

Superintendent Pay Transparency Notice—Proposed Contract *(Name of current or new superintendent)*

Notice is hereby given that Harvard Public School has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 14, 2026 at 7:30pm at the Meeting Room in Harvard, Nebraska.

After the 2026/27 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 167,300.00	\$ 334,600.00	\$ 501,900.00
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>	\$ 1,500.00	\$ 3,000.00	\$ 4,500.00
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 31,423.00	\$ 62,846.00	\$ 94,269.00
• <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>	\$ 31,285.00	\$ 62,570.00	\$ 93,855.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>	\$ 5,205.00	\$ 10,410.00	\$ 15,615.00
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,000.00	\$ 2,000.00	\$ 3,000.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 1,200.00	\$ 1,800.00
• <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:	\$ 238,313.00	\$ 476,626.00	\$ 714,939.00