

Board of Education Regular Meeting
Monday, January 13, 2025 7:00 PM
High School
2710 N. North Rd
Grand Island, NE 68803



1. Open the Meeting
2. Welcome and Recognize Open Meetings Act
 - 2.1. Dissemination to each Board member conflict of interest statutes.
3. Approve This Meeting's Agenda
4. Election of Board Officers
 - 4.1. Nomination & Election of School Board President
 - 4.2. Nomination & Election of School Board Vice-President
 - 4.3. Nomination & Election of School Board Secretary
 - 4.4. Nomination & Election of School Board Treasurer
5. Consent Agenda
 - 5.1. Notice of Meeting
 - 5.2. Board Meeting Minutes
 - 5.3. Board Claims
 - 5.4. Treasurer's Reports
6. Audience with individuals or committees wishing to make requests or reports
 - 6.1. Show Choir Request
 - 6.2. Professional Learning Community Presentation - 3rd Grade
7. Report of Committees

- 7.1. Negotiations Committee
- 8. Discussion Items
 - 8.1. Review and revise existing temporary committees or special appointments involving Board members.
 - 8.2. Board Retreat Topics
- 9. Action Items
 - 9.1. Approve current Board policies and regulations.
 - 9.2. Authorize the treasurer of Northwest Board of Education to stamp all General, Building, Bond, Employee Benefit Fund, and Qualified Capital Purpose Fund Checks
 - 9.3. Designate the Northwest Superintendent of Schools as the district's Authorized Representative for all state and federal programs.
 - 9.4. Accept Certified Staff Resignations
 - 9.5. Approve Superintendent's Contract for 2025-27
 - 9.6. Certified Staff Negotiations for 2025-26 - Executive Session
- 10. Superintendent's Report
 - 10.1. Legislative update.
 - 10.2. Upcoming Board Workshops
 - 10.3. Option Transfer Enrollment Summary December 2024
- 11. Adjourn
- 12. Mission Statement

A Culture of Excellence, An Exceptional community of learners committed to continuous growth.

The agenda contains a list of subjects known at the time of its distribution five days prior to the meeting. A copy of the agenda will be available for public inspection during normal business

hours in the office of the Superintendent located at Northwest High School, 2710 N. North Road, Grand Island, NE. Except for items of an emergency nature, the agenda will not be enlarged less than 24 hours before the scheduled commencement of the meeting.

BOARD MEMBER CONFLICT OF INTEREST

Board members must be able to make decisions objectively. It is a conflict of interest for a board member to receive anything other than reimbursement of actual and necessary expenses, including travel, incurred in the performance of official duties. Board members are not allowed to receive per diem reimbursement.

There is no absolute statutory prohibition on the employment of a spouse of a board member but statutes do set some conditions on the employment of family members such as ability to perform the duties of the position. If the board chooses to prohibit the hiring of a spouse of a board member, language should be inserted into the policy stating "it shall be a conflict of interest for the board to hire the spouse of a board member or do business with the spouse of a board member during the term of the board member." The board may also choose to exercise its discretion regarding the hiring of immediate family members other than the spouse of a board member.

It shall be the responsibility of each board member to be aware of an actual or potential conflict of interest. It shall also be the responsibility of each board member to take the action necessary to eliminate such a conflict of interest. Should a conflict of interest arise, a board member should not participate in any action relating to the issue from which the conflict arose.

No voting board member may have an interest in any contract to which the district, or anyone for its benefit, is party. The prohibition applies when the board member or the board member's immediate family is a partner, director, officer, or is a stockholder of closed corporation stock worth one thousand dollars or more at fair market value or which represents more than a five per cent equity interest, or is a stockholder of publicly traded stock worth ten thousand dollars or more at fair market value or which represents more than ten percent equity interest. An individual who occupies a confidential professional relationship protected by law is exempt from this policy. This policy does not apply to publicly traded stock under a trading account.

The above prohibition does not apply if the voting board member:

1. Supplies a written statement describing the matter up for decision and the nature of the conflict to the Nebraska Accountability and Disclosure Commission and to the board secretary. The secretary shall enter the statement onto the public records of the district.
2. The board member must take such action as the Commission advises to remove himself or herself from influence over the decision.

Approved _____ Reviewed _____ Revised _____

3. Does not vote on the matter of granting the contract, except if the number of members of the board declaring an interest in the contract would prevent the board, with all members present, from securing a quorum on the issue, then all members may vote on the matter and this action will be reported to the commission; and
4. Does not act for the district to inspect, supervise or determine the performance of contracts under which he or she has an interest.

A board member who is an employee of a business involved in a contract with the district and who has no ownership interest or will receive no direct fee or commission shall not be deemed to have an interest within the meaning of this policy. The receiving of deposits, cashing of checks and buying and selling of warrants and bonds of indebtedness of any school district by a financial institution will not be considered an interest in the contract under this policy.

If a board member's immediate family member is an employee of the school district, the member may vote on all issues of the contract which are generally applicable to all employees or all employees within a classification and do not single out his or her family member for special action.

Any contract entered into with an interested board member shall be subject to applicable competitive bidding requirements and shall be fair and reasonable to the school district.

A voting board member or district employee may employ, recommend the employment of, or supervise the employment of an immediate family member if he or she does not abuse his or her official position and makes a full disclosure of the relationship to the board and a written disclosure of the relationship to the board secretary. No board member or administrator shall employ an immediate family member without first having made a reasonable solicitation and consideration of applications for such employment. The family member must be qualified for, able to perform, and required to perform the duties of the position. The family member must not be paid an unreasonably high salary. No existing employee may be terminated for the purpose of making a position available to such a family member.

Any newly elected or appointed board member or administrator shall make a full disclosure of any immediate family member employed in a position subject to this policy as soon as reasonably possible after the date of taking office.

No board member or district employee shall use their position or any confidential information received through their position to obtain financial gain, other than compensation provided by law, for himself or herself, an immediate family member, or a business with which the individual is associated. No board member shall use or authorize

the use of personnel, property, resources or funds under his or her official care for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage or defeat of a ballot question.

The superintendent shall keep a record for the district for every contract entered into by the district in which a board member has an interest. This information shall be kept for five years from the date of the board member's last day in office and will include the following:

1. Names of contracting parties;
2. The nature of the interest of the board member in question;
3. The date that the contract was approved by the district;
4. The amount of the contract; and
5. Basic terms of the contract.

The record kept by the superintendent shall be available for public inspection during the normal working hours of the superintendent's office.

