

ONE HUNDRED NINTH LEGISLATURE - FIRST SESSION - 2025
COMMITTEE STATEMENT (CORRECTED)
LB300

Hearing Date: Monday January 27, 2025
Committee On: Education
Introducer: Murman
One Liner: Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation

Roll Call Vote - Final Committee Action:
Advanced to General File with amendment(s)

Vote Results:

Aye:	6	Senators Conrad, Hunt, Lonowski, Meyer, Murman, Sanders
Nay:		
Absent:	1	Senator Juarez
Present Not Voting:	1	Senator Hughes

Testimony:

Proponents:
Senator Dave Murman

Representing:
Opening Presenter

Opponents:
Jeremy Shuey

Shavonna Holman
Kyle McGowan

Representing:
Nebraska Association of School Boards, Plattsmouth School District
Omaha Public Schools
NE Council of School Administrators, Greater Nebraska School Association, Educational Service Units Coordinating Council
Nebraska Rural Community Schools Association
NE State Education Association

Neutral:

Representing:

* ADA Accommodation Written Testimony

Summary of purpose and/or changes:

LB 300 amends the Superintendent Pay Transparency Act and other laws related to the compensation of school superintendents and educational service unit administrators. Starting from the effective date of the act, school district and educational service unit boards must ensure that the compensation of superintendents and administrators complies with the new requirements. Additionally, the bill specifies that, beginning on the effective date, the compensation for any contract year cannot exceed five times the salary of a beginning teacher in the same district or service unit for that same contract year.



Explanation of amendments:

AM 168 amends this bill to exclude any amounts that are not part of the salary, which would be paid during the contract year or in the future by a school district or educational service unit. This includes any payments or awards given in exchange for personal services provided during the contract year, such as bonuses or payments for longevity of service to the district or service unit. However, signing bonuses are included in the definition of "benefits" and will count toward the superintendent's or administrator's compensation.

AM 168 removes the previous limit on school superintendent and educational administrator compensation, which was set at five times the salary of a beginning teacher. Under this amendment, any school district or educational service unit board must ensure that a beginning teacher's salary for their first contract year is at least 20% of the salary paid to the superintendent or administrator of the same district or service unit for that contract year.

AM 168 requires all school districts and educational service units to be in compliance with the new requirements by the beginning of the 2027-28 school year.

Dave Murman, Chairperson

