

**Administrator Pay Transparency Notice—Proposed Contract (*Drew Harris*)**

Notice is hereby given that ESU #9 has approval of a proposed administrator employment contract/contract amendment on its agenda for the board meeting to be held on March 17, 2025 at 6 pm at the ESU 9 Building, 5807 Osborne Drive West in Hastings, Nebraska.

After the 2025/26 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 ESU for the 2025/26 year and future years are listed below:

	<b>2025/26 Base Pay, Additional Compensation &amp; Benefits</b>	<b>Future Base Pay, Additional Compensation &amp; Benefits per Contract</b>	<b>TOTAL CONTRACT COST</b>
<b>Base Pay for the Total FTE</b>	\$ 199,700.00	\$ 207,688.00	\$ <b>407,388.00</b>
<b>Compensation for activities outside of the regular salary:</b>			
• <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>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 20,022.00	\$ 20,823.00	\$ 40,845.00
• <i>Cafeteria Plan Stipend</i>	\$ 2,878.00	\$ 2,993.00	\$ 5,871.00
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the ESU</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 35,003.02	\$ 36,403.14	\$ 71,406.15
• <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>	\$ 800.00	\$ 800.00	\$ 1,600.00
• <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>258,403.02</b>	\$ <b>268,707.14</b>	\$ <b>527,110.15</b>