All board members and district employees are responsible for obeying all final rulings or appeals of the Accountability and Disclosure Commission. If a case is contested before the Commission by the district, the superintendent shall ensure that the district is represented at the hearing. If a case is contested by a board member, that member shall be responsible for his/her own representation and shall be responsible for any Commission fines or penalties.

An open account established by the district with a business in which a board member has an interest, shall be deemed a contract subject to the provisions of this policy. The superintendent shall maintain a running account of all amounts purchased in open accounts.

Contracts involving one hundred dollars or less in which a board member may have an interest are excluded from the provisions of this policy.

Legal Reference: Nebraska Statute 49-1493 to 14,103.7

Cross Reference: 201 Legal Status of the School Board
202.01 Board Member Code of Ethics
206.04 Board Member Compensation and Expenses
402.04 Nepotism

Civil Penalties and Criminal Penalties

Any violation of the provisions of the Nebraska Political Accountability and Disclosure Act can result in a civil penalty of up to \$2,000 being assessed by the Commission. A violation of certain provisions of the NPADA can result in criminal prosecution.

It is the policy of the Nebraska Accountability and Disclosure Commission to assist public officials and public employees in complying with the provisions of the NPADA. A public official or public employee should always feel free to contact the Commission office if he or she has a question about any part of the Nebraska Political Accountability and Disclosure Act.

Nebraska Accountability and Disclosure Commission

11th Floor State Capitol

P.O. Box 95086

Lincoln, NE 68509

402-471-2522

Website: <http://nadc.nol.org>

**NORTHWEST PUBLIC SCHOOLS
Board of Education Regular Meeting
Monday December 9, 2024 7:00 PM
Northwest High School Board Room**

Attendance was taken at 7:00 PM

Present: Aaron Buhrman, Daniel Leiser, Zach Mader, Robin Schutt, Artie Moeller

Absent: Paul Mader

Leiser called the meeting to order and recognized the notice of meeting and the open meeting act displayed at the meeting.

A motion to approve the consent agenda was made by Artie Moeller and seconded by Robin Schutt. This motion passed.

Paul Mader arrived at 7:02 PM.

Marcy Luth presented to the board regarding the 2023-24 audit performed by AMGL.

The MS Science teachers presented to the Board. Teachers present were Scott Schafer and Amber Wissing.

Leiser announced that the Negotiations Committee will meet on the 12th. Other items will be presented during Executive Session.

The Board Retreat date was set for February 5, 2025 starting at 5:00 PM.

A motion to accept the 2023-24 audit for Northwest Public Schools was made by Paul Mader, seconded by Zach Mader and passed unanimously.

A motion to accept the results of the November 2024 election as certified by Tracy Overstreet, Hall County Election Commissioner, was made by Zach Mader and seconded by Robin Schutt. The motion passed unanimously.

The Superintendent's Report included the following items:

- Upcoming Board Workshops
- Option Transfer Enrollment Summary for November 2024

At 7:45 PM, Artie Moeller made a motion to enter Executive Session to discuss 2025-26 Teacher Negotiations and the Superintendent Evaluation. Aaron Buhrman seconded the motion.

At 9:50 PM, the board reconvened.

Leiser adjourned the meeting at 9:51 PM.

INVOICES SUBMITTED FOR PAYMENT

JANUARY 13, 2025

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Check Total</u>
Checking	1	Fund: 01 GENERAL FUND	
74198	4IMPRINT INC	SUPPLIES	248.00
147908	ACE HARDWARE	SUPPLIES	56.33
147909	ALMQUIST, MALTZAHN, GALLOWAY & LUTH	ACCOUNTING SERVICES	490.00
74199	AMAZON CAPITAL SERVICES INC	SUPPLIES	2,439.32
147910	AURORA CO-OP	GASOLINE/PROPANE	6,292.31
74200	BAASCH WELDING CO	REPAIRS/MAINTENANCE	465.12
74201	BOSSELMAN PUMP & PANTRY INC	GAS & OIL	2,112.66
147911	BOWEN, BROOKE	REIMBURSEMENT	64.72
74202	CENTRAL COMMUNITY COLLEGE - GRAND ISLAND	ENTRY FEE	486.00
74203	CENTRAL NE BOBCAT	GROUNDS UPKEEP	161.28
74204	CENTURYLINK	PHONE	100.00
74205	CHARTER COMMUNICATIONS	INTERNET	800.00
147912	CITY OF GRAND ISLAND UTILITIES	ELECT/WATER/SEWER	15,600.00
147913	CLEARFLY	PHONE BILL	1,000.00
147914	COMPUTER CONCEPTS	SUPPLIES/EQUIPMENT	419.85
74206	CROSBY, AMANDA	MILEAGE REIMBURSEMENT	20.77
74207	CULLIGAN	SALT & RENT	2,901.28
147915	DAS STATE ACCTG - CENTRAL FINANCE OCIO	TELEPHONE SERVICE	331.90
147906	DEMCO, INC	SUPPLIES	254.19
147916	EAKES OFFICE SOLUTIONS	SUPPLIES	8,945.83
147917	EBERL PLUMBING & DRAIN	REPAIRS	695.50
74208	ENCK, HEATHER	PARENT MILEAGE	166.13
74209	ESU #10	SUPPLIES/REPAIRS/INSERVICE	9,926.20
147918	FATHER FLANAGAN'S BOYS' HOME	TUITION	9,880.00
74210	GIEC COMMUNICATIONS	BUILDING UPKEEP	1,650.00
147919	GLOBO LANGUAGE SOLUTIONS	SUBSCRIPTION	332.27
147920	GO PHYSICAL THERAPY LLC	CONTRACTED SERVICES	15,545.25
74211	GRAGG, SAMANTHA	MILEAGE REIMBURSEMENT	201.00
74212	GRIZZLY INDUSTRIAL INC	SUPPLIES	3,613.13
74213	HALL COUNTY ELECTION COMMISSIONER	ELECTION EXPENSES	851.25
74214	HALL COUNTY TREASURER	TAXES	1,745.40
74215	HARB'S LANDSCAPING & SUPPLY INC	LANDSCAPING	2,475.00
74216	HD SUPPLY FACILITIES MAINTENCE LTD	SUPPLIES	5,426.71
147921	HERZBERG, MICHAEL	REIMBURSEMENT	52.87
74217	HIGHLAND PARK	GROUNDS	1,940.40
147922	HOLIDAY EXPRESS	TRANSPORTATION	51,254.57
147923	HOMETOWN LEASING	COPIER LEASE PYMT	842.62

