

Fringe Benefits Available to All Staff

In addition to your salary, the following fringe benefits are available:

State Retirement: Employment with Talbot County Public Schools enables you to be a member of the Pension Plan System with the State of Maryland. This plan requires a 7% contribution.

Life Insurance: Term Life Insurance equal to your salary is rounded up to the nearest \$1,000. After one year of service, MD State Retirement will match your salary. This plan is non-contributory.

Direct Deposit: Your paycheck will be electronically deposited into your checking and/or savings accounts at 9:00 A.M. every payday. This service is beneficial to you during the summer months, inclement weather, etc.

Education Subsidies: Certified employees and support staff will be reimbursed up to \$306. per credit hour for college credits (Support staff reimbursement is dependent upon budget funding).

Sick Leave: You are entitled to 13 sick days per year which can be accumulated (no maximum) to be used at retirement to add to your length of service.

Illness In Family: Up to eight days of sick leave may be used for illness in family.

Personal Business: Up to two days of sick leave may be used for personal business.

Bereavement: Up to seven consecutive calendar days may be used for bereavement of immediate family members only.

Health Care: Employees have two health care insurance choices: CareFirst BlueCross BlueShield PPO or EPO. The Board of Education pays at least 85% of the insurance options. A prescription card and a dental program are included with both health plans. Deductions are on a pre-tax basis.