

# *Employee Benefits*

## *New Bloomfield R-III Schools*

### *2016/2017*

**Health insurance for employees who work 30 hours or more per week:**

Anthem

Local Agent: Tom Kayser 573/443-1000 ext. 203

Preferred Provider Organization: Anthem

**Insurance Rates:**

**Current Rates**

Employee (Board of Education Paid)

\$462.00 per month

Spouse and Family coverage available at employee expense

Spouse only

\$510.00

Children only

\$417.00

Entire family

\$881.00

**Benefits Payable:**

Services at a physician's office or clinic

\$30 co-pay

Services at a specialist

\$40 co-pay

Services at a non-PPO physician's office

Subject to deductible and coinsurance

**Emergency Health Services:**

\$200 per visit

**Deductible:**

Network

\$1000

Non-Network

\$2000/4000

**Co-Insurance Maximum:**

Network

\$4000 per person or \$7500 per family

Non network

\$7500 per person or \$14500 per family

**Maximum Policy Benefit:**

Network

No Maximum Policy Benefit

Non-Network

\$1,000,000 per covered person

**Prescription Drugs:**

Co-pay

\$10 generic

\$40 preferred

\$75 non-preferred

25% w/\$150 max

Mail order 90 day

\$30 generic

\$80 preferred

\$120 non-preferred

25% w/\$150 max

HSA with \$2000.00 and 2500.00 deductibles also offered

Employee (Board of Education Paid)	\$418.00 per month
Spouse and Family coverage available at employee expense	
Spouse only	\$461.00
Children only	\$377.00
Entire family	\$796.00

**Life insurance and accidental death and dismemberment insurance:**

Provided by Assurant

Paid by district for full-time employees who work 30 hours or more per week.

Life Insurance Policy of \$20,000 AD&D coverage

**Sick/Personal Days:**

Employees who work 20 or more hours per week earn one sick day per month plus an additional three days all of which can be used for sick and/or personal days. Personal days cannot be used the first or last ten days of school or the day before or after a holiday.

**403b and Tax Sheltered Annuities Plans:** Contact Accu Financial, LLC  
Bert Doerhoff, CPA  
573-634-4006

**General Regulations for Certified and Non-certified**

If an employee is contracted for more than one position in this district, work assignments and recorded hours on time sheets cannot overlap. The second contract time must start where the first contract time ends.

Any employee certified or non-certified, does not need to use a personal day if gone from the district and representing the district regarding their assignment, school business or extra-curricular activities. If you wish to attend an activity (i.e. your child's field trip etc.) and it is not related to your contracted duties, you may do so by applying with your principal or supervisor to request a personal day.

Vacation days do not accumulate. Personal/sick days may accumulate to 75.

**Benefits for Full-time Non-certified Employees**

All 12-month employees qualify for vacation days:

- a. Two weeks after the first year of employment.
- b. Three weeks after the 10<sup>th</sup> year of employment.

All 11 or 12 month employees qualify for paid holidays. The paid holidays include: Labor Day, Thanksgiving Day and day after, Christmas Eve and Christmas Day, New Year's Day, Presidents' Day, Martin Luther King Day, Good Friday, Memorial Day, and Independence Day. (11 month do not qualify for Independence Day)

All employees who work over 20 hours per week receive 1 sick day per contracted month and 3 additional days per year and must participate in non-teacher retirement. All days can be used as sick days or personal days. In addition, employees working 30 hours or more per week receive health insurance, life insurance, and AD&D insurance.

Any position that drops below 20 hours per week loses benefits. This is mandated by the Missouri Teacher and Non-Teacher Retirement System.

If you wish to attend an activity (i.e. your child's field trip etc.) and it is not related to your contracted duties, you may do so by applying with your principal or supervisor to request a personal day.

Vacation days do not accumulate. Personal/sick days may accumulate to 75.

### **Certified Employee Schedules and Benefits**

#### **Administrative Contracts:**

Superintendent: 12 months with 15 days vacation after completion of the first year plus Christmas Break.

Other 12 month Administrators: 12 months with 15 days vacation after completion of the first year plus all other teacher days off as outlined in the school calendar.

All 12 month administrators receive 15 personal/sick days per year, which can all be used as either sick or personal days 11 paid holidays during the year.

Minimum daily hours 8:00 a.m. to 4 p.m.

#### **Twelve-Month Teaching Contracts: (Voc. Ag. only)**

12 months with 15 days vacation plus all other teacher days off as outlined in the school calendar.

15 personal/sick days per year

Minimum daily hours 8:00 a.m. to 3:30 p.m.

#### **All Certified Staff Benefits:**

Single paid health insurance, life insurance, and AD&D insurance

Missouri Teacher Retirement System participation

12 sick/personal days per year.

Part-time teachers who do not work 20 hours per week do not qualify for retirement or leave benefits and will not qualify for health insurance. They must work 30 hours or more per week to qualify for insurance.

#### **Substitute Pay:**

Substitute for a **non-certified position** is paid at Step one at the position you will be subbing for.

There is **no long term pay** for a non-certified substitute.

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#### **Certified Substitutes**

\$70 - sub cert. per day with a minimum of 1/4 day pay.

\$100 - sub cert. will be paid to substitute teachers beginning the 6<sup>th</sup> consecutive day working to replace the same teacher. This will continue as long as the substitute is working consecutive days to replace the same teacher.

\$78 - teaching cert. per day with a minimum of 1/4 day pay.

\$118 - teaching cert. will be paid to substitute teachers beginning the 6<sup>th</sup> consecutive day working to replace the same teacher. This will continue as long as the substitute is working consecutive days to replace the same teacher.

08/19/16