

Dry Creek Joint Elementary School District
MANAGEMENT EMPLOYEE BENEFITS

LONGEVITY

Management employees will be provided with annual longevity as follows:

- 1% at 9 years
- 2% at 12 years
- 3% at 15 years
- 4% at 18 years
- 5% at 21 years

A year of District service is defined as being in paid status at least 75% of assigned work year.

ADVANCED DEGREES

Management employees receive an annual stipend for an earned Master's. Doctoral Degree is earned at Step 8 on the salary schedule.

Master's Degree	\$1000
-----------------	--------

HEALTH, VISION & DENTAL BENEFITS

The District offers various health plans, which may include dental and vision care. Options for coverage include: Employee only, employee and children, employee and spouse, employee and family. Our plans include: Kaiser HMO, Kaiser High Deductible with HSA, Sutter Health Plus HMO, Sutter Health Plus High Deductible with HSA, Sutter Health Plus Mid High Deductible with HSA, Western Health Advantage HMO, Western Health Advantage High Deductible with HSA, Western Health Advantage Mid High Deductible with HSA, Delta Dental and Vision Service Plan. Each management employee will receive up to \$809.00 per month towards a health benefit package offered by the District.

LEAVES

Bereavement: An employee will be entitled to a maximum of five (5) days paid leave. Bereavement days need to be taken within the first 90 days after the death. These days are not deducted from sick leave.

Personal days: Five paid days annually for administrators working 225 days or more with supervisor approval. These days are not deducted from sick leave.

Personal necessity: Up to seven (7) total days of sick leave per year may be used for matters of personal necessity per Education Code 45207.

Sick leave: Each full-time management employee is entitled to 12 days of sick leave.

PROFESSIONAL DUES

The district pays for membership to the Association of California School Administrators (ASCA).

LIFE INSURANCE

The district provides a \$100,000 life insurance policy for all management employees.

DISABILITY INSURANCE

The district has available disability income protection at the employee's expense.

CLASSIFIED MANAGEMENT

Vacation -12 days annually for classified administrators. Must be included on the work calendar and approved by supervisor.