Superintendent Pay Transparency Notice—Proposed Contract Dr. Mike Waters

Notice is hereby given that Crete Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on July 9, 2018 at 6:00 pm at the Crete Administration Board Room in Crete, Nebraska.

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

Superintendent Contract covers the following year(s): [ ] 2018-2019, 2019-2020

<table>
<thead>
<tr>
<th>Year 1 of Contract: Base Pay, Additional Compensation &amp; Benefits</th>
<th>Future Year(s) Base Pay, Additional Compensation &amp; Benefits per Contract</th>
<th>TOTAL CONTRACT COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>$ 152,000.00</td>
<td>$ 152,000.00</td>
<td>$ 304,000.00</td>
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Base Pay for the Total FTE

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)
- Cafeteria Plan Stipend
- Cash in lieu of insurance
- Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district
- District's share of retirement, FICA and Medicare
- IRS value of housing allowance
- IRS value of vehicle allowance
- Additional leave days
- Annuities
- Service credit purchase
- Association / Membership dues
- Cell Phone/Internet reimbursement
- Relocation reimbursement
- Travel allowance/reimbursement
- Mileage Allowance
- Educational tuition assistance
- All other benefit costs not mentioned above

Totals: $ 199,933.42 $ 199,933.42 $ 399,866.83