

## 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, April 14, 2022 at 4:30 pm to be held at the Kneale Administration Building, Board of Education meeting room in Hall County, Nebraska. The actual (FY22-23) and estimated (FY23-24 & FY24-25) cost to the District and Superintendent if the proposed contract is approved for the three year term of the contract are:

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

Description	Employer Expense	Employee Expense
Salary	\$294,199.36	\$0.00
FICA - Social Security (\$147,000 * 6.2%) Max	\$9,114.00	-\$9,114.00
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,265.89	-\$5,113.68
Retirement - 9.8778% (EE) *101% (ER)	\$29,060.42	-\$28,772.70
Possible Unused Vacation Days converted to TSA	\$5,657.68	\$0.00
District Contribution to 403(b)	\$20,000.00	\$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	-\$42,364.71
State Income Tax (estimated)	\$0.00	-\$15,092.43
Long Term Disability Insurance	\$647.24	-\$647.24
Health Insurance (projected)	\$8,980.10	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$373,323.17</u>	\$0.00
Cost to Employee		<u>-\$101,104.76</u>

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

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$294,199.36	\$0.00
FICA - Social Security (\$147,000 * 6.2%) Max	\$9,114.00	-\$9,114.00
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,265.89	-\$5,113.68
Retirement - 9.8778%	\$29,060.42	-\$28,772.70
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Health Insurance (projected)	\$8,980.10	\$0.00
Dental Insurance (projected)	\$354.48	\$0.00
Cost to Employer	<u>\$373,323.17</u>	\$0.00
Cost to Employee		<u>-\$101,104.76</u>

2024 - 2025 (07-01-2024 through 06-30-2025)

Description	Employer Expense	Employee Expense
Salary (Estimated)	\$294,199.36	\$0.00
FICA - Social Security (\$147,000 * 6.2%) Max	\$9,114.00	-\$9,114.00
FICA - Medicare 1.45% (2.35% >\$200,000) EE Only	\$4,265.89	-\$5,113.68
Retirement - 9.8778%	\$29,060.42	-\$28,772.70
Possible Unused Vacation Days converted to TSA	\$5,657.68	\$0.00
District Contribution to 403(b)	\$20,000.00	\$0.00
Nebraska Council of School Administrators	\$335.00	\$0.00
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Cost to Employee		<u>-\$101,104.76</u>