

Board of Education Regular Meeting
Monday, February 9, 2026 7:00 PM

Board Room, St. Paul Public School
PO Box 325
St. Paul, NE 68873-0325

Agenda

1. Call to Order
 - 1.1. Recognition of Public Notice of Open Meeting
 - 1.2. Recognition of Posted Notice of the Open Meetings Law
2. Roll Call
 - 2.1. Americanism Quote
3. Minutes of the Previous Regular Meetings
4. Bills As Presented By the Superintendent
5. Financial Report
6. Communications from the Public
7. New Business
 - 7.1. Principal's Report
 - 7.2. Superintendent's Report
 - 7.3. Discuss and take necessary action regarding approval of 2026-27 Negotiated Agreement
 - 7.4. Discuss and take necessary action regarding administrative contracts
 - 7.5. Discuss and take necessary action regarding certificated staff resignation
 - 7.6. Discuss and take necessary action regarding Spring Volunteer Coaches
 - 7.7. Discuss and take necessary action regarding student Chromebook purchase
 - 7.8. Superintendent Sick and vacation log
8. Adjournment

Special Meeting of the St. Paul Board of Education

The St. Paul School Board met in a work session at Miletta Vista on January 5, 2026, scheduled for 6:00 PM. The following board members were in attendance: Curt Dubas: Present, Jason Meinecke: Present, Marty Mrkvicka: Present, Adam Rensch: Present, Dan Scheer: Present, Philip Thede: Present.

The meeting was called to order at 6:22 pm.

President Mrkvicka noted that notice of the meeting was properly published in the Phonograph Herald, per policy.

President Mrkvicka noted that the Open Meetings Law is available.

No members of the public were present to speak during public comment

Stacie Higgins from NASB led the board in a discussion of short and long-term planning.

Meeting adjourned at 9:01 p.m.

Curt Dubas
Secretary

Regular Meeting of the St. Paul Board of Education

Regular Meeting of the St. Paul Board of Education

The St. Paul School Board met in regular session on January 12, 2026 at 7:00 PM. The following board members were in attendance: Curt Dubas: Present, Jason Meinecke: Present, Marty Mrkvicka: Present, Adam Rensch: Present, Dan Scheer: Present, Philip Thede: Present.

The meeting was called to order at 7:00 pm.

President Mrkvicka noted that notice of the meeting was properly published in the Phonograph Herald, per policy.

President Mrkvicka noted that the Open Meetings Law is posted on the wall of the meeting room.

Vice President Scheer read the Americanism quote. Benjamin Franklin said, "Whoever would overthrow the Liberty of a Nation, must begin by subduing the Freedom of Speech."

Motion made to nominate Marty Mrkvicka as President, by Jason Meinecke, and a second by Curt Dubas. Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

Motion made to nominate Adam Rensch as Vice President by Philip Thede, and a second by Jason Meinecke.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

Motion made to nominate Curt Dubas as Secretary by Marty Mrkvicka and a second by Jason Meinecke. Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

President Mrkvicka appointed the following committees: the Building Committee appointees are Jason Meinecke, Dan Scheer, and Curt Dubas. The Curriculum Committee appointees are Marty Mrkvicka, Adam Rensch and Phil Thede. The Americanism Committee appointees are Dan Scheer, Phil Thede, and Adam Rensch.

President Mrkvicka asked if there were any additions or corrections to the minutes of the previous meeting. None were made, and the minutes were declared approved.

Motion to approve the bills as presented by the Superintendent, by Marty Mrkvicka, and a second by Phil Thede.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

The Superintendent presented the Financial Report.

There were no communications from the public.

The Principals' reports were presented.

The Superintendent's report was presented.

Motion made to add proposed modified language to Policy 5024 Medication of Students, as discussed by Marty Mrkvicka and a second by Philip Thede.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

Discussed adding an athletic training position. No actions taken.

Motion made to add an additional year (2027-2028) onto the Superintendent's contract renewal, by Philip Thede, and a second by Curt Dubas.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

The Superintendent's sick and vacation log was reviewed.

Motion made to enter executive session to discuss negotiations strategy for administrative compensation, by Dan Scheer and a second by Marty Mrkvicka.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

The Board entered executive session at 7:47 pm. Discussion was held regarding negotiation strategies for administrative compensation. No actions were taken.

Motion made to exit executive session by Marty Mrkvicka and a second by Dan Scheer.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0. Motion carries.

The Board left the executive session at 9:08 pm.

Motion made to enter executive session to discuss negotiations with certified staff, by Marty Mrkvicka, and a second by Curt Dubas.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Abstain (With Conflict)
Yea: 5, Nay: 0, Abstain (With Conflict): 1

The Board entered executive session at 9:09 pm. Discussion was held regarding negotiations with certificated staff. No actions were taken.

Motion made to exit executive session, by Curt Dubas and a second by Marty Mrkvicka.

Dubas: Yea, Meinecke: Yea, Rensch: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Abstain (With Conflict)
Yea: 5, Nay: 0, Abstain (With Conflict): 1

The Board left the executive session at 9:24 pm.

The meeting was adjourned at 9:28 pm.

