



GRANVILLE
CHRISTIAN
ACADEMY

Granville Christian Academy
Support Staff Benefits Schedule (2019/2020 school year)
Part Time Employees – less than 30 hours per week
R-5.22.19

PAID HOLIDAYS:

None

PAID LEAVE/TIME OFF:

None

SUMMARY OF PROVIDED EMPLOYEE BENEFITS:

- 403(b) plan – The school offers employees the opportunity to participate in a 403(b) plan that is currently administered by Guidestone and is operated as a non ERISA plan. The school does not offer a matching contribution. All employees may participate in this plan without regard to the number of hours worked. The contribution limits are all governed by the plan document which is available upon request.
- Social Security – The school participates in the federal social security system and contributes 7.65% of each employee's taxable salary.
- State unemployment – the school does not participate in the State of Ohio's employment security/unemployment system and does not fund any contributions in its status as a private religious school.

TUITION & FEES DISCOUNTS:

The school offers tuition and registration fee discounts to staff members based on the number of hours worked per week as follows:

- Less than 20 hours worked per week – 25% discount on tuition and registration fees
- 20 hours or more worked per week – 50% discount on tuition and registration fees

There is no discount offered on other types of participation fees owed to the school (eg, athletic participation fees, on line course fees, etc). Students to whom the discount applies must be legal dependents of the staff member. Employees are also eligible to have their tuition amounts due deducted from their payroll checks over the required number of months.

Employees will also receive other miscellaneous discounts/benefits:

- Free admission for employee and their family to home, non-tournament, athletic events
- Employees with students enrolled at the school who work less than 20 hours per week will get a 50% credit on meeting their parent volunteer hour requirement.
- Employees with students enrolled at the school who work more than 20 hours per week will receive a 100% credit on meeting their parent volunteer hour requirement.