

**BENEFIT COMPARISON SHEET (updated 11-9-2011)**

	ESP	Teachers	Principals	Superintend.	Bus. Man.	Custodians & Bus Drivers	Clerical	Food Service
Insurance		Single - up to \$467.38 per month (Max of \$5,608.56/yr) Family - \$958.00 per month (Max of \$11,496/yr)	Single - up to \$482 per month (Max of \$5,784/yr)			Single - up to \$467.38 per month (Max of \$5,608.56/yr) Family - \$958.00 per month (Max of \$11,496/yr)	Single - up to \$490 per month (Max of \$5,880/yr) Family - \$900.00 per month (Max of \$10,800/yr)	Must work more than 30hrs/wk; Up to \$404/month (Max of \$4848/yr)
Income Protection		2/3 of base salary to a max of \$50,000	2/3 of base salary to a max of \$75,000			2/3 of base salary to a max of \$27,000	2/3 of base salary to a max of \$36,000; indiv. working less than 30 hrs/wk not eligible	2/3 of base salary to a max of \$27,000; must work 30 hrs or more per wk.
Life Insurance		Full premium paid for \$50,000 coverage	Full premium paid for \$150,000 coverage			\$25,000 Term Life Ins for 12 month or less than 12 months but 200 days or more/yr, 40 hrs/wk. Those that work less than 30 hrs/wk not eligible.	\$25,000 Term Life Ins for 12 month or less than 12 months but 190 days or more/yr, 40 hrs/wk. Can purchase additional coverage.	\$20,000 Term Life Ins for those that work 9-12 months and work 30 hrs or more/wk.
Sick Leave	5 pro rata days/yr(accum. 7 max) if < 30 hrs/wk, 10 pro rata days/yr(accum. 10 max) if > 30 hrs/wk	15 days per yr accum. to 115 days; ECFE, ABE, LR earn one hr for every 35 hrs w/ max accum. of 30 hours and must work a min. of 100 hrs to be eligible.	15 days per yr accum. to 115 days plus 5 days of serous family illness and 3 family sickness days			15 days for every 2,080 hrs; prorated amt for those less than 2,080 hrs, but more than 1,600 hrs; Accum 100 days for full time employees; Cust IV & Bus Dr. IV max of 10 days.	8 hrs of sick leave for every 260 hrs w/ a max of 15, 8 hr days; prorated amt for those that work less than 2080 hrs but more than 14 hrs/yr(728 hrs/yr); Accum 100 days/yr.	Central Kitchen: 15 days for every 2080 hrs worked(must work 30 hrs or more/wk); prorated amt for those that work less than 30 hrs/wk.; Accum 115 days/yr. Servers/Dishwashers: 5 days accum. To 7 pro-rats on number of hrs worked.
Personal Leave		3 days per yr w/ stipulations depending on amt of accum. sick days	3 days per year; if all three are unused in a yr, one day can carryover to nxt yr			1 day per yr	1 day per yr; can carryover day if not used.	Central Kitchen: 2 days/yr, non-accum. Servers/Dishwashers: 0
Bereavement Leave	2 days immed. Family; 1 day for extended family	4 days immed. Family; 2 days for extended family	4 days immed. Family and additional 2 days for death of spouse or child; 2 days for extended family			4 days immed. Family; 1 day for extended family. For custodian IV & Bus Driver IV get up to 1 day/yr.	4 days immed. Family; 1 day for extended family	Cent. Kitchen Personnal: 4 days immed. Family; 1 day for extended family. Servers/Dishwashers: 2 days for immed. Family and 1 day for ext. family
Vacations			Those w/ 260 day contracts get 10 paid holidays/contract yr and 21 days of annual leave. HS - 260 days; MS - 222 days; Elem - 217 days; Assit HS/MS - 190 days; ALC Director - 190 days			Annual leave for full time employees: After yr one - 5 days; After yr 2 and yrs 3 through 6 - 10 days; After yr 7 and yrs 8 through 14 - 15 days; After yr 15 - 20 days and every year after. Have paid holidays.	Annual leave for full time employees: After yr one - 5 days or 1 day for each 416 hrs; After yr two & yrs 3 through 6 - 10 days or 1 day for ea. 208 hrs; After yr 7 & yrs 8 through 14 - 15 days or 1 day for ea. 139 hours; After yr 15 - 20 days & every year after or 8 hours for each 104 hrs. Have paid holidays.	Central Kitchen has paid holidays.
403b		Yes(various levels depending on yrs in District; varies from \$300-\$1,400/yr)	Yes. \$2,480/yr to a life time max. of \$32,000.					
Post Retirement Health Care Dollars		Hired prior to July 1, 2008 a \$10,000 lump sum; Hired after July 1, 2008 Dist, contributes \$20/month to HCSP for contract year; prorated for part-time; starts once indiv. has been granted tenure.	Hired prior to July 1, 2008: @ retirement \$11,500 put in VEBA to pay health ins. premiums. If hired after July 1, 2008 Dist. contributes \$300/month to HCSP, plus \$18/mo(\$18 is an employee match).			District contributes \$10/month to HCSP. Employee must match.	District contributes \$10/month to HCSP for 10 months of yr. Employee must match.	