

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

Notice is hereby given that Harvard Public School has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 12, 2023 at 7pm at the School Meeting Room in Harvard, 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
Base Pay for the Total FTE	\$ 147,000.00	\$ 300,648.00	\$ 447,648.00
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends	\$ 1,500.00	\$ 3,000.00	\$ 4,500.00
• All other costs not mentioned above			\$ -
Benefits and Payroll Costs Paid by district:			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 27,462.12	\$ 54924.24	\$ 82,386.36
• 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	\$ 25,802.00	\$ 51,604.00	\$ 77,406.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days	\$ 4,573.00	\$ 9,553.00	\$ 14,126.00
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 1,000.00	\$ 2,000.00	\$ 3,000.00
• Cell Phone/Internet reimbursement	\$ 600.00	\$ 1,200.00	\$ 1,800.00
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 207,937.12	\$ 422,929.24	\$ 630,866.36