

Superintendent Pay Transparency Notice—Proposed Contract For Erik Wilson			
Notice is hereby given that Norfolk Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on February 9, 2026 at 5:30pm at the Norfolk Public Schools Central Office in Norfolk, 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.)			1
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		\$ 200,000.00	\$ 200,000.00
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)		\$ 20,304.60	\$ 20,304.60
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u>			\$ -
• District's share of retirement, FICA and Medicare		\$ 29,945.00	\$ 29,945.00
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues			\$ -
• Cell Phone/Internet reimbursement		\$ 640.00	\$ 640.00
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:		\$ 250,889.60	\$ 250,889.60
		\$ 501,779.20	