

ESU 15, as a partner with our area schools and communities, will provide leadership and services to support the improvement of teaching and learning.

REGULAR MEETING February 9, 2026 AT 12:00 PM

AGENDA

1. Opening Procedures
 - a. Call to Order
 - b. Pledge of Allegiance
 - c. Open Meetings Act
 - d. Verification of Publication and Notification
 - e. Roll Call
 - i. Excuse Absent Board Members
2. Comments from Guests
3. Staff Presentation
4. Action Items
 - a. Consent Agenda
 - i. Approve Minutes of January Meeting
 - ii. Approve February Bills
 - iii. Approve the January Treasurer's report
 - iv. Approve February Agenda
 - b. Approve NASB Membership
 - c. Approve 2026-2027 & 2027-2028 Negotiated Agreement Between ESU #15 Board of Directors and ESU #15 Education Association.
 - d. Approve recommended salary increases for contracted staff.
 - e. Approve contract of Phillip Picquet, ESU 15 Administrator.
 - f. Approve Rauner & Associates, P.C. Payment
 - g. Approve McCook Public Schools Payment
 - h. Approve the On The Bricks, LLC Payment
5. Discussion Items
 - a. Building Committee Meeting
 - b. Legislative Update
 - c. Regional Literacy Coach and Professional Development Coordinator Duties.
6. Reports
 - a. Administrator
 - b. Board
 - c. Executive Session:
7. Adjournment

The Educational Service Unit Board of Directors reserves the right to go into closed session for purposes in accordance with LB 84-1410(1).

REGULAR MEETING

Monday, January 12, 2026 12:00 PM Central

McCook Library
802 Norris Ave
McCook, NE 69001

Present: 8, Absent: 2.

1. Opening Procedures

1.a. Call to Order

Mr. Picquet called the meeting to order at 12:00 pm.

1.b. Pledge of Allegiance

Pledge of Allegiance was cited.

1.c. Open Meetings Act

Mr. Picquet advised every one of the Open Meetings Act being posted and available.

1.d. Verification of Publication and Notification

Mr. Picquet confirmed the meeting was advertised according to policy.

1.e. Roll Call

Present were: Marty Conroy, Mary Dueland, Michael Fisher, Mike Harris, Jason Loop, Jon Letchenberg, Kate Repass and Jesse Stevens.

1.e.i. Excuse Absent Board Members

A motion was made by Martin Conroy to excuse absent board members: Behlke & Sandman, seconded by Michael Harris Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea, Jesse Stevens: Yea

Yea: 8, Nay: 0, Absent: 2

Absent board members: Behlke & Sandman

1.f. Election of Board President

A motion was made by Michael Harris to approve Kate Repass as Board President, seconded by Jason Loop Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea, Jesse Stevens: Yea

Yea: 8, Nay: 0, Absent: 2

1.g. Election of Board Vice President

A motion was made by Michael Harris to approve Allison Sandman as Board Vice President, seconded by Jason Loop Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate

Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

1.h. Election of Board Secretary

A motion was made by Michael Harris to approve Mary Dueland as Board Secretary, seconded by Jason Loop Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate
Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

1.i. Appointment of Board Treasurer

A motion was made by Jesse Stevens to appoint Cindy Richardson as Treasurer, seconded by Mary Dueland Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate
Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

2. Comments from Guests

3. Staff Presentations

4. Action Items

4.a. Consent Agenda

A motion was made by Mary Dueland to approve the consent agenda, seconded by Jason Loop Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate
Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

4.a.i. Approve Minutes of December Meeting

4.a.ii. Approve January Bills

4.a.iii. Approve the December Treasurer's report

4.a.iv. Approve January's Agenda

4.b. Approve US Bank payment of \$5,705.74

A motion was made by Martin Conroy to approve US Bank payment, seconded by Mary Dueland Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate
Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

4.c. Discuss, review, and take all necessary action to approve Lexia Learning Systems LLC-LETRS payment for the CLSD Grant of \$60,919.96

A motion was made by Jesse Stevens to approve Lexia Learning Systems LLC payment, seconded by Michael Fisher Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

4.d. Approve Cindy Richardson as designated signature in the absence of Board President or Board Secretary

A motion was made by Jon Lechtenberg to approve Cindy Richardson as designated signature in the absence of Board President or Board Secretary, seconded by Michael Harris Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

4.e. Approve ESU #15 Administrator, Phillip Picquet, to be the ESU 15 representative for all local, state and federal programs.

