

# NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS

## PERMANENT EMPLOYMENT BENEFITS

<b>Vacation:</b>	Varied based on EPA or SPA Classification. For SPA and Faculty, earn from 14 days to 26 days per year based on years of state service (part-time employees pro-rated). Leave is earned monthly. For EPA SAAO Group 1, receive 26 days per year. For EPA SAAO Group 2, receive 24 days per year earned monthly.
<b>Sick Leave:</b>	12 days per year (part-time employees pro-rated)
<b>Holidays:</b>	11 days per year
<b>Retirement:</b>	Required participation for all employees working 3/4 time or more. Teachers' and State Employees' Retirement System (TSERS) requires 6% of gross salary deducted monthly from paycheck on a pre-tax basis (vested for retirement after 5 years if employed prior to August 1, 2011, vested for retirement after 10 years if employed August 1, 2011 and after). Short-term disability (eligible after 1 year of service/no cost), long term disability (eligible after 5 year of service/no cost). Death benefits (eligible after 1 year of service/no cost-minimum \$25,000/maximum \$50,000 based on previous 12 month salary). EPA have the option to participate in TSERS or an Optional Retirement Program.
<b>Social Security:</b>	Social Security Tax 6.2% each for employers and employees/wage base \$90,000 Medicare Tax 1.45% each for employers and employees/all wages subject. Total 7.65% deducted
<b>Health Insurance:</b>	Employee only coverage under the State Health Plan (PPO) is provided to employee's that work 30 or more hours a week. The cost is determined by the type of coverage elected by the employee. Dependent coverage is available by payroll deduction.
<b>Excess Liability:</b>	No cost personal liability coverage of \$11 million aggregate per person/per occurrence.
<b>NC Flex Plan:</b>	Plan offers Voluntary Group Term Life Insurance, Cancer Insurance, Health Care Flexible Spending Account, Dependent Day Care Flexible Spending Account, Vision Care Plan, Voluntary Accidental Death & Dismemberment Insurance, Dental Insurance, Supplemental Medical. All plans are pre-tax basis / Cost varies depending on selections, Supplemental Medical Plan.
<b>Longevity:</b>	Payable to SPA employees after 10 years of creditable state service (EPA are not eligible).
<b>Educational Assistance:</b>	Two courses per semester tuition free (at any of UNC 17 campuses that offer courses) for permanent full-time employees employed at least six months and contributing to the retirement system. Summer classes are not permitted. Tuition reimbursement may be available for attendance at Community Colleges provided courses taken pertains to current job or upgrades current job skills.
<b>Workers Compensation:</b>	All employees are covered - must report job related injury to Supervisor and Human Resources immediately.
<b>Direct Deposit:</b>	Required participation
<b>Pay Dates:</b>	Last work day of each month
<b>State Employees Credit Union:</b>	Membership welcomed. Must contact Credit Union for information.
<b>Community Service:</b>	24 hours leave credited each calendar year (pro-rated for part-time) unless you choose the Mentoring/tutoring option – 1 hour each week up to a max of 36 hours that schools are in session as documented by the elected board of the local education agency or the governing authority of any non-public school.
<b>Facilities:</b>	Library & Gymnasium - other athletic facilities available at no cost to employee. Cafeteria on site.
<b>Other Options</b>	Prepaid Legal Plans, Symetra Life Insurance, Savings Bonds, Colonial Life, Accident Insurance, Liberty Mutual Accident Insurance, Liberty Mutual Group Disability Insurance, Long-term care, AFLAC, TIAA-CREF, Fidelity, Prudential Retirement 401-K, 403(b), Colonial Life & Accident Insurance, NC National College Savings program, MedAmerica Long-Term Care, Lincoln Financial