

Superintendent Pay Transparency Notice

Contract for: Dr. Mike Lucas

Westside Community Schools approved a contract of employment at its public meeting on February 14, 2019. Notice is hereby given that on July 15, 2019, the Board will consider adding an additional \$1,914.72 to the \$5,000 amount for relocation expenses already approved on February 14, 2019.

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): 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:

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

Benefits and Payroll Costs Paid by district:

● <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 20,542.97	\$ 41,085.94	\$ 61,628.91
● <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>	\$ 41,274.77	\$ 82,549.54	\$ 123,824.31
● <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/Internet reimbursement</i>	\$ 900.00	\$ 1,800.00	\$ 2,700.00
● <i>Relocation reimbursement (max. unless > approved by Bd.)</i>	\$ 6,914.72		\$ 6,914.72
● <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>	\$ 350.00	\$ 700.00	\$ 1,050.00
Totals:	\$ 304,982.46	\$ 596,135.48	\$ 901,117.94