc  
  
  
Rebecca L Miller  
Reckles Courage LLC  
  
  
RefQuest LLC  
  
  
  
Reflections  
Renee Ann Peters  
  
  
Rentokil North America Inc  
  
  
  
  
  
  
Revolution Wraps LLC  
  
  
Rikon Power Tools Inc  
Riverside Technologies Inc.

00508791	I0238090	General Norfolk
	I0238090	General Norfolk
00508792	I0238091	General Norfolk
	I0238091	General Norfolk
00508585	I0237542	Diesel Repair Parts
00508394	I0237020	General Norfolk
00508716	I0237701	General Norfolk
00508590	I0237371	Residence Life
I0065253	I0236963	General Norfolk
00508476	I0237258	General Norfolk
	I0237258	General Norfolk
I0065270	I0236982	General Norfolk
00508586	I0237551	Student Services
00508793	I0238053	Student Nurses Association
I0065290	I0236955	General Norfolk
	I0236955	General Norfolk
I0065390	I0237476	General Norfolk
	I0237476	General Norfolk
00508477	I0237148	General Norfolk
I0065368	I0237504	General Norfolk
	I0237504	General Norfolk
00508587	I0237544	General South Sioux
00508717	I0237710	General Norfolk
	I0237711	College of Nursing Operations
	I0237712	Cafeteria
	I0237712	Residence Life
	I0237714	General Norfolk
	I0237716	General Norfolk
	I0237717	General Norfolk
	I0237719	General Norfolk
	I0237721	General Norfolk
00508794	I0238036	General O'Neill
00508718	I0237804	General Norfolk
	I0237814	Northeast NE Innovation Studio
00508805	I0237656	General Norfolk
00508795	I0238037	BHECN Hawks Counseling 83
	I0238037	SSC CDL Driving Range
	I0238037	General Norfolk

Network and Infrastructure	676.80
Network and Infrastructure Acad	225.60
Network and Infrastructure	169.20
Network and Infrastructure Acad	56.40
Diesel Technology	50.00
English General Academic	2,229.00
Student Success	1,764.30
Residence Life	35,004.71
Registrar	1,417.61
VP of Technology Services	4,980.31
VP of Technology Services Academic	3,320.21
Recruiting	102.09
Graduation	1,020.00
Student Clubs and Organizations	232.50
Baseball	1,360.00
Softball	1,140.00
Basketball Mens	147.00
Basketball Womens	168.00
Physical Therapist Assistant	330.00
Security and Technology Serv Acad	151.07
Security and Technology Services	1,359.57
Operations	41.00
Maintenance	135.00
College of Nursing Operations	82.00
Cafeteria	66.44
Residence Life	134.93
Maintenance	54.00
Maintenance	385.00
Maintenance	81.00
Maintenance	121.92
Maintenance	258.25
Utilities	65.00
Marketing	9,740.87
Nondepartmental	1,051.13
Wind Energy	34.22
Counseling	58.00
Nondepartmental	116.00
Service Center	522.00

		I0238037	General Norfolk	Service Center Academic	348.00
Rocky Mountain Assn of Student Financial Aid Administration	00508395	I0236956	General Norfolk	Financial Aid	800.00
Roger Evan Carnell	I0065251	I0236962	General Norfolk	Automotive Technology	355.10
	I0065300	I0237172	General Norfolk	Automotive Technology	198.32
	I0065486	I0238060	General Norfolk	Automotive Technology	698.14
Roger P Walker	I0065324	I0237213	General Norfolk	Building Construction	613.05
Roland DGA Corporation	00508805	I0237657	Print Services	Print Services	822.91
		I0237658	Print Services	Print Services	315.98
Russell Lee Flamig	I0065303	I0237175	Hartington	Hartington	116.58
		I0237175	General Norfolk	Workforce Development Noncredit	15.44
SSDigitizing/Sassy Stitches	00508406	I0236530	Retail Services	Retail Services	30.00
	00508805	I0237871	Retail Services	Retail Services	20.00
		I0238113	Retail Services	Retail Services	20.00
Salesforce.Com Inc	00508719	I0237704	General Norfolk	Web and Enterprise Systems	12,384.00
		I0237704	General Norfolk	Web and Enterprise Systems Acad	3,096.00
Sandhills Ranch Expo Inc	00508720	I0237732	Ainsworth	Ainsworth	162.50
Sandra Kay Atkins	I0065442	I0237795	General Norfolk	EMT Paramedic Noncredit Reimb	49.58
Sarah Jo Sellin	I0065377	I0237484	General Norfolk	Tuition Reimbursement	1,686.00
Sarah Lynn Fuerhoff	I0065254	I0236951	General Norfolk	Tuition Reimbursement	284.05
Scholastic Inc	00508796	I0238043	Early Childhood Club	Student Clubs and Organizations	340.00
School District 8 County of Cedar	00508721	I0237768	General Norfolk	English General Academic	1,435.50
		I0237768	General Norfolk	Math General Academic	1,435.50
Scot Alan Ouderkirk	I0065275	I0236986	General Norfolk	Utility Line Off Campus	393.95
	I0065313	I0237186	General Norfolk	Utility Line Off Campus	1,203.22
Scott W Buresh	00508422	I0237129	Air Conditioning Club	Student Clubs and Organizations	131.90
Scottsbluff Motor Co Inc	00508396	I0236907	General Norfolk	Utility Line Off Campus	783.33
Screenvision Direct	00508592	I0237546	General Norfolk	Marketing	353.00
	00508797	I0238044	General Norfolk	Marketing	353.00
Scribe Opco Inc	00508397	I0236909	Retail Services	Retail Services	1,150.29
Sea Change Therapy Services	00508798	I0238046	Health Education Ladder Prog HELP	Nursing	120.00
Serenity School of Massage	00508722	I0237735	Student Services	Healthy Hawks	600.00
Sewing Concepts Inc	00508398	I0236908	Retail Services	Retail Services	343.50
Sharps Compliance Inc	00508723	I0237722	College of Nursing Operations	College of Nursing Operations	337.88
Sherwin Williams	00508399	I0236895	General Norfolk	Major Repair and Renovation	28.90
		I0236896	General Norfolk	Major Repair and Renovation	144.50
		I0236906	General Norfolk	Maintenance	27.21
	00508799	I0238050	General Norfolk	Maintenance	92.26
Shubha Krishnamurthy	I0065265	I0236974	General Norfolk	Information Technology	117.25



		10236975	General Norfolk	Information Technology	214.40
		10236976	General Norfolk	Information Technology	255.94
	10065452	10237833	General Norfolk	Information Technology Admin	117.25
Sid Tool Company Inc	00508595	10237425	General Norfolk	Machining and MFG Automation	16.21
		10237426	General Norfolk	Machining and MFG Automation	32.42
Sigma-Aldrich Inc	00508800	10238051	General Norfolk	Chemistry	67.43
Signal Ventures Inc	00508406	10236737	General Norfolk	Automotive Body	210.20
Signature Stone	00508596	10237552	House Construction	Building Construction	4,923.50
		10237553	House Construction	Building Construction	4,460.00
SignsCom Inc	00508406	10236738	General Norfolk	Diesel Technology	68.95
	00508805	10237664	General Norfolk	Recruiting	1,611.20
		10237665	General Norfolk	Recruiting	1,733.15
Sioux City Night Patrol	10065334	10237247	College Center Operations	College Center Operations	810.00
		10237248	General South Sioux	Safety and Security Services	435.00
		10237249	General Norfolk	Safety and Security Services	17,394.90
Siteimprove Inc	00508724	10237741	General Norfolk	Web and Enterprise Systems	2,901.78
		10237741	General Norfolk	Web and Enterprise Systems Acad	725.44
Snow & Ice Management Association Inc	00508406	10236739	General Norfolk	Grounds	745.00
Solis Creative LLC	00508805	10237626	General Norfolk	Biology and Science	72.00
Sonya Marie King	00508556	10237525	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Sophia A Wostrel	00508408	10236938	General Norfolk	English General Academic	25.00
Southeast Community College	00508725	10237736	General Norfolk	Truck Driving Noncredit Reimb	299.00
	00508805	10237627	General Norfolk	Nursing	455.00
Southern Labware Inc	00508805	10237666	General Norfolk	Chemistry	371.51
Southwest Airlines Co	00508406	10236740	General Norfolk	Grounds	427.97
		10236757	General Norfolk	Health Information Mgmt Systems	259.96
	00508805	10237628	DOL Apprenticeship Building America	Workforce Development Admin	355.96
		10237667	General Norfolk	Business Admin Mktng Mngmt	411.95
Spectrum Technologies Inc.	00508726	10237808	NSF Urban Ag ATE	Agriculture	295.00
Spirit Products Ltd	00508401	10236899	Retail Services	Retail Services	398.40
		10236900	Retail Services	Retail Services	157.50
		10236901	Retail Services	Retail Services	314.50
Sports Attack LLC	00508805	10237668	General Norfolk	Baseball	327.75
Sports Endeavors Inc	00508406	10236531	Retail Services	Retail Services	291.98
	00508805	10237869	Retail Services	Retail Services	(245.23)
Sports Imports Inc	00508597	10237355	Athletic Boosters	Athletics	1,041.30
		10237356	Athletic Boosters	Athletics	708.50
St Mary's School	00508727	10237782	General Norfolk	Math General Academic	358.88

St. Luke's Occupational Health Resources	00508598	I0237354	CCPE Gap Assistance	Workforce Development Noncredit	134.00
Stacey R Aldag	I0065351	I0237486	General Norfolk	Math General Academic	308.94
Stacy Lynn Anderson	I0065352	I0237491	General Norfolk	Academy for Professional Develop	1,000.00
		I0237491	General Norfolk	Business Admin Mrktng Mngmt	2,162.34
Stadium Sports	00508482	I0237251	General Norfolk	Softball	177.00
		I0237252	General Norfolk	Softball	144.00
	00508728	I0237746	Retail Services	Retail Services	149.00
	00508801	I0238072	Retail Services	Retail Services	1,004.00
Stahls' SCS Inc	00508805	I0237872	Retail Services	Retail Services	653.00
		I0237873	Retail Services	Retail Services	60.00
Staples Contract & Commercial Inc	00508402	I0236902	Retail Services	Retail Services	158.37
	00508483	I0237246	Retail Services	Retail Services	22.00
		I0237255	Retail Services	Retail Services	65.21
	00508729	I0237747	Retail Services	Retail Services	132.13
		I0237748	Retail Services	Retail Services	220.91
		I0237777	Retail Services	Retail Services	(26.70)
State of Nebraska	00508403	I0236957	General Norfolk	Veterinary Technician	335.00
	00508484	I0237228	General Norfolk	Network and Infrastructure	118.12
		I0237228	General Norfolk	Network and Infrastructure Acad	39.38
		I0237229	College Center Operations	College Center Operations	39.00
		I0237230	General Norfolk	Network and Infrastructure	71.62
		I0237230	General Norfolk	Network and Infrastructure Acad	23.88
		I0237233	General Norfolk	Network and Infrastructure	157.63
		I0237233	General Norfolk	Network and Infrastructure Acad	52.55
	00508730	I0237733	General Norfolk	Network and Infrastructure	269.95
		I0237733	General Norfolk	Network and Infrastructure Acad	89.98
	00508802	I0238058	General Norfolk	Truck Driving Noncredit Reimb	75.00
		I0238058	General Norfolk	Utility Line On Campus	75.00
	00508803	I0238065	College Center Operations	College Center Operations	39.00
		I0238066	General Norfolk	Network and Infrastructure	118.12
		I0238066	General Norfolk	Network and Infrastructure Acad	39.38
		I0238067	General Norfolk	Network and Infrastructure	158.24
		I0238067	General Norfolk	Network and Infrastructure Acad	52.75
		I0238068	General Norfolk	Network and Infrastructure	71.98
		I0238068	General Norfolk	Network and Infrastructure Acad	24.00
Sterling Computers Corporation	I0065291	I0236385	General Norfolk	Adult Education	4,637.43
		I0236385	General Norfolk	Agriculture	2,858.96
		I0236385	General Norfolk	Applied Eng Training Noncredit	9,800.00

		I0236385	General Norfolk	Automotive Technology	1,159.37
		I0236385	General Norfolk	Custodial Services	8,204.94
		I0236385	General O'Neill	Custodial Services	6,761.47
		I0236385	General Norfolk	Dean of Academic Outreach	8,575.00
		I0236385	General Norfolk	English Vocational	6,208.37
		I0236385	General Norfolk	Facility Reservation and Events	12,250.00
		I0236385	General Norfolk	Grounds	3,478.07
		I0236385	General Norfolk	Library Services	4,311.52
		I0236385	General Norfolk	Maintenance	7,957.73
		I0236385	General O'Neill	Maintenance	463.73
		I0236385	General Norfolk	Network and Infrastructure	869.53
		I0236385	General Norfolk	Network and Infrastructure Acad	289.84
		I0236385	General Norfolk	Nursing	1,699.59
		I0236385	General Norfolk	Paramedic	2,616.73
		I0236385	General Norfolk	Physical Therapist Assistant	3,399.18
		I0236385	Residence Life	Residence Life	2,318.73
		I0236385	Retail Services	Retail Services	1,159.37
		I0236385	General Norfolk	Service Center	9,151.35
		I0236385	General Norfolk	Service Center Academic	435.60
		I0236385	General Norfolk	Shipping Receiving Property Ctrl	1,308.37
		I0236385	General Norfolk	Student Success	3,399.18
		I0236385	General Norfolk	Testing Services	1,159.37
		I0236385	General Norfolk	Veterinary Technician	2,318.73
		I0236385	General Norfolk	Welding	3,007.96
		I0236385	General Norfolk	Wind Energy	19,600.00
	I0065506	I0238069	General Norfolk	Electromechanical	1,444.83
Steven M Anderson	00508513	I0237493	General Norfolk	Board of Governors	67.00
Strideline LLC	00508404	I0236911	Retail Services	Retail Services	1,032.00
Stryker Sales Corporation	00508485	I0237234	General Norfolk	Emergency Medical Training	723.84
		I0237235	General Norfolk	Emergency Medical Training	31.20
	00508804	I0238070	General Norfolk	Paramedic	23,169.26
		I0238071	General Norfolk	Emergency Medical Training	14,073.48
Summerland Public School	00508731	I0237783	General Norfolk	English Vocational	358.88
		I0237783	General Norfolk	Health Information Mgmt Systems	717.75
		I0237783	General Norfolk	Math General Academic	1,076.63
Sunny Meadow Medical Clinic P.C.	00508486	I0237118	General Norfolk	Truck Driving Noncredit Reimb	75.00
	00508599	I0237380	Applied Tech Division Aux	Dean of Applied Technology	15.00
		I0237381	Applied Tech Division Aux	Dean of Applied Technology	15.00

		I0237382	Applied Tech Division Aux	Dean of Applied Technology	15.00
		I0237383	Applied Tech Division Aux	Dean of Applied Technology	40.00
		I0237384	Applied Tech Division Aux	Dean of Applied Technology	15.00
		I0237385	CCPE Gap Assistance	Workforce Development Noncredit	120.00
		I0237386	CCPE Gap Assistance	Workforce Development Noncredit	120.00
Susan Lynn Schmielt	I0065457	I0237734	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	1,600.04
Syntellis Performance Solutions LLC	00508487	I0237193	Equipment and Technology	Nondepartmental	3,800.00
Tabitha Joy Lindahl	I0065364	I0237526	BHECN PLADC Student Support 362	Behavioral Sciences Vocational	266.66
Tammy Sue Furstenuau	I0065255	I0236965	General Norfolk	Dean of Academic Outreach	46.90
Teeco Inc	00508488	I0237194	General Norfolk	Grounds	5.00
	00508600	I0237350	General Norfolk	Agriculture	30.75
		I0237351	General Norfolk	Agriculture	5.00
		I0237489	General Norfolk	Dean of Academic Outreach	30.75
		I0237490	General Norfolk	Dean of Academic Outreach	30.75
	00508732	I0237743	General Norfolk	Presidents Contingency	45.25
		I0237744	General Norfolk	Presidents Contingency	5.00
		I0237749	General Norfolk	Presidents Contingency	30.75
		I0237750	General Norfolk	Presidents Contingency	23.50
		I0237752	General Norfolk	Presidents Contingency	5.00
		I0237754	General West Point	West Point Extended Campus	9.00
		I0237757	General West Point	West Point Extended Campus	5.00
		I0237758	General West Point	West Point Extended Campus	5.00
		I0237760	General West Point	West Point Extended Campus	9.00
		I0237761	General West Point	West Point Extended Campus	9.00
		I0237763	General West Point	West Point Extended Campus	16.25
Tekamah-Herman Schools	00508733	I0237784	General Norfolk	Allied Health Education Credit	1,256.06
Terry Fredrick Nelson	00508573	I0237502	General Norfolk	Board of Governors	57.62
The Chicago Lumber Company of Omaha	00508489	I0237195	House Construction	Building Construction	37.77
		I0237196	House Construction	Building Construction	2.04
	00508601	I0237374	House Construction	Building Construction	93.35
		I0237375	House Construction	Building Construction	88.99
		I0237376	House Construction	Building Construction	48.00
		I0237378	House Construction	Building Construction	3,909.89
The E Group Inc	00508805	I0237669	General Norfolk	SkillsUSA	131.00
The International Association of Contract and Commercial Man	00508406	I0236523	General Norfolk	Enterprise Architect	200.00
The John F. Kennedy Center for the Performing Arts	00508406	I0236741	General Norfolk	Theater	350.00
The Library Store Inc.	00508406	I0236742	General Norfolk	Library Services	685.51
The Wash Tub	00508602	I0237344	General Norfolk	Physical Therapist Assistant	111.07

The Webstaurant Store Inc	00508805	I0237670	General Norfolk	Custodial Services	1,932.00
TherapyNotes LLC	00508406	I0236758	BHECN Hawks Counseling 83	Counseling	89.00
	00508805	I0237629	BHECN Hawks Counseling 83	Counseling	89.00
Thiele Dairy	00508490	I0237117	Agriculture Production	Agriculture	3,300.00
Tina Marie Mazuch	I0065310	I0237183	General Norfolk	Health Information Mgmt Systems	376.78
Tina Marie Monteith	I0065271	I0236983	General Norfolk	EMT Paramedic Noncredit Reimb	104.52
	I0065453	I0237834	General Norfolk	EMT Paramedic Noncredit Reimb	105.86
Trane	00508734	I0237681	General Norfolk	Maintenance	435.75
Trentee L Bush	I0065250	I0236961	Horticulture Club	Student Clubs and Organizations	336.88
Trevor Alan Bailey	I0065353	I0237441	General Norfolk	Tuition Reimbursement	1,059.00
	I0065443	I0237796	General Norfolk	Workforce Development Noncredit	88.50
Trisha Dawn Thelander	I0065459	I0237839	General Norfolk	Workforce Development Admin	247.82
Trophies by Edco Inc	00508805	I0237671	Student Services	Student Success Award Program	257.10
Troy Biologicals Inc	00508604	I0237358	General Norfolk	Veterinary Technician	557.84
		I0237423	General Norfolk	Veterinary Technician	83.69
TruGreen Limited Partnership	00508735	I0237799	General South Sioux	Grounds	40.00
		I0237800	General South Sioux	Grounds	40.00
		I0237801	College Center Operations	College Center Operations	848.00
		I0237803	College Center Operations	College Center Operations	848.00
TrueDialog Inc.	00508605	I0237547	General Norfolk	Recruiting	744.77
		I0237547	General Norfolk	Student Success	744.76
U.S. Bank National Association	00508406	I0235743	General Norfolk	Nondepartmental	(86,523.53)
		I0236532	Retail Services	Retail Services	4.21
		I0236761	General Norfolk	Media Arts	11.76
		I0236762	TRIO SSS	Student Success and Retention	1,525.67
		I0236763	General Norfolk	Baseball	506.72
		I0236764	General Norfolk	Baseball	4,721.71
		I0236822	General Norfolk	Presidents Office	156.65
		I0236823	General Norfolk	Basketball Mens	478.22
		I0236824	General South Sioux	South Sioux City Extended Campus	30.00
		I0236825	General Norfolk	Athletics	47.56
		I0236825	Concessions	Concessions	89.90
		I0236826	General Norfolk	Recruiting	260.00
		I0236827	General Norfolk	VP of Admin Services	6,101.02
		I0236828	Student Services	Stu Serv Student Leadership Assn	1,679.63
		I0236828	Student Activities Council	Student Clubs and Organizations	241.45
		I0236828	Student Services	Student Services Student Activity	1,795.35
		I0236829	General Norfolk	Extended Campus	104.72

