



Council of Chief State School Officers

**CCSSO employee benefits at a glance...**

**Health:** We offer two programs through CareFirst. Both options are supplemented by CCSSO, therefore the cost to the employee is considerably less expensive. For example, the per pay check cost for an employee (no dependents) for our basic program is \$52.61 (includes MetLife Dental). The two programs are known as Blue Choice Opt-Out and Blue Preferred.

**401K:** CCSSO offers you a 401(k) plan, administered by MassMutual, into which you can contribute up to 15% of your income pre-tax. CCSSO currently provides a 3% safe harbor and 7% profit sharing contribution, for a total of 10%. If an employee elects to contribute to the 401(k), the Council does not match that contribution. The employee determines where/how the money is invested. The 401K program is on a vestiture scale 25% after one year; 50% after two years; 75% after three years; and 100% vested after four years. Employees may contribute additional money to their 401K (in accordance with tax laws) employees are 100% vested in all money they contribute.

**Life Insurance:** CCSSO provides each employee with a full paid life insurance policy.

**Annual Leave:** Employees earn 4.62 hours (approximately) of annual leave per pay period (accrual begins on date of hire). After three years of continuous employment, employees earn four weeks of paid leave.

**Sick Leave:** Employees earn 4.04 hours (approximately) of sick leave per pay period.

**Personal Leave:** Employees are eligible for up to two days of personal leave.

**Paid holidays:** CCSSO employees receive 11 paid holidays.

**Additional Benefits:**

\$100 Transportation allowance

Convenient location

Travel\*\*

External web access

Direct deposit

Good Health Subsidy

Voluntary Life Insurance

Short-term & Long-term disability

Frequent flyer miles\*\*

Up-to-date technology

Spot Awards

Secure building

Maternity/paternity leave

Vision plan

Flexitime & telecommuting\*

Section 125 flex-spending accounts

Fruit Guys

*\*conditional benefit - refer to Human Resources for additional information*

*\*\*benefit does not apply to all positions*