

## Superintendent Pay Transparency Notice—Proposed Contract Dr. Andrew Dick

Notice is hereby given that Scottsbluff Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 11, 2023 at 6:00 pm at the Scottsbluff High School Board Room in Scottsbluff, Nebraska.

After Year 1 of Contract, how many years remain on the contract: 2  
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 2024-25, 2025-26, 2026-27

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 216,000.00	\$ 432,000.00	\$ 648,000.00

**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)	\$ 6,763.92	\$ 13,527.84	\$ 20,291.76
● Cafeteria Plan Stipend			\$ -
● Cash in lieu of insurance			\$ -
● Employee's share of retirement, deferred compensation, FICA and Medicare <b><u>if paid by the district</u></b>			\$ -
● District's share of retirement, FICA and Medicare	\$ 34,847.45	\$ 69,694.90	\$ 104,542.35
● IRS value of housing allowance			\$ -
● IRS value of vehicle allowance			\$ -
● Additional leave days	\$ 4,153.85	\$ 8,307.70	\$ 12,461.55
● Annuities			\$ -
● Service credit purchase			\$ -
● Association / Membership dues	\$ 810.00	\$ 1,620.00	\$ 2,430.00
● Cell Phone/Internet reimbursement			\$ -
● Relocation reimbursement			\$ -
● Travel allowance/reimbursement			\$ -
● Mileage Allowance			\$ -
● Educational tuition assistance			\$ -
● All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 262,575.22</b>	<b>\$ 525,150.44</b>	<b>\$ 787,725.66</b>