

**Superintendent Pay Transparency Notice****Contract for: Dr. Mike Lucas**

Notice is hereby given that Westside Community Schools will consider a Fourth Amendment to the Contract of Employment at its public meeting on December 19, 2022.

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):	2022-23; 2023-24; 2024-25		
	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	\$ 249,621.53	\$ 499,243.06	\$ 748,864.59

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

• Extended contracts / Activities outside of regular salary			\$ -
• Discretionary Bonus/Performance Pay (\$0 up to \$5,000)	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00
• Retention Stipend	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00
• All other costs not mentioned above			\$ -

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

• Insurances (Health, Dental, Life, LTD) Based on 21-22 Rates	\$ 25,150.14	\$ 50,300.28	\$ 75,450.42
• 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	\$ 39,288.51	\$ 78,577.02	\$ 117,865.53
• 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>\$ 339,960.18</b>	<b>\$ 659,920.36</b>	<b>\$ 999,880.54</b>