

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 May 20, 2025.

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):

2026-27; 2027-28; 2028-29

	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	\$ 278,339.84	\$ 556,679.68	\$ 835,019.52

Compensation for activities outside of the regular salary:

• Extended contracts / Activities outside of regular salary			\$ -
• Discretionary Bonus/Performance Pay (\$0 up to \$20,000)	\$ 25,000.00	\$ 50,000.00	\$ 75,000.00
• Retention Stipend			\$ -
• All other costs not mentioned above			\$ -

Benefits and Payroll Costs Paid by district:

• Insurances (Health, Dental, Life, LTD) Based on 25-26 Rates	\$ 27,783.32	\$ 55,566.64	\$ 83,349.96
• 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	\$ 38,049.49	\$ 76,098.97	\$ 114,148.46
• 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	\$ 6,000.00	\$ 12,000.00	\$ 18,000.00
• Mileage Allowance			\$ -
• Educational tuition assistance			\$ -
• All other benefit costs not mentioned above			\$ -
Totals:	\$ 376,072.65	\$ 752,145.29	\$ 1,128,217.94