I0236829	General Norfolk	Workforce Development Admin	253.62
I0236830	Golf	Golf	1,925.01
I0236831	Building Construction Club	Student Clubs and Organizations	203.70
I0236832	General West Point	West Point Extended Campus	71.25
I0236833	BHECN Hawks Counseling 83	Counseling	78.00
I0236833	Student Services	Healthy Hawks	431.39
I0236834	BHECN Hawks Counseling 83	Counseling	1,296.72
I0236834	Northeast Food Pantry	Student Clubs and Organizations	502.99
I0236835	General Norfolk	Human Resources	619.48
I0236836	General Norfolk	Early College	410.00
I0236837	General Norfolk	Soccer Womens	1,317.98
I0236838	Athletic Boosters	Athletics	149.80
I0236838	General Norfolk	Athletics	57.00
I0236838	Golf	Golf	63.10
I0236838	General Norfolk	Softball	5,617.45
I0236838	Volleyball	Volleyball	76.01
I0236839	General Norfolk	Automotive Technology	3,393.18
I0236840	General Norfolk	EMT Paramedic Administration	907.90
I0236841	General Norfolk	Grants	795.65
I0236842	General Norfolk	Soccer Mens	294.98
I0236843	TRIO SSS	Student Success and Retention	2,498.57
I0236844	General Norfolk	Nursing	39.98
I0236844	General O'Neill	O'Neill Extended Campus	10.54
I0236845	General Norfolk	Softball	273.31
I0236846	General Norfolk	Truck Driving Noncredit Reimb	204.35
I0236847	General Norfolk	Truck Driving Noncredit Reimb	73.86
I0236849	General Norfolk	Academy for Professional Develop	(835.00)
I0236850	Applied Tech Division Aux	Dean of Applied Technology	2,235.00
I0236850	General Norfolk	Wind Energy	170.13
I0236851	General Norfolk	Inst Research and Analytics Acad	1,624.00
I0236851	General Norfolk	Institutional Research and Analytic	1,624.00
I0236851	General Norfolk	Network and Infrastructure	16.81
I0236851	General Norfolk	Network and Infrastructure Acad	5.60
I0236852	General Norfolk	Heating Ventilation and Air Cond	111.98
I0236853	General South Sioux	South Sioux City Extended Campus	26.25
I0236854	General Norfolk	VP of Educational Services	380.62
I0236855	General Norfolk	Student Success and Retention	21.49
I0236855	TRIO SSS	Student Success and Retention	2,227.24

	I0236856	USDA NRCS C2A3 Workforce Training	Development Office	1,007.65
	I0236857	General Norfolk	Marketing	1,100.00
	I0236858	General Norfolk	Business Admin Mrktng Mngmt	8.25
	I0236859	General Norfolk	Development Office	500.74
	I0236860	General Norfolk	Academy for Professional Develop	371.11
	I0236860	General Norfolk	Criminal Justice	346.72
	I0236861	General Norfolk	Institutional Effectiveness	138.72
	I0236861	General Norfolk	VP of Student Services	148.35
	I0236871	General Norfolk	Board of Governors	2,150.00
	I0236871	General Norfolk	Presidents Office	1,075.00
	I0236876	General Norfolk	Agriculture	986.12
	I0236876	Livestock Judging	Agriculture	1,199.43
	I0236878	General Norfolk	Golf	288.00
	I0236878	Volleyball	Volleyball	4,630.36
	I0236880	General Norfolk	Basketball Womens	348.98
	I0236919	General Norfolk	Nondepartmental	120,643.16
00508805	I0237585	General Norfolk	Nondepartmental	(120,643.16)
	I0237613	General Norfolk	Purchasing	301.39
	I0237875	DOL Apprenticeship Building America	Workforce Development Admin	21.86
	I0237875	General Norfolk	Workforce Development Admin	399.00
	I0237876	General Norfolk	Institutional Accreditation	953.46
	I0237876	General Norfolk	Institutional Effectiveness	555.65
	I0237876	General Norfolk	Presidents Office	1,616.09
	I0237877	General Norfolk	Institutional Accreditation	207.12
	I0237877	General Norfolk	Media Arts	11.76
	I0237878	General Norfolk	Student Success and Retention	4.06
	I0237879	General Norfolk	Baseball	10,327.22
	I0237880	Classified Staff Association	Nondepartmental	29.00
	I0237880	General Norfolk	Workforce Development Noncredit	157.57
	I0237881	General Norfolk	Media Arts	4,651.87
	I0237882	General Norfolk	Athletics	13.96
	I0237882	Concessions	Concessions	53.94
	I0237883	General Norfolk	Recruiting	2,435.17
	I0237884	General Norfolk	VP of Admin Services	50.30
	I0237885	Student Activities Council	Student Clubs and Organizations	50.05
	I0237886	General Norfolk	Workforce Development Admin	1,776.97
	I0237886	USDA NIFA Rural Tech	Workforce Development Admin	477.10
	I0237887	General Norfolk	Allied Health Ed Noncredit	225.00

I0237888	General Norfolk	Golf	4,450.43
I0237889	General Norfolk	SkillsUSA	427.42
I0237890	General West Point	West Point Extended Campus	83.25
I0237891	General Norfolk	Counseling	88.44
I0237892	General Norfolk	Counseling	124.03
I0237892	Student Services	Healthy Hawks	1,138.03
I0237892	Active Minds Club	Student Clubs and Organizations	502.22
I0237892	Northeast Food Pantry	Student Clubs and Organizations	1,007.16
I0237893	General Norfolk	Early College	233.00
I0237893	General Norfolk	Teaching and Learning	150.00
I0237894	General Norfolk	Soccer Womens	389.01
I0237895	General Norfolk	Athletics	566.58
I0237896	Residence Life	Residence Life	144.00
I0237897	General Norfolk	SkillsUSA	452.22
I0237898	General Norfolk	EMT Paramedic Administration	20.99
I0237899	General Norfolk	Grants	1,050.70
I0237900	General Norfolk	Soccer Mens	694.85
I0237901	General Norfolk	SkillsUSA	26.77
I0237902	TRIO SSS	Student Success and Retention	5,610.57
I0237903	General Norfolk	Agriculture	65.02
I0237904	General Norfolk	Enterprise Architect	693.99
I0237904	General Norfolk	Financial Aid	1,017.84
I0237904	General Norfolk	Network and Infrastructure	62.22
I0237904	General Norfolk	Network and Infrastructure Acad	20.74
I0237904	General Norfolk	Payroll	415.01
I0237904	General Norfolk	Security and Technology Services	208.00
I0237904	General Norfolk	Service Center	216.19
I0237904	General Norfolk	Service Center Academic	144.13
I0237904	General Norfolk	VP of Technology Services	160.59
I0237904	General Norfolk	VP of Technology Services Academic	107.06
I0237904	General Norfolk	Web and Enterprise Systems	631.60
I0237904	General Norfolk	Web and Enterprise Systems Acad	157.90
I0237905	General Norfolk	Softball	6,575.64
I0237906	General Norfolk	Institutional Accreditation	1,328.51
I0237906	General Norfolk	Institutional Effectiveness	39.24
I0237907	General Norfolk	Truck Driving Noncredit Reimb	276.06
I0237908	General Norfolk	Truck Driving Noncredit Reimb	598.21
I0237909	Applied Tech Division Aux	Dean of Applied Technology	285.00



Uline Inc

00508491

Ultimate Consulting IT

00508736

00508606

I0237909	General Norfolk	Plumbing	785.46
I0237909	General Norfolk	Utility Line Off Campus	1,382.99
I0237909	General Norfolk	Welding	730.37
I0237910	General Norfolk	Building Construction	672.00
I0237910	General Norfolk	Electrical Construction and Control	740.99
I0237910	General Norfolk	Plumbing	238.00
I0237910	General Norfolk	Truck Driving Administration	204.00
I0237910	General Norfolk	Utility Line On Campus	816.00
I0237910	General Norfolk	Welding	32.00
I0237911	General Norfolk	Marketing	123.91
I0237911	General South Sioux	South Sioux City Extended Campus	256.12
I0237912	Student Services	Student Communications	988.81
I0237912	Student Services	Student Serv Leadership Training	514.78
I0237913	General Norfolk	Institutional Accreditation	5,314.01
I0237913	General Norfolk	Institutional Effectiveness	179.28
I0237913	General Norfolk	VP of Educational Services	79.01
I0237914	TRIO SSS	Student Success and Retention	428.91
I0237915	General Norfolk	Truck Driving Noncredit Reimb	540.91
I0237916	General Norfolk	Library Services	100.00
I0237916	General Norfolk	Marketing	278.00
I0237917	Criminal Justice Association	Student Clubs and Organizations	617.32
I0237918	General Norfolk	Institutional Effectiveness	504.19
I0237919	General Norfolk	Agriculture	5,749.19
I0237919	Livestock Judging	Agriculture	2,268.77
I0237919	Ag Business and Industry Club	Student Clubs and Organizations	1,500.00
I0237919	Collegiate Farm Bureau	Student Clubs and Organizations	500.00
I0237919	Diversified Ag Club	Student Clubs and Organizations	3,376.00
I0237920	NE Nebraska All Star Volleyball	Athletics	44.62
I0237920	General Norfolk	Volleyball	443.93
I0237934	General Norfolk	Development Office	2,698.91
I0238012	General Norfolk	Presidents Office	162.98
I0238012	Retail Services	Retail Services	91.96
I0238101	General Norfolk	Nondepartmental	102,417.27
I0237197	General Norfolk	Veterinary Technician	121.80
I0237737	General Norfolk	Agriculture	822.14
I0237772	General Norfolk	Maintenance	126.18
I0237548	General Norfolk	Web and Enterprise Systems	208.00
I0237548	General Norfolk	Web and Enterprise Systems Acad	52.00

United Parcel Service Inc	I0065292	I0237021	Print Services	Print Services	32.90
		I0237022	Retail Services	Retail Services	198.04
	I0065335	I0237043	Retail Services	Retail Services	403.34
		I0237044	Print Services	Print Services	201.53
	I0065391	I0237372	Print Services	Print Services	32.90
		I0237373	Retail Services	Retail Services	192.89
	I0065467	I0237817	Print Services	Print Services	32.90
		I0237818	Retail Services	Retail Services	276.13
	I0065507	I0237967	Print Services	Print Services	32.90
		I0238034	Retail Services	Retail Services	155.33
United States Postal Service	00508492	I0237147	Ainsworth	Ainsworth	144.00
United Way of Siouxland	00508806	I0238055	General Norfolk		10.00
VECCS	00508805	I0237630	General Norfolk	Veterinary Technician	110.00
		I0237674	General Norfolk	Veterinary Technician	121.00
VH-Rosemont LLC	00508805	I0237611	USDA NRCS C2A3 Workforce Training	Development Office	776.31
Van Meter Industrial Inc	00508493	I0237198	General Norfolk	Applied Eng Training Noncredit	528.51
	00508737	I0237739	General Norfolk	Applied Eng Training Noncredit	242.17
Varsity Brands Holding Co Inc	00508607	I0237554	Baseball	Baseball	278.15
		I0237555	General Norfolk	Baseball	411.48
	00508738	I0237792	Athletic Boosters	Athletics	6,981.34
		I0237793	General Norfolk	Baseball	(128.00)
		I0237794	Baseball	Baseball	(128.00)
Victory Too LLC	00508494	I0237222	Retail Services	Retail Services	1,478.01
Vista Energy Marketing LP	00508495	I0237209	General Norfolk	Utilities	12,881.86
Visual Edge Inc	00508496	I0237227	General Norfolk	Human Resources	608.04
Vital Topco LP	00508807	I0237978	Retail Services	Retail Services	383.94
		I0237979	Retail Services	Retail Services	2,047.68
		I0237980	Retail Services	Retail Services	1,361.21
Volk Construction LLC	00508497	I0237218	General Norfolk	Maintenance	5,200.00
Voyager Fleet Systems Inc	00508739	I0237844	General Norfolk	SkillsUSA	31.57
		I0237847	Agriculture Production	Agriculture	274.62
		I0237847	General Norfolk	Agriculture	624.32
		I0237847	Driver Training Noncredit Non Reimb	Driver Training Noncredit Nonreimb	35.44
		I0237847	General Norfolk	Presidents Office	177.12
		I0237847	Transportation Center	Transportation Center	2,835.49
		I0237847	General Norfolk	Truck Driving Noncredit Reimb	2,843.95
		I0237847	General Norfolk	Utility Line Off Campus	1,810.09
		I0237847	General Norfolk	Utility Line On Campus	111.94

W.W. Grainger Inc	00508498	I0237219	General Norfolk	Diesel Technology	79.46
		I0237220	General Norfolk	Diesel Technology	181.35
		I0237221	General Norfolk	Diesel Technology	158.92
		I0237223	General Norfolk	Diesel Technology	253.89
WJAG Inc	00508506	I0237224	General Norfolk	Marketing	150.00
		I0237225	General Norfolk	Marketing	130.00
Wakefield Community School	00508740	I0237785	General Norfolk	English General Academic	1,435.50
Wal-Mart	00508499	I0237151	Student Services	Student Services Student Activity	177.39
		I0237157	General Norfolk	Career Services	189.79
		I0237158	Student Services	Stu Serv Student Leadership Assn	57.63
		I0237158	General Norfolk	Union 73	42.16
		I0237160	General Norfolk	Teaching and Learning	187.03
		I0237163	Classified Staff Association	Nondepartmental	20.46
		I0237167	Residence Life	Residence Life	69.67
		I0237169	General South Sioux	South Sioux City Extended Campus	25.03
	00508805	I0237675	Wind Energy Club	Student Clubs and Organizations	378.00
		I0237676	General Norfolk	Agriculture	119.96
		I0237677	Student Nurses Association	Student Clubs and Organizations	397.98
	00508808	I0237939	General Norfolk	Nursing	203.68
		I0237942	Residence Life	Residence Life	38.09
		I0237943	Journalism Club	Student Services Student Activity	51.20
		I0237943	Student Activities Council	Student Services Student Activity	16.24
		I0237943	Student Services	Student Services Student Activity	103.52
		I0237945	Student Nurses Association	Student Clubs and Organizations	240.44
		I0237947	General Norfolk	VP of Technology Services	57.24
		I0237947	General Norfolk	VP of Technology Services Academic	38.16
		I0237949	General Norfolk	Tutor and Writers Clinic	25.00
		I0237964	Student Services	Student Services Student Activity	99.96
		I0237966	Student Services	Stu Serv Student Leadership Assn	48.32
Walker Evan Raabe	I0065314	I0237187	Residence Life	Residence Life	759.53
Walmsley Hay Company Inc	00508608	I0237479	Agriculture Production	Agriculture	149.00
		I0237481	Agriculture Production	Agriculture	150.00
Warren Garage Door	00508609	I0237549	General Norfolk	Maintenance	152.00
		I0237550	General Norfolk	Maintenance	537.00
Wayfair LLC	00508805	I0237612	Restr Plant LLC Remodel Phase 1	Nondepartmental	167.55
Wayne A Sager	I0065316	I0237190	General Norfolk	Enterprise Architect	88.50
Wayne Public Schools	00508741	I0237786	General Norfolk	Allied Health Education Credit	1,435.50
Welder Training & Testing Institute Inc	00508610	I0237346	General Norfolk	Welding	4,812.56

West Holt High School	00508742	I0237787	General Norfolk	English General Academic	1,435.50
Western Pathology Consultants	00508500	I0237256	Applied Tech Division Aux	Dean of Applied Technology	96.00
	00508611	I0237366	General Norfolk	Compliance	62.00
WettLaufer Landscapes & Garden Center LLC	00508612	I0237368	Applied Tech Division Aux	Dean of Applied Technology	128.00
		I0237377	General Norfolk	Grounds	2,053.46
Wheeler Central Public Schools	00508743	I0237789	General Norfolk	English Vocational	179.44
Whova	00508805	I0237678	General Norfolk	English General Academic	160.44
Wichita Water Conditioning Inc	00508501	I0237076	General O'Neill	O'Neill Extended Campus	9.50
		I0237077	General Norfolk	Maintenance	19.00
		I0237078	College of Nursing Operations	College of Nursing Operations	38.00
		I0237079	General Norfolk	Maintenance	38.00
		I0237080	General Norfolk	Maintenance	24.00
		I0237082	Residence Life	Residence Life	57.00
		I0237084	General Norfolk	Maintenance	38.00
		I0237086	Cafeteria	Cafeteria	95.00
		I0237087	Cafeteria	Cafeteria	104.50
		I0237088	Residence Life	Residence Life	9.50
		I0237091	General Norfolk	Maintenance	67.00
		I0237092	Cafeteria	Cafeteria	85.50
		I0237093	General Norfolk	Maintenance	47.50
		I0237094	General Norfolk	Maintenance	19.00
		I0237097	General Norfolk	Maintenance	9.50
		I0237098	College of Nursing Operations	College of Nursing Operations	19.00
		I0237099	General Norfolk	Maintenance	19.00
		I0237100	Residence Life	Residence Life	38.00
		I0237101	General Norfolk	Maintenance	43.00
		I0237102	General Norfolk	Maintenance	9.50
		I0237103	General Norfolk	Maintenance	19.00
		I0237104	General Norfolk	Maintenance	9.50
	00508613	I0237369	General O'Neill	O'Neill Extended Campus	40.00
		I0237418	Residence Life	Residence Life	19.00
		I0237419	Cafeteria	Cafeteria	85.50
	00508809	I0237968	General Norfolk	Maintenance	19.00
		I0237969	General Norfolk	Maintenance	9.50
		I0237970	General Norfolk	Maintenance	9.50
		I0237971	General Norfolk	Maintenance	33.50
		I0237972	General Norfolk	Maintenance	9.50
		I0237973	General Norfolk	Maintenance	9.50

