

Cost of UCA Benefits

FICA	6.20%	Exempt due to J1 Visa Status
Medicare	1.45%	Exempt due to J1 Visa Status
Worker's Comp	0.23%	UCA's cost
Unemployment Ins	0.40%	UCA's cost
TIAA-CREF	10%	UCA pays 10%; Employee pays 6%
Life - effective the 1st of the month following 90 days employment	14¢ per thousand of coverage (Minimum coverage \$25,000)	UCA's cost (100% of cost) beginning in December 2011 and continuing through May 2012.
Long-Term Disability - effective the 1st of the month following 90 days employment	22¢ per thousand of coverage	UCA's cost (100% of cost) beginning in December 2011 and continuing through May 2012.
Dental - employee only coverage effective the 1st of the month following 90 days employment	\$ 14.20 basic coverage/month unsure if an increase for 2011-12	UCA's cost (100% of cost) beginning in December 2011 and continuing through May 2012.

**1st Year Chinese Teacher**

Salary	\$ 17,823.00	
Dental - Basic	127.80	(nine months at \$14.20, but may have an increase in October 2011.)
Health	912.00	(\$76 per month International Program's insurance)
<b>Salary Net of Dental &amp; Health</b>	<b>16,783.20</b>	
TIAA-CREF	1,678.32	UCA pays 10%; Employee pays 6%
Worker's Comp	38.60	.23% of line 17.
Unemployment	6.71	.40% of line 17.
LTD	33.66	(\$17,000 coverage at 22¢ per thousand per month for nine months)
Life (Min \$25,000 coverage)	31.50	(\$25,000 coverage at 14¢ per thousand per month for nine months)
NTP fee	1,200.00	
Testing fees	400.00	
HomeLand Security Fee	200.00	
<b>Total Needed From School District to Cover One Teacher</b>	<b>\$ 21,411.79</b>	<b>1st year teacher with Masters degree</b>

Send this amount to :

UCA Foundation  
 attn: Kathy Carroll  
 P.O. Box 4986  
 Conway, AR 72035

If your district intends to increase the salary amount found on line 14, then items on lines 18-21 must increase accordingly.

If your districts is holding out any rent from line 14, then items on lines 18-21 must decrease accordingly.

PAF - Personnel Action Forms will need to be completed ASAP by UCA.  
**1ST CHECK FROM UCA WILL BE ISSUED ON AUGUST 31, 2011**

March 16, 2010