

INVESTED IN YOU

GMSD'S **TEACHER** TOTAL COMPENSATION PACKAGE

2025 - 2026 Teacher Compensation

*Calculated on base salary - bachelor's degree step 0

- 10 sick days front loaded
- 3 personal days
- \$1,000 holiday bonus

\$51,000

- Employer paid Social Security and Medicare

EMPLOYER CONTRIBUTIONS

Tennessee Consolidated Retirement System (TCRS)

5% towards employee 401(k) plan
4% towards defined benefit

4,590



Medical/Dental/Vision Insurance

Germantown Partners with Lucent Health, MetLife, and Davis Vision

\$7,519

Employee Only

\$13,757

Employee +1

\$19,191

Family Plan



GMSD HEALTH AND WELLNESS CENTER



All employees participating in GMSD's medical insurance plan are eligible to use the GMSD Health Clinic, in partnership with Methodist Healthcare, with no out-of-pocket cost for services or prescriptions.



The Methodist Mammogram Mobile visits GMSD each December and June to offer free on-site mammograms for all employees.



Nurses from the GMSD Health and Wellness Center visit schools periodically to offer B12 and flu shots, making preventive care even more convenient.

PROFESSIONAL DEVELOPMENT

- Blue Chips Teacher Mentor Program - 5 year program providing leveled layers of support
- University partners for degree advancement

OTHER BONUSES

- Free Employee Assistance Program (EAP)
- Full Paid Life Insurance Policy - 2 times your annual salary
- Flexible Spending Account (optional)
- Additional Disability Insurance Available



GERMANTOWN
MUNICIPAL SCHOOL DISTRICT

Empowering Personal Potential

total compensation up to...

\$75,781

EMPLOYEE PERKS AND DISCOUNTS



From gym memberships to movie tickets and local dining, GMSD employees enjoy exclusive discounts with a variety of local and online partners. Our employee perks program offers savings in **fitness, health, restaurants, retail, entertainment**, and other **commercial services**—because we believe your hard work deserves rewarding benefits inside and outside the workplace.



Check out all we have to offer here!



GMSD NAMED TOP WORKPLACE...AGAIN

GMSD has proudly been named a **Top Workplace** by The Commercial Appeal for **12 consecutive years**—a distinction driven by feedback from our very own employees. This recognition highlights what makes GMSD special: a culture rooted in trust, teamwork, and shared purpose. It's proof that when people love where they work, extraordinary things happen for students, staff, and our community.

**TOP
WORK
PLACES**
2015-2026

THE
COMMERCIAL APPEAL

JOIN OUR TEAM!



WWW.GMSDK12.ORG