		10237974	College of Nursing Operations	College of Nursing Operations	9.50
		10237976	General Norfolk	Maintenance	19.00
		10237977	Residence Life	Residence Life	19.00
Wilkins Architecture Design Planning LLC	00508502	10237105	SSC CDL Driving Range	Nondepartmental	5,625.10
		10237108	Maclay Building	Nondepartmental	9,250.00
	00508614	10237424	Northeast NE Innovation Studio	Nondepartmental	14,354.08
Wilmes Hardware Inc	00508503	10237109	College Center Operations	College Center Operations	11.97
	00508810	10238033	College Center Operations	College Center Operations	61.91
WinCraft Inc	00508504	10237114	Retail Services	Retail Services	1,308.19
Winahead	00508811	10238057	General Norfolk	Disability Services	225.00
Winners' Circle	00508615	10237345	NE Nebraska All Star Basketball	Athletics	44.80
		10237345	NE Nebraska All Star Volleyball	Athletics	22.40
	00508744	10237809	General Norfolk	Nursing	40.80
Winsupply Norfolk Ne Co	00508505	10237075	General Norfolk	Maintenance	349.11
	00508616	10237343	General Norfolk	Maintenance	79.23
		10237367	House Construction	Building Construction	147.85
		10237379	General Norfolk	Maintenance	176.18
		10237420	General Norfolk	Maintenance	88.15
		10237421	General Norfolk	Maintenance	19.21
		10237422	General Norfolk	Maintenance	32.44
	00508745	10237573	General Norfolk	Maintenance	375.70
		10237574	General Norfolk	Maintenance	450.85
		10237576	General Norfolk	Maintenance	139.89
		10237577	General Norfolk	Maintenance	321.35
	00508812	10238014	General Norfolk	Maintenance	42.77
		10238015	General Norfolk	Maintenance	109.34
		10238016	General Norfolk	Maintenance	470.43
		10238017	General Norfolk	Maintenance	181.03
		10238019	General Norfolk	Maintenance	418.53
		10238021	Residence Life	Residence Life	365.50
		10238022	Residence Life	Residence Life	36.77
		10238023	Residence Life	Residence Life	156.31
		10238024	General Norfolk	Maintenance	374.62
		10238027	General Norfolk	Maintenance	279.92
		10238032	General Norfolk	Heating Ventilation and Air Cond	397.20
Wisner-Pilger Public Schools	00508746	10237790	General Norfolk	English General Academic	1,435.50
		10237790	General Norfolk	Math General Academic	1,435.50
Woodhouse Ford-Chrysler	00508407	10237023	Transportation Center	Transportation Center	61,350.00

		I0237024	Transportation Center	Transportation Center	61,350.00
	00508747	I0237811	Transportation Center	Transportation Center	61,350.00
XL Edge Inc	00508508	I0237149	General Norfolk	VP of Student Services	6,000.00
Yellow Lifting & Hardware LLC	00508805	I0237679	General Norfolk	Automotive Body	139.00
		I0237679	General Norfolk	Automotive Technology	139.00
Zoetis US LLC	00508618	I0237348	General Norfolk	Veterinary Technician	11.90
		I0237349	General Norfolk	Veterinary Technician	11.90
Zoro Tools Inc	00508406	I0236743	General Norfolk	Maintenance	63.79
		I0236744	General Norfolk	Maintenance	372.60
	00508805	I0237680	General Norfolk	Maintenance	668.09
Zoubek Oil Company	00508509	I0237074	General Norfolk	Shipping Receiving Property Ctrl	29.63
	00508813	I0238100	Agriculture Production	Agriculture	1,439.64
iM3 Inc	00508367	I0236882	General Norfolk	Veterinary Technician	530.49
iWave Information Systems Inc	I0065332	I0237045	General Norfolk	Development Office	4,095.00
Abrielle Olivia Nelson	00205717	S0085539	Student Refunds		384.00
Aidan Michael Russell	I0065481	S0085635	Student Refunds		384.00
Aiden J Meyer	00205670	S0085508	Student Refunds		1,000.00
Alejandro Garcia	00205688	S0085547	Student Refunds		1,562.00
Alex James Vinson	I0065437	S0085570	Student Refunds		1,831.00
Alexa Isabel Pulido	I0065426	S0085541	Student Refunds		218.70
Alexander Joseph Grosserode	00205694	S0085519	Student Refunds		838.00
Alexis Jean Lind	I0065349	S0085503	Student Refunds		335.00
		S0085504	Student Refunds		146.00
		S0085505	Student Refunds		19.00
Aliyah Leigh Rodriguez	00205724	S0085560	Student Refunds		44.80
Alonso Barajas	I0065399	S0085545	Student Refunds		2,046.26
Andrew John Edward Franzluebbbers	I0065405	S0085615	Student Refunds		250.00
Anely Munoz-Ruiz	00205744	S0085627	Student Refunds		384.00
Angela Marie Cauthon	00205740	S0085638	Student Refunds		1,004.00
Asanti Ziyad Mohammed	00205671	S0085511	Student Refunds		55.00
Ashley Raschelle Davis	I0065402	S0085514	Student Refunds		1,016.00
Ashtin M Arens	I0065336	S0085498	Student Refunds		1,082.00
Austin Allen Rostvet	00205725	S0085588	Student Refunds		2,587.00
Autumn Claire Hoppe	00205699	S0085530	Student Refunds		234.75
Avery Kate Dieman	I0065477	S0085636	Student Refunds		1.00
Avery Phillip Overfelt	I0065422	S0085559	Student Refunds		2,562.00
Bailey Maximus Paden	00205719	S0085527	Student Refunds		1,244.00
Bailey Nicole Lemburg	I0065420	S0085617	Student Refunds		250.00

Blake Alfons Wegner	00205747	S0085646	Student Refunds	295.00
Blake Edward Ramaekers	00205722	S0085613	Student Refunds	1,700.26
Boondocks	00205677	S0085614	Student Refunds	175.00
Brandon Thomas Stephenson	00205731	S0085561	Student Refunds	1,831.00
Braulio Fuentes Ramos	00205672	S0085509	Student Refunds	1,280.00
Brianna J Herrick	00205698	S0085532	Student Refunds	750.00
Brittany Marie Olson	00205745	S0085630	Student Refunds	256.00
Brittany Michelle Pasch	!0065423	S0085605	Student Refunds	2,520.38
Bryan Kruger	00205707	S0085579	Student Refunds	1,887.00
Bryson James Callies	00205680	S0085525	Student Refunds	307.20
Cade Russell	00205659	S0085490	Student Refunds	250.00
		S0085491	Student Refunds	980.15
Cade William Fickes	00205667	S0085510	Student Refunds	295.00
Carter Thomas Werner	!0065438	S0085538	Student Refunds	1,312.00
Celina I Johnson	!0065416	S0085534	Student Refunds	437.01
Chance Charles Schultz	!0065435	S0085572	Student Refunds	2,599.00
Clay Alan Patrick	!0065424	S0085529	Student Refunds	576.25
Condle A Jenkins	00205700	S0085611	Student Refunds	1,533.80
Connor Badyn Cooksley	00205666	S0085502	Student Refunds	1,000.00
Connor Edward Nelson	00205718	S0085536	Student Refunds	750.00
Crystal Espitia	!0065478	S0085637	Student Refunds	512.00
Daisy Jeanette Almaraz	!0065397	S0085533	Student Refunds	469.50
Dalton Kirk Gieselman	!0065407	S0085546	Student Refunds	1,831.00
Delanee Jean Greer	00205693	S0085609	Student Refunds	387.00
Dillon M Dubbs	!0065244	S0085481	Student Refunds	244.00
Eli Abram Gifford	00205668	S0085512	Student Refunds	136.00
Emma Grace King	00205705	S0085528	Student Refunds	384.00
Emma M Lackey	00205708	S0085603	Student Refunds	192.00
Emmanuel Avila	00205674	S0085612	Student Refunds	1,237.50
Erika Y Chavez Barboza	00205681	S0085597	Student Refunds	387.00
Ethan Kaden Sukup	00205732	S0085622	Student Refunds	295.00
Ethan Mitchell Jones	00205703	S0085586	Student Refunds	500.00
Fernando Jovanny Sanchez	!0065432	S0085554	Student Refunds	3,972.00
Gage J Racek	00205721	S0085549	Student Refunds	1,744.00
Garet Lord Lockhart	!0065479	S0085633	Student Refunds	1.00
Gavin NI Geneski	00205653	S0085488	Student Refunds	200.00
	00205689	S0085521	Student Refunds	1,831.00
Grant David True	00205733	S0085516	Student Refunds	384.00

Gustavo F Gomez	00205691	S0085591	Student Refunds	2,318.50
Hailey L Gregory-Hamersma	I0065410	S0085526	Student Refunds	512.00
Hannah Kay Schmidt	00205726	S0085620	Student Refunds	1,621.00
Holly Jean Zoubek	I0065440	S0085590	Student Refunds	960.62
Issac Godinez-Ponce	I0065409	S0085543	Student Refunds	704.25
Izek Leslie	00205710	S0085583	Student Refunds	1,831.00
Jackson Michael James Soukup	00205728	S0085584	Student Refunds	2,599.00
Jackson Tyler Ravenscroft	00205723	S0085589	Student Refunds	1,831.00
Jaclyn Laverne Cooper	I0065476	S0085639	Student Refunds	19.00
Jacob William Kavanaugh	00205704	S0085601	Student Refunds	1,952.46
Jada Therese Kreikemeier	I0065418	S0085513	Student Refunds	924.00
Jaelyn C Martin	00205713	S0085594	Student Refunds	384.00
Janice Mae Vosler	00205746	S0085645	Student Refunds	20.00
Jasiel Isai Hernandez	00205656	S0085482	Student Refunds	406.50
Jazmin Graciela Delatorre	00205684	S0085557	Student Refunds	246.20
Jeffrey Thomas Rambo	I0065427	S0085596	Student Refunds	750.00
Jehovany Martinez Mendez	00205714	S0085581	Student Refunds	1,537.00
John Jason Fanta	00205686	S0085602	Student Refunds	1,725.00
Josie Emma Kahlandt	00205742	S0085631	Student Refunds	384.00
Joslynn Danae Jewell	00205701	S0085576	Student Refunds	339.40
Karter Douglas Johnson	I0065417	S0085569	Student Refunds	1,812.00
Kayla Marie Bobeldyke	00205738	S0085634	Student Refunds	512.00
Kayla Marie Thompson	I0065482	S0085625	Student Refunds	925.00
Kayla Rose Borland	00205678	S0085604	Student Refunds	426.40
Kayle Alexann Getzschman	00205690	S0085522	Student Refunds	827.34
Keely C Holm	00205741	S0085628	Student Refunds	1,000.00
		S0085644	Student Refunds	1,000.00
Kellsey Lucille Harrold	I0065413	S0085599	Student Refunds	192.00
Kelly Jeanne Desilva	I0065403	S0085582	Student Refunds	925.00
Kiera LuAnn Moes	00205715	S0085537	Student Refunds	896.00
Kobe R Wilkins	00205662	S0085492	Student Refunds	500.00
		S0085493	Student Refunds	500.00
	00205735	S0085531	Student Refunds	2,347.80
Korene Marie Johnson	00205702	S0085556	Student Refunds	469.50
Kylie Skye Backhaus	00205675	S0085552	Student Refunds	384.00
Lacie Dea Gillaspy	I0065408	S0085553	Student Refunds	107.06
Lauren Marie Whalen	00205734	S0085523	Student Refunds	256.00
Lensy Mirella Mejia	00205669	S0085506	Student Refunds	1,500.00



		S0085507	Student Refunds	1,500.00
Levi M Druke	00205685	S0085578	Student Refunds	384.00
Logan Reeg	I0065246	S0085485	Student Refunds	1,000.00
	I0065428	S0085550	Student Refunds	1,755.50
Logan Tyler Schafer	I0065434	S0085571	Student Refunds	1,263.00
Lois Ann Stage	00205730	S0085621	Student Refunds	20.00
Lorensen Lumber & Grain LLC	00205712	S0085618	Student Refunds	800.00
Luis Marciano De Leon-Ortega	00205682	S0085592	Student Refunds	1,537.00
MacKenzie Mae Walker	I0065484	S0085624	Student Refunds	256.00
Madeline Hernandez	00205696	S0085540	Student Refunds	469.50
Madelynn Marie Heiss	00205654	S0085494	Student Refunds	295.00
Madisen A Greisen	I0065411	S0085575	Student Refunds	1,831.00
Makenna Leigh Laher	00205709	S0085606	Student Refunds	426.40
Maquire Lee Heiss	00205655	S0085495	Student Refunds	295.00
Mara Yindrick	I0065439	S0085563	Student Refunds	25.00
Marian Ivette Rodriguez Hernandez	I0065429	S0085524	Student Refunds	540.00
Mariana Rubi Montes	I0065421	S0085580	Student Refunds	2,685.00
Mason Lee Buschkamp	I0065400	S0085544	Student Refunds	222.00
	00205739	S0085632	Student Refunds	222.00
McKenna Rebecca Shonka	I0065247	S0085496	Student Refunds	344.00
		S0085497	Student Refunds	345.00
McKinzie Amanda Miller	00205743	S0085641	Student Refunds	30.00
Melina Su Frerichs	00205687	S0085600	Student Refunds	384.00
Melissa Kay Freudenburg	I0065406	S0085518	Student Refunds	2,247.51
Mia Angel-Lea Secrist	00205727	S0085566	Student Refunds	1,386.00
Michelle Alondra Montiel	00205665	S0085501	Student Refunds	250.00
Mikaela Antonia Flores	00205652	S0085480	Student Refunds	200.00
Miles Eugene Forsberg	I0065404	S0085551	Student Refunds	2,599.00
Molly Marie Beacom-Timmerman	00205737	S0085643	Student Refunds	384.00
Molly R Sanchez	I0065433	S0085542	Student Refunds	659.40
Myles F Boggs	00205676	S0085585	Student Refunds	1,831.00
NATALIE A KEATING	00205658	S0085486	Student Refunds	723.35
Nathaniel Deida	00205683	S0085607	Student Refunds	128.00
Nebraska Public Power District	00205716	S0085619	Student Refunds	1,105.00
Nina Yu Ting Hammer	00205664	S0085500	Student Refunds	250.00
Oscar Miranda	I0065480	S0085629	Student Refunds	384.00
Paulina Isabel Lopez Cobos	00205711	S0085555	Student Refunds	924.00
Raina Jacobson	00205657	S0085489	Student Refunds	1,185.00

Reilley Elizabeth Barish	00205736	S0085626	Student Refunds	384.00	
Ricardo M Atilano	I0065398	S0085573	Student Refunds	1,831.00	
Riley E Schwarzkopf	I0065436	S0085577	Student Refunds	1,925.00	
Ryan Lucas Gonzales	00205692	S0085616	Student Refunds	175.00	
Sam Bradley Speidel	00205729	S0085567	Student Refunds	384.00	
Sarah Marie Acosta Gomez	I0065396	S0085565	Student Refunds	384.00	
Sawyer Reed McGill	I0065245	S0085484	Student Refunds	1,200.00	
Sean Rafael Tyler	I0065483	S0085640	Student Refunds	14.00	
Shad Leroy Butterfield	00205663	S0085499	Student Refunds	200.00	
Shaylyn Lee Safranek	I0065431	S0085587	Student Refunds	250.00	
Sierra Marlene Langan	I0065419	S0085558	Student Refunds	362.51	
Sonni Grace Suhr	00205660	S0085483	Student Refunds	45.00	
Sonya Leann Peatrowsky	I0065425	S0085520	Student Refunds	500.00	
Spencer David Albers	00205673	S0085568	Student Refunds	1,831.00	
Stephanie Ann Suhr	00205661	S0085487	Student Refunds	45.00	
Steven Ambrosio Hernandez	00205697	S0085593	Student Refunds	2,599.00	
Tanner Joshua Price	00205720	S0085608	Student Refunds	835.00	
Taylor K Runge	I0065430	S0085574	Student Refunds	223.19	
Tiago Cunha Da Costa	I0065401	S0085610	Student Refunds	115.00	
Tristin Makenize Hooker	I0065415	S0085548	Student Refunds	384.00	
Trudy Lynn Kramer	00205706	S0085515	Student Refunds	1,080.00	
Tyson Herchenbach	I0065414	S0085564	Student Refunds	1,569.00	
Uziel Cabanas-Zacarias	00205679	S0085595	Student Refunds	2,353.00	
Victor Alfonso Camacho	I0065475	S0085642	Student Refunds	384.00	
Walter Jeffery Hammond	I0065412	S0085535	Student Refunds	1,169.00	
Wyatt Heikes	00205695	S0085598	Student Refunds	463.00	
Flexible Benefit Administrators Inc.	02000053	I0237706	125 Plan	Nondepartmental	6,250.19
Total Bills Paid:					\$4,142,795.90

Record CardConnect Fee - April 2024	J0023433	General Fund	15.00
Merchant Fees-Web April 2024	J0023398	General Fund	1,419.43
Shift4 Bkstr Merch Fee- Apr (store)	J0023395	General Fund	822.11
Shift4 Bkstr Merch Fee-Apr (online)	J0023396	General Fund	170.54
Rec Clover Merchant Fees- Apr 2024	J0023397	General Fund	1,213.33
Rec Clover Merchant Fees- Apr 2024	J0023397	General Fund	175.86
Rec Clover Merchant Fees- Apr 2024	J0023397	General Fund	40.77
<b>Total General Fund EFT's:</b>			<b>3,857.04</b>

<b>Total Debt Service Fund EFT's:</b>	-
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Payroll Taxes BW11	J0023429	Payroll Fund	89,022.86
TIAA Cref MN5	J0023431	Payroll Fund	344,251.70
TIAA Cref BW11	J0023432	Payroll Fund	46,510.50
Payroll Taxes MN5	J0023428	Payroll Fund	532,514.79
Omnify Cobra Eligible Fee- Apr 2024	J0023425	Payroll Fund	38.70
Payroll Transfer MN5	J0023422	Payroll Fund	1,490,886.68
Transfer Cafeteria MN5	J0023423	Payroll Fund	17,011.88
Payroll Transfer BW11	J0023419	Payroll Fund	290,093.39
Transfer Cafeteria BW11	J0023418	Payroll Fund	1,249.71
Child Support BW11	J0023417	Payroll Fund	395.67
BCBS - May 2024 Premiums	J0023399	Payroll Fund	400,360.15
Alabama State Tax - April 2024	J0023389	Payroll Fund	19.17
Nebraska State Tax - April 2024	J0023390	Payroll Fund	107,246.69
Kansas State Tax - April 2024	J0023391	Payroll Fund	552.04
Transfer Cafeteria BW10	J0023377	Payroll Fund	1,249.71
TIAA Cref BW10	J0023379	Payroll Fund	47,777.06
Payroll Taxes BW10	J0023380	Payroll Fund	70,452.43
Payroll Transfer BW10	J0023376	Payroll Fund	253,256.87
Child Support BW10	J0023378	Payroll Fund	395.67
Life Insurance - April 2024	J0023356	Payroll Fund	10,567.01
Disability Insurance - April 2024	J0023357	Payroll Fund	11,558.17
<b>Total Payroll Fund EFT's:</b>			<b>3,715,410.85</b>

<b>Total Bills Paid and EFT's:</b>	<b>7,862,063.79</b>
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## 06.2.2

## 6.2.2 MONTHLY PRESIDENT'S UPDATE

12 June 2024

*Northeast Community College is dedicated to the success of students and the region it serves.*



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## PROFESSIONAL ENGAGEMENTS & UPDATES

- Participated in Civic Nebraska Discussion
- Norfolk Area Childcare Collaborative Update
- Nebraska Math Readiness Project Update
- Annual Buffett Research Meeting
- Meetings with colleagues - Chancellor Li, UNO & President Rames, Wayne
- Regional Development Initiatives



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## UPDATES

- [iHub Walk Thru](#)
- AgCeptional Spotlight Award
- Athletics End of Year Report



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## ENROLLMENT UPDATE 6/10/2024

Headcount, Credit Hours

BY ACADEMIC PERIOD, STUDENT POPULATION

Academic Period Student Population	Fall 2023		Fall 2024	
	Headcount	Credit Hours	Headcount	Credit Hours
Continuing	1,145	14,453	1,127	14,076
Early Entry	926	4,680	1,280	6,353
First-time in Class (FTIC)	810	12,492	748	11,647
Returning	52	593	64	774
Transfer-In	44	573	45	497
Non-Degree	28	113	26	119
Visiting	2	6		
<b>Total</b>	<b>3,007</b>	<b>32,909</b>	<b>3,290</b>	<b>33,464</b>

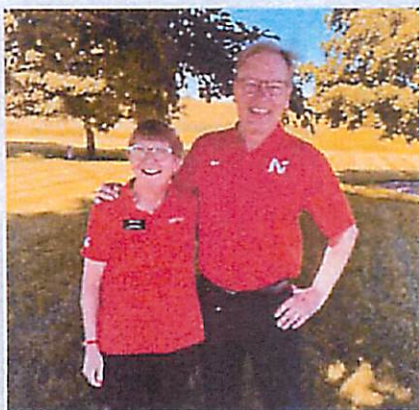


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## ACCT AWARD NOMINEES

- Lisa Guenther  
Faculty Member Award
- Dirk Petersen,  
Trustee Leadership Award



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## QUESTIONS



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08.1

**Board of Governors  
Governance Committee  
Thursday, May 30, 2024 @ 1:30 p.m.**

Attendees: Dirk Petersen, Chairperson; Donovan Ellis; Carol Sibbel; Julie Robinson; Diane Davies; Scott Gray, Liaison

**NOTES**

1. Content Review (CR) – Review policy content and provide suggestions for revisions.
  - a. [EL-01](#) Treatment of Students – Policy content was reviewed and there were no recommendations for revision.
2. Policy Items on Board Meeting Agenda
  - a. The following policy is recommended for First Reading:
    - i. [BP-1030](#) Freedom of Speech – Policy content was incorporated into a new administrative procedure [AP-1030.0](#) Freedom of Speech, which provides sufficient coverage and references.
  - b. The following policy is recommended for Second Reading for deletion:
    - i. [BP-5113](#) Residency Policy – Policy content was incorporated into [AP-5193.0](#) Student Residency Guidelines and is also covered in [EL-01](#) Treatment of Students, #6.
3. Governance Coach Assessing Monitoring Reports online course – Further Discussion – Course materials and presentation videos from the Governance Coach course Scott attended were reviewed by the Committee. The monitoring report process was discussed, and the Committee feels the interpretation and rationale currently provided in the reports demonstrates compliance. Monitoring reports have two functions: 1. to prove compliance with policy, and 2. for use as a basis for evaluation of the President. The videos provide a good explanation of the function of board governance, and the Committee believes that it would be beneficial for all Board members to review them. Discussion will take place with the Board at their June meeting, and the links to the videos will be provided in the August Board meeting agenda for review and discussion at that meeting. Scott will provide links to three additional videos and the PowerPoint explaining board governance work that was presented at the June 10, 2021, Board meeting to this Committee for further discussion at their next meeting.
4. Next Meeting Date/Time – Thursday, July 25, at 1:30 p.m.



