Superintendent Pay Transparency Notice—Proposed Contract for Todd Hilyard

Notice is hereby given that Holdrege Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on November 16, 2026 at 6 pm at the Holdrege High School Media Center in Holdrege, Nebraska.

After the 2027/28 school year, how many years remain on the contract: (Column F must be completed if additional years remain on contract.)	**1 yr**

The estimated costs to the district for the 2027/28 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	$ 180,000.00	$ 180,000.00	**$ 360,000.00**
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)*	$ 33,697.66	$ 33,697.66	$ 67,395.32
• *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*	$ 26,951.00	$ 26,951.00	$ 53,902.00
• *IRS value of housing allowance*			$ -
• *IRS value of vehicle allowance*			$ -
• *Additional leave days*			$ -
• *Annuities*			$ -
• *Service credit purchase*			$ -
• *Association / Membership dues*	$ 1,087.00	$ 1,087.00	$ 2,174.00
• *Cell Phone/Internet reimbursement*	$ 600.00	$ 600.00	$ 1,200.00
• *Relocation reimbursement*			$ -
• *Travel allowance/reimbursement*			$ -
• *Mileage Allowance*			$ -
• *Educational tuition assistance*			$ -
• *All other benefit costs not mentioned above*			$ -
Totals:	**$ 242,335.66**	**$ 242,335.66**	**$ 484,671.32**

Schedule D