

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

Notice is hereby given that Pender Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 13, 2023 at 8:00 pm in Pender Public Schools Room 303 in Pender, Nebraska.

After the 2023/24 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

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The estimated costs to the district for the 2023/24 year and future years are listed below:

	2023/24 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 151,700.00	\$ 153,000.00	\$ 304,700.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>	\$ 5,365.00	\$ 5,550.00	\$ 10,915.00
• <i>Bonus/Incentive/Performance Pay</i>	\$ -	\$ -	\$ -
• <i>Stipends</i>	\$ -	\$ -	\$ -
• <i>All other costs not mentioned above</i>	\$ -	\$ -	\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 29,759.55	\$ 31,247.53	\$ 61,007.08
• <i>Cafeteria Plan Stipend</i>	\$ -	0	\$ -
• <i>Cash in lieu of insurance</i>	\$ -	0	\$ -
• <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>	\$ 26,589.67	\$ 26,817.53	\$ 53,407.20
• <i>IRS value of housing allowance</i>	\$ -		\$ -
• <i>IRS value of vehicle allowance</i>	\$ -		\$ -
• <i>Additional leave days</i>	\$ -		\$ -
• <i>Annuities</i>	\$ -		\$ -
• <i>Service credit purchase</i>	\$ -		\$ -
• <i>Association / Membership dues</i>	\$ 570.00	\$ 570.00	\$ 1,140.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 375.00	\$ 375.00	\$ 750.00
• <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>\$ 214,359.22</b>	<b>\$ 217,560.06</b>	<b>\$ 431,919.28</b>