

	MURFREESBORO CITY SCHOOL BOARD POLICY		
	Descriptor Term:	Descriptor Number:	Date Adopted:
	FRINGE BENEFITS FOR FULL-TIME EMPLOYEES	PER 9	12/84
	Revision Adopted:		
	4/90; 8/01		

In addition to the basic salary, the Board recognizes that certain benefits for full-time employees are an integral part of the total compensation. Full-time employees are those employees who are scheduled to work a minimum of thirty (30) hours or more per week on a regular basis. Regular basis means the employee is scheduled to work more than 26 continuous weeks in a calendar year.

Health/Hospitalization and Dental Insurance

Murfreesboro City Board of Education employees have the option of participating in group health/hospitalization plans. These plans consist of health/hospitalization programs with family or individual coverage available. A dental program with family or individual coverage is also available. The employee shares the cost of family protection if such protection is elected.

An employee on Board-approved leave of absence may continue health/hospitalization and dental coverage by payment of premium to the Murfreesboro City Schools. The insurance may be canceled by the employee at any time in writing to the Board of Education or may be cancelled for non-payment of premiums. The health/hospital plan carries conversion privileges (COBRA) for those leaving service including members who are retiring. The dental plan cannot be continued after the employee terminates his/her employment.

Life, Accidental Death and Dismemberment Benefit Insurance

The Murfreesboro City Board of Education employees are provided life benefit and accidental death and dismemberment benefit insurance. The Board pays for employees working at least thirty (30) hours per week on a full-time assignment. The plan carries conversion privileges for those leaving service including members who are retiring, subject to certain age restrictions.

Other: (Some of the benefits listed below vary according to job classification.)

1. Worker's Compensation
2. Vacation with pay
3. Certain legal and other holidays with pay
4. Leave provisions (personal, professional and annual leave)
5. Sick leave
6. Retirement program
7. Salary distribution plan
8. Coverage for liability claims
9. Choice of school assignment for children of full-time employees, on a space available basis
10. Cafeteria plans (Section 125)
11. Social Security
12. Medicare
13. Employee Assistance Program