INVOICES SUBMITTED FOR PAYMENT

		JANUARY 13, 2025	
<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Check Total</u>
147924	HONEYWELL	CONTRACT SERVICES	6,762.41
147925	HORAK, SHEILA	CONTRACTED SERVICES	2,927.34
74218	HOWARD GREELEY RURAL PUBLIC POWER DIST	UTILITIES	1,419.75
74219	HYVEE ACCOUNTS RECEIVABLE	INSERVICE\SUPPLIES	330.97
74220	ISLAND SUPPLY & WELDING CO	SUPPLIES/REPAIRS	70.80
74221	JOHNNY'S LOCK & KEY SHOP	KEYS/LOCKS	90.00
147926	JW PEPPER & SON, INC	MUSIC	210.00
147927	KELLY SUPPLY COMPANY	SUPPLIES	34.95
147928	KERR, CINDY	MILEAGE REIMBURSEMENT	160.40
74222	KUCK, JON	SNOW REMOVAL / PLUMBING	375.00
74223	LAKESHORE	SUPPLIES	110.38
74224	LAMAR COMPANIES DBA LAMAR TEXAS LIMITED PARTNERSHIP	ADVERTISING	1,250.00
147929	LEPANT, JAMIE	REIMBURSEMENT	152.69
74225	LOUP VALLEY LIGHTING, INC	BUILDING UPKEEP	588.00
74226	LOVE SIGNS	EQUIPMENT AND REPAIRS	907.13
74227	MEAD LUMBER COMPANY	SUPPLIES	2,312.86
74228	MENARDS	SUPPLIES/EQUIPMENT	688.39
147930	MEYER, TIMOTHY	MILEAGE / REIMBURSEMENT	173.53
147931	MID NEBRASKA DISPOSAL INC	GARBAGE SERVICE	1,647.40
74229	MIDWEST ALARM SERVICES	ALARM SERVICE	724.22
147932	MIDWEST CONNECT LLC	POSTAGE	500.00
74230	MIDWEST RESTAURANT SUPPLY INC	EQUIPMENT/REPAIRS	108.98
74231	MONTANEZ, ARISTA	MILEAGE REIMBURSEMENT	131.66
147933	MOSER, MARTIN	REIMBURSEMENT	52.87
74232	NATIONAL ART & SCHOOL SUPPLIES	SUPPLIES	127.16
74233	NE ASSOCIATION OF SCHOOL BOARDS	REGISTRATION	1,183.00
74234	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATORS	REGISTRATION	120.00
74235	NEBRASKA PUBLIC HEALTH ENVIRONMENTAL LAB	WATER TESTING	54.00
74236	NEBRASKA STATE FIRE MARSHAL AGENCY	INSPECTIONS	36.00
74237	NORTHWESTERN ENERGY	UTILITIES	5,981.37
147934	NW LUNCH FUND	TRANSFERS / SUPPLIES	5.00
147935	O'BOYLE, MELANIE	REIMBURSEMENT	42.88
147936	OKIO LABS INC	TECHNOLOGY	116.00
74238	PAPER TIGER	SHREDDING	62.00
74239	PERRY GUTHERY HAASE & GESSFORD	LEGAL SERVICES	188.50
74240	PHONOGRAPH-HERALD	SUBSCRIPTION	7.76
74241	PINNACLE BANK	SUPPLIES/INSERVICE	291.90

INVOICES SUBMITTED FOR PAYMENT

JANUARY 13, 2025

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Check Total</u>
74242	PINNACLE BANK	SUPPLIES/INSERVICE	246.79
74243	PINNACLE BANK	SUPPLIES/INSERVICE	750.53
74244	PINNACLE BANK	SUPPLIES/INSERVICE	477.38
74245	PINNACLE BANK	SUPPLIES/INSERVICE	199.00
147937	POMP'S TIRE SERVICE INC	VEHICLE MAINTENANCE	78.47
147938	PROKESH, JUNE	MILEAGE REIMBURSEMENT	55.48
74246	PSUG EVENTS	REGISTRATION	1,198.00
147939	RAMSEY, JEANETTE	REIMBURSEMENT	78.66
147907	REGAL AWARDS GROUP	PLAQUES/MEDALS	415.63
74247	RENTOKIL NORTH AMERICA INC DBA PRESTO-X	CONTRACT SERVICE	802.68
147940	RETZLAFF, TARA	MILEAGE / REIMBURSEMENT	105.13
74248	RICE ELECTRIC	REPAIRS	1,409.00
74249	RIVERA, BEN	PARENT MILEAGE	139.36
74250	SAM'S CLUB MC/SYNCB	SUPPLIES	566.22
147941	SCHOOL SPECIALTY LLC	SUPPLIES	360.00
74251	SHERWIN-WILLIAMS CO	PAINT	67.40
147942	SMITH, PAUL	MILEAGE / REIMBURSEMENT	52.87
147943	SOUTHERN PUBLIC POWER DISTRICT	ELECTRICTY	4,082.26
74252	SPARQDATA	SOFTWARE	5,600.00
74253	SPECIALLY DESIGNED EDUCATION SERVICES	MATERIALS/SUPPLIES	3,240.00
74254	SPORT SAFE TESTING SERVICE INC	SUBSTANCE ABUSE TESTING	4,068.00
147944	STELK, JAIMI	REIMBURSEMENT	52.87
74256	STELLING BRASS & WINDS	REPAIRS	4,058.50
74257	STERNER PAINTING INC	PAINTING	950.00
74258	STUHR MUSEUM	SUPPLIES	184.00
74259	SUNBELT RENTALS	EQUIPMENT RENTAL	413.28
74260	SUPER SAVER	SUPPLIES	172.88
74261	TJADEN III, WESLEY	PRESENTER/SPEAKER	200.00
74262	TRUVIEW CAMERAS LLC	CAMERAS / SERVICE CALL	378.00
74263	TURF PRO LANDSCAPING	GROUNDS UPKEEP	1,980.00
74264	VERIZON WIRELESS	CELLULAR PHONE	332.43
74265	WALMART	SUPPLIES/EQUIPMENT	602.96
74266	WESTSIDE BOWLING LANES	RENTAL	234.00
74267	YANDA'S MUSIC & PRO AUDIO	SUPPLIES	78.98
74268	ZIGS FOUR WHEEL DRIVE	REPAIRS	996.80
Fund Total:			214,360.72
Checking	8	Fund: 08 BUILDING FUND	
1396	RICE ELECTRIC	REPAIRS	13,911.00
Fund Total:			13,911.00

