

**PORTAGE PUBLIC SCHOOLS  
EMPLOYEE COMPENSATION INFORMATION  
FOR CALENDAR YEAR 2016**

Position	Superintendent	Assistant Superintendent for Instruction & Assessment	Director of Curriculum & Professional Development	Director of Information System & Technology Systems	Director of Facilities & Transportation	Director of Special Education	Director of Finance	Director of Human Resources	High School Principal	High School Principal	High School Principal	High School Assistant Principal	High School Assistant Principal	Athletic Director	Middle School Principal	Middle School Principal	Middle School Principal	Elementary Principal
Base Salary	\$ 195,000	\$ 135,875	\$ 107,515	\$ 119,135	\$ 130,686	\$ 106,899	\$ 119,135	\$ 107,517	\$ 125,089	\$125,088	\$101,973	\$103,536	\$103,536	\$104,141	\$107,072	\$102,573	\$107,072	\$ 98,931
Additional Contract																		\$ 6,000
Unused Vacation Day Payout	\$ 3,721	\$ 2,962																
Taxable Life Insurance	\$ 1,782	\$ 1,135	\$ 414	\$ 335	\$ 1,624	\$ 288	\$ 707	\$ 276	\$ 356	\$ 482	\$ 264	\$ 270	\$ 428	\$ 603	\$ 192	\$ 396	\$ 192	\$ 753
Tax Sheltered Annuity Contribution	\$ 25,000	\$ 35,036	\$ 2,208	\$ 3,618	\$ 2,684	\$ 2,014	\$ 3,618	\$ 2,208	\$ 3,799	\$ 3,799	\$ 2,103	\$ 2,100	\$ 2,100	\$ 2,100	\$ 2,208	\$ 2,103	\$ 2,208	\$ 3,013
Evaluation Incentive		\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100	\$ 100
Cost of Insurance Contributions by Employee	\$ (2,978)	\$ (2,978)	\$ (3,940)	\$ (1,325)	\$ (3,020)		\$ (4,133)	\$ (1,503)	\$ (3,747)	\$ (3,982)	\$ (3,839)	\$ (3,839)	\$ (3,705)	\$ (4,351)	\$ (3,747)	\$ (3,982)	\$ (3,747)	\$ (3,747)
Retirement Healthcare Deduction (RHC or PHF)	\$ (6,600)	\$ (5,219)	\$ (3,292)	\$ (3,686)	\$ (2,721)	\$ (3,267)	\$ (3,686)	\$ (2,221)	\$ (2,601)	\$ (3,870)	\$ (3,125)	\$ (3,172)	\$ (3,172)	\$ (3,190)	\$ (3,281)	\$ (3,143)	\$ (3,281)	\$ (3,241)
Health Savings Account Contributions by Employee		(1,500)		(700)			(4,150)	(2,050)		(520)			(1,000)					
2016 Medicare earnings	\$ 215,926	\$ 165,412	\$ 103,006	\$ 117,477	\$ 129,353	\$ 106,034	\$ 111,592	\$ 104,327	\$ 122,996	\$121,098	\$ 97,476	\$ 98,996	\$ 98,288	\$ 99,403	\$102,544	\$ 98,047	\$102,544	\$ 101,809
Insurance (Portion paid by the District):																		
Health Insurance ( Includes Employer H S A Contribution)	\$ 14,510	\$ 14,510	\$ 17,418	\$ 6,602	\$ 14,510	\$ 3,000	\$ 17,418	\$ 6,602	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418	\$ 17,418
Dental Insurance	\$ 717	\$ 717	\$ 1,295	\$ 1,295	\$ 717	\$ 717	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295	\$ 1,295
Vision Insurance	\$ 152	\$ 152	\$ 228	\$ 228		\$ 152	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228	\$ 228
Long Term Disability	\$ 478	\$ 331	\$ 258	\$ 289	\$ 313	\$ 258	\$ 289	\$ 258	\$ 303	\$ 303	\$ 245	\$ 251	\$ 251	\$ 251	\$ 258	\$ 245	\$ 258	\$ 241
Life/ADD Insurance	\$ 288	\$ 275	\$ 214	\$ 241	\$ 260	\$ 214	\$ 241	\$ 214	\$ 253	\$ 253	\$ 204	\$ 209	\$ 209	\$ 209	\$ 214	\$ 204	\$ 214	\$ 200
Total Insurance Costs	\$ 16,145	\$ 15,985	\$ 19,413	\$ 8,655	\$ 15,800	\$ 4,340	\$ 19,471	\$ 8,597	\$ 19,498	\$ 19,498	\$ 19,391	\$ 19,401	\$ 19,401	\$ 19,401	\$ 19,413	\$ 19,391	\$ 19,413	\$ 19,382
Mandatory Benefits (Portion paid by the District)																		
FICA	\$ 10,115	\$ 9,247	\$ 7,777	\$ 8,802	\$ 9,238	\$ 8,253	\$ 8,337	\$ 8,036	\$ 9,124	\$ 9,044	\$ 7,333	\$ 7,486	\$ 7,413	\$ 7,520	\$ 7,752	\$ 7,380	\$ 7,752	\$ 7,635
Retirement	\$ 56,065	\$ 44,247	\$ 28,018	\$ 31,369	\$ 33,590	\$ 27,811	\$ 31,369	\$ 26,488	\$ 32,460	\$ 27,511	\$ 26,601	\$ 27,004	\$ 27,004	\$ 27,160	\$ 27,930	\$ 26,753	\$ 27,930	\$ 27,588
DC-EM (Defined Contribution Plan-Employer Match)								\$ 1,111		\$ 5,214								
PHFEM (Personal Health Fund-Employer Match)					\$ 2,721			\$ 2,221	\$ 2,601									
MURSP (Additional retirement required contribution)	\$ 24,073	\$ 19,161	\$ 11,927	\$ 13,359	\$ 14,509	\$ 11,840	\$ 13,359	\$ 11,938	\$ 14,026	\$ 14,026	\$ 11,326	\$ 11,490	\$ 11,490	\$ 11,553	\$ 11,891	\$ 11,392	\$ 11,891	\$ 11,748
Workers Compensation Coverage	\$ 584	\$ 445	\$ 292	\$ 327	\$ 358	\$ 297	\$ 327	\$ 292	\$ 342	\$ 343	\$ 275	\$ 282	\$ 281	\$ 284	\$ 290	\$ 277	\$ 290	\$ 289
Total Insurance Costs	\$ 90,837	\$ 73,099	\$ 48,015	\$ 53,856	\$ 60,415	\$ 48,201	\$ 53,391	\$ 50,086	\$ 58,553	\$ 56,137	\$ 45,535	\$ 46,261	\$ 46,188	\$ 46,518	\$ 47,864	\$ 45,802	\$ 47,864	\$ 47,259
<b>TOTAL COMPENSATION</b>	<b>\$ 322,908</b>	<b>\$ 254,496</b>	<b>\$ 170,433</b>	<b>\$ 179,988</b>	<b>\$ 205,568</b>	<b>\$ 158,576</b>	<b>\$ 184,454</b>	<b>\$ 163,009</b>	<b>\$ 201,047</b>	<b>\$196,733</b>	<b>\$162,401</b>	<b>\$164,658</b>	<b>\$163,877</b>	<b>\$165,322</b>	<b>\$169,821</b>	<b>\$163,240</b>	<b>\$169,821</b>	<b>\$ 168,450</b>