

2010-2011 LMI/DCSS Faculty Salary and Benefits Schedule

LMI reserves the right to change its benefits, insurers and plans during the contract year at its sole discretion.

SALARY BASE, EXPERIENCE, EDUCATION INCREMENTS

Years of Experience	Bachelor Degree	Bachelor +18 Sem. Hrs.	Master's Degree	Master's +30 Sem. Hrs.	Doctorate Degree
0	\$19,500	\$19,850	\$20,900	\$21,050	\$21,850
1	\$19,775	\$20,125	\$21,175	\$21,325	\$22,125

		<u>EDUCATIONAL INCREMENTS</u>	
1-5.....	\$275 Increment/Year	BS+18	\$ 350
6-10.....	\$300 Increment/Year	MS	\$1,400
11-15.....	\$325 Increment/Year	MS+30	\$1,550
16-20.....	\$225 Increment/Year (\$250 MS & Above)	PhD	\$2,350
21 and beyond.....	\$225 Increment/Year (\$250 MS & Above)		

LMI / DCSS Faculty Increments: 5 years (\$400); 10 years (\$700); 15 years (\$1000); 20 years (\$1200).

ARMSTRONG FAMILY ENDOWMENT FOR FACULTY & STAFF :

The endowment grants are targeted at closing the "GAP" between family adjusted gross income (AGI) and a "livable income" budget based on family size. This benefit is open to all employees who work a minimum of 30 hours per week and who meet the grant criteria. Employees who believe they meet the grant criteria should obtain and complete pages 1 & 2 of the grant application form in order to make this assessment. AGI continues to be one of the key inputs to the calculation. Accordingly, your 2009 U.S. Individual Income Tax Return showing total AGI, plus select Non-Taxable Income items will need to be entered on the application form. Once the Human Resources office receives, checks, and totals all the applications, a calculation will be made to determine what percent of the "GAP" we may be able to close. Grant recipients may choose to take their stipends in three ways, or any combination of three ways: (1) as fully taxable income, (2) as a cafeteria plan stipend, and/or (3) as fully taxable income in order to make additional tax sheltered annuity contributions. As stated in the endowment procedure, each year the livable budgets will be adjusted for inflation. (SS COLA). The Social Security has announced that there will be no COLA increase. Accordingly, for 2010 – 2011 the budgets have remained at the 2009 – 2010 levels as follows:

	<u>Single</u>	<u>Family</u>
Employee with No Children.....	\$33,900	\$49,900
Employee with One Child	\$36,100	\$51,800
Employee with Two Children.....	\$37,900	\$53,900
Employee with Three Children.....	\$47,500	\$56,100
Employee with Four or more Children.....	\$49,500	\$58,000

Grant applications are to be submitted to the Human Resources Office by Monday, May 24, 2010.

TEACHING EXPERIENCE:

Christian school teaching is counted at 100%. Public school teaching up to fifteen (15) years is counted at 3/4 credit of DCS salary scale.

SUMMARY OF DCS-PROVIDED EMPLOYEE BENEFITS:

- Medical Insurance** - Coverage is available to employees who work a minimum of 30 hours per week and complete 60 consecutive days of work. Single coverage is \$364/yr. Family coverage is \$2,120/yr.
- Long-Term Disability Insurance** - This coverage is available to employees who work a minimum of 30 hours per week at no cost to the employee. United Healthcare Specialty Benefits will pay a totally disabled employee a monthly benefit of at least 60% of the employees Basic Monthly Earnings after 90 days.
- Life Insurance** - This coverage is available to employees who work a minimum of 30 hours per week at no cost to the employee. United Healthcare Specialty Benefits will pay a life insurance benefit of \$50,000 (to age 64 and in declining amounts thereafter) to employees' beneficiary.
- Tax Sheltered Annuity (TSA)** - We offer a 403(b) Retirement Plan. Employees may begin contributions without a waiting period, however, to be eligible for a match, you must have completed one year of service and be contracted for 1,000 hours or more per year. (For teachers, this is 67% of a full-time teaching contract). For 2010-2011, employees who contribute at least 3.5% will receive a -0-% match; employees with 16-20 years of service will receive a match of -0-%; those 21 years & above will receive a -0-% match. For calendar year 2010, eligible employees may contribute up to \$16,500 for all elective deferrals. An additional deferral of \$5,500 may be allowed if the employee is age 50 or older. Our plan is administered by Principal Financial Group.

