

Holdrege Public Schools

Board of Education Regular Meeting

February 16, 2026, 6:00 PM

Holdrege High School Media Center, 600 12th Avenue, Holdrege, NE 68949

- I. Call to Order - Roll Call
- II. Recognition of Visitors
 - II.A. Presentation - National Student Leadership Conference Highlights - Lily Janssen & Kennedy Burns, JAG Specialist
 - II.B. HEA Report
 - II.C. Student Council Report
 - II.D. Public Forum
- III. Board of Education Committee Reports
- IV. Business Items
 - IV.A. Action Items
 - IV.A.1. Consent Agenda
 - IV.A.1.a. Discuss, Consider, and Take Action on the Minutes - January 19, 2026 Regular Meeting
 - IV.A.1.b. Discuss, Consider, and Take Action on the Warrants/Bills
 - IV.A.1.c. Discuss, Consider, and Take Action on the Treasurer's Report
 - IV.A.1.d. Excuse Absent Board Members
 - IV.A.2. Discuss, Consider, and Take Action on the Bill(s) from InSPIRE - Holdrege, LLC.
 - IV.A.3. Discuss, Consider, and Take Action on 2026-27 ESU #11 Services Contract
 - IV.A.4. Discuss, Consider, and Take Action on 2026-27 ESU #10 Contract for Special Education Services and Cooperative Program Agreement
 - IV.A.5. Discuss, Consider, and Take Action on Request for Out-of-State Travel
 - IV.A.6. Discuss, Consider, and Take Action on Proposed 2026-27 Negotiated Agreement
 - IV.A.7. Discuss, Consider, and Take Action on Superintendent's Contract
 - IV.A.8. Discuss, Consider, and Take Action on 2026-27 Administrative Contracts & Salaries
 - IV.A.9. Discuss, Consider, and Take Action on the Resignation of Certificated Staff
 - IV.A.10. Discuss, Consider, and Take Action on Request to Rescind Resignation of Certificated Employee
 - IV.A.11. Discuss, Consider, and Take Action on the Employment of Certificated/Professional Staff

IV.A.12. Discuss, Consider, and Take Action on 2026-27 Classified Staff & Substitute Salary Guideline

IV.A.13. Discuss, Consider, and Take Action on 2026-27 Classified/Noncertified and Administrative/Professional Exempt Staff Salaries

V. Reports

V.A. Administrative Reports

V.B. Superintendent's Report

VI. Board Policies

VII. Adjournment

Instructions for those who wish to speak during Public Forum:

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please come forward to the Board Secretary, complete the form provided with your name and any organization represented, as well as your address, and then state your name and any organization represented to the Board of Education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

REGULAR MONTHLY MEETING
Holdrege Board of Education
Monday, January 19, 2026, 6:00 p.m.
High School Media Center

The regular meeting of the Board of Education of Holdrege Public Schools was convened in open session on Monday, January 19, 2026, at the High School Media Center at 6:00 p.m.

Notice of Meeting Posted 12/18/2025 Holdrege Daily Citizen

Notice of the meeting was given in advance by publication and/or posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

The meeting was duly called to order.

Announcement of Open Meetings Act Posting

At the beginning of this meeting, it was announced that a current copy of the Open Meetings Act is posted on the wall of the meeting room and directed the public to its location.

The following board members were present: Teresa Kroll, Alex McClymont, Chris McQuillan, Samantha Minnick, Brian Rust, and Nick Wells. Also present were Todd Hilyard, Superintendent, Sandy Dunaway, Secretary, and Elizabeth Piening, Business Manager.

President Rust reported that no changes were requested in officers. Motion by Wells, seconded by McClymont, to elect Brian Rust as President. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Minnick, seconded by Rust, to elect Alex McClymont as Vice President. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McClymont, seconded by McQuillan, to reappoint Sandy Dunaway to continue serving as Secretary. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Minnick, seconded by Kroll, to reappoint Elizabeth Piening to continue serving as Treasurer. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

James Reed reported for HEA.

Asher Ham and Calin Light reported for the High School Student Council.

Visitors were recognized and invited to make comments for the public forum.

