

Superintendent Pay Transparency Notice—Proposed Contract (Dr. Travis Miller)

Notice is hereby given that Hemingford Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on May 11, 2026 at 7:00 pm at the South Campus Meeting Room in Hemingford, Nebraska. (816 Niobrara Avenue, Hemingford, Nebraska)

**After the 2026/27 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 2025/26 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	\$ 160,938.00	\$ 336,504.00	\$ 497,442.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>			\$ -
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 24,096.00	\$ 50,383.00	\$ 74,479.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,500.00	\$ 3,000.00	\$ 4,500.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 1,200.00	\$ 2,400.00	\$ 3,600.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>	\$ 33,000.00	\$ 66,000.00	\$ 99,000.00
Totals:	\$ 220,734.00	\$ 458,287.00	\$ 679,021.00