

**Superintendent Pay Transparency Notice—Proposed Contract: Dr Jeff Rippe**

Notice is hereby given that Bellevue Public Schools has approval of a proposed superintendent employment contract on its agenda for the board meeting to be held on April 6, 2026 at 6:30 pm at the Welcome Center in Bellevue, 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
<b>Base Pay for the Total FTE</b>	\$ 298,251.00	\$ 596,502.00	\$ 894,753.00
<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>	\$ 27,000.00	\$ 54,000.00	\$ 81,000.00
• <i>All other costs not mentioned above</i>	\$ 11,930.00	\$ 23,860.00	\$ 35,790.00
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 13,088.00	\$ 26,176.00	\$ 39,264.00
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 53,162.00	\$ 106,324.00	\$ 159,486.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>	\$ 8,000.00	\$ 16,000.00	\$ 24,000.00
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,150.00	\$ 2,300.00	\$ 3,450.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <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>\$ 412,581.00</b>	<b>\$ 825,162.00</b>	<b>\$ 1,237,743.00</b>