

**Oklahoma State Department of Education**  
**2020 -- Superintendent Total Compensation**

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<b>417562:</b>	<b>HIGHSMITH, NICHOLAS</b>		<b>Total</b>	<b>\$99,872.00</b>
112	Principal/Headmaster/Headmistress/Head of School	110	Base Salary	\$78,720.00
112	Principal/Headmaster/Headmistress/Head of School	251	Fringe Retirement	\$5,647.00
112	Principal/Headmaster/Headmistress/Head of School	331	Fringe Flex Allowance	\$2,073.00
112	Principal/Headmaster/Headmistress/Head of School	334	Fringe Flex Allowance/health Ins	\$4,120.00
112	Principal/Headmaster/Headmistress/Head of School	116	TRS Offset Credit	\$325.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	110	Base Salary	\$7,600.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	213	Fringe Hlth & Acc Ins	\$658.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	251	Fringe Retirement	\$602.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	116	TRS Offset Credit	\$27.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	192	Extra Duty/Addenda—Certified	\$100.00
<b>131574:</b>	<b>KIBBE, RICHARD</b>		<b>Total</b>	<b>\$27,483.00</b>
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	110	Base Salary	\$27,483.00
<b>174430:</b>	<b>MCKEON, RICHARD</b>		<b>Total</b>	<b>\$92,279.00</b>
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	110	Base Salary	\$73,511.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	213	Fringe Hlth & Acc Ins	\$5,777.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	251	Fringe Retirement	\$4,978.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	114	Unused Leave for Certified Staff	\$5,488.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	116	TRS Offset Credit	\$1,058.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	133	Cert. Nonperiodic Retire Comp	\$162.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	192	Extra Duty/Addenda—Certified	\$900.00
115	Superintendent/Chief Executive Officer (CEO)/Head of Charter School	197	Professional Dues	\$405.00