

Byron Center Public Schools
Total Compensation for W-2 Medicare Wages > \$100,000 Calendar Yr. 2023
January 1 to December 31, 2023

	Superintendent	Chief Financial Officer	Assistant Superintendent	Executive Director	Principal	Director	Director	Principal	Teacher	Principal	Principal	Teacher
Base Salary	\$ 191,285.01	\$ 150,962.58	\$ 145,867.51	\$ 139,763.65	\$ 118,625.44	\$ 111,484.42	\$ 111,244.13	\$ 109,847.46	\$ 109,173.53	\$ 108,779.97	\$ 108,616.48	\$ 108,134.97
Extra Duty Stipend	\$ -	\$ 5,500.00	\$ 2,500.00	\$ 4,000.00	\$ 4,000.00	\$ 3,000.00	\$ 1,500.00	\$ 1,600.00	\$ 919.42	\$ 1,500.00	\$ 1,500.00	\$ 34.73
Non-Elective Compensation							\$ -	\$ 2,733.51	\$ -	\$ -	\$ 2,773.99	\$ -
Vacation Day Payout	\$ 3,709.10	\$ -	\$ 2,746.15	\$ 2,586.71	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Sick/Severance Day Payout	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Merit Pay	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50.00	\$ -	\$ -	\$ 50.00
Taxable Life Insurance	\$ 690.00	\$ 154.80	\$ 32.40	\$ 54.00	\$ 82.80	\$ 36.00	\$ 54.00	\$ 32.40	\$ -	\$ 28.80	\$ 54.00	\$ -
Cash-In-Lieu of Insurance	\$ -	\$ -	\$ -	\$ -	\$ 6,691.72	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,000.00
Tax Sheltered Annuity	\$ 12,576.34	\$ 5,369.07	\$ 5,570.42	\$ 5,570.42	\$ 5,655.96	\$ 5,570.42	\$ 5,342.03	\$ 2,485.12	\$ -	\$ 1,571.38	\$ 2,585.18	\$ -
Non-Elective Annuity	\$ (12,576.34)	\$ (5,369.07)	\$ (5,570.42)	\$ (5,570.42)	\$ (5,655.96)	\$ (5,570.42)	\$ (5,342.03)	\$ (2,485.12)	\$ -	\$ (1,571.38)	\$ (2,585.18)	\$ -
Cost of Insurance	\$ (248.64)	\$ (941.64)	\$ (2,392.89)	\$ (2,392.89)	\$ -	\$ (2,392.89)	\$ (248.61)	\$ (248.61)	\$ (3,461.85)	\$ (941.64)	\$ (2,392.89)	\$ -
Retirement Health Care Contribution	\$ (6,115.78)	\$ (4,690.05)	\$ -	\$ (4,360.02)	\$ (3,728.36)	\$ (3,511.65)	\$ (3,497.56)	\$ (3,455.05)	\$ (3,304.24)	\$ -	\$ (3,419.24)	\$ (3,246.52)
HSA Contribution	\$ (7,722.00)	\$ (8,750.00)	\$ -	\$ -	\$ -	\$ -	\$ (6,500.00)	\$ (3,250.00)	\$ (2,600.00)	\$ (1,300.00)	\$ -	\$ -
2021 Medicare Earnings	\$ 181,597.69	\$ 142,235.69	\$ 148,753.17	\$ 139,651.45	\$ 125,671.60	\$ 108,615.88	\$ 102,551.96	\$ 107,259.71	\$ 100,776.86	\$ 108,067.13	\$ 107,132.34	\$ 110,973.18
Health Insurance	\$ 20,179.12	\$ 15,483.36	\$ 20,193.80	\$ 20,193.79	\$ -	\$ 20,193.80	\$ 20,190.54	\$ 20,190.56	\$ 20,329.40	\$ 15,481.55	\$ 20,193.80	\$ -
Dental Insurance	\$ 1,228.00	\$ 1,369.60	\$ 1,236.20	\$ 1,220.40	\$ 1,188.60	\$ 1,908.30	\$ 2,052.20	\$ 3,900.50	\$ 2,060.88	\$ 86.40	\$ 3,103.00	\$ 979.44
Vision Insurance	\$ 283.08	\$ 188.40	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 188.40	\$ 283.08	\$ 188.40
Life/ADD Insurance	\$ 673.20	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 59.40	\$ 179.52	\$ 179.52	\$ 59.40
Long Term Disability	\$ 1,208.10	\$ 971.52	\$ 915.78	\$ 911.76	\$ 763.26	\$ 699.78	\$ 719.40	\$ 699.78	\$ 243.60	\$ 565.20	\$ 692.16	\$ 243.60
Total Costs Paid By The District	\$ 23,571.50	\$ 18,192.40	\$ 22,808.38	\$ 22,788.55	\$ 2,414.46	\$ 23,264.48	\$ 23,424.74	\$ 25,253.44	\$ 22,976.36	\$ 16,501.07	\$ 24,451.56	\$ 1,470.84
FICA	\$ 12,565.57	\$ 10,881.03	\$ 11,379.62	\$ 10,683.34	\$ 9,613.88	\$ 8,309.11	\$ 7,845.22	\$ 8,205.37	\$ 7,709.43	\$ 8,267.13	\$ 8,195.63	\$ 8,489.45
Retirement	\$ 59,408.84	\$ 45,485.68	\$ 45,754.05	\$ 42,331.51	\$ 36,160.41	\$ 34,079.32	\$ 33,916.78	\$ 33,516.64	\$ 32,077.36	\$ 33,078.97	\$ 33,158.40	\$ 31,383.90
Worker's Compensation Coverage	\$ 584.98	\$ 469.39	\$ 453.34	\$ 439.05	\$ 367.88	\$ 343.45	\$ 338.23	\$ 342.54	\$ 330.43	\$ 330.84	\$ 338.67	\$ 324.66
Total Mandatory Benefit Costs	\$ 72,559.39	\$ 56,836.10	\$ 57,587.01	\$ 53,453.90	\$ 46,142.17	\$ 42,731.88	\$ 42,100.23	\$ 42,064.55	\$ 40,117.22	\$ 41,676.94	\$ 41,692.70	\$ 40,198.01
Total Compensation	\$ 277,728.58	\$ 217,264.19	\$ 229,148.56	\$ 215,893.90	\$ 174,228.23	\$ 174,612.24	\$ 168,076.93	\$ 174,577.70	\$ 163,870.44	\$ 166,245.14	\$ 173,276.60	\$ 152,642.03

