**BOARD PAID BENEFITS**

**ALL**

***Payroll and Pay Related***

* 11.9% retirement for regular employee (average). - Pension, Investment, and Re-employed employees (employees pay 3% in addition to Board share)
* 18.6% for employees in DROP.
* 5.85% for re-employed retirees (have not gone through DROP)
* 6.25% for FICA.
* 1.45% Medicaid.
* 11.95% for maintenance and bus drivers’ workers comp.
* 1.26% for teachers for workers comp.
* 9.47% for cafeteria and custodial workers for workers comp.
* 2.7% to 5.4% for unemployment taxes (depends on length of unemployment).
* $137,000 in workers comp insurance premiums annually.
* Self-insurance premiums to DOR of $8,000 per year to keep workers comp premiums low
* Access to tax sheltered annuities and plans.
* 4-day work week during summer months with paid lunch and breaks for each 12-month employee.
* Fully paid lunch hour year-round and still allows employee to take full hour lunch for 12-month employees
* Paid duty-free lunch for teachers.
* Paid leave at regular rate of pay for jury duty.
* Additional stipends for extra work, beyond regular compensation.
* Full rate of pay for extra time worked.
* Overtime rates of pay for extra time worked for covered employees.
* Supplements for extra duty assignments.
* Supplements for higher degreed staff.
* Reduced priced meals for staff in school cafeteria.
* Free Direct Deposit of payroll checks.
* Cost of Fingerprinting of current employees as a result of Florida Statutes and requirements.
* Professional development programs to help staff on a temporary certificate gain full certification at no cost to them.
* Professional development programs to provide staff with certificates of eligibility to earn the college credits needed to get a full professional certificate.
* Paid professional development.
* Paid new employee orientation trainings.
* Paid travel and per diem to attend professional development out of county.

***General Insurance***

* $850,000 per year for property, casualty, school crisis, athlete, terrorism, pollution coverage.
* $12,000 per year for cyber security.

***Health Insurance and Leave***

* Full health care benefits for part-time work
* Up to $400 per month per employee toward Health Insurance ($1,444,000 per year)
* $2.25 per month per employee for Life Insurance.
* $17.45 per month per employee for Long-Term Disability.
* $394 per month per non-MCSB covered health insurance employee for Hospital Indemnity Plan.
* Board pays 5% of total health care premium costs to keep rates low ($110,000 twice a year).
* Up to 24 months of $100 per month per retired employee for health insurance.
* Employee Assistance Programs for drug, alcohol or tobacco abuse.
* Family Medical Leave – continuation of Board share of benefits.
* Up to ten days of Leave in the Line of Duty for injuries or illness contracted on the job at no loss of personal leave accruals.
* Providing unpaid leave of absence for up to one year, but cannot extend beyond current school year, that protects the person’s right to return to work at the same or similar job.
* Participation in a sick leave pool.
* Bereavement leave of 3 days, must take and be directly related to time of loss.
* One day of sick leave monthly for each employee (8 hours at employee’s rate of pay).
* Allow employees to use six days of sick leave for personal leave.
* Six paid holidays annually (six days at employee’s full daily pay) for each employee.
* One day of annual leave monthly per each 12-month employee (8 hours at employee’s rate of pay).
* A paid annual leave of absence if needed for one elected officer to engage in Association activities to handle FEA, AFT, or NEA duties.

***Special Board Provisions Related to Leave***

* Fully paid COVID leave for any impacted employee from March 2020 through March 2021
* Five additional paid COVID leave days for positive employees in 2021-22\*pending federal approval
* Premium pay for employees not receiving Governor’s incentive pay\* pending federal approval
* Early pay for November and December so employee has access to pay for holidays.
* Option to work from home during COVID quarantines and closures.
* Paid leave for hurricane disaster days.
* Paid leave for emergency closure days.
* Paid leave for early closure of school due to serious weather threats.

***Other Employee Benefits***

* Use of District vehicles for school or district level business.
* Mobile digital devices for all staff.
* Cell phones for critical contact administrators.
* Radios for safety personnel.
* Free parking.
* Free CDL training for bus drivers.
* Free internet access at all sites.
* Uniforms at no cost for bus drivers, maintenance, and custodial staff.
* Cash management and free administrative fees to facilitate small mini-grants from the Education Foundation, Booster Club, and Workforce Development Offices for teachers and instructional staff.
* Free legal services (or reasonable reimbursement for legal expenses) when an employee is charged with civil criminal actions arising out of and in the course of the performance of assigned duties and responsibilities.
* Cost of bonding employees responsible for handling money and property.
* Providing release time to conduct union duties for officers and provision of substitutes for their classes during their release time.
* Collection and handling of union dues for teacher union with no service charge.