

Employee Compensation Information
Kalamazoo Public Schools
For the 2025 calendar Year

Title	Base Salary Includes Longevity	Mileage	Stipend ORS 3% Refund	Tax Sheltered Annuity	Severance payment	Extra Duty Hours	Life over 50,000	Retention Bonus	Retirement payment HCC	Cash in Lieu of Insurance	Premium Contribution
Coordinator of Multilingual Services & World Languages	123,684.60	1,668.84					6.00				(7009.08)
High School Principal	163,458.24	1,800.12	6,914.76				6.00	(3582.16)			(5467.28)
Director of Transportation & Operations	128,224.46	2,097.84	5,538.13				76.20	(2788.09)			(5060.90)
Secondary Special Education Coordinator	134,680.00	1,668.84					4.80			1,200.00	(112.32)
Bilingual Teacher	100,186.07		3,300.82			12,682.28		(2257.37)			(4984.86)
Middle School Principal	154,796.58	1,194.00	4,497.36				25.80	(3355.18)		1,199.90	(219.44)
High School Principal	174,796.57	1,800.12	5,079.35				25.80	(3796.99)			(6882.98)
High School Teacher	90,671.20		5,626.44			910.37				4,200.00	(81.12)
High School Teacher	88,827.23		3,442.07			17,930.86		(2377.48)			(3333.20)
Chief of Marketing and Communications	157,866.54	2,097.84	2,992.50				39.60				(4576.26)
Elementary School Principal	135,939.82	1,194.00	3,966.85			1,097.36	9.00	(2969.55)			(7009.08)
Middle School Counselor	90,671.20		3,183.96			17,724.80		(2171.09)			(4917.87)
Middle School Principal	109,013.82	1,194.00	3,150.38				6.00	(2352.20)			(7009.08)
Director of Student Services	137,757.88	2,097.84	5,970.51				9.00	(2980.57)			(6420.96)
Elementary School Principal	138,538.48	1,194.00	4,024.97				39.60	(3002.76)			(7009.08)
Elementary School Principal	114,738.60	597.00	3,305.41				25.80	(2395.87)			(7009.10)
Assistant Superintendent of Elementary Instruction & Leadership	171,992.08	2,097.84	9,604.94				13.80	(3729.60)			(5817.76)
Elementary Special Education Coordinator	141,922.56	1,668.84	4,100.01				6.00	(3070.43)			(7009.08)
Assistant Middle School Principal	131,186.18	1,194.00	3,837.56			360.00	13.80	(2854.22)			(2472.34)
High School Teacher	90,671.20		8,275.31			11,011.30		(2388.51)			(3333.20)
Alternative High School Principal	139,405.52	1,194.00	4,061.26			420.00	9.00	(3020.59)			(7009.08)
Director of Informational Technology	131,625.00	2,097.84	1,949.32				6.00				(6420.96)
Elementary School Principal	140,033.80	1,194.00	4,083.72				9.00	(3035.30)			(7009.08)
Elementary School Teacher	90,671.20		3,477.68			5,573.86		(2137.58)		4,200.00	(174.72)
High School Assistant Principal	114,135.80	1,194.00	3,315.17				6.00	(2462.87)			(7009.08)
Elementary School Teacher	90,671.20		2,341.40			20,996.68				1,200.00	(174.72)
Director of School Improvement, Title I and Assessments	154,811.54	2,097.84	4,505.10				13.80	(3366.25)		4,800.00	(369.98)
Middle School Principal	154,789.42	1,194.00	4,723.59			6,945.00	9.00	(3563.34)			(7009.08)
Director of Facilities Management	126,774.96	2,097.84	5,754.83				76.20	(2749.15)			(2047.76)
Coordinator of Early Childhood	157,021.02	1,668.84	4,542.14				25.80	(3400.16)			(7009.08)
Chief Financial Officer	172,882.97	2,097.84	5,030.97				25.80	(3759.18)		4,800.00	(369.98)
