

# **Superintendent Pay Transparency Notice—Malia Nemecek**

Notice is hereby given that Scribner-Snyder Community Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on March 11, 2026 at 6:30 pm at the Band Building in Scribner, 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,<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>                                                                                | \$ 140,000.00                                              |                                                                        | \$ 140,000.00        |
| <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>                                                 | \$ 31,562.64                                               |                                                                        | \$ 31,562.64         |
| • <i>Cafeteria Plan Stipend</i>                                                                                  |                                                            |                                                                        | \$ -                 |
| • <i>Cash in lieu of insurance</i>                                                                               |                                                            |                                                                        | \$ -                 |
| • <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i> |                                                            |                                                                        | \$ -                 |
| • <i>District's share of retirement, FICA and Medicare</i>                                                       | \$ 20,751.00                                               |                                                                        | \$ 20,751.00         |
| • <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>                                                                           |                                                            |                                                                        | \$ -                 |
| • <i>Cell Phone/Internet reimbursement</i>                                                                       | \$ 600.00                                                  |                                                                        | \$ 600.00            |
| • <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>                                                             |                                                            |                                                                        | \$ -                 |
| <b>Totals:</b>                                                                                                   | <b>\$ 192,913.64</b>                                       | <b>\$ -</b>                                                            | <b>\$ 192,913.64</b> |