

HAMPTON BOARD OF EDUCATION
 LESS THAN YEAR ROUND NON-UNION EMPLOYEE BENEFITS
July 1, 2024

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

Nurse	35.0 hours/week, 189 days/year=1FTE
Cafeteria Director	32.5 hours/week, 189 days/year=1 FTE
Paraprofessional	32.5 hours/week =1 FTE
Custodian	40 hours/week=1 FTE

SICK DAYS	0-2 years = 7 days 2-10 years = 10 days Accrue to 35 days 10+ years = 12 days Accrue to 60 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, Indigenous People's Day, Veterans' Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Presidents' Day, Good Friday, Memorial Day, Juneteenth <i>Employees receive the holidays listed when they occur in a week during which the employee is scheduled to work.</i>
DELAYED OPENING/EARLY CLOSING	Full day's pay for employees on the school calendar schedule
*MEDICAL INSURANCE	Minimum of 30 hours a week to enroll; BoE pays 98% & 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. BoE contribution to Health Savings Account shall be no more than employee deductible.
*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	Employee pays full premium of elected coverage, offered at no expense to the BoE beyond bookkeeping