

Byron Center Public Schools
Total Compensation for W-2 Medicare Wages > \$100,000 Calendar Yr. 2024
January 1 to December 31, 2024

	Superintendent	Chief Financial Officer	Assistant Superintendent	Executive Director	Principal	Principal	Director	Principal	Principal	Director	Teacher	Teacher
Base Salary	\$ 206,039.99	\$ 159,967.97	\$ 158,248.46	\$ 153,749.97	\$ 128,124.98	\$ 125,813.49	\$ 120,923.01	\$ 117,461.97	\$ 115,234.51	\$ 110,849.46	\$ 110,432.08	\$ 109,438.86
Extra Duty Stipend		\$ 3,000.00			\$ 1,000.00	\$ 1,000.00	\$ -	\$ 3,500.00	\$ 1,000.00		\$ 4,283.96	\$ 3,331.02
Educator Compensation-Sec 27L Wages	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00
Non-Elective Compensation												
Vacation Day Payout	\$ 4,269.23		\$ 2,965.85									
Tuition Reimbursement				\$ 1,632.84								
Sick/Severance Day Payout											\$ 50.00	\$ 50.00
Merit Pay												
Taxable Life Insurance	\$ 690.00	\$ 154.80	\$ 32.40	\$ 54.00	\$ 28.80	\$ 82.80	\$ 36.00	\$ 36.00	\$ 54.00			
Cash-In-Lieu of Insurance						\$ 6,817.80	\$ -		\$ -			
Tax Sheltered Annuity	\$ 20,399.99	\$ 5,690.99	\$ 5,843.00	\$ 5,843.00	\$ 2,500.02	\$ 6,019.00	\$ 5,843.00	\$ 5,580.49	\$ 5,284.02	\$ 5,684.49		
Non-Elective Annuity	\$ (20,399.99)	\$ (5,690.99)	\$ (5,843.00)	\$ (5,843.00)	\$ (2,500.02)	\$ (6,019.00)	\$ (5,843.00)	\$ (5,159.95)	\$ (4,887.94)	\$ (5,682.81)		
Cost of Insurance	\$ (289.44)	\$ (1,004.86)	\$ (2,524.89)	\$ (2,524.89)	\$ (1,004.86)	\$ -	\$ (2,524.89)	\$ (289.41)	\$ (2,524.89)	\$ (289.44)	\$ (3,583.30)	\$ (3,493.77)
Retirement Health Care Contribution	\$ (6,802.73)	\$ (4,979.41)	\$ -	\$ (4,797.33)	\$ -	\$ (3,994.47)	\$ (3,812.57)	\$ (3,805.96)	\$ (3,655.10)	\$ (3,505.65)	\$ (3,452.50)	\$ (3,394.20)
HSA Contribution	\$ (8,299.98)	\$ (9,300.00)	\$ -	\$ -	\$ (520.00)	\$ -	\$ -	\$ (3,900.00)	\$ -	\$ (3,900.00)	\$ (1,300.00)	\$ (3,900.00)
DCFSA-Dependent Care									\$ -	\$ -	\$ -	\$ -
2024 Medicare Earnings	\$ 195,927.07	\$ 148,158.50	\$ 159,041.82	\$ 148,434.59	\$ 127,948.92	\$ 130,039.62	\$ 114,941.55	\$ 113,743.14	\$ 110,824.60	\$ 103,476.05	\$ 106,750.24	\$ 102,351.91
Health Insurance	\$ 21,011.20	\$ 16,114.40	\$ 21,018.81	\$ 21,018.81	\$ 16,114.40	\$ -	\$ 21,018.81	\$ 21,011.23	\$ 21,018.81	\$ 21,011.20	\$ 19,692.36	\$ 24,501.60
Dental Insurance	\$ 2,044.30	\$ 1,684.90	\$ 3,906.60	\$ 1,468.20	\$ 1,270.40	\$ 2,506.40	\$ 2,457.20	\$ 2,892.00	\$ 2,291.40	\$ 244.80	\$ 979.44	\$ 2,060.88
Vision Insurance	\$ 283.08	\$ 188.40	\$ 283.08	\$ 283.08	\$ 188.40	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 188.40	\$ 283.08