Curt Dubas
Secretary

Invoice Listing - Summary

Vendor ID	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount
February 2026 General Fund Bills					
AMAZON	AMAZON CAPITAL SERVICES	11KC-GNV1-QV3C	Class Supplies - STS	01/12/2026	115.99
AMAZON	AMAZON CAPITAL SERVICES	13KL-99FT-XY3F	Class Supplies - STS	01/26/2026	474.61
AMAZON	AMAZON CAPITAL SERVICES	13LK-99FT-P46L	Maint. Supplies	01/26/2026	12.59
AMAZON	AMAZON CAPITAL SERVICES	13M3-9H4R-7N4V	Class Supplies - HS	01/28/2026	26.99
AMAZON	AMAZON CAPITAL SERVICES	13WW-RHGG-7QK6	Class Supplies - Elem	02/04/2026	20.64
AMAZON	AMAZON CAPITAL SERVICES	144G-CXL1-V3MW	Class Supplies - FCS	01/12/2026	48.94
AMAZON	AMAZON CAPITAL SERVICES	14RW-DJ4G-FLC9	Nurse Supplies	01/20/2026	44.09
AMAZON	AMAZON CAPITAL SERVICES	17Q7-VKM6-H1RD	Maint. Supplies	01/26/2026	19.79
AMAZON	AMAZON CAPITAL SERVICES	1CVQ-NCHT-WJV9	Office Supplies - Elem	01/14/2026	19.99
AMAZON	AMAZON CAPITAL SERVICES	1F64-PKDJ-T1YV	Principal Supplie - Elem	01/09/2026	9.48
AMAZON	AMAZON CAPITAL SERVICES	1FF-FWC3-7P6R	Tech. Supplies - HS	02/04/2026	199.00
AMAZON	AMAZON CAPITAL SERVICES	1GT1-D6HG-D4DV	Tech. Supplies	01/20/2026	14.24
AMAZON	AMAZON CAPITAL SERVICES	1JCK-YD7T-XV1J	Office Supplies - Bus. Mgr	01/20/2026	99.45
AMAZON	AMAZON CAPITAL SERVICES	1JYP-LJPF-D16T	Class Supplies - Ag	01/20/2026	119.34
AMAZON	AMAZON CAPITAL SERVICES	1KJ6-HRNN-GT74	Class Supplies - HS	01/26/2026	44.09
AMAZON	AMAZON CAPITAL SERVICES	1KXK-PGFF-Q1TQ	Class Supplies - FCS	01/12/2026	111.96
AMAZON	AMAZON CAPITAL SERVICES	1M3J-7K99-9GPC	Tech. Supplies	01/16/2026	97.99
AMAZON	AMAZON CAPITAL SERVICES	1NFN-L64J-14QP	Nurse Supplies	01/30/2026	73.50
AMAZON	AMAZON CAPITAL SERVICES	1QX7-CLQ7-KYYN	Maint. Supplies	01/27/2026	39.78
AMAZON	AMAZON CAPITAL SERVICES	1T36-FX39-XVYM	Tech. Supplies	01/30/2026	9.88
AMAZON	AMAZON CAPITAL SERVICES	1T4W-PXVF-7GHD	Maint. Supplies	02/04/2026	41.95
AMAZON	AMAZON CAPITAL SERVICES	1V6F-Y6PD-GJLK	Class Supplies - SPED	01/26/2026	71.62
AMAZON	AMAZON CAPITAL SERVICES	1WGX-HVQ3-DRRH	Maint. Supplies	01/12/2026	260.33
AMAZON	AMAZON CAPITAL SERVICES	1YDF-W4QG-W9YJ	Class Books - HS	01/09/2026	142.52
AURORACOOP	AURORA COOPERATIVE	7186220	Tire Svc	01/08/2026	400.00
BCNTELEC	BCN TELECOM INC TBS	24041186	Long-Distance Phone	02/01/2026	71.49
BLACKHILLS	BLACK HILLS ENERGY	02.02.2026 Stmt	Natural Gas	02/02/2026	14,262.27
BOMGAARS	BOMGAARS SUPPLY, INC.	01.16.2026 Stmt	Supplies - Various	01/16/2026	328.77
BOYSTOWN	BOYS' TOWN	CINV-00018504	SPED Svcs	02/28/2026	*PENDING INVOICE RECEIPT*
BREHMS	BREHM'S HEALTH MART	139142	Nurse Supplies	12/15/2025	36.05
BREHMS	BREHM'S HEALTH MART	145214	Office Supplies	01/29/2026	4.49
CAREERSAFE	CAREER SAFE	CS-804391	Class Materials - STS	01/27/2026	245.00
CENTLINK	CENTURY LINK	334017198-0126	Preschool Phone Svcs	01/10/2026	145.92
CENTLINK	CENTURY LINK	334101401-0126	Phone Svcs	01/10/2026	254.04
CITYOFST	CITY OF ST. PAUL	12.31.2025 Stmt	Electric, Water, Sewer	02/28/2026	11,289.12
CNCAP	CENTRAL NE COMMUNITY ACTION	Q2 25-26 Preschool	Q2 25-26 Preschool	01/20/2026	4,492.23
CNCAP	CENTRAL NE COMMUNITY ACTION	Q2 25-26 Sixpence	Q2 25-26 Sixpence (ECE Reimb.)	01/20/2026	19,709.96
CULLIGAN	CULLIGAN OF GRAND ISLAND	01.31.2026 Stmt	Office Supplies - Elem/HS	01/31/2026	153.00
DASSTACC	DAS STATE ACCOUNTING-CENTRAL	1508926	Internet Connection (Dec)	01/13/2026	317.87
DECKEQUI	DECKER, INC.	642038A	Maint. Supplies	01/08/2026	170.55
EAKES	EAKES OFFICE SOLUTIONS	9255505-0	Maint. Consumables	01/02/2026	2,645.73
EAKES	EAKES OFFICE SOLUTIONS	9265067-0	Maint. Consumables	01/08/2026	169.82
EAKES	EAKES OFFICE SOLUTIONS	9268584-0	Maint. Supplies	01/15/2026	145.00
EAKES	EAKES OFFICE SOLUTIONS	9270801-0	Maint. Consumables	01/15/2026	1,199.70
EAKES	EAKES OFFICE SOLUTIONS	9273263-0	Maint. Consumables	01/22/2026	206.29
EAKES	EAKES OFFICE SOLUTIONS	INV725194	Fax Service	01/13/2026	46.49
ESU10	EDUCATIONAL SERVICE UNIT 10	01.13.2026	SPED Training Wkshp	01/13/2026	20.00
ESU10	EDUCATIONAL SERVICE UNIT 10	01.27.2026	Pysch & SPED Svcs (Jan)	01/27/2026	6,817.37
FLOYDSTRUC	FLOYD'S TRUCK CENTER	R501000990:01	Bus Repairs	01/28/2026	593.25
GOPT	GO PHYSICAL THERAPY, LLC	12.04.2025	Therapy Svcs (Dec)	02/04/2026	0.00
HEARTDISPO	HEARTLAND DISPOSAL	253289	Trash Service	01/20/2026	*PENDING INVOICE RECEIPT*
HELMERELEC	HELMER ELECTRIC, LLC	1037	Lighting Improv.	01/22/2026	183.75
HOMEMARK	HOMETOWN MARKET	001006090927	Consumables - FCS	01/12/2026	142.46
HOMEMARK	HOMETOWN MARKET	001022510946	Consumables - FCS	01/19/2026	186.72
HOMEMARK	HOMETOWN MARKET	001023901623	Office Supplies - HS	01/19/2026	14.30
HOMEMARK	HOMETOWN MARKET	001026071500	Consumables - SPED	01/20/2026	20.47
HOMEMARK	HOMETOWN MARKET	001039450927	Consumables - FCS	01/19/2026	149.14
HOMEMARK	HOMETOWN MARKET	001093160940	Consumables - SPED	01/07/2026	7.97
HOMEMARK	HOMETOWN MARKET	00124291729	Consumables - FCS	01/19/2026	25.33
HOMEMARK	HOMETOWN MARKET	002013101532	Consumables - FCS	01/05/2026	38.42
HOMEMARK	HOMETOWN MARKET	002023711431	Guidance Supplies - Elem	01/12/2026	47.33
HOMEMARK	HOMETOWN MARKET	002027181508	Consumables - SPED	01/14/2026	43.16
HOMEMARK	HOMETOWN MARKET	002055390916	Class Supplies - HS	01/31/2026	3.69
HOMETLEAS	HOMETOWN LEASING	2800429-17	Copier Leases (4)	01/15/2026	2,299.55
HOMETLEAS	HOMETOWN LEASING	2801239-7	Copier Lease	01/15/2026	277.18
HOMETLEAS	HOMETOWN LEASING	2801299-5	Copier Lease	01/21/2026	105.15
HOWARDCOM	HOWARD COUNTY MEDICAL CENTER	HBAM662310	Driver Physical	01/13/2026	100.00
HOWARDCOM	HOWARD COUNTY MEDICAL CENTER	HBAM687004	Driver Lab	01/13/2026	47.00
INTEALLB	INTERSTATE ALL BATTERY CENTER	1905801014222	Maint. Supplies	01/08/2026	108.90
JIMSTRUC	JIM'S TRUCK STOP	256688	Fuel	01/16/2026	155.33
JOSTENS	JOSTENS	38465957	Cap and Gown	01/13/2026	36.95
JOSTENS	JOSTENS	38683563	Diplomas	02/02/2026	411.43
KSBSCHOLAW	KSB SCHOOL LAW	20739	Legal Svcs (Jan)	02/02/2026	87.00
LIVEWELL	LIVE WELL COUNSELING CENTER	01.13.2026	Crisis Response	01/13/2026	1,350.00
LOUPCENTR	LOUP CENTRAL LANDFILL ASSOC.	01.31.2026 Stmt	Landfill Svcs	01/31/2026	12.81
MATHESON	MATHESON TRI-GAS INC.	0032736225	Class Supplies - STS	01/28/2026	407.99
MATHESON	MATHESON TRI-GAS INC.	0032780952	Class Supplies - STS	02/04/2026	240.25
MENARDS	MENARDS	18254	Maint. Supplies	01/08/2026	52.99
MORRISPLUM	MORRIS PLUMBING, INC.	20222174177	Bathroom/Water Cooler Repairs	12/30/2025	1,326.38
MORRISPLUM	MORRIS PLUMBING, INC.	20222174210	Plumbing Repairs	01/28/2026	1,258.60
MORRISPLUM	MORRIS PLUMBING, INC.	20222174212	Plumbing Repairs	01/30/2026	268.00
NASB	NE ASSOC. OF SCHOOL BOARDS	01.29.2026	School Board Membership Dues 26-27	01/29/2026	5,141.00

Invoice Listing - Summary

Vendor ID	Vendor Name	Invoice Number	Description	Invoice Date	Invoice Amount
NEBRSAFE	NEBRASKA SAFETY CENTER	57-15243	Driving Training	01/05/2026	125.00
ONESOURCE	ONE SOURCE THE BACKGROUND	2022198333	Background Checks & E-verify	02/01/2026	70.00
PARTSBIN	PARTS BIN, INC., THE	01.25.2026	Supplies - Trans.	01/25/2026	194.33
PHONOGRAPH	HAPP, MICHAEL	12.31.2025 Stmt	Mtg Notices & Minutes, Help Wanted	02/28/2026	*PENDING INVOICE RECEIPT* 0.00
PRESTOX	PRESTO-X COMPANY	90111105	Pest Control	01/14/2026	155.32
PRESTOX	PRESTO-X COMPANY	90111106	Pest Control-Preschool	01/14/2026	53.13
PRIMECOMM	PRIME SECURED	100570	Access Point	12/03/2025	1,308.62
PRIMECOMM	PRIME SECURED	96588-2	Indoor Wireless Access Points	05/20/2025	26,850.41
RAPIDFIRE	RAPID FIRE PROTECTION	114081	Fire Sprinkler Repairs	01/21/2026	590.00
RAPIDFIRE	RAPID FIRE PROTECTION	114347	Semi-Annual Inspection	01/21/2026	590.00
RASMECHSE	RASMUSSEN MECHANICAL SERVICES	SRV129367	Boys Bathroom Repairs	01/23/2026	4,747.71
SMITWELD	SMITH WELDING SHOP, INC.	36128	Bus Repairs	12/16/2025	1,677.26
SMITWELD	SMITH WELDING SHOP, INC.	36137	Class Supplies - STS	12/17/2025	2.11
SPORTSAFE	SPORT SAFE TESTING SERVICE, INC.	14562	Activities Drug & Alcohol Testing (Dec)	02/28/2026	936.00
STPAULEARL	ST PAUL EARLY CHILDHOOD	0091	Preschool Expenses (Dec)	12/31/2026	848.69
SUMMITACA	SUMMIT ACADEMY LLC	SA461-C01	SPED Svcs	01/31/2026	18,000.00
UNL7	UNIVERSITY OF NEBRASKA HIGH	INV140819	Class Tuition - HS (2)	01/14/2026	500.00
WEXBANK	WEX BANK	01.31.2026	Fuel	01/31/2026	4,633.02
WILDROOTS	WILDROOTS GREENHOUSE & MARKET	1986	Class Supplies - Ag	12/01/2025	233.90
YANDAS	YANDA'S MUSIC	794507	Instrument Supplies	01/13/2026	49.98
					142,631.61

