

**AMENDMENT TO CONTRACT OF EMPLOYMENT  
SUPERINTENDENT**

THIS AMENDMENT TO CONTRACT (hereinafter "Amendment") is made by and between the Board of Education (hereinafter "Board") of the Douglas County School District 0059, a/k/a Bennington Public Schools, a political subdivision of the State of Nebraska (hereinafter "School District"), and Terry L. Haack (hereinafter "Superintendent"), and amend and modifies that certain Contract dated May 10, 2022, by and between the parties (hereinafter "Contract").

WHEREAS, in accordance with the action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of May 2022, the Board agreed to employ Superintendent for a two (2) year term beginning on July 1, 2022, and ending on June 30, 2024, and

WHEREAS, Superintendent has tendered to the Board his resignation from employment effective June 30, 2023; and

WHEREAS, the Board, at its December 12, 2022, regular board meeting, accepted the resignation of Superintendent; and

WHEREAS, pursuant to Section 5 of the Contract, the parties desire to amend and modify the term of the Contract to conform to the Superintendent resignation date of June 30, 2023.

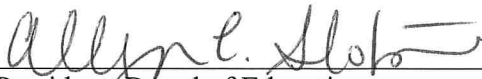
NOW, THEREFORE, in consideration of the premises stated, the mutual promises hereinafter expressed, and other good and valuable consideration, the receipt of which is hereby acknowledged, it is hereby agreed as follows:

**Section 5A. No Penalty for Release or Resignation.** The Board hereby accepts and agrees to amend and modify the Contract to change the Contract end date to June 30, 2023, to accept the Superintendent's resignation effective June 30, 2023, and to release Superintendent from the Contract without penalty.

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

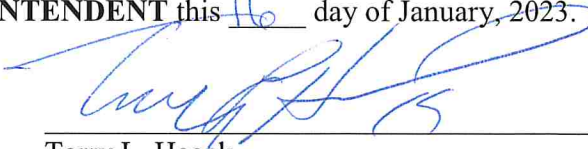
**EXECUTED BY THE BOARD** this 16<sup>th</sup> day of January, 2023.

DOUGLAS COUNTY SCHOOL DISTRICT 0059,  
A/K/A BENNINGTON PUBLIC SCHOOLS

By:   
President, Board of Education

  
Secretary, Board of Education

**EXECUTED BY THE SUPERINTENDENT** this 16 day of January, 2023.

  
Terry L. Haack

**Superintendent Pay Transparency Notice—Proposed Contract Dr. Terry L. Haack**

Notice is hereby given that Bennington Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 9, 2023, at 6:00 pm at the District Board Room in Bennington, Nebraska.

After Year 1 of Contract, how many years remain on the contract: 0  
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 2022/23

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 214,500.00		\$ 214,500.00

**Compensation for activities outside of the regular salary:**

● <i>Extended contracts / Activities outside of regular salary</i>			\$ -
● <i>Bonus/Incentive/Performance Pay</i>			\$ -
● <i>Stipends</i>			\$ -
● <i>All other costs not mentioned above</i>			\$ -

**Benefits and Payroll Costs Paid by district:**

● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 28,036.74		\$ 28,036.74
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>			\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 33,420.83		\$ 33,420.83
● <i>IRS value of housing allowance</i>			\$ -
● <i>IRS value of vehicle allowance</i>			\$ -
● <i>Additional leave days</i>	\$ 57,750.00		\$ 57,750.00
● <i>Annuities</i>			\$ -
● <i>Service credit purchase</i>			\$ -
● <i>Association / Membership dues</i>	\$ 960.00		\$ 960.00
● <i>Cell Phone/Internet reimbursement</i>	\$ 600.00		\$ 600.00
● <i>Relocation reimbursement</i>			\$ -
● <i>Travel allowance/reimbursement</i>			\$ -
● <i>Mileage Allowance</i>			\$ -
● <i>Educational tuition assistance</i>			\$ -
● <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 335,267.57</b>	<b>\$ -</b>	<b>\$ 335,267.57</b>