Life/ADD Insurance	\$ 673.20	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 179.52	\$ 112.20	\$ 59.40	\$ 59.40
Long Term Disability	\$ 1,309.56	\$ 1,005.24	\$ 1,015.56	\$ 952.56	\$ 908.10	\$ 789.90	\$ 776.16	\$ 745.02	\$ 723.30	\$ 696.54	\$ 237.60	\$ 237.60
Total Costs Paid By The District	\$ 25,321.34	\$ 19,172.46	\$ 26,403.57	\$ 23,902.17	\$ 18,660.82	\$ 3,758.90	\$ 24,714.77	\$ 25,110.85	\$ 24,496.11	\$ 22,347.82	\$ 21,157.20	\$ 27,142.56
FICA	\$ 13,294.14	\$ 11,334.13	\$ 12,166.70	\$ 11,355.24	\$ 9,788.09	\$ 9,948.03	\$ 8,793.03	\$ 8,701.35	\$ 8,488.09	\$ 7,915.92	\$ 8,166.39	\$ 7,829.92
Retirement	\$ 71,079.37	\$ 52,027.31	\$ 49,480.83	\$ 50,125.82	\$ 39,533.14	\$ 41,737.50	\$ 39,836.13	\$ 39,765.70	\$ 38,191.05	\$ 36,628.72	\$ 36,074.93	\$ 35,465.38
Worker's Compensation Coverage	\$ 631.89	\$ 489.86	\$ 484.60	\$ 467.11	\$ 388.33	\$ 381.40	\$ 363.73	\$ 363.85	\$ 349.66	\$ 333.51	\$ 345.26	\$ 339.42
Total Mandatory Benefit Costs	\$ 85,005.40	\$ 63,851.30	\$ 62,132.13	\$ 61,948.17	\$ 49,709.56	\$ 52,066.93	\$ 48,992.89	\$ 48,830.90	\$ 47,028.80	\$ 44,878.15	\$ 44,586.58	\$ 43,634.72
Total Compensation	\$ 306,253.81	\$ 231,182.26	\$ 247,577.52	\$ 234,284.93	\$ 198,410.00	\$ 183,774.75	\$ 188,649.21	\$ 187,684.89	\$ 175,424.90	\$ 170,702.02	\$ 172,494.02	\$ 173,129.19

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	Director	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Director	Teacher	Teacher	Teacher
Base Salary	\$ 106,485.01	\$ 103,674.19	\$ 101,320.40	\$ 101,320.40	\$ 101,320.40	\$ 98,434.80	\$ 98,302.95	\$ 96,541.30	\$ 95,853.46	\$ 95,675.50	\$ 95,675.50	\$ 95,675.50	\$ 95,675.50
Extra Duty Stipend	\$ 11,149.51	\$ 21,642.62	\$ 5,555.03	\$ 8,515.00		\$ 4,622.11	\$ 5,939.69	\$ 4,033.10	\$ 3,000.00	\$ 22,332.89	\$ 1,150.00	\$ 1,000.00	\$ 1,000.00
Educator Compensation-Sec 27L Wages	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00
Non- Elective Compensation													
Vacation Day Payout													
Tuition Reimbursement													
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	\$ 54.00								\$ 457.20				
Cash-In-Lieu of Insurance			\$ 6,000.00		\$ 6,000.00	\$ 3,923.07	\$ 6,000.00	\$ 6,000.00	\$ 6,817.80		\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Tax Sheltered Annuity	\$ 5,691.05	\$ -							\$ 6,019.00				
Non-Elective Annuity	\$ (5,690.99)	\$ -							\$ (6,019.00)				
Cost of Insurance	\$ (289.41)	\$ (3,493.77)	\$ -	\$ (1,197.93)	\$ -	\$ (1,164.64)	\$ -	\$ -	\$ -	\$ (3,493.77)			
Retirement Health Care Contribution	\$ (3,619.38)	\$ -	\$ (3,217.41)	\$ (3,306.16)	\$ (3,050.71)	\$ (3,102.83)	\$ (3,138.43)	\$ (3,028.30)	\$ -	\$ (3,551.37)	\$ (2,915.92)	\$ (2,911.42)	\$ (2,911.42)
