



Supported Ministries:
Dayton Christian School System
Legacy Ministries Foundation
Legacy Ministries International
Legacy Village

**Support Staff Benefits Schedule
2010-2011 School Year and Twelve Month Positions
Part-Time Employees – Not More than 20 Hrs. Per Week**

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

MINIMUM JOB QUALIFICATIONS:

1. Born-again believer
2. Agreement, without reservation, with our Statement of Faith
3. Experience and appropriate expertise in area of employment
4. References
5. Regular church attendance and participation
6. School age children in family attend DCSS

SUMMARY OF PROVIDED EMPLOYEE BENEFITS:

•**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 2009, 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** - We participate in Social Security. The school's contribution to your Social Security account is 7.65% of your annual salary.