

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 March 12th, 2018 at 5:30 pm at the Norfolk Public Schools Administration Building in Norfolk, Nebraska.

After the 2018/19 school year, how many years remain on the contract:

(Column

2

F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2018/19 year and future years are listed below:

| | 2018/19 Base Pay, Additional Compensation & Benefits | Future Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|--|---|---|------------------------|
| Base Pay for the Total FTE | \$ 204,350.00 | \$ 408,700.00 | \$ 613,050.00 |
| 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> | \$ 22,596.31 | 45,192.62 | \$ 67,788.93 |
| • <i>Cafeteria Plan Stipend</i> | | | \$ - |
| • <i>Cash in lieu of insurance</i> | | | \$ - |
| • <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i> | \$ 19,985.43 | \$ 39,970.86 | \$ 59,956.29 |
| • <i>District's share of retirement, FICA and Medicare</i> | \$ 37,834.92 | \$ 75,669.84 | \$ 113,504.76 |
| • <i>IRS value of housing allowance</i> | | | \$ - |
| • <i>IRS value of vehicle allowance</i> | | | \$ - |
| • <i>Additional leave days</i> | | | \$ - |
| • <i>Annuities</i> | | | \$ - |
| • <i>Service credit purchase</i> | | | \$ - |
| • <i>Association / Membership dues</i> | | | \$ - |
| • <i>Cell Phone/Internet reimbursement</i> | \$ 640.00 | \$ 1,280.00 | \$ 1,920.00 |
| • <i>Relocation reimbursement</i> | | | \$ - |
| • <i>Travel allowance/reimbursement</i> | | | \$ - |
| • <i>Mileage Allowance</i> | | | \$ - |
| • <i>Educational tuition assistance</i> | | | \$ - |
| • <i>All other benefit costs not mentioned above</i> | | | \$ - |
| Totals: | \$ 285,406.66 | \$ 570,813.32 | \$ 856,219.98 |