Administrator of Virtual Learning and KILP	139,802.50	1,194.00	4,045.77				25.80	(3020.12)			(5528.64)
Director of KAMSC	134,045.99	2,097.84	7,495.68				9.00	(2923.82)			(5817.76)
Middle School Teacher	90,671.20		4,471.18			13,043.08		(2261.23)			(5017.64)
High School Athletic Director	142,602.38	1,194.00	4,445.93				25.80	(3096.24)			(2472.34)
Director of Human Resources	121,972.50	2,097.84	4,725.49				13.80	(2645.01)			(2263.04)
Elementary School Principal	140,906.72	1,194.00	4,093.78				76.20	(3054.10)			(6882.98)
Coordinator of English Language, Arts, Social Studies & Literacy	134,680.00	1,668.84	3,926.67			1,197.12	13.80	(2949.64)		1,200.00	(219.44)
Middle School Teacher	90,671.20		3,063.45			4,307.17		(1995.85)		4,200.00	(174.72)
High School Teacher	79,604.17		3,493.22			28,111.34		(2413.06)		4,200.04	(174.72)
Assistant Superintendent of Secondary Instruction & Leadership	171,992.08	2,097.84	8,995.45				39.60	(3729.60)			(4576.26)
Elementary School Principal	140,033.80	1,194.00	4,430.68			1,537.41	25.80	(3087.34)			(5467.28)
Middle School Principal	153,068.24	1,194.00	4,680.35			7,770.00	13.80	(3550.90)			(5528.64)
High School Assistant Principal	107,999.30	1,194.00	3,340.51			7,379.29	39.60	(2550.49)			(5528.64)

Coordinator of Instructional Technology	123,684.60	1,529.77				5.40		(7009.08)
Coordinator of Mathematics & Science	141,922.56	1,668.84	4,100.01			6.00	(3070.43)	(7009.08)
Coordinator Post Secondary Pathways, Instruction and Stu	138,923.09	1,668.84	4,013.51			25.80	(3005.65)	(5528.64)
Elementary School Principal	117,296.54	1,194.00	3,387.65			9.00	(2529.62)	(2472.34)
High School Counselor	90,671.20		325.00		23,107.07			(6583.88)
High School Assistant Principal	108,533.90	1,194.00	6,032.51			6.00	(2389.54)	(7009.08)
High School Teacher	90,671.20		3,151.12		6,168.05		(2140.16)	4,200.00 (42.90)
Elementary School Principal	112,917.42	716.40	3,363.56		3,418.04	9.00	(2537.60)	(7009.08)
Coordinator of Assessments, Research & Evaluation	165,400.43	1,668.84				9.00		(7009.08)
Middle School Teacher	90,671.20		3,523.55		18,641.25		(2325.91)	(6125.50)
Special Education Coordinator for Compliance	141,922.56	1,668.84				5.40		(7009.08)
Network Manager	112,341.97	1,668.84	7,855.59				(2449.26)	(5054.92)
Psychologist	123,350.00							
High School Assistant Principal	107,999.30	1,194.00	3,337.25		7,270.91	9.00	(2547.23)	1,200.00 (219.44)
High School Teacher	90,671.20		3,122.67		5,268.69		(2117.32)	4,200.00 (174.72)
Elementary School Principal	109,931.12	1,194.00	3,450.38		10,095.92	6.00	(2646.56)	(7009.08)
Elementary School Principal	113,537.26	1,194.00	3,337.76		1,957.79	9.00	(2507.24)	(7009.08)
Elementary School Principal	138,670.78	1,194.00	4,064.38		810.00	13.80	(3029.94)	1,200.00 (219.44)
Elementary School Teacher	90,671.20		3,565.19		6,244.32		(2154.35)	4,200.00 (174.72)
Elementary School Principal	97,009.21		14,486.06		1,708.15	2.50	(2490.99)	(8583.80)
Elementary School Principal	115,107.10	1,194.00	3,324.33			5.40	(2482.34)	(7009.08)
High School Special Education Teacher	90,671.20		3,172.42		6,662.56		(2149.47)	3,675.00 (802.83)
