

# 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 11, 2020.

After Year 1 of Contract, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

2

Superintendent Contract covers the following year(s): 2020-21, 2021-22, 2022-23

	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	\$ 235,750.00	\$ 471,500.00	\$ 707,250.00

## Compensation for activities outside of the regular salary:

• Extended contracts / Activities outside of regular salary			\$ -
• Discretionary Bonus/Performance Pay (\$0-up to \$5,000)	\$ 5,000.00		\$ 5,000.00
• Retention Stipend	\$ 5,000.00	\$ 10,000.00	\$ 15,000.00
• All other costs not mentioned above			\$ -

## Benefits and Payroll Costs Paid by district:

• Insurances (Health, Dental, Life, LTD) Based on 20-21 Rates	\$ 21,899.00	\$ 43,798.00	\$ 65,697.00
• 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	\$ 35,964.52	\$ 70,941.25	\$ 106,905.77
• 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		\$ -	\$ -
• Mileage Allowance	\$ 5,000.00	\$ 10,000.00	\$ 15,000.00
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
<b>Totals:</b>	<b>\$ 309,513.52</b>	<b>\$ 608,039.25</b>	<b>\$ 917,552.77</b>