

Board of Education Regular Meeting
Monday, January 12, 2026 7:00 PM
High School
2710 N. North Rd
Grand Island, NE 68803



1. Welcome and Recognize Open Meetings Act
2. Approve This Meeting's Agenda
 - 2.1. Dissemination to each Board member conflict of interest statutes.
3. Election of Board Officers
 - 3.1. Nomination & Election of School Board President
 - 3.2. Nomination & Election of School Board Vice-President
 - 3.3. Nomination & Election of School Board Secretary
 - 3.4. Nomination & Election of School Board Treasurer
4. Consent Agenda
 - 4.1. Notice of Meeting
 - 4.2. Board Meeting Minutes
 - 4.3. Board Claims
 - 4.4. Treasurer's Reports
5. Audience with individuals or committees wishing to make requests or reports
 - 5.1. Professional Learning Community Presentation - MS ELA
6. Report of Committees
 - 6.1. Negotiations Committee
7. Discussion Items

- 7.1. Review and revise existing temporary committees or special appointments involving Board members.
8. Action Items
 - 8.1. Approve current Board policies and regulations.
 - 8.2. Authorize the treasurer of Northwest Board of Education to stamp all General, Building, Bond, Employee Benefit Fund, and Qualified Capital Purpose Fund Checks
 - 8.3. Designate the Northwest Superintendent of Schools as the district's Authorized Representative for all state and federal programs.
 - 8.4. Accept certified staff resignations effective at the end of the 2025–26 school year
 - 8.5. Discuss, consider, and take any necessary action on Building and Site Committee Recommendations
 - 8.5.1. Signage for K-8 buildings
 - 8.6. Approve Superintendent's Contract for 2026-28
 - 8.7. Certified Staff Negotiations for 2026-27 - Executive Session
9. Superintendent's Report
 - 9.1. Legislative update.
 - 9.2. Upcoming Board Workshops
 - 9.3. Option Transfer Enrollment Summary December 2025
10. Adjourn
11. 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 8, 2025, 7:00 PM
Northwest High School Board Room

Attendance was taken at 7:00 PM

Present: Daniel Leiser, Zach Mader, Paul Mader, Robin Schutt, Artie Moeller

Absent: Aaron Buhrman

Dan 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, including the notice of meeting, and minutes, was made by Artie Moeller and seconded by Robin Schutt, passed unanimously (Buhrman absent). The Treasurer's Report was tabled.

A motion to approve the Claims was made by Zach Mader and seconded by Artie Moeller, passed unanimously (Buhrman absent).

Marci Luth of AMGL was present and discussed the 2024-2025 District Audit with the Board.

The HS Counselors PLC reported to the Board. Lori Merritt and Melanie Smith.

Artie Moeller made a motion to accept the 2024-2025 District Audit. Motion was seconded by Zach Mader and passed unanimously (Buhrman absent).

Zach Mader made a motion to approve renewal of the Boy's Tennis Cooperative with GICC. Artie Moeller seconded and the motion passed unanimously (Buhrman absent).

Zach Mader made a motion to add Traci Pedersen as an authorized signer on accounts at Pinnacle Bank and Five Points Bank. The motion was seconded by Robin Schutt and passed unanimously (Buhrman absent).

Robin Schutt made a motion to table the vote on a bid from Love's signs for signage at the K-8 buildings. The motion was seconded by Artie Moeller and passed unanimously (Buhrman absent).

The Board moved into Executive Session at 7:49 PM to discuss negotiations and the Superintendents Evaluation on a motion from Artie Moeller, seconded by Robin Schutt. The Board reconvened in open session at 10:19.

The Superintendents Report included the following items:

- Upcoming Board Workshops
- Option Transfer Enrollment Summary for November 2025

Leiser adjourned the meeting at 10:20 PM.

