

SUMMARY OF BENEFITS FOR SUPPORT STAFF

Health Insurance

	<u>Covered by Employer</u>	<u>Monthly Cost to Employee for</u>			
		Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
<u>Medical Options</u>					
Silver	\$ 528.00	\$ 25.00	\$ 566.00	\$ 444.00	\$ 833.00
<i>Gold</i>		\$ 50.00	\$ 594.00	\$ 463.00	\$ 872.00
<i>HDHP**</i>		\$ 15.00	\$ 472.00	\$ 369.00	\$ 692.00
<u>Dental Options</u>					
Basic	\$ 19.62	\$ 5.00	\$ 45.82	\$ 45.82	\$ 45.82
<i>Buy-Up</i>		\$ 10.66	\$ 60.82	\$ 60.82	\$ 60.82
Life Ins.	\$ 2.50	(included)	n/a	n/a	n/a
	\$ 550.12	\$ 30.00			

Life Insurance paid by the District = \$20,000 Life and \$20,000 AD&D.

Each employee pays for dependent coverage if they choose to select that coverage.

*Medical includes prescription, psychological services and employee assistance program.

**District contributes \$900 annually to a Health Savings Account (HSA) for employees with High Deductible Health Plan (HDHP)

Leave

Personal 181 duty days=12.00 days of personal leave per year.
 183 duty days=12.13 days of personal leave per year.
 186 duty days=12.33 days of personal leave per year.
 191 duty days=12.66 days of personal leave per year.
 211 duty days=13.99 days of personal leave per year.
 236 duty days=15.65 days of personal leave per year.

Vacation 12 Month Positions accumulate vacation days after the completion of each consecutive contract as follows:

1-2 years service = 5 vacation days
 3-5 years service = 10 vacation days
 6+ years of service = See Board Policy GDD

Other Bereavement leave is available in the event of death and/or critical illness in the employee's or the employee spouse's family; spouse, child, sibling, parent, surrogate parent, or grandparent; up to 3 days per year. Other types of leave are available: military leave, jury duty leave, school business leave, and leave without pay. See specific Board policy for details.

Holidays

Employees receive compensation for the holidays which are within the duration of their contract period.

The following are paid District holidays:

<i>Fourth of July</i>	<i>Christmas Day</i>
<i>Labor Day</i>	<i>New Year's Day</i>
<i>Fall Holiday</i>	<i>Martin Luther King Day</i>
<i>Veteran's Day</i>	<i>President's Day</i>
<i>Thanksgiving Day</i>	<i>Spring Holiday</i>
<i>Day after Thanksgiving</i>	<i>Memorial Day</i>

Additional Benefits

Up to ten (10) years of credit for previous experience are allowed for placement on the District's Hourly Placement Guide.