

# Employment Benefits

## Leave

- Two Annual Leave Days per Year
- One Day of Sick Leave per Month (may accumulate to 215 days)
- Fifteen Vacation Days for full-time 12 month employees.
- Extended Family Leave (available after employed for 12 months)

## Workers' Compensation

- All Employees
- Benefits Include Compensation For:
  - Medical Payments
  - Temporary Total Disability
  - Permanent and Partial Disability and Death

## Health Insurance



- Available to Full-time Employees
- Health Insurance: Local Choice
- School Board pays 80% of employee's cost and 20% of the additional cost of an employee plus plan
- Additional Health Benefits Available at Employee Expense (Cancer, Disability, Catastrophic Illness, Intensive Care, Dental, Vision)

## Life Insurance

- Employees Covered by a Group Life Insurance Policy
- Amount = 2 x Employee's Salary

## Liability Insurance

- Comprehensive General & Legal Liability Policy for Employees while Acting within Scope of Duties

## **Social Security**

- Employees Members of Federal Social Security System
- FICA and Contributions made by Employee and Employer
- Benefits Include:
  - Retirement
  - Disability Payments
  - Survivor's Insurance



## **Retirement**

- Full-time Employees Covered by the Virginia Retirement System
- Employer will pay \*15.68% of salary and Employee will pay 5% of salary toward retirement.  
*(\*amount subject to change)*

## **Tax Sheltered Plans**

- Available through Insurance Companies
- Allow Portion of Employee's Income Tax to be Deferred until Retirement

## **Credit Union**

- Employees may Participate in Virginia Credit Union through Payroll Deduction