

## AMELIA COUNTY PUBLIC SCHOOLS SUMMARY OF EMPLOYEE BENEFITS

This is a summary of available benefits, and is not intended to be all-inclusive. Additional details are provided in the Amelia County Public School Policy Manual. Benefits are subject to change as deemed necessary by the School Board.

Benefit	Who is Eligible to Receive	Who Pays	Eligibility Begins	Benefit Highlights
Tuition Assistance	Full-time licensed Professional staff	ACPS up to \$350.00	1 year after being employed	Policy GCBC-R outlines ACPS tuition assistance program.
Health & Dental Insurance	Optional for full-time contracted employees	ACPS/Employee	Coverage begins 30 days after employment	Insurance is provided through Anthem Local Choice with Delta Dental and Blue Vision included. Three levels of coverage are available. Three categories are available – Single, Dual, or Family.
Vacation	All full time 12 month contracted employees	ACPS 100%	Upon employment	Policy GCBD-R outlines earned days based on years of service.
Sick Leave	All full-time 10, 11 & 12 month contracted employees	ACPS 100%	Upon employment	10 month employees – 10 sick days + 2 general leave days +3 partial paid general leave days per year 11 month employees – 11 sick days + 2 general days +3 partial paid general leave days per year 12 month employees – 12 sick days
Life Insurance	Full-time contracted employees	ACPS 100%	Upon employment	Amount of coverage is two times employee's salary. See VRS Membership Handbook for details.
VRS Retirement	Full-time contracted employees	ACPS/ Employee 5%	Upon employment	Retirement benefits vested after 5 years of service credit have been earned for Plan 1 and Plan 2 members. See VRS Membership Handbook for details, including Hybrid Employee Benefits.
Retiree Health Care Credit	Full-time, Professional contracted employees	ACPS 100%	Upon employment	Retirement benefits vested after 5 years of service credit have been earned. See VRS Membership Handbook for details.
Family and Medical Leave of Absence (FMLA)	Full-time contracted employees	N/A	After 12 months of employment	Family and Medical Leaves of Absence provide position guarantee and protection of benefits. Eligibility for leave dependent upon length of service hours worked per year, contract status, and reason for leave.
Social Security Medicare	All employees	Employee/ACPS 6.2%, 1.45%	Upon employment	Retirement income, disability income, and Medicare protection as eligible.
Worker's Compensation	All employees	ACPS 100%	Upon employment	Hospital, physician care and compensation for job-incurred accident or illness as governed by law.
Jury Duty	Full-time contracted employees	ACPS 100%	Upon employment	Time off with pay only if compensation check is turned in once received for service.
Optional Benefits	Full-time employees	Employee 100%	Upon employment	Employee may elect to have payroll deduction for several optional benefits such as 403(b) investment plans, disability plans, life insurance, and Flex Spending Accounts. ACPS does not contribute to the cost of these plans.
Payroll	All Employees	ACPS	10 month – August 15 <sup>th</sup> 11 month – August 15 <sup>th</sup> 12 month – July 15 <sup>th</sup>	ACPS produces payroll twice a month. For initial payment, the payroll begins as indicated for beginning. Once initiated, employee gets paid for 12 full months each year.