

Clinton-Massie Certified Employee Benefits
Effective January 1, 2016

1. **Dental Insurance**
 The Board pays 100% of either the single or family plan.
 (Actual Costs: Single: \$32.13/month)
 (Actual Costs: Family: \$81.30/month)

2. **Liability Insurance**
 Board carries liability Insurance.

3. **Life Insurance**
 Each full-time employee has a \$50,000 life insurance paid for by the Board of Education.

4. **Medical Insurance: Anthem High Deductible Health Care Plan** Actual Costs:
 The Board pays \$475.71/month for single \$500.75
 The Board pays \$1191.82/month for family \$1402.14
 *Health Savings Plan is also an option (Medical Expense Reimbursement)

5. **Medicare**
 The Board pays 1.45% of employee salary. Employee also pays 1.45%.

6. **Open Enrollment for Children**
 Children of non-resident teachers will be open enrolled with limitations should costs of special services exceed the statutory tuition rate of the Board. See Board policy.

7. **Personal Leave**
 Three (3) days per year.

8. **Professional Development Program**
 The Board shall provide for teachers a sum of 150% for the BA Step 0 Salary Rate annually for tuition reimbursement for course work which is related to the member’s teaching field. Reimbursements for credit shall be made three times annually. Reimbursement shall not exceed 50% of the cost of tuition. See Board policy.

9. **Retirement (STRS)**
 Board pays 14.0% of employee salary. Employee contributes 13.0% of salary.

10. **Section 125 Plan**
 The Board has established a 125 Plan under the IRS that allows employee contributions for health premiums to be paid with pre-tax dollars. In addition, employees can set aside pre-tax dollars for non-reimbursed medical expenses and dependent care assistance plan.

11. **Severance Pay**
 At the time of STRS retirement from Clinton-Massie Local School District, one-fourth (1/4) of the accrued sick leave up to a maximum of 240 days. Maximum = 60 days.

12. **Sick Leave Accumulation**
 Unlimited days earned at the rate of 1.25 days/month