**BOARD PAID BENEFITS**

**Teachers**

***Payroll and Pay Related***

* 10.9% retirement for regular employee (average). Pension, Investment, and Re-employed employees
* 18.34% for employees in DROP.
* 5.85% for re-employed retirees (have not gone through 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).
* Paid duty-free lunch for teachers.
* Paid leave at regular rate of pay for jury duty.
* Additional stipends for extra work, beyond regular compensation.
* Full rate of pay for extra time worked.
* Supplements for extra duty assignments.
* Supplements for advanced degreed staff.
* 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.
* Professional development programs to help staff with a temporary certificate earn full certification at no cost to them.
* Professional development programs to provide staff with certificates of eligibility to earn the college credits needed to get a full professional certificate.
* Paid professional development.
* Paid new employee orientation trainings.
* 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).
* Up to 24 months of $100 per month per retired employee for health insurance.
* 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, but cannot extend beyond the current school 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.
* A paid annual leave of absence if needed for one elected officer to engage in Association activities to handle FEA, AFT, or NEA duties.
* 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 teacher is not with students.

***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 positive employees in 2021-22\* depending on federal approval
* Premium pay for those who did not receive Governor’s incentive pay\* depending on federal approval
* Early pay in November and December so employees have access to pay during holidays.
* Paid bonuses to teach summer school.
* 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***

* Mobile digital devices for all staff.
* Free parking.
* Free internet access at all sites.
* Cash management and free administrative fees to facilitate small mini-grants from the Education Foundation, Booster Club, and Workforce Development Offices for teachers and instructional 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.
* Providing release time to conduct union duties for officers and provision of substitutes for their classes during their release time.
* Collection and handling of union dues for teacher union with no service charge.
* Funding per student for school advisory councils – funding varies based on funding available in Educational Enhancement Discretionary Lottery/School Recognition funding in the FEFP.