

MSD of North Posey County

Administration Employee Benefits Overview

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

- IN-TRF
- 3% of base salary is paid by District. An additional 6% is paid for Post-1996 TRF employees.
- RETIREMENT
- 1% matching contribution to AIG Valic 401a Account.
- HEALTH INSURANCE
- 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
- 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
- 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
- \$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
- Corporation paid.
 - Effective first working day.

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Administration Employee Benefits Overview

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

- 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.