

Rome City School System – Employee Benefits

“Pride in our Profession”

Administrators, teachers, and support personnel in the Rome City School System take pride in working in a school system that is recognized as one of the best in Georgia! To maintain and strengthen the school system’s strong programs, the Rome Board of Education makes every effort to employ the most qualified personnel available and to provide excellent salary and benefits. These benefits include:

- ◆ Local salary supplements **for certificated personnel**, in addition to state base pay, at each salary step
- ◆ State health insurance
- ◆ Free (board-paid) life insurance in the amount of the employee’s salary
- ◆ Free (board-paid) dental insurance for the employee and low-cost coverage for family
- ◆ Free (board-paid) vision insurance for the employee and low-cost coverage for family
- ◆ Optional short and long-term disability insurance at reduced cost
- ◆ Optional additional life insurance at reduced cost
- ◆ Additional salary supplements for fully certified special education teachers and speech-language pathologists
- ◆ Sick leave accumulation to 120 days
- ◆ Up to three days of personal leave annually from earned sick leave
- ◆ A “Cafeteria 125” plan that allows certain tax credits for insurance premiums that are paid through payroll deduction
- ◆ Electronic direct deposit of payroll to the employee’s bank of choice
- ◆ State retirement, social security, and workers’ compensation insurance are provided
- ◆ Retirement severance pay after ten consecutive years of service
- ◆ Voluntary IRA plans offered through AIG/VALIC and Jefferson National
- ◆ Induction workshop for teachers new to the system and assignment to a mentor teacher