

Montgomery County Public Schools

To: All Full-Time 12 Month Administrators
From: Roger Hartless, Supervisor of Payroll & Benefits
Re: Summary of Full-Time 12 Month Administrators' Compensation Value
Date: May 21, 2007

Within our school district each employee is compensated as approved by the School Board. As a general statement, most employees are aware of their hourly or annual salary, however, few are familiar with the total value of their "Compensation Package." To illustrate the true compensation employees receive we are providing some sample positions and compensation component values.

	Administrators' Salary	Administrators' Salary
	Level II Step 15	Level VI Step 13
Salary	\$ 66,546.00	\$ 78,572.00
VRS Retirement	\$ 10,181.54	\$ 12,021.52
Medical Ins	\$ 6,286.20	\$ 6,286.20
Soc Sec	\$ 4,125.85	\$ 4,871.46
Medicare	\$ 964.92	\$ 1,139.29
VRS Health Ins Credit	\$ 771.93	\$ 911.44
VRS Group Life Ins	\$ 665.46	\$ 785.72
LT Disability	\$ 66.72	\$ 66.72
Unemp Ins	\$ 16.00	\$ 16.00
Benefit Total	\$ 23,078.62	\$ 26,098.35
Compensation Total	\$ 89,624.62	\$104,670.35

Given the sample compensation totals, a Level II Step 15 Administrator receives a benefit package valued at 34.68% of their salary, and 33.22% at Level VI Step 13.

In addition to an employees' financial compensation package, Full-Time 12 Month Administrators receive twelve sick days, two personal days, twelve, fifteen, or eighteen vacation days, and fourteen paid holidays in the 260 workday calendar.