

Superintendent Pay Transparency Notice—Proposed Contract Michael Rotherham

Notice is hereby given that O'Neill Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 14, 2025 at 7:30 pm at the Administrative Office in O'Neill, Nebraska.

After Year 1 of Contract, how many years remain on the contract:
 (Column F must be completed if additional years remain on contract.) One Year

Superintendent Contract covers the following year(s): 2025-2026 - 2026-2027

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 156,000.00	\$ 156,000.00	\$ 312,000.00

Compensation for activities outside of the regular salary:

● <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>			\$ -

Benefits and Payroll Costs Paid by district:

● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 20,347.20	\$ 20,347.20	\$ 40,694.40
● <i>Cafeteria Plan Stipend</i>			\$ -
● <i>Cash in lieu of insurance</i>			\$ -
● <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
● <i>District's share of retirement, FICA and Medicare</i>	\$ 26,032.05	\$ 26,032.05	\$ 52,064.10
● <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>	\$ 1,220.00	\$ 1,220.00	\$ 2,440.00
● <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>			\$ -
Totals:	\$ 203,599.25	\$ 203,599.25	\$ 407,198.50