

Marion School District Summary of Classified Employee Benefits

Marion School District provides the following benefits to full-time employees:

Health Insurance

There are several plans to choose from; each is described in the *Guide to Choice for Public School Personnel*. The district contributes \$178.00 per month toward the "total monthly premium" of the plan chosen by the employee.

Dental Insurance

An employee-only policy with Delta Dental is provided to each employee. A family plan is available for employee cost of \$35.91 per month.

Life Insurance

A life insurance policy is provided to each employee in the amount of his or her contracted salary. Additional life insurance policies are available for employee purchase.

Long Term Disability Insurance

A long-term disability insurance policy is provided. This policy pays one-half of one's salary after 90 missed workdays. Short-term disability policies are available for employee purchase.

Arkansas Teacher Retirement System Participation

All new employees are required to contribute to the ATRS. The contribution rate is 6% of the gross salary. The district also contributes 14% of the gross salary to the ATRS.

Cafeteria Plan

All employees have access to a flexible spending "cafeteria plan" that may be used to pay for certain medically related expenses using pre-tax income. A more detailed explanation of this program will be given when a new employee completes insurance paperwork.

Sick Leave

Employees accumulate sick leave at the rate of 1 day per month or an hourly equivalent of an employee's contract. A complete description of sick leave is included in the employee handbook, which will be issued after employment.

Personal Leave

Two (2) days per year of the absentee allowance (sick leave days) may be taken for personal reasons with fifty percent (50%) of the day's pay or \$62.00, whichever is the lesser amount of the salary being deducted for the time absent.

Vacation Leave

All twelve (12) month full-time employees will be given one week paid vacation after the completion of one (1) year of employment with the Marion School District. All twelve (12) month full-time classified employees will be given two (2) weeks' paid vacation after the completion of five (5) years' employment with the Marion School District if they have accumulated 24 days of sick leave effective June 30 of the current school year.

Holiday Leave

Time off for federal and state holidays varies by class of employee. Your supervisor will inform you of the specific holiday schedule after you are hired.