

**SANDERS UNIFIED SCHOOL DISTRICT #18**  
**FRINGE BENEFITS 2022-2023**  
**CERTIFIED & CLASSIFIED FULL-TIME EMPLOYEES**

**Benefits Package for Full-time Employees with Fair Labor Standards Act Non-Exempt Status**

- Employee Basic Life Insurance = \$25,000
- Employee Accidental Death & Dismemberment = \$25,000
- Employee Health Insurance District pays \$6,522.96 for Plan I and pays \$7,452.96 for Plan II. An employee is responsible for the increased cost of any plan election that exceeds the limits stated.
- Employee may opt-out of health insurance and elect to receive a \$1,500 cash benefit instead. The cash benefit will be paid in two installments of \$750. The first installment in December and the second in May. New hires choosing the cash benefit in lieu of health insurance shall be prorated.
  
- The district pays the Arizona State Retirement system (ASRS) match pursuant to A.R.S. 38-735, 38-736, and 38-737. The FY23 Arizona State Retirement system share is 12.17% (Retirement Pension & Health Insurance Benefit is 12.03% and Long-term Disability is .14%).
  
- The district pays the Alternative Contribution Rate employer only-cost for “Return to Work” employees pursuant to A.R.S. § 38-766.02. The FY23 Alternative Contribution Rate is 10.22%.
  
- The district pays the federally mandated employer share at the current calendar year rates for Social Security (OASDI) @ 6.20% and for Medicare @ 1.45% (total 7.65%). The maximum taxable earnings per employee is \$142,800.
  
- Workers’ Compensation benefits are provided pursuant to ARS Title 23. Wage loss benefits are payable at 66.23% of the injured worker’s gross monthly salary. No wage loss benefit is payable for the first 7 days. The district’s premium is based upon claims paid.
  
- Pursuant to A.R.S. Title 23 the district is required by law to pay unemployment taxes on the first \$7,000 in gross wages paid to each employee in a calendar year. Benefits are paid only to workers who are unemployed through no fault of their own.
  
- Employees’ payroll checks are directly deposited into the financial institution of their choice. The employee may elect to have a designated amount be deposited into their savings account as well.
  
- An employee may elect voluntary payroll deductions for a Tax-Sheltered Annuity Plan (TSA), Flexible Spending Accounts for Medical and/or Dependent Care under Section

125, and for supplemental life insurance plans. Any plan must be district approved and have a minimum of 5 participants.

- Pursuant to District Policy GCCA Sick Leave (10 days for 10-month employees or 12 days for 12-month employees); 1 day per contract month is earned and may accumulate up to 50 days. Upon severance from the District, remaining sick leave will be paid at one half of the substitute rate for (\$57.50) certified staff. Classified staff will be paid at one half of the current Arizona State hourly minimum wage. The Arizona State minimum wage for 2022 is \$12.80 and will increase (pending 2023).  
<https://www.azica.gov/sites/default/files/Minimum%20Wage%20Increase%20222023.pdf>
- Pursuant to District policy GCCG the employee will be granted 2 days (16 hours) per fiscal year. Unused Personal Leave cannot be carried over into the new fiscal year.
- Pursuant to District Policy GCCH an employee will receive 5 days (40 hours) Bereavement Leave per contract year. District Policy GCCH defines the allowable family relationships. Unused Bereavement Leave cannot be carried over into the new fiscal year.
- Annual Leave for 12-month employees: 12 days for the first full year of employment, and 15 days in subsequent years. Annual leave accumulates up to 18.75 days (150 hours). Upon severance from the District, Annual leave is paid at the daily rate for certified staff and at their hourly rate for classified employees.
- Pursuant to District policy GCCE Professional Leave is given when an employee is attending a pre-approved professional development event. The Governing Board and the Superintendent encourage professional development for all employees. They recognize the importance of continuing education to enhance workers' skill levels, attitudes, commitment, and performance. All professional development must be pre-approved.
- Pursuant to District Policy GCCD an employee will be granted a leave of absence for jury duty, victim leave, and military leave.
- The Sanders Unified School District No. 18 qualifies as an eligible site for deferment or cancellation of many types of student loans. Please see the Human Resource Specialist for details.

