

## 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 February 9, 2026 at 6:00pm at the Media Center in Palmyra, Nebraska.

After the 2025/26 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 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 165,000.00	\$ 165,000.00	\$ 330,000.00
<b>Compensation for activities outside of the regular salary:</b>			
● Extended contracts / Activities outside of regular salary			\$ -
● Bonus/Incentive/Performance Pay			\$ -
● Stipends			\$ -
● All other costs not mentioned above			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
● Insurances (Health, Dental, Life, Long Term Disability)	\$ 24,056.22	26000	\$ 50,056.22
● Cafeteria Plan Stipend			\$ -
● Cash in lieu of insurance			\$ -
● Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b>			\$ -
● District's share of retirement, FICA and Medicare	\$ 24,704.63	\$ 24,704.63	\$ 49,409.26
● 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	\$ 3,000.00
● Cell Phone/Internet reimbursement	\$ 600.00	\$ 600.00	\$ 1,200.00
● Relocation reimbursement			\$ -
● Travel allowance/reimbursement			\$ -
● Mileage Allowance			\$ -
● Educational tuition assistance			\$ -
● All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 215,860.85</b>	<b>\$ 217,804.63</b>	<b>\$ 433,665.48</b>