

# Employee Benefits

The Polk County Public Schools provide their employees with a wide range of benefits. Here is a run down on many of the benefits the system provides:

## Holidays

Teachers are provided many holidays, including the following:

- Thanksgiving-3 days
- Winter holidays-2 weeks
- Spring holidays-1 week
- Other Teacher holidays-3 days

## Insurance

Quality health insurance is important to everyone. The Polk County Public Schools provide insurance premiums for all full- and half-time employees.

Polk County employees are provided health coverage through a School Board self-insured program administered by Blue Cross Blue Shield Association. This plan is financed solely by the School Board and it's employees.

		<b>Employee Monthly Premiums</b>	<b>Out-of-Pocket Expenses</b>				
<b><u>Med Plan</u></b>	Employee Spouse Child, single Children, 2 or more	\$-0* \$356 \$ 92 \$184	<b>Office Visit Copays</b> <table style="margin-left: auto; margin-right: auto; border: none;"> <tr> <td style="text-align: center; border-bottom: 1px solid black;"><b>Primary Physician</b></td> <td style="text-align: center; border-bottom: 1px solid black;"><b>Specialist</b></td> </tr> <tr> <td style="text-align: center;">\$20</td> <td style="text-align: center;">\$30</td> </tr> </table> <b>**\$250 deductible with a 80/20</b>	<b>Primary Physician</b>	<b>Specialist</b>	\$20	\$30
<b>Primary Physician</b>	<b>Specialist</b>						
\$20	\$30						

\*School Board contribution is \$415 per month.

\*\*The \$250 deductible with a 80/20 is for all services not provided in a physician's office. Hospital Service, both Inpatient and Outpatient, Emergency Room Services, Ambulatory Surgery Services, Independent Labs, and Home Health are examples of what will be subject to the deductible and coinsurance.

The School Board of Polk County provides each full-time employee with \$20,000 of Term Life Insurance. You may purchase additional term life insurance, dental insurance and dependent health insurance with the added convenience of premiums being deducted from pay checks before taxes are removed.

## Retirement

The School Board pays 100% of retirement benefits, and an employee is fully vested after 6 years.

## Sick Leave

Polk County School Board employees earn one day of sick leave per month of employment. Six days may be used as personal leave, if necessary.

An employee with 15 days of accrued sick leave is eligible for membership in the sick leave bank. The bank allows employees with lengthy illness to withdraw up to 65 days for any one illness.

## Medical Leave

Employees of the Polk County School Board may be granted up to 12 months of unpaid leave for personal illness or illness of a member of their immediate family.

Also, to begin at the birth or adoption of a child, a parental leave of absence may be granted for child rearing.

Employees who return from medical or parental leave have the right to return to the same or substantially equivalent position.

### **Employee Assistance Program**

When an employee faces a personal crisis, assistance is available through Employee Assistance Program. The School Board pays for expanded sessions for Short-Term counseling, provided to employees and dependents at No Cost for: depression and anxiety, pain management, stress, marital and relationship, family and parenting, troubled children/teens, alcohol/drug dependency, career/job issues, eating disorders, grief and loss, smoking, financial service, legal services and childcare/eldercare.