**SANDERS UNIFIED SCHOOL DISTRICT #18**  
**FRINGE BENEFITS FOR FY 2022-2023**  
**ADMINISTRATIVE STAFF**

**Benefits Package for Full-time Employees with Fair Labor Standards Act Exempt Status**

- Employee Basic Life Insurance = \$100,000
- Employee Accidental Death & Dismemberment Insurance = \$25,000.
- Employee Health Insurance: District pays \$6,522.96 for Plan I and pays \$7,452.96 for Plan II. An employee is responsible for the increased cost of any plan election that exceeds the limits stated
- Employee may opt-out of health insurance and elect to receive a \$1,500 cash benefit instead. The cash benefit will be paid in two installments of \$750. The first installment in December and the second in May. New hires choosing the cash benefit in lieu of health insurance shall be prorated.
  
- The district pays the Arizona State Retirement System (ASRS) match pursuant to A.R.S. 38-735, 38-736, and 38-737. The FY23 Arizona State Retirement System employer share is 12.17% (Retirement Pension & Health Insurance Benefit is 12.03% and Long-term Disability is .14%).
  
- The district pays the Alternative Contribution Rate employer only-cost for “Return to Work” employees pursuant to A.R.S.§ 38-766.02. The FY23 Alternative Contribution Rate is 9.68%.
  
- The district pays the federally mandated employer share at the current calendar year rates for Social Security (OASDI) @ 6.20% and for Medicare @ 1.45% (total 7.65%). The maximum taxable earnings per employee is \$142,800.
  
- Workers’ Compensation benefits are provided pursuant to ARS Title 23. Wage loss benefits are payable at 66.23% of the injured worker’s gross monthly salary. No wage loss benefit is payable for the first 7 days. The district’s premium is based upon claims paid. District Policy GBGD.
  
- Pursuant to A.R.S. Title 23 the district is required by law to pay unemployment taxes on the first \$7,000 in gross wages paid to each employee in a calendar year. Benefits are paid only to workers who are unemployed through no fault of their own.
  
- Employees’ payroll checks are directly deposited into the financial institution of their choice. The employee may elect to have a designated amount be deposited into their savings account as well.

- An employee may elect voluntary payroll deductions for a Tax-Sheltered Annuity Plan (TSA), Flexible Spending Accounts for Medical and/or Dependent Care under Section 125, and for supplemental life insurance plans. Any plan must be district approved.
- Sick Leave accrues at the rate of 1 day per contract month is earned and may accumulate up to 50 days (300 hours). In the second year of employment 15 days are earned. Upon severance from the District, remaining sick leave shall be paid at one half of the substitute rate @\$57.50.
- Pursuant to District Policy GCD twelve (12)-month administrators earn four (4) weeks of Annual Leave per contract year (20 days). Annual Leave may accumulate to a maximum of thirty-seven and one-half (37.5) days (300 hours). (Policy GCD Update)
- Employees shall receive compensation during the 10-day Winter break (in addition to the 20 day of Annual Leave). These days must be using during the break as they do not carryover. (Policy GCD Update).
- Pursuant to District Policy GCCB each staff member will be granted two (2) days Personal Leave (16 hours) per fiscal year. Unused Personal Leave cannot be carried over into the new fiscal year.
- Pursuant to District Policy GCCH employees receive 5 days (40 hours) Bereavement Leave with pay per fiscal year. District Policy GCCA Bereavement Leave lists relationships for allowable use of this leave. Unused Bereavement Leave cannot be carried over into the new fiscal year.
- Pursuant to District Policy GCCE Professional Leave is given when an employee is attending a pre-approved professional development event. The Governing Board and the Superintendent encourage professional development for all employees. They recognize the importance of continuing education to enhance workers' skill levels, attitudes, commitment, and performance. All professional development must be pre-approved.
- The district may pay dues for membership in recognized professional organizations on behalf of the employee in an amount **not to exceed \$750.**
- Pursuant to District Policy GCCD an employee will be granted a leave of absence for jury duty, victim leave, and military leave.
- SUSD qualifies as an eligible site for deferment or cancellation of many types of student loans. Please see the HR Manager for details.