

**Escanaba Area Public Schools
Elementary School Administrator Salary and Benefit Package
July 1, 2025 to June 30, 2026**

	Annual Cost	Actual Cost to District (less employee contribution)	Employee's Share of Cost
Fiscal year salary	\$108,701.00	\$108,701.00	N/A
Vacation —34 paid days Sick Days —14 paid days (Maximum Accumulation-225 days) Personal Business – 4 paid days			
Grant Administrator Stipend	\$4,000.00	\$4,000.00	
Total Salary	\$112,701.00	\$112,701.00	
FICA	\$18,161.26	\$9,080.63	\$9,080.63
Retirement	\$55,700.00	\$50,800.00	\$4,900.00
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)	\$8,053.32	\$8,053.32	\$0.00
Dental Insurance: Administrator's Benefit Plan: (Board pays 100% of all Dental insurance costs effective 07/01/2022.)	Cost included in line above.	Cost included in line above.	Cost included in line above.
Vision Insurance: Administrator's Benefit Plan: (Board pays 100% of all Vision insurance costs effective 07/01/2022.)	“	“	“
Negotiated Long Term Disability (66 2/3% of salary – Max monthly salary of \$7,500)	“	“	“
Term Life Insurance (\$100,000 coverage)	“	“	“
Total Cost of Benefits for 2025-2026	\$81,914.58	\$67,933.95	\$13,980.63
Total Salary/Benefits for 2025-2026	\$194,615.58	\$180,634.95	\$13,980.63
Tuition Reimbursement: 75% reimbursement up to 3 credits per fiscal year for graduate level classes			
Terminal Leave: 75% of per diem contract rate, maximum of 225 days, after employed 20 years in the District, or 10 years as an Administrator for the District			
Early Retirement: \$150.00 per month not to exceed a maximum of six (6) years.			