INVOICES SUBMITTED FOR PAYMENT

JAN 12, 2026 BOARD CLAIMS

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Check Total</u>
Checking	1	Fund: 01	GENERAL FUND
151646	ACE HARDWARE	SUPPLIES	47.98
75072	ADVANCE AUTO PARTS	SUPPLIES	192.03
75074	AMAZON CAPITAL SERVICES INC	SUPPLIES	2,545.48
151647	APPLE INC	EQUIPMENT	158.99
151648	AURORA COOPERATIVE	GASOLINE/PROPANE	624.36
75075	BLICK ART MATERIALS	ART SUPPLIES	154.92
75076	BLOOMQUIST, ALEXANDREA	PARENT MILEAGE	90.72
75077	BOSELMAN PUMP & PANTRY INC	GAS & OIL	955.53
151649	BOWEN, BROOKE	REIMBURSEMENT	82.88
151650	CENTURYLINK	PHONE	105.00
75078	CHARTER COMMUNICATIONS	INTERNET	1,860.00
151651	CITY OF GRAND ISLAND UTILITIES	ELECT/WATER/SEWER	20,300.00
151652	CLEARFLY	PHONE BILL	1,100.00
75079	CONSTRUCTION RENTAL INC	EQUIPMENT RENTAL	108.33
75080	COPYCAT PRINTING	PRINTING	191.12
151653	CRESCENT ELECTRIC SUPPLY CO	SUPPLIES	1,064.95
75081	CULLIGAN	SALT & RENT	787.20
151654	DAS STATE ACCTG - CENTRAL FINANCE OCIO	TELEPHONE SERVICE	439.69
151655	EAKES OFFICE SOLUTIONS	SUPPLIES	10,520.54
75083	EDGERTON EXPLORIT CENTER	INSTRUCTIONAL SUPPLIES	1,000.00
75084	EDUCATIONAL SERVICE UNIT #3	INSERVICE	2,620.14
151656	EGAN SUPPLY CO	SUPPLIES	2,942.04
75085	EILEEN'S COLOSSAL COOKIES	COOKIES	56.50
151657	ESU #10	SUPPLIES/REPAIRS/INSERVICE	12,005.48
151658	FATHER FLANAGAN'S BOYS' HOME	TUITION	8,840.00
75086	GIMKIT INC	CURRICULUM	1,000.00
75087	GISH SHOW CHOIR BOOSTERS	ENTRY FEE	175.00
151659	GO PHYSICAL THERAPY LLC	CONTRACTED SERVICES	12,120.30
75088	HD SUPPLY FACILITIES MAINTENANCE LTD	SUPPLIES	4,938.21
75089	HEARTLAND ROOFING CONSULTANT	ROOFING CONSULTANT FEES	10,570.00
151660	HERZBERG, MICHAEL	REIMBURSEMENT	216.91
75090	HIGHLAND PARK	GROUNDS	1,939.40
151661	HOLIDAY EXPRESS	TRANSPORTATION	53,021.45
151662	HOMETOWN LEASING	COPIER LEASE PYMT	842.62
151663	HOWARD GREELEY RURAL PUBLIC POWER DIST	UTILITIES	1,938.18
75091	HYVEE ACCOUNTS RECEIVABLE	INSERVICE\SUPPLIES	137.91
75092	ISLAND SUPPLY WELDING CO	SUPPLIES/REPAIRS	88.50

INVOICES SUBMITTED FOR PAYMENT

JAN 12, 2026 BOARD CLAIMS

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Check Total</u>
75112	ROBOTICS EDUCATION & COMPETITION FOUNDATION	ENTRY FEES	400.00
75113	SAM'S CLUB MC/SYNCB	SUPPLIES	505.42
151684	SCHOOL SPECIALTY LLC	SUPPLIES	901.87
151685	SMITH, PAUL	MILEAGE / REIMBURSEMENT	52.87
151686	SOCIAL THINKING	SUPPLIES	145.36
151687	SOUTHERN PUBLIC POWER DISTRICT	ELECTRICITY	4,037.96
75114	SPARQ DATA SOLUTIONS	SOFTWARE	5,700.00
75115	SPORT SAFE TESTING SERVICE INC	SUBSTANCE ABUSE TESTING	2,484.00
151688	SQUIRRELS LLC	SOFTWARE	659.78
151689	STAPLES BUSINESS ADVANTAGE	SUPPLIES	164.87
151690	STELK, JAIMI	REIMBURSEMENT	52.87
75116	STELLING BRASS & WINDS	REPAIRS	1,425.00
75117	STRIV INC	SUPPLIES/SUPPORT	995.00
75118	STUHR MUSEUM	SUPPLIES	320.00
75119	SUPER SAVER	SUPPLIES	98.75
75120	TURF PRO LANDSCAPING	GROUNDS UPKEEP	5,055.00
75121	U S POSTAL SERVICE	POSTAGE	370.00
75122	UNIVERSITY OF NE-LINCOLN	SUPPLIES	331.25
151691	VENTRIS LEARNING LLC	MANUALS	90.00
151692	VERIZON WIRELESS	CELLULAR PHONE	281.29
75123	WAYNE STATE COLLEGE	REGISTRATION/DUES	10.00
75124	WIECK'S LAND LEVELING	CONTRACT SERVICES	1,640.00
75125	WILLIAM V MACGILL & CO	SUPPLIES	108.01
151693	YANDA'S MUSIC & PRO AUDIO	SUPPLIES	223.94
			Fund Total: 209,042.98
Checking	8	Fund: 08 BUILDING FUND	
1417	MID NEBRASKA FENCING	SERVICE/SUPPLIES	18,417.00
			Fund Total: 18,417.00

