

Superintendent Pay Transparency Notice—Proposed Contract Dr. Mark Lenihan

Notice is hereby given that Wayne Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on Monday, December 9, 2024 at 5:00 pm at the wayne Jr/Sr High School Library in Wayne, Nebraska.

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After the 2025/26 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

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
<b>Base Pay for the Total FTE</b>	\$ 167,591.00	\$ 326,212.00	\$ 493,803.00
<b>Compensation for activities outside of the regular salary:</b>			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 19,351.00	\$ 38,702.00	\$ 58,053.00
• Cafeteria Plan Stipend	\$ 1,000.00	\$ 2,000.00	\$ 3,000.00
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b>			\$ -
• District's share of retirement, FICA and Medicare	\$ 29,375.00	\$ 58,750.00	\$ 88,125.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 775.00	\$ 1,550.00	\$ 2,325.00
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement	\$ 2,500.00	\$ 5,000.00	\$ 7,500.00
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 220,592.00</b>	<b>\$ 432,214.00</b>	<b>\$ 652,806.00</b>