A motion was made by Jason Loop to approve Phillip Picquet, to be the ESU 15 representative for all local, state and federal programs, seconded by Martin Conroy Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

4.f. Committee Appointments

A motion was made by Jesse Stevens to approve committee appointments, seconded by Martin Conroy Motion Passed.

Nathan Behlke: Absent, Allison Sandman: Absent, Martin Conroy: Yea, Mary Dueland: Yea, Michael Fisher: Yea, Michael Harris: Yea, Jon Lechtenberg: Yea, Jason Loop: Yea, Kate Repass: Yea, Jesse Stevens: Yea
Yea: 8, Nay: 0, Absent: 2

Committee members were appointed with the addition of Michael Fisher.

5. Discussion Items

5.a. Set Building Committee Meeting Date.

Mr. Picquet discussed the need for a building committee meeting. A meeting will be set via Zoom at noon central time. We will look at dates before the end of January.

5.b. Administrator Evaluation Update

Mr. Picquet and President Repass did not have time to meet, so the administrator evaluation will be discussed in February.

6. Reports

6.a. Administrator

6.a.i. Upcoming Educational Events for Board Members: Board Member Workshop, ESU 15 and ESU 16 - January 13; NRCSA - March 18

Mr. Picquet updated the board on the Board Member Workshop with ESU 15 & ESU 16 in North Platte, NE. The NRCSA will meet on March 18, 2026.

6.a.ii. Legislative Update

Mr. Picquet updated the board on the current legislative issues.

6.b. Board

6.c. Executive Session:

7. Adjournment

The meeting adjourned at 12:27 pm and the next board meeting will be February 9, 2026, at The McCook Library @ 12:00 pm.

ESU 15

Check Listing Report

Payables February 9, 2026

Check Date	Check Number	Payee	Description	Amount
02/09/2026	38188	Beavers, Heather	mileage	\$544.33
02/09/2026	38189	Brenning, Laurie	supplies	\$80.40
02/09/2026	38190	Burke, Sharriea	mileage	\$475.55
02/09/2026	38191	Calvert, Sara	mileage	\$271.48
02/09/2026	38192	CenturyLink (AZ)	telephone	\$83.55
02/09/2026	38193	Chase County Schools	migrant after school	\$69.40
02/09/2026	38194	Cooley, Dianna	mileage	\$1,085.93
02/09/2026	38195	Cortney Crocker	mileage	\$355.10
02/09/2026	38196	Days Inn & Suites	motel-picquet	\$110.00
02/09/2026	38197	Dickey, Angie	mileage	\$671.80
02/09/2026	38198	Educational Service Unit 13	clsd grant-reg	\$25.00
02/09/2026	38199	Educational Service Unit 16	contract services-long-dec 2025	\$2,399.07
02/09/2026	38200	Educational Service Unit Coord Council	Rule 84-picquet/espdp/sda/pdo	\$100.00
02/09/2026	38201	EL Achieve Inc	title III-symposium-sheets	\$495.00
02/09/2026	38202	Englot, Angie	mileage	\$215.85
02/09/2026	38203	Esch, Barb	mileage	\$437.15
02/09/2026	38204	Fisher, Michael	board mileage	\$49.30
02/03/2026	38187	Great Plains Communications	telephone-trenton/mccook	\$303.87
02/09/2026	38205	Great Plains Communications	telephone-imperial	\$70.95
02/09/2026	38206	Hanson, John	mileage	\$461.27
02/09/2026	38207	Harpham, Marc	cpr training	\$260.00
02/09/2026	38208	Harris, Michael	board mileage	\$17.40
02/09/2026	38209	Henderson State Bank	safety deposit box	\$50.00
02/09/2026	38210	Hill's Family Foods	migrant supplies	\$63.71
02/09/2026	38211	Hometown Leasing	copier lease	\$303.88
02/09/2026	38212	Isom, Jean	migrant mileage	\$326.58
02/09/2026	38213	Krutsinger, Lisa	mileage	\$477.60
02/09/2026	38214	Kunemann, Carol	mileage	\$830.75
02/09/2026	38215	Lechtenberg, Jon	board mileage	\$89.90
02/09/2026	38216	Lexia Learning Systems LLC	clsd-letrs facilitator bundle	\$2,999.00
02/09/2026	38217	Lopez, Aida	mileage	\$198.65
02/09/2026	38218	Lusk, Justen	migrant mileage	\$639.45
02/09/2026	38219	Maywood Public School	migrant-school lunches	\$66.60
02/09/2026	38220	McCook Chamber Of Commerce	membership fees	\$500.00
02/09/2026	38221	McCook Public Schools	carl perkins-equipment/hanson	\$16,841.09
02/09/2026	38222	NASB	annual membership dues	\$980.00
02/09/2026	38222	NASB	additional insurance premium wc	\$754.00
02/09/2026	38223	Nauert, Breanna	mileage	\$678.50
02/09/2026	38224	NCS Pearson Inc.	q-interactive usage	\$116.11
02/09/2026	38225	Occupational Therapy Services	ot services	\$8,747.00
02/09/2026	38226	Olsen, Tonya	mileage	\$475.00
02/09/2026	38227	On the Bricks, LLC	mccook rent -jan-may	\$6,000.00
02/09/2026	38228	Perry, Guthery, Haase & Gess.	legal fees	\$468.00
02/09/2026	38229	Picquet, Phillip	mileage	\$244.38
02/09/2026	38230	Rauner & Associates, P.C.	2024-25 Audit	\$8,387.80
02/09/2026	38231	Richardson, Cynthia	board mileage	\$37.70
02/09/2026	38232	Southwest Public Schools	Carl Perkins-Equipment	\$3,757.00
02/09/2026	38233	Stevens, Jesse	board -mileage	\$429.80
02/09/2026	38234	Strand, Amy	mileage	\$163.25
02/09/2026	38235	Trails West Texaco	meals-crp	\$48.15
02/09/2026	38236	University of Nebraska	asd conf-olsen	\$220.00
02/09/2026	38237	USBANK	credit card	\$1,094.17
02/09/2026	38238	Verizon	telephone	\$159.90

