

Superintendent Pay Transparency Act  
Approved July 1, 2023 – June 30, 2026 Contract  
Board of Education – June 12, 2023

Notice is hereby given that Douglas County School District #10 (A.K.A. Elkhorn Public Schools) has approved the superintendent employment contract at the board meeting held on June 12, 2023 at 6:30 pm, at the Administrative Building at 20650 Glenn St; Elkhorn, Nebraska.

In accordance with the Superintendent Pay Transparency Act, following is a copy of the Approved Superintendent Contract between Elkhorn Public Schools and Bary J. Habrock as well as the Detailed Estimate of Base Pay, Additional Compensation & Benefits in the format provided by the State of Nebraska.

In summary, the estimated value of the contract in 2023-24 is as follows:

Base Pay:	\$263,294.00
Stipend:	\$ 8,557.00
Maximum Potential Pay for Unused Vacation Days:	\$ 15,190.04

Estimate of Benefits and Payroll Costs to Outside Entities: (Insurance, FICA tax, Medicare tax, NE Retirement & Dues)	\$ 70,000.51
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The total maximum estimated cost to the District for 2023-24:	\$357,041.55
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The combined estimated value of the additional two years of the contract is shown under the column “2024-25 & 2025-26 Future Base Pay, Additional Compensation & Benefits per Contract” on the Superintendent Pay Transparency Notice which follows the copy of the proposed contract. The estimated combined total for all three years of the contract is shown under the column “2023-24, 2024-25 & 2025-26 Total Contract Cost”.

Any questions regarding the value of the Superintendent’s contract may be directed to Heather Shepard, Chief Financial Officer at [hshepard@epsne.org](mailto:hshepard@epsne.org) or (402) 289-2579.

## SUPERINTENDENT EMPLOYMENT AGREEMENT

This Superintendent Employment Agreement ("Agreement") shall be effective July 1, 2023, by and between the Elkhorn Public School District (the "District"), and Bary J. Habrock ("Superintendent").

### RECITALS:

WHEREAS, Superintendent is currently employed by the District pursuant to a Superintendent Employment Agreement that commenced on July 1, 2023. The parties wish to terminate that agreement as of June 30, 2023 and enter into this Agreement effective July 1, 2023.

WHEREAS, the Elkhorn Public Schools Board of Directors (the "Board") desires to employ Superintendent on a full-time basis, subject to the terms and conditions contained herein, and Superintendent desires to accept this offer of employment.

WHEREAS, the District and Superintendent have agreed to enter into this Agreement which supersedes any and all prior agreements between the District and Superintendent.

### AGREEMENT:

1. **TERM.** The term of this Agreement shall be for three (3) years, commencing on July 1, 2023 through June 30, 2026. On or before February 15, 2026, Superintendent and the District shall notify the other party, in writing, of their intention not to renew this Agreement, otherwise, the Agreement shall be renewed for an additional three (3) year term. For purposes of this Agreement, the term "contract year" shall mean the time period between July 1<sup>st</sup> of the calendar year and ending on June 30<sup>th</sup> of the following calendar year.

2. **DUTIES.** Superintendent shall devote his full-time attention to providing those executive, advisory, administrative, and management services necessary and appropriate to carry out the goals and objectives of the District and shall perform such other duties that may be requested by the Board, including attendance and participation at all board meetings and committee meetings unless otherwise excused. All duties performed by Superintendent shall be conducted in a professional manner and in the best interests of the District according to the policies and directives established from time to time by the District. Superintendent shall not engage in any activity that may conflict or interfere with the performance of his duties under this Agreement. Superintendent affirms that he holds a valid certificate and is legally qualified to hold the position of Superintendent pursuant to the laws of the State of Nebraska and is not under contract with any other school board or school district.

3. **COMPENSATION.** For all services rendered by Superintendent, the District shall provide the following compensation:

a. **Base Salary.** During the first contract year from July 1, 2023 to June 30, 2024, Superintendent shall receive an annual base salary of \$263,294, less applicable deductions. Superintendent shall be compensated on a monthly basis in accordance with the normal payroll policies and practices adopted by the District. The annual base salary for each subsequent year under this Agreement may be adjusted by the Board within its discretion, but shall not fall below \$263,294-during the term of this Agreement.



b. **Annuity.** A stipend equal to 3.25% of the salary set forth in Article 3.a (\$8,557) for July 1, 2023 through June 30, 2024). One-twelfth of this amount shall be included in the monthly compensation for the duties the Superintendent provides to the District. The Superintendent shall contribute this amount to an account of the Superintendent's choice set up in accordance with section 403(b) of the Internal Revenue Code.

