

**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, July 8, 2021 at 5:30 pm to be held at the Kneale Administration Building, Board of Education meeting room in Hall County, Nebraska. The actual (FY21-22) and estimated (FY22-23 & FY23-24) cost to the District and Superintendent if the proposed contract is approved for the three year term of the contract are:

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

Description	Employer Expense	Employee Expense
Salary	\$285,587.61	\$0.00
FICA - Social Security (\$142,800 * 6.2%) Max	\$8,853.60	-\$8,853.60
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,141.02	-\$4,911.31
Retirement - 9.8778% (EE) *101% (ER)	\$28,209.77	-\$27,930.47
Possible Unused Vacation Days converted to TSA	\$5,492.07	\$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	\$470.00	\$0.00
Federal Income Tax (estimated)	\$0.00	-\$41,124.62
State Income Tax (estimated)	\$0.00	-\$14,650.64
Long Term Disability Insurance	\$628.29	-\$628.29
Health Insurance (projected)	\$8,815.08	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$353,125.93</u>	\$0.00
Cost to Employee		<u>-\$98,098.93</u>

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

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$285,587.61	\$0.00
FICA - Social Security (\$142,800 * 6.2%) Max	\$8,853.60	-\$8,853.60
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,141.02	-\$4,911.31
Retirement - 9.8778%	\$28,209.77	-\$27,930.47
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Long Term Disability Insurance	\$628.29	-\$628.29
Health Insurance (projected)	\$8,815.08	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$353,125.93</u>	\$0.00
Cost to Employee		<u>-\$98,098.93</u>

2023 - 2024 (07-01-2023 through 06-30-2024)

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$285,587.61	\$0.00
FICA - Social Security (\$142,800 * 6.2%) Max	\$8,853.60	-\$8,853.60
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,141.02	-\$4,911.31
Retirement - 9.8778%	\$28,209.77	-\$27,930.47
Possible Unused Vacation Days converted to TSA	\$5,492.07	\$0.00
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Health Insurance (projected)	\$8,815.08	\$0.00
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Cost to Employer  
Cost to Employee

<u>\$353,125.93</u>	<u>\$0.00</u>
	<u>-\$98,098.93</u>