

SUMMARY OF BENEFITS-CLASSIFIED PERSONNEL 2023-24

*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:

WORK DAYS PER YEAR:	12 MONTH – 260/240 DAYS/YEAR (16 paid holidays) 11 MONTH - 222 DAYS/YEAR (15 paid holidays) 9 MONTH - 195 DAYS/YEAR (10 paid holidays)
PERSONAL DAYS:	3 per contract year (cannot accumulate)
SICK DAYS:	1.25 day accumulated per month to 300 days max
VACATION DAYS:	Only 260 day contracts are eligible: Years 1-5: 10 days per year Years 6-10: 15 days per year Years 11+: 20 days per year
MEDICAL INSURANCE:	Choice of plans: Aultcare or Medical Mutual Employee cost: 15% of premium: As of 7/1/23 (Subject to change yearly): Single: \$143.54/month; \$71.77/pay Family: \$348.68/month; \$174.34/pay
DENTAL INSURANCE:	One plan: Medical Mutual Employee cost: 15% of premium: As of 7/1/23 (Subject to change yearly): Single: \$14.90/month; \$7.45/pay Family: \$36.76/month; \$18.38/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
SERS:	School Employees Retirement System - <u>Participation is mandatory</u> Employee contribution: 10% 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:	Classroom Assistants (195 days) - 1st pay on 9/15/23 Administrators - 1st pay on 8/15/23 Full-year employee (260/240 days) - 1st pay on 7/14/23

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