LIGHTHOUSE ACADEMY

Employee Compensation Information

The school is a public school academy operating under a charter contract issued by an authorizing body. The school is governed by a publicly appointed Board of Directors, who serve without compensation. The Board has entered into a services agreement with Integrity Educational Services ("IES"). IES is an educational service provider. Through this services agreement, IES is responsible to provide for the day-to-day operations and staffing at the school, including the school's leadership team and teachers. Consequently, the school does not have any employees subject to the reporting requirement of MCL 388.1618(2)(d).

However, in the spirit of cooperation with the school's authorizer and to comply with transparency guidance provided by the Michigan Department of Education, IES is providing the following information for the Superintendent. The Superintendent is solely the employee of IES and not employed by the school.

2025 Calendar Year	
Position	Superintendent
Base Salary	$ 63,621.08
Cost of Insurance	$ 1,005.88
2025 Medicare Earnings	$ 62,615.20

Health Insurance (ER Cost)	$ 3,725.53
Dental Insurance (ER Cost)	$ 135.19
Vision Insurance (ER Cost)	$ -
Long Term Disability (ER Cost)	$ 136.50
Short Term Disability (ER Cost)	$ 124.80
Life/ADD Insurance (ER Cost)	$ 35.10
Total Insurance (ER Cost)	$ 4,157.13

FICA (ER Cost)	$ 5,306.91
Retirement (401k) (ER Cost)	$ 2,156.43
Total Compensation	**$ 74,235.66**

Further requests for information on salaries or other public information may be made to the school pursuant to the Freedom of Information Act, 1976 PA 446.