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JAN 12, 2026 BOARD CLAIMS

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Check Total</u>
75093	JAYMAR BUSINESS FORMS INC	SUPPLIES	482.15
75094	JOHNNY'S LOCK & KEY SHOP	KEYS/LOCKS	227.50
151664	JW PEPPER & SON INC	MUSIC	1,576.02
75095	K4 HOLDINGS INC	EQUIPMENT	941.10
151665	KELLY SUPPLY COMPANY	SUPPLIES	38.99
75096	KULLY PIPE & STEEL SUPPLY	SUPPLIES	325.80
75097	LAMAR COMPANIES	ADVERTISING	925.00
151666	LEPANT, JAMIE	REIMBURSEMENT	275.22
75098	LOUP VALLEY LIGHTING INC	BUILDING UPKEEP	777.40
151668	MENARDS	SUPPLIES/EQUIPMENT	3,111.96
151669	MEYER, TIMOTHY	MILEAGE / REIMBURSEMENT	173.60
151670	MID NEBRASKA DISPOSAL INC	GARBAGE SERVICE	1,672.40
151671	MIDWEST CONNECT LLC	POSTAGE	1,000.00
151672	MOSEY, MARTIN	REIMBURSEMENT	174.67
151673	NEBRASKA PUBLIC HEALTH ENVIRONMENTAL LAB	WATER TESTING	441.50
151674	NIELSEN, NATALIE	REIMBURSEMENT	209.20
75099	NORTHWESTERN ENERGY	UTILITIES	5,926.19
151675	NW LUNCH FUND	TRANSFERS / SUPPLIES	12.50
151676	O'BOYLE, MELANIE	REIMBURSEMENT	50.40
75100	O'HARA PLUMBING	SERVICES	1,151.94
151677	OKIO LABS INC	TECHNOLOGY	126.00
151678	PEDERSEN, TRACI	REIMBURSEMENT	171.22
151679	PERMA BOUND	SUPPLIES	617.75
75101	PERRY GUTHERY HAASE & GESSFORD	LEGAL SERVICES	1,289.85
75102	PHONOGRAPH-HERALD	SUBSCRIPTION	7.76
75103	PINNACLE BANK	SUPPLIES/INSERVICE	409.83
75104	PINNACLE BANK	SUPPLIES/INSERVICE	100.00
75105	PINNACLE BANK	SUPPLIES/INSERVICE	602.54
75106	PINNACLE BANK	SUPPLIES/INSERVICE	1,419.21
75107	PINNACLE BANK	SUPPLIES/INSERVICE	564.01
75108	PINNACLE BANK	SUPPLIES/INSERVICE	91.62
151680	POMP'S TIRE SERVICE INC	VEHICLE MAINTENANCE	563.81
151681	PROKESH, JUNE	MILEAGE REIMBURSEMENT	67.34
75109	QUIGNON, MARIE	PARENT MILEAGE	168.00
151682	QUILL CORPORATION	SUPPLIES	43.56
75110	RENTOKIL NORTH AMERICA INC DBA PRESTO-X	CONTRACT SERVICE	896.04
75111	RETIREMENT PLAN CONSULTANTS LLC	SUPPLIES	400.00
151683	RETZLAFF, TARA	MILEAGE / REIMBURSEMENT	175.30

