

ADMINISTRATIVE EMPLOYEES BENEFIT OVERVIEW

- ✚ Sick leave accrues at one (1) day per month. Accumulates from year to year and is reimbursed in part upon retirement only
- ✚ Annual leave benefits are:
 - 18 days per year for first four years
 - 21 days per year for year five through nine
 - 24 days per year for ten or more years
- ✚ Nine (9) paid holidays per year
- ✚ OCPS contributions to Florida Retirement System FRS for retirement. Vesting is six (6) or eight (8) years depending on when you initially enrolled in the FRS before or after July 1, 2011
 - Pension and Investment plan options available
- ✚ Approximately 12 companies are authorized with OCPS to provide Pre-Tax or Roth 403b or 457b supplemental retirement plans
- ✚ Zero or low cost Medical Insurance for employee
 - OCPS pays \$9,288.60 in medical benefits for each full-time benefitted employee
 - Medical Coverage Substitute:
 - Disability insurance of up to \$1,500.00
 - Free vision for employee and family
- ✚ Benefit equal to annual salary in Term Life Insurance and Accidental Death and Dismemberment coverage
 - Low cost spouse and dependent Term Life Insurance available
- ✚ Payroll deduction disability insurances available
- ✚ Dental plans available
- ✚ Vision insurance plan available
- ✚ Flexible Spending Accounts for medical and day care expenses available

- ✚ Zero cost Employee Assistance program (EAP) is available
- ✚ Can become a member of Addition Financial
- ✚ Payroll checks are issued via direct deposit with own banking institution or available through Addition Financial or Wells Fargo
- ✚ All individuals employed with district have cleared the following: drug test and fingerprints along with School Board approval