



Montgomery County Public Schools

Understanding Our Benefit Options

A quick guide to help you understand our benefit opportunities



Anthem Medical Plans

HMO, POS, and PPO options available with comprehensive coverage for in-network and out-of-network services. Multiple tiers for medication with affordable copayments are available with reduced costs for long-term prescriptions



Delta Dental Plan

MCPS offers **FREE Delta Dental coverage** for employees, spouses, and families



Ameritas Vision Plan

Coverage includes eye exams, lenses, frames, and contact lenses. Discounts available for additional services like scratch-resistant coating and anti-reflective coating



Carilion EAP

Free Confidential Employee Assistance Program Support for mental health, legal, financial concerns, and crisis support available to employees and their families



Employee Leave Benefits

MCPS offers leave benefits for most PT and FT employees, including paid sick leave, personal leave, funeral leave, and annual leave.



Flexible Spending Accounts

Use pre-tax dollars to pay for eligible medical expenses with a maximum annual contribution of \$3,200, and for dependent care with a maximum contribution of \$5,000



Customer Support

For customer support or assistance with your benefits, contact the MCPS Benefits Team, visit mymarkiii.com, or call the support line at 800-437-3539.

You may also download the MY Mark III Mobile App on Google Play and the Apple App Store



Employee Benefits Portal

Use your smartphone to scan the QR code or visit the link below for quick access to your employee benefits portal page Look around to find your offered policy information, claim forms, search for a provider, and more <https://mymarkiii.com/mcpsva/>



Employee Sick Leave Bank

Employees who earn sick leave may choose to join our Sick Leave Bank, which allows them to access additional days in the event of a catastrophic or long-term illness after exhausting all other available leave.



Virginia Retirement System (VRS)

Most full-time employees are eligible for the VRS and enrolled in Group Life Insurance at no cost MCPS contributes a certain percentage to your individual retirement account