

**Bath County Public Schools**

**Fringe Benefits**

**2016 - 2017**

**HEALTH and DENTAL INSURANCE**  
**(Anthem BlueCross BlueShield and Delta Dental)**

Anthem Healthcare and Delta Dental (\$1,000 In-Network Deductible)/per pay period deductions:

	<b>Single</b>	<b>Employee + Child</b>	<b>Employee + Children</b>	<b>Employee + Spouse</b>	<b>Family</b>
<b>Employee Cost</b>	\$0.00	\$222.56	\$228.60	\$272.42	\$390.89
<b>Employer Cost</b>	\$371.79	\$413.32	\$424.56	\$505.93	\$725.96
<b>Total Cost</b>	\$371.79	\$635.88	\$653.16	\$778.35	\$1,116.85

**VIRGINIA RETIREMENT SYSTEM**

Provides retirement, term life insurance, and retiree health insurance credit benefits. Employees are required to contribute 5% of creditable compensation to VRS.

**MISCELLANEOUS**

- ◇ 1 Sick Day per contract month
- ◇ 2 Personal Business Days per year - if not used, will be applied to employee's sick leave
- ◇ 1 Sick Day per year may be used as a third personal leave day. This day is deducted from the employee's sick leave.
- ◇ Sick Bank available to full-time personnel for personal long term illness or injury (excluding normal maternity)
- ◇ Professional development opportunities
- ◇ Other academic and athletic supplements available
- ◇ 10 Month - Vacations for ten month personnel are established by the school calendar
- ◇ 11 Month - Employees will have the same vacation as ten month employees, with the last week of June granted as vacation
- ◇ 12 Month - Vacation for twelve month personnel are established as follows:
  - 1.33 days per month for 0-5 years experience with Bath County Public Schools
  - 1.75 days per month for 6-10 years experience with Bath County Public Schools
  - 2.0 days per month for 11 and above years experience with Bath County Public Schools
- ◇ 12 Month – Holidays
  - Good Friday
  - Memorial Day
  - July 4th
  - Labor Day
  - Thanksgiving Day
  - Day-After Thanksgiving
  - Christmas Eve
  - Christmas Day
  - New Year's Eve
  - New Year's Day