Assistant Superintendent of Student Services & Leadership	179,089.43	2,097.84	7,434.16			13.80	(3894.10)	(6420.96)
Middle School Assistant Principal	115,144.60	1,194.00	3,178.35			6.00	(2380.52)	1,200.00 (219.44)
Elementary School Principal	107,999.30	1,194.00	3,170.01		1,695.92	5.40	(2379.99)	(5528.64)
Superintendent	272,640.55	9,599.98	468.26	31,000.00		25.80		(2263.04)
Student Services Administrator	157,021.02	1,668.84	4,542.14			76.20	(3400.16)	(5528.64)
Middle School Psychologist	90,671.20		4,368.76		25,269.27		(2728.15)	(11443.80)
Assistant Middle School Principal	89,871.76	477.60	2,830.23		9,039.41	5.75	(2158.17)	1,200.00 (190.20)
High School Assistant Principal & High School Athletic Dir	136,500.20	1,194.00	12,209.70			13.80	(3188.72)	(7,009.08)
Director of Curriculum Instruction and Professional Develop	166,069.93	2,097.84	8,105.02			9.00	(3655.27)	(5,060.90)
Elementary School Principal	124,222.48	1,194.00	3,589.92			9.00	(2680.38)	(7,009.08)
Elementary School Teacher	90,671.20		4,050.74		7,072.08		(2181.78)	2,975.00 (773.28)
Middle School Teacher	90,671.20		3,209.21		8,074.22		(2111.06)	4,200.04 (174.72)
Elementary School Principal	132,994.86	1,194.00	4,167.80		10,723.04	25.80	(3193.06)	(5,467.28)
Director of Safety & Security	115,380.98		10,495.06			25.80	(2575.63)	(5,817.76)
Middle School Counselor	90,671.20		3,462.89		16,283.05		(2365.47)	(6,693.34)
Elementary School Teacher	90,671.20		5,558.73		25,311.96		(2658.79)	(5,983.80)
Elementary School Principal	130,450.06	1,194.00	3,782.10		124.70	9.00	(2820.17)	(7,009.08)
High School Counselor	90,671.20		3,261.24		9,685.05		(2249.79)	4,200.00 (174.72)
Elementary School Principal	113,537.26	1,194.00	3,295.26			6.00	(2448.51)	(7,009.08)

Title	FICA	Retirement	Health Insurance	Life	Dental	Disability	Vision
Coordinator of Multilingual Services & World Languages	9,053.80	35,223.09	33,318.72	112.20	1,577.28	523.64	149.64
High School Principal	12,479.42	51,258.69	18,477.32	112.20	462.48	523.64	99.36
Director of Transportation & Operations	9,798.70	39,699.51	24,312.72	112.20	830.73	1,128.44	118.92
Secondary Special Education Coordinator	10,514.26	37,655.54		112.20	462.48	1,128.44	99.36
Bilingual Teacher	8,332.91	34,947.20	9,614.76	20.40	409.56	279.48	62.04
Middle School Principal	12,097.64	47,921.32		112.20	946.92	523.64	149.64
High School Principal	12,830.73	54,116.91	33,318.72	112.20	946.92	523.64	149.64
High School Teacher	7,751.51	27,969.50		30.60	405.72	279.48	133.20

High School Teacher	7,993.45	33,177.67	9,614.76	20.40	409.56	279.48	62.04
Chief of Marketing and Communications	11,874.34	45,238.99	24,312.72	112.20	830.73	1,128.44	118.92
Elementary School Principal	10,069.72	42,423.10	33,318.72	112.20	1,577.28	523.64	149.64
Middle School Counselor	7,993.56	33,567.80	9,614.76	20.40	409.56	279.48	62.04
Middle School Principal	7,956.22	33,742.98	33,318.72	112.20	1,577.28	523.64	149.64
Director of Student Services	10,437.18	42,644.10	30,255.72	112.20	1,628.28	1,128.44	178.80
Elementary School Principal	10,234.57	42,888.22	33,318.72	112.20	1,577.28	523.64	149.64
