



# Employee Benefits

Appalachian District offers a wide variety of paid benefits and voluntary benefits, including;

- **Retirement** – Employee contributes 6% of gross income and ADHD will contribute an additional 7.55%.  
[www.nctreasurer.com](http://www.nctreasurer.com)
- **NC State Health Plan (Blue Cross Blue Shield)**  
eligible the following month after employment at a low cost.
- **MetLife Dental Insurance** – Full time employees pay half of dental premium. 50% time employees will be pro-rated.
- **Standard Life Insurance** – Employees working a minimum of 50% will receive a free life insurance policy valued at \$40,000.
- **457 Supplemental Retirement** is offered through Nationwide Retirement Solutions on a voluntary basis.  
[www.nrsforu.com](http://www.nrsforu.com) or 1-877-677-3678
- **401(k) Supplemental Retirement** is offered through Prudential Retirement on a voluntary basis.  
[www.prudential.com](http://www.prudential.com) or 1-866-NC-PLANS
- **NC National College Savings Program** – Tax advantage college savings program. Contribute as little as \$5.00 per pay period. [www.CFNC.org](http://www.CFNC.org) or 800-600-3453
- **Flexible Spending Accounts** – Available for health care or daycare expenses. [www.one.tasconline.com](http://www.one.tasconline.com)
- **Creative Billing Solutions** – offers ADHD employees voluntary policies for; cancer, universal life, term life, accident and disability policies.
- **NC State Employees' Credit Union** – Not a member of SECU, join today and have access to loans, checking accounts, savings accounts, etc.  
Sparta – 336-372-7815  
West Jefferson – 336-246-2763  
Boone – 828-264-0206

## Annual Leave

Years of Service	Hours Earned Monthly
Less than 2 years	8
2 but less than 5 years	9
5 but < 10 years	11
10 but < 15 years	13
15 but < 20 years	15
20 + years	17

**Full-time employees earn 8 hours sick leave monthly**

**Schedule effective: January 1, 1984.**

**Employees working less than 50% do not qualify.**

## Longevity Pay

10 years but < 15	1.5%
15 years but < 20	2.25%
20 years but < 25	3.25%
25 + years	4.5%

## Things to know

Benefit year is Jan.1<sup>st</sup> – Dec. 31<sup>st</sup>.

Employee paid premiums may be deducted before taxes and applied to gross income under the Section 125 plan.

A change of status for an employee means their percentage worked has changed or one of the following examples: divorce, separation, birth of a child or adoption, loss of coverage under a spouse's plan or death of spouse.