

# Montgomery County Public Schools

**To:** All Full-Time Teachers  
**From:** Roger Hartless, Supervisor of Payroll & Benefits  
**Re:** Summary of Teacher Compensation Value  
**Date:** May 1, 2009

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 examples of positions and compensation component values.

	Teacher/BA Step 1	Teacher/Masters Step 15	Teacher/Masters+20 Step 25
<b>Salary</b>	\$ 34,228.00	\$ 45,340.00	\$ 53,796.00
Medical Ins	\$ 7,144.50	\$ 7,144.50	\$ 7,144.50
VRS Retirement	\$ 4,726.89	\$ 6,261.45	\$ 7,429.23
Soc Sec	\$ 2,122.14	\$ 2,811.08	\$ 3,335.35
Medicare	\$ 496.31	\$ 657.43	\$ 780.04
VRS Health Ins Credit	\$ 369.66	\$ 489.67	\$ 581.00
VRS Group Life Ins	\$ 280.67	\$ 371.79	\$ 441.13
LT Disability	\$ 66.72	\$ 66.72	\$ 66.72
<b>Unemp Ins</b>	\$ 28.80	\$ 28.80	\$ 28.80
<b>Benefit Total</b>	\$ 15,235.68	\$ 17,831.44	\$ 19,806.77
<b>Compensation Total</b>	\$ 49,463.68	\$ 63,171.44	\$ 73,602.77

Given the sample compensation totals, a BA/step 1 teacher receives a benefit package valued at 44.51% of their salary, Masters step 15 at 39.32% of their salary, and Masters + 20 Step 25 at 36.81% of their salary.

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