

Superintendent Pay Transparency Notice—Contract Greg Shepard

Notice is hereby given that Isanti Community Schools has approval of a superintendent employment contract/contract amendment on its agenda for the board meeting to be held on December 18, 2023 at 5:00pm at the Dakota Conference Room in Santee, Nebraska.

After the 2023/24 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

Enter Years Remaining
1 yr

The estimated costs to the district for the 2023/24 year and future years are listed below:

	2023/24 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 90,000.00	\$ 170,000.00	\$ 260,000.00
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>	\$ 11,422.50	\$ 22,845.00	\$ 34,267.50
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>	\$ 8,890.00	\$ 17,780.00	\$ 26,670.00
• <i>District's share of retirement, FICA and Medicare</i>	\$ 6,885.00	\$ 13,770.00	\$ 20,655.00
• <i>IRS value of housing allowance</i>	\$ 6,000.00	\$ 12,000.00	\$ 18,000.00
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>	\$ 12,500.00	\$ 25,000.00	\$ 37,500.00
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 385.00	\$ 385.00	\$ 770.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 600.00	\$ 1,200.00	\$ 1,800.00
• <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>			\$ -
Totals:	\$ 136,682.50	\$ 262,980.00	\$ 399,662.50