

Response to Questions on the FY 2015 Budget

Request By: Supervisor Smyth

Question: Please provide comparative data on full compensation for FCPS teachers (similar to response provided in FY 2014 to County Q&A #14).

Response: The following response was prepared by Fairfax County Public Schools (FCPS):

Attached is a chart that compares the salary and benefits for a mid-career teacher for the jurisdictions that participate in the Washington Area Boards of Education (WABE) Guide. For each jurisdiction, the salary of a teacher with a master's degree step 9 is used for the comparison. Then the benefits paid by the jurisdiction on behalf of that teacher position are calculated. For health insurance, family coverage was selected. The chart below shows that FCPS ranks 5th in the region (out of 10 schools) for total compensation (salary and benefits) and 7th for salary alone. Details for each jurisdiction follow.

Overall Summary*				
District	Total Comp. (Salaries & Benefits)	Rank Order for Total Comp.	Salary MA Step 9	Rank Order for Salaries
FCPS	\$89,538	5	\$59,590	7
Alexandria	\$105,120	1	\$70,808	2
Arlington	\$104,039	2	\$71,982	1
Falls Church	\$92,974	4	\$63,012	4
Loudoun	\$84,634	8	\$55,078	10
Manassas City	\$82,669	9	\$58,562	8
Manassas Park	\$80,767	10	\$55,879	9
Montgomery	\$97,591	3	\$67,723	3
Prince George's	\$86,748	7	\$60,188	6
Prince William	\$88,417	6	\$60,662	5

*The following jurisdictions: Loudoun, Prince William, Falls Church City, and Manassas Park have not yet met a state mandate to transfer 3 percent of the Virginia retirement system to the employee, which will result in a 3 percent salary increase over the next three years.

Jurisdiction	FCPS	FCPS	Alexandria	Arlington	Falls Church	Loudoun
	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Percent for WABE Mid Teacher Salary	Percent for WABE Mid Teacher Salary	Percent for WABE Mid Teacher Salary
Salary - Masters, Step 9		\$59,590	\$70,808	\$71,982	\$63,012	\$55,078
Benefits						
Social Security	7.65%	\$4,559	\$5,417	\$5,507	\$4,820	\$4,213
Retirement - Employer (ER) Rate	11.66%	\$6,948	\$8,256	\$8,393	\$7,347	\$6,422
Retirement - Employee Rate Paid by ER	0.00%	\$0	\$0	\$0	\$1,890	\$1,652
Retiree Health Care Credit	1.11%	\$661	\$786	\$792	\$699	\$611
Supplemental Retirement	5.60%	\$3,337	\$0	\$288	\$0	\$0
Life Insurance	0.87%	\$518	\$382	\$857	\$774	\$655
Health Insurance - PPO Family		\$13,076	\$18,821	\$15,687	\$14,431	\$14,721
Dental - DPPO Family		\$448	\$650	\$534	\$0	\$1,280
Total Benefits		\$29,948	\$34,312	\$32,057	\$29,962	\$29,556
Benefits Percent of Salary		50.3%	48.5%	44.5%	47.6%	53.7%
Compensation Total		\$89,538	\$105,120	\$104,039	\$92,974	\$84,634

Does not include all benefits options.

Jurisdiction	Manassas City	Manassas City	Manassas Park	Montgomery	Prince George's	Prince William
	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Percent for WABE Mid Teacher Salary	Percent for WABE Mid Teacher Salary	Percent for WABE Mid Teacher Salary
Salary - Masters, Step 9		\$58,562	\$55,879	\$67,723	\$60,188	\$60,662
Benefits						
Social Security	7.65%	\$4,480	\$4,275	\$5,181	\$4,604	\$4,641
Retirement - Employer (ER) Rate	11.66%	\$6,828	\$6,515	\$9,962	\$8,854	\$7,073
Retirement - Employee Rate Paid by ER	0.00%	\$0	\$1,676	\$0	\$0	\$1,820
Retiree Health Care Credit	1.11%	\$650	\$620	\$0	\$0	\$673
Supplemental Retirement	0.00%	\$0	\$0	\$3,671	\$0	\$461
Life Insurance	0.48%	\$281	\$665	\$32	\$975	\$722
Health Insurance - PPO Family		\$11,868	\$11,136	\$10,281	\$10,624	\$12,365
Dental - DPPO Family		\$0	\$0	\$741	\$1,503	\$0
Total Benefits		\$24,107	\$24,888	\$29,868	\$26,560	\$27,755
Benefits Percent of Salary		41.2%	44.5%	44.1%	44.1%	45.8%
Compensation Total		\$82,669	\$80,767	\$97,591	\$86,748	\$88,417

Does not include all benefits options.