

MURFREESBORO CITY SCHOOL BOARD POLICY

Descriptor Term: FRINGE BENEFITS FOR FULL-TIME EMPLOYEES	Descriptor No: PER 9	Date Adopted: 12/84
	Reviewed/Revision Adopted: 4/90; 8/01; 7/11	

1 In addition to the basic salary, the Board recognizes that certain benefits for full-time employees
2 are an integral part of the total compensation. Full-time employees are those employees who are
3 scheduled to work a minimum of thirty (30) hours or more per week on a regular basis. Regular
4 basis means the employee is scheduled to work more than 26 continuous weeks in a calendar
5 year.

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8 Health/Hospitalization and Dental Insurance

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10 Murfreesboro City Board of Education employees have the option of participating in group
11 health/hospitalization plans. These plans consist of health/hospitalization programs with family
12 or individual coverage available. A dental program with family or individual coverage is also
13 available. The employee shares the cost of family protection if such protection is elected. Full-
14 time employees who are hired after July 1, 2004, are eligible to receive a \$1,500 annual incentive
15 if they choose not to take out the medical insurance coverage offered by the school system.

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17 An employee on Board-approved leave of absence may continue health/hospitalization and
18 dental coverage by payment of premium to the Murfreesboro City Schools. The insurance may
19 be canceled by the employee at any time in writing to the Board of Education or may be
20 cancelled for non-payment of premiums. The health/hospital plan carries conversion privileges
21 (COBRA) for those leaving service including members who are retiring. The dental plan cannot
22 be continued after the employee terminates his/her employment.

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25 Life, Accidental Death and Dismemberment Benefit Insurance

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27 The Murfreesboro City Board of Education employees are provided life benefit and accidental
28 death and dismemberment benefit insurance. The Board pays for employees working at least
29 thirty (30) hours per week on a full-time assignment. The plan carries conversion privileges for
30 those leaving service including members who are retiring, subject to certain age restrictions.

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32 Other: (Some of the benefits listed below vary according to job classification.)

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- 34 1. Worker's Compensation
- 35 2. Vacation with pay

- 36 3. Certain legal and other holidays with pay
- 37 4. Leave provisions (personal, professional and annual leave)
- 38 5. Sick leave
- 39 6. Retirement program
- 40 7. Salary distribution plan
- 41 8. Coverage for liability claims
- 42 9. Choice of school assignment for children of full-time employees, on a space available
- 43 basis
- 44 10. Cafeteria plans (Section 125)
- 45 11. Social Security
- 46 12. Medicare
- 47 13. Employee Assistance Program