HSA Contribution	\$ (5,200.00)	\$ (5,200.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (3,380.00)			
DCFSA-Dependent Care	\$ (4,999.80)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
2024 Medicare Earnings	\$ 103,899.99	\$ 116,993.04	\$ 110,028.02	\$ 105,701.31	\$ 104,639.69	\$ 103,082.51	\$ 107,474.21	\$ 103,916.10	\$ 106,448.46	\$ 107,953.25	\$ 100,279.58	\$ 100,134.08	\$ 100,134.08
Health Insurance	\$ 21,011.23	\$ 24,501.60	\$ -	\$ 22,205.76	\$ -	\$ 8,161.20	\$ -	\$ -	\$ -	\$ 24,501.60	\$ -	\$ -	\$ -
Dental Insurance	\$ 2,085.58	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 159.65	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88
Vision Insurance	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 188.40	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08
Life/ADD Insurance	\$ 179.52	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 179.52	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40
Long Term Disability	\$ 673.50	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60	\$ 603.42	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60
Total Costs Paid By The District	\$ 24,232.91	\$ 27,142.56	\$ 2,640.96	\$ 24,846.72	\$ 2,640.96	\$ 10,802.16	\$ 2,640.96	\$ 2,640.96	\$ 1,130.99	\$ 27,142.56	\$ 2,640.96	\$ 2,640.96	\$ 2,640.96
FICA	\$ 7,948.35	\$ 8,949.97	\$ 8,417.15	\$ 8,086.15	\$ 8,004.94	\$ 7,885.82	\$ 8,221.78	\$ 7,949.58	\$ 8,143.30	\$ 8,258.42	\$ 7,671.38	\$ 7,660.25	\$ 7,660.25
Retirement	\$ 37,817.62	\$ 40,339.62	\$ 33,616.47	\$ 34,544.47	\$ 31,875.39	\$ 32,419.81	\$ 32,790.74	\$ 31,641.45	\$ 33,004.80	\$ 37,106.17	\$ 30,466.43	\$ 30,419.42	\$ 30,419.42
Worker's Compensation Coverage	\$ 353.86	\$ 377.06	\$ 321.74	\$ 330.62	\$ 305.07	\$ 310.28	\$ 313.84	\$ 302.83	\$ 297.52	\$ 355.14	\$ 291.59	\$ 291.14	\$ 291.14
Total Mandatory Benefit Costs	\$ 46,119.83	\$ 49,666.65	\$ 42,355.36	\$ 42,961.24	\$ 40,185.40	\$ 40,615.91	\$ 41,326.36	\$ 39,893.86	\$ 41,445.62	\$ 45,719.73	\$ 38,429.40	\$ 38,370.81	\$ 38,370.81
Total Compensation	\$ 181,177.34	\$ 193,802.25	\$ 155,024.34	\$ 173,509.27	\$ 147,466.05	\$ 154,500.58	\$ 151,441.53	\$ 146,450.92	\$ 149,025.07	\$ 180,815.54	\$ 141,349.94	\$ 141,145.85	\$ 141,145.85

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	Teacher	Teacher	Teacher	Teacher	Teacher	Dir	Teacher	Teacher	Teacher	Teacher
Base Salary	\$ 95,107.40	\$ 95,107.40	\$ 94,407.71	\$ 94,151.30	\$ 92,330.00	\$ 91,761.90	\$ 91,761.90	\$ 91,761.90	\$ 89,750.80	\$ 83,817.50
