

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

Notice is hereby given that Creighton Community Public School has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 31st, 2015 at 9:30am in the High School Library in Creighton, Nebraska.

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

2

1

Superintendent Contract covers the following year(s): 2015-2018

|                                   | Year 1 of Contract:<br>Base Pay, Additional<br>Compensation & Benefits | Future Year(s) Base<br>Pay, Additional<br>Compensation &<br>Benefits per Contract | TOTAL<br>CONTRACT COST |
|-----------------------------------|--|---|------------------------|
| <b>Base Pay for the Total FTE</b> | \$ 118,000.00  | \$ 236,000.00   | \$ 354,000.00          |

**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>  | \$ 18,424.92         | \$ 36,849.84         | \$ 55,274.76         |
| • <i>Cafeteria Plan Stipend</i>   |                      |                      | \$ -                 |
| • <i>Cash in lieu of insurance</i>  |                      |                      | \$ -                 |
| • <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i> |                      |                      | \$ -                 |
| • <i>District's share of retirement, FICA and Medicare</i>  | \$ 20,682.86         | \$ 41,365.72         | \$ 62,048.58         |
| • <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>  | \$ 776.00            | \$ 1,552.00          | \$ 2,328.00          |
| • <i>Cell Phone/Internet reimbursement</i>  |                      |                      | \$ -                 |
| • <i>Relocation reimbursement</i>   | \$ 5,000.00          |                      | \$ 5,000.00          |
| • <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>\$ 162,883.78</b> | <b>\$ 315,767.56</b> | <b>\$ 478,651.34</b> |