

**Escanaba Area Public Schools
Superintendent's 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	\$136,683.86	\$136,683.86	N/A
Vacation —20 paid days Sick Days —16.50 paid days (Maximum Accumulation-150 days)			
Annual Merit Compensation Bonus —2.0% bonus to be paid out if a “highly effective/effective” performance evaluation rating is earned for the 2025-2026 school year.	\$2,793.68	\$2,793.68	N/A
Annuity Program – Annuity paid for district administrative services	\$9,660.00	\$9,660.00	N/A
Stipend – Off-schedule annual stipend	\$3,000.00	\$3,000.00	
Longevity Stipend – Off-schedule stipend of not less than 5% of salary upon completion of ten (10) years of service to the District (July 1, 2027)	\$0.00	\$0.00	N/A
Total Salary	\$152,137.54	\$152,137.54	
FICA	\$21,703.50	\$10,851.75	\$10,851.75
Retirement	\$83,100.00	\$62,700.00	\$20,400.00
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.)	\$33,752.84	\$23,528.16	\$10,224.68
Dental Insurance: Administrator's Benefit Plan: (Board pays 100% of all Dental insurance premiums 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 premiums effective 07/01/2022.)	“	“	“
Negotiated Long Term Disability (66 2/3% of salary – Max monthly salary of \$7,500)	“	“	“
Term Life Insurance (\$250,000 coverage)	“	“	“
Total Cost of Benefits for 2025-2026	\$138,556.34	\$97,079.91	\$41,476.43
Total Salary/Benefits for 2025-2026	\$290,693.88	\$249,217.45	\$41,476.43
Tuition Reimbursement: None			
Terminal Leave: None			
Early Retirement: \$150.00 per month not to exceed a maximum of seven (7) years.			