

2011 Charlotte County Public Schools Employee Benefit Summary

*School Board contribution of NON TAXABLE \$579.96 monthly for those who select Medical Insurance or \$200 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	1 st day of month after 43 days from date of hire	Employees must select 1 of 3 plans (PPO 1000, PPO 1500 HSA, and PPO 3000 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	1 st day of month after 43 days from date of hire.	Prescription card is included with the PPO 1000 health plan 30 day supply. Copays are \$10, \$25, & \$50. 90 day supply copays - \$20, \$50 & \$100
Basic Group Term Life Insurance	Employee: may use *Board Contribution	Full Time Employees	1 st 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	1 st day of month after 43 days from date of hire	Board provides 66.66 % LTD
Dental Insurance	Employee: may use *Board Contribution	Full Time Employees	1 st day of month after 43 days from date of hire	Employee may select 1 of 3 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	1 st day of month after 43 days from date of hire	1 exam every year, 1 pair of lenses every year. \$10.00 deductible; 1 pair of frames every 2 years. (There is also a Discount Vision Program included in the medical plans.)
Supplemental Term Life Insurance	Employee	Full Time Employees	1 st 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	1 st 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, & 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 & October 1 of each year.
Sick Leave Bank	Employee donates 1 & 11 minimum required sick leave days	Full Time Employees	Eligible to join after 1 year of employment & have 11 Sick Leave days accrued	Pays 45 days of salary after a 25 day waiting period if approved
Paid Holidays	CCPS	Full Time	Immediately	From 6 to 11 paid holidays

		Employees		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	1 st day of month after 43 days from date of hire	Contribution no cost counseling, 5 free visits. Free legal service.
Retirement	CCPS	Full Time Employees	Vested after 6 years	Florida Retirement System (FRS) 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 pay grade M-O are not eligible.
In-service/Course Work Incentive	CCPS	Support Full Time Employees	Immediately	Earn an additional \$.12 per hour.
Tuition Reimbursement	CCPS	Support Full Time Employees	Immediately	Exceptions are Employees on Pay-grade M-O. 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 60 credit hours, AA, AS, Bachelor's, Masters, CDA, & CPS.
Education	CCPS	Full & Part Time Employees	Immediately	Educational seminars are offered to employees on an informational basis.
Educational Compensation	CCPS	Instructional Full & Part Time Employees	See Instructional Union Contract Article XX – Compensation Section K	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 & Part Time	Immediately	Suncoast Schools Federal Credit

		Employees		Union services.
Paycheck Deductions	Employee	Full & Part Time Employees	Immediately	Sent directly to Suncoast Schools Federal Credit Union and/or insurance companies.
Notary Public		Full & Part Time Employees	Immediately	Notary services are available at Administration Buildings in Murdock & Punta Gorda.
I.D. Badges	CCPS	Full & Part Time Employees	Immediately	Available in Human Resources-Administration Building in Murdock.
Entertainment Discounts		Full Time & Part Time Employees	Immediately	Discounts at Busch Gardens, Sea World, & Six Flags over GA