

## BENEFIT INFORMATION

### MEDICAL BENEFITS

We currently offer health insurance coverage.

### LIFE INSURANCE

Group life insurance pays double your annual salary for natural death and quadruple for accidental death at no cost to the employee.

### RETIREMENT BENEFITS

Virginia Retirement System is mandatory participation with the hybrid retirement plan (full time contracted employees).

### TAX DEFERRED SAVINGS--125 PLAN

If you are a contracted full time employee and wish to participate in the program, you have the option of having health insurance, cancer insurance, dependent care, and medical spending accounts which are deducted before your salary is taxed.

### SICK LEAVE

Employees earn one day per month. Employees may join a Sick Leave Bank which is designed to help them through an extended illness when they have no sick leave balance.

### VACATION LEAVE

All twelve month professional and para-professional employees earn one vacation day per month.

### PERSONAL LEAVE

Employees earn three personal leave days per year at no cost to the employee.

### HOLIDAYS

Labor Day, Thanksgiving (3), Christmas (2), New Year's Day, and Easter (2) are paid holidays. Eleven and twelve month employees also receive Independence Day.

### VOLUNTARY PAYROLL DEDUCTIONS

- \* Cancer Insurance
- \* GEA Credit Union
- \* GEA/VEA Membership Dues
- \* Tax Sheltered Annuities
- \* United Fund
- \* Giles County Wellness Center
- \* Virginia Professional Educators
- \* Disability Insurance
- \* Roth IRA's
- \* Medical Spending Account
- \* Dependent Care

## GILES COUNTY A POSITIVE PLACE TO BE

- \* Five colleges/universities within a one hour drive.
- \* Outstanding rural living environment with easy access to large urban areas.
- \* Center for recreation (New River, Mountain Lake, National Forest, Appalachian Trail, White Rock Recreation Center, Cascades, excellent fishing, hunting, golf, tennis, swimming, canoeing, etc.)
- \* Strong community support for educational and extra-curricular programs.
- \* Excellent working relationship between local governing boards.
- \* Exceptional support from local business and industry for educational improvement.
- \* Record of outstanding student achievement.
- \* *A school system where students and parents value a quality education.*

## SCHOOL ORGANIZATION

- \* 3 elementary/middle schools (Narrows, Pearisburg, Pembroke)
- \* 2 secondary schools (Narrows, Pearisburg)
- \* 1 county technology center (Pearisburg)
- \* 1,457 students in grades K-7
- \* 1,001 students in grades 8-12

**TEACHER SALARY SCALE  
2016-17**

<u>STEP</u>	<u>BS</u>	<u>MA</u>
0	34,310	36,310
1	34,653	36,653
2	35,173	37,173
3	35,700	37,700
4	36,236	38,236
5	36,780	38,780
6	37,331	39,331
7	37,891	39,891
8	38,460	40,460
9	39,075	41,075
10	39,700	41,700
11	40,335	42,335
12	40,981	42,981
13	41,636	43,636
14	42,344	44,344
15	43,064	45,064
16	43,796	45,796
17	44,541	46,541
18	45,298	47,298
19	46,091	48,091
20	46,897	48,897
21	47,718	49,718
22	48,553	50,553
23	49,403	51,403
24	50,267	52,267
25	51,147	53,147
26	53,242	55,242
27	53,242	55,242
28	53,242	55,242
29	53,242	55,242
30	55,337	57,337

**MISSION STATEMENT**

The mission of Giles County Public Schools is to continue the improvement of instruction in a positive manner and to create a welcome climate for students, parents, and employees, while achieving the mandates of the Virginia Department of Education.

This mission is to be accomplished in a team setting where the team shall include students, parents, employees, residents, industry, and local merchants.

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The Giles County Public School System does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Title IX Coordinator (Assistant Superintendent, Curriculum)  
151 School Road  
Pearisburg VA 24134  
(540) 921-1421 x 16

Section 504 Coordinator (Director of Special Education)  
151 School Road  
Pearisburg VA 24134  
(540) 921-1421 x 21

For further information on notice of non-discrimination, visit <http://wdcrobcolp01.ed.gov/CFAPPS/OCR/contactus.cfm> for the address and phone number of the office that serves your area, or call 1-800-421-3481.

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**SCHOOL BOARD MEMBERS**

Marion C. Ballard  
Eric G. Gentry  
Drema K. McMahon  
Stephen M. Steele  
Mark A. Wilburn

Dr. Terry E. Arbogast, II  
Division Superintendent  
151 School Road  
Pearisburg, VA 24134  
(540) 921-1421, extension 10

**GILES COUNTY  
PUBLIC SCHOOLS**

**BENEFIT  
INFORMATION**

**FULL TIME EMPLOYEES**



Revised 7/16