

**CEDAR CLIFF LOCAL SCHOOLS**  
**CLASSIFIED EMPLOYEE FRINGE BENEFITS**

**1. Open Enrollment for Children**

Children of non-resident, regular employees will be open enrolled without limitations.

**2. Medical Insurance – United Health Care Point of Service. Actual Costs:**

	<u>Core</u>	<u>HDHP</u>
The Board pays \$538.62/month for single	\$661.31	\$566.07
The Board pays \$936.88/month for employee +kids	\$1,230.12	\$1,052.96
The Board pays \$1,488.85/month for family	\$2,025.17	\$1,733.48

**3. Dental Insurance**

The Board pays 90% per month of either single or family plan. (Actual costs: Single: \$34.31/month. Family: \$86.76/month)

**4. Vision Insurance**

The Board pays 80% per month of either single or family plan.  
(Actual costs: Single: \$9.87/month. Family: \$23.09/month.)

**5. Term Life Insurance**

Your salary rounded to the next thousand dollars. Maximum = \$50,000. The Board pays 100%.

**6. Retirement (S.E.R.S.)**

The Board pays 14.0% of employee salary. Employee contributes 10.0% of salary.

**7. Medicare**

The Board pays 1.45% of the employee salary. Employee also pays 1.45%.

**8. Section 125 Plan**

The Board has established a 125 Plan under the IRS Code that allows employee contributions for health premiums to be paid with pre-tax dollars. In addition, employees can set aside pretax dollars for non-reimbursed medical expenses and dependent child-care expenses.

**9. Liability Insurance**

The Board carries liability insurance.

**10. Sick Leave Accumulation**

240 days earned at the rate of 1.25 days/month.

**11. Personal Leave**

Three (3) days per year.

**12. Severance Pay**

With ten or more years of service in Cedar Cliff Local Schools, one-fourth (1/4) of the accrued sick leave up to a maximum of 208 days. Maximum = 52 days.

**13. Holidays**

Paid Holidays are per negotiated agreement

**14. Vacation**

For 12-month employees only:

- A. In the first year, one week of paid vacation is earned and taken during the second year.
- B. In the second through tenth years, two weeks of paid vacation is earned and is taken in the third through eleventh years.
- C. In the eleventh through twentieth years, three weeks of paid vacation is earned and is taken in the twelfth through twenty-first years.
- D. After twenty years, four weeks of paid vacation is earned.