

## Superintendent Pay Transparency Notice—Proposed Contract (Dr. Andrew Dick)

Notice is hereby given that Scottsbluff Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 12, 2022\_ at 6:00 pm at the Board of Education Room in Scottsbluff, Nebraska.

After Year 1 of Contract, how many years remain on the contract: 2  
 (Column F must be completed if additional years remain on contract.)

Superintendent Contract covers the following year(s): 2023-24, 2024-25, 2025-26

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 209,000.00	\$ 418,000.00	\$ 627,000.00

**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>	\$ 6,612.06	\$ 13,224.12	\$ 19,836.18
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>			\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 33,535.14	\$ 67,070.28	\$ 100,605.42
● <i>IRS value of housing allowance</i>			\$ -
● <i>IRS value of vehicle allowance</i>			\$ -
● <i>Additional leave days</i>	\$ 4,019.25	\$ 8,038.50	\$ 12,057.75
● <i>Annuities</i>			\$ -
● <i>Service credit purchase</i>			\$ -
● <i>Association / Membership dues</i>	\$ 335.00	\$ 670.00	\$ 1,005.00
● <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>			\$ -
<b>Totals:</b>	<b>\$ 253,501.45</b>	<b>\$ 507,002.90</b>	<b>\$ 760,504.35</b>