

# BRANDON VALLEY SCHOOL DISTRICT 49-2

## Summary of Benefits

<b>Benefit</b>	<b>Who Pays</b>	<b>Who Is Eligible</b>	<b>When are you Eligible</b>	<b>What you Receive</b>
Personal Days	BVSD 49-2	All Employees	Immediately	Two (2) days per year
Unused Personal Day	BVSD 49-2	All Employees	Immediately	Certified employees that do not use their personal day(s) will be paid \$250.00/day. Classified employees that do not use their personal day(s) will be paid \$150/full-time; \$75/part-time per day.
Leave without Pay	N/A	All Employees	Immediately	Four (4) days/Supervisor Approval, Five (5) + days/Board of Education Approval
Workers Compensation	BVSD 49-2	All Employees	Immediately	Compensation for job related injuries
Bereavement Leave	BVSD 49-2	All Employees	Immediately	Seven (7) days leave for death of spouse or children, Five (5) days leave for death of parents/parents-in-law, Three (3) days leave for death of other immediate family(brother-in-law, sister-in-law, grandparents, aunts, uncles, nieces, nephews, children-in-law) Two (2) days leave for death of friend with Superintendents approval.
Sick Leave	BVSD 49-2	All Employees	Commences w/first day of Employment/Accruing at the end of the fiscal year (6/30).	Commencing with the first day one (1) day plus one (1) additional day for each subsequent twenty (20) working days/Accumulate no more than thirteen (13) days per school year. Accumulate no more than ninety (90) days total.
Sick Leave Assistance Fund	BVSD 49-2 & Employee	All Employees	Upon contribution of one (1) sick day to the bank.	Upon application, may receive up to 30 days per year additional sick leave for extended illnesses (committee decision)
Unused Sick Leave	BVSD 49-2	All Employees	Upon accruing 80 days sick leave.	\$50.00/day for unused sick days in excess of 80 days.
Vacation	BVSD 49-2	Full Time Year Round Classified Employees	Immediately	Two (2) weeks per year for first 5 years, Three (3) weeks per year for 6 to 15 years, Four (4) weeks per year for 16 years and over. Employees with 3-4 weeks vacation may elect to be paid cash in lieu of 1-2 weeks of vacation time at their regular rate of pay.
Holidays	BVSD 49-2	Classified Employees	Immediately	Pay for National Holidays occurring during employees' term of employment are as follows: New Year's Day, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day, and Good Friday.
Life Insurance	BVSD 49-2	Full-Time Employees	1st of the month following employment.	\$25,000 Life Insurance Policy
Voluntary Life Insurance	Employee	Full-Time Employees	1st of the month following employment.	Term Life Insurance at favorable group rates - \$150,000 Guarantee Issue.
Long-Term Disability Insurance	BVSD 49-2	Full-Time Employees	1st of the month following employment.	60% of Earnings after 90 day elimination period (\$5,000 monthly maximum).
Health Insurance	BVSD 49-2 & Employee	Full-Time Employees	1st of the month following employment.	District pays 100% of employee premium. District pays 1/2 of the employee's share of two-party or family health insurance premium
Dental Insurance	BVSD 49-2 & Employee	Full-Time Employees	1st of the month following employment.	District pays 100% of employee premium.
Retirement	BVSD 49-2 & Employee	Full-Time Employees	Immediately	6% contribution from BVSD 49-2 & 6% contribution from Employee
Cancer, Accident, Disability & Intensive Care Plans	Employee	All Employees	1st of the month following the hiring date.	Comprehensive Plans available through TRANSAMERICA

Benefit	Who Pays	Who Is Eligible	When are you Eligible	What you Receive
403(b) / 457(b) Plans	Employee	All Employees	1st of the month following the hiring date.	Opportunity to invest pre-tax dollars
Flexible Spending Accounts (Section 125)	Employee	Full Time Employees	1st of the month following the hiring date.	Opportunity to invest pre-tax dollars for unreimbursed medical expenses and dependent day care expense - TASC.
Activity Passes	BVSD 49-2	All Employees & Spouse	Immediately	Employee will receive a family activity pass for entrance to all district athletic activities and fall play where general admission is charged.
Professional Advancement & Certification	BVSD 49-2	Contract Employees	Applications due to Superintendents office September 15th.	See Article IV, C: Negotiated Agreement



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New hire web-site for other benefit information:

<https://brandonvalley.k12.sd.us/District/Central Admin/New Staff/NewHireInfo.html#>