

DaVinci Academy of Arts and Science

Benefits Schedule	Policy 409 Attachment				
Effective Beginning: 8.1.2018					
	Eligibility	Year Round Staff	School Year Employees	ADMIN DIRECTORS	ADMIN COORDINATORS
Retirement Plan	Must meet initial eligibility	PERA=non-licensed* TRA=licensed	PERA=non-licensed TRA=licensed	TRA	TRA
Health Insurance (ER paid premium)	full-time (30 + hours/week)	single	single	single	single
ER funded HSA Cont**	Employer provided HDHP elected	\$1,200	\$1,200	\$1,200	\$1,200
Dental Insurance (ER paid premium)	full-time	single	single	single	single
Group Term Disability (EE paid premium)	full-time	\$30,000	\$30,000	\$50,000	\$40,000
Long Term Disability (EE paid premium)	full-time	eligible	eligible	eligible	eligible
Bereavement Leave (days per event)	full-time	3	3	3	3
Personal Days**	full-time	15	3	Per LOA	Per LOA
Sick Days**	full-time	12	10	12	1 day per full month worked
Unused Sick Leave	full-time	rolls over to a maximum of 30 days	rolls over to a maximum of 30 days	rolls over to a maximum of 30 days	rolls over to a maximum of 30 days
Sick leave <i>above the maximum</i> of 30 days	full-time	Paid \$50 per day for unused sick leave	Paid \$50 per day for unused sick leave	not eligible	not eligible
No sick leave used during year	full-time	Paid \$300	Paid \$300	not eligible	not eligible
Unused Personal Leave	full-time	Paid \$100 per day for unused personal days	Paid \$100 per day for unused personal days	not eligible	not eligible
LOA=Letter of Assignment					

*Must meet initial PERA eligibility				
**May be prorated for those hired after the beginning of the school year.				
Year Round Staff Paid Holidays				
New Year's Day, January 1				
Martin Luther King Jr. Day (if school is not in session)				
President's day (if school is not in session)				
Good Friday				
Memorial Day				
Independence day, July 4				
Labor Day				
Thanksgiving day				
Day after Thanksgiving				
Christmas Eve, December 24				
Christmas Day, December 25				