Important: Each year LMI will make a determination as to the matching contribution percentage.

•**Social Security** -LMI / DCSS participates in Social Security. The contribution to your Social Security account is 7.65% of your annual salary.

•**Education Assistance** - DCSS provides educational assistance in the form of tuition grants for faculty. Courses must be approved by DCSS and taken for credit at an accredited college or university and must be applicable toward an advanced degree.

TIME-OFF COMPENSATION:

•**Day Alone with God** –LMI / DCSS encourages employees to take a day off and to spend it with God. One (1) day per year is given for this purpose.

•**2nd Day Alone with God** - One (1) day of Sick Leave may be used for an additional “Day Alone with God”.

•**Personal Day** - One (1) day per year; can be accrued up to three (3) days.

•**Professional Day** – As approved by Supervisor.

•**Jury Duty Day** - One (1) day per year.

•**Funeral Days** - Employees are allowed three (3) days when a death occurs in the immediate family. Immediate family is defined as spouse, father, mother, mother-in-law, father-in-law, sister, brother, child, grandparent, grandchild, or any other person residing in the same household. Employees are allowed one (1) day when the death is a more remote relative such as aunt, uncle, niece, nephew, or cousin. Additional time, not to exceed two (2) days, are allowed without loss of pay or sick leave credit at the discretion of the Superintendent when it is necessary to travel in connection with the death of a relative.

•**Sick Leave** - All full-time employees will be paid regular compensation for time lost due to illness as follows: Each employee will earn fifteen (15) days of sick leave and be able to accumulate sick leave up to a maximum of sixty-five (65) days. Should an illness exceed 65 days, a Long-Term Disability claim which pays after 90 days will be submitted. The accumulated sick leave of a terminating employee shall be held in reserve and will be credited to the employee should he be rehired by LMI / DCSS. As a part of their contract, teachers are paid for days set aside for teacher’s meetings and when school is closed because of weather conditions. In view of the above, when an employee is ill on both the day preceding and the day after said day, sick leave shall be charged.

•**Emergency Leave** - Up to two (2) days per year are allowed with no accrual. This time will be charged to Sick Leave. Such absence must be approved by the Superintendent. Emergency is defined as “an unforeseen combination of circumstances which call for immediate action.”

•**Illness of a Parent** - Up to five (5) days per year may be used for the care of sick parents who do not reside in your immediate household. This time will be charged to sick leave.

•**College Day** - One (1) day may be used for the purpose of visiting a college your child may attend, or, taking your own child to college. This time will be charged to sick leave.

•**Grandparent Day** - Up to three (3) days may be used by a faculty/staff grandparent to be with a daughter/ daughter-in-law at the time of the birth of a baby. This time will be charged to sick leave.

TUITION & FEES DISCOUNTS:

Tuition and fees (book, activity, registration, transportation) discounts are based on the family’s Adjusted Gross Income (AGI) per their 2009 U.S. Individual Income Tax Return plus any housing allowance (i.e., Non-Taxable Income) according to the following schedule:

AGI+non-taxable Income	1 st Child	2 nd Child	3 rd Child & Beyond	AGI+non-taxable Income	1 st Child	2 nd Child	3 rd Child & Beyond
0 -48,949	100%	100%	100%	54,550-57,349	75%	85%	85%
48,950-50,349	95%	100%	100%	57,350-60,149	70%	80%	80%
50,350-51,749	90%	97.5%	97.5%	60,150-62,949	65%	75%	75%
51,750-53,149	85%	95%	95%	62,950-65,749	60%	70%	70%
53,150-54,549	80%	90%	90%	65,750 & beyond	50%	60%	60%

To be eligible for the tuition discount the employee must teach 50% (20 hrs.) or more of a full-time contract (40 hrs.). The schedule above represents the discount percentages for an employee working 40 hrs./wk. The above percentages will be prorated accordingly for those teaching between 20 – 40 hrs/wk. Employees must also provide a copy of the front page of their 2009 1040 (or, 1040A) which shows the AGI number to be used in this calculation. Employees with service at LMI/DCSS of 25 years & above will receive a discount of 100%. Employees with service at LMI/DCSS of 20-24 Years will receive a discount of 90%. However, where the above matrix yields a higher discount, the matrix will apply.