

BENEFITS SUMMARY FOR ADMINISTRATORS
(Benefits Fully Enumerated in Board of Education Policies)

Tennessee Consolidated Retirement System

- Mandatory (*optional for part-time and interim employees*) Membership in Hybrid Benefit Plan
- Contribution is 7% of Annual Salary
- Vesting is 5 years

Health Coverage

- Five health plans (Partnership Promise, No Partnership Promise, Standard and Limited PPO's and Healthsavings CDHP) administered by the State are available for employees scheduled to work at least 30 hours per week.

***Term Life Insurance**

- \$50,000 in coverage for administrators paid by system

***Optional Term Insurance**

- Is available at low group rates. Increments of \$10-250K.

***Dental Insurance**

- Individual coverage paid by system, access to family coverage available through payroll deduction.

***Vision Insurance**

- Individual coverage paid by system, access to family coverage available through payroll deduction

Flexible Benefits (Section 125)

- Able to tax shelter medical, dental, and vision premiums, unreimbursed medical and dependent care expenses (Vendor also offers optional insurance products)

Tax Sheltered Annuities/State of Tennessee 401K Plan

- Able to voluntarily participate in 403(b) plans
- Able to voluntarily participate in 401(k) plan

Annual Leave

- 24 vacation days

Personal Leave

- Allotted 3 days each year (additional days available under certain circumstances)

Sick Leave

- Accrue 12 days each year (Sick Leave Bank participation optional for licensed staff)

***Fee Discount for Dependents**

- Dependents of licensed personnel can receive a 25% discount on tuition at any state operated institution of higher learning

Snow Day Policy (Applicable for first six days)

- Staff members will not be required to report to work when schools are closed due to snow or other inclement weather. (Administrators may need to report in certain situations.)

*Applicable for full-time staff members.