

# SUMMARY OF BENEFITS-CERTIFICATED 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:

<b>PERSONAL DAYS:</b>	3 per contract year (cannot accumulate)
<b>SICK DAYS:</b>	1.25 day accumulated per month to 300 days max
<b>WORK DAYS PER YEAR:</b>	<b>12 MONTH - 240 DAYS/YEAR</b> (16 paid holidays) <b>11 MONTH - 222 DAYS/YEAR</b> (15 paid holidays) <b>9 MONTH - 185 DAYS/YEAR</b> (no paid holidays)
<b>MEDICAL INSURANCE:</b>	Choice of plans: <b>Aultcare</b> or <b>Medical Mutual</b> 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
<b>DENTAL INSURANCE:</b>	One plan: <b>Medical Mutual</b> 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
<b>FLEXPRO PROGRAM:</b>	Tax sheltered premium Unreimbursed medical costs Dependent care
<b>LIFE INSURANCE:</b>	Basic - 100% Board paid: <b>\$50,000 coverage if salary is less than 50K</b> <b>\$75,000 coverage if salary is more than 50K</b> <b>\$100,000 coverage if salary is more than 75K</b>  Optional Supplemental - Employee paid: up to \$60,000 coverage @ \$0.195/1K
<b>STRS:</b>	State Teachers Retirement System - <b><u>Participation is mandatory</u></b> Employee contribution: 14% of gross salary Employer contribution: 14% of gross salary
<b>TAX-SHELTERED ANNUITY:</b>	403B Plan - <b>APPROVED PLANS ONLY</b> Board matches 50% of employee contribution up to a maximum of \$750 per contract year. 4 levels of participation offered
<b>PAY SCHEDULE:</b>	<b>Teachers (185 days) - 1<sup>st</sup> pay on 9/15/23</b> <b>Administrators - 1<sup>st</sup> pay on 8/15/23</b>

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