Heritage Southwest Intermediate School District

2023 Employee Compensation Information

Position	Superintendent	CFO	Ass't Supt for SE Serv	Director of CTE	Dir of Instr Ldrshp/Sch Improv	Dir of Early Childhood Edu	Special Ed Supervisor
Base Salary	$ 160,680.00	$ 140,405.00	$ 130,395.96	$ 102,869.94	$ 107,874.48	$ 105,372.47	$ 107,874.48
Board Paid Annuity	$ 17,721.60	$ -	$ -	$ -	$ -	$ -	$ -
Perkins Grant Coord/Leadership Pay	$ -	$ -	$ -	$ 22,466.70	$ -	$ -	$ -
Cash In Lieu	$ 5,850.00	$ -	$ -	$ -	$ -	$ -	$ 5,850.00
PTO	$ -	$ -	$ -	$ -	$ 300.00	$ -	$ -
FSA Contributions	$ -	$ (541.58)	$ -	$ -	$ -	$ -	$ -
HSA Contributions	$ -		$ (7,120.00)	$ (2,275.00)	$ (7,120.00)	$ (6,787.04)	$ -
Cost of Insurance	$ -	$ (845.16)	$ (727.92)	$ (1,139.73)	$ (96.12)	$ (411.72)	$ (1,469.84)
Retirement Health Care Deduction	$ (5,352.10)	$ (4,212.26)	$ (3,911.83)	$ (3,760.19)	$ (3,245.35)	$ (3,161.21)	$ (3,236.35)
Medicare Earnings	**$ 178,899.50**	**$ 134,806.00**	**$ 118,636.21**	**$ 118,161.72**	**$ 97,713.01**	**$ 95,012.50**	**$ 109,018.29**
Health Insurance	$ -	$ 20,050.92	$ 20,680.92	$ 7,351.98	$ 20,680.92	$ 15,375.30	$ -
Dental Insurance	$ 1,396.32	$ 1,396.32	$ 1,396.32	$ 1,396.32	$ 1,396.32	$ 808.32	$ 808.32
Vision Insurance	$ 230.04	$ 230.04	$ 230.04	$ 230.04	$ 230.04	$ 156.72	$ 156.72
Life Insurance	$ 23.04	$ 23.04	$ 23.04	$ 23.04	$ 23.04	$ 23.04	$ 23.04
Long Term Disability/AD&D	$ 482.04	$ 421.20	$ 391.30	$ 308.62	$ 324.60	$ 316.16	$ 323.70
Total Insurance Costs Paid by the District	**$ 2,131.44**	**$ 22,121.52**	**$ 22,721.62**	**$ 9,310.00**	**$ 22,654.92**	**$ 16,679.54**	**$ 1,311.78**
FICA	$ 12,526.38	$ 10,312.57	$ 9,075.75	$ 9,039.31	$ 7,474.88	$ 7,268.46	$ 8,339.87
Retirement	$ 77,337.53	$ 63,186.49	$ 58,682.23	$ 56,450.63	$ 48,681.76	$ 47,421.05	$ 48,547.12
Worker's Compensation	$ 305.30	$ 266.77	$ 247.76	$ 238.14	$ 204.97	$ 200.21	$ 204.97
Total Mandatory Benefit Costs	**$ 90,169.21**	**$ 73,765.83**	**$ 68,005.74**	**$ 65,728.08**	**$ 56,361.61**	**$ 54,889.72**	**$ 57,091.96**
Total Compensation	**$ 271,200.15**	**$ 230,693.35**	**$ 209,363.57**	**$ 193,199.80**	**$ 176,729.54**	**$ 166,581.76**	**$ 167,422.03**