

Superintendent Pay Transparency Notice—Proposed Contract Dr. Mike Waters

Notice is hereby given that Crete Public School District has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on July 10, 2017 at 7:00 pm at the Crete Administration Board Room in Crete, 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): 2017-2018, 2018-2019

| | 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 | \$ 147,500.00 | \$ 147,500.00 | \$ 295,000.00 |

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> | \$ 21,960.36 | \$ 21,576.72 | \$ 43,537.08 |
| ● <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> | | | \$ - |
| ● <i>District's share of retirement, FICA and Medicare</i> | \$ 24,594.91 | \$ 24,594.91 | \$ 49,189.81 |
| ● <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> | \$ 785.00 | \$ 785.00 | \$ 1,570.00 |
| ● <i>Cell Phone/Internet reimbursement</i> | | | \$ - |
| ● <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: | \$ 194,840.27 | \$ 194,456.63 | \$ 389,296.89 |