February 2026 General Fund Credit Card - US Bank

ANTHROPIC	ANTHROPIC, PBC	34442E12-0024	AI Subscriptions	12/29/2025	20.00
ATHELESACC	ATHLETES ACCELERATION INC.	01.14.2026	Class Supplies - PE	01/14/2026	49.95
DASHR	DASHR	INV-000671	Class Supplies - PE	01/14/2026	125.00
THEDEN	DEN, THE	01.05.2026	Teacher In-service Meal	01/05/2026	247.20
EDPUZZLE	EDPUZZLE, INC.	2142B1AA-0013	Class Subscription - Elem	01/16/2026	13.50
HARBORFREI	HARBOR FREIGHT	01.12.2026	Class Supplies - STS	01/12/2026	899.94
HILTON2	HILTON OMAHA	11.21.2025-2	State Ed. Conf. Parking	11/21/2025	34.00
MILETTAVIS	MILETTA VISTA WINERY	01.05.2026	BOE Mtg Meal	01/05/2026	167.60
OPENAI	OPENAI, LLC	VNFEGR2H-0005	AI Subscriptions	01/02/2026	60.00
SAMSCLUB	SAM'S CLUB	10386491710	Consumables - FCS	01/09/2026	189.14
TPT	TEACHER PAY TEACHER	323315178	Class Resources - Elem	01/05/2026	20.00
TPT	TEACHER PAY TEACHER	325330264	Class Resources - SPED	01/21/2026	9.00
					1,835.33

February 2026 General Fund District Reimbursements

MIDCONREG	2026 MIDWEST CONNECTIONS	26SPPS	Conf. - FCS	01/21/2026	220.00
ANDERSONTR	ANDERSON, TRACY	01.12.2026	ACT Prep Supplies	01/12/2026	89.88
BECKERMELO	BECKER, MELODY	01.13.2026	I Love Public Schools Supplies	01/13/2026	52.55
BELLFRANKL	BELL, FRANKLIN	01.06.2026	Driver Physical	01/06/2026	145.00
BRANSONJAD	BRANSON, JADYN	01.13.2026	Class Supplies - Art	01/13/2026	149.59
CAMDENJAIM	CAMDEN, JAIME	01.16.2026	Guidance Supplies - HS	01/16/2026	13.28
CITIZENSBA	CITIZENS BANK & TRUST CO.	01.20.2026	Bank Fee	01/20/2026	5.00
GIPS	GRAND ISLAND PUBLIC SCHOOLS	01.30.2026	Quiz Bowl Registration	01/30/2026	35.00
HARDERSKUR	HARDERS, KURT	01.13.2026	Class Supplies - HS	01/13/2026	62.57
MENKECORA	MENKE, CORA	01.07.2026	Tuition Reimbursement	01/07/2026	300.00
MUDLOFFSAN	MUDLOFF, SANDI	01.27.2026	Supplies - PE	01/27/2026	25.00
NEDMV	NEBRASKA DEPT OF MOTOR VEHICLES	01.06.2026	Driver Record	01/06/2026	15.00
TIMEMANA	TIME MANAGEMENT SYSTEMS	353669	Time Clock Subscription	01/02/2026	132.60
					1,245.47

February 2026 General Fund Total

145,712.41

Batch Description:	02-2026 BMF Invoices	Processing Month:	02/2026	Credit Card Vendor ID:	
JERRYS	JERRY'S SHEETMETAL HEATING-COOLING, INC.	131145	Bus Barn Exhaust System	01/12/2026	24,154.00

February 2026 Building Maint. Fund Total

24,154.00

St. Paul Public School

Adam Patrick, Superintendent
 Richard Moore, Secondary Principal
 Alex Egger, Elementary Principal
 Rob Wegner, AD/Assistant Principal
 Kim Schulte, Special Education Director

1305 Howard Ave.
 POB 325
 St. Paul, NE 68873
 Phone (308) -754-4433
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 www.stpaulpublicschools.org



BOARD OF EDUCATION

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February 9, 2026

FINANCIAL REPORT

GENERAL FUND

BEGINNING BALANCE		\$ 3,696,499.27
<u>RECEIPTS:</u>		
Local County Taxes - Howard	\$ 670,634.80	
Local County Taxes - Greeley (5/1 - 12/31)	\$ 3,576.21	
State Apportionment 25-26	\$ 177,414.60	
SPED School Age 23-24	\$ 103,704.00	
State Aid	\$ 102,671.00	
Medicaid Direct Svcs (Nov)	\$ 2,820.29	
Medicaid Direct Svcs (Dec)	\$ 2,820.29	
NASB 24-25 Work Comp Audit	\$ 1,599.00	
HAL-Archer Credit Union Pride Cards Q4	\$ 781.83	
Medicaid Admin Claims (Jun)	\$ 451.17	
Elba Public School - School Interventionist	\$ 300.00	
Village of Cushing - Liquor License	\$ 300.00	
Private Donation - Czarnek	\$ 200.00	
Student Fees - Tech.	\$ 25.00	
Interest	\$ 10,437.68	
 TOTAL RECEIPTS:	 \$	 1,077,735.87
<u>LESS DISBURSEMENTS:</u>		
Bills	\$ (126,223.65)	
Salaries & Benefits	\$ (649,086.76)	
Transfer to Activity Fund	\$ -	
	\$	(775,310.41)
GRAND TOTAL GENERAL FUND MONTH ENDED - January 31, 2026	\$	3,998,924.73
<i>FUND TOTAL FROM PREVIOUS YEAR</i>	<i>\$</i>	<i>3,761,112.01</i>

Budget 2025-2026	\$ 10,259,781.00	
Sept. - Jan. Expenditures	\$ (4,259,291.55)	41.51%
Remaining Budget	\$ 6,000,489.45	
Current Month:		
Bills	\$ (164,831.36)	
Salary & Wages	\$ (682,861.47)	*PENDING*
Local Property Taxes	\$ 1,473,080.66	
	\$ 625,387.83	
Fund Account Total	\$ 4,624,312.56	

BUILDING MAINTENANCE FUND			
CHECKING	BEGINNING BALANCE		\$ 2,086.68
	Transfer from MMA	\$ 92,100.00	
	Vendor Checks	\$ (92,092.83)	
	Misc.	\$ -	
	Interest	\$ 1.24	
			\$ 8.41
	ACCOUNT TOTAL		\$ 2,095.09
MONEY MARKET	BEGINNING BALANCE		\$ 1,090,256.23
	Local County Taxes - Howard	\$ 30,781.06	
	Local County Taxes - Greeley	\$ -	
	Transfer to Checking	\$ (92,100.00)	
	Interest	\$ 1,544.72	
			\$ (59,774.22)
	ACCOUNT TOTAL		\$ 1,030,482.01
GRAND TOTAL BUILDING MAINTENANCE FUND - January 31, 2026			\$ 1,032,577.10

Budget 2025-2026	\$ 1,448,051.00	
Sept. - Jan. Expenditures	\$ (92,092.83)	6.36%
Remaining Budget	\$ 1,355,958.17	
Current Month:		
Bills	\$ (24,154.00)	
Local Property Taxes	\$ 67,723.70	
Fund Account Total	\$ 1,100,300.80	

BOND FUND			
CHECKING	BEGINNING BALANCE		\$ 5,535.38
	Transfer from MMA	\$ -	
	Bond Payment	\$ -	
	Interest	\$ 3.41	
			\$ 3.41
	ACCOUNT TOTAL		\$ 5,538.79
MONEY MARKET	BEGINNING BALANCE		\$ 200,228.32
	Local County Taxes - Howard	\$ -	
	Local County Taxes - Greeley	\$ -	
	Transfer to Checking	\$ -	
	Interest	\$ 123.43	
			\$ 123.43
	ACCOUNT TOTAL		\$ 200,351.75
GRAND TOTAL BOND FUND - January 31, 2026			\$ 205,890.54

Budget 2025-2026	\$ -
Sept. - Jan. Expenditures	\$ -
Remaining Budget	\$ -
Current Month:	
Bond Payment	\$ -
Local Property Taxes	\$ -
	\$ -
Fund Account Total	\$ 205,890.54

DEPRECIATION FUND			
CHECKING	BEGINNING BALANCE		\$ 145.83
	Transfer from MMA	\$ -	
	Vendor Bills	\$ -	
	Purchased Vehicle	\$ -	
	Interest	\$ 0.09	
		\$ 0.09	
	ACCOUNT TOTAL		\$ 145.92
MONEY MARKET	BEGINNING BALANCE		\$ 589,756.32
	Transfer to Checking	\$ -	
	Transfer from General Fund	\$ -	
	Interest	\$ 848.28	
			\$ 848.28
	ACCOUNT TOTAL		\$ 590,604.60
GRAND TOTAL DEPRECIATION FUND - January 31, 2026			\$ 590,750.52

Budget 2025-2026	\$ 604,498.00	
Sept. - Jan. Expenditures	\$ -	0.00%
Remaining Budget	\$ 604,498.00	
Current Month:		
Fees Refunded	\$ -	
Equipment Sold	\$ -	
Fund Account Total	\$ 590,750.52	

LUNCH FUND				
CHECKING	BEGINNING BALANCE		\$ 33,698.24	
	Federal/State Receipts	\$ 13,530.94		
	Meal Account Receipts	\$ 22,777.13		
	Milk Account, ASP and Other Receipts	\$ 1,780.95		
	Head Start and Preschool Tuition	\$ 2,223.20		
	Vendor Rebate	\$ 244.16		
	Interest	\$ 21.92		
	Payroll	\$ (17,555.13)		
	Exp.: Food, Milk/Juice, etc.	\$ (18,691.28)		
			\$ 4,331.89	
		ACCOUNT TOTAL		\$ 38,030.13
MONEY MARKET	BEGINNING BALANCE		\$ 64,481.76	
	Deposits	\$ -		
	Transfer Checking	\$ -		
	Interest	\$ 39.75		
			\$ 39.75	
	ACCOUNT TOTAL		\$ 64,521.51	
GRAND TOTAL LUNCH FUND - January 31, 2026			\$ 102,551.64	

