

AT A GLANCE – BENEFIT SUMMARY- Asheville City Schools

Annual Leave – Employees earn Annual Leave which will build up with years of service 0-2 yrs - 14 days (9.36 hrs per mo) 2-5 yrs 14 days (9.36 hrs. per mo.) 5-10 yrs 17 days (11.36hrs per mo) 10-15 yrs 20 days (13.36hrs per mo) 15-20 yrs 23 days (15.36 hrs per mo) 20+ yrs 26 days (17.36hrs per mo).

Sick Leave – Employees earn 8 hours per month which will build up over time.

20 days Extended Sick Leave (Classroom Teachers Only) there is a \$50.00 deduction if you choose to use this leave. If you did not have enough leave and were sick you could use extended and be charged \$50.00 verses 1 day without pay.

.20 Personal Leave hrs. per month (Classroom Teachers Only)

Employees receive 10 Paid Holidays per year (some years it may be 11)

Voluntary Shared Leave (any one can give shared leave to an employee as annual leave, if it is immediate family they can give sick leave instead of annual).

6% of your monthly salary will go into a retirement fund plus the state currently matches at 24.37%. You become vested once you have completed a minimum of 5 years of membership service. This means that you are eligible to apply for lifetime monthly retirement benefits based on the retirement formula in effect at the time of your retirement and the age and service requirements.

If you leave TSERS for any reason other than retirement or death, you can either receive a refund of your contributions and interest, or leave your contributions in TSERS and keep all the creditable service you earned to that date. You may be entitled to apply to receive a deferred benefit at a later date once you meet eligibility requirements after you have completed 5 years of membership service provided you do not withdraw your contributions. Your benefit is calculated using the formula in effect on your retirement date. It is based on your average final compensation and years of creditable service at that time.

Death Benefit – One year's salary or \$25,000 min or \$50,000 Max.

Death Benefit (if all eligibility requirements are met)

As part of your employment with an employer that participates in the Death Benefit, should you die while you are contributing to the Retirement System, a one-time payment based on your salary may be paid to the beneficiary(ies) that you designate. You may change your beneficiary(ies) for this benefit at any time.

Teachers' and State Employees' Retirement System. Most members of this System are eligible for this benefit. For your beneficiary(ies) to receive this benefit, you must have at least one year of contributing service at your death, and you must be either in active service or within 180 days of your effective termination date (the last day for which you received compensation subject to contributions). The amount of the benefit is equal to the highest consecutive 12 months of salary during the 24 months preceding your death, to a minimum of \$25,000 and a maximum of \$50,000. (G.S. 135-5)

Disability – Will kick in after 1 year of continuous service to the retirement system it will pay at 50%.

**ALL OF THE BENEFITS TO THIS POINT ARE STATE WIDE
THE NEXT 3 ITEMS ARE AT A LOCAL LEVEL**

**Local Supplement – Employees receive a local supplement check each year (0-4 yrs) 9.0% (5-9 yrs) 9.5% (10-19 yrs) 10.0% (20 yrs. +) 16.5%
This is based on your annual salary & your North Carolina State Service**

**Health Insurance – Employees have 2 different plans that can be purchased
70/30 Traditional Plan at a cost of \$25.00 per month for employee only
80/20 Enhanced Plan at a cost of \$50.00 per month for employee only
Employees will need to take a smoking attestation to receive the benefit at this premium. There is an additional cost if you chose to add your dependents**

NOTE: Members hired on or after January 1, 2021, will not be eligible to receive retiree medical benefits.

Flexible Benefits – (Cafeteria 125 Plan) you are offered these at a charge each month they include dental, life, vision, disability, cancer, etc.