

Superintendent Pay Transparency Notice

Contract for: Dr. Mike Lucas

Notice is hereby given that Westside Community Schools will consider a contract of employment at its public meeting on May 20, 2024.

After Year 1 of Contract, how many years remain on the contract:

2

(Column F must be completed if additional years are stated in the contract.)

Superintendent contract covers the following year(s):

2024-2025; 2025-26; 2026-27

| | Year 1 of Contract: Base Pay, Additional Compensation & Benefits | Future Year(s) Base Pay, Additional Compensation & Benefits per Contract | TOTAL CONTRACT COST |
|----------------------------|--|--|---------------------|
| Base Pay for the Total FTE | \$ 262,232.85 | \$ 524,465.70 | \$ 786,698.55 |

Compensation for activities outside of the regular salary:

| | | | |
|---|--------------|--------------|--------------|
| • Extended contracts / Activities outside of regular salary | | | \$ - |
| • Discretionary Bonus/Performance Pay (\$0 up to \$20,000) | \$ 20,000.00 | \$ 40,000.00 | \$ 60,000.00 |
| • Retention Stipend | | | \$ - |
| • All other costs not mentioned above | | | \$ - |

Benefits and Payroll Costs Paid by district:

| | | | |
|---|----------------------|----------------------|------------------------|
| • Insurances (Health, Dental, Life, LTD) Based on 24-25 Rates | \$ 27,701.11 | \$ 55,402.21 | \$ 83,103.32 |
| • 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 | \$ 45,963.65 | \$ 91,927.30 | \$ 137,890.95 |
| • IRS value of housing allowance | | | \$ - |
| • IRS value of vehicle allowance | | | \$ - |
| • Additional leave days | | | \$ - |
| • Annuities | | | \$ - |
| • Service credit purchase | | | \$ - |
| • Association / Membership dues | | | \$ - |
| • Cell Phone Allowance | \$ 900.00 | \$ 1,800.00 | \$ 2,700.00 |
| • Relocation | | | \$ - |
| • Travel allowance/reimbursement | \$ 5,000.00 | \$ 10,000.00 | \$ 15,000.00 |
| • Mileage Allowance | | | \$ - |
| • Educational tuition assistance | | | \$ - |
| • All other benefit costs not mentioned above | | | \$ - |
| Totals: | \$ 361,797.61 | \$ 723,595.21 | \$ 1,085,392.82 |