



Hybrid Employee Benefits Overview 2023-2024

This is an overview of available benefits and is not intended to be all inclusive. Additional details are provided at piercergroupbenefits.com/client/mecklenburgcountypublicschools/. Benefits are subject to change as deemed necessary by the Mecklenburg County School Board.

- Full time employees are defined as those who work more than 30 hours per week.
- Certified 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	ELIGIBILITY	WHO PAYS	ELIGIBILITY BEGINS	BENEFIT HIGHLIGHTS
Health Insurance (includes Delta Dental and BlueView Vision)	Optional for Full time employees	MCPS / Employee	1 st of the month after 18 days from date of hire	PACKET 1 Coverage available for employee and family
Dental/Vision Insurance	Optional for Full time employees who do not participate in the division's health insurance coverage	Employee – 100%	1 st of the month after 18 days from date of hire	PACKET 2 Coverage available for employee and family
Health Savings Account (HSA)	Optional for those Full time employees participating in the High Deductible Healthcare Plan (HDHP)	MCPS (upon employee opening account) - \$500 Employee – 100%	1 st of the month after 18 days from date of hire	Pre-tax savings account to pay health insurance deductible costs; if unused, money remains in the 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-month employees	MCPS – 100%	Upon employment	10-month – 10 sick days annually 11-month – 11 sick days annually 12-month – 12 sick days annually
Personal Leave	All Full time 12-, 11-, 10-month employees	MCPS – 100%	Upon employment	Employee receives 3 personal days per contractual year. Unused personal days will carry over as sick days at the end of a contractual year.
Bereavement Leave	All Full time 12-, 11-, 10-month employees	MCPS – 100%	Upon employment	A maximum of 3 days for the death of an immediate family member
Life Insurance	Full time employees	MCPS – 100%	Upon employment	Amount equivalent to 2x employee's salary
VRS Retirement	Full time employees	Employee VRS Pension – 4% VRS Defined Contribution - 1% MCPS VRS Pension – ~ up to 14.5% VRS Defined Contribution – up to 3.5%	Upon employment	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 VRS.
Family and Medical Leave of Absence	Full time employees	Unpaid Leave	12 months after employment	Family and Medical Leaves of Absence provide position guarantee and protection of benefits. Eligibility for leave is dependent upon length of service, hours worked per year and reason for leave.
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	MCPS – 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 or 12 months after employment	Employees may elect to have optional benefits such as life/AD&D, cancer insurances, disability plans, a Flex Spending Account and Virginia Credit Union. MCPS does not contribute to the cost of these benefits.

The Mecklenburg County School Board is an equal opportunity employer and does not discriminate toward all protected classes under Title VII in its programs, activities or employment. Questions or complaints concerning nondiscrimination policies should be addressed to designated personnel at 175 Mayfield Dr Boydton, Virginia 23917 or 434-738-6111.

2023 – 2024 Health, Dental and Vision Benefit Premiums

High Deductible Healthcare Plan (HDHP) PREVENTIVE Dental	
Employee Only	\$0.00
Employee + Spouse	\$353.00
Employee + Child	\$125.00
Employee + Children	\$182.90
Employee + Family	\$515.50

High Deductible Healthcare Plan (HDHP) COMPREHENSIVE Dental	
Employee Only	\$0.00
Employee + Spouse	\$381.00
Employee + Child	\$153.00
Employee + Children	\$222.90
Employee + Family	\$555.50

Key Advantage 1000 PREVENTIVE Dental	
Employee Only	\$141.00
Employee + Spouse	\$609.00
Employee + Child	\$381.00
Employee + Children	\$556.90
Employee + Family	\$889.50

Key Advantage 1000 COMPREHENSIVE Dental	
Employee Only	\$158.00
Employee + Spouse	\$631.50
Employee + Child	\$409.00
Employee + Children	\$596.90
Employee + Family	\$921.50

Options below are for full time employees who DO NOT participate in the Division's group health insurance coverage.

Delta Dental	
Employee Only	\$36.85
Employee + Spouse	\$78.57
Employee + Child	\$81.40
Employee + Children	\$81.40
Employee + Family	\$125.51

Superior Vision	
Employee Only	\$6.87
Employee + Spouse	\$13.73
Employee + Child	\$15.57
Employee + Children	\$15.57
Employee + Family	\$24.06