

SUMMARY OF BENEFITS

BENEFIT	INSTRUCTOR	NON-INSTRUCTOR
Sick Leave	1 day per month (7 hours)	1 day per month (8 hours)
Annual Leave	N/A	0-4 yrs. 1 day per month 5-9 yrs. 1.25 days per month 10-14 yrs. 1.5 days per month 15-19 yrs. 1.75 days per month 20 – Up 2 days per month May accumulate up to 60 days.
Personal Leave	5 days per year (35 hrs) (converts to sick leave if not used)	2 days per year (16 hrs) (coverts to sick leave if not used)
Holidays	14 days plus (5) locally assigned	14 days plus (5) locally assigned
Number of Work Days Contracted	175 days (9) month contract 54 summer (3) month contract	260 days
Retirement Contributions	Tier 1 Employee : 7.5% Employer: 12.36% Tier 2 Employee : 6% Employer: 11.22%	Same
Health Insurance	Cost: \$307.00 monthly for family coverage with spouse (\$207 without spouse). Cost: \$30.00 monthly for single coverage. If desired, employee may elect four options rather than health insurance options to include hospital indemnity, cancer, dental, and vision.	Same
Tuition Assistance at 2 – Year College (Employees and Dependents)	Yes – 1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 rd year	Yes – 1/3 waived after 1 st year 2/3 waived after 2 nd year 3/3 waived after 3 year

Note: Employees hired before January 1, 2013 (Tier 1): Employee may retire after 25 years of service or upon reaching age 60 with at least 10 years of service. **Employees hired on or after January 1, 2013 (Tier 2):** Employee may retire after 10 years of service and has attained the age of 62.

All employees: A percentage of employee income goes to Teacher Retirement based on which Tier the employee was hired under. The State matches that amount with a specific percentage. An employee is vested for retirement after (10) years of service. After the employee is eligible for retirement, he/she may apply unused sick leave toward retirement. If an employee leaves the education field before retirement, he/she may withdraw the amount he/she has contributed to the fund.

\$15,000 Life Insurance Benefit

If employee dies while covered by Retirement System and before retirement, his/her beneficiary receives \$15,000 life insurance, one year's salary, and all payments made to the Retirement System.