**ACTIVITY FUND
NORTHWEST PUBLIC SCHOOLS
DECEMBER 2025**

05 ACTIVITIES FUND

	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
ATHLETIC HALL OF FAME	(360.65)	0.00	0.00	(360.65)
ART CLUB	0.00	0.00	0.00	0.00
BAND	10,381.97	0.00	1,864.60	10,844.57
CLASS OF 2026	2,603.12	0.00	0.00	2,603.12
CLASS OF 2025	2,784.70	0.00	0.00	2,784.70
CLASS OF 2024	0.00	0.00	0.00	0.00
CLASS OF 2027	2,115.00	0.00	0.00	2,115.00
CONCESSIONS	12,160.73	1,528.40	2,879.85	12,524.13
MEDIA	720.84	0.00	7.00	727.84
DRAMA	1,052.78	321.06	225.00	(573.28)
FBLA	6,429.50	752.40	48.00	5,725.10
FCA	456.24	131.40	0.00	324.84
SMALL ENGINES	120.85	37.98	60.00	142.87
FFA	16,780.73	11,643.82	35,386.92	40,203.83
FCCLA	4,700.65	0.00	40.00	4,320.89
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	16.00	(23.25)
NAT HONOR SOCIETY	2,265.62	226.54	40.00	2,079.08
YEARBOOK	5,716.28	0.00	1,475.00	7,191.28
SAGA	1,286.77	0.00	0.00	1,286.77
STUDENT COUNCIL	1,767.88	30.00	0.00	1,667.91
CHEERLEADERS	818.26	519.95	675.00	263.77
DANCE TEAM	8,034.63	1,179.32	2,540.00	6,091.62
SPED BUSINESS	2,206.35	0.00	0.00	2,206.35
VOCAL MUSIC	17,524.79	1,236.34	0.00	16,072.86
CONSTRUCTION HOUSE	9,889.36	0.00	0.00	9,889.36
TRIP - SA	0.00	0.00	0.00	0.00
NOBEL PRIZE	1,851.61	0.00	238.00	2,089.61
SHOW CHOIR	32,008.07	3,800.00	2,140.14	21,702.14
DONATION	70,910.38	904.00	0.00	70,006.38
TECHNOLOGY	35,312.63	0.00	340.00	35,652.63
GENERAL ACTIVITIES	(73,569.99)	2,726.47	653.00	(78,195.87)
MEMORIALS / GIFTS	18,239.37	0.00	0.00	18,239.37
COMMUNITY/PROMOTION	326.47	0.00	0.00	(28.53)
CCC TUITION	12,119.54	0.00	0.00	12,119.54
SCHOOL STORE	19,971.00	776.81	766.77	19,438.61
VIDEO DISPLAY SIGN	(72,845.99)	1,145.00	175.00	(73,815.99)
POST GRADUATION	0.00	0.00	0.00	0.00
IND ARTS ST PROJECTS	16,691.99	0.00	49.00	16,740.99
GREENHOUSE	7,999.67	0.00	0.00	7,979.69
RESTITUTION	33,650.00	0.00	0.00	33,650.00
SKILLS USA	226.00	0.00	16.00	242.00
SCHOLARSHIPS	0.00	0.00	0.00	0.00
SPEECH	1,594.51	211.54	0.00	1,382.97
HS COURTESY COMMITTEE	(18.35)	0.00	0.00	(18.35)
BOWLING	974.73	240.33	440.00	1,174.40
MUSICAL	83,465.43	374.97	0.00	82,730.48
BAND TRIP	(499.00)	0.00	0.00	(499.00)
WELLNESS PROGRAM	10,938.61	128.84	0.00	10,809.77
VOCAL MUSIC TRIP	0.00	0.00	0.00	0.00
ATHLETIC TRAINERS	7.93	0.00	0.00	7.93
COMPUTER LEASE PROGRAM	(40,826.60)	0.00	0.00	(40,826.60)
ROBOTIKS	9.00	0.00	597.00	606.00

