

MSD of North Posey County
Classified Management Employee Benefits Overview
(Technology Director)
2023 – 2024

IN-PERF	➤ 3% of base salary is paid by District.
RETIREMENT	➤ 1% <u>matching</u> contribution to AIG Valic 401a Account.
HEALTH INSURANCE	<div>➤ Provider – Consociate Two (2) health insurance plans are available (handouts available).</div> <div>➤ 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</div> <div>➤ Open enrollment for changes occurs in November each year. (Changes effective in January)</div> <div>➤ 24 Deductions (December -November)</div>
HEALTH SAVINGS ACCOUNT	<div>➤ Provider – Liberty Federal Credit Union</div> <div>➤ 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.</div>
AMERICAN FIDELITY	➤ Employee paid – Available during open enrollment in November. Effective February through January (24 deductions).
DENTAL INSURANCE	<div>➤ 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</div> <div>➤ Open enrollment occurs in November each year. (Changes effective in January)</div>
LIFE INSURANCE	<div>➤ \$75,000 term life plan</div> <div>➤ Basic Dependent Life Benefit - \$10,000/Spouse & \$5,000/dependent</div> <div>➤ \$75,000 accidental death plan</div> <div>➤ Corporation paid.</div> <div>➤ Effective after 30 days of continuous employment.</div>
APPROVED DAYS OF ABSENCE	<div>➤ Leave Days – 12/year; up to 9 may accumulate to 192 days.</div> <div>➤ Bereavement Leave – 2 to 5 days per loss of family member; based on how they are related (see Non-Instructional Personnel Welfare for details).</div> <div>➤ Professional Leave – Number of days based on purpose, type of conference, etc. requested. <i>Requires advance Board approval.</i></div> <div>➤ Vacation Days – 15/year (Only for Employees with contract days of 240 or more).</div>

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**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.