**TREASURER'S REPORT
FOR THE MONTH OF DECEMBER 2024
JANUARY 13, 2025**

GENERAL FUND

Balance, Beginning of the Month	\$ 4,043,422.98
Receipts	1,627,488.75
Expenditures	1,607,816.59
Balance, End of the Month	\$ 4,063,095.14

BUILDING FUND

Balance, Beginning of the Month	\$ 478,635.28
Receipts	8,324.58
Expenditures	-
Balance, End of the Month	\$ 486,959.86
*Designated funds for turf replacement \$40,000 (\$20,000 - September 2023. \$20,000 - September 2024)	

BOND FUND

Balance, Beginning of the Month	\$ 142,598.69
Receipts	517.58
Expenditures	-
Balance, End of the Month	\$ 143,116.27

**TREASURER'S REPORT
FOR THE MONTH OF DECEMBER 2024
JANUARY 13, 2025**

DEPRECIATION FUND

Balance, Beginning of the Month	\$ 302,152.49
Receipts	1,096.70
Expenditures	-
Balance, End of the Month	\$ 303,249.19

EMPLOYEE BENEFIT FUND

Balance, Beginning of the Month	\$ 10,015.09
Receipts	41.47
Expenditures	4,786.28
Balance, End of the Month	\$ 5,270.28

QUALIFIED CAPITAL PURPOSE FUND

Balance, Beginning of the Month	\$ 4,314.86
Receipts	15.66
Expenditures	
Balance, End of the Month	\$ 4,330.52

**NORTHWEST PUBLIC SCHOOLS
GENERAL FUND
BUDGET SUMMARY
DECEMBER 2024**

	BUDGET	MONTHLY EXPENDITURES	TOTAL EXPENDITURES TO DATE	% OF BUDGET SPENT
INSTRUCTION	10,439,200.00	839,386.58	3,318,345.86	31.79
LEP	51,000.00	4,290.47	17,445.05	34.21
POVERTY	181,675.00	11,564.60	43,148.74	23.75
EARLY CHILDHOOD	166,000.00	15,452.96	59,026.12	35.56
SPECIAL EDUCATION PROGRAMS K-12	1,534,025.00	162,180.82	588,243.64	38.35
SUMMER SCHOOL	0.00	0.00	0.00	0.00
ATTENDANCE AND SOCIAL WORK	17,300.00	0.00	0.00	0.00
GUIDANCE SERVICES	486,700.00	40,655.37	161,479.99	33.18
HEALTH SERVICES	179,350.00	16,111.89	66,353.29	37.00
PSYCH SERVICES SPED SCHOOL AGE	395,250.00	33,121.13	131,985.38	33.39
PSYCH SERVICES SPED 3-5	16,875.00	1,376.13	5,504.52	32.62
SPEECH PATH K-12	208,700.00	17,707.17	68,291.87	32.72
SPEECH PATH/AUDIO SPED 3-5	17,950.00	1,532.07	6,031.27	33.60
SPEECH PATH/AUDIO SPED 0-2	0.00	97.03	291.09	0.00
OCCUP THERAPY K-12	34,400.00	6,745.08	20,374.93	59.23
OCCUPATIONAL THERAPY SPED 3-5	0.00	1,013.65	4,473.29	0.00
OCCUPATIONAL THERAPY SPED 0-2	0.00	971.27	2,037.17	0.00
PHYSICAL THERAPY K-12	11,600.00	1,805.51	5,439.07	46.89
PHYSICAL THERAPY - SPED 3-5	0.00	439.71	1,101.98	0.00
PHYSICAL THERAPY - SPED 0-2	1,000.00	355.20	948.69	94.87
VISUAL IMP SERV - K-12	12,000.00	0.00	0.00	0.00
VISUALLY IMP SERV - SPED 3-5	0.00	591.47	1,774.40	0.00
OTHER PUPIL SUPPORT SERV	0.00	6,000.00	18,000.00	0.00
SCHOOL IMPROVEMENT	51,075.00	3,674.32	15,021.78	29.41
INSTRUCT / CURRICULUM DEV	84,110.00	5,686.34	30,363.13	36.10
INSTRUCTIONAL STAFF TRAINING	4,500.00	0.00	250.00	5.56
IMPLEMENATION OF STANDARDS	47,825.00	3,496.74	13,986.96	29.25
LIBRARY / MEDIA SERVICES	271,810.00	21,802.78	86,267.92	31.74
TECHNOLOGY - INSTRUCTION RELATED	164,200.00	10,904.40	44,467.23	27.08
BOARD OF EDUCATION	20,000.00	235.64	1,045.45	5.23
EXECUTIVE ADMINISTRATION	520,400.00	34,572.79	140,386.33	26.98
DISTRICT LEGAL SERVICES	15,000.00	0.00	0.00	0.00
OFFICE OF THE PRINCIPAL	1,161,200.00	107,990.81	386,721.80	33.30
SCHOOL ADMINISTRATION - OTHER	214,450.00	18,244.51	77,493.95	36.14
FISCAL SERVICES	69,400.00	5,043.27	20,095.83	28.96
PUBLIC INFORMATION SERVICES	0.00	0.00	0.00	0.00
PERSONNEL SERVICES	75,400.00	2,715.82	29,672.42	39.35
TECHNOLOGY - ADMINISTRATIVE	423,650.00	20,837.59	98,183.79	23.18
CENTRAL SERVICES - OTHER	116,400.00	4,389.68	20,670.38	17.76
OPERATION OF BUILDINGS	1,238,950.00	108,265.25	413,297.04	33.36
MAINTENANCE OF BUILDINGS	500,500.00	4,263.29	94,303.60	18.84
UPKEEP OF GROUNDS	54,800.00	10,005.55	39,574.43	72.22
VEHICLE OPER/MAINT - NON STUDENT	4,000.00	(137.27)	1,537.59	38.44
SAFETY	5,830.00	74.91	299.64	5.14
VEHICLE OPERATION - REG EDUCATION	29,800.00	326.53	3,387.47	11.37

