

Superintendent Pay Transparency Notice—Proposed Contract (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 December 12th, 2022 at 5:30 pm at the Norfolk Public Schools Central Office in Norfolk, Nebraska.

After the 2023/2024 school year, how many years remain on the contract:
 (Column F must be completed if additional years remain on contract.)

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The estimated costs to the district for the 2023/2024 year and future years are listed below:

	2023/2024 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 242,750.00	\$ 485,500.00	\$ 728,250.00
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>	\$ 29,057.41	\$ 58,114.82	\$ 87,172.23
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>	\$ 23,740.95	\$ 47,481.90	\$ 71,222.85
• <i>District's share of retirement, FICA and Medicare</i>	\$ 45,152.65	\$ 90,305.30	\$ 135,457.95
• <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:	\$ 341,341.01	\$ 682,682.02	\$ 1,024,023.03