

Employee Compensation Information 2015

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

Salary: The Medicare Wages for the Superintendent are \$104,250.61. Please note that there were 27 pays in 2015 instead of the normal 26 pays because of the way the payrolls fell around the holidays.

FICA: The District is required to pay the employer's share of FICA (7.65%) on the first \$118,500 of compensation and 1.45% on compensation over that amount equaling \$7975.17.

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 \$37,083.09.

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 \$12,390.88. There was not payment to the Health Saving Accounting because the insurance premium was over the hard cap limit.

Dental and Vision Insurance: The district has Delta Dental through MESSA and VSP through MESSA. The costs are \$712.92 for dental and \$151.68 for vision.

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 \$70,000. In addition, the Superintendent shall have paid for on his behalf, a variable term life insurance policy. The annual cost for the LTD was \$250.08 and \$1117.21 for the Life insurance.

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.