01/21/2026	38173	Viaero	migrant-phone	\$83.82
02/09/2026	38239	Village Of Trenton	utilities	\$287.41
02/09/2026	38240	Walker, Kelcey	mileage	\$396.50
02/09/2026	38241	Waytek-AVG Renewals	avg renewal	\$988.91
02/09/2026	38242	Weimer, Todd	mileage	\$95.10
02/09/2026	38243	Werkmeister, Jessica	mileage	\$200.70
02/02/2026	Liability	Aflac	Aflac After Tax	\$1,200.64
02/02/2026	Liability	Blue Cross And Blue Shield	BCBS EE+CH HSA	\$36,562.81
02/02/2026	Liability	KUNNEMANN HSA	HSA EE Carol Kunnemann	\$50.00
02/02/2026	Liability	Colonial Life & Accident Insurance Co.	Colonial Life & Acc Ins	\$42.75
02/02/2026	Liability	Community First Bank	NPERS	\$21,715.35
02/02/2026	Liability	Community First Bank-FICA	Federal Withholding	\$9,983.44
02/02/2026	Liability	Community First Bank-FICA	FICA	\$16,291.58
02/02/2026	Liability	Community First Bank-FICA	Medicare	\$3,810.14
02/02/2026	Liability	RICHARDSON HSA	HSA EE Cynthia Richardson	\$100.00
02/02/2026	Liability	Esu #15 Cafeteria/125 Plan	Cafeteria 125	\$2,266.68
02/02/2026	Liability	Direct Deposit	Direct Deposit	\$91,073.11
02/02/2026	Liability	BRENNING HSA	HSA EE Laurie Brenning	\$241.51
02/02/2026	Liability	LegalShield, Inc	Pre-pd ID shield	\$71.80
02/02/2026	Liability	MG Trust Company	MG 403(b)	\$4,125.00
02/02/2026	Liability	Medical Air Services Association	MASA	\$70.00
02/02/2026	Liability	Nebraska Depart. Of Revenue	State Withholding - NE	\$4,064.35
02/02/2026	Liability	Principal Life Insurance Co.	LTD	\$348.45
02/02/2026	Liability	BURKE HSA	HSA EE SHARRIEA BURKE	\$160.00
02/02/2026	Liability	Vision Service Plan (CT)	Vision- Family- 125	\$229.72
			Total Payables	\$259,190.14
			Payroll	\$91,073.11
			Total Expenditures	\$350,263.25

