

Superintendent Pay Transparency Notice—Proposed Contract (Adam Patrick)

Notice is hereby given that St. Paul Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 15th, 2021 at 7:00 pm at the Board Room in St. Paul, Nebraska.

After the 2022/23 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

1

The estimated costs to the district for the 2022/23 year and future years are listed below:

| | 2022/23 Base Pay, Additional Compensation & Benefits | Future Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|--|--|--|----------------------|
| Base Pay for the Total FTE | \$ 135,000.00 | \$ 135,000.00 | \$ 270,000.00 |
| 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) | \$ 29,636.76 | \$ 29636.76 | \$ 59,273.52 |
| • Cafeteria Plan Stipend | | | \$ - |
| • Cash in lieu of insurance | | | \$ - |
| • Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district | | | \$ - |
| • District's share of retirement, FICA and Medicare | \$ 23,662.53 | \$ 23,662.53 | \$ 47,325.06 |
| • IRS value of housing allowance | | | \$ - |
| • IRS value of vehicle allowance | | | \$ - |
| • Additional leave days | | | \$ - |
| • Annuities | | | \$ - |
| • Service credit purchase | | | \$ - |
| • Association / Membership dues | \$ 335.00 | \$ 335.00 | \$ 670.00 |
| • Cell Phone/Internet reimbursement | | | \$ - |
| • Relocation reimbursement | | | \$ - |
| • Travel allowance/reimbursement | | | \$ - |
| • Mileage Allowance | | | \$ - |
| • Educational tuition assistance | | | \$ - |
| • All other benefit costs not mentioned above | | | \$ - |
| Totals: | \$ 188,634.29 | \$ 188,634.29 | \$ 377,268.58 |

Instructions for Completing Schedule D -Superintendent Pay Transparency Act Notice

Schedule D is provided to collect current and future costs to a school district for the services of the school superintendent in accordance with LB 470.

To complete Schedule D, enter the following information (where applicable) into highlighted cells on Schedule D. Row 1 & 2 have been provided to assist with the school publication requirements of LB 470, they are not a required part of this form and may be left incomplete.

| Cell Reference | Item | Description |
|----------------|--|--|
| F4 | Contract Length | The number of years that remain until end of the contract. |
| F11 | Base Pay | The total base pay before any deductions. |
| F14 | Extended Contracts | Amount paid if number of days in contract increase. Include extra duty pay, e.g. coaching. |
| F15 | Bonus, Incentive or Performance Pay | Amount paid if specific conditions listed in the contract are met. |
| F16 | Stipends | Additional compensation for additional hours, days worked, or extra duty pay (sports or activities). |
| F17 | All other costs not listed above | Any other additional compensation paid by the district. |
| F20 | Insurance | District cost for health-related insurance (e.g., Health, Dental, Life, Long Term Disability (% rate of salary + benefits)) |
| F21 | Cafeteria Plan Stipend | District contribution to the individual's plan. Includes individual's or family deductible. |
| F22 | Cash in lieu of insurance | Amount paid by the district for not participating in the district insurance plan(s). |
| F24 | Employee's share of retirement... | Amount paid by district to cover retirement contribution, deferred compensation, FICA and Medicare traditionally paid by an employee. |
| F25 | District share of retirement... | Amount paid by district for the employer share of retirement (9.8778%), FICA (6.2% up to \$117,000) and Medicare (1.45%). |
| F26 | IRS value of housing allowance | Amount equal to the fair market rental value of the housing (purchased or provided). |
| F27 | IRS value of vehicle allowance | Amount equal to annual cost of a vehicle -- sole use for superintendent (purchased or provided). |
| F28 | Leave days | Estimated leave days used (e.g. 3-year average); additional leave days included in contract; value of unused leave balance from previous year. |
| F29 | Annuities | Amount paid by the district to purchase annuities. |
| F30 | Service Credit Purchase | Amount paid by district to purchase additional school retirement credit. |
| F31 | Association / Membership Dues | Cost of all memberships and fees paid by district. |
| F32 | Cell Phone/Internet Reimbursement | Cost of cell phone and internet bills reimbursed by district. |
| F33 | Relocation reimbursement | Cost of all moving expenses for relocation reimbursed by the district. |
| F34 | Travel allowance reimbursement | Cost transportation paid by the district; projected or based on previous year's travel; (e.g., mileage, fuel, per diem rate). |
| F34 | Mileage allowance | Monthly mileage allowance paid by district. |
| F36 | Educational tuition assistance | Amount to be paid by district for cost of job-related tuition. |
| F37 | All other benefit costs not listed above | Employee's share of any other benefit if paid by the district (e.g. stipends for expenses). |