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	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Director	Teacher
Base Salary	\$ 105,390.65	\$ 98,208.60	\$ 98,208.60	\$ 95,379.60	\$ 92,310.57	\$ 92,185.80	\$ 91,620.30	\$ 91,620.30	\$ 90,694.00	\$ 90,050.22	\$ 88,943.80	
Extra Duty Stipend	\$ 4,954.17	\$ 9,395.45	\$ 1,500.00	\$ 18,463.57	\$ 5,819.92	\$ 19,671.99	\$ 10,273.04	\$ 8,665.83	\$ 6,115.57	\$ 5,500.00	\$ 15,782.85	
Non-Elective Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,032.29	\$ -	
Vacation Day Payout	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Sick/Severance Day Payout	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Merit Pay	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	
Taxable Life Insurance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 237.60	\$ -	
Cash-In-Lieu of Insurance	\$ -	\$ 6,000.00	\$ 6,000.02	\$ -	\$ 6,000.00	\$ -	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,691.72	\$ -	
Tax Sheltered Annuity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,623.67	\$ -	
Non-Elective Annuity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (3,623.67)	\$ -	
Cost of Insurance	\$ (3,527.16)	\$ -	\$ -	\$ (3,461.85)	\$ -	\$ (3,461.85)	\$ -	\$ -	\$ -	\$ -	\$ (248.61)	
Retirement Health Care Contribution	\$ (3,311.78)	\$ (3,184.65)	\$ (2,954.64)	\$ -	\$ (2,900.47)	\$ (3,312.28)	\$ (3,058.31)	\$ (2,965.09)	\$ -	\$ -	\$ (3,053.26)	
HSA Contribution	\$ (1,300.00)	\$ -	\$ -	\$ (5,200.00)	\$ -	\$ (3,250.00)	\$ -	\$ -	\$ -	\$ -	\$ (1,300.00)	
2021 Medicare Earnings	\$ 102,255.88	\$ 110,469.40	\$ 102,803.98	\$ 105,231.32	\$ 101,280.02	\$ 101,883.66	\$ 104,885.03	\$ 103,371.04	\$ 102,859.57	\$ 104,511.83	\$ 100,174.78	
Health Insurance	\$ 15,595.08	\$ -	\$ 1,830.93	\$ 20,329.40	\$ -	\$ 20,329.40	\$ -	\$ -	\$ -	\$ -	\$ 20,190.56	
Dental Insurance	\$ 979.44	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 979.44	\$ 2,060.88	\$ 155.10	
Vision Insurance	\$ 188.40	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 188.40	\$ 283.08	\$ 188.40	
Life/ADD Insurance	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 179.52	
Long Term Disability	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 243.60	\$ 577.50	
Total Costs Paid By The District	\$ 17,065.92	\$ 2,646.96	\$ 4,477.89	\$ 22,976.36	\$ 2,646.96	\$ 22,976.36	\$ 2,646.96	\$ 1,470.84	\$ 2,646.96	\$ 1,100.52	\$ 23,542.34	
FICA	\$ 7,822.57	\$ 8,450.91	\$ 7,864.51	\$ 8,050.19	\$ 7,747.92	\$ 7,794.10	\$ 8,023.70	\$ 7,907.88	\$ 7,868.75	\$ 7,995.15	\$ 7,663.37	
Retirement	\$ 32,154.07	\$ 30,884.72	\$ 28,570.78	\$ 33,956.61	\$ 28,226.54	\$ 32,043.51	\$ 29,634.68	\$ 28,725.87	\$ 29,271.26	\$ 29,084.13	\$ 29,659.70	
Worker's Compensation Coverage	\$ 331.18	\$ 322.96	\$ 299.28	\$ 341.68	\$ 294.54	\$ 335.72	\$ 305.83	\$ 301.01	\$ 290.58	\$ 292.75	\$ 314.33	
Total Mandatory Benefit Costs	\$ 40,307.82	\$ 39,658.59	\$ 36,734.57	\$ 42,348.48	\$ 36,269.00	\$ 40,173.33	\$ 37,964.21	\$ 36,934.76	\$ 37,430.59	\$ 37,372.03	\$ 37,637.40	
Total Compensation	\$ 159,629.62	\$ 152,774.95	\$ 144,016.44	\$ 170,556.16	\$ 140,195.98	\$ 165,033.35	\$ 145,496.20	\$ 141,776.64	\$ 142,937.12	\$ 142,984.38	\$ 161,354.52	