

## Superintendent Pay Transparency Notice—Proposed Contract (Matthew Ray)

Notice is hereby given that Omaha Public Schools has approval of a proposed superintendent employment contract on its agenda for the Board meeting to be held on March 4, 2024 at 6:00 pm at the TAC Teaching and Learning Center in Omaha, Nebraska.

After the 2024/2025 school year, how many years remain on the contract: (Column F must be completed if additional years remain on contract.)

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The estimated costs to the district for the 2024/2025 year and future years are listed below:

	2024/2025 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	<b>\$ 336,500.00</b>	<b>\$ 673,000.00</b>	<b>\$ 1,009,500.00</b>
<b>Compensation for activities outside of the regular salary:</b>			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 10,751.76	\$ 22,477.20	\$ 33,228.96
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u>			\$ -
• District's share of retirement, FICA and Medicare	\$ 50,944.44	\$ 101,888.88	\$ 152,833.32
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days* (see note below)	\$ 132,454.12	\$ 264,908.24	\$ 397,362.36
• Annuities	\$ 50,000.00	\$ 100,000.00	\$ 150,000.00
• Service credit purchase			\$ -
• Association / Membership dues	\$ 710.00	\$ 1,420.00	\$ 2,130.00
• Cell Phone/Internet reimbursement		\$ -	\$ -
• Relocation reimbursement	\$ -	\$ -	\$ -
• Travel allowance/reimbursement	\$ 12,000.00	\$ 24,000.00	\$ 36,000.00
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above**(see note below)	\$ 8,051.00	\$ 16,102.00	\$ 24,153.00
<b>Totals:</b>	<b>\$ 601,411.32</b>	<b>\$ 1,203,796.32</b>	<b>\$ 1,805,207.64</b>

\*Includes \$88,665.78 for accrued sick leave, \$40488.04 of accrued but unused vacation, and \$3300.29 for unused personal days. Of the listed amount, only \$15841.44 can be cashed out during the 24-25 school year. The remaining \$116612.68 is only payable upon separation from employment.

\*\* Includes Long Service Increment of \$5800 and Masters +30 supplement of \$2251.