

BENEFITS SUMMARY FOR SUPPORT STAFF

[Benefits fully referenced in Board Policies (BP) and Superintendent of Schools Memorandum (SOS)]

*Tennessee Consolidated Retirement System**

- Mandatory 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 full-time employees.

*Term Life Insurance

- \$50,000 in coverage for employees 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, un-reimbursed 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

Full-time employees, except teacher assistants, transportation employees and food service employees, hired July 1, 1993, or after shall be granted vacation time according to the following schedule:

<u>Years of Service</u>	<u>Rate</u>	<u>10 Months</u>	<u>11 Months</u>	<u>12 Months</u>
1-3	1 1/12	11	12	13
4-15	1 1/2	15	17	18
16 or more	2	20	22	24

Emergency Leave

- Allotted 3 days each year

Sick Leave

- Generally accrue 1 day per month (see BP for specifics by position)

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.

*Part-time staff members are not eligible for these benefits.