**ACTIVITY FUND
NORTHWEST PUBLIC SCHOOLS
DECEMBER 2025**

05 ACTIVITIES FUND

	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
ESPORTS	6,679.83	355.34	0.00	6,244.51
POST PROM	3,820.51	0.00	0.00	3,403.63
CEDAR HOLLOW DC TRIP	(2,562.46)	0.00	2,905.00	342.54
CEDAR HOLLOW STUDENT COUNCIL	2,768.98	706.73	0.00	2,062.25
CEDAR HOLLOW ACTIVITIES	(3,305.64)	2,494.26	495.00	(5,431.40)
CEDAR HOLLOW ATHLETICS	0.00	0.00	0.00	0.00
IR ACTIVITIES	4,451.80	510.28	452.29	4,393.81
IR ATHLETICS	0.00	0.00	0.00	0.00
STRIV	1,147.69	0.00	0.00	1,147.69
ED TRAVEL	172.00	0.00	0.00	172.00
CHAPMAN BINGO FOR BOOKS	0.00	0.00	0.00	0.00
ST LIBORY ACTIVITIES	3,031.51	0.00	0.00	3,031.51
ST LIBORY ATHLETICS	0.00	0.00	0.00	0.00
SL PTO	2,670.46	19.88	208.95	2,793.59
VIKING CARE FUND	1,264.46	0.00	602.00	1,266.46
WEIGHT ROOM	11,887.84	0.00	0.00	11,887.84
LOCKWOOD	0.00	0.00	0.00	0.00
CAPITAL CAMPAIGN	0.00	0.00	0.00	0.00
IR PTO	22,230.56	1,149.25	0.00	20,784.31
FOOTBALL	17,551.62	0.00	0.00	17,401.62
FB FUNDRAISING	19,561.67	2,374.11	0.00	17,187.56
FB FUNDRAISING PARENTS	0.00	168.35	0.00	(178.61)
SOFTBALL	2,000.05	0.00	450.00	1,702.51
SB FUNDRAISING	1,867.49	341.50	0.00	1,543.59
VOLLEYBALL	655.26	0.00	0.00	445.26
VB FUNDRAISING	1,226.61	0.00	0.00	1,226.61
GOLF	(6,240.70)	0.00	125.00	(6,115.70)
GOLF - FUNDRAISING	15,295.54	5,867.95	0.00	1,008.09
WRESTLING	(3,018.50)	1,535.00	5.00	(5,743.50)
G WR - FUNDRAISING	1,758.08	225.36	1,381.00	2,913.72
WR - FUNDRAISING	17,838.47	3,474.49	540.00	11,240.20
BIONIC FUND BALANCE	0.00	0.00	0.00	(129.50)
BOYS BASKETBALL	658.20	3,006.84	321.50	(2,027.14)
BBB - FUNDRAISING	7,270.59	1,682.70	0.00	4,889.89
BOYS YOUTH BB	2,333.14	320.00	0.00	1,291.21
GIRLS BASKETBALL	1,344.94	1,885.00	321.50	(218.56)
GBB - FUNDRAISING	11,090.82	0.00	0.00	10,640.82
GBB - VALOR	10,033.80	823.77	250.00	8,500.03
SOCCER	0.00	0.00	0.00	0.00
B SOCCER - FUNDRAISING	1,220.52	0.00	0.00	561.52
G SOCCER - FUNDRAISING	1,811.58	0.00	0.00	1,216.58
TRACK	(1,460.45)	2,095.22	0.00	(7,178.27)
TRACK - FUNDRAISING	8,675.55	0.00	0.00	8,675.55
CROSS COUNTRY	370.00	0.00	0.00	370.00
CC - FUNDRAISING	3,157.03	0.00	0.00	3,157.03
MIDDLE SCHOOL ATHLETICS	223.82	279.98	224.00	(598.96)
ATHLETICS	35,431.94	474.65	240.00	34,508.03
SUMMER CAMPS	0.00	0.00	0.00	0.00
05 Total:	473,455.74	57,705.83	59,193.52	428,272.17

