**BOARD PAID BENEFITS**

**Custodians**

***Payroll and Pay Related***

* 10.9% retirement for regular employee (average).
* 18.34% for employees in DROP.
* 6.25% for FICA.
* 1.45% Medicaid.
* 9.47% for custodial workers for workers comp.
* 2.7% to 5.4% for unemployment taxes (depends on length of unemployment).
* Paid leave at regular rate of pay for jury duty.
* Overtime rates of pay for extra time worked for covered employees.
* Allowing Employees under DROP to continue working.
* 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.

***Health Insurance and Leave***

* $400 per month per employee toward Health Insurance.
* $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.
* 5% of total health care premium costs to keep rates low ($110,000 twice a year).
* Free 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 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.
* 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.
* Access to tax sheltered annuities and plans.
* Only 178 student contact days when contract and statute says 180 – the other two days are paid but custodian has no children.

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

* Fully paid COVID leave for any impacted employee from March 2020 through March 2021 (even after the federal leave ended in December 2020).
* 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.
* Radios for safety personnel.
* Free parking.
* Free internet access at all sites.
* Uniforms at no cost for custodial 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.