Medical Insurance: We offer a medical insurance plan through CIGNA for full-time employees and their families. The plan has co-pays with no deductible for doctor’s office visits and prescriptions, and deductible and coinsurance for hospital inpatient and outpatient procedures, and most preventive care is paid for at 100% with no co-pay or deductible. The plan deductible is $3,500, and after the first $1,250, the school will reimburse for the next $2,250. After the deductible the plan pays 70%.

Dental Insurance: For full-time employees and their families, a dental plan through Ameritas. The plan has a $1,250 annual maximum and orthodontia coverage. The plan covers two cleanings and exams and one set of x-rays per year at 100%, and other services are covered with a deductible and co-insurance payment.

Vision insurance: Full time employees and their families can purchase vision insurance that pays for routine vision exams and has allowances for glasses and contacts.

Life Insurance: The school pays for one times your salary in life insurance (maximum $50,000) for full-time employees, and you may purchase additional coverage up to 5X your salary at your expense. Spouse and dependent child coverage is also available.

Long Term Disability Insurance: The school pays for LTD coverage for full-time employees. After 90 days of absence due to medical reasons, this insurance will pay you 60% of your salary (not taxable) until you are able to return to work.

AFLAC: We offer short-term disability, accident, cancer, and specified health event coverage for full-time employees.

Flexible Spending Accounts: Full-time employees can have money deducted from your check pre-tax for either medical spending or dependent care.

Long Term Care: We have group rates on Long Term Care insurance through UNUM. This plan can cover you, your spouse, your parents, and your children.

Retirement: Full-time employees with at least one year of service (with FCDS or an eligible employer such as another school or nonprofit institution) are eligible to have
their retirement contributions matched at 6%. After 20 years of service this becomes 7%. These 403(b) accounts are through TIAA-CREF, and owned and managed by you. Employees are 100% vested in the school’s contributions immediately.

Supplemental Retirement: All employees can contribute to a non-matched 403(b) account through TIAA-CREF.

Tuition and Before/After School Activities Program Aid for Children: Full-time employees are eligible to receive tuition aid for their children attending FCDS in the amount of one-half of the tuition cost. ASAP II and Before School Activities Program are provided at no cost to full and part-time employees who have early morning and/or late afternoon school responsibilities.

Tuition and Before/After School Activities Program (ASAP) Aid for Grandchildren: Full-time employees are eligible to receive tuition aid and ASAP/BSAP for their grandchildren attending FCDS in the amount of one-half of the tuition cost.

Computer Purchase Plan: Full-time employees are eligible to purchase computer hardware and software through FCDS at the school’s cost on an interest-free loan basis. Purchases must be approved in advance and all such loans must be repaid in full by June 30 of each year.

Paid Leave: 10 and 11 month employees are entitled to 10 and 11 sick days per year, respectively. Two of these days may be used as personal days. 12 month employees are entitled to 12 sick days per year, two of which may be used as personal days, and are also entitled to vacation days based on their length of service. Employees with less than 5 years of service have 2 weeks of vacation, with 5-9 years have 3 weeks, and employees with 10 or more years of service have 4 weeks.

Forsyth Summer Programs: Full-time employees receive a 50% discount on most summer camp programs at FCDS for their dependent children.

Fury Ltd. Store: Employees receive a 15% discount on all Fury logo merchandise.

Cafeteria: Employees can purchase a meal deal for $2.50, and a la carte items at a 30% discount.
Fury Café: Employees get free self-serve coffee, hot or iced tea, hot chocolate, or lemonade (must bring your own cup), and receive a 50% discount on all other drinks.