

OAKLAND SCHOOLS
Salary, Expense Account, Reimbursed Expenses and Supplemental Compensation Information
Calendar Year 2025

Rank	Position Title	Salary Expenditure	Expense Account	**Reimbursed Expenses	*Supplemental Compensation
1	Superintendent	\$ 348,192	\$ -	\$ 13,180	\$ 54,971
2	Deputy Superintendent	\$ 290,628	\$ -	\$ -	\$ 40,842
3	Asst. Superintendent for HR, Personnel Management and Labor Relations	\$ 190,001	\$ -	\$ -	\$ 6,368
4	Assistant Superintendent of Finance and Operations	\$ 196,034	\$ -	\$ -	\$ -
5	Chief Technology & Information Officer	\$ 183,558	\$ -	\$ -	\$ -
6	Executive Director of Gov't Relations, Educ. Policy And Research	\$ 172,146	\$ -	\$ -	\$ 10,000
7	Executive Director of Legal Affairs	\$ 167,591	\$ -	\$ -	\$ -
8	Executive Director of Special Populations	\$ 165,017	\$ -	\$ -	\$ -
9	Executive Director of Government And Community Services	\$ 158,887	\$ -	\$ -	\$ 4,000
10	Executive Director of Financial Services	\$ 162,852	\$ -	\$ -	\$ -
11	Executive Director of Student Services	\$ 157,722	\$ -	\$ -	\$ -
12	Director of Technology Operations	\$ 155,193	\$ -	\$ -	\$ -
13	Executive Director of District and School Services	\$ 149,727	\$ -	\$ -	\$ -
14	Director of Application Development	\$ 146,051	\$ -	\$ -	\$ -
15	Executive Director of Auxiliary Services, Maintenance and Facilities	\$ 143,061	\$ -	\$ -	\$ -
16	MiSTEM Region Director	\$ 134,982	\$ -	\$ -	\$ 6,375
17	Supervisor of Student Programs	\$ 136,249	\$ -	\$ -	\$ -
18	Technology Director - Field Services	\$ 134,484	\$ -	\$ -	\$ -

***Supplemental Compensation:**

Superintendent: includes employer paid tax sheltered annuity (TSA) and stipend for employee portion MIP payment

Deputy Superintendent/Superintendent: includes car allowance and stipend for employee portion MIP payment

Asst. Superintendent for HR, Personnel Management and Labor Relations: includes employer paid TSA

Executive Director of Government Relations, Education Policy and Research: includes activity and K12 legislative stipends

Executive Director of Government and Community Services: includes a K12 legislative stipend

MiSTEM Region Director: includes a MiSTEM Regional Director stipend

**** Reimbursed Expenses**

Superintendent: includes education expense reimbursement

Footnotes:

1. "Salary Expenditure" is defined by MDE as Medicare wages on the employee's most current W-2 less amounts included under the heading "Supplemental Compensation" that are also included as Medicare wages.
2. "Reimbursed Expenses" includes reimbursed personal expense. They do not include travel expenses for work-related business or other expenses related to doing the business of the ISD. All reimbursed expenses were work-related in calendar year 2025 with the exception of those otherwise noted.
3. Certain individuals' compensation are allocated amongst the General Education, Special Education, and the Career Focused Education funds.