Board committee reports were reviewed and committee appointments for 2026 will remain the same.

Motion by Minnick, seconded by Wells, to approve the Consent Agenda as follows:

- a. Approval of Minutes of December 15, 2025 Regular Meeting
- b. Approve the Warrants/Bills
- c. Approve the Treasurer's Report
- d. Excuse Absent Board Members

On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McClymont, seconded by McQuillan, to approve payment of the bill(s) from InSPIRe - Holdrege, LLC. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick -abstain with conflict, Rust-yes, Wells-yes. Motion carried.

Motion by McQuillan, seconded by Minnick, to approve technology related purchases, as recommended by the Technology Curriculum Committee and Curriculum & Technology Board Committee in the amount of \$106,373.50, as presented, with administrative discretion for minor adjustments as needed. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Rust, seconded by McClymont, to approve the revised 2025-26 Extra Duty Assignments, as presented. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Minnick, seconded by McQuillan, to approve the employment of the following certificated/professional staff with projected assignments: 2025-26 Paige Dryden, 5th math beginning January 12, 2026; and 2026-27 Jenaya Pierce, 6th science. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by McClymont, seconded by Kroll, to accept the resignation of the following noncertificated staff: Karen Richards, bus driver, effective at the end of the 2025-26 contract year. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Rust, seconded by McQuillan, to accept the resignation of the following certificated staff: Addyson Mock, 5th grade math, effective January 9, 2026; and effective at the end of the 2025-26 contract year - Britani Brown, 1st grade, Paige Dryden, 5th grade math, Nancy Nelson, Title I, and Rachel Tagtmeyer, secondary English language arts. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Motion by Minnick, seconded by Wells, to approve the employment of the following noncertificated/classified staff: Mariah Starns, sign language interpreter; and Christina Jacobs, paraeducator. On roll call vote: Kroll-yes, McClymont-yes, McQuillan-yes, Minnick-yes, Rust-yes, Wells-yes. Motion carried.

Administrative reports were reviewed.

The meeting was adjourned at 6:15 p.m.

The next regular monthly meeting will be held on February 16, 2026 at 6:00 p.m.

Sandy Dunaway

Sandy Dunaway, Secretary
Holdrege Board of Education

Superintendent Pay Transparency Notice—Proposed Contract for Todd Hilyard

Notice is hereby given that Holdrege Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on February 16, 2026 at 6 pm at the Holdrege High School Media Center in Holdrege, Nebraska.

After the 2026/27 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

2 yrs

The estimated costs to the district for the 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 207,375.00	\$ 414,750.00	\$ 622,125.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 29,857.00	\$ 59,714.00	\$ 89,571.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 31,202.00	\$ 62,404.00	\$ 93,606.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,087.00	\$ 2,174.00	\$ 3,261.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 1,200.00	\$ 1,800.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 270,121.00	\$ 540,242.00	\$ 810,363.00

CONTRACT OF EMPLOYMENT WITH SUPERINTENDENT

THIS CONTRACT is made by and between the Board of Education of the **Phelps County School District 0044, a/k/a Holdrege Public Schools**, hereinafter referred to as “the Board,” and **Todd Hilyard**, hereinafter referred to as “the Superintendent.”

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 16th day of February, 2026, 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 three (3) years beginning on the 1st day of July, 2026 and expiring on the 30th day of June, 2029. A “contract year” for purposes of this Contract shall be from July 1 to June 30.
2. **Salary.** The annual salary for the 2026-27 contract year shall be \$207,375. The annual salary for the second and third year and any subsequent year of the contract will be set by the Board; such salary shall not be less than the salary for the prior contract year in the absence of mutual agreement between the Board and the Superintendent. Said annual salary shall be paid in equal 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 board action 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:
 - A. **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.
 1. **Vacation.** The Superintendent shall be allowed twenty (20) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent’s duties.
 2. **Carryover and Accumulation of Vacation Days.** Vacation days are to be used in the contract year in which they become available. There is no carryover or accumulation of unused vacation leave from one contract year to another contract year, with the exception that if the Superintendent’s duties preclude the use of vacation days, up to five (5) days of vacation leave may be carried forward to the ensuing contract year, to be used by October 31st. 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. There shall be no pay for

unused vacation days in the event the Board determines that the Superintendent has engaged in misconduct which provides just cause for termination or cancellation.

