

## AMENDMENT TO CONTRACT OF EMPLOYMENT SUPERINTENDENT OF SCHOOLS

This Amendment is made by and between the Board of Education of Palmyra District OR-1, legally known as Otoe County School District 66-0501, referred to herein as the “Board” and the “District” respectively, and Michael Hart, referred to herein as the “Superintendent.”

The parties entered into a Superintendent’s Contract of Employment (“Contract”) on March 14, 2022, for a period of 2 years beginning on July 1, 2022, extended three times for a period of 1 year each by amendment on February 13, 2023, February 12, 2024, and February 10, 2025 expiring on June 30, 2027. The parties now desire to change the term of the contract to extend an additional contract year, change the Superintendent’s annual compensation and vacation benefit, and add new cell phone stipend. As a result, the parties agree to amend the contract as follows:

Section 1 of the contract is amended to change the Term of Contract to expire on 30<sup>th</sup> day of June, 2028.

Section 3 of the contract is amended to change annual salary to One Hundred Sixty-Five Thousand Dollars (\$165,000).

Section 4.A.1 of the contract is amended to change number of days of vacation leave from 15 to 20 working days during each contract year.

Section 4.A.2 of the contract is amended to change the total accumulated vacation days at the beginning of the contract year from no more than 20 to no more than 25 with the new vacation days being changed from 15 to 20.

Add Section 4.J Cell Phone Stipend. The district shall provide a cell phone stipend of \$50 per month.

All other terms and conditions of the Superintendent Contract of Employment shall remain in full force and effect.

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Brandon Desh  
Board of Education President  
Dated February 9, 2026.

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Michael Hart  
Superintendent of Schools  
Dated February 9, 2026.