

## ADMINISTRATIVE REPORT

**DATE:** February 19, 2026  
**TOPIC:** #7.4 - Superintendent Contract  
**PRESENTER:** Katie Schwartz, School Board Chair  
**REFERENCE TO POLICY/STATUTE:** 304 Superintendent Contract, Duties and Responsibilities

### A. PURPOSE OF REPORT

- a. The Board is being asked to renew the contract for Superintendent Nielsen. The contract is set to begin on July 1, 2026 and expires on June 30, 2029. The three years is a standard length of contract for school superintendents.
- b. The proposed contract includes a salary increase based on market conditions and the review of salaries for the 14 largest school districts in the state. The salary increase places Superintendent Nielsen in the average range of those top 14 school districts with a 2.5% increase in the following years.
- c. The proposed contract includes an increase in the amount of the District's 403(b) matching contribution from \$7,000 (2020-2026) to \$10,000 (2026-2029).
- d. The proposed contract includes an increase in the amount of the Districts car allowance from \$500 per month to \$700 per month. Superintendent Nielsen will use her personal vehicle to conduct all district business and is not subject to any mileage reimbursement.
- e. The proposed contract includes one additional paid holiday for Juneteenth.
- f. The School Board's legal counsel has reviewed the proposed contract and recommends approval. The Board Chair negotiated the contract and also recommends approval.

### B. RECOMMENDATION

- a. Approval

### C. CONNECTION TO STRATEGIC PRIORITY





SOUTH WASHINGTON COUNTY SCHOOLS

SCHOOL BOARD

7362 East Point Douglas Rd S.

Cottage Grove, MN 55016

a. Operations, Staffing, and Finance

