

Cumberland County Public Schools
Summary of Employee Benefits
 Effective October 1, 2017

This is a summary of available benefits, and is not intended to be all-inclusive. Additional details are provided in the Cumberland County Public School Policy Manual. Benefits are subject to change as deemed necessary by the School Board.

Benefits	Who is Eligible to Receive	Who Pays	Eligibility Begins	Benefits Highlights
Health & Dental Insurance	Optional for full-time and half-time contracted employees	CCPS/Employee	Coverage begins 30 days after employment	Pays \$621.00 towards the Employee Only insurance plan. Pays \$650.00 towards the Employee + Child insurance plan. Pays \$684.00 towards the Employee & Spouse insurance plan. Pays \$713.00 towards the Employee + Family insurance plan. The employee has the option to opt out of the dental insurance. Optional vision plan is available.
Vacation	All full time 12 month contracted employees	CCPS 100%	Upon employment	0-5 years employment – 1 day per month 6-10 years employment – 1 ¼ days per month 11+ years employment – 1 ½ days per month
Sick Leave	All full-time 10, 11 & 12 month contracted employees	CCPS 100%	Upon employment	10 month employees – 10 sick days + 2 personal leave days 11 month employees – 11 sick days + 2 personal days 12 month employees – 12 sick days + 2 personal days
Life Insurance	Full-time contracted employees	CCPS 100%	Upon employment	Amount of coverage is two times employee's salary. See VRS Membership Handbook for details.
VRS Retirement	Full-time contracted employees	Employee 5%	Upon employment	Retirement benefits vested after 5 years of service credit have been earned for Plan 1 and Plan 2 members. See VRS Membership Handbook for details, including Hybrid Employee Benefits.
Retiree Health Care Credit	Full-time contracted employees	Professional 100%	Upon Employment	Retirement benefits vested after 5 years of service credit have been earned. See VRS Membership Handbook for details.
Family and Medical Leave of Absence	Full-time and half-time contracted employees	N/A	12 months and 1,250 hours	Family and Medical Leaves of Absence provide position guarantee and protection of benefits. Eligibility for leave dependent upon length of service hours worked per year, contract status, and reason for leave.
Social Security Medicare	All Employees	CCPS 6.2% Employee 1.45%	Upon employment	Retirement income, disability income, and Medicare protection as eligible.
Worker's Compensation	All employees	CCPS 100%	Upon employment	Hospital, physician care and compensation for job-incurred accident or illness as governed by law.
Jury Duty	Full-time and half-time contracted employees	CCPS 100%	Upon employment	Time off with pay.
Optional Benefits	Full-time and half-time contracted employees	Employee 100%	Upon employment	Employee may elect to have payroll deduction for several optional benefits such as 403(b) investment plans, disability plans, life insurance, Flex Spending Accounts and an optional vision plan. CCPS does not contribute to the cost of these plans.