David City Public School Board of Education
Work Session Meeting
Wednesday, October 21, 2026 7:00 PM
Board Meeting Room at the High School
750 D St.
David City, NE 68632-1724

1. Call Meeting to Order

    1.1. Pledge of Allegiance

    1.2. Open Meetings Statement

    1.3. Attendance/Absence Approval

2. Public Forum

3. Personnel

    3.1. Discuss the superintendent search with NASB.

4. Adjournment

Superintendent Contract
Compare/Contrast

Perry Law Firm Updated Contract vs. Current DCPS Supt. Contract

	New Superintendent Contract	**Current Superintendent Contract**
Paragraph 1 Term of Contract	2 Year Term	2 Year Term
Paragraph 2 Contract Rollover	1 Year Rollover Extension • Superintendent Request by December 31 • Board Action by February 16	1 Year Rollover Extension • Superintendent Request between December 1 and December 31 • Board Action by February 16
Paragraph 3 Salary	???	$184, 750

	New Superintendent Contract	Current Superintendent Contract
Paragraph 4 Vacation/Sick Days/Benefits	**Vacation:** **20** working days (vacation cannot be taken during regular board meetings or when duties require superintendent presence at school • Option 1 Carry-Over/ Accumulation: Vacation used each contract year, no accumulation. Unused days will be paid out at termination of employment at daily rate of pay, except when contract is cancelled for misconduct. • Option 2 Carry-Over/ Accumulation: Vacation used each contract year, Unused vacation to be paid out each July at a predetermined rate. No pay for unused vacation days if contract is cancelled for misconduct. • Option 3 Carry-Over/ Accumulation: Vacation used each contract year, no accumulation. Unused days will be paid out at termination of employment a a predetermined rate. No pay for unused vacation days if contract is cancelled for misconduct. **Sick & Bereavement:** **10** working days • Option 1 Carry-Over/ Accumulation: Maximum of 40 sick leave days accumulated. There will be no pay for unused sick leave upon termination of employment. • Option 2 Carry-Over/ Accumulation: Maximum of 40 sick leave days accumulated. Superintendent will be paid out a predetermined rate for each unused sick day. No pay for unused sick days if contract is cancelled for misconduct. **Health/Dental:** Same as teachers	**Vacation**: **20** working days (cannot be taken during regular board meetings or when duties require superintendent presence at school. **Carry-Over/Accumulation:** Vacation is used each contract year. There is no carry-over or accumulation of unused leave. Maximum 20 days each year. Unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid the effective daily rate of pay. **Health/Dental:** Same as teachers **Dental, Life:** Provided dental and life insurance policy. Disability: Elected enrollment at own expense. **Meetings/Dues:** Expected to attend at District cost per policy. Professional dues to be paid for by District. Attendance at National Conference every other year. Annual dues to NCSA and AASA. T**ransportation:** Reimbursed at rate set by Board for district travel. **Other Fringe Benefits:**

	New Superintendent Contract	Current Superintendent Contract
Paragraph 5	Duties should align to board policy (job description). May undertake consultive work, speaking engagements, writing, lecturing, or other professional duties with the advance agreement of the Board President. Regular attendance at all meetings and committee meetings of the board are expected.	Similar paragraphs. Current one is longer and includes a paragraph emphasizing duties resulting from board action not individual board members.
Paragraph 6	Board adopts policy, superintendent implements policy. In absence of a board policy, the superintendent has the authority to act using professional judgement and will report to the board no later than next regular meeting. Chain of command statement.	Same paragraph
Paragraph 7 Superintendent Evaluation	Superintendent receives evaluation and has a right to submit a response to the evaluation to be included in personnel file. By **Nov. 1st**, the superintendent will remind the Board President of the need to evaluate.	Superintendent receives evaluation and has the right to submit a response. There is **no date** on when the superintendent needs to notify the board president of evaluation.
Paragraph 9 Residency Requirements	Superintendent shall reside in the district. • Optional paragraph related to lack of housing availability.	The superintendent shall reside within the David City Public School District u**nless otherwise approved by the Board during the term of this contract.**
Paragraph 11 Search Service Offset	Liquidation damages in the event the superintendent resigns early. Option 1 Salary reduction for the remaining months of employment totally $5,000, evenly distributed in remaining months. Option 2 Salary reduction dependent upon number of days remaining in current contract	