

Escanaba Area Public Schools
Upper 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	\$103,527.00	\$103,527.00	N/A
Vacation —29 paid days Sick Days —14 paid days (Maximum Accumulation-231 days) Personal Business – 4 paid days			
Total Salary	\$103,527.00	\$103,527.00	
FICA	\$14,934.00	\$7,467.00	\$7,467.00
Retirement	\$53,900.00	\$46,600.00	\$7,300.00
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)	\$29,447.52	\$23,528.16	\$5,919.36
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	\$98,281.52	\$77,595.16	\$20,686.36
Total Salary/Benefits for 2025-2026	\$201,808.52	\$181,122.16	\$20,686.36
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 231 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.			