

**Superintendent Pay Transparency Notice - Proposed Contract for Dr. Tawana Grover**

Notice is hereby given that the Board of Education has approval of a proposed Superintendent employment contract on its regular board meeting agenda for the Thursday, August 8, 2019 at 5:30 pm to be held at the Kneale Administration Building, Board of Education meeting room in Hall County, Nebraska. The actual (FY19-20) and estimated (FY20-21 & FY21-22) cost to the District and Superintendent if the proposed contract is approved for the three year term of the contract are:

2019 - 2020 (07-01-2019 through 06-30-2020)

Description	Employer Expense	Employee Expense
Salary	\$267,363.43	\$0.00
FICA - Social Security (\$128,400 * 6.2%) Max	\$8,239.80	-\$8,239.80
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$3,876.77	-\$4,483.04
Retirement - 9.8778% (EE) *101% (ER)	\$26,409.62	-\$26,148.14
Possible Unused Vacation Days converted to TSA	\$5,141.60	\$0.00
District Contribution to 403(b)	\$10,000.00	\$0.00
Nebraska Council of School Administrators	\$335.00	\$0.00
Association for Supervision and Curriculum	\$239.00	\$0.00
American Association of School Administrators	\$447.00	\$0.00
Federal Income Tax (estimated)	\$0.00	-\$38,000.00
State Income Tax (estimated)	\$0.00	-\$12,500.00
Long Term Disability Insurance	\$588.20	-\$588.20
Health Insurance (projected)	\$7,674.48	\$0.00
Dental Insurance (projected)	\$347.52	\$0.00
Cost to Employer	<u>\$330,662.43</u>	\$0.00
Cost to Employee		<u>-\$89,959.18</u>

2020 - 2021 (07-01-2020 through 06-30-2021)

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$267,363.43	\$0.00
FICA - Social Security (\$128,400 * 6.2%) Max	\$8,239.80	-\$8,239.80
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$3,876.77	-\$4,483.04
Retirement - 9.8778%	\$26,409.62	-\$26,148.14
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Health Insurance (projected)	\$7,674.48	\$0.00
Dental Insurance (projected)	\$347.52	\$0.00
Cost to Employer	<u>\$330,662.43</u>	\$0.00
Cost to Employee		<u>-\$89,959.18</u>

2021 - 2022 (07-01-2021 through 06-30-2022)

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$267,363.43	\$0.00
FICA - Social Security (\$128,400 * 6.2%) Max	\$8,239.80	-\$8,239.80
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$3,876.77	-\$4,483.04
Retirement - 9.8778%	\$26,409.62	-\$26,148.14
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Dental Insurance (projected)	<u>\$347.52</u>	\$0.00
Cost to Employer	<u>\$330,662.43</u>	\$0.00
Cost to Employee		<u><u>-\$89,959.18</u></u>