



## TOTAL COMPENSATION STATEMENT

**Employee Name: Teacher w/ 10 Year Experience**

**Employee Number: XXXXXX**

We are pleased to provide you with this personalized total compensation statement for calendar year 2015. It is our sincere hope that the protection and security of these benefits will make life better for you today as well as provide you with a more secure future.

The amount of your total compensation from Cobb County School District is much more than what is indicated in your yearly earnings statement. In addition to your gross wages, it includes the value of your health care insurance, disability and life insurance, retirement benefits and government mandated benefits. Below is a breakdown of your total compensation.

|                                                                                                                                                                                                                                                                                                                                                                      |                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| <b>ANNUAL INCOME 2015</b>                                                                                                                                                                                                                                                                                                                                            | <b>\$ 50,719.00</b> |
| <i>This is your total gross wages for all pay received in 2015. This number matches your Year to Date Earnings total on your December 2015 Earnings Statement.</i><br><i>W-2 wages are your <b>taxable</b> wages and typically will be less than your total gross wages.</i><br><i>(Taxable Wages = Gross wages minus exemptions, pretax deductions and credits)</i> |                     |
| <b>EMPLOYER PAID BENEFITS</b>                                                                                                                                                                                                                                                                                                                                        |                     |
| <b>HEALTH INSURANCE</b>                                                                                                                                                                                                                                                                                                                                              | <b>\$ 11,340.00</b> |
| <i>CCSD pays the following annually towards your health insurance:</i><br><i>Certified: \$11,340.00 Classified: \$7,304.40</i>                                                                                                                                                                                                                                       |                     |
| <b>RETIREMENT</b>                                                                                                                                                                                                                                                                                                                                                    | <b>\$ 7,237.60</b>  |
| <i>CCSD contributes the following towards employee retirement:</i><br><i>TRS Eligible Employee: 14.27%</i><br><i>Supplemental Retirement (Non-TRS Eligible Employee): 2%</i><br><i>**TRS % is subject to change each July 1<sup>st</sup></i>                                                                                                                         |                     |
| <b>BASIC LIFE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT</b>                                                                                                                                                                                                                                                                                                           | <b>\$ 14.76</b>     |
| <i>CCSD pays 100% of the cost</i><br><i>Coverage: \$13,000 non-tobacco user / \$10,000 tobacco user</i>                                                                                                                                                                                                                                                              |                     |
| <b>LONG TERM DISABILITY</b>                                                                                                                                                                                                                                                                                                                                          | <b>\$ 102.96</b>    |
| <i>CCSD pays 100% of the cost</i><br><i>LTD covers 50% of your income up to \$7,500/month</i>                                                                                                                                                                                                                                                                        |                     |
| <b>FICA/SOCIAL SECURITY</b>                                                                                                                                                                                                                                                                                                                                          | <b>\$ 3,144.58</b>  |
| <i>CCSD matches your contribution of 6.2% as required by law</i>                                                                                                                                                                                                                                                                                                     |                     |
| <b>MEDICARE</b>                                                                                                                                                                                                                                                                                                                                                      | <b>\$ 735.43</b>    |
| <i>CCSD matches your contribution of 1.45% as required by law</i>                                                                                                                                                                                                                                                                                                    |                     |
| <b>UNEMPLOYMENT</b>                                                                                                                                                                                                                                                                                                                                                  | <b>\$ 8.47</b>      |
| <i>CCSD pays 100% of the cost as required by current laws</i>                                                                                                                                                                                                                                                                                                        |                     |
| <b>WORKER COMPENSATION</b>                                                                                                                                                                                                                                                                                                                                           | <b>\$ 213.02</b>    |
| <i>CCSD pays 100% of the cost as required by current laws</i>                                                                                                                                                                                                                                                                                                        |                     |
| <b>EMPLOYER PAID BENEFITS TOTAL</b>                                                                                                                                                                                                                                                                                                                                  | <b>\$ 22,796.82</b> |
| <b>TOTAL COMPENSATION 2015</b>                                                                                                                                                                                                                                                                                                                                       | <b>\$ 73,515.82</b> |
| <i>Annual Income + Employer Paid Benefits</i>                                                                                                                                                                                                                                                                                                                        |                     |

**EMPLOYER PAID BENEFITS GLOSSARY**

| BENEFIT                 | DEFINITION                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HEALTH INSURANCE        | A type of insurance coverage that pays for medical and surgical expenses that are incurred by the insured.                                                                                                                                                                                                                                                                                                                                                     |
| RETIREMENT PLAN         | A systematic plan made and kept by an individual for setting aside income for his or her future retirement.                                                                                                                                                                                                                                                                                                                                                    |
| TRS                     | Teachers Retirement System (TRS) of Georgia – All regular employees who work at least half time in their position are required to participate in TRS. A portion of the employee’s salary will be contributed to the plan each payday. Covered positions include Teachers, Paraprofessionals, Administrators, Nurses, Clerical Staff, and Campus Police Officers. Refer to the guidelines and regulations at <a href="http://www.trsga.com">www.trsga.com</a> . |
| SUPPLEMENTAL RETIREMENT | CCSD Supplemental Retirement Plan for PSERS Participants – Employees who are covered by PSERS are eligible to participate in this supplemental defined contribution plan. If the employee contributes 1% of salary to the 403b plan administered by VALIC, he or she will receive a contribution equal to 2% of salary each month to match. Please see plan information booklets for more detail.                                                              |
| BASIC LIFE              | Basic Life Insurance - provides a lump-sum payment, known as a death benefit, to beneficiaries upon the insured's death.                                                                                                                                                                                                                                                                                                                                       |
| AD&D                    | Accidental Death And Dismemberment Insurance - A rider attached to a life insurance policy that covers death by accidental means (rather than natural causes) and dismemberment, which includes loss of the use of certain body parts (including limbs or eyesight.)                                                                                                                                                                                           |
| LONG TERM DISABILITY    | An insurance policy that protects an employee from loss of income in the event that he or she is unable to work due to illness, injury, or accident for a long period of time.                                                                                                                                                                                                                                                                                 |
| FICA                    | Federal Insurance Contributions Act: U.S. government legislation under in which taxes are paid for the support of Social Security. This payroll tax is withheld from employees' payroll checks and is matched by the employer. The employee and the employer each pay the FICA tax of 6.2% of all wages and salaries. As a result, the employer must remit to the federal government 12.4% of its employees' wages and salaries.                               |
| MEDICARE                | The component of the Federal Insurance Contributions Act which taxes are paid for the support of Medicare. This payroll tax is withheld from employees' payroll checks and is matched by the employer. The employee and the employer each pay the Medicare tax of 1.45% of all wages and salaries. As a result, the employer must remit to the federal government 2.9% of its employees' wages and salaries.                                                   |
| UNEMPLOYMENT            | Federal Unemployment Tax: A tax paid by the employer to the state for the administration of the Georgia Unemployment program and payments. A small portion of the tax is also paid to the federal government.                                                                                                                                                                                                                                                  |
| WORKER COMPENSATION     | Insurance paid by the employer to cover the medical costs and lost wages for its employees' work-related injuries and illnesses.                                                                                                                                                                                                                                                                                                                               |