2025-26

Taxes Collected

	Budget Amt.	September	October	November	December	January	February	March	April	May	June	July	Aug	% PAID	BALANCE
Chase	\$266,228.60	37,107.28	131,446.62	1,704.76	576.84	45,735.38								0.81	\$44,691.43
Dundy	\$162,452.47	30,002.70	11,247.31	2,050.04	264.53	27,559.74								0.44	\$91,328.15
Frontier	\$109,688.56	15,513.64	8,063.43	1,222.97	757.77	20,367.20								0.42	\$63,763.55
Furnas	\$18,120.47	1,886.98	696.58	94.72	389.83	3,815.14								0.38	\$11,237.22
Hayes	\$100,016.76	1,094.50	7,049.62		1,913.53	21,307.45								0.31	\$68,651.66
Hitchcock	\$142,169.43	22,440.04	8,987.50	1,539.40	451.84	24,836.52								0.41	\$83,914.13
Lincoln	\$46,001.09	7,685.74	3,980.73	81.33	199.51	7,363.39								0.42	\$26,690.39
Perkins	\$25.26	0.00	0.00	0.00	0.00	0.01								0.00	\$25.25
Red Willow	\$261,262.31	43,083.46	11,201.02	2,169.78	3,454.09	40,448.39								0.38	\$160,905.57
Total	\$1,105,964.97	158,814.34	182,672.81	8,863.00	8,007.94	191,433.22	0.00	50%	\$556,173.66						

January 27, 2026

Treasurer Report

Balances as of January 27, 2025

Checking Account- ESU#15	\$ 563,851.29	Comm First Bank Balance-ESU#15	\$ 563,851.29
Money Market-Comm First Bank	\$ 341,874.16	-Outstanding checks	\$65,667.94
Flex Accts	\$2,000,000.00	February 2026 checks	\$ 350,263.25
Total	2,905,725.45	Total	\$ 147,920.10

Outstanding Checks

Date	Check #	Description	Amount
10/13/2025	37914	Angie Englot	\$371.70
11/10/2025	37975	2B Clean	\$80.00
11/10/2025	37993	Ember's Bakery & Cafe	\$220.50
11/10/2025	38022	Kate Repass	\$53.20
12/9/2025	38065	Angie Englot	\$1,037.89
12/9/2025	38090	Phillip Picquet	\$139.17
1/12/2026	38120	Beavers, Heather	\$840.00
1/12/2026	38121	Nathan Behlke	\$75.60
1/12/2026	38133	Angie Englot	\$534.10
1/12/2026	38141	Holiday Inn Express-Hastings	\$220.00
1/12/2026	38148	Lexia Learning Systems LLC	\$60,919.96
1/12/2026	38159	Kimberly Pearson	\$32.20
1/12/2026	38162	Kate Repass	\$481.60
1/12/2026	38172	Jessica Werkmeister	\$578.20
1/21/2026	38173	Viaero	\$83.82
			\$65,667.94

Receipts

Date	Description	Amount
12/30/2025	State of NE-MIPS	\$4,260.10
1/6/2026	State of NE-MIPS	\$4,260.10
1/7/2026	Frontier Co Treasurer	\$20,367.20
1/8/2026	Perkins Co Treasurer	\$0.01
1/9/2026	Lincoln Co Treasurer	\$7,363.39
	Hitchcock Co Treasurer	\$24,836.52
	Medicine Valley Schools	\$23,076.98
	SW Schools	\$24,221.40
	ESU 16	\$5,270.62
	Black Hills	\$49.76
1/13/2026	Hayes Center Schools	\$20,473.89
1/15/2026	Red Willow Co Treasurer	\$40,448.39
1/20/2026	Furnas Co Treasurer	\$3,815.14
	Dundy Co Treasurer	\$27,559.74
	Chase Co Treasurer	\$45,735.38
	Hayes Co Treasuer	\$21,307.45
	McCook Schools	\$12,175.68
	Hitchcock Co Schools	\$29,129.61
	Dundy Co Schools	\$71,773.78
	Maywood Schools	\$21,535.75
	Mary Dueland	\$17.00
	Mike Harris	\$35.48
	Jason Loop	\$35.48
1/22/2026	State of NE-Service Coord	\$4,909.74
1/27/2026	Henderson State Bank	\$194.06
	Henderson State Bank-MM	\$474.68
Total Outstanding		\$413,327.33

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The Educational Service Unit Board of Directors reserves the right to go into closed session for purposes in accordance with LB 84-1410(1).

A. Notice to Public

Reasonable advance publicized notice shall be given for meetings that are subject to the Open Meetings Act. The notice shall give the time and place of the meeting and contain an agenda of subjects known at the time of the notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of ESU ___ during normal business hours.

The Board will give advance notice of meetings by one of the following methods:

1. Publishing in a newspaper of general circulation within the ESU's jurisdiction, posting on the newspaper's website, if available, and posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers; or
2. Posting to the newspaper's website, if available, and posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of the newspaper will be finalized for print prior to the time and date of the meeting.

