

Marion School District Summary of Employee Benefits as of July 1, 2018

Marion School District provides the following benefits to employees working 30 or more hours per week:

Health Insurance

There are several plans to choose from; each plan is described in the *AR Benefits Summary Plan*. The district contributes up to \$189.02 per month toward the “total monthly premium” of the plan chosen by the employee.

Health Savings Accounts (HSA)

Health Savings Account (HSA) is a tax-advantaged benefit account for people enrolled in a high-deductible health plan. Account owners make pre-tax contributions each payday in order to pay for IRS-approved eligible expenses for themselves and their dependents.

Dental Insurance

An employee-only policy with Delta Dental is provided to each employee. A family plan is available for an employee cost of \$35.84 per month.

Life Insurance

A life insurance policy is provided for each employee in the amount of his or her contracted salary up to \$100,000. Additional life insurance policies are available for employee purchase.

Long Term Disability Insurance

A long-term disability insurance policy is provided. This policy pays 66 2/3% of one's salary after 90 missed workdays. Short-term disability policies are available for employee purchase.

Arkansas Teacher Retirement System Participation (ATRS)

All new employees with a contract of 180 days or more are required to contribute to the ATRS. The contribution rate is 6% of the gross salary. The district also contributes 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 and certain dependent care expenses using pre-tax income. A more detailed explanation of this program is provided when a new employee completes insurance paperwork.

Sick Leave – Classified Staff

Sick leave will accumulate at the rate of one (1) day per month or its hourly equivalent. Such accumulation shall begin with the first month or major portion thereof beginning with the first day of employment with the district. An employee shall be entitled to sick leave only for reasons of personal illness or illness in his or her immediate family or as provided for in the

Classified Personnel Policies.

Sick Leave – Licensed Staff

Sick leave will be provided at a rate of one (1) day per month or major portion thereof that the teacher is contracted at full pay. Such leave shall be in force beginning with the first day of the first school term for which each teacher is employed. If a teacher resigns or leaves his or her teaching position for any reason before the end of the school term, the district will deduct from his or her last paycheck full compensation for any days of sick leave used in excess of the number of days earned. A teacher shall be entitled to sick leave only for reasons of personal illness or illness in his or her immediate family or as provided for in the *Licensed Personnel Policies*.

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. Additionally, two accumulated sick leave days can be used for personal reason with a charge of \$70.00 for **licensed employees** and thirty-five percent (35%) of the daily pay or \$65 whichever is the lesser amount for **classified employees**.

Vacation Leave

All 12-month contract employees will earn 10 days of vacation annually. Credit will be awarded each pay period at a rate of .833 days per month, or major portion of a month, beginning with the first month of employment with the district.

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.