

HAMPTON BOARD OF EDUCATION
12 MONTH NON-UNION EMPLOYEE BENEFITS
BEGINNING ~~March 1, 2015~~ July 01, 2021

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

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| Executive Secretary | 40 hours/week=1FTE |
| Business Coordinator | 40 hours/week=1 FTE |
| Head Custodian | 40 hours/week=1FTE |
| Custodian | 40 hours/week=1 FTE |

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| SICK DAYS | 0-2 years = 7 days 2-10 years = 10 days Accrue to 35 days 10+ years = 12 days Accrue to 90 days |
| PERSONAL DAYS | 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 |
| BEREAVEMENT | 3 days Additional non-paid bereavement days may be added at the discretion of the superintendent |
| HOLIDAYS | Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, Juneteenth |
| VACATION | 0-6 months = 0 days 6 months – 1 year = 1 week 1-5 years = 2 weeks 6-12 years – 3 weeks 12+ years = 4 weeks |
| MEDICAL INSURANCE | 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 |
| DENTAL INSURANCE | Minimum of 30 hours a week to enroll; employee pays full premium; no BoE contribution |
| 403(b)/457(b) | Employee contributions only; no BoE contribution |
| MEDICAL/DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT | Minimum of 30 hours a week to enroll; employee contributions only; no BoE contributions |
| AFLAC – ACCIDENT/SHORT TERM DISABILITY/CANCER (offered at no expense to the BoE beyond bookkeeping) | Employee pays full premium of elected coverage |