

Employee Compensation Information 2014

The Superintendent of Schools is the only district employee whose compensation meets the criteria for reporting.

Salary: The Medicare Wages for the Superintendent are \$99,647.14.

FICA: The District is required to pay the employer's share of FICA (7.65%) on the first \$117,000 of compensation and 1.45% on compensation over that amount equaling \$7,623.00.

Retirement: Michigan law requires all employees to belong to the Michigan Public School Employees Retirement System (MPERS). The District must contribute a statutorily defined amount, as expressed in terms of a percent of compensation, to MPERS. The districts cost was \$34,707.04.

Health Insurance and Prescription Drugs: Staff and administration that are eligible for coverage are covered by a MESSA Choices II Plan or a MESSA ABC Plan 1 HSA. There is no cost difference to the district as the Board of Education has adopted a Hard Cap as there means of calculating employee cost of health insurance. The districts cost was \$12,283.68. This includes a payment to a Health Savings Account.

Dental and Vision Insurance: The district had a self funded dental program and a premium based vision program. Final costs are \$448.54 and \$124.00 respectively.

Life / LTD Insurance: The Superintendent currently is covered by a long-term disability plan based on a 60% of salary payout, up to \$2,500 per month as well as a term life insurance policy of \$35,000. In addition, the Superintendent shall have paid for on his behalf, a variable term life insurance policy. Annual costs for these coverage's were \$997.51.

Tax Shelter Annuity: The district pays into a tax sheltered annuity for the Superintendent in an amount equal to \$10,000.00. This contribution is not subject Retirement or FICA.