**Superintendent Pay Transparency Notice—Proposed Contract (N Lucas McCain**

agenda for the board meeting to be held on November 9, 2026 at 7:00 pm at theLibrary Room in Maywood, Nebraska.

**After the 2026/27 school year, how many years remain on the contract:** 1

**The estimated costs to the district for the 2025/26 year and future years are listed below:**

| | 2027/28 Base Pay, Additional Compensation & Benefits | Future Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|---|---|---|---|
| **Base Pay for the Total FTE** | $ 138,000.00 | $ 138,000.00 | **$ 276,000.00** |
| **Compensation for activities outside of the regular salary:** | | | |
| ● *Extended contracts / Activities outside of regul* | $ 801.00 | $ 801.00 | $ 1,602.00 |
| ● *Bonus/Incentive/Performance Pay* | | | $ - |
| ● *Stipends* | | | $ - |
| ● *All other costs not mentioned above* | | | **$ -** |
| **Benefits and Payroll Costs Paid by district:** | | | |
| ● *Insurances (Health, Dental, Life, Long Term Di* | $ 35,799.00 | $ 35,799.00 | $ 71,598.00 |
| ● *Cafeteria Plan Stipend* | | | $ - |
| ● *Cash in lieu of insurance* | | | $ - |
| *compensation, FICA and Medicare* ***if paid by the district*** | | | |
| | | | $ - |
| *Medicare* | $ 24,189.00 | $ 24,189.00 | $ 48,378.00 |
| ● *IRS value of housing allowance* | | | $ - |
| ● *IRS value of vehicle allowance* | | | $ - |
| ● *Additional leave days* | | | $ - |
| ● *Annuities* | | | $ - |
| ● *Service credit purchase* | | | $ - |
| ● *Association / Membership dues* | $ 700.00 | $ 700.00 | $ 1,400.00 |
| ● *Cell Phone/Internet reimbursement* | | | $ - |
| ● *Relocation reimbursement* | | | $ - |
| ● *Travel allowance/reimbursement* | | | $ - |
| ● *Mileage Allowance* | | | $ - |
| ● *Educational tuition assistance* | | | $ - |
| ● *All other benefit costs not mentioned above* | | | $ - |
| **Totals:** | **$ 199,489.00** | **$ 199,489.00** | **$ 398,978.00** |