

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 June 14, 2021.

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):

2021-22; 2022-23; 2023-24

	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	\$ 242,351.00	\$ 484,702.00	\$ 727,053.00

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	\$ 10,000.00	\$ 15,000.00
• 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 21-22 Rates	\$ 23,776.44	\$ 47,552.88	\$ 71,329.32
• 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	\$ 36,456.97	\$ 72,913.94	\$ 109,370.91
• 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:	\$ 318,484.41	\$ 636,968.82	\$ 955,453.23