

Superintendent Pay Transparency Notice—Proposed Contract (*Katherine Urbanek*)

Notice is hereby given that Mitchell Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on February 8, 2016 at 7:30 pm at the Media Center in Mitchell High School, Mitchell, Nebraska.

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

1

Superintendent Contract covers the following year(s):

2016-2018

| | 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 | \$ 116,250.00 | | \$ 116,250.00 |
| | | | |

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> | \$ 15,370.00 | | \$ 15,370.00 |
|--|-----------------|--|-----------------|

| | | | |
|--|---------------|------|---------------|
| ● 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 | \$ 20,379.00 | | \$ 20,379.00 |
| ● IRS value of housing allowance | | | \$ - |
| ● IRS value of vehicle allowance | | | \$ - |
| ● Additional leave days | | | \$ - |
| ● Annuities | | | \$ - |
| ● Service credit purchase | | | \$ - |
| ● Association / Membership dues | \$ 600.00 | | \$ 600.00 |
| ● Cell Phone/Internet reimbursement | \$ 600.00 | | \$ 600.00 |
| ● Relocation reimbursement | | | \$ - |
| ● Travel allowance/reimbursement | | | \$ - |
| ● Mileage Allowance | | | \$ - |
| ● Educational tuition assistance | | | \$ - |
| ● All other benefit costs not mentioned above | | | \$ - |
| Totals: | \$ 153,199.00 | \$ - | \$ 153,199.00 |