

**Escanaba Area Public Schools  
 Director of Business Services Salary and Benefit Package  
 July 1, 2025 to June 30, 2026**

	<b>Annual Cost</b>	<b>Actual Cost to District (less employee contribution)</b>	<b>Employee's Share of Cost</b>
<b>Fiscal year salary</b>	\$111,366.25	\$111,366.25	N/A
<b>Vacation</b> —25 paid days <b>Sick Days</b> —14 paid days (Maximum Accumulation-140 days) <b>Personal Business</b> – 3 paid days			
<b>Annuity Program</b> – Annuity paid for district administrative services	\$6,000.00	\$6,000.00	
<b>Total Salary</b>	<b>\$117,366.25</b>	<b>\$117,366.25</b>	
<b>FICA</b>	\$17,051.38	\$8,525.69	\$8,525.69
<b>Retirement</b>	\$81,200.00	\$46,200.00	\$35,000.00
<b>Health Insurance: Administrator's Benefit Plan: (Board pays State of Michigan mandated PA 152 Hard Cap amounts per participant election, or cash in lieu of up to \$6,000 annually based upon participant election.)</b>	\$29,015.64	\$23,096.28	\$5,919.36
<b>Dental Insurance: Administrator's Benefit Plan: (Board pays 100% of all Dental Insurance Costs effective 07/01/2022)</b>	Cost included in line above.	Cost included in line above.	Cost included in line above.
<b>Vision Insurance: Administrator's Benefit Plan: (Board pays 100% of all Vision Insurance Costs effective 07/01/2022)</b>	“	“	“
<b>Term Life Insurance (\$100,000 coverage)</b>	“	“	
<b>Total Cost of Benefits for 2025-2026</b>	<b>\$127,267.02</b>	<b>\$77,821.97</b>	<b>\$49,445.05</b>
<b>Total Salary/Benefits for 2025-2026</b>	<b>\$244,633.27</b>	<b>\$195,188.22</b>	<b>\$49,445.05</b>