

2009 CHARLOTTE COUNTY PUBLIC SCHOOLS EMPLOYEE BENEFIT SUMMARY

*** School Board contribution of NON TAXABLE \$508.00 monthly for those who select Medical Insurance or \$456.00 monthly for a Medical/Dependent Day Care Flexible Spending Account.**

Benefit	Who Pays?	Available To	When Available	What You Receive
Medical Insurance	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	Employee must select one of three plans (HMO, POS, & HDHP (HSA) at time of hire. May change plans during open enrollment in November of each year.
Prescription Drug Card	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	Prescription card is included with each health plan. 30 day supply Copays are \$10,\$25, and \$40. 90 day supply copays - \$20, \$50 & \$80
Basic Group Term Life Insurance	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	Choose from \$20,000 to \$50,000
Long Term Disability (LTD) Insurance	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	Board provides 66 2/3 LTD
Dental Insurance	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	Employee may select one of three plans (HMO, Advantage,PPO) at time of hire. May change plans during open enrollment in November of each year.
Vision Insurance	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	One exam every year, one pair of lenses every year. \$10.00 deductible; one pair of frames every two years. (There is also a Discount Vision Program included in the medical plans.)
Supplemental Term Life Insurance	Employee	Full Time Employees	1st day of month after 43 days from date of hire	Employee may choose up to \$200,000 with evidence of insurability
Medical and/or Dependent Care Flexible Spending Accounts	Employee: may use *Board Contribution	Full Time Employees	1st day of month after 43 days from date of hire	Use to pay for eligible medical and/or dependent day care expenses on a tax free basis.
Workers Compensation	CCPS	All Employees	Immediately	Self-funded insurance against job-related injuries or illnesses.
Vacation Leave	CCPS	Full Time Employees	Earn immediately; may be taken after 180 days of service	All full-time, 12-month, Administrative, Professional, Supervisory, Managerial, and Confidential employees (see Salary Schedule Book) earn from 8 to 14 hours of vacation pay for each month worked.
Sick Leave	CCPS	Full Time Employees	Earn immediately; may be taken as earned	From 9 to 12 days per year depending on the number of days worked per year; 4 days are credited to each employee between July 1 and October 1 of each year.
Sick Leave Bank	Employee donates 1 of 11 minimum required sick leave days	Full Time Employees	Eligible to join after 1 year of employment.	Pays 45 days of salary after a 25 day waiting period if approved.
Paid Holidays	CCPS	Full Time Employees	Immediately	From 6 to 11 paid holidays depending on the number of annual work days.

Family/Medical Leave	CCPS	Full Time Employees	After 1 year of employment	12 weeks of unpaid leave during which you continue to receive the Board Contribution.
Employee Assistance Plan	CCPS	Full Time Employees	1st day of month after 43 days from date of hire	Confidential no cost counseling, 5 free visits. Free legal service.
Retirement	CCPS	Full Time Employees	Vested after 6 years	Florida Retirement System benefits. Pension or Investment plan.
Bereavement Leave	CCPS	Full Time Employees	Immediately	The days are charged to sick leave
Terminal Leave	CCPS	Full Time Employees	Upon Retirement or 20 Years of CCPS Service	From 35% to 100% of accumulated Sick Leave depending on length of service
Jury Duty	CCPS	Full Time Employees	Immediately	Paid for regularly scheduled hours.
Tax Deferred/Sheltered Retirement Savings Plans: 401K, 403B, 457	Employee	Full Time only	Immediately	May invest from 1% to 20% of gross salary in choice of nine different companies.
Perfect Attendance Incentive	CCPS	Full Time Employees	Immediately	12 month employees working 8 hours/day-\$200. Less than 8 hours/day-\$150; Less than 12 month employees working 8 hours/day-\$150. Less than 12 month employees working less than 8 hours/day-\$125.
Recruitment Bonus	CCPS	Full Time Employees	Immediately	Any classified or confidential employee who recruits an applicant will receive a \$100 bonus if the recruit maintains 6 months of continuous service. Confidential employees on paygrade M-O are not eligible.
Inservice/Course Work Incentive	CCPS	Full Time Employees	Immediately	Earn an additional \$.12 per hour
Tuition Reimbursement	CCPS	Full and Part Time Employees	Immediately	Employees on pay grade M-O are not eligible. Must receive a "C" grade or better.
Salary Credit for Degrees and/or Certifications related to but not required by your job.	CCPS	Full Time Employees	Immediately	Possible additional salary for AA, AS, Bachelor's, Masters, CDA, and CPS
Education	CCPS	Full and Part Time Employees	Immediately	Educational seminars are offered to employees on an informational basis.
Uniforms	CCPS	Full Time Employees	Immediately	Various types of clothing
Steel Toed Boots	CCPS	Full Time Employees	Immediately	Various types of steel toes shoes and boots
Credit Union		Full and Part Time Employees	Immediately	Suncoast Schools Federal Credit Union services
Paycheck Deductions	Employee	Full and Part Time Employees	Immediately	Sent directly to Suncoast Schools Federal Credit Union and/or insurance companies
Notary Public		Full and Part Time Employees	Immediately	Notary services are available at Administration Buildings in Murdock and Punta Gorda
I.D. Badges	CCPS	Full and Part Time Employees	Immediately	Available in Human Resources - Administration Building in Murdock
Entertainment Discounts		Full and Part Time Employees	Immediately	Discounts at Busch Gardens, Sea World, and Six Flags over GA