

Superintendent Pay Transparency Notice—Proposed Contract (Matthew Ray)

Notice is hereby given that Omaha Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the Board meeting to be held on July 13, 2026 at 6:00 pm at the TAC Teaching and Learning Center in Omaha, Nebraska.

After the 2026-2027 school year, how many years remain on the contract:

(Column

F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2026-2027 year and future years are listed below:

	2026-2027 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 352,597.35	\$ 705,194.70	\$ 1,057,792.05
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)	\$ 11,238.60	\$ 22,477.20	\$ 33,715.80
• 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	\$ 52,402.48	\$ 104,804.96	\$ 157,207.44
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days* (see note below)	\$ 177,675.74	\$ 355,351.48	\$ 533,027.22
• Annuities	\$ 50,000.00	\$ 100,000.00	\$ 150,000.00
• Service credit purchase			\$ -
• Association / Membership dues	\$ 5,610.00	\$ 11,220.00	\$ 16,830.00
• Cell Phone/Internet reimbursement		\$ -	\$ -
• Relocation reimbursement	\$ -	\$ -	\$ -
• Travel allowance/reimbursement	\$ 12,000.00	\$ 24,000.00	\$ 36,000.00
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above**(see note below)	\$ 8,051.00	\$ 16,102.00	\$ 24,153.00
Totals:	\$ 669,575.17	\$ 1,339,150.34	\$ 2,008,725.51

*Includes \$105,822.40 for accrued sick leave, \$67,707.93 of accrued but unused vacation, and \$4,145.38 for unused personal days. Of the listed amount, only \$16,581.53 can be cashed out during the 26-27 school year. The remaining \$ 161,094.20 is only payable upon separation from employment.

** Includes Long Service Increment of \$5800 and Masters +30 supplement of \$2251.