



HICKORY CITY SCHOOLS HUMAN RESOURCES DEPARTMENT Summary of Benefits for Prospective Employees

LOCAL BENEFITS

- Local Supplement - Beginning with the 2024-2025 school year, Hickory City Schools increased the local supplement to 9% to licensed employees in addition to the state base salary. (Payable in November & May)
- Grant opportunities - Our Education Foundation offers grant opportunities for teachers supporting creative ideas and innovative instructional programs that promote higher levels of student learning and academic success.
- Employee Assistance Program – We offer an EAP benefit to full-time employees and their household family members at no cost to the employee.
- Discount Rates to Health Club – We offer corporate membership to the YMCA with no joining fee and reduced monthly membership rates.

STATE BENEFITS

Health Insurance

- The State covers a portion of the insurance premium for “employee only” coverage after all wellness activities are completed.
- The employee pays an additional premium for dependent coverage.
- Premiums are payroll deducted and are normally on a pre-tax basis.

Retirement System

- The State’s retirement system (non-optional participation) is a benefit for permanent full-time employees, with costs shared by the employee (6%) and the State (set by the Legislature, subject to change). Deductions are on a pre-tax basis.
- At retirement, employees can receive monthly payments for life (based on salary, age, and years of creditable service) or can receive a contribution refund. Employees can also request a contribution refund upon employment separation.

Disability Income Plan

- This plan provides income for eligible State employees who become temporarily or permanently disabled for performance of duties prior to retirement.
- Employees are eligible for short term (one year) benefits after one year of contribution to the retirement system, and for long term (indefinite duration) benefits after five years (must have been on short term disability first).
- The plan requires a sixty day waiting period before benefits begin.

Death Benefit

- Employees may become members of the State Employees’ Credit Union.
- If an employee with at least one year of contributions to the retirement system dies while in active service, his/her beneficiary receives a single lump sum payment based on the employee’s salary at the time of death; however, the payment will be no less than \$25,000 and no more than \$50,000.

Supplemental Retirement Plans

- Several tax-deferred retirement plans are available. 403b and 457 retirement savings plans are offered under the Flexible Benefits Program. Prudential NC 401 (k) is also available and allows members to contribute towards their retirement. Hickory City Schools does not match these types of retirement plans.

Flexible Benefits Plan

- Features available through this plan are all voluntary and include a medical spending account, dependent care spending account, dental insurance, vision care plan, accidental death and dismemberment insurance, cancer and life insurance, short-term disability, critical illness, long-term care, and a supplemental hospital options plan. Some deductions are made on a pre-tax basis and handled by a third-party administrator.

Credit Union

- Employees may become members of the State Employees’ Credit Union.

Longevity Pay

- Teachers and instructional support staff members compensated in accordance with the teacher salary schedule are not eligible to earn longevity pay. After 10 years, all other employees receive an annual payment based on a percentage of their salary: 1.5% at 10 yrs., 2.25% at 15 yrs., 3.25% at 20 yrs., 4.5 % at 25 yrs.

Holidays

- Ten & 11-month employees normally receive 11 paid holidays each year, and 12-month employees normally receive 12 paid holidays each year.

Sick Leave

- All full-time employees earn 1 day of sick leave each month that they work at least half the working days of the month (part-time employees/pro-rata basis).
- Sick leave can accumulate indefinitely and can be used for illness of immediate family members as well as for a death in the immediate family. Accumulated sick leave provides time credited towards retirement (20 days = one month).
- Teachers who require a substitute are provided up to 20 days each year of extended sick leave for prolonged *personal* illness. This leave may be used after all available sick leave and vacation leave has been exhausted. Extended sick leave is separate from regular sick leave.

Vacation Leave

- The amount of leave earned is based on the length of total State service (full-time employees; prorated for part-time employees). Employees must work at least half the working days in a month to earn leave. Leave amounts are indicated below:

<u>Years of State Service</u>	<u>Days Earned Monthly</u>
Less than 5 years	1.17
5 but less than 10 years	1.42
10 but less than 15 years	1.67
15 but less than 20 years	1.92
20 years or more	2.17

- Up to 30 days of vacation leave can be carried over from the end of one school year into another. If the employee separates, payment for accumulated vacation leave cannot exceed 30 days.
- At the end of the school year, any vacation leave exceeding 30 days is credited to the employee's sick leave account.

Personal Leave

- Classroom teachers and school media specialists who require a substitute earn personal leave at the rate of 0.20 days for each full month of employment, not to exceed two days per year.
- Five days of personal leave can be carried over from the end of one school year into another.
- At the end of the school year, any personal leave exceeding 5 days is credited to the employee's sick leave account.

Parental Involvement Leave

- Full-time employees are eligible for up to four hours of paid leave each fiscal year to promote the employees' involvement in their children's education.

Community Service, Civil & Military Leave

- Employees are entitled to their regular compensation plus any fees received for jury duty.
- Up to 15 days of paid military leave is available to qualified employees for annual training and military maneuvers.

Professional Liability Insurance

- Liability Insurance for Public School Employees is provided free to all employees. There is no enrollment process necessary to be covered. Coverage is automatically provided to employees. Coverage is excess over any commercial general liability, errors and omissions, employment practices liability, and any other valid and collectible insurance resulting from a claim. In some cases, coverage may become primary.