



Dear *Beauregard Parish School Board* Employee,

CONGRATULATIONS on joining the *Beauregard Parish School Board* team of professionals. As a member of this team, whether you are an administrator, a certified teacher, a food service technician, a bus driver, or a member of the custodial staff, you are critical to the mission of bringing quality education to our area children. Regardless of the roles and responsibilities that you fulfill, you set an important example for our future community and business leaders to follow.

It is our pleasure, at *Solinsky Group*, to be associated with this terrific team. Our role is as sole-provider of your voluntary employee benefits (everything except your Group Health Insurance coverage).

As an employee of *Beauregard Parish School Board*, you are able to address **EVERY FINANCIAL NEED THAT YOU HAVE** through the convenience of payroll deduction. You may choose from any of the following payroll deducted benefits and have them set up to be deducted from your paycheck. **No more hassling with bank drafts or monthly bills.**

You may select to participate in any or all of the following voluntary benefit programs:

1. Dental Insurance
2. Vision Insurance
3. Short Term Disability
4. Long Term Disability
5. AFLAC Cancer, Accident, Heart Attack & Critical Illness Protection
6. Hospital Indemnity Protection
7. GAP Insurance
8. **Guaranteed Issue Portable Whole Life Insurance* (Guaranteed issue only @ initial eligibility)**
9. Life Insurance (All types available) **(Free Life Insurance Analysis for BPSB employees)**
10. 403(b) Accounts (To Supplement your retirement)
11. Investment Accounts
12. College Savings Plan (529 Plan) **(Free College Funding planning for BPSB Employees)**
13. Pension Maximization (To Maximize your Retirement Benefits)
14. DROP Consulting and Rollovers (if applicable)
15. Comprehensive Financial Planning **(Free for BPSB employees)**
16. Pre-Paid Legal Services / Identity Theft Insurance

We have specialized in the employee benefits business for the past 20 years. It is our goal to provide service, second to none. **Please feel free to contact us at (337)462-3500 or 1-800-749-1507 anytime that you need us. We are here to serve you.**

Sincerely,

Jeffery L. Solinsky, President
Solinsky & Associates

Certified Personnel Dress Code, Including Substitute Teachers

1. Women:

Acceptable

Sleeveless dresses or tops as long as undergarments do not show
Skirts/dresses/jumpers/culottes/split skirts (no shorter than top of knee)
Pants (belt, if loops), pant suits, cropped pants
Blouse tucked in unless square-tailed, rounded or banded/sweaters
Blazers: optional

Not Acceptable

Bare midriff/spaghetti strap shirts or tops
See-thru or tight fitting tops/pants/skirts/leggings or tights
Denim jeans (all colors)
Wind suits/sweat suits/jogging suits
Shorts
Overalls
Tee shirts
Men's style shirts with shirt tailed hems worn untucked

Exception: Spirit day or school dress up as announced or designated by the principal, which may include jeans.

Note: Open-toed shoes or sandals worn with mid-calf skirts/dresses or pants; no plain rubber flip-flops are allowed.

2. Men:

Acceptable

Slacks/trousers/dress pants (belt if loops or suspenders worn at waist)
Shirts: polo, oxford, sweater tucked in unless square-tailed or banded
Blazer: optional
Ties: optional

Not Acceptable

Sleeveless shirts
*Denim jeans (all colors)
Wind suits/sweat suits/jogging suits
Tee shirts
Shorts
Overalls

Note: socks required (no-show socks are permissible)

Exception: Spirit day or school dress up as announced or designated by the principal, which may include jeans.

*Teachers of agriculture and industrial arts may wear colored denim jeans but not blue jeans. Scrubs may be worn by only those working with medically impaired students or students in Pre-K and Kindergarten.

3. P.E. Teachers:

Acceptable

Wind suits
Walking shorts/coaching shorts
(No shorter than top of kneecap)
Socks must be worn at all times (no-show socks are permissible)

Not Acceptable

Stretch shorts/short shorts/polyester
Tee shirts

P.E. instructor's attire acceptable in gym and during P.E. classes. If a P.E. instructor teaches any other class during the day, he/she will change clothes or cover clothing with wind suit.

Support Personnel

All support personnel will dress according to their job description requirements with approval of the school principal/immediate supervisor. Clerical workers, secretaries, aides, and others who work with children and/or inside the school plant, central office, or other central locations will comply with the certified dress code.

Exceptions include:

- Bus drivers/bus aides/crossing guards may wear jeans and tee shirts (without offensive statements or slogans) during the school year and knee length shorts are optional during the summer months.
- Maintenance and custodial employees may wear jeans and tee shirts (without offensive statements or slogans) during the school year and knee length shorts are optional during the summer months.