

MECKLENBURG COUNTY PUBLIC SCHOOLS

Summary of Employee Benefits 2019-2020

This is a summary of available benefits and is not intended to be all inclusive. Additional details are provided in the Mecklenburg County Public School Policy Manual. Benefits are subject to change as deemed necessary by the School Board.

- Full-time employees are defined as those who work more than 30 hours per week.
- Certificated employees are defined as persons employed by the School Board who hold a teaching certificate issued by the State Board of Education.
- Classified employees are defined as persons employed by the School Board who do not hold a teaching certificate.

BENEFITS	WHO IS ELIGIBLE	WHO PAYS	ELIGIBILITY BEGINS	BENEFITS HIGHLIGHTS
HEALTH INSURANCE (includes Delta Dental and Blue Vision)	Optional for Full-time employees	MCPS/Employee	First of the month thirty (30) days after hire date	Coverage available for employee and family-- Anthem Local Choice (PPO)
DENTAL/VISION INSURANCE	Optional for Full-time Employees who do not participate in the division's health insurance coverage	Employee - 100%	First of the month thirty (30) days after hire date	Coverage available for employee and family; Delta Dental/Superior Vision eyecare
HEALTH SAVINGS ACCOUNT (HSA)	Only those Full-time employees participating in the High Deductible Healthcare Plan	Employee – 100%	First of the month thirty (30) days after hire date	Tax-favored savings account to pay health insurance deductible costs; If unused, money remains in the savings account and belongs to the employee
VACATION	All full-time 12-month employees	MCPS - 100%	Upon Employment	1 day per month
SICK LEAVE	All full-time 12-, 11-, 10- and 10+20 days/month employees	MCPS - 100%	Upon Employment	10-month and 10-month + 20 days employees – 10 sick days annually 11-month employees – 11 sick days annually 12-month employees – 12 sick days annually
PERSONAL LEAVE	All full-time 12-, 11-, 10- and 10+20 days/month employees	MCPS - 100%	Upon Employment	Each employee receives two (2) personal days per contractual year. Unused personal days will carry over as sick days at the end of a contractual year.
BUSINESS LEAVE	All full-time 12-, 11-, 10- and 10+20 days/month employees	MCPS/Employee	Upon Employment	Each employee receives two (2) business days per contract year. *Certificated employees – \$60.00/day pay deduction for the use of a Business Day. *Classified employees – \$15.00/day pay deduction for the use of a Business Day.
LIFE INSURANCE	Full-time employees	MCPS - 100%	Upon Employment	Amount equivalent to two times employee's salary
VRS RETIREMENT	Full-time employees	Employee - 5% MCPS - 14.5%	Upon Employment	School division employees who are eligible will be members of the Virginia Retirement System. Employee retirement benefits shall be governed by the rules and regulations established by the Virginia Retirement System.
FAMILY AND MEDICAL LEAVE OF ABSENCE	Full-time employees	N/A	12 months after employment	Family and Medical Leaves of Absence provide position guarantee and protection of benefits. Eligibility for leave dependent upon length of service, hours worked per year and reason for leave.
SOCIAL SECURITY	All employees	MCPS - 50%/ Employee - 50%	Upon Employment	Retirement income, disability income, and Medicare protection as eligible.
MEDICARE	All employees	MCPS - 50%/ Employee - 50%	Upon Employment	Medicare protection as eligible
WORKER'S COMPENSATION	All employees	MCPS - 100%	Upon Employment	Hospital, physician care and compensation for job-incurred accident or illness as governed by law.
JURY DUTY	Full-time employees	MPCS - 100%	Upon Employment	Employees called for jury duty may be absent without loss of pay subject to verification of actual days served (verification to be provided by the Clerk of Court).
OPTIONAL BENEFITS	Full-time employees	Employee - 100%	Upon Employment	Employees may elect to have optional benefits such as dental, life, cancer insurances, disability plans, HSA, Flex Spending Account, Virginia Credit Union. MCPS does not contribute to the cost of these benefits.

2019-2020 Health Benefits Premiums

Key Advantage 1000	
<u>COMPREHENSIVE DENTAL</u>	
Employee Only	\$122.00
Employee + Spouse	\$564.50
Employee + Child	\$342.00
Employee + Children	\$498.90
Employee + Family	\$823.50

Key Advantage 1000	
<u>PREVENTIVE DENTAL</u>	
Employee Only	\$106.00
Employee + Spouse	\$544.00
Employee + Child	\$316.00
Employee + Children	\$460.90
Employee + Family	\$793.50

HIGH DEDUCTIBLE HEALTHCARE	
<u>COMPREHENSIVE DENTAL</u>	
Employee Only	\$0.00
Employee + Spouse	\$324.00
Employee + Child	\$96.00
Employee + Children	\$139.90
Employee + Family	\$472.50

HIGH DEDUCTIBLE HEALTHCARE	
<u>PREVENTIVE DENTAL</u>	
Employee Only	\$0.00
Employee + Spouse	\$298.00
Employee + Child	\$70.00
Employee + Children	\$101.90
Employee + Family	\$434.50