

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, June 9, 2020 at 5:30 pm to be held at the Kneale Administration Building, Board of Education meeting room in Hall County, Nebraska. The actual (FY20-21) and estimated (FY21-22 & FY22-23) cost to the District and Superintendent if the proposed contract is approved for the three year term of the contract are:

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

Description	Employer Expense	Employee Expense
Salary	\$276,063.43	\$0.00
FICA - Social Security (\$137,700 * 6.2%) Max	\$8,537.40	-\$8,537.40
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,002.92	-\$4,687.49
Retirement - 9.8778% (EE) *101% (ER)	\$27,268.99	-\$26,999.00
Possible Unused Vacation Days converted to TSA	\$5,308.91	\$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	-\$39,753.13
State Income Tax (estimated)	\$0.00	-\$14,162.05
Long Term Disability Insurance	\$607.34	-\$607.34
Health Insurance (projected)	\$8,209.44	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$341,373.91</u>	\$0.00
Cost to Employee		<u>-\$94,746.42</u>

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

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$276,063.43	\$0.00
FICA - Social Security (\$137,700 * 6.2%) Max	\$8,537.40	-\$8,537.40
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,002.92	-\$4,687.49
Retirement - 9.8778%	\$27,268.99	-\$26,999.00
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Health Insurance (projected)	\$8,209.44	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$341,373.91</u>	\$0.00
Cost to Employee		<u>-\$94,746.42</u>

2022 - 2023 (07-01-2022 through 06-30-2023)

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$276,063.43	\$0.00
FICA - Social Security (\$137,700 * 6.2%) Max	\$8,537.40	-\$8,537.40
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,002.92	-\$4,687.49
Retirement - 9.8778%	\$27,268.99	-\$26,999.00
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Dental Insurance (projected)	<u>\$354.48</u>	\$0.00
Cost to Employer	<u>\$341,373.91</u>	\$0.00
Cost to Employee		<u><u>-\$94,746.42</u></u>