

**Superintendent Pay Transparency Notice—Proposed Contract for Dr. Virginia Moon**

Notice is hereby given that Southern Schools has approval of a proposed superintendent employment contract amendment on its agenda for the board meeting to be held on April 14, 2025, at 7:00 pm at the Jr./Sr. High School Boardroom in Wymore, 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.)

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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,<br>Additional Compensation &<br>Benefits | Future Base Pay,<br>Additional Compensation<br>& Benefits per Contract | TOTAL CONTRACT COST  |
|--|--|--|----------------------|
| <b>Base Pay for the Total FTE</b>  | \$ 160,000.00  |  | \$ 160,000.00        |
| <b>Compensation for activities outside of the regular salary:</b>  |  |  |                      |
| • <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>   |  |  | \$ -                 |
| <b>Benefits and Payroll Costs Paid by district:</b>  |  |  |                      |
| • <i>Insurances (Health, Dental, Life, Long Term Disability)</i>   | \$ 617.00  |  | \$ 617.00            |
| • <i>Cafeteria Plan Stipend</i>  |  |  | \$ -                 |
| • <i>Cash in lieu of insurance</i>   | \$ 30,000.00   |  | \$ 30,000.00         |
| • <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i> |  |  | \$ -                 |
| • <i>District's share of retirement, FICA and Medicare</i>   | \$ 13,551.00   |  | \$ 13,551.00         |
| • <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>   | \$ 1,200.00  |  | \$ 1,200.00          |
| • <i>Cell Phone/Internet reimbursement</i>   |  |  | \$ -                 |
| • <i>Relocation reimbursement</i>  |  |  | \$ -                 |
| • <i>Travel allowance/reimbursement</i>  |  |  | \$ -                 |
| • <i>Mileage Allowance</i>   | \$ 1,200.00  |  | \$ 1,200.00          |
| • <i>Educational tuition assistance</i>  |  |  | \$ -                 |
| • <i>All other benefit costs not mentioned above</i>   |  |  | \$ -                 |
| <b>Totals:</b>   | <b>\$ 206,568.00</b>                                       | <b>\$ -</b>  | <b>\$ 206,568.00</b> |