

Superintendent Pay Transparency Notice—Proposed Contract (Matthew Ray)

Notice is hereby given that Omaha Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the Board meeting to be held on July 17, 2025 at 5:30 pm at the TAC Teaching and Learning Center in Omaha, Nebraska.

After the 2025-2026 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 2025-2026 year and future years are listed below:

	2025-2026 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 344,071.25	\$ 688,142.50	\$ 1,032,213.75
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
Benefits and Payroll Costs Paid by district:			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 11,238.60	\$ 22,477.20	\$ 33,715.80
• 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	\$ 50,770.27	\$ 101,540.54	\$ 152,310.81
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days* (see note below)	\$ 167,853.93	\$ 335,707.86	\$ 503,561.79
• Annuities	\$ 50,000.00	\$ 100,000.00	\$ 150,000.00
• Service credit purchase			\$ -
• Association / Membership dues	\$ 695.00	\$ 1,390.00	\$ 2,085.00
• 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
Totals:	\$ 644,680.05	\$ 1,289,360.10	\$ 1,934,040.15

*Includes \$97,699.31 for accrued sick leave, \$66,107.24 of accrued but unused vacation, and \$4,047.38 for unused personal days. Of the listed amount, only \$16,189.53 can be cashed out during the 25-26 school year. The remaining \$151,664.40 is only payable upon separation from employment.

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