

Superintendent Pay Transparency Notice—Proposed Contract - Mark Otten

Notice is hereby given that Rock County Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on January 11, 2026 at 7:00 pm at the Rock County High School Library in Bassett, Nebraska.

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

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Superintendent Contract covers the following year(s): 2026-28

	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	\$ 139,775.00	\$ 139,775.00	\$ 279,550.00
Compensation for activities outside of the regular salary:			
• Extended contracts / Activities outside of regular salary	\$ 4,668.00	\$ 4,668.00	\$ 9,336.00
• 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)	\$ 31,607.00	\$ 31,607.00	\$ 63,214.00
• 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	\$ 23,665.00	\$ 23,665.00	\$ 47,330.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 600.00	\$ 600.00	\$ 1,200.00
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 200,315.00	\$ 200,315.00	\$ 400,630.00

