



Garcia Elementary



Sullivan Elementary



Kubon elementary



Harrold Elementary



Murphy Elementary Schools

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.



SCHOOL DISTRICT NO. 21 OF MARICOPA COUNTY, ARIZONA

Administrative Center
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CLASSIFIED STAFF

EMPLOYEE BENEFITS HIGHLIGHTS

2009/2010 SCHOOL YEAR



BENEFITS

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



EACH CLASSROOM / SCHOOL HAS

- Computer with printer
- Internet connection
- Telephone in every classroom with voicemail, homework hotline and message board
- Cable T.V. coming into all schools
- Multipurpose Room



AFTER SCHOOL PROGRAMS

- Sports– Coaches for football, volleyball, softball and soccer
- Stipends as specified by the program in addition to regular wages



SICK LEAVE BANK

New employees and employees returning from long-term leaves of absence may participate in this program during open enrollment, which is according to policy guidelines. If an employee has depleted their available sick leave, participation is considered under the applicable Guidelines and Qualifications for Benefit.

SUMMER EMPLOYMENT

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



PROFESSIONAL GROWTH

- Per Policy, Advancement on the salary schedule per fifteen credit hours for course work that is related to an employee's present assignment.
- Credit given for required classes in pursuit of AA or BA/BS.

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.



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