Origination 12/2021  
Last Approved 09/2023  
Effective 09/2023  
Last Revised 12/2021  
Next Review 09/2024

Owner Scott Gray: Vice President of Administrative Services and Gene  
Area Board Policies - Executive Limitations  
Policy/ Procedure Number EL-01

## Treatment of Students

The President shall not cause or allow conditions, procedures or decisions related to the treatment of students that are unsafe, unfair, disrespectful, or unnecessarily intrusive.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Permit students and others who use College property to be without reasonable protections against hazards or conditions that might threaten their health, safety or well-being.
  1. Allow students to be without current, enforced procedures that minimize the potential for exposure to harassment, provide remedy for harassment situations, and provide methods for dealing with individuals who harass.
2. Deliver programs in a manner that is insensitive to students' culture.
3. Permit violation of student confidentiality and privacy, except where specific disclosure is required by legislation or regulation.
  1. Use forms or procedures that elicit information for which there is no clear necessity.
  2. Use methods of collecting, reviewing, storing or transmitting student information that inadequately protect against improper access to personal information.
4. Permit admission, registration, evaluation, or recognition processes that treat students unfairly.
5. Permit unfair, inconsistent or untimely handling of student complaints.
  1. Permit students to be without a process for registering a complaint or concern, including an appeal process, or to be uninformed of the process.



2. Retaliate against any student for non-disruptive expression of dissent.
6. Permit students to be uninformed of student rights and responsibilities, including expectations for student behavior, and the consequences of failure to adhere to the expectations.
7. Permit decisions affecting students to be taken without appropriate consultation with students.

## Approval Signatures

Step Description	Approver	Date
Board of Governors	Lindsay Spiegel: Director of Institutional Effectiveness	09/2023
Board Governance Committee	Jennifer Happold: Administrative Services Executive Assistant	06/2023
	Scott Gray: Vice President of Administrative Services and Gene	06/2023



Origination 03/1976  
Last 01/2017  
Approved  
Effective 01/2017  
Last Revised 01/2017  
Next Review 08/2022

Owner Scott Gray: Vice President of Administrative Services and Gene  
Area The College  
Policy/ BP-1030  
Procedure  
Number

## Freedom of Speech Policy

### 1. POLICY REASON/PURPOSE/INTENT

To affirm the College's position on freedom of speech.

### 2. DEFINITIONS

N/A

### 3. POLICY

1. Members of the College staff are entitled to exercise their first amendment rights as United States citizens.

### 4. APPLICABILITY

N/A

## Approval Signatures

Step Description

Approver

Date



Origination	N/A
Last	N/A
Approved	
Effective	N/A
Last Revised	N/A
Next Review	N/A

Owner	Scott Gray: Vice President of Administrative Services and Gene
Area	The College

## Freedom of Speech

### 1. Procedure Summary Statement

The College honors the First Amendment of the U.S. Constitution and is committed to freedom of expression and the free exchange of ideas. The purpose of this procedure is to articulate, clarify and underscore that commitment in a manner that furthers both freedom of expression and the College's mission, vision and values.

### 2. Definitions

1. "Freedom of speech" and "freedom of expression" refer to one's Constitutional right to articulate and express ideas and opinions, through any means, i.e. speaking, writing, or artistic expression, without fear of government retaliation, censorship, or other sanction. The College is a public institution of higher education, which values this right, and consider this right to be indispensable to its ability to transmit knowledge and fundamental to the College community's pursuit to discover, explore, interpret, and question knowledge and opinions. The College greatly values the creation and maintenance of an inclusive climate in which all members of its community are welcomed and are encouraged to participate in the free expression of ideas. Because the search for new truths often comes forth only after bringing together differing opinions, the College aims to foster and uphold the capacity of the College community to engage in discourse and deliberation in an effective, responsible, and respectful manner. This is critical to the College's mission.
2. "Members of the College Community" refers to students and employees of the College, the Board of Governors, as well as guests of the College and members of the general public lawfully present on College premises.
3. "Designated Public Forums" are places the College designates as open for expressive applications to all or part of the campus community, or the community at large. This might be a mall, a plaza or the sidewalks. Reasonable time, place and manner restrictions may be



implemented in a viewpoint or content-neutral application.

4. "Limited Public Forums" are places (such as a concert hall), events (such as a student panel discussion), or other avenues for expression (such as an electronic bulletin board), which can be designated for use by a particular group and limited to particular topics or types of speech, as long as the limitations are reasonable and viewpoint-neutral.
5. "Non-Public Forums" are all places and resources not otherwise categorized as Designated Public Forums and Limited Public Forums.

### 3. Procedure

#### 1. General

1. As a corollary to the College's commitment to protect and promote free expression, members of the College community are expected and required to act in conformity with the underlying principles of free expression. Although members of the College community are free to comment on, criticize and contest views that others express, they must do so at a time and place, and in a manner that does not prevent, impede, or obstruct the freedom of others to also exercise their rights to express themselves. With this policy, the College is not only promoting a lively and fearless freedom of debate and deliberation, but also protecting that freedom when others attempt to restrict it. It is a careful, deliberative and nuanced balance of interests that the College must strike in order to protect this important right.
2. The First Amendment provides no guarantee of civility. However, as a community of educators and learners, the College places a high value on civil discourse and respect for one another. The College has an obligation to protect the dignity and security of all members of its community from those who would seek to use speech primarily to deprive others of their freedom to learn, their freedom to contribute and their freedom to participate fully in the College's mission. Therefore, the College encourages all within its community — its Board, administration, faculty and staff, students, alumni, and all who act as its ambassadors — to serve as models reflecting behavior consistent with the tenets of civil discourse.
3. As important as are the rights to debate and discuss competing ideas, the First Amendment does not protect all expression. The College will not facilitate expression in violation of the law or that poses an unreasonable threat to the safety of the College community or to the College's ability to fulfill its mission. Certain kinds of expression, including, but not limited to: speech that incites violence, fighting words, speech that defames or defrauds, speech that constitutes a genuine threat, or unlawfully discriminates, or speech that unlawfully invades privacy, is not protected speech. Acts or conduct which threaten the safety of persons or property are not protected by the Constitution or the College.
4. Individuals, once provided the requisite due process, found in violation of the provisions contained in this Procedure, shall be subject to review and potential discipline in accordance with Board Policy, any applicable administrative or disciplinary procedure of the College, or any other applicable rule, regulation, code of conduct or other policy corresponding to such individuals' relationship to the College community (e.g. student, faculty and staff).



5. While the principles of Academic Freedom are unique ideals possessed by the teaching profession, separate from an individual's First Amendment Rights, the College is clear in its commitment and faithful to the preservation of Academic Freedom. This policy is not intended to interfere with or encumber those principles.

## 2. Guide for Property Use

1. College resources, for example, its land and buildings, its library collections, its computer networks and equipment, are to be applied first and foremost to its mission of teaching and learning, and therefore, such College properties are primarily dedicated to this mission, which encompasses all academic activities, student life, intercollegiate athletics, and the administrative functions that support this mission. These properties are not generally open and available to the public—they are provided to and by the College, in order that it might carry out its educational charge. The First Amendment does not mandate that the College grant the public unfettered access to its facilities. The College may elect to open certain spaces to the public without limitations, to open other spaces with limitations on use, and to maintain the non-public status of other spaces.
  2. All users of College property assume responsibility to comply with all applicable laws, regulations, policies and procedures and assume responsibility for fees and charges applicable to associated events and activities. All persons on College property are required to comply with the instructions of a properly identified College official, representative or agent. Persons engaging in actions that do not comply with applicable laws, regulations, or policies shall be subject to disciplinary measures, including separation from the College, and also to charges of violation of the law.
  3. An individual may not materially disrupt activities conducted within the context of the College's mission. The College may reasonably regulate the time, place, and manner of expression, in accordance with the law, in order to ensure that the ordinary activities of the College are not disrupted. Such regulations must be narrowly tailored to serve significant, viewpoint-neutral interests, and cannot substantially burden more speech than necessary to protect the College's interest.
  4. Spaces such as classrooms and labs where teaching takes place; or offices where administrative business is carried out, are not freely open to the public. There are, however, spaces within the College that may be opened to both members of the College community and the public for a variety of purposes, including speech and expression. The College may implement rules and processes grounded in law and other College policies and procedures, to designate which properties, facilities, and/or other College resources, in whole or in part, are categorized under law as Designated Public Forums, Limited Public Forums or Non-Public Forums.
  5. Proposed uses of designated forums will differ on a case-by-case basis and may evolve over time to meet the needs of its mission and the community. The College will not implement rules or processes which differentiate use of properties or resources, or disciplinary outcomes, based upon the viewpoint of the user.
3. Related Procedures - Other policies and procedures may provide for other more specific reasonable time, place and manner restrictions on freedom of expression and freedom of speech. This procedure should be read in conjunction with those related procedures, which

include, but are not necessarily limited to, the following:

1. [AP-3020.0](#) Solicitation on College Premises
2. [AP-3210.0](#) Safe and Secure College Environment
3. [AP-3270.0](#) Loitering
4. [AP-3010.0](#) Use and Schedule of College Facilities and Property

## 4. Applicability

1. N/A

### Approval Signatures

Step Description

Approver

Date

DRAFT

Active

 Info

## Residency Policy

**08.1-02.b.i/11.4**

### 1. POLICY REASON/PURPOSE/INTENT

To establish guidelines for determining student residency.

### 2. DEFINITIONS

N/A

### 3. POLICY

1. Northeast Community College shall establish Residency Guidelines and Procedures for determining a student's residency status. These guidelines and procedures will be established as an administrative procedure and made available in the College Catalog.

### 4. APPLICABILITY

N/A



Active

## Student Residency Guidelines

### 1. PROCEDURE SUMMARY STATEMENT

To establish guidelines for determining student residency.

### 2. DEFINITIONS

For the purpose of this procedure, the following definitions shall apply:

1. Nebraska Resident Tuition – the Nebraska resident tuition rate set by the Board of Governors applicable to the academic program in which an individual intends to enroll.
2. Bordering State Resident Tuition – the bordering state (Colorado, Iowa, Kansas, Missouri, South Dakota and Wyoming) resident tuition rate set by the Board of Governors applicable to the academic program in which an individual intends to enroll.
3. Nonresident Tuition – the nonresident tuition rate set by the Board of Governors applicable to the academic program in which an individual intends to enroll.
4. Legal Age – the age of majority (age 19) set by Nebraska state statute.
5. Minor – individuals who have not reached the age of majority.
6. Emancipated Minor – an individual who by virtue of marriage, financial status, or for other reasons has become independent of his or her parents or guardians.
7. Established a Home (phrase) – an individual who is habitually present for a minimum period of one hundred eight days in Nebraska or a bordering state immediately prior to applying for resident status with the bona fide intention of making Nebraska or such bordering state his or her permanent residence. On-campus housing cannot be considered as a domicile or permanent residence for establishing residency.
8. Lawful Permanent Resident – an individual who is not a U.S. citizen who has been lawfully accorded the privilege of residing permanently in the United States as an immigrant in accordance with immigration laws.

### 3. PROCEDURE

#### 1. Requirements for Residency

1. An individual will qualify as a resident of the State of Nebraska or bordering states for tuition purposes at Northeast Community College if they meet the standards set in any one of the following categories. Documented proof is required (See section 2.2).
  1. A person of legal age or an emancipated minor who has established a home in Nebraska or a bordering state.



2. A minor whose parent(s) or guardian has established a home in Nebraska or a bordering state. If a student has matriculated in any state postsecondary educational institution while their parent(s) or guardian(s) had an established home in this state and the parent(s) or guardian(s) ceases to reside in the state, the student will maintain their residency status.
3. A person of legal age and a dependent, for federal income tax purposes, of parent(s) or guardian who has established a home in Nebraska or a bordering state.
4. An individual who is married to a person who has established a home in Nebraska or bordering state and who has proof of residence in Nebraska or a bordering state. (A copy of the marriage certificate must be provided in addition to documentation requirements in section 3.2)
5. Lawful permanent residents or individuals who have been granted asylum or refugee status and who have established a home in Nebraska or a bordering state.
6. An individual who is a staff member or dependent of a staff member at the College.
7. An individual on active duty with the armed services of the United States and has been assigned a permanent duty station in Nebraska, or a dependent or spouse of such individual.
8. An individual who has served a period of not fewer than ninety (90) days in the active United States military and has been discharged within three (3) years of the initial enrollment date at the College, or the spouse or dependent of such individual, or an individual using military educational benefits under the Post 9/11 or Montgomery GI Bill<sup>®</sup>.
9. A student currently serving in the Nebraska National Guard.
10. A person who is qualified for a national service educational award or summer of service award from the National Service Trust of the United States.
11. For Nebraska resident tuition rate only: An individual who is a graduate of an accredited Nebraska high school and who meets the requirements of Nebraska law found in Neb. Rev. Stat. §85-502(9) or an individual who has previously been enrolled at the College as a Nebraska resident student.

## 2. Documentation

1. Individuals identified in sections 1.1.1 through 1.1.5 must provide at least three (3) of the following items. All documents must be dated at least one hundred eighty days prior to the first day of classes and must reflect the individual's name.
  1. Record of Nebraska or bordering state voter registration;
  2. Nebraska or bordering state income tax return for the most recent year;
  3. Nebraska or bordering state driver's license;
  4. Nebraska or bordering state vehicle registration;
  5. Evidence of ownership of Nebraska or bordering state property;
  6. Nebraska or bordering state housing rental agreement;

7. Nebraska or bordering state insurance policy;
8. Evidence that parent(s) as Nebraska or bordering state resident(s) claim(s) the student as a dependent; or
9. Other documentation as approved by the Registrar.

### 3. Application

1. Any student who has been classified as a nonresident for tuition purposes and believes that he or she may qualify as a Nebraska or bordering state resident must file a Request for Nebraska or Bordering State Residency Status form with the Registrar by the first day of the term for which the tuition fee was charged.
2. The Request for Nebraska or Bordering State Residency Status form, as well as further information regarding residency classification, is available from the Admissions & Registration Office.
3. It is the student's responsibility to initiate a change in residency status.

### 4. Appeals

1. An individual who believes that he or she has been incorrectly denied a Nebraska or bordering state residency determination may appeal the decision through the Vice President of Student Services.

## 4. APPLICABILITY

N/A



Active

## Treatment of Students

The President shall not cause or allow conditions, procedures or decisions related to the treatment of students that are unsafe, unfair, disrespectful, or unnecessarily intrusive.

Further, without limiting the scope of the above statement by the following list, the President shall not:

1. Permit students and others who use College property to be without reasonable protections against hazards or conditions that might threaten their health, safety or well-being.
  1. Allow students to be without current, enforced procedures that minimize the potential for exposure to harassment, provide remedy for harassment situations, and provide methods for dealing with individuals who harass.
2. Deliver programs in a manner that is insensitive to students' culture.
3. Permit violation of student confidentiality and privacy, except where specific disclosure is required by legislation or regulation.
  1. Use forms or procedures that elicit information for which there is no clear necessity.
  2. Use methods of collecting, reviewing, storing or transmitting student information that inadequately protect against improper access to personal information.
4. Permit admission, registration, evaluation, or recognition processes that treat students unfairly.
5. Permit unfair, inconsistent or untimely handling of student complaints.
  1. Permit students to be without a process for registering a complaint or concern, including an appeal process, or to be uninformed of the process.
  2. Retaliate against any student for non-disruptive expression of dissent.
6. Permit students to be uninformed of student rights and responsibilities, including expectations for student behavior, and the consequences of failure to adhere to the expectations.
7. Permit decisions affecting students to be taken without appropriate consultation with students.



08.2

Ownership Linkage Committee

Meeting Notes

May 23, 2024

Present:

Del Ames, Chairperson  
Steve Anderson  
Terry Nelson  
Nicole Sedlacek  
Pat Wojcik  
Charlene Widener  
Tracy Kruse  
Leah Barrett, Liaison  
Diane Reikofski, Liaison

1. A follow-up discussion was held regarding the roundtable meeting held at West Point. There is work that Charlene will need to follow up on.

There is much speculation in the comments from the West Point roundtable meeting, and it appears that there are misunderstandings and a lack of knowledge in some of the high schools regarding the termination of payments to the high schools for teachers teaching dual enrollment classes. The dual credit topic needs reaffirmed with teachers, administrators, and parents. It may also be a good idea to provide more information to parents so that they are aware of what dual enrollment courses are offered. There will be a push for funding for free dual enrollment across the state.

The needs are different in O'Neill, South Sioux City, West Point and Norfolk. A grant request is being developed to hire someone (career navigator) to meet with/at the high schools throughout the service area. This is about changing the college going culture and getting students into the programs that they are passionate about. If funded, the foundation will help fund the position for five years but eventually Northeast would have to find a way to sustain the position. Part of the planning grant is understanding what the needs are in the high schools.

How do we fill the gaps in the communities in which we don't have an extended campus? (Laurel, Allen, Bloomfield, Neligh, Plainview, Osmond, Crofton, etc.) Future conversations will be about possibly piggy backing with other meetings of the ESUs that are occurring in different areas. Charlene advised that Northeast already hosts meetings with superintendents, principals, counselors, and ESUs. This meeting would provide the Ownership Linkage Committee with another opportunity to meet with constituents to gain

a better understanding of what is happening in other regions of the service area. Will be great to connect/link with community members on an annual basis.

Counselors aren't always filling the counselor role as their plates are full of additional responsibilities. With Northeast working to have a career navigator, we could possibly help fill some of the gap of a counselor in the schools.