3. **Professional Leave.** The Superintendent shall be allowed professional leave days in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.
 4. **Personal Leave.** The Superintendent shall be allowed professional leave days in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.
 5. **Jury Duty.** The Superintendent shall be allowed the provisions for jury duty in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.
 6. **Sick Leave.** The Superintendent shall accrue and be allowed to use sick days in the same manner and amount as the negotiated agreement and Board Policy 4170 Professional Staff Leaves & Absences stipulates for certificated staff.
 7. **Holidays and School Breaks.** When the Central Office or schools are closed for holidays or scheduled breaks on the school calendar (e.g., Labor Day, Fall Break, Thanksgiving, Semester Break, Christmas, etc.), such days shall not be considered a working day for purposes of use of vacation or sick leave. Weekend days shall also not be considered working days for purposes of use of vacation or sick leave, though it is understood that duties may need to be performed on such days. When school is closed for reason of inclement weather, the Superintendent is expected to be at work if practicable; if not practicable, absence on such a day shall not be considered a working day for purposes of use of vacation or sick leave.
 8. **Log.** The Superintendent shall submit staff absence forms to payroll for leave days used on a timely basis. The Superintendent shall maintain a summary log of days used for reporting to the Board.
- B. **Health and Dental Insurance.** The Superintendent shall be provided health and dental insurance in the same manner and amount as the negotiated agreement stipulates for certificated staff.
- C. **Life Insurance.** The Superintendent shall be provided term life insurance in the same manner and amount as the negotiated agreement stipulates for certificated staff.
- D. **Disability Insurance.** The Superintendent shall be provided group disability insurance in the same manner and amount as the negotiated agreement stipulates for certificated staff.
- E. **Cell Phone.** The Superintendent will be required to have a cell phone. The District will pay \$50.00 per month for a cell phone allowance. It is understood that this phone may be used for business or personal use and shall be used in accordance with established policies of the District.
- F. **Computer.** The Superintendent will be provided a computer for use in accordance with established policies of the District.
- G. **Professional Dues.** The Superintendent shall be a member and attend appropriate professional meetings of appropriate educational organizations at the local and state level. Approved organizations are: the Nebraska Council of School Administrators and the American Association of School Administrators. Others may be approved by the Board upon the Superintendent's request. The dues for such membership shall be reimbursed by the District.
- H. **Meetings.** The Superintendent shall attend appropriate professional meetings at the local and state level, provided that such attendance does not interfere with the proper performance of his duties under this Contract. Reasonable and necessary expenses of attendance, when

attendance has been authorized by the Board of Education, shall be paid by the District. The Superintendent may attend a National Convention upon approval of the Board of Education.

- I. Civic Clubs. The District shall pay the Superintendent's membership dues for the Holdrege Rotary Club.
 - J. Transportation Expenses. For travel required in the performance of official duties, other than commuting, the District shall provide the Superintendent with a District owned vehicle. For travel where a District vehicle is not available or its use not practicable, the District shall reimburse the Superintendent for transportation expenses at the mileage reimbursement rate set by the Board for District travel.
 - K. 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 the District is not in an adverse position in the legal proceedings. This provision shall not apply to criminal proceedings against the Superintendent and shall not obligate the District beyond any applicable insurance coverage the District has available.
 - L. Avoidance of Fines or Penalties. The District may elect to not provide any benefit set forth in the Contract in the event the District determines in its discretion that the provision of the benefit would result in a fine or penalty. In the event the District makes such an election, the District shall negotiate with the Superintendent to obtain a like-benefit that would not result in a fine or penalty, and in the event such is not available, the Superintendent's salary shall be grossed up in an amount equal to the cost savings from not providing the benefit (excluding the costs of fines and penalties).
4. **Duties**. The Superintendent is employed as the Superintendent for the District. The Superintendent shall perform the duties of such position as are regularly and customarily expected for such positions and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Superintendent shall organize and arrange the administrative and supervisory staff of the District in a manner which best serves the schools of the District. The administration of instruction and business affairs shall be vested in the Superintendent. The Superintendent shall have the responsibility for selection, placement, and transfer of personnel. The Superintendent shall be in charge of the overall operation of the District. The Superintendent shall be responsible for initiating all personnel matters which require action by the Board, which includes making recommendations to the Board concerning the termination or discharge of any personnel. The Superintendent shall be subject to such other duties as the Board may assign from time to time. The Superintendent agrees to devote full time to the assigned 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. 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 Superintendent shall be evaluated once during each contract year, unless the Board deems additional evaluations appropriate. 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. The Superintendent shall notify the President of the Board to remind the Board of the need to evaluate.
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 or principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to school property; (4) engaging in any unlawful act; (5) any representation 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 the 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 for 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, cancel or 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 92NAC 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 1, 2026 shall constitute a rejection by the Superintendent of the offer of employment.