**NORTHWEST PUBLIC SCHOOLS
GENERAL FUND
BUDGET SUMMARY
DECEMBER 2024**

	BUDGET	MONTHLY EXPENDITURES	TOTAL EXPENDITURES TO DATE	% OF BUDGET SPENT
VEHICLE OPERATION - SPED	0.00	0.00	1,345.96	0.00
VEHICLE OPERATION - SPED 0-2	0.00	895.92	2,008.12	0.00
VEHICLE MAINT - REG ED	8,000.00	614.09	3,635.77	45.45
VEHICLE MAINT - SPED K-12	0.00	129.61	658.50	0.00
STUDENT TRANSPORTATION - OTHER	455,000.00	43,095.30	215,303.98	47.32
CATERGORIAL GRANTS	15,000.00	1,275.93	7,103.61	47.36
HIGH ABILITY LEARNERS	12,000.00	1,926.65	4,165.48	34.71
STATE EARLY CHILDHOOD GRANT	33,975.00	3,000.44	12,001.76	35.33
TITLE I PART A	145,125.00	12,573.11	50,292.46	34.65
TITLE II PART A	21,500.00	3,544.85	8,621.89	40.10
IDEA PART B (611) BASE & ENROLL POV	292,600.00	22,338.52	89,353.99	30.54
IDEA SPECIAL PROJECTS	9,000.00	0.00	16.26	0.18
CARL PERKINS	3,000.00	0.00	828.67	27.62
ESSER III	0.00	0.00	604.00	0.00
TRANSFERS	125,000.00	0.00	100,000.00	80.00
TOTAL	19,946,525.00	1,613,185.48	6,533,263.54	32.75

NORTHWEST PUBLIC SCHOOLS
LUNCH FUND
DECEMBER 2024

	<u>Monthly Activity</u>	<u>Year to Date Activity</u>	<u>Budget</u>
<u>REVENUE</u>			
SALES - STUDENT LUNCHES	12,330.25	58,359.05	198,000.00
NON REIMB MEALS / ALA CARTE	21,625.00	179,639.53	100,000.00
STATE REIMBURSEMENT	0.00	0.00	2,000.00
FEDERAL REIMBURSEMENT	15,904.50	67,438.01	500,000.00
TRANSFERS FROM GENERAL FUND	0.00	0.00	50,000.00
TOTAL REVENUE	\$49,859.75	\$305,436.59	\$850,000.00
<u>EXPENDITURE</u>			
SALARY- FOOD SERVICE	4,775.00	19,100.00	65,000.00
FOOD SERVICE SALARY CH	4,968.53	17,445.05	50,000.00
FOOD SERVICE SALARY - 1R	2,424.22	8,647.86	30,000.00
FOOD SERVICE SALARY - SL	1,064.22	3,460.17	30,000.00
FOOD SERVICES SALARY - NW	15,832.02	57,882.94	125,000.00
FOOD SERVICE INS	861.81	3,447.24	0.00
INS - CED HOLLOW	2,618.77	10,475.08	30,000.00
INS - 1R	854.43	3,417.72	12,000.00
INS - ST LIBORY	0.00	0.00	20,000.00
INS - NWHS	5,949.41	23,797.64	0.00
FOOD SERVICE FICA - NON INSTRUCT STAFF	360.91	1,443.64	4,000.00
FICA - CED HOLLOW	379.18	1,330.91	4,000.00
FICA - 1R	185.78	662.88	2,000.00
SOC SEC - ST LIBORY	81.41	264.68	20,000.00
FICA - NWHS	1,192.39	4,352.98	10,000.00
FOOD SERVICE RET - NON INSTR STAFF	350.96	1,403.85	4,000.00
RET - CED HOLLOW	365.18	1,282.21	0.00
RET - 1R	178.18	635.61	2,500.00
RET - ST LIBORY	0.00	0.00	2,500.00
RET - NWHS	1,046.12	3,811.14	10,000.00
FOOD SERV RET - INCR CONTR	120.70	482.81	0.00
RET - ADDL	125.59	440.97	800.00
RET - ADDL	61.28	218.60	800.00
RET - ADDL	0.00	0.00	800.00
RET - ADDL	359.78	1,310.72	1,200.00
INSERVICE LUNCH STAFF	0.00	40.00	200.00
REPAIRS / MAINT SERVICES	457.46	1,962.12	5,000.00
SUPPLIES - C	0.00	0.00	3,000.00

**NORTHWEST PUBLIC SCHOOLS
LUNCH FUND
DECEMBER 2024**

	<u>Monthly Activity</u>	<u>Year to Date Activity</u>	<u>Budget</u>
SUPPLIES - 1R	0.00	0.00	3,000.00
SUPPLIES - SL	0.00	0.00	3,000.00
SUPPLIES - NWHS	7,891.25	37,526.06	100,000.00
FOOD - PROGRAM - CH	5,587.72	30,099.11	75,000.00
FOOD - PROGRAM - 1R	2,987.22	15,360.97	45,000.00
FOOD - PROGRAM - SL	2,856.83	14,897.48	45,000.00
FOOD - PROGRAM - NWHS	6,676.85	34,031.41	130,000.00
PURCH SERV - REP/MAINT - NWHS	0.00	0.00	0.00
SOFTWARE - WEB - NWHS	0.00	745.00	6,200.00
MISCELLANEOUS - NWHS	103.93	143.93	10,000.00
TOTAL EXPENDITURE	\$70,717.13	\$300,120.78	\$850,000.00

