

**Superintendent Pay Transparency Notice—Proposed Contract (Zachary Nesbitt)**

Notice is hereby given that Bayard Public Schools has approved a proposed superintendent employment contract at its board meeting held on January 12, 2026 at 6:00 pm at the High School Library Room in Bayard, Nebraska.

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After the 2026/27 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

The estimated costs to the district for the 2026/2027 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>	\$ 125,000.00	\$ 125,000.00	\$ 250,000.00
<b>Compensation for activities outside of the regular salary:</b>			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends			\$ -
• All other costs not mentioned above			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• Insurances (Health, Dental, Life, Long Term Disability)	283.56	283.56	\$ 567.12
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b>			\$ -
• District's share of retirement, FICA and Medicare	21,328.06	21,328.06	\$ 42,656.12
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues			\$ -
• Cell Phone/Internet reimbursement			\$ -
• Relocation reimbursement			\$ -
• Travel allowance/reimbursement			\$ -
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 146,611.62</b>	<b>\$ 146,611.62</b>	<b>\$ 293,223.24</b>