

Proposed Total Board-Paid Compensation Package
For SWCCCASE Executive Director, 7/1/2026 – 6/30/2029

General information:

- *SWCCCASE does not establish the required TRS/THIS member contribution rates, and the rates are subject to change.*
- *For 2025-2026, the required TRS contribution for members is 9.0% of salary (add-on factor of 9.8901% of salary for Board-paid TRS member contributions) and the required THIS Fund contribution for members is 0.9% of salary.*

Year	Salary	TRS/THIS Contributions	Board-Paid Insurance Benefits	Term Life Insurance	Vacation/Personal/Sick Leave Days	Vehicle Allowance	Cell Phone
2026-2027	\$185,000.00	Board-paid member contributions	Medical and dental insurance, family coverage	Face amount – two times annual salary	25 vacation days, 3 personal days, sick days as provided to teachers per CBA	\$300 per month	Option of SWCCCASE-provided or \$50 per month
2027-2028	Not less than 103% of 2026-2027 amount	Board-paid member contributions	Medical and dental insurance, family coverage	Face amount – two times annual salary	25 vacation days, 3 personal days, sick days as provided to teachers per CBA	\$300 per month	Option of SWCCCASE-provided or \$50 per month
2028-2029	Not less than 103% of 2027-2028 amount	Board-paid member contributions	Medical and dental insurance, family coverage	Face amount – two times annual salary	25 vacation days, 3 personal days, sick days as provided to teachers per CBA	\$300 per month	Option of SWCCCASE-provided or \$50 per month