

**Escanaba Area Public Schools  
High School Administrator 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>	\$106,508.00	\$106,508.00	N/A
<b>Vacation</b> —24 paid days <b>Sick Days</b> —14 paid days (Maximum Accumulation-235 days) <b>Personal Business</b> – 4 paid days			
<b>Annuity Program</b> – Annuity paid for in-district administrative services	\$5,000.00	\$5,000.00	
<b>Total Salary</b>	<b>\$111,508.00</b>	<b>\$111,508.00</b>	
<b>FICA</b>	\$17,978.72	\$8,989.36	\$8,989.36
<b>Retirement</b>	\$54,901.00	\$50,101.00	\$4,800.00
<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>	\$8,053.32	\$8,053.32	
<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>Negotiated Long Term Disability (66 2/3% of salary – Max monthly salary of \$7,500)</b>	“	“	“
<b>Term Life Insurance (\$100,000 coverage)</b>	“	“	“
<b>Total Cost of Benefits for 2025-2026</b>	<b>\$80,933.04</b>	<b>\$67,143.68</b>	<b>\$13,789.36</b>
<b>Total Salary/Benefits for 2025-2026</b>	<b>\$192,441.04</b>	<b>\$178,651.68</b>	<b>\$13,789.36</b>
<b>Tuition Reimbursement:</b> 75% reimbursement up to 3 credits per fiscal year for graduate level classes			
<b>Terminal Leave:</b> None			