

**Escanaba Area Public Schools
Superintendent's Salary and Benefit Package
July 1, 2018 to June 30, 2019**

	Annual Cost	Actual Cost to District (less employee contribution)	Employee's Share of Cost
Fiscal year salary	\$126,250.00	\$126,250.00	N/A
Vacation —24 paid days Sick Days —16.50 paid days (Maximum Accumulation-150 days)			
Performance Incentive Stipend —1.0% of previous fiscal year salary to be paid in 2018-2019 due to successful performance evaluation for the 2017-2018 school year.	\$0.00	\$0.00	N/A
Annuity Program – Annuity paid for district administrative services	\$4,000.00	\$4,000.00	N/A
Total Salary	\$130,250.00	\$130,250.00	
FICA	\$19,316.26	\$9,658.13	\$9,658.13
Retirement	\$63,250.00	\$46,750.00	\$16,500.00
Health Insurance: Administrator's Benefit Plan: (Board pays State of Michigan mandated PA 152 Hard Cap amounts per participant election.)	\$25,974.24	\$18,761.69	\$7,212.55
Dental Insurance: Administrator's Benefit Plan: (Board pays 80% of all insurance costs/Employee pays 20% of all insurance costs.)	Cost included in line above.	Cost included in line above.	Cost included in line above.
Vision Insurance: Administrator's Benefit Plan: (Board pays 80% of all insurance costs/Employee pays 20% of all insurance costs.)	“	“	“
Term Life Insurance (\$100,000 coverage)	“	“	
Total Cost of Benefits for 2018-2019	\$108,540.50	\$75,169.82	\$33,370.68
Total Salary/Benefits for 2018-2019	\$238,790.50	\$205,419.82	\$33,370.68
Tuition Reimbursement: None			
Terminal Leave: None			
Early Retirement: \$150.00 per month not to exceed a maximum of seven (7) years.			