

SUMMARY OF BENEFITS-CERTIFICATED PERSONNEL

2021-22

*All employees who are regularly scheduled to work 30 hours per week and are contracted for 120 or more days during the contract year are eligible for the benefits below:

PERSONAL DAYS: 3 per contract year (cannot accumulate)

SICK DAYS: 1.25 day accumulated per month to 285 days max

WORK DAYS PER YEAR: *12 MONTH CONTRACT - 240 DAYS/YEAR (15 paid holidays)*
11 MONTH CONTRACT - 222 DAYS/YEAR (14 paid holidays)
9 MONTH CONTRACT - 185 DAYS/YEAR (no paid holidays)

MEDICAL INSURANCE: Choice of plans: Aultcare (PPO) or Super Med (PPO)
Employee cost: 15% of premium
As of 7/1/21: Family \$301.03/month; \$150.51/pay
(Subject to change yearly) Single \$123.92/month; \$61.96/pay

DENTAL INSURANCE: One plan: Mutual Health
Employee cost: 15% of premium
As of 7/1/21: Family \$34.58/month; \$17.29/pay
(Subject to change yearly) Single \$14.02/month; \$7.01/pay

FLEXPRO PROGRAM: Tax sheltered premium
Unreimbursed medical costs
Dependent care

LIFE INSURANCE: Basic - 100% Board paid: \$ 50,000 coverage if salary is less than 50K
\$ 75,000 coverage if salary is more than 50K
\$100,000 coverage if salary is more than 75K
Optional Supplemental - Employee paid: up to \$60,000 coverage @ \$0.195 / 1K

STRS: State Teachers Retirement System - Participation is mandatory
Employee contribution: 14% of gross salary
Employer contribution: 14% of gross salary

TAX-SHELTERED ANNUITY: 403B Plan - **APPROVED PLANS ONLY**
Board matches 50% of employee contribution up to a maximum of \$750 per contract year.
4 levels of participation offered

PAY SCHEDULE: Teachers - 1st pay on 9/10/21
Administrators - 1st pay on 8/13/21

*Employees hired after the contract year has begun may not be eligible for all of these benefits during the first year of employment.