

Montgomery County Public Schools

To: All Full-Time Teachers
From: Roger Hartless, Supervisor of Payroll & Benefits
Date: 05/21/2007
Re: Summary of Teacher Compensation Value

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.

	Teacher/BA Step 1	Teacher/Masters Step 15	Teacher/Masters+20 Step 25
Salary	\$ 30,968.00	\$ 42,278.00	\$ 50,737.00
Medical Ins	\$ 6,286.20	\$ 6,286.20	\$ 6,286.20
VRS Retirement	\$ 4,738.10	\$ 6,468.53	\$ 7,762.76
Soc Sec	\$ 1,920.02	\$ 2,621.24	\$ 3,145.69
Medicare	\$ 449.04	\$ 613.03	\$ 735.69
VRS Health Ins Credit	\$ 359.23	\$ 490.42	\$ 588.55
VRS Group Life Ins	\$ 309.68	\$ 442.78	\$ 507.37
LT Disability	\$ 66.72	\$ 66.72	\$ 66.72
Unemp Ins	\$ 16.00	\$ 16.00	\$ 16.00
Benefit Total	\$ 14,144.98	\$ 16,984.93	\$ 19,108.98
Compensation Total	\$ 45,112.98	\$ 59,262.93	\$ 69,845.98

Given the sample compensation totals, a BA/step 1 teacher receives a benefit package valued at 45.67% of their salary, Masters step 15 at 40.17% of their salary, and Masters + 20 Step 25 at 37.66% of their salary.

In addition to an employees' financial compensation package, Full-Time Teachers receive ten sick days, two personal days and eleven non-scheduled work days in the 200 workday calendar.