~~The Administrator is delegated the authority to determine which method of notice to use for a board meeting. The Board will give advance notice of meetings by publishing such notice in a newspaper of general circulation within the ESU's jurisdiction and, if available, on such newspaper's web site. If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the newspaper's website, if available, and (2) posting such notice in conspicuous public places within the ESU. The Board Secretary shall keep a written record of such postings.~~

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law.

The Board meetings that are subject to the notice requirement include all regular, special, or called meetings, formal or informal, of the ESU for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the ESU.

The notice requirement does not apply to:

1. Chance meetings or attendance at or travel to conventions or workshops of members of the Board at which there is no meeting of the Board intentionally convened, if there is no vote or other action taken regarding any matter over which the Board has supervision, control, jurisdiction, or advisory power.
2. Meetings of subcommittees unless a quorum of the Board attends or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of the Board.
3. Judicial or quasi-judicial proceedings, such as termination hearing proceedings.

Legal Reference:	§ 84-1409; § 84-1410 (5); 84-1411 (5)
Date of Adoption:	

EMPLOYEE CONTRACT

THIS CONTRACT made by and between Educational Service Unit #15 of the State of Nebraska, hereinafter referred to as "ESU 15" and Phillip Picquet a legally qualified, Administrator hereinafter referred to as "Employee."

WITNESSETH: That the Board of Education of ESU 15 hereby agrees to employ the Employee above named in the schools of ESU 15 for a school year, which shall begin on or about July 1, 2025, and end on or about June 30, 2027, and shall consist of 245 days of service including at least 245 actual working days exclusive of holidays and other school breaks per year, and that the Employee hereby agrees to accept such employment at a beginning annual salary of \$166,036.00 and under the following conditions.

FIRST: The salary of the Employee shall be payable in 12 equal installments annually. The first installment shall be payable by the 1st day of July, 2025, and the remaining installments shall be payable by the 1st day of each month thereafter. The first annual installment shall be payable the day following monthly board meeting by direct deposit to the bank of employee's choosing, and the remaining installments each month thereafter.

SECOND: The Employee hereby agrees to be governed by the policies of the Board of ESU 15 and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Administrator of ESU 15 with the approval of the Board of ESU 15; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as employee to the best of his/her professional ability.

THIRD: In addition to the duties set forth herein, the Employee may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Employee and ESU 15 may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the Board of ESU 15 during the school year for any of the following reasons:

(a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827 (Reissue 1996).

FIFTH: That upon termination of this contract for just cause, or upon the release of the Employee from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 245 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Employee.

SIXTH: There shall be no penalty for release or resignation by the Employee from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of ESU 15 and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Employee hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The Employee further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Administrative Certificate with Superintendent K-12 endorsement. It is understood and agreed that this contract is not valid until the administrative certificate, as herein listed, is registered in the office of ESU 15 and that the Employee shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and employees or a duly recognized collective bargaining agent for said employees, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: This contract may be extended in one (1) year increments under the terms of this Tenth Paragraph. An extension will extend the Contract for one additional contract year (July 1st through June 30th), unless otherwise agreed to in writing by both parties. Neither party is obligated to extend this contract. Any extension under this contract must occur as follows:

- a. Administrator or Board Notification. In each contract year, the Administrator of Board President may, by December 31st of such contract year, notify the other Party in writing if either Party does not desire to extend this Contract for one additional year. If either party delivers such written notice to the other Party by December 31st, then both Parties agree that the Contract shall not extend and will automatically non-renew on the last effective date of the then-current Contract term.
- b. No Notification by Either Party. If neither Parties gives written notice to the other Party by December 31st, then this Contract shall automatically extend for one additional contract year.
- c. Notice of Non-Renewal. The parties agree that this Paragraph takes the place of and forgoes the need for the Board to deliver notice of non-renewal of the Contract. Further, the Administrator affirmatively agrees this Paragraph shall have the same force and effect of a formal notice of non-renewal, if the Board elects against extending this Contract.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Board of ESU 15 on or before June 30, 2025, shall constitute a rejection by the Employee of the offer of employment.

TWELFTH: As negotiated. Health Insurance, personal and professional days are per negotiated agreement. In addition, 20 vacations days granted per year, with maximum accumulation not to exceed 20 days carryover.

Executed: February 11, 2025 Executed: February 11, 2025_____

ESU 15 of State of Nebraska

Employee

BY _____

President

ATTEST: _____

Secretary (Acting)

