HAMBLEN COUNTY DEPARTMENT OF EDUCATION

2019-20 BENEFIT PACKAGE\*

**CERTIFIED STAFF**

• Retiree health insurance

Board pays entire individual cost with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service up to age 65 for qualifying individuals

• Retiree life insurance, $10,000 to age 70

Board pays entire amount until age 65 with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service

• Retirement incentive (one-time eligibility at age 60 or at 30 years of service, whichever comes first, with minimum 10 years HCBOE service)

 $3,500 for 3 years ($10,500), or

 $4,500 for 2 years ($9,000)

• Honorarium for retirees with minimum 10 years HCBOE service

 $100 for every year certified HCBOE service

• 3 compensatory days annually (noncumulative)

• 1 paid administrative contract day annually

• 1 sick leave day per 20-scheduled days annually (cumulative)

• 1 personal leave day per full semester (unused reverts to cumulative sick leave)

• Active employee health insurance

 Single coverage: Board pays entire amount of any plan chosen

 Family coverage: Board pays minimum $10,006.00 per year

• Active employee life insurance, $40,000 life and $40,000 AD&D

 Board pays entire amount

• Active employee retirement contribution by Board

 Legacy-10.63% of gross wages; Hybrid- 9.00% of gross wages

• If you work in any Hamblen County School and have a Federal Family Education Loan (FFEL), Federal Direct Loan, or Federal Perkins Loan/NDSL, you may be eligible to have your loan payments postponed or canceled.

**NONCERTIFIED STAFF**

• Retiree health insurance

Board pays entire individual cost with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service up to age 65 for qualifying individuals

• Retiree life insurance, $10,000 to age 70

Board pays entire amount until age 65 with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service

• Retiree Medicare supplement support

 Board pays minimum average $450 per year

•Sick Leave

For 9-month schedule- 1 sick leave day per 20 scheduled days annually (cumulative)

 For 12-month schedule- 1 sick leave day per 21.75 scheduled days annually (cumulative)

• Personal leave

 For 9-month schedule, 2 sick leave days may be used as personal leave annually

 For 12-month schedule, 1 personal leave days per full semester contract (unused reverts to cumulative sick leave)

• Vacation

 For 12-month schedule, 1 vacation day per 21.75 days annually (noncumulative)

• Active employee health insurance

 Single coverage: Board pays entire amount of any plan chosen

 Family coverage: Board pays $10,006.00 per year

• Active employee life insurance, $40,000 life and $40,000 AD&D

 Board pays entire amount

• Active employee retirement contribution by Board

 7% of gross wages

**SUBSTITUTE EMPLOYEES**

• $100 annual bonus with minimum 100 workdays

\*Subject to approval by HCBOE