<p>Executed this ____ day of _____, 2026.</p> <p>_____</p> <p>Todd Hilyard, Superintendent</p>	<p>Executed this 16th day of February, 2026.</p> <p>Board of Education of Phelps County School District 0044, a/k/a Holdrege Public Schools</p> <p>By: _____</p> <p style="text-align: center;">President</p> <p>Attest: _____</p> <p style="text-align: center;">Secretary</p>
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Holdrege High School

Board Report

February 16, 2026

Jeremy Ham, Principal

1. **HHS Staffing** - Currently all staff positions for the 26-27 school year are filled at HHS, pending board approval of our most recent social studies and English hires.
2. **End of week Study Hall** - We have continued the practice keeping students with poor grades a bit longer at the end of the week. This semester, we increased our threshold to students with D+ and lower grades. Additionally, we keep students needing to make up excessive absences or tardies during this time. We ended last week with 28 students remaining on this list. We currently have 7 students with excessive absences (more than 9 unexcused absences) from 1st semester, and 3 students in the current semester. This is a very manageable number of students to focus attention toward resourcing improvement.
3. **2026-2027 Registration:** Mrs. Mach has been very busy meeting with students in preparation for next year's course scheduling. The scheduling process opens for students next week, by March 1st we will have the information we need to establish the master schedule and will then sort out scheduling conflicts with the remainder of our spring semester.
4. **NSAA Champions for Coaches:** At the heart of every successful student experience is a coach who inspires, leads, and empowers. NSAA activities are the other half of education—cultivating character, perseverance, and community. These transformative experiences across 24 sports and 5 activities would not be possible without the unwavering dedication of coaches in our member schools. To honor these exceptional leaders, the NSAA is proud to take nominations for the Champions for Coaches program—an initiative that celebrates active coaches who go above and beyond for students, schools, and communities. We invite students, administrators, parents/guardians, and community members to nominate coaches who embody this spirit of excellence.
 - a. **Mrs. Ashley Brock** was very recently named a Champion for Coaches for music; she will be recognized at the class B state basketball semifinal game at the Pinnacle Bank Arena on March 13th!
5. **Student Behaviors:** We continue to see a very low number of negative student behaviors at HHS. In the third quarter, I've received 2 office referrals from classrooms. These were very minor issues resolved with apologies and little detention time. Our staff are doing a fantastic job of forming and maintaining positive relationships with our students!

Holdrege Public Schools
Special Education & Early Childhood Report

Director: Casey Klein

February 16, 2026

	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Birth-3 years	7	7	7	7	8	9	9
3-5 years with IEP attending NON -HPS Preschool	10	10	7	6	7	8	8
3-5 years with IEP attending HPS preschool	6	6	6	6	7	7	7
Holdrege Elementary	91	89	85	85	88	88	92
Holdrege Middle School	72	71	69	70	71	66	66
Holdrege High School	48	47	47	46	44	41	42
Special Services Students	234	230	221	220	225	219	224
<i>3-5 without IEP Attending HPS Preschoolers</i>	24	25	23	24	25	25	25

Three key concepts guide special education services:

FAPE (Free Appropriate Public Education):

Under IDEA, all students with disabilities are entitled to a free education tailored to their unique needs. Schools must provide specialized instruction and related services to ensure meaningful educational progress.

