

## 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 April 20, 2026 at 6 pm at the ESU 9 Building, 5807 Osborne Drive West in Hastings, 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.)

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The estimated costs to the ESU 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
<b>Base Pay for the Total FTE</b>	\$ 214,078.00	\$ 222,641.12	\$ 436,719.12
<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>	\$ 15,385.65	\$ 10,010.33	\$ 25,395.98
• <i>Cafeteria Plan Stipend</i>	\$ 2,171.19	\$ 1,531.80	\$ 3,702.99
• <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>	\$ 32,047.48	\$ 33,329.38	\$ 65,376.85
• <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>\$ 264,482.32</b>	<b>\$ 268,312.62</b>	<b>\$ 532,794.94</b>