



Kannapolis City Schools

Employee Benefits

Retirement

Teachers' and State Employees' Retirement System (TSERS):

- You become a member of TSERS on your hire date if you are a permanent, full-time employee.
- There is a mandatory 6% pre-tax deduction taken from your paycheck each month. A matching contribution is made based on a calculation determined by the NC Legislature.
- Under current law, you are vested in TSERS once you have completed a minimum of five years of membership service.
- Short-term and long-term disability benefits are available to employees who meet the required criteria under the retirement system.
- If you die while in active service after one year as a contributing member, there is a death benefit included in the retirement system. The death benefit is payable to your beneficiary equaling the employee's annual salary (minimum of \$25,000 and a maximum of \$50,000) and a refund of the 6% deductions that have been taken from your paychecks.

Supplemental Retirement Income Plans

NC401(k), 401 (Roth), and 457 Plans: The NC 401(k), 401(Roth) and 457 plans through Prudential Retirement Services are defined contribution plans, which means you may contribute a certain amount to the Plans, plus you may choose how you want to invest your money based on your unique retirement goals and how many years you have until retirement.

Tax Deferred Annuities: 403(b) and other 457 plans are available through various other brokers.

Health Insurance Plan

The State of North Carolina offers the State Health Plan (SHP) for teachers and state employees. The SHP offers three Preferred Provider Organization (PPO) plans. Medical benefits under the SHP are administered by Blue Cross and Blue Shield of North Carolina. The Traditional 70/30 Employee-Only coverage is provided free for the employee. Employees can elect the Enhanced 80/20 Plan or the CDHP and pay a premium each month. Employees who wish to enroll their families can do so and pay the additional cost.

Supplemental Insurance Plans

KCS has partnered with Wellington Benefits (a member of the First Financial Group) to offer a Section 125 Flexible Benefit Plan, allowing full-time employees to select tax-free benefit plans including dental, vision and expense reimbursement accounts. Premiums for products such as whole and term life insurance and disability insurance are taken after tax.

Local Supplement

In addition to the state salary, KCS offers a local supplement. Local supplement checks are issued two times per year – in November and June on the regular monthly payday in that month. Supplements are prorated for the employees working less than full-time.

Leave Time

- Paid Annual Leave (Vacation): Includes both scheduled and unscheduled days off. The number of days earned per month is based on length of state service. Annual Leave accumulates up to 30 days with excess converting to Sick Leave on June 30th each year. All vacation granted is upon the approval of the immediate supervisor.
- Paid Holidays: Ten or eleven holidays per year.
- Paid Sick Leave: One day per month, accumulated indefinitely.
- Leave of Absence with Pay: Jury duty, court appearance, and up to fifteen days of military leave per year.
- Leave of Absence without Pay: Parental leave (for birth or adoption of child), education leave, or any other reasons approved by the Superintendent and the Board of Education.
- Longevity Pay: Available to classified employees with at least ten years of state service, paid annually during the month following employee's "anniversary" month.

Available only to teachers

- Extended Sick Leave: Up to twenty days per year for personal illness after accumulated Sick Leave is exhausted. \$50 deduction made.
- Personal Leave: Two days earned per year, accumulating up to 5 days with excess converting to Sick Leave on June 30. \$50 deduction made.

Additional Great Benefits

- MetLife: \$2,500 basic life insurance provided free of charge to all full-time employees.
- School Identification Card: Allows free admission for employee to selected Kannapolis City Schools' events.
- State Employees Credit Union: Any employee may become a member by applying directly at a branch.
- Summer Cash Account: Ten-month and eleven-month employees interested in saving for summer income may elect to use payroll deduction for a Summer Cash Account through the State Employee's Credit Union.
- Installment pay is available for ten-month and eleven-month employees upon request, but must be requested immediately at the beginning of the school year.
- CFNC.org: Employees wishing to save for higher education expenses can open a North Carolina 529 Plan and set up a payroll deduction for contributions.
- Liberty Mutual: Employees receive discounted rates on their auto and home insurances.
- Employee Discount Page: Coming soon