

**Benefit Package for Certified Staff  
Morgan County School District  
2010-2011 School Year**

1. Health insurance program for employee, spouse, and family at minimal cost to the employee. The employees share of the monthly premium for 2010-2011 will be:

<u>Plan</u>	<u>Single</u>	<u>Husband/Wife</u>	<u>Employee/Children</u>	<u>Family</u>
Select Med	\$26.37	\$42.87	\$59.62	\$ 85.72
Care Plus	\$50.62	\$83.46	\$115.94	\$167.38
HD/HSA	\$23.17	\$37.67	\$52.38	\$ 75.31

2. Term life insurance policy that includes \$50,000 coverage for the employee, \$5,000 coverage for their spouse, and \$3,000 coverage for any dependent children. Supplemental life insurance is also available at the employee's expense/option at discounted rates.
3. Long-term disability insurance policy for the employee.
4. Nine days of sick leave each year with an unlimited accumulation. Three days of personal leave accumulated to a total of six. Personal leave accumulated in excess of six days is rolled into the employee's sick leave.
5. A bereavement policy that permits a person to be away upon a qualifying death without a reduction in pay.
6. An opportunity for professional leave as well as coverage of the cost associated with qualified in-service.
7. The opportunity to participate in a sick leave bank that provides additional paid days under a catastrophic situation when the employee runs out of days in their leave account.
8. Participation in the Utah State Retirement System at no cost to the individual.
9. Participation in a 401(k) program for each member of the staff at no cost to them. There is an automatic deposit into the program equal to 1.5% of the employee's salary. Individuals can add to the program if they desire.
10. An early retirement incentive program for those who have been in the district for at least ten consecutive years and qualify for full retirement (30 years) in the Utah State Retirement System.
11. A sick leave buyout program that provides, upon retirement, an individual with an amount of money equal to 25% of their accumulated sick leave up to a maximum accumulation of 180 days, times their daily rate at the time of retirement. The actual daily rate paid is based on the employee's attendance over their career.
12. 183-day base contract that includes 178 instructional days, two parent/teacher conference days, and three contract/no contact days.
13. Opportunity for additional contract days that enhance one's salary, retirement, 401(k) program, and any other benefits directly related to salary.  
  
All teachers are eligible for an additional two days of work and professional development through one time funds provided by the district and the federal stimulus package. Teachers in grades K-6 are also eligible for ten additional days of pay to compensate for lack of prep time.
14. Additional addendums for individuals with multiple master's degrees and/or Utah reading endorsement and/or an elementary teacher with a Utah math endorsement (Elementary or Level I-IV).
15. A new teacher induction program that includes fully paid days in August to provide newly licensed employees with an orientation to the district, bi-monthly meetings during the first year to discuss various issues, and a mentor teacher to help during the first two/three years of employment.
16. For placement on the salary schedule, the district accepts four years of experience at a 1:1 ratio and then 1 year for each 2 years of service up to a maximum of 20 years (maximum placement at Step 13).