Superintendent's Contract of Employment
Greeley County School District Number 39-0060
A. K. A. Central Valley Public Schools

THIS CONTRACT is made by and between the Board of Education of Central Valley Public Schools, Greeley County School District 39-0060, hereinafter referred to as "the Board" and Amy L. Malander, hereinafter referred to as "the Superintendent."

WITNESSETH: In accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of February 2026, the Board agrees to employ the Superintendent and the Superintendent agrees to accept such employment subject to the following terms and conditions:

Section 1. Term of Contract. The Superintendent shall be employed for a period of one (1) year beginning on the 1st day of July 2026 and expiring on the 30th day of June 2027. This contract shall be extended automatically for an additional one-year term unless the Board of Education takes formal action and gives written notice to the Superintendent on or before February 1st of its intention to consider the not renewing the contract for the following year.

Section 2. Salary. In consideration of the annual salary of $160,018.00 dollars and of the further agreement and considerations hereinafter stated, the Superintendent agrees to perform her duties faithfully in and for the District as prescribed by laws of the State of Nebraska and by the rules and regulations promulgated by the Board. Said annual salary shall be paid in equal installments in accordance with the practice of the Board governing payments of other professional staff employees of the District. Annual salary shall be negotiable each year. The Board retains the right to adjust the Superintendent's annual salary upward during the term of this Contract, as an amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Superintendent's salary shall not be reduced during the term of this Contract.

Section 3. Professional Status. The Superintendent hereby affirms that she is not under contract with another school Board or Board of Education covering any part of or all of the same terms provided in this Contract. The Superintendent further affirms that throughout the term of this Contract she will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska, such certificate shall be inserted into the permanent files.

Section 4. Superintendent's Duties. Subject to the approval of the Board, the Superintendent shall be responsible for organizing, reorganizing and arranging the administrative and supervisory staff of the district in a manner which bests serves the schools of the District. The administration of instruction and business affairs shall be vested in the Superintendent and administered by her with the assistance of her staff. The Superintendent shall have personnel matters that require action by the Board, which includes making recommendations to the Board concerning the

termination or discharge of any personnel. The Superintendent agrees to devote her time, skill, labor and Superintendent, by agreement with the Board, may undertake consultative work, speaking engagements, writing lecturing or other professional duties and obligations.

Section 5. Board-Superintendent Relationships. The Board shall have primary responsibility for formulating and adopting Board policy. The Superintendent shall be chief administrative officer for the District and shall have the primary responsibility for implementation of Board Policy. The parties agree, individually and collectively, will promptly refer all criticisms, complaints and suggestions called to its attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 6. Discharge. Throughout the term of this contract, the Superintendent may be discouraged if she materially breaches any provision of this Contract or performs any action which substantially inhibits her ability to discharge her duties, including but not limited to (a) incompetence, (b) immorality, (c) intemperance, (d) cruelty, (e) conviction of a felony, (f) neglect of duty, (g) general neglect of the business of the District, (h) unprofessional conduct, and (i) physical or mental incapacity.

Section 7. Disability. Should the Superintendent be unable to perform her duties by reason of illness, accident or other disability beyond her control, and such disability shall continue for more than two (2) months, or if such disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may, in its discretion, terminate 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 8. Transportation and Meals. The Board shall reimburse the cost of meals and provide the Superintendent with transportation required in the performance of her duties at the school mileage rate as set by the Board of Education.

Section 9. Annual Vacation. The Superintendent shall be allowed 13 working days of vacation leave during each year of this Contract to be used in a manner and at times selected by her. The vacation leave shall not carry over from one contract year to another and unused vacation time shall lapse.

Section 10. Professional Development. With the approval of the Board, the Superintendent shall continue her professional development by attending professional meetings, seminars or workshops at the local, state and national levels.

Section 11. Additional Benefits. The Superintendent shall receive the following additional benefits:

(a) **Disability Insurance**. The Superintendent shall be provided disability insurance as the other professional staff members of the school;

(b) **Health Insurance.** The Superintendent shall be provided Family Health and Family Dental Insurance through the District's health insurance carrier.
(c) **Expense Reimbursement.** The actual costs of registration, room, board and mileage for the NASB/NCSA Convention, the NRCSA Convention, the NCSA Summer Conference, the NCSA Fall Conference and other approved conventions or conferences. The Superintendent shall secure the Board before attending any such seminar or convention with anticipated expenses of $500.00 or more.
(d) **Sick Leave.** The Superintendent shall be permitted 8 days of sick leave per year accumulative to a maximum of 30 days;
(e) **Professional Leave.** The Superintendent shall be permitted such professional leave as may be required by the Board;
(f) **Bereavement Leave.** The Superintendent shall be permitted 2 days of bereavement leave per year.
(g) **Dues to Professional Organizations.** The Board shall pay the dues for the Superintendent's membership in the following organizations: NCSA and NAESP.
(h) **Mileage Reimbursement.** If the Superintendent uses her own personal vehicle to provide services to the District then the Superintendent shall be reimbursed for the use of her vehicle at the Standard Mileage Rate established by the Internal Revenue Service.

Section 12. Deductions. This contract shall conform to the regulations governing deductions from the above state compensation with reference to Withholding Tax, Social Security and Teacher Retirement. Other deductions may be withheld as agreed to by the parties to this Contract.

Section 13. No Penalty for Release or Resignation. There shall be no penalty for release for resignation by the Superintendent from this contract; provided, no resignation shall become effective until expiration of the contract unless accepted by the Board, and the Board shall fix the time at which the resignation shall become effective.

Section 14. Compensation Upon Termination. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount that bears the same ratio to the annual salary specified as the number of months or fraction thereof bears to the twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Superintendent.

Section 15. 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 16. Amendments to be in Writing. This contract may be modified or amended only in writing and duly authorized and executed by the Superintendent and the Board.

Section 17. Severability. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction such declaration shall not be affect the validity or enforceability of the remaining provisions of this Contract.

Section 18. Return Date. If the Superintendent does not accept and deliver one signed copy of this contract to the Superintendent of Schools or the Secretary of the Board of Education of the District on or before March 3, 2026, this contract is null and void unless salary has not been established in writing.

Section 19. Other. First check shall be payable on the 20th of July 2026, with the twelve (12) installments payable on the 20th of each month thereafter.

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

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

Secretary, Board of Education

President, Board of Education

Executed by the Superintendent this 24th day of February 2026.

Amy Malander-Superintendent