

LB 470: Superintendent Pay Transparency Act

[Neb. Rev. Stat. Sections 79-2401 through 79-2405](#)

The following changes take effect July 1, 2014.

- Amends: Neb. Rev Stat. § 13-504
- Adds: Neb. Rev Stat. § 79-2401 through § 79-2405

The Superintendent Pay Transparency Act takes effect July 1, 2014. Starting on that date, all school boards and ESUs will be required to publish a superintendent's proposed contract or amendment and a reasonable estimate and description of all current and future costs to the district or ESU, three days prior to the meeting where the contract or amendment will be considered. The new law also requires the district and ESU to publish a copy of the new contract and a reasonable estimate and description of all current and future costs associated with the contract within two days after the meeting at which the contract was approved. The district or ESU must also file a copy of the new contract or amendments with the State Department of Education.

The following is a summary of the requirements all school districts and ESUs must follow **effective July 1, 2014:**

- Applies to superintendents for school districts and administrators for Educational Service Units.
- Include, on the proposed budget statement, a separate identification, and description of all current and future costs to the district or ESU, which are reasonably anticipated as a result of any contract or amendment for superintendent or administrator's services. (See attached Schedule D)
- Publish the proposed contract or proposed amendments to an existing contract along with a reasonable estimate and description of all costs associated with the contract or amendment, three days prior to the meeting at which the contract or amendment will be considered.
 - Publication on the district or ESU website is sufficient.
 - Website publication must be prominently displayed and allow public access.
 - Publication must specify the date, time and place of the meeting.
 - Any amendment to an existing contract triggers this requirement, including, changes in salary and benefit changes.
- Publish the approved contract or amendment and a reasonable estimate and description of all costs associated with the new contract or amendment within two days after the meeting at which the contract was approved.
 - Publication on the district or ESU website is sufficient.
 - Website publication must be prominently displayed and allow public access.

- File a copy of the contract or amendment with the State Department of Education on or before August 1.
 - Failure to file by August 1st will result in state aid being withheld from the district or ESU until such time the contract or amendment is filed and reviewed by the Department of Education.
 - Funds from county treasurer will also be withheld until commissioner notifies treasurer to release funds.
 - NDE has a contract collection site in the Consolidated Data Collection (CDC) open to accept 2014-2015 contracts.
 - Instructions are located on the NDE NSSRS public website (<http://www.education.ne.gov/nssrs/Resources.html#Instructions>) under the Consolidated Data Collection, Superintendent/ESU Administrator Transparency Pay Act. There is also an online overview video of the process at https://cdc.education.ne.gov/STPA/Media/STPA_PlayVideo.aspx.
 - **NOTE:** Per NDE, all 2014-2015 contracts must be filed by August 1, 2014, even if the contracts were approved prior to July 1, 2014.

If your district or ESU subscribes to NASB's Policy Update Services, Jim Luebbe, Director of Policy Services, will be sending out an updated sample policy implementing the requirements of the Superintendent Transparency Act.

If you have any questions, feel free to contact Jennifer Jorgensen jjorgensen@nasbonline.org or Jim Luebbe jluebbe@nasbonline.org.