Budget 2025-2026	\$ 543,500.00	
Sept. - Jan. Expenditures	\$ (225,603.47)	41.51%
Remaining Budget	\$ 317,896.53	

**Expenditure Report by Function/Object -
Summary**

02/03/2026 01:12 PM

Regular; Processing Month 01/2026; Function Number 80 Records Selected; Fund
Number 01

User ID: TJJ

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	Unencumbered Balance
2211	SCHOOL IMPROVEMENT	0.00	0.00	1,109.13	0.00	(1,109.13)	(1,109.13)
2213	INSTRUCTIONAL STAFF TRAINING	1,500.00	0.00	0.00	0.00	1,500.00	1,500.00
2214	IMPLEMENTATION OF STANDARDS	0.00	0.00	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	157,972.28	23,350.93	72,140.15	45.67	85,832.13	85,832.13
2224	EDUCATIONAL TELEVISION SERVICES (DL)	0.00	0.00	0.00	0.00	0.00	0.00
2230	INSTRUCTION-RELATED TECHNOLOGY	25,132.32	2,088.49	10,442.47	41.55	14,689.85	14,689.85
2240	ACADEMIC STUDENT ASSESSMENT	0.00	0.00	0.00	0.00	0.00	0.00
2310	BOARD OF EDUCATION	146,788.69	15,577.19	59,192.97	40.33	87,595.72	87,595.72
2320	EXECUTIVE ADMINISTRATION	273,334.63	21,787.49	112,078.21	41.00	161,256.42	161,256.42
2330	DISTRICT LEGAL SERVICES	15,000.00	893.00	8,665.00	57.77	6,335.00	6,335.00
2410	OFFICE OF THE PRINCIPAL	531,957.53	42,602.92	222,022.64	41.74	309,934.89	309,934.89
2490	SCHOOL ADMINISTRATION OTHER	8,250.00	4,607.70	(3,295.84)	(39.95)	11,545.84	11,545.84
2510	FISCAL SERVICES	32,000.00	1,858.19	17,781.41	55.57	14,218.59	14,218.59
2530	PRINTING, PUBLISHING AND DUPLICATING	0.00	0.00	0.00	0.00	0.00	0.00
2570	PERSONNE SERVICES TRAINING ETC	0.00	0.00	0.00	0.00	0.00	0.00
2580	ADMINISTRATIVE TECHNOLOGY SERVICES	175,721.44	8,970.39	55,941.11	31.84	119,780.33	119,780.33
2610	OPERATION OF BUILDINGS	498,128.90	40,500.90	216,367.41	43.44	281,761.49	281,761.49
2620	MAINTENANCE OF BUILDINGS	572,209.90	27,638.46	131,502.73	22.98	440,707.17	440,707.17
2630	CARE AND UPKEEP OF GROUNDS	39,600.00	586.27	9,803.54	24.76	29,796.46	29,796.46
2640	CARE AND UPKEEP OF EQUIPMENT	2,000.00	982.04	1,120.76	56.04	879.24	879.24
2650	VEHICLE OPERATION, MAINTENANCE, PURCHASE	1,500.00	10.36	433.30	28.89	1,066.70	1,066.70
2660	SECURITY	0.00	0.00	185.24	0.00	(185.24)	(185.24)
2670	SAFETY	15,000.00	4,006.68	7,689.83	51.27	7,310.17	7,310.17
2710	VEHICLE OPERATION REGULAR ED	319,568.32	16,250.78	74,460.59	23.30	245,107.73	245,107.73
2712	SCHOOL AGE SPED VEHICLE OPERATION	32,129.39	2,591.43	13,953.98	43.43	18,175.41	18,175.41
2730	VEHICLE SERVICING AND MAINT-REG ED	73,075.06	6,168.23	165,844.60	226.95	(92,769.54)	(92,769.54)
2732	VEHICLE SERVICING SPED TRANSPORTATION SA	0.00	0.00	0.00	0.00	0.00	0.00
3400	CATEGORICAL GRANTS FROM CORP/PRIVATE	0.00	560.00	7,768.47	0.00	(7,768.47)	(7,768.47)
3512	DISTANCE EDUCATION INCENTIVE PAYMENTS	5,500.00	317.87	4,148.78	75.43	1,351.22	1,351.22
3535	HIGH ABILITY LEARNER PROGRAM	4,865.00	305.00	3,890.00	79.96	975.00	975.00
3541	EARLY CHILDHOOD ENDOWMENT GRANTS	89,250.00	778.70	23,546.37	26.38	65,703.63	65,703.63
3551	CAREER EDUCATION	7,500.00	0.00	0.00	0.00	7,500.00	7,500.00

**Expenditure Report by Function/Object -
Summary**

02/03/2026 01:12 PM

Regular; Processing Month 01/2026; Function Number 80 Records Selected; Fund
Number 01

User ID: TJJ

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	Unencumbered Balance
3599 OTHER STATE CATEGORICAL PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00
4600 SITE IMPROVEMENTS	0.00	0.00	0.00	0.00	0.00	0.00
4700 BUILDING IMPROVEMENTS	0.00	0.00	0.00	0.00	0.00	0.00
6200 TITLE I, PART A ESSA IMPROVG BASIC PROG	113,466.83	8,328.02	42,615.90	37.56	70,850.93	70,850.93
6310 TITLE II, PART A ESSA CLASS SIZE REDUCT	0.00	0.00	0.00	0.00	0.00	0.00
6404 IDEA PART B(611) BASE ALLOC BIRTH TO 4	0.00	0.00	0.00	0.00	0.00	0.00
6406 IDEA PRESCHOOL(619) BASE ALLOC AGE 3-4	5,911.50	478.13	2,390.66	40.44	3,520.84	3,520.84
6408 IDEA SPED B-21	174,027.76	13,138.39	71,330.66	40.99	102,697.10	102,697.10
6410 IDEA ENROLLMENT/POVERTY TO AGE 21	0.00	0.00	0.00	0.00	0.00	0.00
6421 IDEA ARP School AGE	0.00	0.00	0.00	0.00	0.00	0.00
6422 IDEA ARP 3-5	0.00	0.00	0.00	0.00	0.00	0.00
6700 FED VOC & APP TECH ED (CARL PERKINS)	0.00	0.00	0.00	0.00	0.00	0.00
6990 OTHER FEDERAL CATEGORICAL RECEIPTS	0.00	0.00	0.00	0.00	0.00	0.00
6996 CARES	0.00	0.00	0.00	0.00	0.00	0.00
6997 ESSER II	0.00	0.00	0.00	0.00	0.00	0.00
6998 ESSER III ARP	0.00	0.00	0.00	0.00	0.00	0.00
01 GENERAL FUND	10,259,794.62	776,928.75	4,259,291.55	41.55	6,000,503.07	5,997,309.39

**Expenditure Report by Function/Object -
Summary**

02/03/2026 01:12 PM

Regular; Processing Month 01/2026; Function Number 80 Records Selected; Fund
Number 01

User ID: TJJ

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	Unencumbered Balance
Grand Total:	10,259,794.62	776,928.75	4,259,291.55	41.55	6,000,503.07	5,997,309.39

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2026 - 01/2026

Regular; Beginning Month 01/2026; Processing Month 01/2026; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 STUDENT ACTIVITY

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0100	GENERAL FUND EQUITY	911.14	0.00	0.00	0.00	911.14
05 704 0101	STUDENAT AGENDA EQUITY	1,096.48	0.00	0.00	0.00	1,096.48
05 704 0103	CIRCLE OF FRIENDS EQUITY	1,982.71	0.00	812.04	0.00	2,794.75
05 704 0104	ELEMENTARY EQUITY	103.27	0.00	0.00	0.00	103.27
05 704 0105	ESU REIMB EQUITY	3,036.03	0.00	0.00	0.00	3,036.03
05 704 0106	INTEREST EQUITY	6,010.18	0.00	345.11	0.00	6,355.29
05 704 0113	YEARBOOK 2015 EQUITY	7,070.57	0.00	535.50	0.00	7,606.07
05 704 0213	SOPHOMORES CLASS EQUITY	2,460.00	0.00	0.00	0.00	2,460.00
05 704 0214	SENIORS CLASS EQUITY	3,056.52	0.00	0.00	0.00	3,056.52
05 704 0215	FRESHMEN CLASS EQUITY	1,050.00	0.00	0.00	0.00	1,050.00
05 704 0217	JUNIORS CLASS EQUITY	4,611.35	622.00	0.00	0.00	3,989.35
05 704 0302	CHEER SQUAD EQUITY	3,086.05	85.00	0.00	0.00	3,001.05
05 704 0303	ROBOTICS EQUITY	3,835.15	1,216.45	1,141.10	0.00	3,759.80
05 704 0304	DANCE SQUAD EQUITY	(1,082.19)	0.00	1,961.67	0.00	879.48
05 704 0320	SCHOLARSHIP EQUITY	27,562.42	13,150.00	5.00	0.00	14,417.42
05 704 0340	VOCAL MUSIC EQUITY	1,184.33	0.00	0.00	0.00	1,184.33
05 704 0350	INSTRUMENTAL MUSIC EQUITY	765.17	0.00	0.00	0.00	765.17
05 704 0351	MUSIC TRIP EQUITY	17,003.16	0.00	0.00	0.00	17,003.16
05 704 0359	ONE ACT EQUITY	344.58	20.75	0.00	0.00	323.83
05 704 0360	MUSICAL/VARIETY SHOW EQUITY	527.34	0.00	0.00	0.00	527.34
05 704 0362	ALL SCHOOL PLAY EQUITY	1,357.19	0.00	0.00	0.00	1,357.19
05 704 0370	STUDENT COUNCIL EQUITY	583.00	0.00	0.00	0.00	583.00
05 704 0380	SENIOR ART TRIP EQUITY	1,564.36	0.00	0.00	0.00	1,564.36
05 704 0381	ART CLUB EQUITY	1,350.93	0.00	110.00	0.00	1,460.93
05 704 0390	TRANSPORTATION FUND EQUITY	2,855.62	0.00	0.00	0.00	2,855.62
05 704 0500	ACTIVITIES EQUITY	(7,025.81)	7,851.46	10,855.74	0.00	(4,021.53)
05 704 0501	BOYS WRESTLING FUND EQUITY	7,047.94	0.00	0.00	0.00	7,047.94
05 704 0502	?? EQUITY	0.00	0.00	0.00	0.00	0.00
05 704 0503	FOOTBALL FUND EQUITY	1,487.96	9.26	0.00	0.00	1,478.70
05 704 0504	GIRLS BASKETBALL FUND EQUITY	329.71	263.89	1,500.00	0.00	1,565.82
05 704 0505	GIRLS GOLF EQUITY BALANCE	714.00	0.00	0.00	0.00	714.00
05 704 0506	BOYS BASKETBALL	1,023.72	570.00	2,580.00	0.00	3,033.72
05 704 0507	VOLLEYBALL EQUITY	2,126.83	0.00	0.00	0.00	2,126.83
05 704 0508	SOFTBALL EQUITY	2,337.10	0.00	0.00	0.00	2,337.10
05 704 0509	CONCESSIONS EQUITY	5,607.86	7,032.71	8,026.25	0.00	6,601.40
05 704 0510	TENNIS EQUITY	20.49	0.00	0.00	0.00	20.49

