

Employee Compensation Information

The Superintendent of schools is the only district employee whose compensation meets the criteria for reporting. Following is a list of the salary and fringe benefit package for the Superintendent for the most recently completed fiscal year.

Salary: This was the first year in the position and his contract called for a total salary of \$109,127.00.

FICA: The district is required to pay the employer's share of FICA on the first \$106,800 and 1.45% on salary over that amount equaling \$8,203.94.

Retirement: Michigan law requires all employees to belong to the Michigan Public School Employees Retirement System. The district must contribute 20.66% of salary to MPERS = \$22,545.64.

Health and Prescription Drugs: Support staff and administration are covered by a Blue Cross Blue Shield Community Blue PPO plan. This plan is partially self-funded meaning that we pay a premium for a lesser plan and self-fund the difference in benefits. The annual cost for this plan is budgeted at \$12,600. Actual costs can vary depending on actual plan usage.

Dental and Vision: Again these coverage's are self-funded. Final costs may vary depending on usage but budgeted annual figures are \$780 and \$300 respectively.

Long Term Disability/ Life Insurance: The Superintendent currently is covered by long term disability and group term life insurance. Annual costs for the long term disability coverage and group term life insurance total \$1,117.92.

Tax-Sheltered Annuity: The district pays into a tax sheltered annuity for the Superintendent in an amount equal to 5% of his annual salary. This contribution is not subject to FICA or retirement. Total cost is \$5,456.35.