Superintendent Pay Transparency Notice—Proposed Contract for Dr. Jami Jo Thompson

Notice is hereby given that Norfolk Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 26th, 2017 at 12:00 pm at the Norfolk Public Schools Administration Building in Norfolk, Nebraska.

After the 2017/18 school year, how many years remain on the contract: (Column F must be completed if additional years remain on contract.) **2**

The estimated costs to the district for the 2017/18 year and future years are listed below:

	2017/18 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	$ 197,130.00	$ 394,260.00	**$ 591,390.00**
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)*	$ 22,570.24	45,140.48	$ 67,710.72
● *Cafeteria Plan Stipend*			$ -
● *Cash in lieu of insurance*			$ -
● *Employee's share of retirement, deferred compensation, FICA and Medicare* ***if paid by the district***	$ 19,279.31	$ 38,558.62	$ 57,837.93
● *District's share of retirement, FICA and Medicare*	$ 36,515.40	$ 73,030.80	$ 109,546.20
● *IRS value of housing allowance*			$ -
● *IRS value of vehicle allowance*			$ -
● *Additional leave days*			$ -
● *Annuities*			$ -
● *Service credit purchase*			$ -
● *Association / Membership dues*			$ -
● *Cell Phone/Internet reimbursement*	$ 640.00	$ 1,280.00	$ 1,920.00
● *Relocation reimbursement*			$ -
● *Travel allowance/reimbursement*			$ -
● *Mileage Allowance*			$ -
● *Educational tuition assistance*			$ -
● *All other benefit costs not mentioned above*			$ -
Totals:	**$ 276,134.95**	**$ 552,269.90**	**$ 828,404.85**

Schedule D