

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% 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 occurs in November each year. (Changes effective in 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 occurs in November each year. (Changes effective in January)
- 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.

MSD of North Posey County

Classified Management Employee Benefits Overview

(Technology Director)

2023 – 2024

APPROVED DAYS OF ABSENCE

- Leave Days – 12/year; up to 9 may accumulate to 192 days.
- Bereavement Leave – 2 to 5 days per loss of family member; based on how they are related (see Non-Instructional Personnel Welfare 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 Employees 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.