**NORTHWEST PUBLIC SCHOOLS
GENERAL FUND
BUDGET SUMMARY
December 2025**

	<u>BUDGET</u>	<u>MONTHLY EXPENDITURES</u>	<u>TOTAL EXPENDITURES TO DATE</u>	<u>% OF BUDGET SPENT</u>
INSTRUCTION	0.00	850,697.05	3,457,848.35	0.00
LEP	0.00	4,401.73	17,550.86	0.00
POVERTY	0.00	9,451.40	35,672.35	0.00
EARLY CHILDHOOD	0.00	16,210.30	64,546.87	0.00
SPECIAL EDUCATION PROGRAMS K-12	0.00	162,122.36	618,964.69	0.00
SUMMER SCHOOL	0.00	694.40	694.40	0.00
ATTENDANCE AND SOCIAL WORK	0.00	0.00	2,802.00	0.00
GUIDANCE SERVICES	0.00	42,445.92	168,190.55	0.00
HEALTH SERVICES	0.00	16,758.60	64,228.82	0.00
PSYCH SERVICES SPED SCHOOL AGE	0.00	33,973.84	135,277.17	0.00
PSYCH SERVICES SPED 3-5	0.00	1,410.80	5,643.20	0.00
SPEECH PATH K-12	0.00	18,010.32	69,601.69	0.00
SPEECH PATH/AUDIO SPED 3-5	0.00	1,627.59	6,379.32	0.00
SPEECH PATH/AUDIO SPED 0-2	0.00	131.03	393.09	0.00
OCCUP THERAPY K-12	0.00	8,925.00	16,551.05	0.00
OCCUPATIONAL THERAPY SPED 3-5	0.00	3,261.40	5,617.65	0.00
OCCUPATIONAL THERAPY SPED 0-2	0.00	287.00	951.35	0.00
PHYSICAL THERAPY K-12	0.00	1,783.15	2,959.25	0.00
PHYSICAL THERAPY - SPED 3-5	0.00	190.50	460.45	0.00
PHYSICAL THERAPY - SPED 0-2	0.00	625.90	1,709.45	0.00
VISUAL IMP SERV - K-12	0.00	429.27	429.27	0.00
VISUALLY IMP SERV - SPED 3-5	0.00	0.00	936.43	0.00
OTHER PUPIL SUPPORT SERV	0.00	7,500.00	22,500.00	0.00
SCHOOL IMPROVEMENT	0.00	3,758.62	15,034.48	0.00
INSTRUCT / CURRICULUM DEV	0.00	16,160.96	34,683.05	0.00
INSTRUCTIONAL STAFF TRAINING	0.00	0.00	250.00	0.00
IMPLEMENTATION OF STANDARDS	0.00	3,577.03	14,308.12	0.00
LIBRARY / MEDIA SERVICES	0.00	22,756.07	89,124.38	0.00
TECHNOLOGY - INSTRUCTION RELATED	0.00	10,531.13	43,554.97	0.00
BOARD OF EDUCATION	0.00	7.76	703.91	0.00
EXECUTIVE ADMINISTRATION	0.00	38,481.74	144,686.36	0.00
DISTRICT LEGAL SERVICES	0.00	0.00	6,100.00	0.00
OFFICE OF THE PRINCIPAL	0.00	92,747.14	410,571.08	0.00
SCHOOL ADMINISTRATION - OTHER	0.00	17,479.26	73,820.67	0.00
FISCAL SERVICES	0.00	5,569.51	19,137.56	0.00
PUBLIC INFORMATION SERVICES	0.00	0.00	0.00	0.00
PERSONNEL SERVICES	0.00	2,637.93	30,328.96	0.00
TECHNOLOGY - ADMINISTRATIVE	0.00	18,357.43	168,049.26	0.00
CENTRAL SERVICES - OTHER	0.00	4,083.05	24,163.17	0.00
OPERATION OF BUILDINGS	0.00	120,476.12	500,359.73	0.00
MAINTENANCE OF BUILDINGS	0.00	7,718.52	47,973.87	0.00
UPKEEP OF GROUNDS	0.00	6,225.06	53,453.19	0.00
VEHICLE OPER/MAINT - NON STUDENT	0.00	179.94	20,963.62	0.00
SAFETY	0.00	76.41	305.64	0.00
VEHICLE OPERATION - REG EDUCATION	0.00	855.30	2,578.07	0.00

