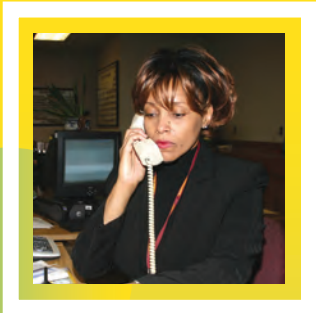


Benefits For Full Time Employees



Jackson Public Schools
is proud of its:

- 60+ schools
- 31,500+ students
- 2,200+ teachers and administrators
- 2,000+ support staff



Jackson Public Schools
Office of Human Resources
P.O. Box 2338
Jackson, MS 39225-2338
(601) 960-8742

Individual Health Insurance

District pays for all full-time employees. Family coverage is available at employee's expense. **601-960-8790**

Unemployment Compensation

District participates in Mississippi State Unemployment Insurance at no cost to employee. This benefit covers loss of job through no fault of own. All claims for benefits must be filed with local State Unemployment Office.

601-960-8742

Permanent Disability

Medical records must be approved by Disability Medical Board. Benefit is dependent on length of service and age. **601-960-8779**

Sick Days

Permanent, full-time personnel are credited with 5 1/2 to 12 days for a full contract year depending on number of days worked during year and number of years of experience with JPS.

Long Term Disability Insurance

After 90 days of disability, this insurance will pay employee 60% of salary.

601-355-7489

Consumer Credit Counseling

Assistance is available with budgeting and financial planning. **601-956-9226**

or (601) 969-6431

Workers' Compensation

On-the-job injuries or disabilities are covered by Workers' Compensation. Insurance is carried on all employees as protection against loss of wages and for medical expenses incurred by employee injured on the job. **601-973-8578**

Liability Insurance

All employees, including substitutes, are insured within the district's general liability insurance program (subject to certain policy limitations). Protection is provided for individual liability arising from performance of duties as a school employee. **601-960-8790**

Public Employees' Retirement System

Employees contribute 9% of all gross earnings; employer contributes 12%. Employees hired before July 1, 2007 are vested after four years. Employees hired July 1, 2007 and after are vested after eight years. **601-359-3589**

Life Insurance

District provides term life insurance policy at rate of two times employee's salary not to exceed \$100,000. **601-960-8790**

Employee Assistance Program

Confidential counseling is provided to employees with personal, emotional, or substance problems. **601-956-4816**. 24-hour crisis intervention is available 7 days a week..

Family Medical Leave Act (FMLA)

Permanent, full-time personnel who have worked for the district for at least 12 months are eligible for 12 weeks of unpaid, job-protected leave under the Family and Medical Leave Act of 1993.

601-960-8742

Other Paid Days

- Jury Duty
- Bereavement Leave-maximum 5 days for immediate family only
- Holiday - minimum 9 days (based on position)
- Personal Leave

Optional Insurance Benefits

(Employee is responsible for premiums.)

- Burial Insurance
- Cancer Insurance
- Dental Insurance
- Disability Insurance
- Group Life Insurance
- Hospital Indemnity Insurance
- Critical Illness
- Vision Insurance

Also Available

- Direct Deposit
- Jackson Area Federal Credit Union
- Mississippi Deferred Compensation Plan
- Tax Deferred Annuity Plans
- U.S. Savings Bonds