IDEA (Individuals with Disabilities Education Act):

This federal law guarantees special education services to eligible students and requires schools to develop and implement an Individualized Education Program (IEP) for each student.

10-Day Suspension Rule:

Students with disabilities may not be removed from their placement for more than 10 cumulative school days without additional legal protections. Extended removals require a review to ensure the student's right to FAPE is not violated.

These mandates ensure students with disabilities receive appropriate services while protecting their educational rights.

Skills Based Treatment (SBT): Three teachers are trained in SBT at the elementary. Currently, we have 2 students in a Cohort with ESU10/Sarah Haahr. Data is showing it is working! Aggressive behaviors have decreased. We are currently in week 3 of 12.

Parent Teacher Conferences were held February 11th & 12th.

Fundraising funds were used to purchase a tomato chair and base. This allows for adaptive seating in a variety of positions. This allows for students who require extra sitting support to have flexible seating around the classroom.

Holdrege Elementary School
Amber Porter
February Board Report
February 16,2026

Parent Teacher Conferences - Parent-Teacher Conferences will be held February 11 and 12, 2026. We will have early dismissal on those days. There will be no school on February 13, 2026. We will also have a book fair during conferences.

ELPA 21 Assessment - English Language Learner (ELL) students are taking an assessment required by the State of Nebraska called the ELPA 21. ELL students in grades Kindergarten through 12th grade are required to take this assessment if they are still Limited English Proficient. HPS will be testing students through the 8th grade as the 9th through 12th grade ELL students have met proficiency levels. Those students are still monitored for three years and continue to meet with the ELL teacher. The assessment is taken on computers. Students as young as 2nd grade are required to type written answers on this exam. This has required us to add computer typing skills to our curriculum to prepare our students.

Family Fun Night-We had another family reading night planned on February 26, 2026. The focus will be reading. Nancy Nelson has a reading game challenge for students during the evening This will be interactive between parents and children.

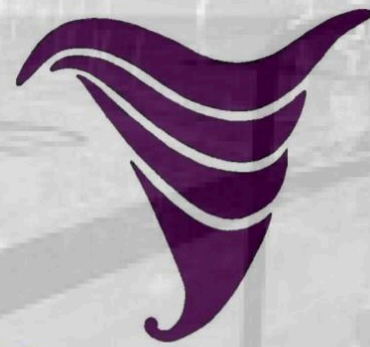
MTSS Data Conference-Pat Hellriegel, Jessica Nedrig, and Markie Nelson attended the MTSS Data Conference at ESU 10 on Wednesday, February 11, 2026. This conference focused on many areas of MTSS and the ways that data could be useful in all areas of the curriculum and the goals of student improvement. They also studied the upcoming changes in the state assessment.

Student Attendance-We are trying something new with attendance. Students who have perfect attendance for the month receive a medallion for the month and an extra recess. In January we had 152 students with perfect attendance for the month. The students' names were announced in front of the student body. We also have a leader board in the commons to show which class is in which place. Students have been excited about this and proudly wear their medallion





