

FRINGE BENEFIT SUMMARY

This is a summary of current fringe benefits that are available to the staff of Delta County School District 50J. Some of these benefits are automatic or mandatory, and some are optional. In every instance, an employee must complete registration and application material to be officially enrolled and properly certified as well as to indicate a desire to be a participant. Salary deduction may be used to accommodate monthly payments.

1. PUBLIC EMPLOYER RETIREMENT ASSOCIATION

Compulsory. Staff contribute 11% of their salary per month while the District contributes 21.4% to this retirement fund. If staff leave employment prior to retirement, "staff contributions" are eligible to be refunded (subject to taxes and fees) or rolled over to other retirement options of the staffs' choosing. Matching contributions up to 100% of staff contributions could be available for staff, subject to PERA limitations and requirements.

2. MEDICARE INSURANCE

Compulsory. The District contributes 1.45% as does the employee.

3. LIFE/HEALTH/DENTAL INSURANCE

District 50J is covered by CEBT. Premiums are as follows per month for medical/dental for full-time employees. Part-time employees can choose insurance at a different rate if they choose:

PPO 5 – Employee only:	\$169 Employee Contribution/\$547 Employer Contribution
Employee & spouse:	\$620 Employee Contribution /\$882 Employer Contribution
Employee & children	\$506 Employee Contribution/\$843 Employer Contribution
Family:	\$869 Employee Contribution/\$1158 Employer Contribution
PPO7 – Employee only:	\$103 Employee Contribution/\$547 Employer Contribution
Employee & spouse:	\$482 Employee Contribution/\$882 Employer Contribution
Employee & children:	\$384 Employee Contribution/\$843 Employer Contribution,
Family:	\$684 Employee Contribution/\$1158 Employer Contribution
HDHP4 Employee only:	\$66 Employee Contribution/\$547 Employer Contribution
Employee & spouse:	\$404 Employee Contribution/\$882 Employer Contribution
Employee & children:	\$315 Employee Contribution/\$843 Employer Contribution,
Family:	\$580 Employee Contribution/\$1158 Employer Contribution

LIFE - \$20,000 – Double indemnity in case of accidental death. Benefit reduces to \$12,000 at age 65; to \$7,000 at age 70 and to \$4,000 age 80. The district pays \$2.80 a month for any contracted employee that works 20 + hours a week.

For more information regarding coverages please go to www.deltaschools.com, click on For Staff, and look at the employee benefits guide and the different policies. If anything differs from this summary, the employee benefit guide takes precedence.

4. DISABILITY PROGRAM

STANDARD Life Insurance (Long Term Protection Insurance) Benefits begin after 90 consecutive days of total disability. The monthly income amount shall be equal to 60% of the first \$8,333 of your Pre-disability Earnings reduced by Deductible Income, not to exceed \$5,000 a month. The district pays .26% on the position's salary a month for any contracted employee that works 20+ hours a week.

5. LEAVE PROGRAM

SICK/PERSONAL LEAVE – (which may be used for illness, bereavement or for personal reasons) is provided at the start of the contract at the rate of one (1) day for each full month of work (e.g., teachers receive 9 days). Leave that is not used in a year is rolled over as sick leave. Sick leave over 480 hours is paid down to 480 hours every July. Accumulated leave may not be used for personal leave. Emergencies which may require personal leave beyond current year allotment may be appealed to the Office of the Superintendent.

VACATION – classified employees that work more than 230 days are entitled to paid vacation. Vacation is accrued at the rate of one day a month (12 days). Employees with 10 -19 years of service will receive 15 days of vacation each year. Employees with 20 years of service or more will receive 20 days of vacation each year. All vacation time earned by employees must be used by the end of their contract on June 30.

SICK LEAVE BANK (Optional) – Each full-time employee (30+ hours a week) gives one sick leave day to the bank upon employment. If the employee has used up all of his/her accumulated leave, the employee is eligible to borrow up to sixty working days for personal illness/injury extending over 10 continuous working days or two calendar weeks.

6. PROFESSIONAL STAFF DEVELOPMENT

Scholarships and reimbursement for some graduate work is available.

ALL FRINGE BENEFITS ARE SUBJECT TO ANNUAL REVISION BY THE BOARD OF EDUCATION.