

# PATRICK COUNTY PUBLIC SCHOOLS

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Ronnie N. Terry, Chair - Blue Ridge District  
Kandy M. Burnett, Vice-Chair - Dan River District  
Dr. William D. Sroufe, Division Superintendent

James D. Morse, Member - Smith River District  
A. Michelle Day, Member - Mayo River District  
Annie H. Hylton, Member - Peters Creek District

## **SUPPORT PERSONNEL FRINGE BENEFITS:\*** **2016-2017 SCHOOL YEAR**

1. Virginia State Retirement System:
  - A. 5 percent of retirement is paid by employee
2. State Group Term Life Insurance Plan:
  - A. Value equal to salary amount rounded up to next highest thousand dollars and then doubled.
  - B. 100 percent of life insurance premium paid by school system.
3. One (1) employee Sick Leave day per contract month. - (unlimited accumulation)  
Payment at established per diem rate for a specified number of days at retirement.
4. Two (2) Personal Leave days per year, if not used they are added to sick leave.
5. Seven (7) paid holidays for 200 day contracts, twelve month contracts receive paid holidays as set forth in the annual school calendar. (Memorial Day Observed if school year is in session.)
6. Vacation days can be earned by twelve month contracts per the following schedule:
  - A. 0-5 years of service - 1 day per month
  - B. 6-10 years of service - 1 1/4 days per month
  - C. 11 & over years of service - 1 1/2 days per month

May accumulate vacation up to days earned in one (1) year plus ten (10) days.
7. Partial payment of premium toward Annual Health Care Benefit for Employee only policy.
8. Participation in payroll deduction for 125 Plan, payment of health care premium cost, unreimbursed medical cost, and dependent care with pre tax monies.
9. Up to \$50.00 annual reimbursement for approved inservice classes/workshops successfully completed.
10. Share Leave policy (for sick leave only) for full time employees hired before January 1, 2014.
11. Payroll deduction availability for voluntary insurance/benefit programs (dental, vision, disability, long-term care insurance or tax-sheltered annuities). No contribution by school system.
12. Direct deposit for monthly payroll checks.

- \* To qualify for fringe benefits, an employee must be on a full time contract.  
Bus Drivers have separate fringe benefit package.

04/19/2016



Website: <http://www.patrick.k12.va.us>