

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

Notice is hereby given that Freeman Public Schools has approval of a proposed superintendent employment contract on its agenda for the board meeting to be held on December 12, 2022 at 7:00 pm at the Freeman Media Center Room in Adams, Nebraska.

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**After the 2023/24 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)**

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

|   | 2023/24 Base Pay,<br>Additional Compensation &<br>Benefits | Future Base Pay,<br>Additional Compensation<br>& Benefits per Contract | TOTAL CONTRACT COST  |
|---|--|--|----------------------|
| <b>Base Pay for the Total FTE</b>   | \$ 144,200.00  | \$ 144,200.00  | \$ 288,400.00        |
| <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)   | \$ 26,660.00   | \$ 26,660.00   | 53,320.00            |
| • 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   | \$ 25,278.00   | \$ 25,278.00   | 50,556.00            |
| • IRS value of housing allowance  |  | \$   | -                    |
| • IRS value of vehicle allowance  |  | \$   | -                    |
| • Additional leave days   |  | \$   | -                    |
| • Annuities   |  | \$   | -                    |
| • Service credit purchase   |  | \$   | -                    |
| • Association / Membership dues   | \$ 2,000.00  | \$ 2,000.00  | 4,000.00             |
| • Cell Phone/Internet reimbursement   | \$ 1,200.00  | \$ 1,200.00  | 2,400.00             |
| • Relocation reimbursement  |  | \$   | -                    |
| • Travel allowance/reimbursement  |  | \$   | -                    |
| • Mileage Allowance   |  | \$   | -                    |
| • Educational tuition assistance  |  | \$   | -                    |
| • All other benefit costs not mentioned above   |  | \$   | -                    |
| <b>Totals:</b>  | <b>\$ 199,338.00</b>                                       | <b>\$ 199,338.00</b>   | <b>\$ 398,676.00</b> |