

Superintendent Pay Transparency Notice—Proposed Contract *(Name of current or new superintendent)*

Notice is hereby given that Elgin Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 13, 2023 at 5:30pm at the Elgin Public Board Room in Elgin, Nebraska.

After the 2024/25 school year, how many years remain on the contract: 1
 (Column F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2024/25 year and future years are listed below:

| | 2024/25 Base Pay, Additional Compensation & Benefits | Future Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|---|--|--|----------------------|
| Base Pay for the Total FTE | \$ 122,293.71 | \$ 125,351.05 | \$ 247,644.76 |
| Compensation for activities outside of the regular salary: | | | |
| • Extended contracts / Activities outside of regular salary | | | \$ - |
| • Bonus/Incentive/Performance Pay | | | \$ - |
| • Stipends | | | \$ - |
| • All other costs not mentioned above | | | \$ - |
| Benefits and Payroll Costs Paid by district: | | | |
| • Insurances (Health, Dental, Life, Long Term Disability) | \$ 28,038.68 | \$ 28,147.80 | \$ 56,186.48 |
| • Cafeteria Plan Stipend | | | \$ - |
| • Cash in lieu of insurance | | | \$ - |
| • Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district | | | \$ - |
| • District's share of retirement, FICA and Medicare | \$ 16,374.77 | \$ 20,153.70 | \$ 36,528.47 |
| • IRS value of housing allowance | | | \$ - |
| • IRS value of vehicle allowance | | | \$ - |
| • Additional leave days | | | \$ - |
| • Annuities | | | \$ - |
| • Service credit purchase | | | \$ - |
| • Association / Membership dues | \$ 500.00 | \$ 500.00 | \$ 1,000.00 |
| • Cell Phone/Internet reimbursement | | | \$ - |
| • Relocation reimbursement | | | \$ - |
| • Travel allowance/reimbursement | | | \$ - |
| • Mileage Allowance | | | \$ - |
| • Educational tuition assistance | | | \$ - |
| • All other benefit costs not mentioned above | | | \$ - |
| Totals: | \$ 167,207.16 | \$ 174,152.55 | \$ 341,359.71 |