Elementary School Principal	8,167.28	35,476.36	33,318.72	112.20	1,577.28	523.64	149.64
Assistant Superintendent of Elementary Instruction & Leadership	13,323.34	53,245.49	27,239.76	112.20	1,628.28	1,128.44	178.80
Elementary Special Education Coordinator	10,145.27	43,933.15	33,318.72	112.20	1,577.28	523.64	149.64
Assistant Middle School Principal	10,041.77	40,724.95	11,899.56	112.20	415.20	523.64	46.44
High School Teacher	7,974.06	33,102.40	10,943.16	112.20	409.56	523.64	62.04
Alternative High School Principal	10,332.10	43,281.82	33,318.72	112.20	1,577.28	523.64	149.64
Director of Informational Technology	9,888.18	40,875.54	30,255.72	112.20	1,628.28	1,128.44	178.80
Elementary School Principal	10,348.62	43,351.11	33,318.72	112.20	1,577.28	523.64	149.64
Elementary School Teacher	7,773.20	30,014.48		30.60	873.36	279.48	200.16
High School Assistant Principal	8,352.20	31,822.90	33,318.72	112.20	1,577.28	523.64	149.64
Elementary School Teacher	8,800.14	35,579.00		30.6	873.36	279.48	200.16
Director of School Improvement, Title I and Assessments	12,430.64	47,931.14		112.20	1,628.28	1,128.44	178.80
Middle School Principal	11,766.66	50,097.10	33,318.72	112.20	1,577.28	523.64	149.64
Director of Facilities Management	9,838.43	39,247.14	9,728.52	112.20	454.56	1,128.44	55.44
Coordinator of Early Childhood	11,188.03	48,608.44	33,318.72	112.20	1,577.28	523.64	149.64
Chief Financial Officer	13,538.47	53,526.26		112.20	1,628.28	1,128.44	178.80
Administrator of Virtual Learning and KILP	10,191.28	43,274.57	26,773.92	112.20	769.56	523.64	99.36
Director of KAMSC	10,320.38	41,506.27	30,255.72	112.20	1,628.28	1,128.44	178.80
Middle School Teacher	7,719.36	32,535.16	26,921.28	20.40	1,580.88	279.48	200.16
High School Athletic Director	10,916.51	44,230.89	11,899.56	112.20	415.20	523.64	46.44
Director of Human Resources	9,478.47	37,760.34	10,805.64	112.20	454.56	1,128.44	55.44
Elementary School Principal	10,429.52	43,621.42	33,318.72	112.20	946.92	523.64	149.64
Coordinator of English Language, Arts, Social Studies & Literacy	10,673.08	42,066.58		112.20	946.92	523.64	149.64
Middle School Teacher	7,655.45	29,469.92		30.60	873.36	279.48	200.16
High School Teacher	8,630.80	33,481.15		30.60	873.36	279.48	200.16
Assistant Superintendent of Secondary Instruction & Leadership	13,373.66	53,245.49	24,312.72	112.20	830.73	1,128.44	118.92
Elementary School Principal	10,355.58	43,927.98	26,773.92	112.20	462.48	523.64	99.36
Middle School Principal	12,059.98	49,822.97	26,773.92	112.20	769.56	523.64	99.36
High School Assistant Principal	8,558.33	35,742.39	26,773.92	112.20	769.56	523.64	99.36
Coordinator of Instructional Technology	9,043.12	34,548.18	33,318.72	112.20	1,577.28	523.64	149.64
Coordinator of Mathematics & Science	10,527.77	43,933.15	33,318.72	112.20	1,577.28	523.64	149.64
Coordinator Post Secondary Pathways, Instruction and Student Services	10,292.08	43,004.63	26,773.92	112.20	462.48	523.64	99.36
Elementary School Principal	8,941.72	36,306.05	11,899.56	112.20	415.20	523.64	46.44
High School Counselor	8,225.23	35,341.07	26,921.28	20.40	873.36	279.48	200.16
