

## Superintendent Pay Transparency Notice—Proposed Contract (Insert Name of Superintendent)

Notice is hereby given that O'Neill Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 16, 2017 at 7:30 pm at the Administrative Office in O'Neill, Nebraska.

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

Superintendent Contract covers the following year(s): 2017-18 & 2018-19

	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>	\$ 140,750.00	\$ 140,750.00	\$ 281,500.00

**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>	\$ 19,227.24	\$ 19,227.24	\$ 38,454.48
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>			\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>	\$ -	\$ -	\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 24,673.48	\$ 24,673.48	\$ 49,346.96
● <i>IRS value of housing allowance</i>			\$ -
● <i>IRS value of vehicle allowance</i>			\$ -
● <i>Additional leave days</i>	\$ 968.38	\$ 968.38	\$ 1,936.76
● <i>Annuities</i>			\$ -
● <i>Service credit purchase</i>			\$ -
● <i>Association / Membership dues</i>	\$ 705.00	\$ 705.00	\$ 1,410.00
● <i>Cell Phone/Internet reimbursement</i>			\$ -
● <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>\$ 186,324.10</b>	<b>\$ 186,324.10</b>	<b>\$ 372,648.20</b>