

## Dealing with the Employee Retirement Contribution Increase

**Model School: 'Anywhere Public Schools Salary Schedule - MA + 27 Step 11 Index - 1.82 (Frozen)**

Your School: Salary Schedule - Step\_\_\_ Index - \_\_\_\_\_

11-12 Retirement Rate = 0.0888 [12-13 Rate Increases by 0.009] 12-13 Retirement Rate = 0.0978

Inserted Data in Blue Cells; Green cells are calculated; Red cells are pre-set, statutory retirement contribution rates.

2011-12 Salary Information		2012-13 Salary Information		Compare-Increase/Decrease
Salary Schedule Step Index [Example - MA 27, Step 11, Index is 1.82 at your school. Frozen at this step.]		Salary Schedule Step Index [Example - MA 27, Step 11, Index is 1.82 at your school. Frozen at this step.]		
2011 -12 Base Salary [Example: Base Salary is 32,900]		2012-13 Base Salary [Example: Base salary increase of \$350, to \$33,250]		
2011-12 Gross Salary		2012-13 Gross Salary		
2011-12 Retirement Contribution RATE		2012-13 Retirement Contribution RATE		
2011-12 Retirement Contribution *		2012-13 Retirement Contribution		
2011-12 Net Salary		2012-13 Net Salary		

\* Includes only the teacher (school employee) contribution rate. Schools and ESUs pay a matching contribution of 101% of the teacher (school employee) rate. HOWEVER, NOTE THAT THE SCHOOL DISTRICT BUDGET LID EXCLUDES THE DISTRICT'S SHARE OF THE THE INCREASE. The purpose of this exercise is to assist negotiators in explaining the effects of the increase in each teacher's annual retirement contribution for next year. The 0.9 percent increase can reduce the net salary by hundreds of dollars. The salary goal is to make certain that you receive enough money on the base so that, at a minimum, NO TEACHER HAS A DECREASE IN THEIR TAKE HOME PAY!