Extra Duty Stipend	\$ 9,820.99	\$ 4,160.22	\$ 16,014.44	\$ 2,600.69	\$ 6,498.45	\$ 15,650.83	\$ 5,346.88	\$ 5,316.09	\$ 931.44	\$ 10,407.67
Educator Compensation-Sec 27L Wages	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00	\$ 320.00
Non-Elective Compensation										
Vacation Day Payout										
Tuition Reimbursement										
Sick/Severance Day Payout									\$ 6,000.00	
Merit Pay	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00
Taxable Life Insurance										
Cash-In-Lieu of Insurance	\$ 6,000.00	\$ 6,000.00		\$ 6,000.00	\$ 6,000.00		\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Tax Sheltered Annuity										
Non-Elective Annuity										
Cost of Insurance	\$ -		\$ (3,493.77)			\$ (289.41)				
Retirement Health Care Contribution	\$ (3,158.94)	\$ (2,989.13)	\$ (3,323.78)		\$ (2,975.93)	\$ (3,233.44)	\$ (2,924.38)	\$ (2,923.42)		
HSA Contribution	\$ -		\$ (3,120.00)			\$ (1,825.00)				
DCFSA-Dependent Care	\$ -		\$ -			\$ -				
2024 Medicare Earnings	\$ 108,139.45	\$ 102,648.49	\$ 100,854.60	\$ 103,121.99	\$ 102,222.52	\$ 102,434.88	\$ 100,554.40	\$ 100,524.57	\$ 103,052.24	\$ 100,595.17
Health Insurance	\$ -	\$ -	\$ 24,501.60	\$ -	\$ -	\$ 21,011.23	\$ -	\$ -	\$ -	\$ -
Dental Insurance	\$ 2,060.88	\$ 979.44	\$ 2,060.88	\$ 2,060.88	\$ 505.68	\$ 2,568.50	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88	\$ 2,060.88
Vision Insurance	\$ 283.08	\$ 188.40	\$ 283.08	\$ 283.08	\$ 87.84	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08	\$ 283.08
Life/ADD Insurance	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40	\$ 112.20	\$ 59.40	\$ 59.40	\$ 59.40	\$ 59.40
Long Term Disability	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60	\$ 577.26	\$ 237.60	\$ 237.60	\$ 237.60	\$ 237.60
Total Costs Paid By The District	\$ 2,640.96	\$ 1,464.84	\$ 27,142.56	\$ 2,640.96	\$ 890.52	\$ 24,552.27	\$ 2,640.96	\$ 2,640.96	\$ 2,640.96	\$ 2,640.96
FICA	\$ 8,272.67	\$ 7,852.61	\$ 7,715.38	\$ 7,888.83	\$ 7,820.03	\$ 7,836.27	\$ 7,692.41	\$ 7,690.13	\$ 7,883.50	\$ 7,695.53
Retirement	\$ 33,006.34	\$ 31,231.88	\$ 34,729.34	\$ 29,229.34	\$ 31,094.47	\$ 33,785.62	\$ 30,555.04	\$ 30,545.40	\$ 29,463.94	\$ 27,840.11
Worker's Compensation Coverage	\$ 315.90	\$ 298.91	\$ 332.38	\$ 291.37	\$ 297.60	\$ 323.35	\$ 292.44	\$ 292.34	\$ 291.16	\$ 283.79
Total Mandatory Benefit Costs	\$ 41,594.91	\$ 39,383.40	\$ 42,777.10	\$ 37,409.54	\$ 39,212.10	\$ 41,945.24	\$ 38,539.89	\$ 38,527.87	\$ 37,638.60	\$ 35,819.43
Total Compensation	\$ 152,375.32	\$ 143,496.73	\$ 170,774.26	\$ 143,172.49	\$ 142,325.14	\$ 168,932.39	\$ 141,735.25	\$ 141,693.40	\$ 143,331.80	\$ 139,055.56