

ROSS-PIKE COUNTY EDUCATIONAL SERVICE DISTRICT

BENEFITS FOR FULL-TIME EMPLOYEES

Retirement

- State Teacher's Retirement System – certified positions
14% deducted from pay/14% paid by the Board
- School Employees Retirement System – classified positions
10% deducted from pay/14% paid by the Board

Life Insurance-Full Time Benefit

- \$20,000 life insurance is paid by the Board
- Optional life insurance may be payroll-deducted at \$10,000 increments (maximum \$100,000 optional)
Optional amounts require medical underwriting approval.
- Dependent life insurance may be payroll-deducted at \$2.72 (total) per month. Covers dependent children for \$2,500 and spouse \$5,000.

Health Insurance-Full Time Benefit

Eligible on first work day (Employee pays 20%/ Board pays 80%)

- Single Plan \$152.40 per month/\$76.20 per pay (employee's share)
- Family Plan \$348.80 per month/\$174.40 per pay (employee's share)

Vision Insurance-Full Time Benefit

- Single Coverage - \$2.00 per month/ \$1.00 per pay
- Family Coverage - \$3.00 per month/\$1.50 per pay

Dental Insurance-Full Time Benefit

- Single coverage \$6 per month; \$3 each pay
- Family coverage \$13 per month; \$6.50 each pay

Direct Deposit – all payroll checks

- Paid on the 15th and 30th each month
- Paid over 12 month period (September 1 to August 30)

Leave Benefits

- Sick Leave – 15 days per year - 1.25 days accrued per month (Pro-rated for part-time employment as stated in contract)
 - We will accept leave balances from other Governmental Entities if a statement is sent to us by the Fiscal Officer of your previous employer.
 - Leave forms should be submitted the day you return to work.
- Personal Leave – 3 days per contract year (Pro-rated for partial contract year and part-time employment)
 - Must be approved 3 business days prior to date requested, unless it is an emergency.
- 12 MONTH EMPLOYEES ONLY - Vacation Leave – Each professional staff employed under a 260 day contract, after one (1) year service approved by the Board of Education, shall be entitled during each year thereafter to vacation leave with full pay for two (2) calendar weeks excluding legal holidays.

Those staff members continuing in the employment of/or approved by the board for five (5) or more years of service shall be entitled to vacation leave with full pay for three (3) calendar weeks excluding holidays.

Medicare

- Required by Government – deducted at 1.45%/1.45% paid by Board.

Travel and Professional Meetings

- Travel will be reimbursed at IRS mileage rate per mile. (There is a maximum amount that can be reimbursed each year. Please check with the Treasurer or Superintendent for the specific amount for your position).
- Professional Meeting expenses must be approved prior to meeting. Registration for meetings will be paid by Board. Mileage will be reimbursed at IRS mileage rate per mile. Other expenses, such as meals (\$25 per day maximum, for overnight trips only), parking & hotel will be reimbursed only if receipts submitted.

Copies of Board Policies are located in the Media Room
Forms are stored in the Copy Room