Activity Fund Balance Report - Summary - Exclude Encumbrances

01/2026 - 01/2026

Regular; Beginning Month 01/2026; Processing Month 01/2026; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 STUDENT ACTIVITY

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0511	BASEBALL EQUITY	703.11	0.00	0.00	0.00	703.11
05 704 0512	TRACK AND FIELD EQUITY	1,284.62	0.00	0.00	0.00	1,284.62
05 704 0513	ATHLETIC TECH EQUITY	11,800.00	0.00	0.00	0.00	11,800.00
05 704 0514	GIRLS WRESTLING EQUITY	4,349.79	241.97	343.13	0.00	4,450.95
05 704 0515	BOYS GOLF EQUITY	213.06	0.00	0.00	0.00	213.06
05 704 0600	FFA EQUITY	19,870.10	8,672.35	3,340.50	0.00	14,538.25
05 704 0602	MATILDA EQUITY	9,068.49	1,097.78	1,575.72	0.00	9,546.43
05 704 0700	FCCLA EQUITY	4,248.36	0.00	112.00	0.00	4,360.36
05 704 0800	FBLA EQUITY	(776.15)	0.00	572.17	0.00	(203.98)
05 704 0801	MATH/SCIENCE CLUB EQUITY	7,878.14	143.00	570.37	0.00	8,305.51
Fund Total: 05		164,634.68	40,976.62	34,386.30	0.00	158,044.36

Invoice Listing - Summary
Posted - All; Batch Description 01-2026 LF Invoices

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>CC</u>	<u>Invoice Amount</u>
HILADAIR	HILAND DAIRY FOODS	1124988	Milk and Juice	12/01/2025	01/15/2026	6	6871		626.43
HILADAIR	HILAND DAIRY FOODS	1125056	Milk and Juice	12/04/2025	01/15/2026	6	6871		574.44
HILADAIR	HILAND DAIRY FOODS	1125115	Milk	12/08/2025	01/15/2026	6	6871		42.66
HILADAIR	HILAND DAIRY FOODS	1125117	Milk	12/08/2025	01/15/2026	6	6871		819.59
HILADAIR	HILAND DAIRY FOODS	1125174	Milk and Juice	12/11/2025	01/15/2026	6	6871		694.49
HILADAIR	HILAND DAIRY FOODS	1125242	Milk	12/15/2025	01/15/2026	6	6871		629.22
SPPSGENFUN	ST PAUL PUBLIC SCHOOL GENERAL FUND	01.15.2026	01.15.2026 Lunch Fund Payroll Payback	01/15/2026	01/15/2026	6	6872		17,555.13
SYSCLINC	SYSCO LINCOLN	161A6173Z	Supplies	12/15/2025	01/15/2026	6	6873		112.93
SYSCLINC	SYSCO LINCOLN	161A6227Z	Supplies	12/16/2025	01/15/2026	6	6873		33.80
SYSCLINC	SYSCO LINCOLN	661688787	Food and Supplies	12/04/2025	01/15/2026	6	6873		3,739.59
SYSCLINC	SYSCO LINCOLN	661696375	Short of Truck	12/09/2025	01/15/2026	6	6873		(113.12)
SYSCLINC	SYSCO LINCOLN	661700300	Food and Supplies	12/11/2025	01/15/2026	6	6873		2,790.00
SYSCLINC	SYSCO LINCOLN	661711636	Food and Supplies	12/18/2025	01/15/2026	6	6873		4,035.44
USFOODS	US FOODS GRAND ISLAND	3038619	Food	12/11/2025	01/15/2026	6	6874		896.94
USFOODS	US FOODS GRAND ISLAND	3239585	Food and Supplies	12/18/2025	01/15/2026	6	6874		1,903.69
USFOODS	US FOODS GRAND ISLAND	3243817	Supplies	12/18/2025	01/15/2026	6	6874		130.19
USFOODS	US FOODS GRAND ISLAND	5706799	Food	12/04/2025	01/15/2026	6	6874		1,774.99

Report Total: 36,246.41

**ST. PAUL PUBLIC SCHOOLS
NEGOTIATED AGREEMENT
ADOPTED 2-9-2026**

I. FRINGE BENEFITS

1. Sick Leave

First and Second-year teachers will be allowed 15 working days of sick leave at full pay. All other teachers will be allowed 10 working days of sick leave at full pay, accumulative to sixty days. Also see Emergency Leave.

2. Emergency Leave:

Up to five days total of emergency leave may be applied towards the sixty days of sick leave, such as serious illness, injury, (the doctor specifies the patient is critically ill, or injured and hospitalized) of which 2 days can be used for bereavement for anyone and up to 5 days for immediate family. Family includes spouse, children, parents, grandparents, father-in-law, mother-in-law, brothers, sister, brothers-in-law, sister-in-law, grandchildren, grandparents-in-law, aunts, uncles, nieces, and nephews of the same.

3. Personal Leave:

Each teacher will be allowed two days of personal leave per year, accumulative to a total of five. This includes the provision that two consecutive days, or a single day before or after a holiday or school vacation period, will be granted only with administrative approval.

4. Professional Leave:

Each teacher will be allowed two days of professional leave with exceptions being considered on an individual basis with administrative approval. The activities would include workshops, etc. which would enhance the capabilities of the individual and directly benefit the school system.

5. Long-Term Disability Insurance:

The LTD insurance becomes effective after 60 calendar days. The 60-day waiting period will include full pay for unused accumulated days of sick leave, and one-half pay (50%) for the remaining working days in the 60-day period. The LTD insurance and Social Security will pay 60% of the monthly salary up to \$5000 for the length of disability, or until the insured reaches 70 years of age. The teacher will pay the premium and be reimbursed by the school district.

6. Health/Dental Insurance:

For the 26-27 school year, the District shall utilize the Educators Health Alliance (EHA), through Blue Cross Blue Shield Option 1 with alternate network employee choice, \$1,200 or \$0 deductible ("Traditional Health Plan"), as well as the associated Qualified High Deductible Health Plan ("QHDHP") options. The

district shall pay the health premium the teacher elects to be enrolled in, as well as the single dental coverage option 5.

Monthly premiums for the Traditional Health Plan and the QHDHP paid by the District are as follows, shown respectively: employee-only health coverage (\$866.01, \$743.27) plus single dental coverage-option 5 (\$64.39); employee and spouse health coverage (\$1,602.08, \$1,375.09) plus single dental coverage-option 5 (\$64.39); employee and child(ren) health coverage (\$1,818.56, \$1,560.91) plus single dental coverage-option 5 (\$64.39); employee and family health coverage (\$2,441.86, \$2,095.88) plus single dental coverage-option 5 (\$64.39).

Married couples who are both employed by the District will receive family health coverage (\$2,441.86, \$2,095.88) plus family dental coverage option 5 (\$181.64). Premiums paid by the District will correlate with the FTE status of certified staff members. The District will maintain an IRS Section 125 plan ("125 Plan"). The cost difference between the Traditional Health Plan options and the QHDHP options shall be deposited into a separate HSA account within the 125 Plan for each employee electing a QHDHP. A single HSA administrator shall be utilized by the District. Employees may deposit additional funds into their own HSA account. By the PEA and Board of Education Representative signing this agreement, the District is free from any liability should the employee withhold in excess of IRS limits. The employee is wholly responsible for observing maximum IRS deduction amounts. The employee is also responsible for any costs related to the maintenance of their HSA.

7. Vision Insurance:

For the 2025-26 school year, the school district shall offer Vision Insurance through National Insurance Services, VSP Choice Option 1 with \$180 Elective Contact and Frame Allowance. The cost for coverage paid by the employer is as follows: Employee \$10.76 per month; Employee + Spouse \$17.21 per month; Employee + Child(ren) \$17.57 per month; or Employee + Family \$28.33 per month. These rates are subject to change based on VSP renewal rates, which typically occur in May.