**NORTHWEST PUBLIC SCHOOLS
ACTIVITY FUND
DECEMBER 2024**

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
BAND	12,211.92	1,116.00	0.00	11,095.92
CLASS OF 2026	2,280.57	300.00	30.00	2,010.57
CLASS OF 2025	3,839.96	0.00	30.00	3,869.96
CONCESSIONS	7,608.26	1,459.30	3,882.51	10,031.47
MEDIA	520.63	422.83	0.00	97.80
DRAMA	27.90	340.17	160.00	(152.27)
FBLA	6,453.60	205.52	353.00	6,601.08
FCA	1,193.33	0.00	0.00	1,193.33
SMALL ENGINES	50.85	0.00	0.00	50.85
FFA	34,812.25	12,835.90	28,132.55	50,108.90
FCCLA	2,859.85	65.00	2,002.04	4,796.89
MARKETING CLASS	193.37	0.00	0.00	193.37
FOREIGN LANG CLUB	393.60	0.00	0.00	393.60
CTE FUNDRAISING	(39.25)	0.00	0.00	(39.25)
NAT HONOR SOCIETY	2,241.23	161.88	256.00	2,335.35
YEARBOOK	15,136.55	0.00	1,095.00	16,231.55
SAGA	1,286.77	0.00	0.00	1,286.77
STUDENT COUNCIL	2,024.64	53.99	0.00	1,970.65
CHEERLEADERS	(6,150.39)	110.25	3,144.85	(3,115.79)
DANCE TEAM	6,523.69	3,514.85	23,903.49	26,912.33
SPED BUSINESS	2,242.40	41.25	55.00	2,256.15
VOCAL MUSIC	15,148.74	2,954.51	0.00	12,194.23
CONSTRUCTION HOUSE	(374,110.74)	128.51	1,833.05	(372,406.20)
NOBEL PRIZE	2,098.49	0.00	48.00	2,146.49
SHOW CHOIR	91,837.80	15,733.18	500.00	76,604.62
DONATION	71,857.77	0.00	0.00	71,857.77
TECHNOLOGY	83,927.63	0.00	160.00	84,087.63
GENERAL ACTIVITIES	(110,857.49)	719.43	521.16	(111,055.76)
MEMORIALS / GIFTS	18,239.37	0.00	0.00	18,239.37
COMMUNITY/PROMOTION	2,339.39	0.00	0.00	2,339.39
CCC TUITION	85,520.74	1,241.20	0.00	84,279.54
SCHOOL STORE	20,237.65	689.18	1,190.35	20,738.82
VIDEO DISPLAY SIGN	(111,022.00)	0.00	200.00	(110,822.00)
IND ARTS ST PROJECTS	15,036.80	0.00	53.00	15,089.80
GREENHOUSE	5,773.52	0.00	0.00	5,773.52
RESTITUTION	31,950.00	0.00	0.00	31,950.00
SKILLS USA	121.00	0.00	148.00	269.00
SPEECH	1,519.07	0.00	0.00	1,519.07
HS COURTESY COMMITTEE	(18.35)	0.00	0.00	(18.35)
BOWLING	1,085.78	503.25	370.00	952.53
MUSICAL	93,513.12	0.00	0.00	93,513.12
BAND TRIP	(768.25)	0.00	0.00	(768.25)
WELLNESS PROGRAM	16,464.61	0.00	0.00	16,464.61
COMPUTER LEASE PROGRAM	(15,185.90)	0.00	2,196.30	(12,989.60)
ROBOTIKS	204.00	203.00	0.00	1.00
ESPORTS	6,374.83	356.13	0.00	6,018.70
POST PROM	6,731.27	0.00	0.00	6,731.27
CEDAR HOLLOW DC TRIP	12,114.43	6,989.30	0.00	5,125.13
CEDAR HOLLOW STUDENT COUNCI	2,100.50	125.89	0.00	1,974.61

CEDAR HOLLOW ACTIVITIES	8,335.81	907.78	400.00	7,828.03
1R ACTIVITIES	3,972.65	0.00	0.00	3,972.65
STRIV	1,147.69	0.00	0.00	1,147.69
ED TRAVEL	35.00	0.00	0.00	35.00
ST LIBORY ACTIVITIES	5,926.55	0.00	190.26	6,116.81
SL PTO	389.14	614.46	259.00	33.68
VIKING CARE FUND	1,264.46	0.00	0.00	1,264.46
WEIGHT ROOM	(9,611.27)	0.00	0.00	(9,611.27)
CAPITAL CAMPAIGN	4,363.25	0.00	0.00	4,363.25
1R PTO	9,567.75	369.44	0.00	9,198.31
FOOTBALL	(32,643.78)	499.00	0.00	(33,142.78)
FB FUNDRAISING	5,058.29	619.86	306.40	4,744.83
SOFTBALL	2,104.43	207.98	0.00	1,896.45
SB FUNDRAISING	3,319.58	112.59	0.00	3,206.99
VOLLEYBALL	(921.25)	250.00	0.00	(1,171.25)
VB FUNDRAISING	4,928.00	0.00	0.00	4,928.00
GOLF	(2,744.46)	170.60	0.00	(2,915.06)
GOLF - FUNDRAISING	12,052.52	0.00	0.00	12,052.52
WRESTLING	(743.52)	1,918.00	1,684.00	(977.52)
G WR - FUNDRAISING	1,805.39	3,539.85	210.00	(1,524.46)
WR - FUNDRAISING	17,842.27	1,802.00	141.00	16,181.27
BOYS BASKETBALL	1,760.27	1,982.40	1,996.00	1,773.87
BBB - FUNDRAISING	4,699.94	0.00	0.00	4,699.94
BOYS YOUTH BB	980.88	0.00	0.00	980.88
GIRLS BASKETBALL	3,624.47	1,650.00	1,742.00	3,716.47
GBB - FUNDRAISING	12,279.55	928.94	0.00	11,350.61
GBB - VALOR	10,162.38	1,686.98	250.00	8,725.40
B SOCCER - FUNDRAISING	1,708.29	0.00	580.00	2,288.29
G SOCCER - FUNDRAISING	1,204.64	0.00	0.00	1,204.64
TRACK	20.00	0.00	0.00	20.00
TRACK - FUNDRAISING	11,216.99	0.00	0.00	11,216.99
CROSS COUNTRY	120.00	171.00	500.00	449.00
CC - FUNDRAISING	909.49	0.00	0.00	909.49
MIDDLE SCHOOL ATHLETICS	1,085.47	1,590.00	1,016.00	511.47
ATHLETICS	(480.25)	1,756.47	1,307.00	(929.72)
	<u>152,686.13</u>	<u>71,047.87</u>	<u>80,845.96</u>	<u>162,484.22</u>

January 6, 2025

Northwest Public School Board

2710 North Rd.

Grand Island, NE, 68803

Dear Northwest Public School Board,

I am writing to formally resign from my position as the 5th Grade teacher at St. Libory School, effective at the end of the 2024-2025 school year. It is with mixed emotions that I make this decision, as I have greatly enjoyed my time at Northwest Public Schools and have grown both professionally and personally during my tenure.

I would like to express my sincere gratitude to Northwest Public Schools for providing me with the opportunity to work in such an esteemed institution. The support and encouragement I have received throughout the years have been invaluable, and I will always cherish the memories I have made with my colleagues and students.

Please feel free to reach out to me if you have any further questions or need any additional information. I would be happy to be of assistance during the transition period.

Thank you once again for everything. I wish the entire Northwest Public Schools community continued success and growth.

Sincerely,

A handwritten signature in cursive script that reads "Kirsten Pullen". The signature is written in black ink and is positioned above the printed name.

Kirsten Pullen

January 6, 2025

Dear Dr. Edwards and NWPS School Board Members,

I am writing to formally announce my retirement from my position as a school counselor with Northwest Public Schools, effective end of the 2024-25 school year. After eleven years of serving our students, families, and staff at NWPS and a combined twenty-nine-years as an educator, I have made the bittersweet decision to close this chapter of my professional life and embrace the next phase of my journey.

It has been an honor and a privilege to work with such dedicated colleagues and administrators who share the same passion for fostering student success. Together, we have created a nurturing environment where every student is encouraged to grow academically, socially, and emotionally. I am deeply proud of the progress we have made as a team and the positive impact we have had on the lives of so many young people.

