

# Perks of working with us

MCPS teachers receive a rich benefits package in addition to their annual salary. Those benefits include:

## Health Insurance

- Free health insurance. The school board pays 100% of the employee's health insurance
  - HMO and HDHP plans only
- Employee may upgrade to PPO and/or family plans

## Leave Time

- Ten sick leave days, pro-rated at the beginning of the year
- Two personal leave days per year

## Retirement

- Virginia Retirement System
- Tax Shelter Annuity plans available through approved vendors

## Insurance

- Group Life Insurance, free, paid up to 1.5 times the employee salary
- Optional Life Insurance plans available through VRS

## Other Benefits

- Affordable Dental and Vision Plans
- Medical Flexible Spending Plan (for employee or dependent)
- Optional Insurance Plans: Term Life, Long Term Care, Accident, Disability, Heart/Stroke
- Employee Assistance program, free, provides confidential referral and short-term treatment services for a wide variety of issues.

# We provide the very best

## State of the Art Classrooms

Every classroom features 21st Century Technology, including:

- SMART Board
- Document Camera
- Sound Amplification

BYOD (Bring Your Own Device) is alive and well and most schools encourage the use of this program to further expand technology in the classroom.



One-to-One device initiative is in year three of implementation. Starting in the fall of 2017, all middle and high school students will receive a tablet or Chromebook to assist with completing assignments in and out of the classroom.

## Teacher Support

- Mentor Teacher Program
- Math and English Coaches
- Site based specialists in gifted education, special education, and ELL
- Administrators of Curriculum who support curriculum development at every grade level
- Professional Development on research-based engagement practices

## Safe Schools

Every building is equipped with the following safety features:

- Electronic, buzz-in entry system
- Driver's License Check for all visitors
- External Cameras
- Front Office Camera Monitors



Montgomery County  
Public Schools

Engage

Encourage

Empower

[www.mcps.org](http://www.mcps.org)