**NORTHWEST PUBLIC SCHOOLS
GENERAL FUND
BUDGET SUMMARY
December 2025**

	<u>BUDGET</u>	<u>MONTHLY EXPENDITURES</u>	<u>TOTAL EXPENDITURES TO DATE</u>	<u>% OF BUDGET SPENT</u>
VEHICLE OPERATION - SPED	0.00	465.65	1,958.67	0.00
VEHICLE OPERATION - SPED 0-2	0.00	273.84	1,075.13	0.00
VEHICLE MAINT - REG ED	0.00	765.27	4,321.00	0.00
VEHICLE MAINT - SPED K-12	0.00	82.31	922.97	0.00
STUDENT TRANSPORTATION - OTHER	0.00	36,276.88	224,644.67	0.00
CATERGORIAL GRANTS	0.00	1,103.71	636.05	0.00
HIGH ABILITY LEARNERS	0.00	448.60	933.16	0.00
STATE EARLY CHILDHOOD GRANT	0.00	3,143.13	12,572.53	0.00
TITLE I PART A	0.00	13,341.10	53,365.41	0.00
TITLE II PART A	0.00	75.00	11,967.45	0.00
IDEA PRESCHOOL (619) BASE	0.00	0.00	0.00	0.00
IDEA PART B (611) BASE & ENROLL POV	0.00	25,040.45	101,161.72	0.00
ESSER III	0.00	0.00	0.00	0.00
TRANSFERS	0.00	0.00	19,760.00	0.00
TOTAL	<u>0.00</u>	<u>1,633,632.48</u>	<u>6,833,377.11</u>	<u>0.00</u>

**NORTHWEST PUBLIC SCHOOLS
LUNCH FUND
DECEMBER 2025**

	<u>Monthly Activity</u>	<u>Year to Date Activity</u>	<u>Budget</u>
<u>REVENUE</u>			
SALES - STUDENT LUNCHES	0.00	38,369.55	0.00
NON REIMB MEALS / ALA CARTE	36,217.11	114,194.54	0.00
FEDERAL REIMBURSEMENT	0.00	54,072.63	0.00
TOTAL REVENUE	\$36,217.11	\$206,636.72	\$0.00
<u>EXPENDITURE</u>			
SALARY- FOOD SERVICE	3,333.33	13,333.32	0.00
FOOD SERVICE SALARY CH	2,094.44	6,722.34	0.00
FOOD SERVICE SALARY - 1R	0.00	1,879.91	0.00
FOOD SERVICE SALARY - SL	1,397.00	4,538.51	0.00
FOOD SERVICES SALARY - NW	20,260.54	65,888.70	0.00
FOOD SERVICE INS	1,863.13	7,452.52	0.00
INS - CED HOLLOW	894.00	3,576.00	0.00
INS - 1R	884.15	3,548.33	0.00
INS - NWHS	5,121.28	20,844.34	0.00
FOOD SERVICE FICA - NON INSTRUCT STAFF	254.02	1,016.08	0.00
FICA - CED HOLLOW	160.14	513.92	0.00
FICA - 1R	0.00	143.87	0.00
SOC SEC - ST LIBORY	106.87	347.20	0.00
FICA - NWHS	1,529.34	4,951.51	0.00
FOOD SERVICE RET - NON INSTR STAFF	245.00	980.00	0.00
RET - CED HOLLOW	153.94	494.09	0.00
RET - 1R	0.00	138.17	0.00
RET - NWHS	1,389.28	4,314.46	0.00
FOOD SERV RET - INCR CONTR	24.33	97.32	0.00
RET - ADDL	15.29	49.08	0.00
RET - ADDL	0.00	13.72	0.00
RET - ADDL	137.96	428.50	0.00
HEALTH BENEFITS	0.00	481.00	0.00
INSERVICE LUNCH STAFF	0.00	305.00	0.00
REPAIRS / MAINT SERVICES	824.19	2,475.38	0.00
SUPPLIES - C	0.00	0.00	0.00
SUPPLIES - 1R	0.00	0.00	0.00
SUPPLIES - SL	0.00	0.00	0.00
SUPPLIES - NWHS	6,576.70	33,988.61	0.00
FOOD - PROGRAM - CH	6,452.60	29,139.98	0.00

