

### Other Leave

- Employees are provided leave for jury duty, military duty, sabbatical, professional development, religious observances, and bereavement.

### Health and Dental Insurance

- Health and dental plans are offered to District employees. Costs vary based on employee's selections.

### Life Insurance

- Employees are provided \$18,000 in life insurance, including \$3,000 by the State and \$15,000 by the District. Employees may purchase additional insurance.

### State Retirement

- All School District employees in South Carolina choose between the South Carolina Retirement System or the Optional Retirement Plan (ORP). Retirement, disability, and death and survivor benefits are based on each retirement plan.

### Long Term Disability

- Employees with health insurance are provided coverage, which provides a portion of the base salary in case of long-term disability. The program is coordinated with Social Security Disability, Worker's Compensation, State Retirement Disability, and other disability benefits.

### Worker's Compensation

- Employees are provided coverage in case of accidents and injuries which are job-related.

### Exchange Days

- Ten professional development/employee workdays are scheduled each school year. Schools must schedule five professional development days and five teacher workdays. Qualifying teachers may receive credit for up to two days of professional development on their own time.

### Money Plus

- This program allows employees to have costs for benefits (medical premiums) and day care fees deducted from their paychecks prior to calculation of tax withholding and increases take-home pay.

### Options

- Many other options are available to School District employees, including long-term care insurance, cancer insurance, Greenville Federal Credit Union, and much more. Visit our website at [www.greenville.k12.sc.us](http://www.greenville.k12.sc.us) for complete details on employee benefits.

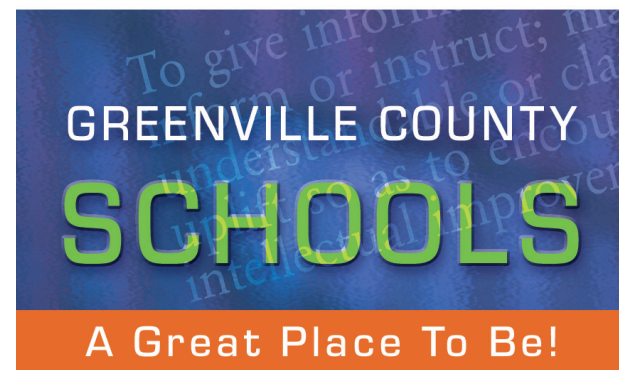
### Pass Program

- Employees are provided passes, which allow them to attend school-sponsored events free of charge. In addition, many local businesses offer discounts when to employees.

### Send Resume To:

Human Resources, P. O. Box 2848  
Greenville, SC 29602-2848

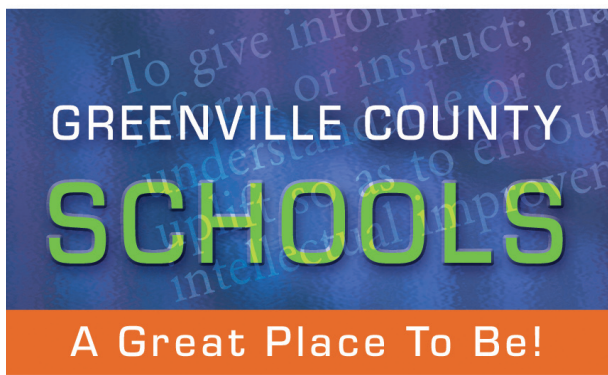
Greenville County Schools does not discriminate on the basis of age, race, sex, color, handicap, religion or national origin in its dealings with employees, students, the general public, applicants for employment, educational programs, activities or access to its facilities.



## Benefits Guide



P. O. Box 2848  
Greenville, South Carolina 29602-2848  
[www.greenville.k12.sc.us](http://www.greenville.k12.sc.us)



## Relocation Incentives

- Greenville Federal Credit Union offers free debit cards, online banking, ATM locations, and a special 103% Loan-to-Value mortgage package.
- Duke Power Company and Piedmont Natural Gas will connect service without a deposit, based upon credit history.
- Get 20-50% first-year discount on at-home delivery of The Greenville News.
- Choose from many of the Upper State Association's upscale apartment communities without paying a security deposit.
- More than 50 area businesses provide special discounts to Greenville County Schools employees.



## Professional Incentives

- Course reimbursement for teachers who become content knowledge certified
- Course reimbursement for degree advancement for teachers
- Elementary ESOL certification through free coursework
- Master's degree certification program in Middle School Language Arts, Science and Social Studies
- National Board Certification support for the application fee and process (*subject to funding availability*)
- Curriculum support for Greenville County teachers is available 24 hours a day through our web-based Curriculum Connection. Pacing guides, units, and individual lessons are provided in all content areas for elementary, middle and high school teachers. A variety of teacher support materials, like interactive on-line simulations, web sites, web quests, practice assessment items and a variety of content power points. These resources provide teachers with invaluable tools to assist them with planning and implementing effective lessons. The Curriculum Connection ensures teachers of meeting all state standards while teaching with appropriate rigor.



## Salary and Benefits

### Beginning Salaries

- Greenville County teachers are among the highest paid teachers in Upstate South Carolina.
- Value of Benefits Package for our Beginning Teachers is \$8,850.

### Professional Development

- Employees are offered a variety of professional development opportunities. We participate with local colleges and universities, including Furman University and The University of South Carolina at Spartanburg, to offer graduate classes in all core subjects and Administration. Teachers who qualify may take these classes at no charge, or they may be reimbursed up to \$500 for each qualifying class.
- We also offer teachers re-certification points for training seminars and in-services offered throughout the District at local schools. Teachers can take advantage of training opportunities in technology, Four-Block Reading Instruction, and teacher strategies addressing the diverse needs of our student population — from English for Speakers of Other Languages to Advanced Placement to students qualifying for special services.

### Sick Leave

- Teachers receive 15 days for 9.5 months of employment. Twelve-month employees receive 18 days. Sick days may be used for personal sickness or family members' sickness. Unused sick days may be accumulated. Sick leave transfers within the State.