8. Tuition Reimbursement:

The district shall reimburse a teacher for the cost of tuition for as many as three (3) education-related graduate-level course hours. Graduate hours must be earned from an accredited College or University. The maximum reimbursement per hour shall be \$100.00. This is a maximum tuition reimbursement of \$300 per year for an individual teacher. This tuition reimbursement shall be limited to the first fifteen (15) teachers who apply each year. The teacher must pay for the tuition initially. Upon completion of the course with a grade of "B" (3.0 on a 4.0 scale) or above, the teacher must submit a receipt for the tuition payment and a final grade card evidencing successful completion of the course. The reimbursement shall be limited to the actual tuition costs, exclusive of additional fees, lab costs, and other course-related expenses. The tuition reimbursement program shall be limited to a lifetime maximum of nine (9) graduate credit hours per teacher. Teachers shall apply in writing to the Superintendent of Schools. The tuition reimbursement shall be granted on a first-come, first-served basis. The date of application for participation in the program shall be used in determining the first fifteen applicants.

II. SCHEDULES

1. Base Salary:

\$41,350 for 2026-2027 (Salary Schedule - See Page 5)

2. Experience:

Teachers new to the St. Paul system will generally be placed at a maximum of **step 8** for experience gained at other schools. When it becomes necessary to secure the services of a qualified teacher, the board of education may place the teacher higher than **step 8** or grant other compensation (e.g. payment of a signing bonus, payment of moving expenses). When placing a teacher higher than **step 8**, the board may grant the teacher only his/her years of actual teaching experience and shall be limited by the number of steps in the column that accurately reflects the teacher's educational achievement. Teachers with less than three years of experience may be placed at Step 3 to secure the services of a qualified teacher. The teacher will remain at Step 3 until their actual experience moves them to Step 4. The school district shall notify the president and chief negotiator of the St. Paul Education Association whenever it places a newly-hired teacher higher than **step 8** or pays additional compensation such as a signing bonus or moving expenses.

3. Schedule Change:

There will be no reduction in the salaries of existing staff members due to the adoption of any new salary schedule.

4. Horizontal Movement:

All graduate hours earned after receiving the BA degree will be given full credit on the salary schedule.

- a. It is the teacher's responsibility to furnish the Superintendent with college transcripts of all hours and/or degrees that are to be considered for horizontal movements on the salary schedule. All additional credits must be reported before October 1st of each year.
- b. Teachers will not advance more than one horizontal step on the schedule in one year.

5. Vertical Movement:

Teachers will not advance more than one vertical step on the schedule in one year.

6. Contract Computations:

In the computation of monthly contract amounts, the amount less than \$1.00 will be dropped off if it is 50 cents or less. The figure will be raised to the next dollar if it ends with 51 cents or more.

7. Substitute Pay/Compensation:

Any secondary teacher covering a class will receive \$15.00 per period or personal leave compensation. (4 periods = 1/2 day personal leave, 7 periods = one full day personal leave). Teachers will receive a maximum of 2 personal days for volunteering 16 times at the after-school program per year. Personal leave may accumulate to a maximum of 5 days. Any elementary teacher covering for another staff

member will be paid at the rate of \$15 for 45 minutes. The Administration will determine what constitutes reimbursable in-school substitutes.

8. Extra-Curricular Pay Schedule:

See Attachment. Junior High coaches extra duties will be paid at 8% of the base salary.

9. Stipend Pay

Stipend pay is \$135 per 8 hours with prior administrative approval.

10. Percentage:

A special increment schedule will be a part of the salary schedule. Additional salary will be paid for extra-curricular activities or assignments with each duty assigned a percentage value of the base salary.

11. Summer Weight Room:

The summer weight room coordinator will be paid a flat rate of \$2000 for a nine week program at 18 hours per week. A maximum of \$600 will be paid to coaches assisting with the program at a rate of \$10 per hour.

12. Distance Learning College Classes

CCC will pay teachers directly and be allowed to keep 100% of the payment. DL instructors are responsible for all other class costs and materials such as paper copies and shipping.

The parties acknowledge that during the negotiations that resulted in this agreement, each had the right and the opportunity to make demands and proposals with respect to any matter regarding permissive and mandatory subjects of bargaining, and that the entire understanding and agreements arrived at by the parties are set forth in this agreement.

The agreement will remain in force until replaced with a successor agreement or as amended by a final order of the Commission.

Chief Negotiator, S.P.E.A.

President, Board of Education
St. Paul Public School
District 1 Howard County
St. Paul Public School

2026-2027

\$41,350

					MA		
	BA	BA+9	BA+18	BA+27	BA+36	MA+9	MA+18
STEP 1	1.00 \$41,350	1.05 \$43,418	1.10 \$45,485	1.15 \$47,553	1.20 \$49,620	1.25 \$51,688	1.30 \$53,755
STEP 2	1.04 \$43,004	1.09 \$45,072	1.14 \$47,139	1.19 \$49,207	1.24 \$51,274	1.29 \$53,342	1.34 \$55,409
STEP 3	1.08 \$44,658	1.13 \$46,726	1.18 \$48,793	1.23 \$50,861	1.28 \$52,928	1.33 \$54,996	1.38 \$57,063
STEP 4	1.12 \$46,312	1.17 \$48,380	1.22 \$50,447	1.27 \$52,515	1.32 \$54,582	1.37 \$56,650	1.42 \$58,717
STEP 5	1.16 \$47,966	1.21 \$50,034	1.26 \$52,101	1.31 \$54,169	1.36 \$56,236	1.41 \$58,304	1.46 \$60,371
STEP 6	1.2 \$49,620	1.25 \$51,688	1.3 \$53,755	1.35 \$55,823	1.4 \$57,890	1.45 \$59,958	1.5 \$62,025
STEP 7		1.29 \$53,342	1.34 \$55,409	1.39 \$57,477	1.44 \$59,544	1.49 \$61,612	1.54 \$63,679
STEP 8			1.38 \$57,063	1.43 \$59,131	1.48 \$61,198	1.53 \$63,266	1.58 \$65,333
STEP 9			1.42 \$58,717	1.47 \$60,785	1.52 \$62,852	1.57 \$64,920	1.62 \$66,987
STEP 10				1.51 \$62,439	1.56 \$64,506	1.61 \$66,574	1.66 \$68,641
STEP 11				1.55 \$64,093	1.6 \$66,160	1.65 \$68,228	1.7 \$70,295
STEP 12					1.64 \$67,814	1.69 \$69,882	1.74 \$71,949
STEP 13					1.68 \$69,468	1.73 \$71,536	1.78 \$73,603
STEP 14						1.77 \$73,190	1.82 \$75,257

**SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
ST. PAUL PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the Board of Education of St. Paul Public Schools, legally known as Howard County School District 47-0001-000, and referred to as "the Board" and "the District" respectively, and Adam Patrick, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 2 years beginning on July 1, 2026, and expiring on June 30, 2028. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before the seventh day after the regular December 2026 board meeting (and each December thereafter) of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of 1 year from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than its regular December meeting of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular January board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$164,800.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent for all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor, and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) Incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) Immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 90 days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any Insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health Insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Dental Insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

c. Sick Leave. The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of thirty (30) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.

d. Disability Insurance. The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.

e. Vacation. The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the Initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day.

f. Professional Dues. The District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators.

g. Expense Reimbursement. The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 et seq.) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist before the expiration of the first 6 months from the first duty day under the terms of this contract; and, the

Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. It is the purpose of this paragraph to require the Superintendent to, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot Issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered Isolated from the community in which the Superintendent is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless It is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination. 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 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 15. Evaluation. 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 November meeting. The Superintendent shall: remind the Board members in writing of this provision no later than its regular October meeting; make the Superintendent evaluation an agenda item for the regular November Board meeting during each year of this contract; and provide the Board members with the written evaluation Instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provide the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 9th day of February, 2026.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this 9th day of February, 2026.

Superintendent

PRINCIPAL'S CONTRACT OF EMPLOYMENT ST. PAUL PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of St. Paul Public Schools**, legally known as **Howard County School District 47-0001**, and referred to as "the Board" and "the School District" respectively, and **Alex Egger**, referred to herein as "the Principal". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Principal, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Principal shall be employed for a period of 11 months beginning on **August 1, 2026**, and expiring on **June 30, 2027**. The Principal is expected to work all days except Saturdays and Sundays, and any holidays or leave days listed in Section 10.

Section 2. Renewal of Contract. Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

Section 3. Salary. The Principal's salary for the contract year shall be \$110,375.00, which shall be paid in 12 equal monthly installments beginning in the month of September 2026. The Board shall not reduce the Principal's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Principal authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Principal or the value of property or money entrusted to the Principal or owed by the Principal to the District during the course of or as a result of the Principal's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Principal and Board may agree.

Section 5. Professional Status. The Principal affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Principal will hold a valid and appropriate certificate to act as a principal in the State of Nebraska, which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid, and the Board will not compensate the Principal for any service performed prior to the date that he or she registers his or her certificate. The Principal represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

Section 6. Principal's Duties. The Principal's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Principal agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Principal shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Principal may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment. Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Principal's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or

mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Principal's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

Section 8. Disability. If the Principal is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than six (6) months or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the district.

Section 9. Transportation. The Board shall provide the Principal with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

Section 10. Fringe Benefits. The Board shall provide the Principal with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

c. Sick Leave. The Principal shall be allowed 10 working days of sick leave, accumulative to 60 days. The Long

Term Disability (LTD) Insurance becomes effective after 60 calendar days, the 60-day waiting period will include full pay for the accumulated days of sick leave, and one-half (50%) pay for the remaining working days in the 60-day period. Information regarding the LTD plan is available upon request.

