FY20 EMPLOYEE BENEFITS

Board Paid

- **Medical** – $76.10/month toward employee’s premium
- **Annuity Contribution** – 5% of salary
- **Long Term Disability** – Begins 90 days after the onset of your disabling injury or illness. Pays 60% of your before-tax monthly earnings.

Employee Paid

- **Medical** – Premium based on the plan chosen
- **Annuity Contribution** –
  - 2% of salary for bus drivers, custodians, paraprofessionals, and school food service personnel. These employee categories must pay into Social Security.
  - 4% of salary all other. These employee categories do NOT pay into Social Security.
- **Critical Illness**
- **Dental**
- **Life Insurance** – Term and Whole
- **Reimbursement Accounts** – Health and Dependent Child Care (with flexcard)
- **Short-term Disability**
- **Vision**

Notes

- Benefits are available for positions that are 50% or greater.
- With employment on the first working day of the month, benefits will be effective the following month.

Example:

<table>
<thead>
<tr>
<th>Employment date: Aug. 1st</th>
<th>Benefits Effective: Sept. 1st</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment date: Aug. 10th</td>
<td>Benefits Effective: Oct. 1st</td>
</tr>
</tbody>
</table>