Superintendent Pay Transparency Notice—Proposed Contract (_Name_ **Kristian Freeland**

Notice is hereby given that Hayes Center Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on November 10, 2025 at 7:00 pm at the Board Room in Hayes Center, 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 2026/27 year and future years are listed below:

	2026/27 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	$ 130,000.00	$ 133,900.00	$ 263,900.00
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)_	$ 24,268.00	$ 25,000.00	$ 49,268.00
● _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_	$ 20,530.00	$ 21,146.00	$ 41,676.00
● _IRS value of housing allowance_	$ 6,000.00		$ 6,000.00
● _IRS value of vehicle allowance_			$ -
● _Additional leave days_			$ -
● _Annuities_			$ -
● _Service credit purchase_			$ -
● _Association / Membership dues_	$ 335.00	$ 335.00	$ 670.00
● _Cell Phone/Internet reimbursement_	$ 1,200.00	$ 1,200.00	$ 2,400.00
● _Relocation reimbursement_			$ -
● _Travel allowance/reimbursement_	$ 1,500.00	$ 1,500.00	$ 3,000.00
● _Mileage Allowance_			$ -
● _Educational tuition assistance_			$ -
● _All other benefit costs not mentioned above_			$ -
Totals:	**$ 183,833.00**	**$ 183,081.00**	**$ 366,914.00**

Schedule D