

## **Marion School District Summary of Classified Employee Benefits**

Marion School District provides the following benefits to full-time employees:

### **Health Insurance**

There are several plans to choose from; each is described in the *Guide to Choice for Public School Personnel*. The district contributes \$131.00 per month toward the "total monthly premium" of the plan chosen by the employee.

### **Dental Insurance**

An employee-only policy with Delta Dental is provided to each employee. A family plan is available for employee cost of \$30.39 per month.

### **Life Insurance**

A life insurance policy is provided to each employee in the amount of his or her contracted salary. Additional life insurance policies are available for employee purchase.

### **Long Term Disability Insurance**

A long-term disability insurance policy is provided. This policy pays one-half of one's salary after 90 missed workdays. Short-term disability policies are available for employee purchase.

### **Arkansas Teacher Retirement System Participation**

All new employees are required to contribute to the ATRS. The contribution rate is 6% of the gross salary. The district also contributes 12 - 14% of the gross salary to the ATRS.

### **Cafeteria Plan**

All employees have access to a flexible spending "cafeteria plan" that may be used to pay for certain medically related expenses using pre-tax income. A more detailed explanation of this program will be given when a new employee completes insurance paperwork.

### **Sick Leave**

Employees accumulate sick leave at the rate of 1 day per month or an hourly equivalent of an employee's contract. A complete description of sick leave is included in the employee handbook, which will be issued after employment.

### **Personal Leave**

Employees have two days per contract year for personal business at no cost to employee. If these days are not used, they convert to sick leave at the end of the contract year. Two additional days are available that will be charged sick leave and an additional \$20.00 fee.

### **Vacation Leave**

Employees with 12-month contracts receive 5 days of paid leave in years 2 through 5 of employment and 10 days of paid leave (second 5 days require 24 days of accumulated sick leave) during years 6 and beyond. A complete description of vacation leave is included in the employee handbook.

### **Holiday Leave**

Time off for federal and state holidays varies by class of employee. Your supervisor will inform you of the specific holiday schedule after you are hired.