

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: 2
 (Column F must be completed if additional years remain on contract.)

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 if paid by the district			\$ -
● 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			\$ -
Totals:	\$ 309,513.52	\$ 608,039.25	\$ 917,552.77