

Superintendent Pay Transparency Notice—Proposed Contract: Michael T. Hart

Notice is hereby given that **District OR-1 Public Schools** has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on **Monday, February 13th, 2023 at 7:00 pm** at Palmyra High School in the Media Center Room in Palmyra, Nebraska.

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

Enter Years Remaining
on Contract Here: 2

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

	2022/23 Base Pay, Additional Compensation & Benefits	2023-2024 Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 144,500.00	\$ 148,500.00	\$ 293,000.00
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)	\$ 26,432.68	\$ 28,151.24	\$ 54,583.92
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u>			\$ -
• District's share of retirement, FICA and Medicare	\$ 25,330.85	\$ 28,137.30	\$ 53,468.15
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 1,000.00	\$ 1,500.00	\$ 2,500.00
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 197,263.53	\$ 206,288.54	\$ 403,552.07