

**HAMPTON BOARD OF EDUCATION**  
 LESS THAN YEAR ROUND NON-UNION EMPLOYEE BENEFITS  
 BEGINNING ~~MARCH 1, 2015~~ **July 1, 2021**

Benefits for less than 1 Full Time Equivalent (FTE) employees will be prorated based on the employees' FTE.

Nurse	35.0 hours/week, 189 days/year=1FTE
Cafeteria Director	32.5 hours/week, 189 days/year=1 FTE
Paraprofessional	32.5 hours/week =1 FTE
Cafeteria Aide	32.5 hours/week =1 FTE
Custodian	40 hours/week=1 FTE
*Occupational Therapist/Physical Therapist	32.5 hours/week =1 FTE

<b>*SICK DAYS</b>	0-2 years = 7 days 2-10 years = 10 days Accrue to 35 days 10+ years = 12 days Accrue to 60 days
<b>PERSONAL DAYS</b>	New employees must work three months to be eligible for personal days 0-2 years = 2 days 2-10 years = 3 days 10+ years = 4 days
<b>BEREAVEMENT</b>	3 days Additional non-paid bereavement days may be added at the discretion of the superintendent
<b>HOLIDAYS</b>	Independence Day, Labor, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, <a href="#">Juneteenth</a> <i>Employees receive the holidays listed when they occur in a week during which the employee is scheduled to work.</i>
<b>DELAYED OPENING/EARLY CLOSING</b>	Full day's pay for employees on the school calendar schedule
<b>*MEDICAL INSURANCE</b>	Minimum of 30 hours a week to enroll; BoE pays 98% single coverage, employee pays 2% premium share for single coverage; employee may pay full cost for difference between single and two person or family coverage; any savings in premium share realized by choosing less costly plan options are first applied to premium share then to Health Savings Account
<b>*DENTAL INSURANCE</b>	Minimum of 30 hours a week to enroll; employee pays full premium; no BoE contribution
<b>*403(b)/457(b)</b>	Employee contributions only; no BoE contribution
<b>*MEDICAL/DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT</b>	Minimum of 30 hours a week to enroll; employee contributions only; no BoE contributions
<b>*AFLAC – ACCIDENT/SHORT TERM DISABILITY/CANCER</b>	Employee pays full premium of elected coverage, offered at no expense to the BoE beyond bookkeeping

\*Occupational Therapist/Physical Therapist eligible for benefits marked with an asterisk.