Holdrege Activities Department



Dylan Sullivan
Activities Director
(402)643-0423

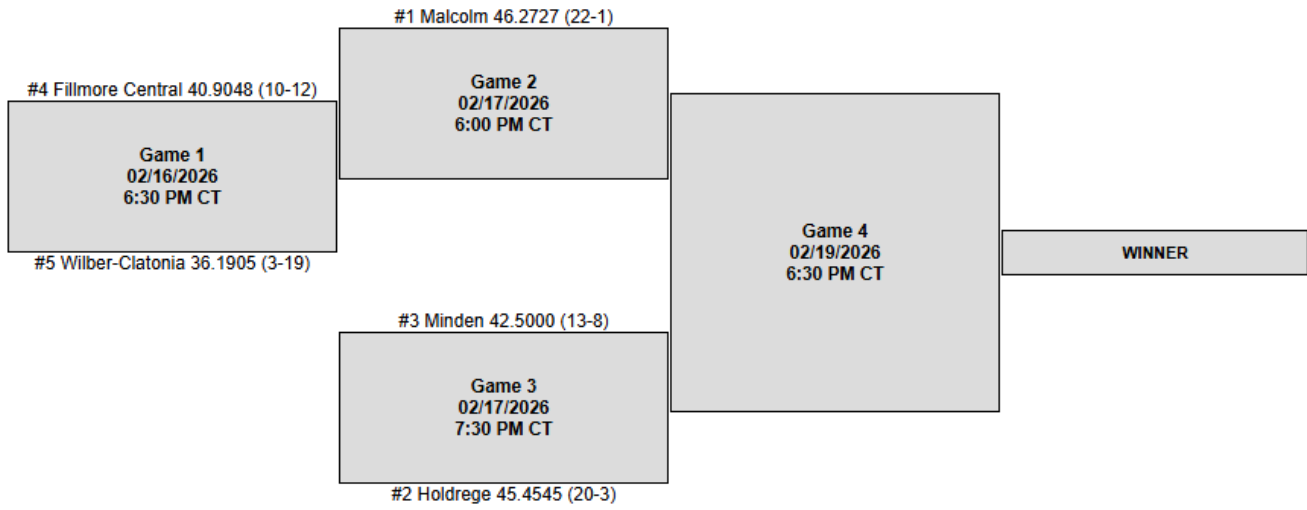
Kelli Hale
Activities Assistant
(308)995-6558

Holdrege Public Schools – Activities Board Report February 16, 2026

- Senior Night for Dance/Boys Basketball was held on Feb. 10th against Lexington.
- District Wrestling was held in Blair this year for the boys and Lakeview for the girls, Holdrege had both Chance Bailey and Anthony Popple qualify. For the girl's team, Macy Beat qualified and will wrestle at CHI Tuesday and Wednesday.
- Holdrege Girls basketball will play in the C1-9 sub-districts in Malcolm at 7:30 pm against Minden on Tuesday. I have the bracket attached below.
- Holdrege Boys basketball will be seeded tomorrow but will end up playing in a sub-district with Gothenburg as the #1 seed and we will play game 1 against St. Paul.
- The Girls State Championship basketball tournament will take place from Wednesday, March 4th, through Saturday, March 7th. The Boys State Championships basketball tournament will take place from Wednesday, March 11th, through Saturday, March 14th.
- The Girls Cheer Team will perform on February 20th at the Heartland Event Center at 9:44 am. The dance team will perform on February 21st at 7:48 pm.
- Spring practices start on March 2nd.



Girls Basketball Subdistrict C1-9 at Malcolm Public



**2026 NSAA STATE
GIRLS WRESTLING
CHAMPIONSHIP SCHEDULE
CHI Health Center Arena-Omaha**

Tuesday - February 17

Weigh-Ins	A and B	1:30 P.M.
	1st Session	
1st Round – 8 Mats	A and B	3:00 P.M.
Quarterfinals – 8 Mats	A and B	Follows 1 st Round

Wednesday - February 18

Weigh-Ins	A and B	7:30 A.M.
	2nd Session	
1st Round Cons – 8 Mats	A and B	9:00 AM
Cons Round 2 – 8 Mats	A and B	Follows Cons 1
Semis & 3rd Round Cons – 8 Mats	A and B	12:30 P.M.
Cons Semifinals – 8 Mats	A and B	Follows 3 rd Round Cons.
3rd & 5th Place – 8 Mats	A and B	Follows Cons Semis
	3rd Session	
Championship Finals – 2 Mats	A and B	6:00 P.M.