2. South Sioux City – June 12<sup>th</sup>. Educators and community leaders will be invited to view and discuss information from the gap analysis for the tri-state area (Siouxland region). Good, evaluated information on position openings in the region, upcoming jobs, needs of the region, wage analysis, etc. will be presented and discussion will be held on how Northeast might fill the gaps. Following the presentation, there will be an opportunity to break into small groups and have additional conversations around the data. (20-minute presentation; hour breakout sessions)

A gap analysis was conducted of the entire service area. The data, over time, will be shared with the Board of Governors as they look at program development.

3. Charlene and her team have had regular conversations throughout the year with their colleagues in Ainsworth. Northeast wants to meet in Ainsworth again in August to discuss how do we really assure that we can attract students as Northeast continues to plan to offer a nursing course in Ainsworth. The Ownership Linkage Committee will plan a meeting with constituents in conjunction with this meeting, followed by a reception.
4. Courtney Wittstruck, NCCA Executive Director, has requested the community colleges to do work prior to the August NCCA Board of Directors meeting. Dr. Barrett feels that this should be done at the Ownership Linkage Committee level. Nicole and Pat will attend the NCCA meeting in August and discuss this information with the other representatives.

A one-hour meeting will be scheduled (late June or early July) to review information and identify people who may be influencers in our area that may also be advocates for Northeast. A one-hour meeting will be scheduled (late June or July) for this review. Del, Pat, and Nicole are encouraged to reach out to one other board meeting to discuss the prework.



**Monitoring Report**  
**EL-03 Treatment of Employees**  
**June 12, 2024**

I hereby present my monitoring report on the **Executive Limitations Policy EL-03: Treatment of Employees** according to monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed   
Leah A. Barrett, President

Date 4 June 2024

**The President shall not cause or allow a workplace environment that is unfair, disrespectful, unsafe, disorganized, or otherwise interferes with employees' ability to do their jobs.**

INTERPRETATION

1. Whether a person is being treated fairly or with respect, or whether a person feels organized, is a matter of perception, so asking employees in surveys is a reasonable way to assess it. Northeast Community College administered an Engagement Survey in the Fall of 2023. The results provide a benchmark score for each driver. Therefore, I interpret a workplace environment that is not unfair, disrespectful, unsafe, disorganized, or otherwise interferes with employees' ability to do their jobs that has a Inclusion Driver and Employee Empowerment scores at or above the benchmark score for higher education institutions that work with our consultant, McLean & Company. Furthermore, the Title IX Climate Survey administered in the Spring of 2024 allowing employees to rate their perceptions of working conditions. A reasonable benchmark of 75% aligns

with the national average for similar institutions. An expectation of 100% on a survey would not be reasonable because surveys measure perception, not fact.

- a. Not unfair to mean a benchmark score or higher on the Engagement Survey 75% positive response or higher on the Title IX Climate Survey to the question: "I believe this school is trying hard to make sure that all students and employees are treated equally and fairly."
  - b. Not disrespectful to mean a 75% positive response or higher on the employee climate survey to the question: "I believe that students and employees at this school respect one another."
  - c. Not unsafe to mean a 75% positive response or higher on the employee climate survey to the question: "I believe the school is trying hard to make sure that all students and employees are safe."
2. Additionally, several studies have found a correlation between the use of sick leave and stressful working conditions <https://www.thehrdirector.com/business-news/health-and-wellbeing/stress-biggest-cause-of-absenteeism/> and <https://www.rcinet.ca/en/2015/10/05/workplace-stress-means-employees-take-more-sick-days-off/>. Therefore, I interpret a workplace environment that is not unsafe to mean the average sick leave per person is below average for our industry. The Bureau of Labor Statistics National Compensation Survey analysis shows that workers take on average, three (3) sick leave days per year. <https://www.zenefits.com/workest/what-is-the-average-number-of-sick-days-in-the-u-s/>

#### EVIDENCE

- A. A 78% positive response on the 2024 employee Title IX climate survey to the question: "I believe this school is trying hard to make sure that all students and employees are treated equally and fairly."
- B. A 80% positive response on the 2024 employee Title climate survey to the question: "I believe that students and employees at this school respect one another."
- C. A 93% positive response on the employee 2024 Title IX climate survey to the question: "I believe this school is trying hard to make sure that all students and employees are safe."

## DRIVER: Inclusion

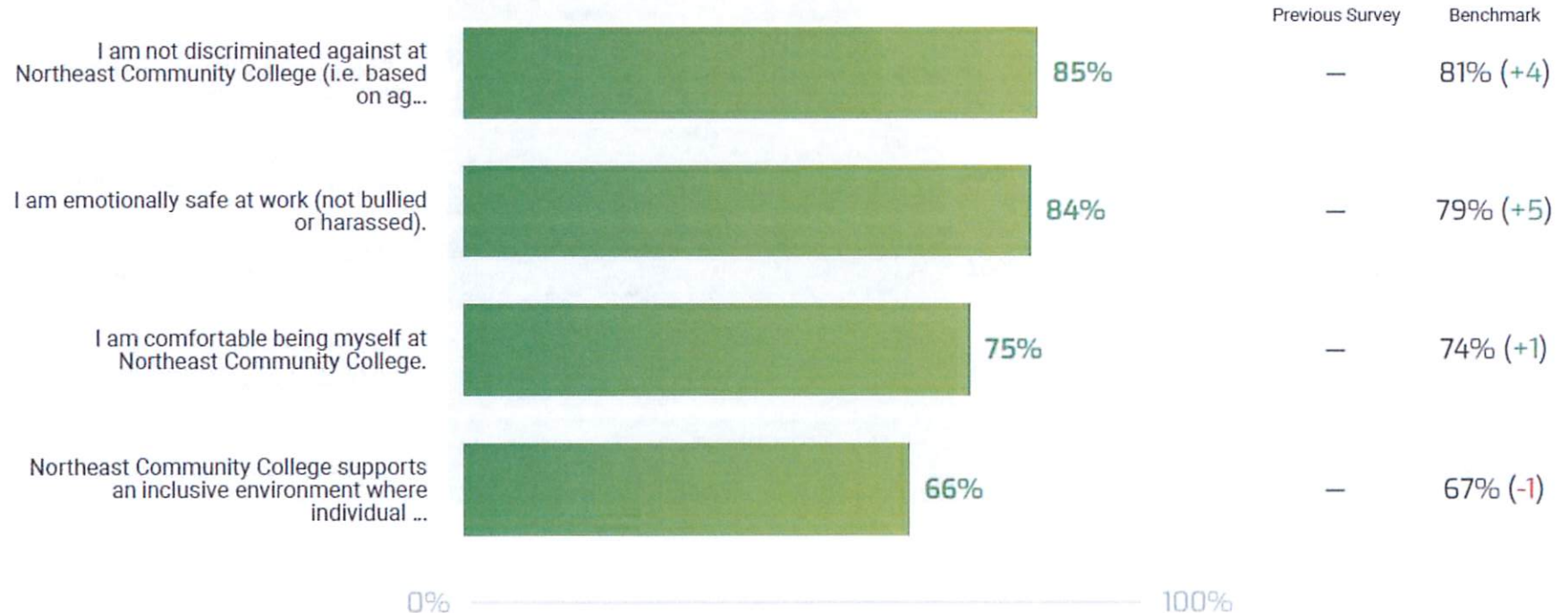
Northeast Community College  
Open Date: Nov 1, 2023  
Close Date: Nov 16, 2023

# of employees: 432  
# of responses: 346  
Response Rate: 80%

McLEAN &  
COMPANY

OVERALL DRIVER AVERAGE SCORE: **78%**

OVERALL BENCHMARK AVERAGE SCORE: **75%**





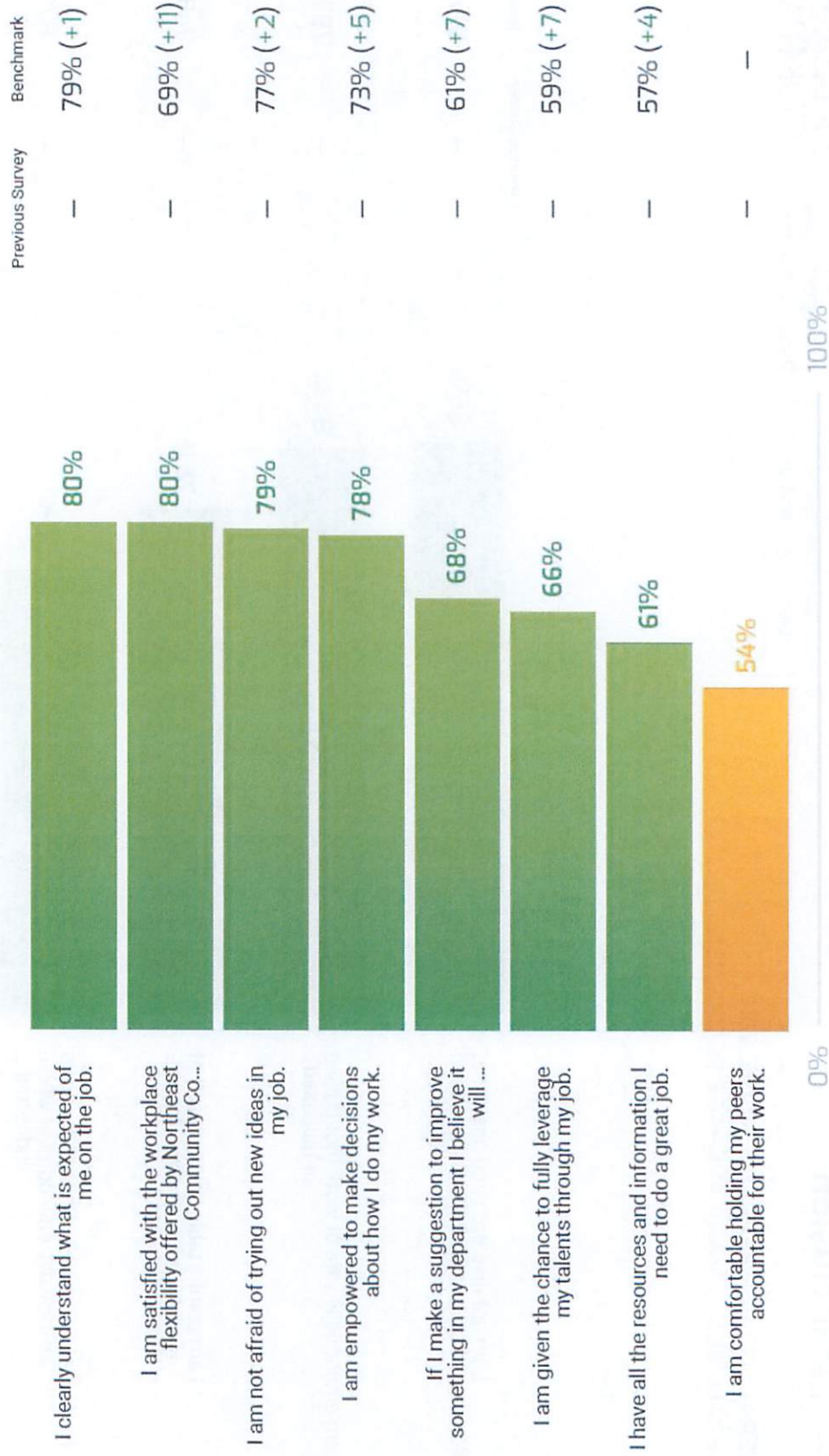
## DRIVER: Employee Empowerment

Northeast Community College  
Open Date: Nov 1, 2023  
Close Date: Nov 16, 2023

# of employees: 432  
# of responses: 346  
Response Rate: 80%

McLEAN &  
COMPANY

OVERALL DRIVER AVERAGE SCORE: 71%



The results from the survey are very positive. The Engagement Survey is in its first year of administration and we look forward to continuous improvement. For the Title IX Survey the results are all higher than the previous survey. The College is committed to addressing areas of concern. We will continue to invest in bettering the culture working with McLean & Company, our Engagement Team and utilizing focus groups as an additional channel to attain employee feedback outside of the engagement and climate surveys. This includes meetings at the extended campuses to understand their engagement needs.

- D. The College's average annual sick leave taken per person per year is 2.00 days, down from 2.85 last year, less than the industry average.

**... the President shall not:**

- 1. Allow employees, or those seeking to be employees, to be without current, enforced, written human resource procedures that clarify expectations and working conditions provide for effective handling of grievances, and protect against wrongful conditions.**

The table on the following pages provides an interpretation of each policy condition and a description of the evidence to support compliance.



Policy Condition	Interpretation	Evidence
Current, written documentation that clarifies expectations and working conditions and their enforcement	<p>There are written human resource policies and procedures in place, reviewed at least every five (5) years, that address terms of employment, expected hours of work, compensation and benefits, leaves, absenteeism, access to personnel records, emergency procedures, employee evaluation processes, progressive discipline, job classification, criteria for accessing employee professional development funds, and procedures for fair hiring practices.</p> <p>All Human Resources Policies and Procedures are publicly accessible on the College's website: <a href="https://northeast.edu/about-us/policies">https://northeast.edu/about-us/policies</a></p>	<p>Continuous and ongoing review of policies and procedures will be conducted; potential, necessary revisions will be made due to changes in federal and state labor laws. Automatic review schedules within PolicyStat ensure policies and procedures are reviewed and implemented based on the five (5) year review schedule.</p> <p>Policies and procedures related to Human Resources are reviewed by the Human Resources Standing Committee and the VP of Human Resources. Additional feedback and insight is sought from the VP of Administrative Services &amp; General Counsel and outside Legal Counsel as needed.</p> <p>This content is consistent with the industry norms for human resource policies and procedures guided by the Society of Human Resource Management (SHRM) and the Colleges &amp; University Professional Association – Human Resources (CUPA-HR).</p>
Clarifies expectations and working conditions	<p>If the Engagement Survey results related to expectations and working conditions are at or above the benchmark, we are in alignment with meeting this objective. If the results fall under the benchmark, it is understood this is a perception and appropriate actions need to be taken to rectify.</p>	<p>The question on the Engagement survey, "I clearly understand what is expected of me on the job," received a score of 80%, which is above the benchmark.</p> <p>The group of questions related to Employee Empowerment, as it relates to that individual's job, on the Engagement Survey were all above the benchmark.</p> <p>Those related to Working Environment, as measured by the Engagement Survey, scored well above the benchmark at an overall score of 78%.</p> <p>Job descriptions are reviewed during the performance review process. This will help ensure expectations and working conditions are current based on each position.</p> <p>Employees and supervisors were refreshed on the Performance Review process in October of 2023. The performance management program integrates job description reviews through an HRIS software system, PeopleAdmin.</p>



Policy Condition	Interpretation	Evidence
Enforcement	All employees have signed an agreement to adhere to all policies and procedures. This provides documented proof employees know about and have agreed to abide by the policies and procedures.	Since the review of HR files in 2019, confirming 100% of employees had a signature on file indicating an agreement to the policies and procedures. All new employees onboarded to the College have been required to sign this agreement prior to starting their position. The HR representative processing onboarding documents will audit this when reviewing new hire signatures to ensure form completion. The HR executive assistant does a second check of signatures upon digitally filing the employee records.
Effective handling of grievances	There are written policies and procedures describing how to report a grievance, including details of the process and deadlines, and the process provides for a fair hearing and legal counsel confirms they are consistent with the principles justice and procedural fairness. This information is stated in <a href="#">AP-7710.0 Employee Grievance Procedures</a> .	<p>The College utilizes Maxient software to provide an electronic complaint process for all grievances and harassment complaints. This software also has modules for academic integrity, student conduct, and Title IX. The software provides further efficiency for handling grievances and complaints as well as meeting compliance for required documentation and reporting, meeting investigation timelines, and ensuring adequate, consistent processes.</p> <p>The procedure is overdue for review but all noted details are present.</p> <p>There were three complaints submitted in 2023 and the process (AP-7710.0) was followed. All were resolved at the Divisional Level.</p> <p>The institution acts with integrity; its conduct is ethical and responsible. This includes President updates and operational reports to the Board as necessary or appropriate. Also stated in the Northeast Community College Higher Learning Commission Assurance Argument (2023), Criterion 2 Summary: Adherence to integrity at Northeast Community College begins with board policies and administrative procedures that direct the ethical and responsible conduct for all constituents – Board members, employees, and students. The College ensures multiple avenues are employed for communicating policies and procedures to internal and external constituencies. Evidence of the College’s compliance with this criterion includes established processes to avoid conflicts of interest, internal controls and successful completion of external audits, and practices for conducting open Board meetings.</p> <p>Accreditation with the Higher Learning Commission was notified of reaffirmation in Feb 2024.</p>

Policy Condition	Interpretation	Evidence
Protects against wrongful conditions	<p>Internal and external legal counsel experienced in labor relations and Title IX federal and state laws, confirms that written policies and procedures provide clear guidelines explaining employees' options if they are unfairly treated by a supervisor, or unfairly disadvantaged in comparison with others who are related to a supervisor. Wrongful conditions include unfair treatment, nepotism, discrimination, and harassment.</p> <p>Applicable procedures:  <a href="#">AP-1010.0 Nondiscrimination</a> (includes Harassment and Nondiscrimination for all Faculty, Students, Employees, and Third-Parties attachment)  <a href="#">AP-1010.1 Harassment</a>, (includes Harassment and Nondiscrimination for all Faculty, Students, Employees, and Third-Parties attachment)  <a href="#">AP-1030.0 Freedom of Speech</a>  <a href="#">AP-7121.0 Nepotism and Personal Relationships</a></p>	<p>The Human Resource policies and procedures related to unfair treatment and wrongful conditions have been reviewed according to the policy review process.</p> <p>Freedom of Speech was updated in May 2024.</p> <p>There are clear written guidelines explaining circumstances that are not acceptable, the steps to be taken if an employee encounters such situations, including details of the process, and the consequences. This is reasonable as knowledge of the process to follow is a crucial part of protection.</p> <p>The reporting process provides an option to submit a complaint without complaining directly to the immediate supervisor. This is reasonable as it is important for an employee to be able to submit a complaint without fear of retaliation.</p> <p>The Title IX Coordinator is monitoring the U.S. Department of Education 2024 Amendments to its regulations and reviewing what changes need to be made.</p> <p><a href="https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-factsheet.pdf">https://www2.ed.gov/about/offices/list/ocr/docs/t9nprm-factsheet.pdf</a></p> <p>The results from the 2024 Title IX Survey noted above are further evidence that employees feel they are treated fairly and work in a safe environment.</p>



**...the President shall not:**

**1.1 Permit Employees to be without adequate protection from harassment and bias.**

INTERPRETATION

I interpret adequate protection from harassment and bias to mean the organization has policies and procedures in place to address harassing conduct and hold employees accountable at the earliest possible stage before the conduct becomes so “severe and pervasive, and/or objectively offensive.”

AP-1010.0 Nondiscrimination

AP-1010.1 Harassment

This is reasonable because inadequate protection from harassment and bias for employees could result in severe consequences it can have for the victims and those who witness it. Additionally, workplace harassment and/or bias can have a direct effect on the College in terms of increased absenteeism, lower productivity, higher employee turnover, loss of morale, and the potential costs of fighting or settling harassment lawsuits.

Furthermore, survey results from both the 2023 Engagement Survey and 2024 Title IX Climate Survey are indicators of the employee’s perception of their working environment.

