

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 February 4, 2019.

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): **2019-20, 2020-21, 2021-22**

	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	\$ 230,000.00	\$ 460,000.00	\$ 690,000.00

Compensation for activities outside of the regular salary:

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

Benefits and Payroll Costs Paid by district:

• Insurances (Health, Dental, Life, Long Term Disability)	\$ 20,542.97	\$ 41,085.94	\$ 61,628.91
• 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	\$ 41,274.77	\$ 82,549.54	\$ 123,824.31
• IRS value of housing allowance			\$ -
• IRS value of vehicle allowance			\$ -
• Additional leave days			\$ -
• Annuities			\$ -
• Service credit purchase			\$ -
• Association / Membership dues			\$ -
• Cell Phone/Internet reimbursement	\$ 900.00	\$ 1,800.00	\$ 2,700.00
• Relocation reimbursement (max. unless > approved by Bd.)	\$ 5,000.00		\$ 5,000.00
• Travel allowance/reimbursement		\$ -	\$ -
• Mileage Allowance	\$ 5,000.00	\$ 10,000.00	\$ 15,000.00
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above	\$ 350.00	\$ 700.00	\$ 1,050.00
Totals:	\$ 303,067.74	\$ 596,135.48	\$ 899,203.22