Throughout my career, I have been fortunate to guide and support our students through their challenges and triumphs. Seeing them develop resilience, achieve their goals, and step confidently into their futures has been the most rewarding aspect of my work. I will always cherish these moments and the connections I have built with the incredible students, families and all the amazing people I have been blessed to work alongside with.

While I look forward to exploring new opportunities and spending more time with my family, I will greatly miss the daily interactions with our students and staff. Please know that I will remain committed to ensuring a smooth transition during my remaining time here. I am happy to assist in any way possible to support the person who will fill this role and continue the important work we have started together.

Thank you for the trust, collaboration, and encouragement you have extended to me throughout my time at NWPS. This school district will always hold a special place in my heart, and I am grateful for the memories, friendships, and experiences that have shaped me personally and professionally.

Wishing you, the staff, and the students continued success in the years to come.

With gratitude and warm regards,

A handwritten signature in black ink that reads "Debra Boroff". The signature is written in a cursive, flowing style.

Debra Boroff

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Hall County School District 0082, a/k/a Northwest Public Schools**, hereinafter referred to as “the Board,” and Jeffrey Edwards, hereinafter referred to as “the Superintendent.” This contract shall supersede any prior employment agreements between the parties.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 13th day of January 2025, the Board hereby agrees to employ the Superintendent, and the Superintendent hereby agrees to accept such employment, subject to the following terms and conditions:

1. Term of Contract. This Contract is for a term of two (2) years beginning on the 1st day of July 2025, and expiring on the 30th day of June 2027 (the “Initial Term”), unless extended in one (1) year increments under the terms of this section (an “Extended Term”). A “contract year” for purposes of this Contract shall be from July 1 to June 30. Extensions (“roll-overs”) may occur as follows:

- a. Superintendent’s Notice of Intent to Extend. In the first contract year, the Superintendent shall, between December 15, 2025, and February 1, 2026, give the President of the Board a “Superintendent’s Notice of Intent to Extend,” which is a written notice that the Superintendent intends to extend the Contract for a period of one (1) year. In each subsequent contract year, the Superintendent’s Notice of Intent to Extend shall be given between October 15th and December 1st. In the event a Superintendent’s Notice of Intent to Extend is not given within the specified time, the Contract shall not be extended.
- b. Board Action on Notice of Intent to Extend. In the event the Board has received a Superintendent’s Notice of Intent to Extend, the Board shall, in the first contract year, have until on or March 1, 2026, to give the Superintendent a “Notice of Intent to Not Extend,” which is a written notice that the Board does not want to extend the Contract. The Board shall have until on or before December 31st in each subsequent contract year to give a Notice of Intent to Not Extend. In the event the Board does not give a Notice of Intent to Not Extend, or of a notice of possible non-renewal or cancellation, the Contract shall be extended for an additional term of one (1) contract year.
- c. Notice of Non-Renewal. The failure to extend does not automatically affect a non-renewal of the Contract. The deadline to give a notice of non-renewal is April 15th.

2. Salary. The annual salary for the 2025-26 contract year shall be: Two hundred six thousand fifty-nine dollars (\$206,059). The annual salary for the subsequent contract years will be set by the Board prior to the month of June prior to the applicable contract year. Said annual salary shall be paid in equal monthly installments in accordance with the policy of the Board governing payment of certificated employees of the District.

In the event that the Superintendent is elected to any other office or offices of the Board of Education or in connection with the District, the Superintendent shall perform the duties of

such other office or offices without remuneration other than that as provided in this Contract.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees' Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

3. Benefits. As further consideration for the services to be performed by the Superintendent, it is agreed as follows:

1. Leave Benefits. Paid leave is available to the Superintendent when the following specific conditions are met: (1) the Superintendent is currently employed by the District and (2) the paid leave day is taken on a day Superintendent would otherwise be expected to be at work.
 - a. Vacation. The Superintendent shall be allowed 20 working days of vacation leave during each contract year to be used in a manner and at times selected by the Superintendent; provided that such vacation leave shall not be taken such as to interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year).
 - b. Carry-over and Accumulation of Vacation Days. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. Any unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be 20 days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available.
 - c. Sick Leave. The Superintendent shall be entitled to 10 working days of sick leave each contract year, which may be accumulated up to 60 working days. At the end of the year, any accumulated days over 50 will be paid at the rate of \$50 per day.
 - d. Holidays. For the purpose of this section, the term "working days" shall not include any Saturday, Sunday or the following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Day, New Year's Day, and Memorial Day. It is

understood, however, that the Superintendent's duties may require work on such days.

- e. Leave Log. The Superintendent shall maintain a current log of used vacation and sick leave days with the Superintendent's secretary. The log shall be available for review by the Board at such times as the Board or members of the Board request.
- B. Health, Dental LTD, and Term Life Insurance. The District will pay the Superintendent's cost of family health and dental insurance for the Superintendent, long-term disability insurance for the Superintendent, and term life insurance through the District's group insurance plans.
- C. Tax-Sheltered Annuity. Beginning with the 2022-2023 school year, and each year thereafter, the District shall annually contribute to a tax sheltered annuity of the Superintendent's choice for the benefit of the Superintendent, as a non-elective contribution by the Board, the difference between the premium amounts for Family health insurance coverage and Employee Spouse health insurance coverage, as permitted under and consistent with Section 403(b) of the Code and the applicable federal income tax regulations, as they currently exist. Such contribution shall be made in equal monthly amounts beginning in September 2022 and shall be in addition to the salary and other benefits specified in this Contract (and not in lieu thereof) and shall continue during the term of this Contract unless modified by mutual agreement of the parties.
- D. Meetings and Dues. The Superintendent shall attend appropriate professional meetings at the local, state, and national levels provided that such attendance does not interfere with the proper performance of Superintendent's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. In addition, the District shall pay the Superintendent's annual dues to the Nebraska Council of School Administrators. The Board may pay dues for other professional organizations suitable for the Superintendent's position and dues to local civic organizations upon the Superintendent's request.
- E. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Superintendent's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- F. Cellular Phone. The District will provide the Superintendent with a cell phone for business use. The Superintendent's use of the cell phone for essential personal business shall be kept to a minimum and shall not interfere with the conduct of public business. The Superintendent shall be responsible for payment or reimbursement of charges, if any, that directly result from any such communication
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in the Superintendent's individual capacity or the Superintendent's official capacity as an agent or employee of the District, provided that the incident arose while the Superintendent was acting (or, in good faith, reasonably believed that the Superintendent was acting) within the scope of the Superintendent's employment with the District and provided the matter does not involve criminal proceedings against the Superintendent or matters determined by the Board to be contrary to the interests of the District.

