

Benefits:

Employees with 0.5 FTE (working 20 or more hours per week) or higher are eligible for benefits listed below.

Please reach out to info@mnmsa.org to request a copy of our benefits handbook.

- Paid Employee Benefits Health Insurance: MSA covers 100% of Single or 50% of Family Coverage.
- Dental Insurance: Single or Family Coverage, Math & Science Academy contributes 100% to the employee and 50% to the dependent(s) monthly dental premiums. Eligible dependents may participate in the plan. Those costs are the responsibility of the employee.
- Vision Coverage, Single or Family Coverage: Vision is voluntary and 100% paid by the employee. MSA also reimburses employees up to \$200 each year for prescription glasses or contact lenses.
- Prescription Drug Coverage: Part of health insurance, see current benefits manual.
- Life and AD&D: MSA provides Group Term Life (GTL) through Principal Financial of 2 times your salary to \$50,000. Eligible employees are automatically enrolled in GTL at no cost.
- Voluntary Life: Voluntary Term Life Insurance and Accidental Death and Dismemberment (AD&D) insurance can be purchased by the employee through Principal Financial.
- Each staff member is covered with both short term and long term disability insurance by MSA.
- MSA offers a voluntary 403b for staff that qualify for benefits. MSA will match 50% of the staff contribution up to a maximum of 2% of the staff's earned yearly salary for that fiscal year (not including extracurricular pay, supplemental pay, or any other extra pay).
- MSA will make all legally required State Statute contributions to TRA for all licensed teacher staff and PERA for non-licensed staff and hourly staff. There are no third party costs related to the TRA and PERA plans.
- Paid Time Off (PTO) benefits:
 - Licensed staff, working full school calendar: 12 days of PTO, prorated based on FTE status.
 - Hourly staff, school calendar based: 10 days of PTO, prorated based on FTE status.
 - District and Office Staff, year round: 20 days of PTO, prorated based on FTE status.
 - Administrative Staff: 30 days PTO, prorated based on FTE status.
 - MSA will pay out all unused PTO at the end of the fiscal school year, based on the employees calculated hourly rate.

To the extent that the employee is responsible for any portion of the premium not paid by MSA, the employee's portion of the premium will be paid by payroll deduction.

Nonmonetary Benefits

- Ongoing Professional Development resources and training that include up to \$1,000 in professional development funds for licensed roles and \$200 in professional reading or memberships for licensed roles. This may be prorated based on FTE status.

- MSA complies with all state and federal laws regarding leave of absences.
- Sabbatical/Professional Leave (SPL) may be allowed after licensed teaching staff or administrative staff has completed five (5) consecutive fiscal years of employment at MSA.
- Under Minnesota Statute, a charter school must employ or contract with necessary teachers, supervisory personnel, and support personnel, as defined by section 122A.15, who hold valid licenses to perform the particular service for which they are employed in the school. In addition, if a teacher employed by a district makes a written request for an extended leave of absence to teach at a charter school, the district must grant the leave. You also maintain your TRA benefits, since MSA is a public school. Refer to MN Statute 145E.11 to view enrollment preference requirements.