

ZEELAND PUBLIC SCHOOLS

TOTAL COMPENSATION FOR W-2 MEDICARE WAGES GREATER THAN \$100,000 - 2016 Tax Year

Position	Superintendent	Asst Superintendent	Middle School Principal
Base Salary	156,809.12	124,978.89	97,773.42
Annuity Option	1,176.22	1,176.22	1,176.22
Cash In Lieu of Insurance		4,869.08	4,869.08
Early Retirement Incentive			
Cost of Insurance	(3,522.12)	-	
Retirement Healthcare Deduction	(5,039.54)	(3,784.64)	(3,118.17)
Health Savings/Flex Spending Account (employee contributions)	(1,199.90)	-	
2016 Medicare Earnings	148,223.78	127,239.55	100,700.55
Insurance (Portion paid by the District)			
Health	14,088.16	-	-
Health Savings Account	2,080.00	-	-
Dental	2,035.56	2,065.08	2,065.08
Vision	305.52	305.52	305.52
Long Term	495.12	495.12	495.12
Life/ADD	144.00	172.32	172.32
Total Insurance Costs	19,148.36	3,038.04	3,038.04
Mandatory Benefits (Portion paid by the District)			
TSA Employer Contribution (exempt from FICA, reportable to ORS)	10,000.00	-	4,988.15
FICA	9,496.21	9,191.94	7,703.46
Retirement	42,913.51	32,242.45	26,533.40
UAAL	18,236.29	13,674.64	11,309.30
Workers' Comp Coverage	646.00	484.58	390.49
Total Mandatory Benefits Costs	71,292.01	55,593.61	45,936.65
TOTAL COMPENSATION	238,664.15	185,871.20	149,675.24