

## **DIOCESE OF GARY SCHOOLS**

### **BENEFITS FOR FULL TIME TEACHERS 2009-2010**

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1. Teachers are insured under a group health/life plan. The cost of the employee's plan is paid by the parish/school with the exception of a nominal fee of \$1.00 per month paid by the teacher. Premiums for dependents must be paid by the teacher.
2. Teachers are enrolled in a non-contributory Defined Benefit Pension plan through December 31, 2009. The cost of this plan is covered by the parish/school. Beginning January 1, 2010 a 403-B Retirement Savings Plan will go into effect in which contributions will be voluntary yet matched by the diocese to a certain percentage.
3. A full-time contracted teacher is entitled to ten sick days and two personal business days per year. Part-time contracted teachers will have pro-rated sick days and pro-rated personal/business days. The Teacher's Contract provides that a teacher who used three days or less during a school year for personal illness will be allowed to accumulate two additional days yearly to a maximum of thirty additional days. Personal business days do not accumulate.
4. Years of experience for teaching in other dioceses or schools will be granted at the Superintendent's discretion. Customarily, you will receive half-credit for the years of experience teaching in a public school system, and full credit for the years of experience teaching in a Catholic diocese.
5. The 2009-2010 salary for Permanent Substitutes will be \$115.00. Other Substitute Teacher Salaries include: Degreed and Certified Teachers - \$75, Degreed and Uncertified Teachers - \$65, and Non-Degreed Teachers - \$55.  
A Certified Teacher is one who holds a current Indiana Professional, Provisional, Standard, or Reciprocal License.
6. Additional information on the above programs is given at the New Teachers Orientation Meeting held annually at the beginning of the school year. Once a contract is signed, a letter of invitation is sent to all new hires.