

RETIREMENT PLAN INFORMATION

The Oklahoma Teacher Retirement System (OTRS) is a defined benefit plan that provides vested members a life-time benefit upon retirement.

Employees who have been hired after Nov 1, 2017 and accumulated 7 years of eligible service credit will be vested and eligible for a retirement benefit at a future date. (Employees hired prior to Nov 1, 2017 are vested at 5 years.)

The district contributes 7% of the certified staff member's salary to retirement as a fringe benefit.

Optional retirement plans 403(b) and 457 are available through American Fidelity.

Questions? Contact:

Melissa Toohey, Payroll & HR Manager

(918) 786.3003 x1104
mtoohey@ridgerunners.net

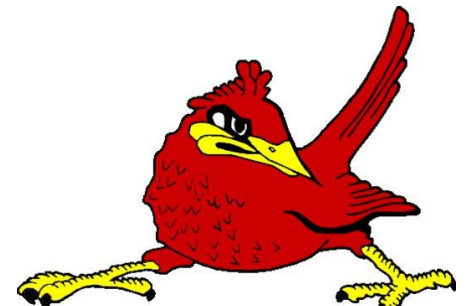
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Grove Public Schools

PO Box 450789
Grove OK 74345

GROVE PUBLIC SCHOOLS

Certified employee benefits





Leave Information

Certified staff members receive the following leave at the beginning of each contract school year:

- ◆ 10 Sick Days
- ◆ 3 Personal Days
- ◆ 2 Emergency Days
- ◆ 10 Bereavement Days (number of days depends on relationship to person that passed)
- ◆ Unused personal days are rolled over and added to sick days at the end of each school year.

Employees transferring to our district from another Oklahoma district may transfer up to 60 sick leave days.

Benefits Information

Employees are given a monthly flex benefit amount to spend on health insurance. The most popular plan has a \$500.00 deductible and is 100% paid for by the flex benefit.

Certified employees who do not wish to take the health insurance receive \$69.71 per month in lieu of the coverage.

The district also pays for:

- ◆ Dental Insurance
- ◆ Vision Insurance
- ◆ \$15,000 Life Insurance

Certified employees who do not wish to take the dental insurance receive the current rate of \$34.30 per month in lieu of the coverage.

Dependent coverage is also available and can be payroll deducted on a pre-tax basis. For current rates, please contact Melissa Toohey.



Optional Benefits

Optional coverage can be obtained through our Section 125/Cafeteria Plan through American Fidelity. Employees can elect to have their premiums payroll deducted on a before or after tax basis. They offer coverage such as:

- ◆ Disability Insurance
- ◆ Cancer & Intensive Care Insurance
- ◆ Life Insurance

Pay Information

Salaries will be paid in 12 monthly installments. Payday is on the 10th of each month and summer checks (June, July & August) are issued after school ends in May. Benefits are paid from September 1st to August 31st each school year. The first check for each school year is issued on September 10th.

Certified staff members teaching special services classes and alternative education classes receive an additional 5% above base salary.

The district also allows certified staff members to bring in up to ten years of out of state experience. In order to place the employee on the appropriate pay step, the experience will need to be documented by the Oklahoma State Department of Education.