**NORTHWEST PUBLIC SCHOOLS
LUNCH FUND
DECEMBER 2025**

	Monthly Activity	Year to Date Activity	Budget
FOOD - PROGRAM - 1R	3,512.12	15,405.65	0.00
FOOD - PROGRAM - SL	3,329.79	14,945.64	0.00
FOOD - PROGRAM - NWHS	8,055.12	35,998.18	0.00
PURCH SERV - REP/MAINT - NWHS	0.00	0.00	0.00
MISCELLANEOUS - NWHS	0.00	55.00	0.00
TOTAL EXPENDITURE	\$68,614.56	\$274,066.33	\$0.00

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 12th day of January 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 two (2) years beginning on the 1st day of July 2026, and expiring on the 30th day of June 2028 (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, 2026, and February 1, 2027, 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, 2027, 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 2026-27 contract year shall be: Two hundred six thousand fifty-nine dollars (\$213,271.73). 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 9, 2026, 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 _____, 2026 _____ , Superintendent	Executed this ____ day of _____, 2026. 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 E. Edwards

Notice is hereby given that Northwest Public Schools has approval of a superintendent employment contract at the board meeting held on January 15, 2024 at 7:00 PM at the Northwest High School Conference Room in Grand Island, Nebraska.

After the 2026/27 school year, how many years remain on the contract:

1

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	\$ 213,271.73	\$ 219,500.00	\$ 432,771.73
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>	\$ 23,796.96	25000	\$ 48,796.96
• <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>	\$ 32,742.54	\$ 34,000.00	\$ 66,742.54
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>	\$ 16,405.40	\$ 16,500.00	\$ 32,905.40
• <i>Annuities</i>	\$ 8,157.00	\$ 8,250.00	\$ 16,407.00
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 2,000.00	\$ 2,400.00	\$ 4,400.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 600.00	\$ 1,200.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>	\$ 2,000.00	\$ 2,000.00	\$ 4,000.00
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 298,973.63	\$ 308,250.00	\$ 607,223.63

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

Current Students Enrolled 2025-26

NWHS			Cedar Hollow			1R			St Libory		
	Opt	Total		Opt	Total		Opt	Total		Opt	Total
9	166	197	K	29	41	K	10	20	K	5	17
10	146	182	1	28	39	1	11	19	1	3	13
11	140	165	2	28	40	2	11	20	2	7	17
12	132	165	3	27	42	3	11	21	3	10	18
Total	584	709	4	21	33	4	8	23	4	8	21
			5	25	40	5	10	20	5	11	19
			6	33	45	6	17	24	6	15	23
			7	28	40	7	11	20	7	9	18
			8	37	47	8	13	23	8	8	14
			Total	256	367	Total	102	190	Total	76	160

Enrollment in PS		9/3	10/7	11/4	12/3	1/6									
Northwest		712	711	712	712	709									
Cedar Hollow		365	368	368	368	367									
1R		190	190	190	190	190									
St. Libory		160	160	161	160	160									
Preschool		28	27	27	27	27									
Totals		1455	1456	1458	1457	1453		0	0	0	0	0	0	0	0

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NWHS						Cedar Hollow						1R						St Libory					
	Current Resident	Current Option	Opt In	Opt Out	Total		Current Resident	Current Option	Opt In	Opt Out	Total		Current Resident	Current Option	Opt In	Opt Out	Total		Current Resident	Current Option	Opt In	Opt Out	Total
9	25	58	50		133	K			26		26	K			13		13	K			2		2
10	30	168	3		201	1	12	29	7		48	1	10	10	3		23	1	12	5	1		18
11	35	146	0		181	2	11	28	1		40	2	8	11	0		19	2	10	3	0		13
12	25	140	0		165	3	12	28	5		45	3	9	11	7		27	3	10	7	0		17
Total	115	512	53		680	4	15	27	2		44	4	10	11	2		23	4	8	10	0		18
						5	12	21	1		34	5	15	8	2		25	5	14	7	0		21
						6	15	25	4		44	6	10	10	5		25	6	9	11	2		22
						7	12	33	2		47	7	7	17	3		27	7	8	15	2		25
						8	12	28	1		41	8	10	11	0		21	8	9	9	0		18
						Total	101	219	49	0	369	Total	79	89	35	0	203	Total	80	67	7	0	154