

# CERTIFIED

## BENEFIT SUMMARY SHEET

BENEFIT	DESCRIPTION
<b>Medical Insurance</b> Western Area School Health Benefit Plan	Consociate Health / Aetna \$5,000 per person deductible*, \$10,000 per family deductible \$10,000 out of pocket max/person, \$20,000 max/family <i>*HRA plan pays from \$1,851 to \$5,000 of deductible</i>
<b>Dental Insurance</b>	Optional dental insurance for employees who have health coverage \$50 deductible \$500 max/calendar year
<b>Vision Insurance</b> (co-pays are not included)	Optional vision insurance for employees who have health coverage No deductible for exams, \$250 every 2/yr for glasses/contacts
<b>Prescription Service</b>	Serve You Rx - home delivery prescriptions
<b>Group Life Insurance</b>	District paid group life insurance of \$10,000 for all active full time
<b>Voluntary Life Insurance</b>	Optional life insurance for employee, spouse (up to \$35,000) and children (\$10,000 each) at employee cost
<b>Aflac</b>	Supplemental accidental, cancer, disability policies at employee cost
<b>AirEvac</b>	Employee deduction offered at time of hire and open enrollment 1 year \$75, 3 year \$195, 5 year \$295, 10 year \$585
<b>Washington National</b>	Supplemental health and life insurance offered online or visit from representative at employee cost
<b>Teacher Retirement System (TRS)</b>	Board paid retirement
<b>403b (Tax sheltered annuity plan)</b> OMNI & TSACG	Employee deduction pursuant to annual IRS contribution limits
<b>Tuition Reimbursement</b>	\$2,000 reimbursement for degree courses each fiscal year
<b>Time Off</b>	11 holidays, 2-1/2 months during the summer, two week Christmas break
<b>Paid Personal / Sick leave</b>	5 personal days per year (unused days rolled into sick leave) 12 sick leave days per year (unused days rolled over with no max) (*Voluntary sick leave bank enrollment)
<b>Bi-Monthly payrolls</b>	24 pays during the calendar year (10th and 25th of each month)
<b>IFT/AFT Union</b>	Union benefits available at employee cost
<b>Pay Scale</b> <a href="#">Current Salary Schedule</a>	Years of experience and education determine placement of the current collective bargaining agreement (see link to the left)