

**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 12, 2023.

**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):****2023-2024; 24-25, 25-26**

	Year 1 of Contract: Base Pay, Additional Compensation & Benefits	Future Year(s) Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	<b>\$ 253,365.85</b>	<b>\$ 506,731.70</b>	<b>\$ 760,097.55</b>

**Compensation for activities outside of the regular salary:**

• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Discretionary Bonus/Performance Pay (\$0 up to \$10,000)</i>	\$ 10,000.00	\$ 20,000.00	\$ 30,000.00
• <i>Retention Stipend (\$0 up to \$10,000)</i>	\$ 10,000.00	\$ 20,000.00	\$ 30,000.00
• <i>All other costs not mentioned above</i>			\$ -

**Benefits and Payroll Costs Paid by district:**

• <i>Insurances (Health, Dental, Life, LTD) Based on 23-24 Rates</i>	\$ 25,222.53	\$ 50,445.06	\$ 75,667.60
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 44,409.46	\$ 88,818.92	\$ 133,228.38
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>			\$ -
• <i>Cell Phone Allowance</i>	\$ 900.00	\$ 1,800.00	\$ 2,700.00
• <i>Relocation</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>	\$ 5,000.00	\$ 10,000.00	\$ 15,000.00
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 348,897.84</b>	<b>\$ 697,795.68</b>	<b>\$ 1,046,693.52</b>