Up to five days total of emergency leave may be applied towards the sixty days of sick leave, such as serious illness, injury, (the doctor specifies the patient is critically ill, or injured and hospitalized) of which 2 days can be used for bereavement for anyone and up to 5 days for immediate family. Family includes spouse, children, parents, grandparents, father-in-law, mother-in-law, brothers, sisters, brothers-in-law, sister-in-law, grandchildren, grandparents-in-law, aunts, uncles, nieces, and nephews of the same.

d. Disability Insurance. The Principal shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.

e. Personal. The Principal shall have 5 Personal days for the 2026-2027 contract year, which he or she may use at times he or she chooses so long as the absence does not interfere with the proper performance of his or her duties. Any extended personal period while school is in session will require advance approval by the Superintendent, and all parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. Upon the commencement of any subsequent contract term, the Board shall give the Principal the number of days necessary to restore the total to 5 days. For example, if he or she uses 3 personal days one year, the board will provide him or her with 3 days the following year to bring his or her total to 5 days. The Principal shall develop a system for recording the use of personal days and shall keep such records current and on file in the District's central office. The Principal shall keep complete and accurate records of his or her personal days. The Board or Superintendent may require the Principal to use personal days. The Principal shall be paid for any unused

personal days upon separation of employment at the rate of \$100 per day.

f. Professional Development. The Principal is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Principal attends a national convention and does not return following the initial year of employment as Principal, the Principal agrees to repay the District in full for national convention expenses paid by the District.

g. Professional Dues. The school district will pay the annual dues for the Principal's membership in the following organizations: NCSA.

h. Expense Reimbursement. The Board shall pay or reimburse the Principal for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Principal shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Principal from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination. 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 12 months in the annual salary period in which

termination occurs. The Principal shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Superintendent shall evaluate the Principal as required by state statute. The Principal agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Principal's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Principal agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

Section 15. Legal Actions. The Board will support the Principal if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Principal as a result of his or her performance of his or her duties or his or her position as Principal of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

Section 16. Physical or Mental Examination. The Principal agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Principal is able to perform the "essential functions" of his or her position.

Section 17. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 18. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board.

Section 19. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such

declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 20__.

President, Board of Education

Secretary, Board of Education

Executed by the Principal this ____ day of _____, 20__.

Principal

PRINCIPAL'S CONTRACT OF EMPLOYMENT ST. PAUL PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of St. Paul Public Schools**, legally known as **Howard County School District 47-0001**, and referred to as "the Board" and "the School District" respectively, and **Dalton Pettera**, referred to herein as "the Principal". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Principal, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Principal shall be employed for a period of 11 months beginning on **August 1, 2026**, and expiring on **June 30, 2027**. The Principal is expected to work all days except Saturdays and Sundays, and any holidays or leave days listed in Section 10.

Section 2. Renewal of Contract. Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

Section 3. Salary. The Principal's salary for the contract year shall be \$107,500.00, which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Principal's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Principal authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Principal or the value of property or money entrusted to the Principal or owed by the Principal to the District during the course of or as a result of the Principal's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Principal and Board may agree.

Section 5. Professional Status. The Principal affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Principal will hold a valid and appropriate certificate to act as a principal in the State of Nebraska, which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid, and the Board will not compensate the Principal for any service performed prior to the date that he or she registers his or her certificate. The Principal represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

Section 6. Principal's Duties. The Principal's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Principal agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Principal shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Principal may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment. Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Principal's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or

mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Principal's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

Section 8. Disability. If the Principal is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than six (6) months or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Principal under any insurance coverage furnished by the district.

Section 9. Transportation. The Board shall provide the Principal with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

Section 10. Fringe Benefits. The Board shall provide the Principal with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

c. Sick Leave. The Principal shall be allowed 10 working days of sick leave, accumulative to 60 days. The Long

Term Disability (LTD) Insurance becomes effective after 60 calendar days, the 60-day waiting period will include full pay for the accumulated days of sick leave, and one-half (50%) pay for the remaining working days in the 60-day period. Information regarding the LTD plan is available upon request.

Up to five days total of emergency leave may be applied towards the sixty days of sick leave, such as serious illness, injury, (the doctor specifies the patient is critically ill, or injured and hospitalized) of which 2 days can be used for bereavement for anyone and up to 5 days for immediate family. Family includes spouse, children, parents, grandparents, father-in-law, mother-in-law, brothers, sisters, brothers-in-law, sister-in-law, grandchildren, grandparents-in-law, aunts, uncles, nieces, and nephews of the same.

- d. Disability Insurance.** The Principal shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.

- e. Personal.** The Principal shall have 5 personal days for the 2026-2027 contract year, which he or she may use at times he or she chooses so long as the absence does not interfere with the proper performance of his or her duties. Any extended personal period while school is in session will require advance approval by the Superintendent, and all parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. Upon the commencement of any subsequent contract term, the Board shall give the Principal the number of days necessary to restore the total to 5 days. For example, if he or she uses 3 personal days one year, the board will provide him or her with 3 days the following year to bring his or her total to 5 days. The Principal shall develop a system for recording the use of personal days and shall keep such records current and on file in the District's central office. The Principal shall keep complete and accurate records of his or her personal days. The Board or Superintendent may require the Principal to use personal days. The Principal shall be paid for any unused

personal days upon separation of employment at the rate of \$100 per day.

- f. Professional Development.** The Principal is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Principal attends a national convention and does not return following the initial year of employment as Principal, the Principal agrees to repay the District in full for national convention expenses paid by the District.
- g. Professional Dues.** The school district will pay the annual dues for the Principal's membership in the following organizations: NCSA.
- h. Expense Reimbursement.** The Board shall pay or reimburse the Principal for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Principal shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Principal from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination. 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 12 months in the annual salary period in which termination occurs. The Principal shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Superintendent shall evaluate the Principal as required by state statute. The Principal agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Principal's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Principal agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

Section 15. Legal Actions. The Board will support the Principal if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Principal as a result of his or her performance of his or her duties or his or her position as Principal of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

Section 16. Physical or Mental Examination. The Principal agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Principal is able to perform the "essential functions" of his or her position.

Section 17. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 18. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board.

Section 19. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 20__.

President, Board of Education

Secretary, Board of Education

Executed by the Principal this ____ day of _____, 20__.

Principal

**ADMINISTRATOR'S CONTRACT OF EMPLOYMENT
ST. PAUL PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of St. Paul Public Schools**, legally known as **Howard County School District 47-0001**, and referred to as "the Board" and "the School District" respectively, and **Kimberly Schulte**, referred to herein as "the Administrator". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Administrator, and the Administrator agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Administrator shall be employed for a period of 11 months beginning on **August 1, 2026**, and expiring on **June 30, 2027**. The Administrator is expected to work all days except Saturdays and Sundays, and any holidays or leave days listed in Section 10.

Section 2. Renewal of Contract. Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

Section 3. Salary. The Administrator's salary for the contract year shall be \$105,500.00, which shall be paid in 12 equal monthly installments beginning in the month of August 2026. The Board shall not reduce the Administrator's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Administrator authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Administrator or the value of property or money entrusted to the Administrator or owed by the Administrator to the District during the course of or as a result of the Administrator's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Administrator and Board may agree.

Section 5. Professional Status. The Administrator affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Administrator will hold a valid and appropriate certificate to act as a Administrator in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Administrator for any service performed prior to the date that he or she registers her certificate. The Administrator represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

Section 6. Administrator's Duties. The Administrator's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Administrator agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Administrator shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Administrator may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment. Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Administrator's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct;

(g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Administrator's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Administrator or the failure to report the same; (n) any filing against the Administrator under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

Section 8. Disability. If the Administrator is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than six (6) months or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the district.

Section 9. Transportation. The Board shall provide the Administrator with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

Section 10. Fringe Benefits. The Board shall provide the Administrator with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

- c. Sick Leave.** The Administrator shall be allowed 10 working days of sick leave, accumulative to 60 days. The Long Term Disability (LTD) Insurance becomes effective after 60 calendar days, the 60-day waiting period will include full pay for the accumulated days of sick leave, and one-half (50%) pay for the remaining working days in the 60-day period. Information regarding the LTD plan is available upon request.

Up to five days total of emergency leave may be applied towards the sixty days of sick leave, such as serious illness, injury, (the doctor specifies the patient is critically ill, or injured and hospitalized) of which 2 days can be used for bereavement for anyone and up to 5 days for immediate family. Family includes spouse, children, parents, grandparents, father-in-law, mother-in-law, brothers, sisters, brothers-in-law, sister-in-law, grandchildren, grandparents-in-law, aunts, uncles, nieces, and nephews of the same.

- d. Disability Insurance.** The Administrator shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Personal.** The Principal shall have 5 personal days for the 2026-2027 contract year which he or she may use at times he or she chooses so long as the absence does not interfere with the proper performance of his or her duties. Any extended personal period while school is in session will require advance approval by the Superintendent, and all parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. Upon the commencement of any subsequent contract term, the Board shall give the Principal the number of days necessary to restore the total to 5 days. For example, if he or she uses 3 personal days one year, the board will provide him or her with 3 days the following year to bring his or her total to 5 days. The Principal shall develop a system for recording the use of personal days and shall keep such records current and on file in the District's central office. The Principal shall keep complete and accurate records of his or her personal days. The

Board or Superintendent may require the Principal to use personal days. The Principal shall be paid for any unused personal days upon separation of employment at the rate of \$100 per day.

