AVON COMMUNITY SCHOOL CORPORATION

Statement of Benefits Package - Certified Teachers

All belong, learn, and grow: When you decide to be 'ALL IN' at Avon Schools, you're joining a team that is committed to helping all 10,800 students belong, learn, and grow.

Avon is pleased to offer an array of benefits to support you and your family. Please see the following details.

Contract: 185 days
Contract Day: 7 hours and 15 minutes
Pay Schedule: 26 pays per year. Benefits are deducted from 24 of those payments each year.

Benefit Eligibility Date:
Eligible the first full month after hire. For example: if you are hired on 7/27, your coverage begins 8/1. *Please check with your AF representative for when their product coverage begins.*

Benefit Enrollment:
It is mandatory you complete the benefit enrollment process within thirty (30) days of your hire date to waive or enroll in coverage**.** *NOTE: If enrollment is not completed during the 30 day window, your benefits will be waived and your next chance for enrollment will in the following year, unless you experience a qualifying life event before then.* ***There are no exceptions to this rule, so please do not delay.***

Health and Wellness Benefits:

- Medical – Anthem Blue Access
  - No Cost Wellness Center through Hendricks Regional Health
  - No Cost Mental Health Services
    - First Stop Health Virtual Counseling
    - Hendricks Therapy
  - No cost tele-medicine through First Stop Health
  - Cardiovascular and Orthopedic Centers of Excellence
- Dental – Delta Dental

Medical Deductions Per Pay				
Anthem Plan	**Employee**	**Employee + Spouse**	**Employee + Children**	**Family**
Preferred PPO $500/$1000	$82.43	$368.34	$315.66	$401.91
High-Deductible $3500 | HSA	$73.53	$328.31	$281.37	$358.29
High-Deductible $6000 | HSA	$62.58	$279.20	$239.18	$304.52
Delta Dental	$3.31			$19.14

ACSC contributes between 65% - 82% of premium costs, depending on plan
Failure to pay insurance premiums within the 30-day grace period will terminate coverage.

- Long Term Disability Insurance – 66% of base salary provided to administrator at $1.00 per year with 3/12 pre-existing

Supplemental Insurance Options: *(100% employee paid premiums through payroll deductions)*

- Vision - VSP

- American Fidelity Products
    - Accident Insurance/Critical Illness Insurance/Hospital Indemnity Insurance
    - Cancer Insurance
    - Disability Income Insurance
    - Life Insurance
    - Flexible Spending Accounts and Dependent Care Account
    - Health Savings Accounts (Employer Contribution if opt into High-Deductible Health Plan)

Employee Assistance Program (EAP):
ACSC provides at no cost to all employees and their immediate family members an employee assistance program. This is a free resource which provides confidential solutions to life's challenges.

Financial Retirement Benefits funded by Avon:

- Teachers Retirement Fund (TRF*): The Indiana Retirement System (INPRS) is for all teachers in the state of Indiana. The Corporation contribution is 7% of the teacher's base pay into the Defined Pension Plan. The Corporation also contributes the employees' 3% share.

  **As a new teacher, you have 60 days from your date of hire to choose between two retirement options – the traditional PERF Hybrid plan (defined benefit plus a defined contribution account) or the My Choice Retirement Savings Plan. Go to https://www.in.gov/inprs/my-fund/teachers/ for more information regarding the plans*
- 401(a) Retirement Plan: The school corporation contributes 4% of the employee's base pay into a 401(a). Teachers are 100% vested after 5 years of service.

Financial Retirement Benefits funded by Avon:

- 403(b) Retirement Plan: All employees are eligible to contribute a set deduction up to the IRS limitation in a 403(b)-retirement plan through the convenience of payroll deduction.

Paid Time Off Benefits:

- Sick Leave: Employees receive nine (9) sick days each contract year. When employment is less than a year, sick days are prorated. It is ACSC's practice to require a doctor's note for three (3) or more consecutive days. Unused sick days can accumulate year after year up to a maximum number of 190 days.
- Personal Days: Employees receive four (4) personal days each year. Unused personal days roll over to sick days.
- Holidays: Labor Day, Day before Thanksgiving, Thanksgiving, Day after Thanksgiving, Martin Luther King, Jr., Memorial Day
- Bereavement Leave: Teachers are entitled to be absent on account of death of a relative for 2-5 days depending on the relationship to the employee.

Leave of Absence:
ACSC follows both Federal and School Board guidelines when approving an employee for a family or medical leave of absence. All employees absent for (4) or more consecutive days are required to contact the Benefits Department to determine eligibility: 317.544.6000 or email acscbenefits@avon-schools.org

Workers' Compensation:
ACSC employees are covered by Indiana Workers' Compensation Insurance. ACSC requires that employees report any workplace injury, no matter how small, to the supervisor immediately and complete an Accident Report. Workers' Compensation may provide you with medical, rehabilitation, and income benefits if you are injured on the job. These benefits are provided to help you return to work.