High School Assistant Principal	8,137.13	34,457.66	33,318.72	112.20	1,577.28	523.64	149.64
High School Teacher	7,803.56	30,096.25		30.60	214.56	279.48	62.04
Elementary School Principal	8,482.15	36,022.44	33,318.72	112.20	1,577.28	523.64	149.64
Coordinator of Assessments, Research & Evaluation	12,086.17	51,304.32	33,318.72	112.20	1,577.28	523.64	149.64
Middle School Teacher	7,985.42	33,916.78	26,921.28	20.40	1,580.88	279.48	200.16
Special Education Coordinator for Compliance	10,066.46	39,639.85	33,318.72	112.20	1,577.28	523.64	149.64
Network Manager	8,748.71	35,808.53	24,312.72	81.60	868.68	499.08	88.56
Psychologist	9,436.28	0.00					
High School Assistant Principal	9,045.64	35,708.41		112.20	946.92	523.64	149.64
High School Teacher	7,724.24	29,816.22		30.60	873.36	279.48	200.16
Elementary School Principal	8,799.17	37,179.26	33,318.72	112.20	1,577.28	523.64	149.64
Elementary School Principal	8,454.74	35,756.34	33,318.72	112.20	1,577.28	523.64	149.64

Elementary School Principal	10,916.82	43,183.26		112.20	946.92	523.64	149.64
Elementary School Teacher	7,829.90	30,231.36		30.60	873.36	279.48	200.16
Elementary School Principal	7,813.03	34,106.84	26,921.28	20.40	873.36	279.48	200.16
Elementary School Principal	8,425.66	32,092.30	33,318.72	112.20	1,577.28	523.64	149.64
High School Special Education Teacher	7,744.01	30,248.67	2,070.17	29.75	932.32	279.48	200.16
Assistant Superintendent of Student Services & Leadership	13,503.84	55,447.84	30,255.72	112.20	1,628.28	1,128.44	178.80
Middle School Assistant Principal	9,036.41	35,590.25		112.20	946.92	523.64	149.64
Elementary School Principal	8,120.93	33,960.09	26,773.92	112.20	769.56	523.64	99.36
Superintendent	14,985.04	77,961.60	10,805.64	112.20	454.56	1,128.44	55.44
Student Services Administrator	11,810.02	48,608.44	33,318.72	112.20	1,577.28	523.64	149.64
Middle School Psychologist	8,119.50	39,190.82	24,842.04	20.40	1,580.88	279.48	200.16
Assistant Middle School Principal	7,732.35	30,627.40		30.60	873.36	279.48	200.16
High School Assistant Principal & High School Athletic Director	10,688.57	44,761.17	33,318.72	112.20	1,577.28	523.64	149.64
Director of Curriculum Instruction and Professional Development	12,818.77	51,796.28	24,312.72	112.20	830.73	1,128.44	118.92
Elementary School Principal	9,128.44	38,450.54	33,318.72	112.20	1,577.28	523.64	149.64
Elementary School Teacher	7,788.77	30,641.00	2,403.69	28.05	406.68	279.48	115.41
Middle School Teacher	7,945.97	30,652.30		30.60	873.36	279.48	200.16
Elementary School Principal	10,744.05	44,529.36	26,773.92	112.20	462.48	523.64	99.36
Director of Safety & Security	8,736.95	36,544.38	27,239.76	112.20	1,628.28	1,128.44	178.80
Middle School Counselor	7,753.92	33,230.52	24,842.04	20.40	873.36	279.48	200.16
Elementary School Teacher	8,636.80	36,602.27	26,921.28	20.40	873.36	279.48	200.16
Elementary School Principal	9,618.39	40,417.92	33,318.72	112.20	1,577.28	523.64	149.64
High School Counselor	8,062.56	31,201.18		30.60	1,580.88	279.48	200.16
Elementary School Principal	8,305.99	35,142.37	33,318.72	112.20	1,577.28	523.64	149.64