EVIDENCE

- A. Internal review of applicable policies and procedures confirmed they are consistent with all legal requirements. (see section #1). Nondiscrimination went through formal review in March of 2024 and Harassment went through in May of 2021.
- B. Internal review of applicable policies and procedures confirmed they include descriptions of unacceptable circumstances and a detailed reporting process. (see section #1)
- C. Internal review of policies and procedures confirmed a process to submit a complaint other than to an immediate supervisor is present. See section F.  
Source: Harassment and Nondiscrimination for all Faculty, Students, Employees, and Third-Parties Attachment from [AP-1010.0 Nondiscrimination](#) and [AP-1010.1 Harassment](#).
- D. A review by VP-HR of HR files on harassment confirmed there was one report (Year 2023) of harassment that after the investigation commenced, the complainant chose to withdraw the complaint for informal resolution. Professional development was completed by the accused. In the event there are any substantiated claims, the appropriate discipline is

applied by VP-HR or designee, which is consistent with the progressive discipline procedures [AP-7322.0 Progressive Discipline](#) for [Non-Faculty Employees](#) and [AP-7322.1 Progressive Discipline for Faculty Employees](#).

- E. Campus Climate Surveys are administered regularly to attain feedback and metrics related to a safe and secure work environment. The Engagement Team reviews priorities and develops action plans to improve the culture and environment. The Working Environment driver is significantly above the industry benchmark suggesting employees feel free from harassment and bias.

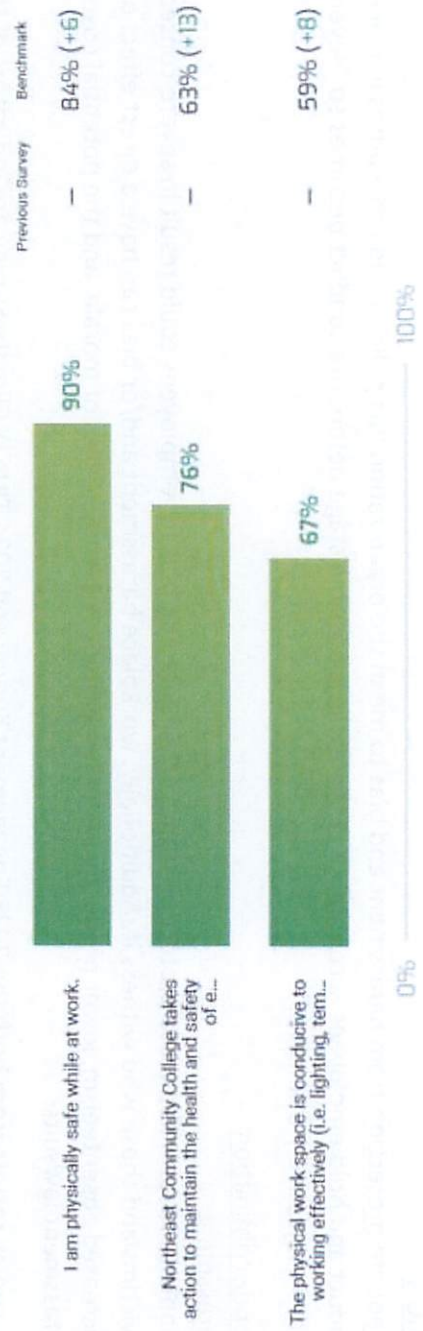
DRIVER: **Working Environment**

Northeast Community College  
Open Date: Nov 1, 2023  
Close Date: Nov 15, 2023

# of employees: 432  
# of responses: 345  
Response Rate: 80%

**McLEAN & COMPANY**

OVERALL DRIVER AVERAGE SCORE: **78%**  
OVERALL BENCHMARK AVERAGE SCORE: **69%**





- F. Maxient Software is utilized for managing student and employee misconduct, harassment, or discrimination reports . This tool provides an effective, efficient process when responding to reports. There is increased awareness of prohibited forms of conduct and information about how to use the College’s reporting system.
- G. Annual harassment prevention and Title IX training is administered to all employees through the Learning Management System, SafeColleges. All safety (SafeColleges), information security (SANS) and Title IX training is launched in October of each calendar year and employees have 1 month to complete all required, virtual compliance annual training. All training is 100 percent complete. If training is not completed as scheduled, a warning is provided to the employees notifying them that computer access will be suspended. All new hires are provided with 30 days to complete the training.
- H. The Title IX survey for employees was administered once again in the spring of 2024. The survey is administered every two years. This survey is a necessary component of the annual State of Nebraska Legislative Report for Title IX subject to §85-608. The last report was submitted in the fall of 2023 (link below). Per state statute, this report is required for odd-numbered years.
  - a. [https://nebraskalegislature.gov/FloorDocs/108/PDF/Agencies/Northeast Community College/761\\_20230913-143127.pdf](https://nebraskalegislature.gov/FloorDocs/108/PDF/Agencies/Northeast_Community_College/761_20230913-143127.pdf)
  - b. <https://nebraskalegislature.gov/laws/statutes.php?statute=85-608>

**...the President shall not:**

**1.2 Permit employees to be uninformed of the performance standards by which they will be assessed.**

#### INTERPRETATION

Compliance will be demonstrated through the performance management program where employees create their own annual performance goals that include frequent discussions, ambitious scope, specific milestones, and transparency. Employee performance expectations for the coming year include 1) department goals, 2) professional development goals, and 3) performance goals. This is reasonable because according to the American National Standards Institute, Inc., departmental, behavioral, and performance goals which are specific and measurable “describes the minimum effective standard for performance goal setting”.

#### EVIDENCE

An internal review of goal submissions was at 99% for all permanent employees as of December 1, 2022. Employees will be evaluated at the end of the fiscal or academic year for their goal progress and completion, overall work performance, behavior, and individual professional development accomplishments.



Staff performance evaluations are conducted through PeopleAdmin, which is the software tool Human Resources uses for talent and record management. This tool also supports recruiting, hiring, and job descriptions. The evaluation process consists of steps taken throughout the year by both the employee and their supervisor. In addition to the performance evaluation, there is a “Mid-Year Coaching Check-in”. The evaluations are used as a coaching opportunity, and the College encourages supervisors to have regular communication with their staff and faculty throughout the year. Having a mid-year check-in, and regular communication will allow the supervisor to coach, guide, and direct their employees in a positive manner.

Faculty evaluations have a slightly different process. The Vice President of Education Services (VP-ES) in collaboration with the VP-HR and VP-AS has established standardized responsibilities included in the standard 15% essential function portion “general additional duties beyond teaching.” Specific additional duties may vary as they are determined in collaboration with the VP-ES, appropriate dean, and individual faculty member to fit the instructor and benefit the institution. All faculty credentials were reviewed in summer 2023 to ensure faculty are appropriately credentialed for the courses they teach. In addition, faculty performance evaluations now include a credential review by the Academic Dean or Academic Program Director to cross-reference the courses being taught by the instructor to ensure appropriate credentialing. In summer 2024, the VP-ES will develop a credential to subject crosswalk matching standards established by the Higher Learning Commission for all programs offered at Northeast. The crosswalk will be a valuable resource to ensure consistency and appropriate credentials when hiring new faculty and during faculty evaluation review.

[AP-7315.0 Employee Performance Review](#) procedure was revised May 2023 to reflect the new process going forward.

...the President shall not:

**2. Allow conditions or practices inconsistent with a trusting, cooperative, and collaborative workplace environment.**

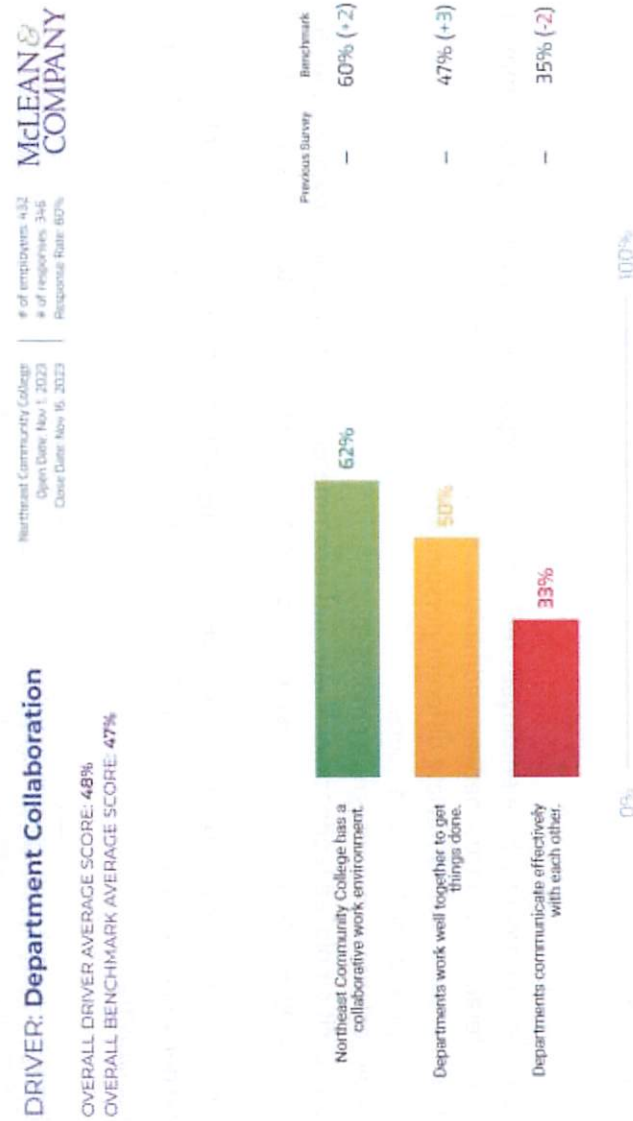
#### INTERPRETATION

Asking employees for their perceptions anonymously is most likely to provide a valid response. 75% is reasonable or at an industry benchmark because if a person disagrees with something, there may be a tendency to criticize the workplace environment even though there is trust, cooperation, and collaboration. Two questions from the Title IX Survey seem to be most appropriate to describe a trusting, cooperative and collaborative work place: “I feel like I am a part of this school.” and “I am happy to be an employee at this school.” In the Engagement survey questions related to departmental collaboration will provide the best evidence for creating these conditions.

EVIDENCE

On the most recent employee survey conducted in the Spring of 2024, an average of 90% of respondents replied positively to the statement, “I feel like I am a part of this school.” And 92% responded positively to the statement, “I am happy to be an employee at this school.”

In reference to the Engagement Survey Department Collaboration Driver, the overall score is above the benchmark, there is a need to improve the working relationships and communication between departments.





The evidence of this data point is influenced by the work of the Human Resources and the Engagement Team.

The Engagement team has approximately twenty members to represent all divisional areas of the college. Their vision is to empower and inspire employees through active engagement with their respective divisions and departments throughout the college community. The team's purpose is to empower and inspire employees through active engagement within their respective departments and positions, through the college community.

**Purpose:**

- Develop an environment where employees feel motivated, appreciated, energetic, and committed to their work.
- Promote interaction and trust between administration, leadership, and employees.
- Seek to understand and appreciate different perspectives.
- Address employee concerns and issues.
- Encourage, celebrate, and recognize employees.
- Actively solicit employee feedback; evaluate and recommend strategies for improving employee engagement.
- Review employee survey results, assess results and recommend appropriate actions to address priorities for change.

Professional Development training programs for all employees are being scoped and will be implemented during the 2024 – 2025 school year. The topics will be derived from feedback from the Engagement Survey, Engagement Survey Focus Groups and other feedback or needs assessment mechanisms.

**...the President shall not:**

**3. Retaliate against any employee for non-disruptive expression of dissent.**

**INTERPRETATION**

Engagement Survey results from the Inclusion Driver as noted above seem to provide an anonymous perception of their emotional safety.

It is also important to articulate employees' freedom of speech and provide opportunities for engagement in policy development and approval. Moreover, the President needs to demonstrate openness to feedback and criticism.

## EVIDENCE

- As noted previously, the Engagement Survey driver related to Inclusion was above the benchmark by 3 percentage points.
- A new procedure was developed and approved related to [\(AP-1030.0\) Freedom of Speech](#).
- The College developed a Governance Taskforce in the spring of 2022 to review the current shared governance structure at Northeast Community College. This included reviewing data and feedback to inform changes to move towards a more collaborative structure. In May 2024, revisions to the existing structure were approved to be launched August 2024. The revision organizes committees by function rather than hierarchy and aligns all under the strategic priorities. Northeast Community College is organized into two distinct yet interrelated structures. One is the line structure of full, direct authority and administrative responsibility. The other is the channel of communications, under which the students and staff participate through committees in the decision-making process. Both structures are utilized to ensure the continuation of active and productive input into college planning and decision making. The structure is governed by the Guidelines for Shared Governance. The Engagement Team had identified governance and decision-making as high-priority action items that were spearheaded by this Taskforce. Regular newsletter communications and informational sessions about changes related to policy and procedure management are a few examples of efforts to provide additional transparency into governance at the institution. A SharePoint site was developed in 2023 to centrally house all shared governance agendas, notes, and supporting documentation that all employees have access to. A committee membership dashboard was developed to provide further transparency into committee membership, and also provide supervisors and vice presidents with additional insight into professional development opportunities via committee membership for those employees that are seeking it.
- PolicyStat software was implemented to simplify policy/procedure management. In 2024, the College began adding protocols to this platform for ease of access and versioning capabilities.

Although the College provides anonymous opportunities for gathering valuable employee feedback opportunities, the VP-HR and Cabinet members welcome opportunities for open expressions of dissent to align with the organizational values of continuous quality improvement. Trust is the desired condition, and we are dedicated to improving this as articulated throughout this document. Throughout the year several “coffee and convos” were hosted by the VP for Educational Services; open houses were hosted by the president; and meetings with the employee group leaders occurred. These are opportunities where employee leadership can share concerns and celebrations in an effort to promote open communication and trust.



...the President shall not:

**5. Allow employees to be unprepared to deal with emergency situations.**

INTERPRETATION

I interpret employees to be not unprepared to mean:

- A. There are written emergency management procedures and protocols available to all employees, which include detailed instructions for handling threats such as fire, weather-related emergencies, security-related emergencies such as bomb threats, physical violence by a hostile person, or cyberattacks. Access to written instructions is a reasonable first step in being prepared.
- B. Annual safety and emergency-related training is administered for all employees to provide the basic background knowledge and information of necessary actions when there is an emergency, or disruption of college operations.
- C. There are fire and emergency response drills conducted on an annual schedule to conform to standards required by law. Having actual safety trainings and drills provides “practice” and adds to preparedness should a real situation occur.
- D. A 75% positive response rate on an employment survey to the question: “I believe this school is trying hard to make sure that all students and employees are safe.” Asking employees for their perceptions anonymously is most likely to provide a valid response. 75% is reasonable, because if a person disagrees with something, there may be a tendency to criticize the work environment and health and safety practices.

EVIDENCE

- A. Written emergency management procedures and protocols are available to all employees on the Northeast website: <https://northeast.edu/about-us/risk-and-safety-information> . As protocols are revised, they are also being added to PolicyStat.
- B. Virtual safety and cybersecurity emergency training is administered twice a year to ensure employees understand and agree to campus safety and security protocols. Compliance is demonstrated if there is a 100% virtual safety and cybersecurity emergency training completion in a calendar year. In 2023, there was 100% completion of these trainings, including Title IX. These training programs are administered through SafeColleges. Users who complete their training, report a phish campaign properly, or report a security incident earn a security badge sticker to display on their laptop cover or in their office. There have been changes made to the compliance training annual cycle and due dates. The new process is to have all safety (SafeColleges), information security (SANS) and Title IX training be launched in October of each calendar year. Employees will have 1 month to complete all required, virtual compliance training on an annual schedule.

The College hired a Director of Risk Management and Associate Director of Environmental Health and Safety who will contribute to the success of safety and security compliance. There is an information security sub-committee that meets monthly to oversee compliance practices of this work.

A number of training programs and exercises have been conducted to build awareness and make our campus safe. A few of these are listed below:

- Sept 13, 2023—Campus Guard TTX—was with IT.
- November 20, 2023—conducted a hotwash regarding student suicide.
- January 3, 2024—Presentation on risk vulnerability assessment tool; presentation on bomb threats and overview of Building Emergency Action Plans
- January-May 2024—Commencement workgroup—created Event Action Plan that was used during commencement this year; included adding an Incident Command Post in the CAC and an active EOC in the Union on May 10<sup>th</sup>.
- Feb 9—presentation with custodial crew re. building emergency plans
- March 1—Fish Out of Water TTX with Northeast EOC staff (NEOC)
- March 4—first planning meeting for Cyber Ready board game; will be taken throughout the area and conducted in various communities
- Physical building assessments—started in March—have completed CAC, CWC, CON, Union, AAH, Acklie Farm, Ag Complex, Physical Plant, and the outside area by Paradise Courtyard and the picnic shelter to the north of the L Building. From March – May on various dates; this included an environmental scan for the JED Campus, as well.
- March 27 —participated in the statewide tornado drill
- April 5 – Conducted an FBI Active Shooter Training and Drill
- April 17—participated in the citywide full-scale exercise for a water plant security breach. We ran an EOC in conjunction with the city's EOC during the event. We were participants in this and did not facilitate it.
- May 7 – 9 Phoney Bombardment Functional Drill
- Upcoming—Quietus TTX with Residence Life, NEOC, law enforcement; scenario will be a student's death in the residence halls on June 10<sup>th</sup>.
- Working more on the Cyber Ready game to roll out in various towns across our service area. We're doing a run through with some of our staff on June 11<sup>th</sup>. Once we've done that, we're going to work on scheduling this at each of our campus locations (Norfolk, O'Neill, West Point, South Sioux City, and Ainsworth so far), and maybe some



other places that are interested, as well. We're not sure on the timeline for this, but we would hopefully have this completed before the snow flies this year.

C. The College conducts an annual, internal fire and emergency response drill schedule per the emergency response protocols.

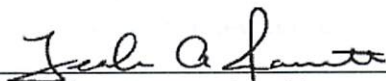
D. On the most recent employee survey conducted in the Spring of 2024, 93% of respondents agreed with the statement "I believe this school is trying hard to make sure that all students and employees are safe."



**Monitoring Report**  
**EL-09, Organizational Integrity**  
**June 12, 2024**

I hereby present my monitoring report on the **Executive Limitations Policy EL-09: Organizational Integrity** according to monitoring report schedule (BPD-04). I certify that the information contained in this report is true and represents compliance with a reasonable interpretation of all aspects of the policy unless specifically stated otherwise.

Signed

  
Leah A. Barrett, PresidentDate 6 June 2024

**The President shall not permit an organizational culture that lacks a high degree of integrity at all levels of the organization.**

INTERPRETATION

Standard of Measurement: An internal benchmark is established on an employee engagement survey to questions relating to organizational integrity. In the Fall of 2023, Northeast Community College administered an Employee Engagement Survey utilizing the services of McLean & Company. Employees were asked two questions which I interpret to be related to organizational integrity: "I am not discriminated against at Northeast Community College" and "I am emotionally safe at work." Whether an organization has a high degree of integrity is at least partly a matter of perception, and asking employees is a reasonable way to assess it. Since this is the first engagement survey utilizing McLean & Company, it is reasonable to establish a benchmark and then create a future target.

Level of Achievement: Compliance will be demonstrated initially by establishing a benchmark, and compliance will be demonstrated in future years when there is indicated on the employee engagement survey a satisfaction score equal to or greater than the benchmark score to the questions "I am not discriminated against at Northeast Community College" and "I am emotionally safe at work." This is reasonable because establishing a benchmark is required to show compliance for future years, and a satisfaction score equal to or greater than the benchmark indicates that employee perception of the integrity of the organization is being maintained.

## EVIDENCE

- a) Initial internal benchmark: 85% of employees responded with a level of 5 or 6 on a six-point scale the extent to which they agreed with the statement: "I am not discriminated against at Northeast Community College." The benchmark compared to other higher education institutions serviced by McLean for the responses to this question was 81%. As noted, an internal benchmark will be established for the future.
- b) Initial internal benchmark: 84% of employees responded with a level of 5 or 6 on a six-point scale the extent to which they agreed with the statement: "I am emotionally safe at work." The benchmark compared to other higher education institutions serviced by McLean for the responses to this question was 79%. As noted, an internal benchmark will be established for the future.

