

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

Notice is hereby given that Hay Springs Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 13, 2022 at 6:30 pm at the Distant Learning Room in Hay Springs Public School, Hay Springs, Nebraska.

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After the 2022/23 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2022/23 year and future years are listed below:

| | 2022/23 Base Pay, Additional Compensation & Benefits | Future Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|---|--|--|----------------------|
| Base Pay for the Total FTE | \$ 117,000.00 | | \$ 117,000.00 |
| 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) | | | \$ - |
| • 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 | 9,000.00 | | \$ 9,000.00 |
| • IRS value of housing allowance | | | \$ - |
| • IRS value of vehicle allowance | | | \$ - |
| • Additional leave days | | | \$ - |
| • Annuities | | | \$ - |
| • Service credit purchase | | | \$ - |
| • Association / Membership dues | 1,500.00 | | \$ 1,500.00 |
| • Cell Phone/Internet reimbursement | 1,200.00 | | \$ 1,200.00 |
| • Relocation reimbursement | 3,500.00 | | \$ 3,500.00 |
| • Travel allowance/reimbursement | | | \$ - |
| • Mileage Allowance | | | \$ - |
| • Educational tuition assistance | | | \$ - |
| • All other benefit costs not mentioned above | | | \$ - |
| Totals: | \$ 132,200.00 | \$ - | \$ 132,200.00 |