

ESCAMBIA COUNTY BOARD OF EDUCATION

BENEFITS FOR FULL TIME EMPLOYEES

Post Office Box 307 - Brewton, Alabama 36427
Brewton Telephone 251-867-6251 - Fax 251-867-6252
Office of the Superintendent of Education

All full-time employees of Escambia County Board of Education will receive the following benefits: (detailed information available in your local office)

SICK LEAVE: Employees earn one day of sick leave for each month of their contract.

SICK LEAVE BANK: All full time employees are eligible to participate in Escambia County Sick Leave Bank. Send request for sick leave bank loans to Teresa Hultz at Flomaton High School.

PERSONAL LEAVE: The state provides two personal leave days a year (July- June). Escambia County allows employees to purchase two additional Personal Leave days at the substitute rate.

OTHER LEAVE: Maternity leave, professional leave, military leave, emergency leave, and /or Family Medical leave will be granted to employees as circumstances merit. ECBOE allows employees to purchase one bereavement day per scholastic year, at the substitute rate.

DIRECT DEPOSIT: Direct Deposit is mandated for all new employees. We can make deposits into **three** accounts (Christmas club/savings/separate banks) We email statements each month.

ANNUAL LEAVE FOR 12 MONTH (240 Day) EMPLOYEES: One day per month up to 10 days total per calendar year.

HEALTH INSURANCE: Employees may choose the following health insurance plans:

- PEEHIP - (Blue Cross / Blue Shield)
- HMO - (Viva Health Plan)
- Prescription Drug – Express Scripts / Med Impact
- In addition, four supplemental plans are available:
- Dental - Hospital Indemnity - Cancer - Vision

LIFE INSURANCE:

- 15,000.00 Life Insurance from the Teacher's Retirement System of Alabama (must be in active pay status)
- If you are any age with less than 1 year of service and the death was not job related, your benefit payable is the return of member contributions and total earned interest plus matching death benefit which is limited to a \$5,000.00 maximum.
- If you are any age with less than 1 year of service and the death was job-related, your benefit payable is the return of member contributions and total earned interest plus death benefit equal to annual earnable compensation of member at the time death occurred.
- If you are under 60 between 1 and 25 years of service or 60 between 1 and 10 years of service, your benefit payable is the return of member contributions and total earned interest plus death benefit equal to the salary on which the member made retirement contributions for the previous scholastic year (July 1 - June 30)

RETIREMENT: All employees will have a specified percentage of their wages deducted each month. This amount will be sent to the Teachers' Retirement System and be deposited into your retirement account.

Hired prior to 1/1/2013 7.5% - Vested after 10 years of service - Retirement at age 60 with 10-24 years of service;
- Retirement at any age after 25 years of service.

Hired on or after 1/1/13 6.0% - Vested after 10 years of service – Retirement at age 62

PAYROLL DEDUCTIONS (Voluntary): - Tax Sheltered Annuities - Flex Accounts – Insurances
- Savings Bonds – Dues - Cafeteria Plan

INCENTIVES: **NEW HQ** (Highly Qualified) **7-12 grade science or math teachers** will receive a one-time bonus of \$5,000.00. (\$2,500.00 after beginning first contract year and \$2,500.00 after beginning second consecutive year)