

Superintendent Pay Transparency Notice—Proposed Contract Dr. Josh Fields

Notice is hereby given that Seward Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on June 9, 2025 at 5:30 pm at the Seward District Office, 410 South Street in Seward, 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.)

1

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 200,000.00	\$ 200,000.00	\$ 400,000.00
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)	\$ 28,348.56	\$ 28,346.56	\$ 56,695.12
• 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	\$ 35,060.00	\$ 35,060.00	\$ 70,120.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 435.00	\$ 435.00	\$ 870.00
• Cell Phone/Internet reimbursement	\$ 1,200.00	\$ 1,200.00	\$ 2,400.00
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 265,043.56	\$ 265,041.56	\$ 530,085.12