- f. Professional Development.** The Administrator is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Administrator attends a national convention and does not return following the initial year of employment as Administrator, the Administrator agrees to repay the District in full for national convention expenses paid by the District.
- g. Professional Dues.** The school district will pay the annual dues for the Administrator's membership in the following organizations: NCSA.
- h. Expense Reimbursement.** The Board shall pay or reimburse the Administrator for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Administrator shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Administrator from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination. 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 12 months in the annual salary period in which termination occurs. The Administrator shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Superintendent shall evaluate the Administrator as required by state statute. The Administrator agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Administrator's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Administrator agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

Section 15. Legal Actions. The Board will support the Administrator if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Administrator as a result of his or her performance of his or her duties or his or her position as Administrator of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

Section 16. Physical or Mental Examination. The Administrator agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Administrator is able to perform the "essential functions" of his or her position.

Section 17. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 18. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

Section 19. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 20__.

President, Board of Education

Secretary, Board of Education

Executed by the Administrator this ____ day of _____, 20__.

Administrator

**ADMINISTRATOR'S CONTRACT OF EMPLOYMENT
ST. PAUL PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of St. Paul Public Schools**, legally known as **Howard County School District 47-0001**, and referred to as "the Board" and "the School District" respectively, and **Robert Wegner**, referred to herein as "the Administrator". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Administrator, and the Administrator agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Administrator shall be employed for a period of 10 months beginning on **August 1, 2026**, and expiring on **May 31, 2027**. The Administrator is expected to work all days except Saturdays and Sundays, and any holidays or leave days listed in Section 10.

Section 2. Renewal of Contract. Unless the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, the contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract.

Section 3. Salary. The Administrator's salary for the contract year shall be \$98,800.00, which shall be paid in 12 equal monthly installments beginning in the month of September 2026. The Board shall not reduce the Administrator's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Administrator authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Administrator or the value of property or money entrusted to the Administrator or owed by the Administrator to the District during the course of or as a result of the Administrator's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Administrator and Board may agree.

Section 5. Professional Status. The Administrator affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Administrator will hold a valid and appropriate certificate to act as a Administrator in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Administrator for any service performed prior to the date that he or she registers her certificate. The Administrator represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

Section 6. Administrator's Duties. The Administrator's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Administrator agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The Administrator shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Administrator may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district.

Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment. Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Administrator's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct;

(g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Administrator's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Administrator or the failure to report the same; (n) any filing against the Administrator under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

Section 8. Disability. If the Administrator is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than six (6) months or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the district.

Section 9. Transportation. The Board shall provide the Administrator with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

Section 10. Fringe Benefits. The Board shall provide the Administrator with the following fringe benefits:

a. Health Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

b. Dental Insurance. Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).

- c. Sick Leave.** The Administrator shall be allowed 10 working days of sick leave, accumulative to 60 days. The Long Term Disability (LTD) Insurance becomes effective after 60 calendar days, the 60-day waiting period will include full pay for the accumulated days of sick leave, and one-half (50%) pay for the remaining working days in the 60-day period. Information regarding the LTD plan is available upon request.

Up to five days total of emergency leave may be applied towards the sixty days of sick leave, such as serious illness, injury, (the doctor specifies the patient is critically ill, or injured and hospitalized), of which 2 days can be used for bereavement for anyone and up to 5 days for immediate family. Family includes spouse, children, parents, grandparents, father-in-law, mother-in-law, brothers, sisters, brothers-in-law, sister-in-law, grandchildren, grandparents-in-law, aunts, uncles, nieces, and nephews of the same.

- d. Disability Insurance.** The Administrator shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Personal.** The Principal shall have 5 personal days for the 2026-2027 contract year which he or she may use at times he or she chooses so long as the absence does not interfere with the proper performance of his or her duties. Any extended personal period while school is in session will require advance approval by the Superintendent, and all parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. Upon the commencement of any subsequent contract term, the Board shall give the Principal the number of days necessary to restore the total to 5 days. For example, if he or she uses 3 personal days one year, the board will provide him or her with 3 days the following year to bring his or her total to 5 days. The Principal shall develop a system for recording the use of personal days and shall keep such records current and on file in the District's central office. The Principal shall keep complete and accurate records of his or her personal days. The

Board or Superintendent may require the Principal to use personal days. The Principal shall be paid for any unused personal days upon separation of employment at the rate of \$100 per day.

f. Professional Development. The Administrator is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional, and national level; and the Board will pay for valid expenses of attendance. If the Administrator attends a national convention and does not return following the initial year of employment as Administrator, the Administrator agrees to repay the District in full for national convention expenses paid by the District.

g. Professional Dues. The school district will pay the annual dues for the Administrator's membership in the following organizations: NCSA.

h. Expense Reimbursement. The Board shall pay or reimburse the Administrator for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Administrator shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

Section 12. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Administrator from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 13. Compensation Upon Termination. 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 12 months in the annual salary period in which termination occurs. The Administrator shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

Section 14. Evaluation. The Superintendent shall evaluate the Administrator as required by state statute. The Administrator agrees that the full instructional/observational evaluation period, as required by section 79-828, shall mean any observation of the Administrator's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Administrator agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

Section 15. Legal Actions. The Board will support the Administrator if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Administrator as a result of his or her performance of his or her duties or his or her position as Administrator of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

Section 16. Physical or Mental Examination. The Administrator agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Administrator is able to perform the "essential functions" of his or her position.

Section 17. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 18. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

Section 19. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 20__.

President, Board of Education

Secretary, Board of Education

Executed by the Administrator this ____ day of _____, 20__.

Administrator

Dear Board of Education,

After 41 years in the St. Paul school district, I am writing to share that I will be retiring effective at the end of the 2025-2026 school year or after summer school whichever is acceptable. Making this decision was not easy, as this district has truly been my second home.

Throughout my career, I have been fortunate to work alongside dedicated colleagues, supportive administrators, and inspiring students. The relationships built and memories made over the years will always remain close to my heart.

I am incredibly thankful for the opportunity to serve this community and for the growth, challenges, and successes that came with each school year. I leave with pride in what we have accomplished together and with confidence in the district's future.

Thank you for an unforgettable career and for the privilege of spending 41 years doing work that truly mattered.

With gratitude,
Kellie Seward



Lenovo 100e Chromebook G4

- Intel N100
 - 3.4GHz
 - Quad-Core
- 8GB RAM
 - DDR5
- 64 GB SSD HD
- 11.6" Screen
 - 1366 x 768
 - Non-Touchscreen
- Integrated Intel UHD Graphics
- Webcam
- HD 720p Camera with Privacy Shutter
- No Optical Drive
- Intel Wi-Fi 6
- Bluetooth 5.1
- Non-Backlit Keyboard
- 2x USB-A (USB 3.2 Gen 1)
- 1x USB-C (USB 3.2 Gen 2) with PD and DisplayPort
- 1x HDMI 1.4
- 1x Headphone/microphone combo jack (3.5mm)
- 2.71 lbs.
- Chrome OS
- Graphite Gray
- 1 Year Warranty



Price: \$294.95/device (Total Price: \$29,495.00 for 100 total devices)

Order must be placed by Feb. 24, 2026

Computer Hardware, Inc.

1001 W. 2nd St
Hastings, NE 68901

QUOTE

H45765

01/28/26

PAGE: 001

SALESPERSON Shayne Raitt	PURCHASE ORDER#	REFERENCE#	SHIPPER:
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BILLED TO: ST. PAUL PUBLIC SCHOOLS DON KLEINSASSER 1305 HOWARD AVE Saint Paul, NE 68873	SHIPPED TO: ST. PAUL PUBLIC SCHOOLS DON KLEINSASSER 1305 HOWARD AVE Saint Paul, NE 68873
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ITEM NUMBER	ITEM DESCRIPTION	QTY	PRICE	PA EXTENDED PRICE
001	82W0000PUS LENOVO 100E CHROMEBOOK GEN 4 ARM A76 8GB 64GB 11.6IN	100	\$262.50	\$26,250.00
002	CROSSWDISEDUNEW GOOGLE CHROME OS MGT LIC+S EDU	100	\$32.50	\$3,250.00

Quote Good Up Through: 02/11/26

SUBTOTAL:	\$29,500.00
SHIPPING:	\$0.00
HANDLING:	\$0.00
OTHER CHRAGES:	\$0.00
TAX:	\$0.00
TOTAL:	<u>\$29,500.00</u>

July 1st-14th

No vacation or sick days were used.

Sick Days-30 of 30 Remaining

Vacation Days- 20 of 20 Remaining

July 14th-August 11th

No vacation or sick days were used.

Sick Days-30 of 30 Remaining

Vacation Days- 20 of 20 Remaining

August 11-September 8

No vacation or sick days were used.

Sick Days-30 of 30 Remaining

Vacation Days- 20 of 20 Remaining

September 8-October 13

1 vacation day used, September 12.

Sick Days-30 of 30 Remaining

Vacation Days- 19 of 20 Remaining

October 14-November 10

No days used

Sick Days-30 of 30 Remaining

Vacation Days- 19 of 20 Remaining

November 10-December 8

.25 on November 24

1 on November 26

Sick Days-30 of 30 Remaining

Vacation Days- 17.75 of 20 Remaining

December 8-Jan 12

No days used

Sick Days-30 of 30 Remaining

Vacation Days- 17.75 of 20 Remaining

January 13-February 9

.5 on January 23

Sick Days-30 of 30 Remaining

Vacation Days- 17.25 of 20 Remaining