Further, without limiting the scope of the above statement by the following list,

**... the President shall not:**

**1. Permit employees and others to be without a mechanism for confidential reporting of alleged or suspected improper activities without fear of retaliation.**

## INTERPRETATION

Standard of Measurement: I interpret the "mechanism" for confidential reporting of alleged or suspected improper activities without fear of retaliation to mean there is a written procedure in place, reviewed at least every five years, that:

- a) Clearly defines "improper activities." Clear, written guidelines explaining the circumstances that are not acceptable assist an employee in making the decision to report an activity.
- b) Specifically outlines the steps to be taken by an employee to report those activities. Knowledge of the process to follow is crucial for proper reporting.
- c) Provides for an option to report an improper activity without reporting directly to his or her immediate supervisor. It is important for an employee to be able to submit a complaint without fear of retaliation, regardless of who has committed an alleged improper activity.
- d) There are no reports of alleged or suspected improper activities that have not been addressed without appropriate discipline.

## EVIDENCE

The following operational procedure provides employees with a mechanism for confidential reporting of alleged or suspected



improper activities: AP-3050.0 [Fraud and Whistleblowing](#). Review of this procedure confirms:

- a) Improper activities are clearly defined by including descriptions of unacceptable acts or circumstances.
- b) The reporting process is clear and specifically outlined.
- c) The process includes multiple individuals to whom a report may be made, including an individual other than an employee's immediate supervisor. The procedure also includes a section which provides that retaliation against an employee who reports an improper activity is specifically prohibited. In addition, on the College website employees are provided with information for reporting suspected criminal activity ([Link to Crime Reporting](#)) and a [Resource Guide](#) with contact information for reporting any campus safety concern.
- d) All reports of fraudulent or improper acts are submitted to Human Resources for investigation and appropriate action. Review of HR files confirms there were no reports of fraudulent or improper acts during the reporting period.

**...the President shall not:**

**2. Operate without a framework for the confidentiality, integrity and availability of employee and student data and electronic resources.**

#### INTERPRETATION

I interpret the "framework" for confidentiality, integrity and availability of employee and student data and electronic resources to mean:

- a) There are written procedures in place, reviewed at least every five years, that address general data privacy concerns of College employees and students, as well as the specific legal requirements of applicable data privacy laws including FERPA, HIPAA, GLBA and PCI-DDS. This is reasonable because legal requirements reflect the industry norms for privacy policies.
- b) During the reporting period, no violations of any applicable data privacy law were reported to the respective government enforcement agency for which the College was responsible.

#### EVIDENCE

- a) The following written procedures governing the use of data at the College are currently in place and were last reviewed in June, 2023, and are scheduled for next review in June, 2028:

AP-3511.0 [Information Security](#)

AP-3511.1 [Acceptable Use of Technology Resources](#)

AP-3511.2 [Peer to Peer Filing Sharing Procedures](#)

AP-3511.3 [Privacy and Release of Information](#)

AP-3511.4 [Identity Theft Prevention](#)

AP-3511.5 [Electronic Messaging](#)

In addition, the Institutional Research and Analytics department of Northeast Community College adheres to the Association for Institutional Research (AIR) Statement of Ethics which is part of the department's [Annual Plan](#).

- b) Verification of all legal notices received by the College during the reporting period confirmed that no notices were received from:
  - i. The Department of Education for a FERPA violation;
  - ii. The Office of Civil Rights for a HIPAA violation;
  - iii. The Federal Trade Commission for non-compliance with the GLBA; or
  - iv. The Payment Card Industry Security Standards Council for non-compliance PCI-DDS standards.

**...the President shall not:**

**3. Cause or allow operations and handling that does not adhere to the ethical treatment of animals.**

INTERPRETATION

Compliance will be demonstrated when:

- a) There are no negative findings by the accrediting body of the College Vet Tech program regarding the ethical treatment of animals. This is reasonable because part of the accrediting agency's responsibility is to determine the program falls within the agency's accreditation standards regarding the treatment of animals.
- b) No reports of mishandling of animals were made by any individuals receiving services from the College Vet Tech program. This is reasonable because reports of mishandling of animals is an indication of whether the animals are being ethically treated.

EVIDENCE

- a) The College Vet Tech program passed their accreditation process in 2024, and verification with the Director of the Vet Tech program, found there were no negative findings regarding the ethical treatment of animals in the report from the accrediting agency.
- b) The College Vet Tech program follows the [Northeast Community College Veterinary Technology Program IACUC Approved Animal Use Protocols](#) and [Northeast Community College Veterinary Technology Animal Care Program](#). Verification with the



Director of the Vet Tech program confirmed there were no reports of mishandling of animals during the reporting period.

**...the President shall not:**

**4. Cause or allow research that does not adhere to generally accepted ethical principles or been subject to independent ethical review.**

#### INTERPRETATION

Compliance will be demonstrated when all research projects involving human subjects are reviewed by an Institutional Review Board (IRB) and only those projects approved by the IRB are allowed to proceed. This is reasonable because an IRB is a group required under FDA regulations that has been formally designated to review and monitor biomedical research involving human subjects. The purpose of an IRB is to ensure that appropriate steps are taken to protect the rights and welfare of humans participating as subjects in the research.

#### EVIDENCE

The College does not regularly engage in research projects on humans which require independent ethical review by an Institutional Review Board (IRB). In the event such a research project was contemplated, Northeast would enter into a written agreement with an institution with an Institutional Review Board, such as the State College system or the University of Nebraska system, to ensure compliance with all FDA regulations and the protection of human rights. In the past year, two projects were submitted for review and approval using the guidelines found in the [Northeast Community College Faculty Handbook, page 44](#). The College has a working draft of a new procedure that will be presented to the Educational Services Standing Committee in September, 2024.



**Board of Governors**  
**Northeast Community College Area**  
**Minutes of Regular Meeting**  
**Thursday, May 9, 2024**

**ATTENDANCE**

**BOARD OF GOVERNORS**

Jeffrey Scherer, Chairperson.....	Present
Donovan Ellis, Vice-Chairperson .....	Present
Nicole Sedlacek, Secretary .....	Present
Del Ames .....	Present
Steve Anderson .....	Present
Diane Davies.....	Present
Dr. Terry Nelson .....	Present
Dirk Petersen.....	Present
Julie Robinson.....	Absent-Excused
Carol Sibbel .....	Present
Pat Wojcik.....	Present

**OTHERS PRESENT**

Dr. Leah A. Barrett, President  
 Scott Gray, Vice President, Administrative Services  
 Dr. Charlene Widener, Vice President, Educational Services  
 Amanda Nipp, Vice President, Student Services  
 David Cone, Chief Information Officer  
 Mike Walkowiak, Vice President, Human Resources and Organizational Development  
 Lindsay Spiegel, Director, Institutional Effectiveness  
 Jerry Guenther, Director, Public Relations  
 Diane Reikofski, Executive Assistant to the President  
 Wendy Swenson, Spanish Instructor  
 Karen Spray, Business Instructor  
 Tina Tepley, Service Center Specialist  
 Shelby Bonner, Service Center Specialist  
 Tony Beardslee, Audio Recording Instructor  
 Drew Dolezal, Media Arts Instructor  
 Ryan Sevensing, Broadcasting/Videographer Instructor  
 Connie Sixta, Associate Dean, Business and Humanities  
 Dr. Wade Herley, Dean, Business and Humanities  
 Cortlynn Cadwallader, Student Leadership Association (SLA) President  
 Allison Lambert, SLA Advisor  
 Timothy Miller, Norfolk  
 Neila Muminovic, *Norfolk Daily News*

The Northeast Community College Board of Governors met for its regular session Board Meeting on Thursday, May 9, 2024 in Suite 197 of the Lifelong Learning Center, located on the campus of Northeast Community College, 801 East Benjamin Avenue, Norfolk, NE.

**1. PLEDGE OF ALLEGIANCE**

Chairperson Scherer convened the meeting at 10:34 a.m. and led the assembly in pledging their allegiance to the flag of the United States of America.

**2. ADOPT AGENDA**

**MOTION** by Del Ames **SECONDED** by Carol Sibbel to adopt the Agenda of the May 9, 2024 Regular Meeting. Official Notice of the meeting was posted on the Northeast Community College website, and published in the *Norfolk Daily News* on Friday, May 3, 2024.

**Voting Yes:** Ames, Anderson, Davies, Ellis, Nelson, Petersen, Scherer, Sedlacek, Sibbel, and Wojcik

**Voting No:** None

**Absent:** Robinson

**MOTION CARRIED**

**3. OPEN MEETINGS ACT**

A copy of the Nebraska Open Meetings Act is posted on the table at the back of the meeting room, along with a copy of the April 18, 2024 Board of Governors Meeting agenda and all printable supporting documents.

Chairperson Scherer welcomed David Cone, Chief Information Office, and Mike Walkowiak, Vice President, Human Resources and Organizational Development.

**4. BOARD EDUCATION AND INFORMATION****4.1 Educational Services Report****4.1.1 Administrative Professional program review**

A comprehensive review of the Administrative Professional program at Northeast Community College was provided. In Fall 2021, significant changes were made to the Administrative Professional program to create a better mix of business and computer applications. Discussions were held with the Advisory Committee members to make the improvements to design a student to be a true business partner.

To maximize resources and through continuous improvement, changes have been made in the program to create better pathways for students and to also create an employee that businesses want. In Fall 2023, technology courses were streamlined to make better use of resources on campus and to focus on better pathways for students so they can better build their schedules.

Faculty recommendation is to discontinue the Administrative Professional Associate of Applied Science degree but to continue the Administrative Professional certificate, Computer Application Specialist certificate, and the Administrative Professional diploma under the umbrella of the Business program at Northeast Community College. This will allow students opportunities to complete a short-term program that ladders into associate degree programs. These changes provide more visibility of the Computer Application Specialist certificate



to students in the Business programs seeking to enhance their computer skills and offer greater awareness of career opportunities within a business environment.

Data and charts within the Administrative Professional Comprehensive Program/Discipline Review document were reviewed, providing a basis for recommendation for board action.

#### 4.1.2 Media Arts program review

Several years ago, faculty updated the curriculum so that students would take a common first year of courses and in the second year the students would move into the concentration of their choice. In Spring 2024, faculty presented a new curriculum to the Educational Services Standing Committee that eliminates the separate concentrations and offers a single-track media arts degree program. The revised curriculum includes a variety of experiences to prepare students for the multitude of skills needed across the different platforms in industry.

Data and charts within the Media Arts (All Concentrations) Comprehensive Program/Discipline Review document were reviewed, providing a basis for recommendation for board action.

### 5. BOARD EDUCATION AND INFORMATION

#### 5.1 Administrative Services Report

##### 5.1.1 Monthly Financial Report and Paid Bills

Review was given to the Monthly Financial Report for the period ending April 30, 2024 with detail provided regarding the statement of changes in fund balances. Board members stated that this is about being good stewards and expressed appreciation for better managing the budgets. Work on this has proven to be valuable for board members.

**At 12:07 p.m., Chairperson Scherer declared the meeting recessed for lunch. As part of the Ownership Linkage activities, faculty, and students from the Administrative Professional and Media Arts programs joined the Board of Governors and administration for lunch.**

**Chairperson Scherer declared the Board in session at 1:08 p.m.**

### 6. CLOSED SESSION

At 1:10 p.m., **MOTION** by Del Ames, **SECONDED** by Nicole Sedlacek, to enter into Closed Session for the purpose of the evaluation of the job performance which is necessary to prevent needless injury to the reputation of a person, and to reconvene to the public meeting upon the conclusion of discussion.

**Voting Yes:** Anderson, Davies, Ellis, Nelson, Petersen, Scherer, Sedlacek, Sibbel, Wojcik, and Ames

**Voting No:** None

**Absent:** Robinson

**MOTION CARRIED**

Reconvened to the public meeting at 2:06 p.m.

**7. BOARD EDUCATION AND INFORMATION****7.2 Development/External Relations Report****7.2.1 NCCA Report**

- The NCCA Board of Directors met on May 6th at which time they discussed the 2025 budget. The NCCA budget is increasing 5.5% over last year and will be approved in August.
- The financial audit was also approved with no findings.
- The By-Law and Policy Committee presented their ideas regarding amending the by-laws. A lot of arduous work was involved with updating the by-laws.
- No major changes were recommended to the content of the procedures. Some stipulations were approved that require an institution that is planning to withdraw from NCCA to follow a specific timeframe. This is a recommendation that came forth from the audit.
- The third quarter meeting of the NCCA Board of Directors will be held in Lincoln on August 12, 2024.

**7.2.2 Quarterly Foundation Board of Directors update**

- Foundation Board of Directors met on April 30, 2024.
- The Weller Foundation scholarships were reviewed and approved. The majority of the scholarship recipients (38 out of 69) are Northeast Community College students.
- The Foundation Board is currently seeking nominations. The Foundation enjoys a long history of dedicated Board members who believe in the mission of the College and its work to support the success of its students and our region. Names of potential nominees should be provided to Tracy Kruse.
- Terms for seven members of the Foundation Board of Directors expire in 2024; however, five of those members have already agreed to extend their service for another term.
- The Scholarship Luncheon was held on April 30, 2024. The event was a success and is always a wonderful opportunity for students, donors, and the Board members to meet and discuss the students' educational goals and plans.
- Nominations are open for the Alumni Hall of Success until May 31<sup>st</sup>. If you know of someone who graduated from Northeast or completed at least 24 credit hours at Northeast who has achieved significant success in their profession, exhibited exemplary citizenship qualities, or made significant contributions to their community, please contact Tracy Kruse of complete the nomination form online.

**7.2.3 Monthly Presidential Update**

Professional engagements during the past month include attending the NCCA Board of Directors meeting, represented Northeast during the recent UNL groundbreaking event for their USDA facility, and will serve as the NSWERS Executive Council president, effective July 1, 2024.

Acknowledged that many of the board members received a letter regarding the music tour. This is being worked on operationally, as has been occurring in the past several weeks. We see the opportunity for students to have more engagement throughout the year or during Spring break and not just at the end of the academic year. Faculty and staff had previously reached out to students and will continue to reach out to them to continue the dialogue.

Dr. Barrett reported that due to the delays in the release of FAFSA forms, only 38% of applicants have submitted their FAFSA as compared to 56% at the same time one year ago.

#### 8. PUBLIC COMMENT on Board Education or Information

Chairperson Scherer advised that individuals commenting on Board Education or Information are allowed three minutes each.

#### 9. COMMITTEE REPORTS

##### 9.1 Governance Committee

- The Governance Committee met on April 29, 2024 via Zoom.
- Content review was conducted of GP-09, Board and Committee Expenses, with no suggestions for revision.
- Board Self-Evaluation conducted of GP-09, Board and Committee Expenses, and no concerns were identified.
- The Governance Committee reviewed multiple policies for deletion and ensures that deleted policies are covered by another policy or in administrative procedure. These policies are included in today's decision portion of the agenda.
- Scott Gray completed a Governance Coach Assessing Monitoring Reports online self-guided course. Information received will be beneficial for training of new board members or as a refresher for all board members during a retreat. The Governance Committee will continue to review and evaluate the information to determine how it would be best shared with the Board of Governors.
- The Governance Committee discussed how the president's performance evaluation is tied to the monthly monitoring reports and inquired if a closed session could be utilized for the discussion. Scott Gray will report back at the next meeting of the Governance Committee.

#### 10. MONITORING REPORT

##### 10.1 EL-01, Treatment of Students

Every four years, Northeast administers the Ruffalo-Noel-Levitz Student Satisfaction Inventory (RNL-SSI), allowing students to share how satisfied they are with their student experience as well as issues that are important to them. Northeast's results are compared to a cohort to colleges of comparable size, geography, culture, etc. In 2024, another national survey was administered; however, those results are not yet available but will be included in the 2025 monitoring report.

Operational procedures are in place that outline the rules and expectations of employees, students, and campus visitors. All employees are made aware of the policies and operational procedures. Students are informed of policies and operational procedures during New Student Registration sessions, New Student Orientation, Residential Life Orientation, and through an email is sent to their Northeast email address during their first term of enrollment with a link to Notice to Enrolled Students. This Notice, as required by the Higher Education Act, is being sent to any new students enrolling throughout the academic year. Additionally, certain academic programs have academic program handbooks that outline academic and conduct expectations for students in their programs.

As a result of last year's monitoring report, in Spring 2024 a link to the Student Complaint Process was added to the Student Support Section of all course syllabi. Students are informed about filing complaints through the Student Code of Conduct which is provided to students during the first term of enrollment each academic year. The student grievance process is also clearly articulated as the next step in the student complaint process if students are not satisfied with the outcomes of their complaint. If a complaint is received outside of the established Student Complaint Process, Northeast has the responsibility to deal with that complaint to assure that we do not have a systematic problem within our system.

#### 11. PUBLIC COMMENT on Committee or Monitoring Reports

Chairperson Scherer advised that individuals commenting on Committee or Monitoring Reports are allowed three minutes each.

No constituents were in attendance to address the board with a public comment.

#### 12. CONSENT AGENDA

**MOTION** by Terry Nelson, **SECONDED** by Pat Wojcik to **APPROVE** the Consent Agenda as follows:

- 12.1 Minutes of the April 18, 2024 Regular Meeting as presented.
- 12.2 Monthly Financial Report for April 30, 2024.
- 12.3 Claims paid in April 2024, with the exception of payments to themselves.
- 12.4 **SECOND READING** and **DELETION** of:
  - BP-1010, Nondiscrimination Policy. Policy content was incorporated into administrative procedure AP-1010.0, Nondiscrimination and is broadly covered in EL-01, Treatment of Students, and EL-03, Treatment of Employees.
  - BP-1020, Equal Opportunity Policy. Policy content was incorporated into administrative procedures AP-7110.0, General Hiring Process and is broadly covered in EL-01, Treatment of Students and EL-03, Treatment of Employees.

**Voting Yes:** Davies, Ellis, Nelson, Petersen, Scherer, Sedlacek, Sibbel, Wojcik, Ames, and Anderson

**Voting No:** None

**Absent:** Robinson

**MOTION CARRIED**

#### 13. PUBLIC COMMENT

Chairperson Scherer advised that individuals commenting on Items for Decision are allowed three minutes each.

No constituents were in attendance to address the board with a public comment.

#### 14. COLLEGE REPORTS

##### 14.1 Student Leadership Association

Year-end activities included a frisbee golf tournament. Participants identified a spot on the course that may require a net to avoid losing frisbees.

A recap of the work done by SLA throughout the academic year includes creating a focus group to discuss security and safety concerns on campus with emergency blue light telephones being considered. Another survey will be conducted next academic year to determine if the emergency blue light phones are still their top priority.

Parker Clausen has been elected to serve as the SLA president with Jordan Mosel serving as vice president.

14.2 President's Report

The President's Report may be found within today's Team's site and is also available on the Northeast website.

15. ITEMS FOR DECISION

- 15.1 A comprehensive review of the Administrative Professional program at Northeast Community College was heard earlier in the day. Following the recommendation of the faculty, Steve Anderson made a **MOTION** to recommend the discontinuation of the Administrative Professional Associate of Applied Science degree at Northeast Community College for submission to and consideration by the Nebraska Coordinating Commission for Postsecondary Education. Del Ames **SECONDED** the motion.

**Voting Yes:** Ellis, Nelson, Petersen, Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, and Davies

**Voting No:** None

**Absent:** Robinson

**MOTION CARRIED**

- 15.2 A comprehensive review of the Media Arts program was also heard earlier today. Following recommendation from the faculty, Dirk Petersen **MOVED** to recommend that Northeast Community College continue to offer the Media Arts Associate of Applied Science Degree. This information will be submitted for consideration by the Nebraska Coordinating Commission for Postsecondary Education. Carol Sibbel **SECONDED** the motion.

