



**WEAKLEY COUNTY DEPARTMENT OF FINANCE**

Shawn Francisco, Director of Finance

8319 Highway 22, Suite B

Dresden, TN 38225

E-mail: franciscos@k12tn.net

www.weakleycountyttn.gov

T: (731) 364-5429 F: (731) 364-3858

We want to welcome each of you to the Weakley County School System. Below is information that may be helpful concerning your pay and benefits.

You have been provided a salary schedule in your packet. Your gross monthly salary will be equal to the salary based on your education level and your years of experience divided by twelve.

You are paid based on a 200 day contract of which 180 are days of instruction, 5 are in-service, 5 are workdays, and 10 are holidays (earn 1 holiday for every 20 days you work).

You will be paid on the 15<sup>th</sup> of every month. Your first salary check is September 15, 2015. Payment for the effective teacher conference will be \$180 per day and payment will be made on August 14, 2015.

Weakley County utilizes a secure on-line pay stub software. The website: [www.my-estub.com](http://www.my-estub.com) is available for all employees to access their pay stub through text message, email alerts, or via the e-stub website.

You will earn 10 sick days and 2 personal days per year. You earn one sick day for every twenty days you work. You earn one personal day for every one hundred days you work. You are allowed to use your sick days before you earn them; however, deductions will be made immediately from your check if you have a negative balance.

Your physicals must be completed by August 10<sup>th</sup> if this is not done you will not receive your October check until it is completed.

You are eligible for a \$50 match per month for participating in a tax-deferred annuity program. The minimum for your contribution is \$50. Weakley County participates in the State of Tennessee's tax-deferred annuity program through Great West/Empower Retirement System.

You are eligible for Usable Life and Aflac. Products are disability, life, cancer, accident, etc. Usable will be at your school in November. The USABLE Life and Aflac representative is Alan Cary, 731.587.3033.

You are eligible to participate in the Weakley County Government Employees Credit Union. The minimum contribution is \$5 per month. It earns interest similar to a savings account. Once a member you are eligible for personal loans and car loans.

If you were a licensed substitute teacher, you may be eligible for experience credit. If you taught in school systems besides Weakley County contact the Personnel Department and request that your experience be submitted to the State.

If you have any other questions, please feel free to contact me.

Thank you,

Shawn Francisco,  
Director of Finance