**2026 NSAA STATE
BOYS WRESTLING
CHAMPIONSHIP SCHEDULE**
CHI Health Center Arena-Omaha
Thursday - February 19

Weigh-Ins	B and C	8:00 A.M.
	A and D	1:30 P.M.
	1st Session	
1st Round – 8 Mats	B and C	9:30 A.M.
Quarterfinals – 8 Mats	B and C	Follows 1 st Round
	2nd Session	
1st Round – 8 Mats	A and D	3:00 P.M.
Quarterfinals – 8 Mats	A and D	Follows 1 st Round

Friday - February 20

Weigh-Ins	B and C	8:00 A.M.
	A and D	11:00 A.M.
	3rd Session	
1st Round Cons – 8 Mats	B and C	9:30 A.M.
2nd Round Cons – 8 Mats	B and C	Follows 1 st Round Cons.
	4th Session	
1st Round Cons – 8 Mats	A and D	12:30 P.M.
2nd Round Cons – 8 Mats	A and D	Follows 1 st Round Cons.
	5th Session	
Semifinals and 3rd Round Consolations – 8 Mats	All Classes	6:00 P.M.

Saturday - February 21

Weigh-Ins	All Classes	7:30 A.M.
	6th Session	
Cons Semifinals – 8 Mats	All Classes	9:00 A.M.
3rd & 5th Place Matches - 8 Mats	All Classes	Follows Consolation Semi-Finals
Championship Finals – 4 Mats	All Classes	3:00 P.M.



Board Report
Holdrege Middle School
Lacie Wright-Principal & Jacob McLain-Assistant Principal/AD
February 16, 2026

February has been a busy and exciting month at our middle school! Here are some key updates:

- **7th & 8th Grade POPP Project:**

The **People of the Past/Present (POPP)** project is in full swing! Students are in the process of writing their speeches as they research and prepare to present on impactful individuals. This project continues to develop their critical thinking, research, and public speaking skills. **The final presentations will take place on March 3rd 5:30-7:45.** Students are working towards raising some funds in order to get a Gaga Ball pit for the playground. Last year, they earned and saved a little over \$600, which, unfortunately, was their lowest intake for several years. We attribute that to the weather, being rescheduled, and also a tassel conflict. We hope to draw a big crowd this year!

- **Student-Led Parent-Teacher Conferences:**

Student Led Conferences were held on the 11th and 12th. We always enjoy having parents and guardians in our classrooms. I hope to have attendance numbers by the board meeting as an update to add.

- Being Intentional about teaching and reteaching Behavior. Students get a chance to meet with Mrs. Wright or Mr. McLain during the week if they receive a behavior referral. Since tracking behavior referrals in January, only 15 students have had to meet with McLain/Wright on more than one week. The 5th grade won the most recent referral challenge with a “score” of only 5 referrals over a two week period.

- JAG Career Development Conference

- We are able to send the following students to Omaha as they have qualified in the following areas.

- Career Prep - Gabriella Sandy
- Financial Literacy - Porter Wohlgemuth
- Outstanding Chapter - Adelyn Neal, Brecklynn Warren, Katelyn Konzack, Freddie Humphrey **Outstanding Chapter is a big accomplishment!
- We are so thankful for this opportunity and program for our Middle School students

Superintendent's Report 2/16/2026

ALICAP Safety Inspection

The district hosted an ALICAP safety inspection on February 2. The inspector reviewed facilities at the High School, Middle School, and Tassel. Overall, he was pleased with the district's safety practices and conditions. However, he identified two significant areas of concern that will likely need to be addressed through a future bond election: the need for a more secure entrance and the need for a substantially larger woodshop at the High School.

Expedition Order

On October 20, 2025, the Board approved the purchase of three Ford Expeditions to replace three full-size vans used for student transportation. The current update is that all three vehicles are scheduled to be built on February 23. Each vehicle has now been assigned a VIN, and delivery is anticipated to begin the week of March 16, with one vehicle tentatively scheduled for the week of March 23. While these dates are subject to change, they provide a general timeline for arrival.

School Board Candidates

At this time, in addition to incumbent filings by Alex and Brian, Katey McClymont has registered as a board candidate. The filing deadline for nonincumbents is March 2.

Annual Supplementary Renewal Agreements

Annual supplementary renewal agreements serve as contract extensions for certificated staff. These will be distributed later in February and are due back by the end of the workday on Monday, March 16. Any certificated staff member who has not returned their renewal by that deadline may have their position advertised. Staff members who submit their renewals by the deadline are contractually committed for the upcoming school year. This deadline is critically important for districts, as it helps secure staffing at a time when quality replacements can be difficult to obtain.