4. **BENEFITS.** For all services rendered by Superintendent, the District shall provide the following benefits:

a. **Fringe Benefits.** The District shall pay or provide cash option for family health and family dental insurance. Except as otherwise provided herein, Superintendent shall be eligible to receive paid leave benefits generally made available to administrative personnel of the District, long-term disability insurance, and term life insurance coverage in the amount of \$150,000.

b. **Vacation.** At the beginning of each contract year under this Agreement, Superintendent shall receive thirty-five (35) days paid vacation to be taken at such times as selected by Superintendent, with advance notice to the Board. Superintendent's vacation benefits shall be capped at thirty-five (35) days. Superintendent may cash out and receive payment for up to fifteen (15) unused vacation days at the end of each contract year on June 30<sup>th</sup>. Vacation days shall be paid by calculating the daily rate of Superintendent's annual base salary during the contract year, less applicable deductions. Vacation days that have not been paid to the Superintendent or used during the contract year shall be carried over to the subsequent contract year and combined with additional vacation days to reach the maximum of thirty-five (35) total days. All unused and unpaid vacation days (up to the thirty-five (35) day maximum) shall be paid to Superintendent upon termination of the employment relationship.

c. **Holidays.** Superintendent shall be eligible to receive and be compensated for the following holidays: New Year's Eve, New Year's, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, and Christmas.

5. **TERMINATION OF AGREEMENT.** This Agreement may be terminated as follows:

a. **Mutual Agreement.** During the term of this Agreement, the Board and Superintendent may mutually agree, in writing, to terminate this Agreement along with all obligations arising hereunder.

b. **Termination by District.** This Agreement may be terminated by the Board for any of the following reasons: (i) revocation or suspension of Superintendent's certificate by the State Board of Education; (ii) breach of any of the material provisions of this Agreement by Superintendent; (iii) dishonesty, fraud, willful misconduct, gross negligence, or acts of moral turpitude by Superintendent; (iv) incompetency; (v) neglect of duties; (vi) unprofessional conduct; (vii) insubordination; (viii) immorality; (ix) physical or mental incapacity subject to the provisions of Paragraph 4(c) below; (x) failure to give evidence of professional growth as required by Neb.Rev.Stat. § 79-830; or (xi) other conduct which interferes substantially with the continued performance of duties. In the event of termination pursuant to this Paragraph, the District shall be released of all obligations arising hereunder. Upon termination, Superintendent shall be afforded all rights under



policies adopted by the District and as provided under state law, Neb.Rev.Stat. § 79-801, *et seq.*

c. **Termination for Physical or Mental Incapacity.** In the event Superintendent is unable to perform the duties and obligations of this Agreement by reason of a physical or mental illness or disability extending for a period of more than ninety (90) days after exhaustion of accumulated sick leave and any other leave available to Superintendent, the Board, at its option, may terminate this Agreement, whereupon all obligations arising hereunder shall terminate. In the event of disability, Superintendent shall be eligible to receive disability benefits payable pursuant to any insurance coverage provided by the District.

**6. PROFESSIONAL ACTIVITIES AND ORGANIZATIONS.** Superintendent shall participate in professional activities, including but not limited to, national, state, and local educational associations and workshops that reflect the goals and objectives of the District. The District shall reimburse Superintendent for reasonable and necessary expenses related to these activities. The District shall also reimburse Superintendent for professional dues relating to his membership in the Nebraska Council of School Administrators (NCSA), the American Association of School Administrators (AASA), the Association for Supervision and Curriculum Development (ASCD), the Association for School Business Officials (ASBO), Phi Delta Kappa, Rotary, and any other professional or community service organizations approved by the Board.

**7. EXPENSE REIMBURSEMENT.** Superintendent shall be reimbursed for all reasonable and proper business travel and other out-of-pocket expenses incurred by Superintendent in connection with the performance of his duties and responsibilities on behalf of the District. Superintendent shall present an itemized and detailed accounting of such expenditures and receipts on forms required by the District and in conformity with applicable laws and regulations of the Internal Revenue Service.

