

Arlington Salary Study Data FY14 with Comparable Towns w and w/o Health Care (80/20 Split)

Salary Only		Arlington FY14	Data Points	Average	Min Max	% Diff. Avg.	\$\$ Diff.
Teachers							
Teacher - BA	Step 1	43,701	12	43,658	39,282	0%	(43)
	Step 12	69,162	12	69,819	80,336	-1%	657
Teacher - MA	Step 1	46,672	12	47,862	44,022	-2%	1,190
	Step 12	74,561	12	78,205	88,975	-5%	3,644
Teacher - MA + 15	Step 1	47,411	8	48,858	45,173	-3%	1,447
	Step 12	75,265	8	78,345	90,982	-4%	3,080
Teacher - MA + 30	Step 1	48,151	12	50,839	46,325	-5%	2,688
	Step 12	75,970	12	82,552	94,544	-8%	6,582
Teacher - MA + 60	Step 1	50,628	11	53,708	48,631	-6%	3,080
	Step 12	79,350	11	85,781	100,932	-7%	6,431

Health Insurance Annual Contribution Town - Ind. 6,021
 Health Insurance Annual Contribution Town - Family 14,603

With Individual Plan Contribution Total Compensation		Arlington FY14	Data Points	Average	Min Max	% Diff. Avg.	\$\$ Diff.
Teachers							
Teacher - BA	Step 1	49,722	12	49,082	44,174	1%	(640)
	Step 12	75,183	12	75,243	85,228	0%	60
Teacher - MA	Step 1	52,693	12	53,286	49,177	-1%	594
	Step 12	80,582	12	83,629	92,730	-4%	3,047
Teacher - MA + 15	Step 1	53,432	8	54,232	50,264	-1%	800
	Step 12	81,286	8	83,718	93,804	-3%	2,432
Teacher - MA + 30	Step 1	54,172	12	56,263	51,354	-4%	2,091
	Step 12	81,991	12	87,976	99,436	-7%	5,985
Teacher - MA + 60	Step 1	56,649	11	59,053	54,022	-4%	2,404
	Step 12	85,371	11	91,126	105,824	-6%	5,755

With Family Plan Contribution Total Compensation		Arlington FY14	Data Points	Average	Min Max	% Diff. Avg.	\$\$ Diff.
Teachers							
Teacher - BA	Step 1	58,304	12	57,061	50,835	2%	(1,244)
	Step 12	83,765	12	83,222	92,916	1%	(543)
Teacher - MA	Step 1	61,275	12	61,265	56,150	0%	(10)
	Step 12	89,164	12	91,608	103,386	-3%	2,444
Teacher - MA + 15	Step 1	62,014	8	61,757	57,237	0%	(257)
	Step 12	89,868	8	91,243	98,403	-2%	1,375
Teacher - MA + 30	Step 1	62,754	12	64,242	58,327	-2%	1,488
	Step 12	90,573	12	95,955	107,923	-6%	5,382
Teacher - MA + 60	Step 1	56,649	11	59,053	54,022	-4%	2,404
	Step 12	93,953	11	98,861	112,797	-5%	4,908

Total Plans out of 430 members
 105 No Plan = 24%
 146 Individual = 34%
 179 Family = 42%

Teacher Detail in 2011-2012
 7% of teachers at Step 1
 5% average on every step except Step 8 (9%)
 40% of teachers at Step 12