

SANDERS UNIFIED SCHOOL DISTRICT #18
FRINGE BENEFITS FOR FY 2025
CERTIFIED & CLASSIFIED FULL-TIME EMPLOYEES (FTE)

Benefits Package for FTE'S

- Employee Basic Life Insurance = \$25,000
- Employee Accidental Death & Dismemberment = \$25,000
- Employee Health Insurance: District pays \$6,786.36 for Plan I and pays \$7,754.04 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.
- Pursuant to A.R.S. §38-735, 38-736, and 38-737, the district pays the Arizona State Retirement (ASRS) match. The FY 2025 ASRS employer share is 12.27% (Retirement Pension & Health Insurance Benefit @ 12.12% and LTD @ .15%).
[ASRS](#)
- Pursuant to A.R.S. §38-766.02, the district pays the ASRS Alternative Contribution Rate (ACR) employer only-cost for “Return to Work”. The FY 2024 ACR is 10.19%.
- The district pays the federally mandated employer share at the calendar year 2024 rate for Social Security (OASDI) @ 6.20%, (Medicare @ 1.45% is paid by employee only; total 7.65%). The maximum 2024 taxable earnings per employee is \$168,600.
- Pursuant to A.R.S. Title 23, the district provides Workers’ Compensation Insurance coverage for employees. Benefits are paid only to a worker whose claim is accepted by the Alliance, the district’s Workers’ Compensation provider through The TRUST. 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. (Policy GBGD)
- Pursuant to A.R.S. Title 23, the district is required to pay unemployment taxes on the first \$8,000 in gross wages paid to each employee in a calendar year.
<https://des.az.gov/services/employment/unemployment-employer>
- 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 a savings account.

- An employee may elect voluntary payroll deductions for a Tax Sheltered Annuity Plan (TSA) and Flexible Spending Accounts for Medical and/or Dependent Care under Section 125, and for supplemental life insurance plans. Any plan must be district approved.
- Pursuant to District Policy GCCA Professional/Support Staff Sick Leave will accrue at the rate of one (1) day per contract month (10 days for 10 month employees or 12 days for 12 month employees), 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 (\$65.00) for certified staff. Classified staff will be paid at one-half of the AZ State hourly minimum wage. AZ State minimum wage for 2024 is \$14.35. 2023 = \$13.85 The Governing Board approved a starting hourly rate @ \$15.00 effective July 1, 2024.
[AZ MINIMUM WAGE](#)
- 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 their hourly rate for classified employees. (*)
- Pursuant to District Policy GCCB, the employee will be granted two (2) Personal Leave 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 may be granted five (5) days (40 hours) Bereavement Leave, with pay, per fiscal year. District Policy GCCA defines the allowable family relationships. Unused Bereavement Leave cannot be carried over into the new fiscal year.
- Pursuant to District Policy GCCE Professional Leave may be granted for an employee attending a 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 Professional/Support Staff Military/Legal Leave - The Board will grant leaves, in addition to jury duty, when an employee is called to attend field training services for the Military Reserve or National Guard and when an employee is a victim of a juvenile or adult crime exercising a right to be present at a proceeding as defined in statute.
- SUSD qualifies as an eligible site for deferment or cancellation of many types of student loans. Please see the Human Resource Specialist for details.

Governing Board approved at the Regular Meeting held on June 10, 2024 pursuant to A.R.S. §§15-187 & 15-502 and in accordance with District Policies GCBD Professional Staff Fringe Benefits & GDBD Support Staff Fringe Benefits.

Clerk of the Board

Date

**SANDERS UNIFIED SCHOOL DISTRICT #18
FRINGE BENEFITS FOR FY 2024
ADMINISTRATIVE STAFF**

Benefits Package for FTE'S

- Employee Basic Life Insurance = \$100,000
- Employee Accidental Death & Dismemberment Insurance = \$25,000
- Employee Health Insurance: District pays \$6,786.36 for Plan I and pays \$7,754.04 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.
- Pursuant to A.R.S. §38-735, 38-736, and 38-737, the district pays the Arizona State Retirement System (ASRS) match. The FY 2025 ASRS employer share is 12.27% (Retirement Pension & Health Insurance Benefit is 12.12% and LTD is .15%).
- Pursuant to A.R.S. §38-766.02, the district pays the ASRS Alternative Contribution Rate (ACR) employer only-cost for "Return to Work" employees. The FY 2025 ACR is 10.19%.
- The district pays the federally mandated employer share at the calendar year 2024 rate for Social Security (OASDI) @ 6.20%, (Medicare @ 1.45% is paid by employee only; total 7.65%). The maximum 2023 taxable earnings per employee is \$168,600.
- Pursuant to A.R.S. Title 23, the district provides Workers' Compensation Insurance coverage for employees. Benefits are paid only to a worker whose claim is accepted by the Alliance, the district's Workers' Compensation provider through The TRUST. 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. (Policy GBGD)
- Pursuant to A.R.S. Title 23, the district is required to pay unemployment taxes on the first \$8,000 in gross wages paid to each employee in a calendar year.
- 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 a savings account.
- 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.

- Pursuant to District Policy GCCA, Sick Leave accrues at the rate of one (1) day per contract month and may accumulate up to 50 days (400 hours). Upon severance from the District, remaining sick leave shall be paid at one half of the Regular Substitute rate of \$130 = \$65.00 (Refer to Policy GCBA-EB)
- Pursuant to District Policy GCD twelve (12)-month administrators earn four (4) weeks of Vacation Leave per fiscal year (4 weeks x 40 hours = 160 hours).
 - Vacation Leave shall be taken when school is not in session. However, if workloads disallow vacations as established, the Superintendent may approve vacation days during the school year.
 - Vacation Leave may accumulate to a maximum of thirty-seven and one-half (37.5) days (37.5 days x 8 hours = 300 hours).
- Employees shall receive 5-days 'Special Administrative Leave' to use during the Fall, Winter, or Spring breaks. The 5-days are in addition to their 20 days Vacation Leave. These days must be used during the current fiscal year breaks as they do not carryover into the new fiscal year.
- 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, an employee may be granted five (5) days (40 hours) Bereavement Leave, with pay, per fiscal year. District Policy GCCA lists relationships for allowable use of this leave. Unused Bereavement Leave cannot be carried over into the new fiscal year.
- Pursuant to District Policy GCCD Professional/Support Staff Military/Legal Leave - The Board will grant leaves, in addition to jury duty, when an employee is called to attend field training services for the Military Reserve or National Guard and when an employee is a victim of a juvenile or adult crime exercising a right to be present at a proceeding as defined in statute.
- Pursuant to District Policy GCCE Professional Leave may be granted for an employee attending a 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.
- SUSD qualifies as an eligible site for deferment or cancellation of many types of student loans. Please see the Human Resource Specialist for details.

Governing Board approval granted at the Regular Meeting held on June 10, 2024 pursuant to A.R.S. §§15-187 & 15-502 and in accordance with District Policies GCBD Professional Staff Fringe Benefits & GDBD Support Staff Fringe Benefits.