

Arlington Public Schools Benefits at a Glance

Benefit	Description	Benefits	Description
Medical & Dental	Point-of-Service and HMO programs are available through CIGNA and Kaiser Permanente. Medical Insurance is available to retirees. APS offers the Delta Dental plan. Dental Insurance is available to retirees. For detailed information about each health plan please click here.	Retirement	APS participates in the Virginia Retirement System (VRS) Defined Benefit program – employees vested after 5 years. APS pays the employer share, the employee share, and includes life insurance and the Health Care Credit for professional employees.
Flexible Spending	Health Care and Dependent Care Flexible Spending Accounts are offered. Employees may contribute and use pre-tax funds from gross earnings for medical and child care expenses. For more information about flexible spending (FSA) please click here.	Defined Contribution Accounts	Employees may contribute pre-tax earnings to a defined contribution account. APS contributes 0.4% or \$10 per pay period (\$12 for 20-pay employees) towards a 401(a) account. More information on defined contribution accounts please click here.
Paid Leave	Annual: Twelve month employees earn 14 days per fiscal year, plus bonus days on July 1 equal to number of years of 12-month service (maximum of 14 days). There is a maximum carryover of 40 days per fiscal year. Personal: 3 days are advanced to all 10- and 11-month employees at beginning of school year. A maximum balance of 6 days may be kept, remainder transferred to sick leave balance. Sick leave: Employees earn one day per month. There is no limit on accrual.	Retiree Medical Benefits	Retirees with 10 or more years of service may enroll themselves and their dependents in health insurance with the cost subsidized by the School Board. The cost of dental insurance is entirely borne by the retiree.
		Separation Pay	All annual leave is paid out at employee’s daily rate. Upon retirement under the Virginia Retirement System or Arlington County Employees Retirement System, sick leave is paid out at one half of the daily rate.
Long-Term Disability	APS pays the full cost of disability insurance which provides a maximum of 60% of income as a benefit. Employees may “buy up” additional disability insurance to provide 70% of income with a medical premium expense benefit.	Housing Grants	APS offers grants to employees who work 30 or more hours per week who are purchasing a primary residence in Arlington. For Fiscal Year 2011, the grants are equal to 1% of the purchase price up to \$5,000. Funds are budgeted annually and may be limited. For more information about the housing grant click here.
Sick Leave Donations	Employees on an approved Family Medical Leave may request that the Assistant Superintendent for Personnel Services approve donations of leave from colleagues. If approved, Personnel Services sends a donation form to the employee’s supervisor for distribution to employees interested in donating leave.	Scholarships	The School Board funds scholarships to permanent employees pursuing courses of study that are related to their job responsibilities. Payments are based on the University of Virginia undergraduate tuition rate. Funds are budgeted annually and may be limited.

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Family Medical Leave	<p>Up to 12 weeks of family and medical leave may be granted for child bearing; for caring for newborn, newly adopted or foster children; for caring for family members with serious health problems; or for recovering from a personal serious health condition.</p> <p>For more information about family medical leave (FMLA) please click here.</p>	EAP (Employee Assistance Program)	<p>If an employee or an employee's family member needs assistance dealing with a personal problem, he or she may contact the EAP. The EAP works in tandem with the APS health insurance program regarding mental health, and drug and alcohol treatment services.</p> <p>For more information about EAP please click here.</p>
Leave of Absence	<p>A leave of absence may be granted for professional full-time study, personal family responsibility, service in the Teacher Corps, VISTA, or the Peace Corps, or for any other reasonable purpose. Leaves of Absence may be granted only to employees who have completed their probationary periods.</p>	Long Term Care Insurance	<p>Employees may enroll in a long-term care (LTC) insurance plan through payroll deductions. Coverage is available for employees, their spouses, parents and spouses' parents. The group plan is offered through the Commonwealth of Virginia and underwritten by Aetna Life Insurance Company. The cost of Long-term care insurance is borne entirely by the employee.</p>
Holidays	<p>APS observes the following holidays:</p> <ul style="list-style-type: none"> • New Year's Day • Martin Luther King's Birthday • President's Day • Memorial Day • Fourth of July • Labor Day • Columbus Day • Veterans' Day • Thanksgiving Day (and following Friday) • Christmas Eve • Christmas Day • New Year's Eve 	Life Insurance	<p>Employees who are members of the Virginia Retirement System (VRS) are covered by the VRS term life insurance program. Life insurance is valued at two times the employee's annual salary rounded up to the next \$1,000. The School Board pays the full cost of the premiums. VRS employees also may purchase additional coverage for themselves, their spouse and/or their children. The cost of optional insurance is borne by the employee.</p> <p>Employees who are members of the Arlington County Employees Supplemental Retirement System, but not VRS, are covered by the Arlington Public Schools term life insurance program. The value of this insurance is the annual salary rounded up to the next \$1,000. Arlington Public Schools pays the full cost of the life insurance premium.</p> <p>For more information about life insurance please click here</p>