

## Superintendent Pay Transparency Notice—Contract Mr. Chris Lecher

Notice is hereby given that Banner County Schools has approved a superintendent employment contract at its board meeting held on March 10, 2025 at 7:00pm in the Banner County School cafeteria in Harrisburg, Nebraska.

After Year 1 of Contract, how many years remain on the contract:  
 (Column F must be completed if additional years remain on contract.)

1
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Superintendent Contract covers the following year(s):

2025/2027
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**Base Pay for the Total FTE**

Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
\$ 120,000.00	\$ 120,000.00	\$ 240,000.00

**Compensation for activities outside of the regular salary:**

<i>● Moving expense reimbursement (Year 1 only)</i>	\$ 3,500.00	\$ -	\$ 3,500.00
<i>● Signing bonus (Year 1 only)</i>	\$ 10,000.00	\$ -	\$ 10,000.00

**Benefits and Payroll Costs Paid by district:**

<i>● Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ -	\$ -	\$ -
<i>● District's share of retirement, FICA and Medicare</i>	\$ 21,429.00	\$ 21,429.00	\$ 42,858.00
<i>● Cell Phone/Internet reimbursement</i>	\$ 1,200.00	\$ 1,200.00	\$ 2,400.00
<b>Totals:</b>	<b>\$ 162,043.00</b>	<b>\$ 142,629.00</b>	<b>\$ 304,672.00</b>