**8. PERFORMANCE EVALUATION.** During the first year of employment as Superintendent, the District shall conduct two written evaluations of Superintendent's performance. Thereafter, the Board will conduct a written evaluation of Superintendent's job performance once every contract year in accordance with District policy. Upon completion of each evaluation, the Board will meet with Superintendent to review the evaluation and may present recommendations and directives that are reasonable and proper. Superintendent shall sign and receive a copy of the evaluation and shall have the right to submit a verbal or written response. Written documentation reflecting the evaluation and any response submitted by Superintendent shall be retained and become part of Superintendent's personnel file.

**9. INDEMNIFICATION.** The District will defend, indemnify and hold Superintendent harmless from and against all claims, suits, judgments, liabilities, costs and expenses, of a civil nature and excluding criminal matters, arising from actions taken or decisions made in good faith within the scope of his employment for the District. Superintendent shall give the Board prompt notice of any claim, defense or request for indemnification. The Board shall have professional liability insurance for Superintendent with the same policy limits and coverage provided to members of the Board and certified staff employees of the District.

**10. RETURN OF DISTRICT PROPERTY.** Upon termination of Superintendent's employment for any reason, Superintendent will immediately return to the District all District property in his possession including all data, electronic information, materials, documents, keys, security badges, passwords, computers and related equipment, electronic devices, cell phones, business equipment, credit cards, and software furnished to Superintendent by virtue of his employment.

Superintendent agrees that he will not make or retain copies of District data, electronic information, materials or documents after separation from employment.

11. **SEVERABILITY.** If any provision of this Agreement will be held invalid or unenforceable, the remainder of this Agreement will nevertheless remain in full force and effect.

12. **NON-WAIVER.** The waiver by either party of any breach or violation of any provision of this Agreement will not operate or be construed as a waiver of any subsequent breach or violation hereof.

13. **GOVERNING LAW.** This Agreement will be governed by and construed in accordance with the laws of the State of Nebraska.

14. **ENTIRE AGREEMENT.** This Agreement contains the entire agreement between the parties hereto. No change, addition, or amendment will be made except by written agreement signed by the parties hereto.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first above written.

ELKHORN PUBLIC SCHOOLS DISTRICT

By: 

Title: President, Elkhorn Public Schools  
Board of Education

Date: 6/12/23

BARY J. HABROCK

By: 

Title: Superintendent, Elkhorn  
Public Schools

Date: 6-12-23

Attest:

By: 

Title: Secretary, Elkhorn Public Schools  
Board of Education

Date: 6-12-23

## Superintendent Contract Notice - Bary J. Habrock

Notice is hereby given that Douglas County School District 0010 (Elkhorn Public Schools) approved a Superintendent employment contract for Bary Habrock at the board meeting held on June 12, 2023 at 6:30pm at the Administration Building Board Room located at 20650 Glenn St, Elkhorn, NE

After the 2023-24 Year, how many years remain on the contract:

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The estimated costs to the district for the 2023-24 year and future years are listed below:

	2023-24 Base Pay, Additional Compensation & Benefits	2024-25 & 2025-26 Future Base Pay, Additional Compensation & Benefits per Contract	2023-24, 2024-2025 & 2025-26 TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 263,294.00	\$ 526,588.00	\$ 789,882.00
<b>Compensation for activities outside of the regular salary:</b>			
• Extended contracts / Activities outside of regular salary			\$ -
• Bonus/Incentive/Performance Pay			\$ -
• Stipends	\$ 8,557.00	\$ 17,114.00	\$ 25,671.00
• All other costs not mentioned above			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• Insurances (Health, Dental, Life, Long Term Disability)	\$ 28,141.96	\$ 56,283.92	\$ 84,425.88
• 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	\$ 40,958.55	\$ 81,916.81	\$ 122,875.35
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days	\$ 15,190.04	\$ 30,263.68	\$ 45,453.72
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues	\$ 900.00	\$ 1,800.00	\$ 2,700.00
• 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>\$ 357,041.55</b>	<b>\$ 713,966.40</b>	<b>\$ 1,071,007.95</b>