

**ELK RAPIDS SCHOOLS
BOARD OF EDUCATION MEETING
December 8, 2025**

FOR ACTION: Resolution regarding administrator pay increase

In May of 2025, the Elk Rapids School Board undertook a compensation study of area superintendents of similar-sized districts for the purpose of evaluating our superintendent compensation. A summary of the related findings is below. Based on this data, we determined we were underpaying our superintendent.

It should also be noted that due to district financial concerns, Superintendent McKenna refused a salary increase for the 2024-25 school year.

Superintendent 2024-25

District	Salary	403B contribution	Yrs of Service	Enrollment	Notes
Elk Rapids	125,000	1 % per year to annuity	2 as sup	949 +235 = 1184	
Benzie	139,945	Annuity- Increases annually 1.5%, 5%-12.5% max	4 as sup	1141	**2022-23 info
Glen Lake	176,025	Retirement 73352	6 as sup	735	
Manceonla	140,000	N/A	1 year Sup 13 w/ district	777	
Kalkaska	143,982	5557	3 w/ district	1341	
Kingsley	158,100	0	2 w/ district	1430	