

Clinton-Massie Classified 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. **Holidays**
Paid holidays per board agreement.
3. **Liability Insurance**
The Board carries liability Insurance.
4. **Life Insurance Is it the same for classified**
Each full-time employee has a \$50,000 life insurance paid for by the Board of Education.
5. **Medical Insurance:**
Anthem High Deductible Health Care Plan Actual Costs:
The Board pays \$480.51/month for single \$505.81
The Board pays \$1203.84/month for family \$1416.30
*Health Savings Plan is also an option (Medical Expense Reimbursement)
6. **Medicare**
The Board pays 1.45% of employee salary. Employee also pays 1.45%.
7. **Open Enrollment for Children**
Children of non-resident regular employees will be open enrolled with limitations should costs of special services exceed the statutory tuition rate of the Board. See Board policy.
8. **Personal Leave**
Three (3) days per year.
9. **Retirement**
Board pays 14.0% of employee salary. Employee contributes 10.0% 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 SERS retirement from Clinton-Massie Local School District, one-fourth (1/4) of the accrued sick leave up to a maximum of 200 days at STRS retirement. Maximum = 50 days.
12. **Sick Leave Accumulation**
Unlimited days earned at the rate of 1.25 days/month

13. Vacation

Only employees working on an 11-month or more contract basis are given vacations as follows:

A. After six months—one week with pay.

B. After one year—two weeks with pay. NOTE: Two weeks vacation are prorated to the end of the current fiscal year (06/30/XX) at the one-year anniversary of employment.

C. After 10 years—three weeks with pay.

D. After 20 years—four weeks with pay.

E. All vacations will be taken in the summer unless approved by the superintendent.

F. Classified staff must use their vacation within 14 months of the date it is received (07/01/XX).
Vacation days not used within this period are forfeited.

Updated 1/1/2016