

Support Staff Fringe Benefits

Who falls into this group?	FT Coordinators, FT Specialists, FT Executive Asst., FT Sr. Administrative Assts.	Dir. of Buildings and Grounds, Dir. of Transportation, Maintenance, Mechanics, Custodial & Natatorium Manager	Director of Community & School Relations/Corporation Nurse/Occupational Therapist/Physical Therapist/Transportation Specialist	FT School Administrative Assistants, Student Services Specialists, Educational Interpreters	Bus Drivers	NPE PreK Instructor	Bus Aide, Classroom Assistant (Essential Skills, Resource, Media, ISTEP, Title I), Media Director Media Coordinator, HOSTS Coordinator, Clinic Nurse, Clinic Assistant, Study Hall Monitor, Fitness Assistant, Detention Supervisor, PT School Admin. Assistants, PT Custodial
New hire probationary period	60 days	60 days	60 days	60 days	60 days	60 days	n/a
Health and Hospital Insurance	available	available	available	PPACA required coverage available to staff working 7.5 hours or more daily and 5 days/week; and as required by the law.	PPACA required coverage available to staff working 7.5 hours or more daily and 5 days/week; and as required by the law.	PPACA required coverage available to staff working 7.5 hours or more daily and 5 days/week; and as required by the law.	PPACA required coverage available to staff working 7.5 hours or more daily and 5 days/week; and as required by the law.
Dental Insurance	available	available	available	not available	not available	not available	not available
Vision Insurance	available	available	available	not available	not available	not available	not available
Life Insurance	available	available	available	available	not available	not available	not available
Long Term Disability	not available	not available	not available	not available	not available	not available	not available
AFLAC Ancillary Insurance	available	available	available	available	not available	not available	not available
PERF	3% mandatory contribution	3% mandatory contribution	3% mandatory contribution	3% mandatory contribution	not available	not available	not available
Paid Holidays*	10 per year: July 4th; Labor Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve; Christmas Day, New Year's Eve; New Year's Day; MLK Jr. Day; Memorial Day	10 per year: July 4th; Labor Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve; Christmas Day, New Year's Eve; New Year's Day; MLK Jr. Day; Memorial Day	none	none	none	none	none
Paid Vacation	5 days after 7 months, 5 days on 1 year anniv., 10 days annually on anniv. 2 thru 9 15 days annually on anniv. 10+	5 days after 7 months, 5 days on 1 year anniv., 10 days annually on anniv. 2 thru 9 15 days annually on anniv. 10+	none	none	none	none	none
Personal Days	2 annually on July 1st, 3 annually after 5 years of service. Can accumulate up to 4 (or 6 after 5 years)	2 annually on July 1st, 3 annually after 5 years of service. Can accumulate up to 4 (or 6 after 5 years)	2 annually on July 1st. Can accumulate up to 4	2 annually on July 1st. Can accumulate up to 4	2 annually on July 1st. Can accumulate up to 4	2 annually on July 1st. Can accumulate up to 4	none
Sick Leave	8 days annually on July 1st, accumulative to 57	8 days annually on July 1st, accumulative to 57	6 days annually on July 1st, accumulative to 39	6 days annually on July 1st, accumulative to 39	5 days annually on July 1st, accumulative to 39	none	none
Family Illness	May use up to 8 of their own available sick leave days/year for family illness	May use up to 8 of their own available sick leave days/year for family illness	May use up to 6 of their own available sick leave days/year for family illness	May use up to 6 of their own available sick leave days/year for family illness	May use up to 5 of their own available sick leave days/year for family illness	none	none
Bereavement**	Maximum of 5 days for immediate family**	Maximum of 5 days for immediate family**	Maximum of 5 days for immediate family**	Maximum of 5 days for immediate family**	Maximum of 5 days for immediate family**	none	none
Compensatory Time	available for hourly staff with approval	not available	not available	not available	not available	not available	not available
Direct Deposit	mandatory	mandatory	mandatory	mandatory	mandatory	mandatory	mandatory
Tax Sheltered Annuities	available	available	available	available	available	available	available

* Holidays may be adjusted at the discretion of the CSCSHC in the event that they fall on weekends or conflict with the school schedule

** See Support Staff Employee Handbook for details regarding use of Bereavement Days