

**MSD of North Posey County**  
**Assistant Superintendent Benefits Overview**  
2023-2024

IN-TRF	➤ 3% of base salary is paid by District. An additional 6% is paid for all new employees hired after 1996.
RETIREMENT	➤ 1% <u>matching</u> contribution to AIG Valic 401a Account.
HEALTH INSURANCE	<ul style="list-style-type: none"><li>➤ Provider – Consociate Two (2) health insurance plans are available (handouts available).</li><li>➤ District pays up to \$18,002.00 towards a family plan and up to \$6,200.00 towards a single plan.</li><li>➤ Eligible to enroll after 30 days of employment. Effective the first day of the following month. Example: Hired Aug. 7 = Eligible Oct. 1</li><li>➤ Open enrollment for changes will occur in November each year. (Changes effective January)</li><li>➤ 24 Deductions (December -November)</li></ul>
HEALTH SAVINGS ACCOUNT	<ul style="list-style-type: none"><li>➤ Provider – Liberty Federal Credit Union</li><li>➤ If employee elects a MSD of North Posey high deductible health insurance plan, employee is eligible to receive any applicable HSA contributions approved in the Master Teacher Contract.</li></ul>
AMERICAN FIDELITY	➤ Employee paid – Available during open enrollment in November. Effective February through January (24 deductions).
DENTAL INSURANCE	<ul style="list-style-type: none"><li>➤ Employee paid – Current Rates = See handout</li><li>➤ Eligible to enroll after 30 days of employment. Effective the first day of the following month.</li><li>➤ Example: Hired Aug. 7 = Eligible Oct. 1</li><li>➤ Open enrollment for changes will occur in November each year. (Changes effective January)</li><li>➤ 24 Deductions (December -November)</li></ul>
LIFE INSURANCE	<ul style="list-style-type: none"><li>➤ \$175,000 term life plan</li><li>➤ Basic Dependent Life Benefit - \$10,000/Spouse &amp; \$5,000/dependent</li><li>➤ \$175,000 accidental death plan</li><li>➤ Corporation paid</li><li>➤ Effective after 30 days of continuous employment.</li></ul>

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LONG-TERM DISABILITY INSURANCE	<ul style="list-style-type: none"><li>➤ Corporation paid.</li><li>➤ Effective first working day.</li></ul>
LIABILITY INSURANCE	<ul style="list-style-type: none"><li>➤ District pays for \$2,000,000 personal liability insurance</li></ul>
APPROVED DAYS OF ABSENCE	<ul style="list-style-type: none"><li>➤ Leave Days – 16/year; up to 13 may accumulate to 192 days.</li><li>➤ Bereavement Leave – 2 to 5 days per loss of family member; based on how they are related (see master contract for details).</li><li>➤ Professional Leave – Number of days based on purpose, type of conference, etc. requested. <i>Requires advance Board approval.</i></li><li>➤ Vacation Days – 15/year (Only for Administrators with contract days of 240 or more).</li></ul>
TRI STATE COMMUNITY CLINIC (WELLNESS CLINIC)	<ul style="list-style-type: none"><li>➤ 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</li><li>➤ Services include physicals, allergy treatment, skin cancer screenings, mole &amp; skin tag removals, lab testing, health management, treatment of upper respiratory conditions such as colds, coughs, sinus infections, and flu.</li><li>➤ Also available to spouses and dependents covered on MSD of North Posey County's health insurance. (Eligibility would begin with health insurance eligibility)</li></ul>
CELL PHONE STIPEND	<ul style="list-style-type: none"><li>➤ District pays up to \$600.00/year towards the cell phone use. Payment made in two installments: September and February.<ul style="list-style-type: none"><li>❖ Tier I \$600/year = Superintendent, Assistant Superintendent, Director of Student Service, Technology Director, &amp; Data Specialist</li><li>❖ Tier II \$400/year = Principals, Asst. Principals, HS Athletic Director, &amp; Maintenance Director</li></ul></li><li>➤ 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.</li></ul>