

SUMMARY OF CONTRACT CHANGES
for
ABRAM M. LUCABAUGH, Ed. D.

Old Contract Dated 8/31/21	New Contract Dated 7/25/23
1) Base Salary - \$225,000	Base Salary - \$315,000
2) Increase of 2%/year if Proficient	Increase of 2.5% Yr 1&2 if Proficient Increase of 3% in remaining years
3) 403b Contribution 3%	403b Contribution 5%
4) Unused Vacation Buyback 10 days @ per diem	Unused Vacation Buyback 15 days @ per diem
5) Sick Leave - No Buyback	Sick Leave - Can surrender up to 25 sick days @ per diem
6) Mileage - Received IRS Rate (65.5 cents/Mile)	Will receive \$300/month - (Equivalent to seeking reimbursement for 458 miles/month)
7) Resignation Notice - Must give 120 days	Must give 90 days

SUMMARY OF OVERALL KNOWN CONTRACT EXPENSES:

- * INCLUDES YEARLY BASE SALARY AND 403b CONTRIBUTIONS
- * ASSUMES PROFICIENT YEARLY REVIEW BY BOARD
- * ASSUMES MAXIMUM SICK AND VACATION BUYBACK
- * MILEAGE NOT INCLUDED

Old Contract Dated 8/31/21	New Contract Dated 7/25/23	% Increase
FY 21-22 \$ 239,785.71	Old Contract	N/A
FY 22-23 \$ 244,581.43	Old Contract	N/A
FY 23-24 \$ 249,473.06	\$ 375,750.00	51%
FY 24-25 \$ 254,461.67	\$ 385,143.75	51%
FY 25-26 \$ 259,551.52	\$ 394,771.30	52%
FY 26-27 New Contract	\$ 406,615.18	N/A
FY 27-28 New Contract	\$ 418,813.34	N/A
TOTAL: \$ 1,247,853.38	\$ 1,981,093.56	59%

OVERALL COST DIFFERENCE BETWEEN OLD AND NEW CONTRACTS:

\$ 733,240.18

* TOTALS DO NOT INCLUDE COST OF HEALTH INSURANCE, LIFE INSURANCE OR OTHER BENEFITS.

** DETAILED INFORMATION ON BASE SALARY, 403b CONTRIBUTIONS, VACATION BUYBACK, AND SICK LEAVE BUYBACK ON REVERSE.

DETAILS FOR SUMMARY OF CONTRACT CHANGES

Old Contract Dated 8/31/21

<u>Base Salary:</u>	<u>Per Diem (Base X 280):</u>
FY 21-22 \$ 225,000.00	\$ 803.57
FY 22-23 \$ 229,500.00	\$ 819.64
FY 23-24 \$ 234,090.00	\$ 836.04
FY 24-25 \$ 238,771.00	\$ 852.75
FY 25-26 \$ 243,547.00	\$ 869.81
FY 26-27 New Contract	
FY 27-28 New Contract	

403b Contribution:

FY 21-22 \$ 6,750.00
FY 22-23 \$ 6,885.00
FY 23-24 \$ 7,022.70
FY 24-25 \$ 7,163.13
FY 25-26 \$ 7,306.41
FY 26-27 New Contract
FY 27-28 New Contract

Unused Vacation Day Buyback:

FY 21-22 \$ 8,035.71
FY 22-23 \$ 8,196.43
FY 23-24 \$ 8,360.36
FY 24-25 \$ 8,527.54
FY 25-26 \$ 8,698.11
FY 26-27 New Contract
FY 27-28 New Contract

Unused Sick Day Buyback:

FY 21-22 \$ -
FY 22-23 \$ -
FY 23-24 \$ -
FY 24-25 \$ -
FY 25-26 \$ -
FY 26-27
FY 27-28

New Contract Dated 7/25/23

<u>Salary:</u>	<u>Per Diem (Base X 280):</u>	<u>% Increase</u>
Old Contract		N/A
Old Contract		N/A
\$ 315,000.00	\$ 1,125.00	35%
\$ 322,875.00	\$ 1,153.13	35%
\$ 330,946.00	\$ 1,181.95	36%
\$ 340,875.00	\$ 1,217.41	N/A
\$ 351,101.00	\$ 1,253.93	N/A

403b Contribution:

<u>403b Contribution:</u>	<u>% Increase</u>
Old Contract	N/A
Old Contract	N/A
\$ 15,750.00	124%
\$ 16,143.75	125%
\$ 16,547.30	126%
\$ 17,043.75	N/A
\$ 17,555.05	N/A

Unused Vacation Day Buyback:

<u>Unused Vacation Day Buyback:</u>	<u>% Increase</u>
Old Contract	N/A
Old Contract	N/A
\$ 16,875.00	102%
\$ 17,296.88	103%
\$ 17,729.25	104%
\$ 18,261.16	N/A
\$ 18,808.98	N/A

Unused Sick Day Buyback:

Old Contract
Old Contract
\$ 28,125.00
\$ 28,828.13
\$ 29,548.75
\$ 30,435.27
\$ 31,348.30

* DATA FOR CALCULATIONS PROVIDED BY CONTRACTS FOUND ON CBSD.ORG

