

| <i>Heritage Southwest Intermediate School District</i> | | | | | | |
|--|-----------------------|--------------------------------|--------------------------------------|---|--|-------------------------------------|
| <i>2022 Salaries over \$100,000</i> | | | | | | |
| | Superintendent | Chief Financial Officer | Director of Special Education | Director of Instruct. Leadership/Sch Improv. | Director of Early Childhood Education | Special Education Supervisor |
| Base Salary | \$ 153,000.01 | \$ 132,658.44 | \$ 122,941.50 | \$ 101,078.53 | \$ 100,821.41 | \$ 102,281.03 |
| Board Paid Annuity | \$ 15,299.96 | \$ - | \$ - | \$ - | \$ - | \$ - |
| PD Allowance | \$ - | \$ 1,199.97 | \$ 1,199.97 | \$ 1,199.97 | \$ - | \$ - |
| Cash In Lieu | \$ 5,850.00 | \$ - | \$ - | \$ - | \$ - | \$ 5,850.00 |
| Insurance Expense | \$ - | \$ (1,007.26) | \$ (8,330.32) | \$ (6,710.04) | \$ (5,960.00) | \$ (2,681.10) |
| Retirement Health Care Deduction | \$ (5,048.95) | \$ (3,979.82) | \$ (3,688.23) | \$ (3,032.38) | \$ (3,024.65) | \$ (3,068.52) |
| Medicare Earnings | \$ 169,101.02 | \$ 128,871.33 | \$ 112,122.92 | \$ 92,536.08 | \$ 91,836.76 | \$ 102,381.41 |
| Health Insurance | \$ - | \$ 19,566.06 | \$ 19,566.06 | \$ 19,566.06 | \$ 17,243.34 | \$ - |
| Dental Insurance | \$ 1,288.08 | \$ 1,288.08 | \$ 1,288.08 | \$ 1,288.08 | \$ 994.08 | \$ 770.16 |
| Vision Insurance | \$ 230.04 | \$ 230.04 | \$ 230.04 | \$ 230.04 | \$ 193.38 | \$ 156.72 |
| Life Insurance | \$ 23.48 | \$ 23.48 | \$ 23.48 | \$ 23.48 | \$ 23.48 | \$ 23.48 |
| Long Term Disability/AD&D | \$ 434.84 | \$ 409.05 | \$ 384.20 | \$ 314.73 | \$ 277.84 | \$ 320.50 |
| Total Insurance Expense Paid by HSISD | \$ 1,976.44 | \$ 21,516.71 | \$ 21,491.86 | \$ 21,422.39 | \$ 18,732.12 | \$ 1,270.86 |
| FICA | \$ 11,565.92 | \$ 9,858.67 | \$ 8,577.50 | \$ 7,078.86 | \$ 7,025.47 | \$ 7,832.16 |
| Retirement | \$ 71,113.61 | \$ 57,918.24 | \$ 53,676.39 | \$ 44,132.69 | \$ 44,012.27 | \$ 44,653.20 |
| Worker's Compensation | \$ 285.93 | \$ 240.95 | \$ 223.45 | \$ 184.10 | \$ 181.48 | \$ 194.64 |
| Total Mandatory Benefit Expenses | \$ 82,965.46 | \$ 68,017.86 | \$ 62,477.34 | \$ 51,395.65 | \$ 51,219.22 | \$ 52,680.00 |
| Total Compensation | \$ 254,042.92 | \$ 218,405.90 | \$ 196,092.12 | \$ 165,354.12 | \$ 161,788.10 | \$ 156,332.27 |
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