**Voting Yes:** Nelson, Petersen, Scherer, Sedlacek, Sibbel, Wojcik, Ames, Anderson, Davies, and Ellis

**Voting No:** None

**Absent:** Robinson

**MOTION CARRIED**

- 15.3 **FIRST READING** for the **DELETION** of:

- BP-5113, Residency Policy. Policy content was incorporated into administrative procedure AP-5193.0, Student Residency Guidelines and is also broadly covered in EL-01, Treatment of Students, #6.



15.4 Chairperson Jeff Scherer advised that the president's contract was discussed during closed session earlier today and additional discussion will continue during the June Board of Governors meeting. No action is being taken today.

16. In other business, Chairperson Scherer acknowledged and board members observing birthdays during the month of May.

17. A self-evaluation of today's meeting was conducted and is recorded in today's Board of Governors Teams site.

18. **ADJOURNMENT**

At 3:55 p.m., there being no further business to discuss, it was **UNANIMOUSLY PASSED BY VOICE VOTE** to **ADJOURN** the meeting.

*Minutes prepared by Diane Reikofski, Recording Secretary.*

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Jeff Scherer, Chairperson  
Northeast Board of Governors

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Nicole Sedlacek, Secretary  
Northeast Board of Governors

**Love What They Do** – A reputation of looking to always do their best for Northeast helps to distinguish Board Member Dirk Petersen and Early Childhood Instructor Lisa Guenther. Both have been nominated for awards in the Association of Community College Trustees' (ACCT) Western Region, which will be announced this summer.

**Graphic Design** – Luis Nolasco, who was among the May graduates with an associate in arts in graphic design, has always been the creative type. And that is one of the things that attracted him to Northeast's graphic design program. He plans to continue his education in the field, with a dream of eventually working in movies or cartoons. Until then, he will use the skills he acquired already for practical work. Nolasco also won gold last month in SkillsUSA in advertising design.

**Promoting Reading** – From her years of training, Lisa Guenther knows the importance of reading. That's one of the reasons she sought and obtained a grant from Dollar General that helps to put Joy of Reading kits in young people's hands. She recently traveled to several communities delivering the kits, which include a quality children's literature book and lesson ideas for parents, teachers and others to use with their youngsters.

**President's/Dean's Lists** – Northeast released the President's Honor List and Deans' Honor List for both full and part-time students for the Spring 2024 semester. To be named to the President's List, students must earn a grade point average of 4.0 and be enrolled for at least 12 credit hours. Students named to the Deans' List must have earned a grade point average of 3.75 or above and be enrolled for at least 12 credit hours. For both part-time lists, students must take at least six credit hours, with a 4.0 for the President's List and 3.75 for the Dean's List.

**Big Red and Big Give** – Big Red Restaurant and Sports Bar Manager Miranda Wieneke, who is a Northeast alumna, helped to bring in some extra funds during the Norfolk Area Big Give. Big Red donated \$851 to support student success through a special promotion. The promotion provided a good opportunity for faculty, staff and board members to go out for lunch.

**iHub Plans Remain** – Almost as soon as some of the walls collapsed on the iHub building May 9, there was speculation the facility's future was in doubt. While it did throw off the timeline, it will be built. The general contractor has a plan to stabilize the remaining walls from collapse. Once the remaining walls are shored up and debris removed, work on the renovations will continue.

**AWG is A.O.K.** – Associated Wholesale Grocers is a strong supporter of the Northeast Food Pantry, consistently providing boxed meals, fresh produce, snacks, and more to students in need. For the 2023-24 academic year, there were 690 student visits to the food pantry. This was a significant increase compared to years past. That's one of the reasons why the AWG Cares grant request last month for \$3,000, designated for the student food pantry, was warmly received.

**Houses Brings in Funds** – One house brought \$210,00 and will be going to Plainview. Another brought \$190,000 and will head to Emerson. The student-built houses were auctioned June 1, in a tradition that dates to the 1980s. While this year's student-built house sale prices were down a bit from last year, the costs to construct them also were lower.



**Nursing QIP Posters** -- On April 29, the second-year nursing students presented their Quality Improvement Projects via a poster presentation. The posters were presented in the College of Nursing, with the public invited to view and ask questions. The team of students that won the award for their poster were Kelli Dannenbring, Kaylee Hinton, Falycia Krugman and Alyx Kurpgeweit. They worked with Valley Hope in O'Neill, with a project titled, "The Efficiency of Long-Acting Injectable Naltrexone versus Oral Naltrexone for Long Term Sobriety."

**Dan Gillespie Remembered** – The late Dan Gillespie, who farmed around the Battle Creek area, was one of the pioneers in minimum tillage. He also was the recipient of several awards committed to soil health during his lifetime. Thanks to the efforts of Jill Heemstra, Northeast director of the ag program, Northeast Community College's Student Agronomy Field Day has earned the support of the Dan Gillespie Soil Health Fund (DGSHF) in the form of a grant. Funds will further DGSHF's mission to support the agricultural leaders of the future and provide enhancements to the hands-on agriculture learning experience scheduled for late September 2024.

**New Student Registration** – New Student Registration (NSR) took place over the past two weeks at Northeast. NSR allows students who are planning to begin at Northeast during the fall semester to register for classes and meet with advisers, financial aid, and residence life representatives, among others. In addition, special parent and guest sessions were held to provide information about the many services available.

**Pinning Ceremony** – Associate degree nursing and practical nursing students were recognized during a special ceremony at Northeast with the presentation of their nursing pins and diplomas. In addition, the tradition of nursing students receiving their pins from family members or a close friend who have helped them along their journey was part of the ceremony.

**Making Connections** – Cyndi Hanson, dean of workforce development, attended the 69<sup>th</sup> annual Siouland Chamber Delegation to Washington, D.C., in April. She was one of 46 individuals from the Siouland tri-state area representing businesses, education, nonprofit and government entities, meeting with Congressional members and staff, among others. Workforce shortages and infrastructure needs were among the topics covered.

**Latest and Greatest** – Drew Dolezal, Northeast media arts instructor, and several of his students traveled to Las Vegas to attend the National Association of Broadcasters (NAB) Convention in April. The Media Arts Club raised funds for the trip. The Las Vegas Convention Center, where NAB is held, is more than 2.5 million square feet where over 2,000 exhibitors demonstrate industry leading cameras, lighting equipment, broadcasting equipment, and software. Students get firsthand experience with new industry equipment and software, often not even released to the general population. Many students also use the opportunity to network with industry professionals.

**Making Movies** – Whether it is Quentin Tarantino, Martin Scorsese or Steven Spielberg, all movie directors and producers had to start somewhere. Drew Dolezal, Northeast media instructor, gives students in media arts the opportunity to write, direct and produce their own short films, which were shown recently at Norfolk 7 Theatre. During a Q & A, one of the points shared by the four students

whose films were featured was that they enjoyed seeing their names on the big screen and in movie posters.

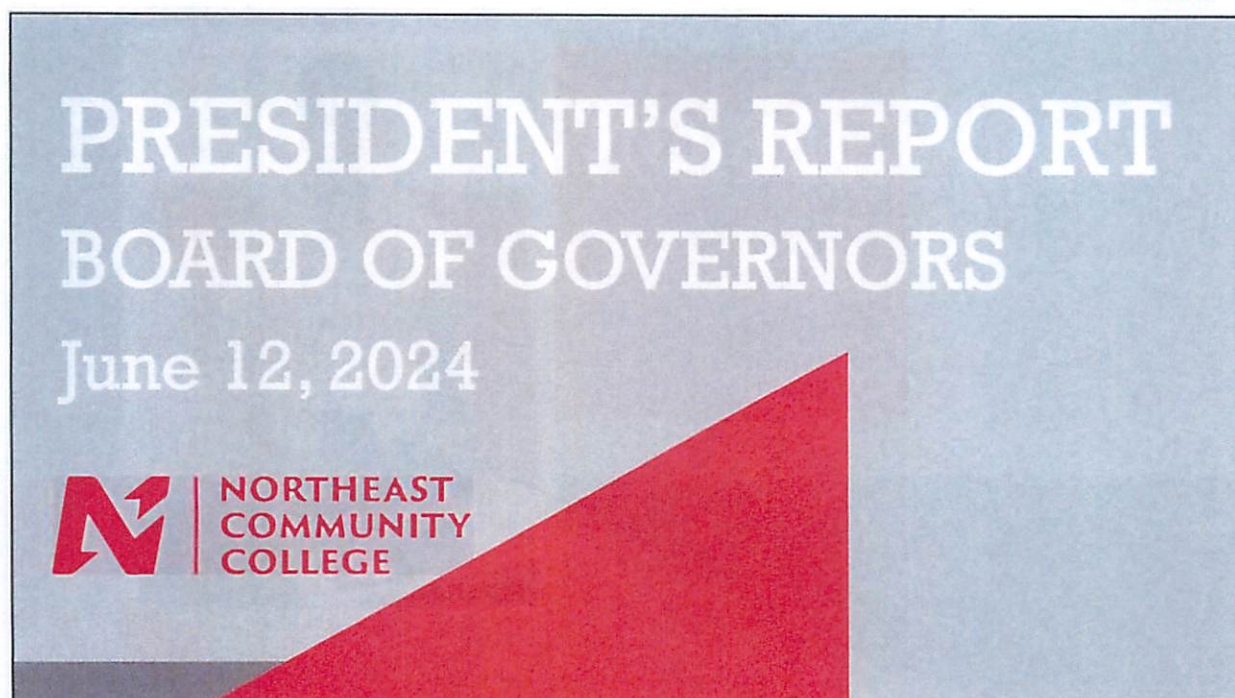
**Graduation Day** – Consider it the Super Bowl of Northeast Community College. The 51st commencement of Northeast took place on Friday, May 10, in the Cox Activities Center on the Norfolk campus. Three commencement ceremonies were held. Hunter Oestreich of Battle Creek and Tom Wilson of Norfolk were the student commencement speakers, while faculty members Lisa Guenther and Karen Weidner also spoke.

**Popsicle Bridges** – Eventually all three students in the structural drafting program “blew the popsicle stand bridges.” The annual popsicle stick bridge event in the college’s Chuck M. Pohlman Agriculture Complex tests the students on a variety of components they studied over the year. Ideally, bridges should hold 50 times their weight, which allows students to receive 100% on the assignment. None of the students who competed earned a spot on the event’s all-time Top 40 list. Instructor Michael Holcomb said he wasn’t disappointed because achieving that task is challenging.

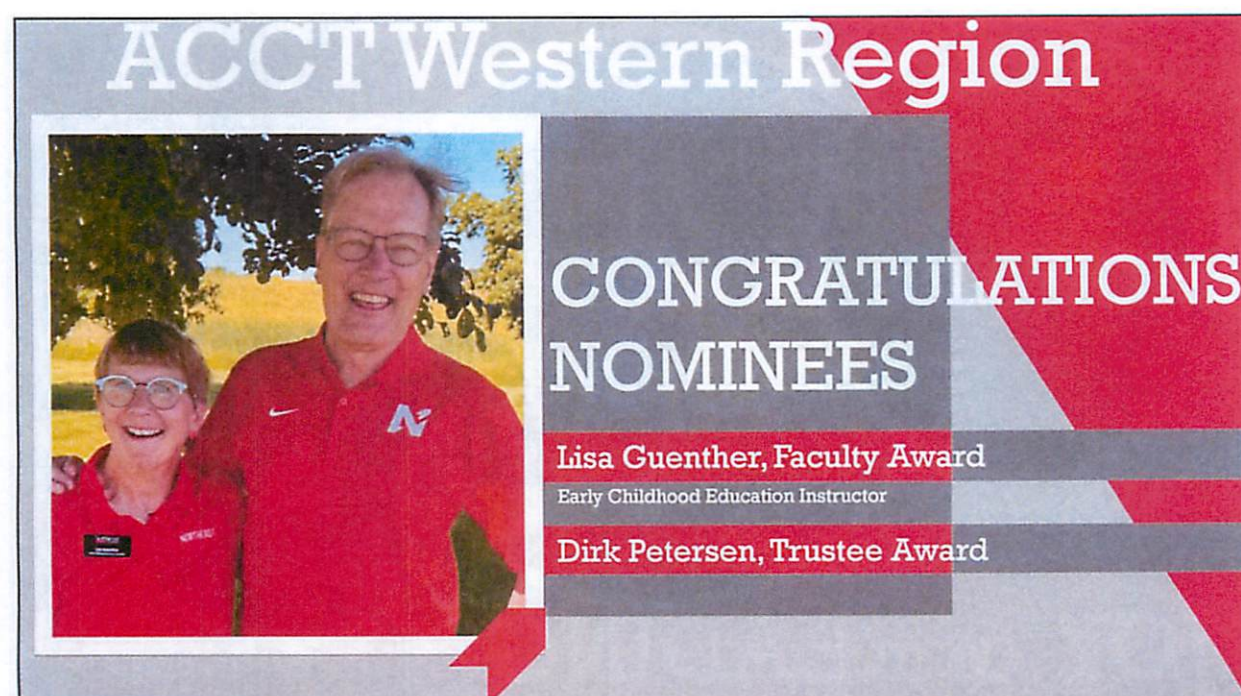
**Athletics** - Northeast Community College had 98 student-athletes NAMED TO THE Iowa Community College Athletic Conference (ICCAC) Academic All-Region Teams, it was announced by the conference last Thursday. To qualify, First Team performers had to receive a 3.5 grade point average or above while Second Team members earned between a 3.0 and a 3.49 GPA.



13.1



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# Graphic DESIGN



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President's and Deans' List

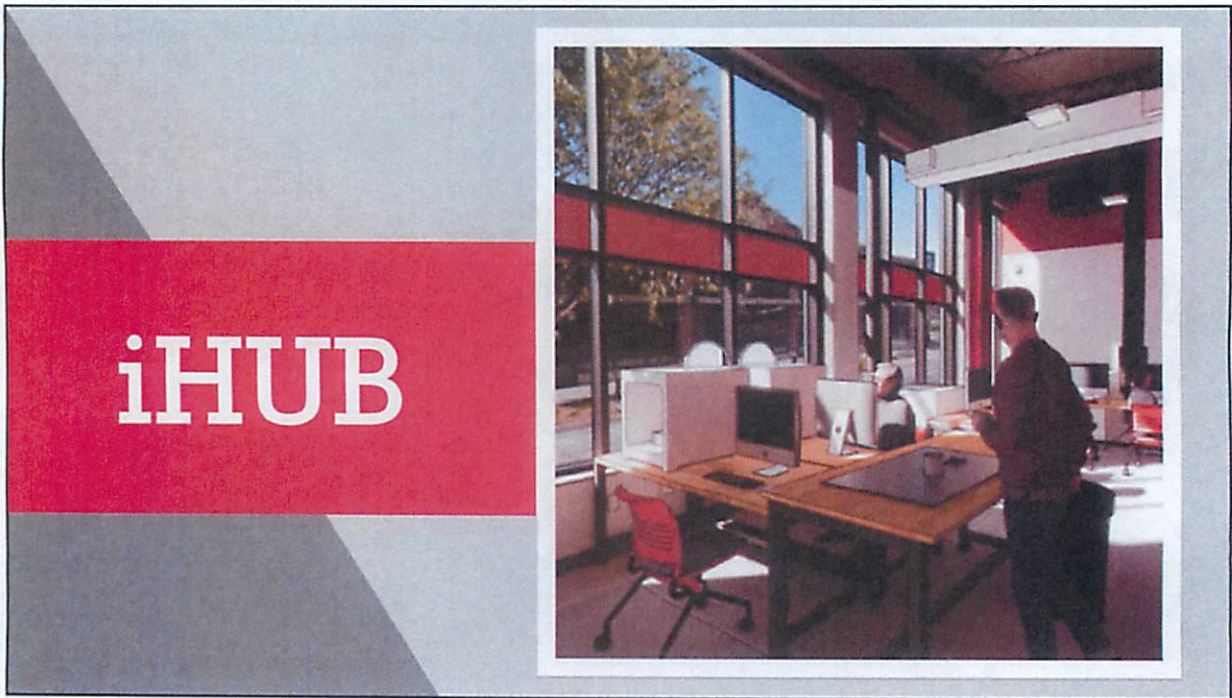
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NORFOLK AREA  
**BIG give**

**Big Red**  
RESTAURANT SPORTS BAR







7



8





# BUILDING Construction

9

## Quality Improvement Projects

Brooklyn Nolting, Bancroft  
Nayely Martinez, Yankton, S.D.  
Emma Labenz, Leigh  
Audrey Coufal, Howells



2ND Year

# Nursing STUDENTS

10



# DAN GILLESPIE Soil Health Fund

Jill Heemstra  
Ag Program Director

David Gillespie

Dr. Tracy Kruse  
Vice President of Development & External Affairs



11

# New STUDENT Registration



12





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14





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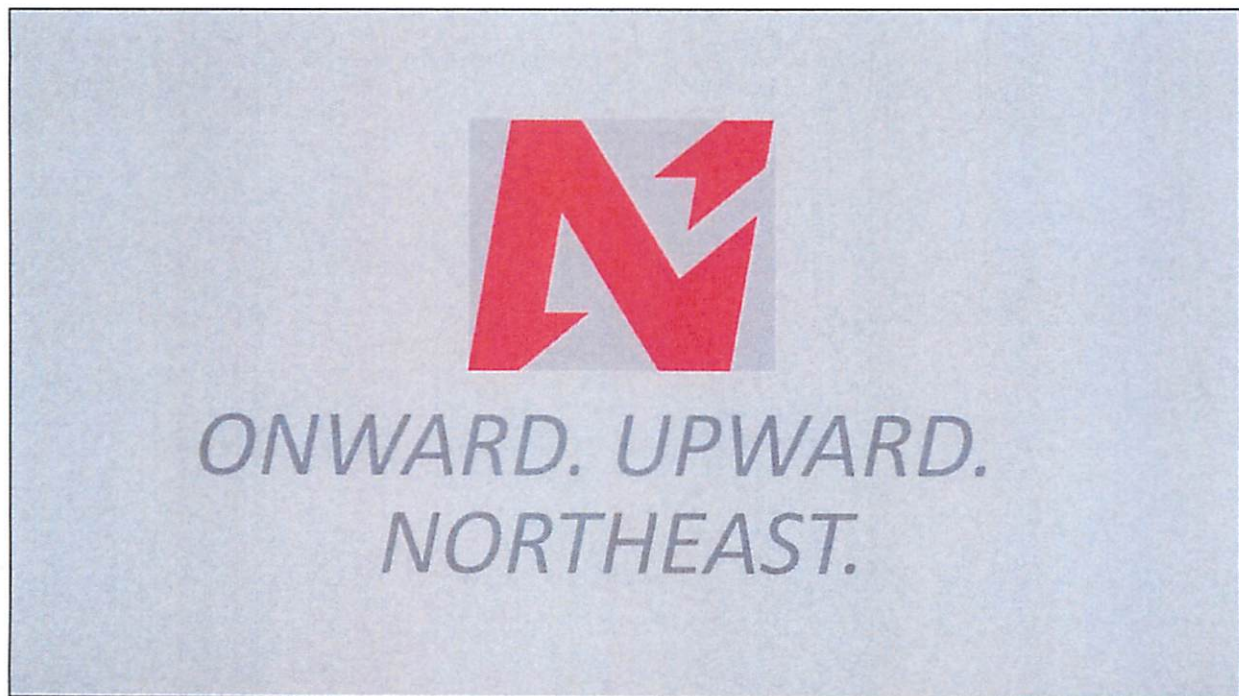


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