

**Pulaski County Public Schools  
Fringe Benefit Package 2011-12**

**VIRGINIA RETIREMENT SYSTEM (VRS)**

All professional employees of public schools in Virginia must belong to the Virginia Retirement System. The Pulaski County Public School Board pays 5 percent of the employee's annual salary to the VRS. Additionally, the School Board pays the employer's contribution of 7.12 percent of an employee's annual salary to the VRS. **This benefit is at no cost to the employee.**

**LIFE INSURANCE**

As a part of the membership in the Virginia Retirement System, the employee is entitled to life insurance coverage through Minnesota Life. The value of this insurance is equal to twice the employee's annual salary in any given year. There are double indemnity and dismemberment clauses in this insurance coverage. The School Board contributes 1 percent of the employee's salary to this insurance on behalf of the employee. In addition, employees may obtain optional life insurance to supplement their basic VRS group insurance coverage. Information on the optional life insurance can be obtained from the Human Resources Office.

**HEALTH INSURANCE & DENTAL INSURANCE**

The health carrier for the school division is Anthem and the dental is Delta Dental. Both benefit plans run from July 1 to June 30. The following 2011-2012 premiums include health, vision and dental insurance.

	<b>Employee</b>	<b>School Board</b>	
	<b>Premium</b>	<b>Premium</b>	<b>HSA</b>
<b>Key Care 200</b>			
Single	\$313.50	\$321.50	
Employee & Children	\$737	\$531	
Employee & Spouse	\$743	\$534	
Family	\$1112	\$730	
<b>Lumenos HSA</b>			
Single	\$202	\$269	\$52.50
Employee & Children	\$512	\$426	\$105
Employee & Spouse	\$516	\$429	\$105
Family	\$708	\$625	\$105

## SICK LEAVE

Allowances for and regulations of sick leave time shall be as follows for all salaried teachers, administrators, central office staff, maintenance and custodial personnel, school bus employees, clerical workers and hourly employee groups, regularly scheduled to work twenty (20) hours or more per week: These employees generally earn one (1) day of sick leave per contracted month. Those employees who are employed less than a full year of full time employment shall earn sick leave at the rate of one day per contracted month or major fraction thereof. This provision also applies to those teachers who do not begin teaching at the start of the school term and those who do not complete the full year.

## VACATION

Twelve-month employees will receive fifteen (15) days of vacation per contract year (July 1-June 30). Twelve-month employees may carry over no more than thirty (30) days of vacation from one contract year to the next.

Eleven-month employees will receive five (5) days of vacation per contract year (August 1-June 30). Eleven-month employees may carry over no more than ten (10) days of vacation from one contract year to the next.

## PERSONAL LEAVE

If hired at the beginning of school, two days of personal leave shall be granted annually to the following employees at the rate of 1 per semester:

- Full-time Teachers and Professional Staff
- 10, 11, and 12 month Administrative Staff
- Full-time Custodial-Maintenance and Bus Shop Staff
- Para-Professionals and Para-Educators contracted for a minimum of 180 days for at least 6 hrs. a day
- Bus Drivers contracted for a minimum of 180 days
- 10, 11, and 12 month Clerical and Technical Support Staff
- Full-time Food Service Staff
- Nurses working at least 20 hours per week An employee must work 180 days to be awarded 2 personal days, at least 90 days to receive one personal day, and 45 days for  $\frac{1}{2}$  personal day.