

MURPHY ELEMENTARY SCHOOLS

SCHOOL DISTRICT NO. 21
OF
MARICOPA COUNTY, ARIZONA

**EMPLOYEE
BENEFITS**



Highlights

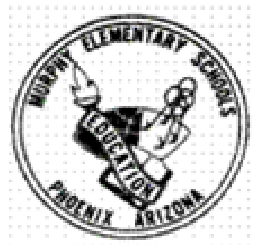
2009/2010 SCHOOL YEAR

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THIS BROCHURE IS INTENDED TO GIVE THE READER A BRIEF SUMMARY OF CERTAIN BENEFITS OFFERED BY MURPHY ELEMENTARY SCHOOL DISTRICT NO. 21. IT SHOULD BE CLEARLY UNDERSTOOD THAT EACH BENEFIT IS GOVERNED BY THE PROVISIONS OF ITS PLAN DOCUMENT OR APPLICABLE DISTRICT POLICY.



2009/2010 School Year

TEACHER CONTRACT

- Medical Insurance / AETNA
- Dental and Vision
- Life Insurance \$20,000
- Payroll/Direct Deposit
- Arizona State Retirement Pension Plan 9.0% and Long Term Disability Insurance 0.40%: Total 9.40%.
This is a required withholding of your gross monthly income and the District matches this amount.
- Optional Short-Term Disability
- Participation in Tax-Sheltered annuities through payroll deduction.



SUPPLEMENTARY PAY

- Eligibility for Stipends with respective endorsements/ approved areas:

*ESL	\$ 500
*Bilingual (Spanish)	\$1,250
**Language Arts	\$1,500
**Social Studies	\$1,500
**Special Education	\$1,500
**Mathematics	\$1,500
**Science	\$1,500
**ESP Consultants	\$1,500
**Speech Therapist	\$5,000

** Must be teaching in designated areas
- Stipend for Language Acquisition Leads, Materials Manager and Testing Coordinators \$1,000-\$1,200
- Reimbursement for Arizona Educator Proficiency Assessment Test (one time reimbursement)

PROFESSIONAL STAFF DEVELOPMENT OPPORTUNITIES

- Teacher in-service training days
- School or district visitations
- Monthly Support Meetings for new teachers
- Early release days for staff development and report card preparation paperwork

MENTOR PROGRAM

Two year beginning Teacher Induction Program:

- Year one: key emphasis classroom support and completion of HQ status
- Year two: key emphasis District/school level curriculum training and continued collaboration

SICK LEAVE BANK

New employees and employees returning from long-term leaves of absence may participate during open enrollment. If an employee has depleted their available sick leave, participation is considered, per policy, under the applicable guidelines and qualifications for benefits.

RETIREMENT INCENTIVES

Staff members who wish to retire earlier than the required age are able to participate once the required 80 points (age plus years of service) have been reached. Compensation also shall include payment of unused sick leave upon retirement or resignation. As per policy, eligible employees may participate upon reaching 7 (seven) continuous years of service.

STUDENT-TEACHER RATIO

The average student to teacher school district ratio in all grades is 24:1.



PROFESSIONAL GROWTH

15 Credit hours of graduate level classes —Salary increment presently at \$1,200 per educational level -Up to MA +45.

DISTRICT WIDE SUPPORT SERVICES

- Family Resource Centers
- Mentor Programs
- Instructional Specialists
- Math/ Science Lead
- Language Acquisition Leads

AFTER SCHOOL PROGRAMS

- After School Tutorials
- Student Council Sponsors
- Sports—Coaches for football, basketball, volleyball, softball and soccer

**Stipends as specified by the program, in addition to regular contracted wages.

SUMMER EMPLOYMENT

- June– July Summer School
- Participation in various Curriculum Committees and other numerous programs, providing services through Federal and State Funded Programs
- Hourly rate or stipend as specified by program

HOLIDAYS/BREAKS

As Per School Calendar:

- Spring Break
- Fall Break
- Thanksgiving Break
- Winter Break
- District Leave:
 - Ten Month Employees= 12 days
 - Twelve Month Employees= 14 days

