

# 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, 2025.

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):

2025-26; 2026-27; 2027-28

	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	\$ 270,232.85	\$ 540,465.70	\$ 810,698.55

## 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	\$ 27,757.11	\$ 55,514.21	\$ 83,271.32
• Cafeteria Plan Stipend			\$ -
• Cash in lieu of insurance			\$ -
• Employee's share of retirement, deferred compensation, FICA and Medicare <b>if paid by the district</b>			\$ -
• District's share of retirement, FICA and Medicare	\$ 34,913.19	\$ 69,826.38	\$ 104,739.57
• 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	\$ 6,000.00	\$ 12,000.00	\$ 18,000.00
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 359,803.15</b>	<b>\$ 719,606.29</b>	<b>\$ 1,079,409.44</b>