

MSD of North Posey County

Administration Employee Benefits Overview

(Director of Student Services, Principals, Asst. Principal, HS Athletic Director)
2023 - 2024

IN-TRF	➤ 3% of base salary is paid by District. An additional 6% is paid for Post-1996 TRF employees.
RETIREMENT	➤ 1% <u>matching</u> contribution to AIG Valic 401a Account.
HEALTH INSURANCE	<ul style="list-style-type: none">➤ Provider – Consociate Two (2) health insurance plans are available (handouts available).➤ District pays up to \$18,002.00 towards a family plan and up to \$6,200.00 towards a single plan.➤ Eligible to enroll after 30 days of employment. Effective the first day of the following month. Example: Hired Aug. 7 = Eligible Oct. 1➤ Open enrollment for changes will occur in November each year. (Changes effective January)➤ 24 Deductions (December -November)
HEALTH SAVINGS ACCOUNT	<ul style="list-style-type: none">➤ Provider – Liberty Federal Credit Union➤ If employee elects an MSD of North Posey high deductible health insurance plan, employee is eligible to receive any applicable HSA contributions approved in the Master Teacher Contract.
AMERICAN FIDELITY	➤ Employee paid – Available during open enrollment in November. Effective February through January (24 deductions).
DENTAL INSURANCE	<ul style="list-style-type: none">➤ Employee paid – Current Rates = See handout➤ Eligible to enroll after 30 days of employment. Effective the first day of the following month.➤ Example: Hired Aug. 7 = Eligible Oct. 1➤ Open enrollment for changes will occur in November each year. (Changes effective January)➤ 24 Deductions (December -November)
LIFE INSURANCE	<ul style="list-style-type: none">➤ \$75,000 term life plan➤ Basic Dependent Life Benefit - \$10,000/Spouse & \$5,000/dependent➤ \$75,000 accidental death plan➤ Corporation paid.➤ Effective after 30 days of continuous employment.
LONG-TERM DISABILITY INSURANCE	<ul style="list-style-type: none">➤ Corporation paid.➤ Effective first working day.

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LIABILITY INSURANCE

- District pays for \$2,000,000 personal liability insurance.

APPROVED DAYS OF ABSENCE

- Leave Days – 16/year; up to 13 may accumulate to 192 days.
- Bereavement Leave – 2 to 5 days per loss of family member; based on how they are related (see master contract for details).
- Professional Leave – Number of days based on purpose, type of conference, etc. requested.
Requires advance Board approval.
- Vacation Days – 15/year (Only for Administrators with contract days of 240 or more).

TRI STATE COMMUNITY CLINIC (WELLNESS CLINIC)

- Available to All Employees at no cost to the employee. Eligibility begins 1st day of the month after hire date. Ex. Hired Aug. 7 = Eligible Sept. 1
- Services include physicals, allergy treatment, skin cancer screenings, mole & skin tag removals, lab testing, health management, treatment of upper respiratory conditions such as colds, coughs, sinus infections, and flu.
- Also available to spouses and dependents covered on MSD of North Posey County's health insurance. (Eligibility would begin with health insurance eligibility)

CELL PHONE STIPEND

- District pays up to \$600.00/year towards the cell phone use. Payment made in two installments: September and February.
 - ❖ Tier I \$600/year = Superintendent, Assistant Superintendent, Director of Student Services, Technology Director, & Data Specialist
 - ❖ Tier II \$400/year = Principals, Asst. Principals, HS Athletic Director, & Maintenance Director
- To receive the cell phone stipend, employee must agree to the following conditions: allow other administration access to the phone number, must be accessible by the cell phone, and allow the use of the cell phone for school business.