



CCSD takes great care to ensure comprehensive and affordable benefits are available for employees and their families. The benefits package, in addition to extremely competitive salaries, provided by CCSD recognizes and rewards employees as our greatest resource.

CCSD BENEFITS FOR PART-TIME (.5) TEACHERS

Employment

- Part-time employment is offered under a Limited At-Will Contract which includes a voluntary resignation of employment at the conclusion of the assignment or upon notice by the District.
- Pay for the position will be salaried and divided equally in 12 installments or spread pro-rata for the Contract term based on the employee's hire date. Pay cycle is August through July.
- A Part-time teacher will earn experience credit for purposes of calculation of salary as stated in State Board of Education Rule 160-5-2-.05. At 50% employment, one year of experience credit is earned at the completion of two consecutive years; no experience credit is earned for the first year of employment at 50%.

Retirement/Sick Leave

- A Part-time teacher will participate in Teachers' Retirement System (TRS) and earn full service credit in accordance with TRS rules and regulations. TRS service is awarded in one-month increments. For each month the employee works in a TRS- covered position half-time (.5) or more, a month of service credit is awarded. 9 months of service = 1 year of service credit for TRS purposes. The employee will contribute the required employee amount, currently 6% for the monthly earnings for the position. For more information contact TRS: 404-352-6500.
- A Part-time teacher will be eligible for CCSD 403b and 457b Plan participation.
- Sick leave is earned at 1.25 days per month of service prorated for the percentage of time worked. (A teacher working .5 of the position will earn 5 hours sick leave per month of service).
- Sick Leave Bank - Membership provides an employee with extended paid leave for a qualifying serious illness or accident.

Healthcare and Wellness Benefits for Part-time Employees

- Medical - under the State Health Benefit Plan
- Health Club membership participation
- Flexible Benefits (flex spending healthcare and day care accounts)
- Supplemental insurance (Critical Illness, Accident, Hospital Indemnity)
- Employee Assistance Program - Benefits include 24-hour, 7 days a week toll-free telephone service with immediate access to a licensed counselor; three in-person, per incident sessions with trained professionals; and, unlimited access to work/life resource information.

Transfer from *Full-time* to Part-time Benefit Considerations

- *Full-time only* benefits include the above Part-time benefits plus: Dental, Life, Disability, Legal, and Vision.
- If a *Full-time* employee is transferred to a Part-time (.5) position the Benefits Office will notify the employee regarding eligibility for continuation of certain benefits, which benefits will end and the date, and additional provisions that may apply for direct payment for coverage. *Full-time only* benefits will end at the end of the month an employee last works in a full-time position.