4. Duties. The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such positions as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such positions. The Superintendent shall be subject to such other duties as the Board may assign from time to time without additional compensation. The Superintendent agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Superintendent shall be governed by the policies, regulations, and directions of the Board of Education. The Superintendent shall in all respects to diligently and faithfully perform the assigned duties to the best of the Superintendent's professional ability. Regular dependable attendance at meetings of the Board and committees of the Board and other assigned duties is an essential function of the Superintendent's position.

5. Board-Superintendent Relationship. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be the chief administrative officer for the District and shall have primary responsibility for implementation of Board policy. The Superintendent shall be responsible for development of policies for adoption by the Board and for development of regulations and rules consistent with Board policy. In the absence of Board policy on matters which require prompt action, the Superintendent shall have the authority to act using the Superintendent's professional judgment and consistent with legal requirements; provided that the Superintendent shall report the nature of the matter and the action taken to the Board no later than the next regularly scheduled Board meeting. The parties agree, individually and collectively, to promptly refer all criticism, complaints and suggestions called to its attention to the Superintendent for action, study, or recommendation, as appropriate.

6. Evaluation of the Superintendent. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the regular December meeting. The Superintendent shall: remind the Board members in writing of this provision no later than its regular November meeting; make the evaluation an agenda item for the regular December board meeting during each year of this contract; and provide the Board with the written evaluation instrument that is on file with the Nebraska Department of Education. The Superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation, which response shall be placed in the Superintendent's personnel file.

7. Contract Termination. In the event the Superintendent violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Superintendent's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a superintendent in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15 of the final year of the Contract or any extension of the Contract term; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional

conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Superintendent may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Superintendent, shall be set off from sums due to the Superintendent and, if the sums owing to the District are in excess of the sums due the Superintendent, the amount owing shall be immediately refunded by the Superintendent.

The Board of Education may require a certificate of health and physical fitness of Superintendent in accordance with applicable law at any time while this Contract is in force. Should the Superintendent be unable to perform the Superintendent's duties by reason of mental or physical capacity or any reason beyond the Superintendent's control, and said disability exists for a period exceeding the Superintendent's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Superintendent unable to perform essential functions of the positions for which the Superintendent is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

8. Representations and Legal Requirements. The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Superintendent shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Superintendent further warrants and represents as follows: (1) all information set forth in the Superintendent's application for employment and other information provided by the Superintendent in seeking employment are true and accurate, and if said information ceases to be true, Superintendent will advise the Board of Education immediately; (2) Superintendent has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Superintendent has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Superintendent from this Contract; provided no resignation shall become effective until expiration of the remaining term

of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

9. Governing Laws. The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

10. Amendments & Severability. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 10, 2025, shall constitute a rejection by the Superintendent of the offer of employment. It is agreed that the Contract may be signed by the Superintendent prior to Board approval of the Contract.

Executed this ____ day of _____, 2025 _____ , Superintendent	Executed this ____ day of _____, 2025. Board of Education of Hall County School District 0082, a/k/a Northwest Public Schools By: _____ President Attest: _____ Secretary
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Superintendent Pay Transparency Notice—Proposed Contract Dr. Jeffrey Edwards

Notice is hereby given that Northwest Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 13, 2025 at 7:00 pm at the Northwest High School Conference Room in Grand Island, Nebraska.

1

After the 2025/26 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 206,059.00	\$ 213,271.00	\$ 419,330.00
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
Benefits and Payroll Costs Paid by district:			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 22,180.00	\$ 23,500.00	\$ 45,680.00
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district			\$ -
• District's share of retirement, FICA and Medicare	\$ 36,957.00	\$ 38,000.00	\$ 74,957.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days	\$ 15,850.00	\$ 16,500.00	\$ 32,350.00
• Annuities	\$ 7,604.00	\$ 7,800.00	\$ 15,404.00
• Service credit purchase			\$ -
• Association / Membership dues	\$ 2,000.00	\$ 2,400.00	\$ 4,400.00
• Cell Phone/Internet reimbursement	\$ 600.00	\$ 600.00	\$ 1,200.00
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement	\$ 2,000.00	\$ 2,000.00	\$ 4,000.00
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 293,250.00	\$ 304,071.00	\$ 597,321.00

**Northwest Public Schools
December 1-31st Option Enrollment Request Summary**

2024-25

NWHS					Cedar Hollow					1R					St Libory				
	In	Out	Opt	Total		In	Out	Opt	Total		In	Out	Opt	Total		In	Out	Opt	Total
9			144	177	K			28	39	K			11	21	K			1	12
10			142	169	1			28	41	1			11	19	1			4	13
11			132	167	2			28	42	2			11	21	2			10	17
12			127	163	3			23	38	3			8	22	3			7	21
Total	0	0	545	676	4			25	41	4			9	19	4			11	19
					5			29	43	5			14	21	5			13	20
					6			29	42	6			12	22	6			9	18
					7			34	45	7			14	24	7			8	14
					8			35	47	8			17	25	8			14	20
					Total	0	0	259	378	Total	0	0	107	194	Total	0	0	77	154

2024-25 Combined Total In - 0

2024-25 Combined Total Out - 0

2025-26

NWHS					Cedar Hollow					1R					St Libory				
	In	Out	Opt	Total		In	Out	Opt	Total		In	Out	Opt	Total		In	Out	Opt	Total
9	83		83	174	K	37		37		K	11		11		K	0		0	
10	1		146	181	1	2		30	41	1	11		11	21	1	0		1	12
11	1		143	170	2	3		31	44	2	3		14	24	2	0		4	13
12			132	168	3	5		33	47	3	3		14	24	3	0		10	18
Total	85	0	504	693	4	3		26	40	4	8		8	23	4	0		7	21
					5	1		26	42	5	9		9	19	5	1		12	22
					6	6		35	49	6	3		17	24	6	0		13	21
					7	0		29	43	7	0		12	22	7	0		9	20
					8	1		35	46	8	0		17	25	8	0		14	21
					Total	58	0	282	352	Total	48	0	113	182	Total	1	0	70	148

2025-26 Combined Total In - 192

2025-26 Combined Total Out - 0

Enrollment in PS

	9/5	10/8	11/5	12/3	1/7					
Northwest	682	682	681	680	676					
Cedar Hollow	378	378	378	377	378					
1R	194	197	197	197	194					
St. Libory	157	161	158	154	154					
Preschool	24	23	23	23	23					
Totals	1435	1441	1437	1431	1425	0	0	0	0	0