

Administrator Pay Transparency Notice—Proposed Contract Dr. Melissa Wheelock

Notice is hereby given that ESU 10 has approval of a proposed administrator employment contract/contract amendment on its agenda for the board meeting to be held on April 20, 2026 at 3:30 pm at the ESU 10 Building Conference Room C in Kearney, 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 ESU 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	\$209,000.00	\$418,000.00	\$627,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$0.00
• <i>Bonus/Incentive/Performance Pay</i>			\$0.00
• <i>Stipends</i>			\$0.00
• <i>All other costs not mentioned above</i>			\$0.00
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$1,013.60	\$2,027.20	\$3,040.80
• <i>Cafeteria Plan Stipend</i>			\$0.00
• <i>Cash in lieu of insurance</i>			\$0.00
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the ESU</i>			\$0.00
• <i>District's share of retirement, FICA and Medicare</i>	\$29,773.53	\$59,547.06	\$89,320.59
• <i>IRS value of housing allowance</i>			\$0.00
• <i>IRS value of vehicle allowance</i>			\$0.00
• <i>Additional leave days</i>			\$0.00
• <i>Annuities</i>			\$0.00
• <i>Service credit purchase</i>			\$0.00
• <i>Association / Membership dues</i>	\$685.00	\$1,370.00	\$2,055.00
• <i>Cell Phone/Internet reimbursement</i>			\$0.00
• <i>Relocation reimbursement</i>			\$0.00
• <i>Travel allowance/reimbursement</i>			\$0.00
• <i>Mileage allowance</i>			\$0.00
• <i>Educational tuition assistance</i>			\$0.00
• <i>All other benefit costs not mentioned above</i>			\$0.00
Totals:	\$240,472.13	\$480,944.26	\$721,416.39