

# Superintendent Pay Transparency Notice--Proposed Contracted (Thomas S Peacock)

Notice is hereby given that Morrill Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 16, 2026 at 7:00 pm at the Board Room in The District Office, 508 Jefferson Ave. Morrill, Nebraska.

After the 2025/26 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 2026/27 year and future years are listed below:

|                                                                                                           | 2026/27 Base Pay,<br>Additional Compensation &<br>Benefits | Future Base Pay,<br>Additional Compensation<br>& Benefits per Contract | TOTAL CONTRACT COST  |
|-----------------------------------------------------------------------------------------------------------|------------------------------------------------------------|------------------------------------------------------------------------|----------------------|
| Base Pay for the Total FTE                                                                                | \$ 70,000.00                                               | \$ 70,000.00                                                           | \$ 140,000.00        |
| 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)                                                 | \$ 12,068.00                                               | 12068                                                                  | \$ 24,136.00         |
| • 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                                                       | \$ 10,430.00                                               | \$ 10,430.00                                                           | \$ 20,860.00         |
| • IRS value of housing allowance                                                                          |                                                            |                                                                        | \$ -                 |
| • IRS value of vehicle allowance                                                                          |                                                            |                                                                        | \$ -                 |
| • Additional leave days                                                                                   |                                                            |                                                                        | \$ -                 |
| • Annuities                                                                                               |                                                            |                                                                        | \$ -                 |
| • Service credit purchase                                                                                 |                                                            |                                                                        | \$ -                 |
| • Association / Membership dues                                                                           | \$ 3,500.00                                                | \$ 3,500.00                                                            | \$ 7,000.00          |
| • Cell Phone/Internet reimbursement                                                                       |                                                            |                                                                        | \$ -                 |
| • Relocation reimbursement                                                                                |                                                            |                                                                        | \$ -                 |
| • Travel allowance/reimbursement                                                                          |                                                            |                                                                        | \$ -                 |
| • Mileage Allowance                                                                                       |                                                            |                                                                        | \$ -                 |
| • Educational tuition assistance                                                                          |                                                            |                                                                        | \$ -                 |
| • All other benefit costs not mentioned above                                                             | \$ -                                                       |                                                                        | \$ -                 |
| <b>Totals:</b>                                                                                            | <b>\$ 95,998.00</b>                                        | <b>\$ 95,998.00</b>                                                    | <b>\$ 191,996.00</b> |