**BOARD PAID BENEFITS**

**12-month Instructional Administrators**

***Payroll and Pay Related***

* 10.9% retirement for regular employee (average).
* 18.34% for employees in DROP.
* 6.25% for FICA.
* 1.45% Medicaid.
* 1.26% for teachers for workers comp.
* 2.7% to 5.4% for unemployment taxes (depends on length of unemployment).
* 4-day work week during summer months with paid lunch and breaks for each employee.
* Fully paid lunch hour year-round and still allows employee to take full hour lunch for 12-month employees
* Paid leave at regular rate of pay for jury duty.
* Supplements for extra duty assignments.
* 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.
* Paid professional development.
* Paid travel and per diem to attend professional development out of county.

***Health Insurance and Leave***

* Up to $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.
* Board pays 5% of total health care premium costs to keep rates low ($110,000 twice a year).
* 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, must be taken in direct relation to the time frame 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).
* Access to tax sheltered annuities and plans.

***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 any positive employee in 2021-22\* depending on federal approval
* Premium pay for any employee that did not receive Governor’s initiative\* depending on federal approval
* Early pay in November and December so employees would have pay for holidays.
* 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.
* Radios for safety personnel.
* Free parking.
* Free internet access at all sites.
* 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.