

Response to Questions on the FY 2014 Budget

Request By: Supervisor McKay

Question: Provide comparative data on full compensation for FCPS employees.

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

FY 2014

BUDGET INFORMATION FORM

School Board Member Requesting Information: Megan McLaughlin

Answer Prepared By: Susan Quinn

Date Prepared: January 31, 2013

Question:

Please provide a salary and benefit comparison for surrounding jurisdictions.

Response:

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 6th 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	\$88,657	6	\$58,303	7
Alexandria	\$104,651	1	\$70,808	2
Arlington	\$100,646	2	\$71,982	1
Falls Church	\$90,992	4	\$62,388	5
Loudoun	\$83,478	8	\$54,040	10
Manassas City	\$78,516	10	\$54,197	9
Manassas Park	\$81,018	9	\$55,758	8
Montgomery	\$96,629	3	\$67,723	3
Prince George's	\$89,070	5	\$63,020	4
Prince William	\$86,276	7	\$58,895	6

Jurisdiction	FCPS		Alexandria		Arlington		Falls Church		Loudoun	
	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary
Salary - Masters, Step 9		\$58,303		\$70,808		\$71,982		\$62,388		\$54,040
Benefits										
Social Security	7.65%	\$4,460	7.65%	\$5,417	7.65%	\$5,507	7.65%	\$4,773	7.65%	\$4,134
Retirement - Employer (ER) Rate	11.66%	\$6,798	11.66%	\$8,256	11.66%	\$8,393	11.66%	\$7,274	11.66%	\$6,301
Retirement - Employee Rate Paid by ER	3.00%	\$1,749	0.00%	\$0	0.00%	\$0	4.00%	\$2,496	4.00%	\$2,162
Retiree Health Care Credit	1.11%	\$647	1.11%	\$786	1.11%	\$799	1.11%	\$693	1.11%	\$600
Supplemental Retirement	5.34%	\$3,113	0.00%	\$0	0.40%	\$288	0.00%	\$0	0.00%	\$0
Life Insurance	0.87%	\$507	0.48%	\$340	1.19%	\$857	1.19%	\$742	1.19%	\$643
Health Insurance - PPO Family		\$12,273		\$18,283		\$12,267		\$12,626		\$14,532
Dental - DPPO Family		\$806		\$761		\$554		\$0		\$1,066
Total Benefits		\$30,354		\$33,843		\$28,664		\$28,604		\$29,438
Benefits Percent of Salary		52.1%		47.8%		39.8%		45.8%		54.5%
Compensation Total		\$88,657		\$104,651		\$100,646		\$90,992		\$83,478

Does not include all benefits options.

Jurisdiction	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	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary	Percent for WABE Mid Teacher Salary	Employer Cost Using Midpoint Salary
Salary - Masters, Step 9		\$54,197		\$55,758		\$67,723		\$63,020		\$58,895
Benefits										
Social Security	7.65%	\$4,146	7.65%	\$4,265	7.65%	\$5,181	7.65%	\$4,821	7.65%	\$4,505
Retirement - Employer (ER) Rate	11.66%	\$6,319	11.66%	\$6,501	13.29%	\$9,000	13.29%	\$8,375	11.66%	\$6,867
Retirement - Employee Rate Paid by ER	4.00%	\$2,168	4.00%	\$2,250	0.00%	\$0	0.00%	\$0	4.00%	\$2,356
Retiree Health Care Credit	1.11%	\$602	1.11%	\$619	0.00%	\$0	0.00%	\$0	1.11%	\$654
Supplemental Retirement	0.00%	\$0	0.00%	\$0	5.42%	\$3,671	0.00%	\$0	0.76%	\$448
Life Insurance	0.48%	\$260	1.19%	\$664	0.05%	\$32	1.62%	\$1,021	1.19%	\$701
Health Insurance - PPO Family		\$10,824		\$10,980		\$10,281		\$10,365		\$11,850
Dental - DPPO Family		\$0		\$0		\$741		\$1,468		\$0
Total Benefits		\$24,319		\$25,260		\$28,906		\$26,050		\$27,381
Benefits Percent of Salary		44.9%		45.3%		42.7%		41.3%		46.5%
Compensation Total		\$78,516		\$81,018		\$96,629		\$89,070		\$86,276

Does not include all benefits options.