

**Joint Jerome School District #261
2019-2020 School Year Employee Benefits**

DISTRICT SHALL PROVIDE UP \$675.43 IN HEALTH/DENTAL/VISION IN EMPLOYEE COVERAGE PREMIUMS

HEALTH INSURANCE

Rates – PPO Plan

Employee	\$631.20
Employee & Spouse.....	\$1388.10
Family	\$1608.80
Employee + 1 child	\$971.85
Employee + 2/more children.....	\$1129.35
.....	

Rates – PPO Economy Plan

Employee	\$528.70
Employee & Spouse.....	\$1162.50
Family	\$1347.40
Employee + 1 child	\$813.95
Employee + 2/more children...	\$945.95
(District will contribute \$102.50 to HSA)	

DENTAL INSURANCE

Blue Cross – PPO.....

Employee.....	\$33.80
Employee & Spouse.....	\$73.20
Family.....	\$129.75
Employee + 1 child.....	\$65.10
Employee + 2/more children.....	\$96.90

Willamette/Dental Blue Connect.....

Employee.....	\$39.43
Employee & Spouse.....	\$85.36
Family	\$151.32
Employee +1 child	\$75.89
Employee +2/more children.....	\$113.00

VISION INSURANCE

VSP

Employee.....	\$8.10
Employee & Spouse.....	\$11.80
Family.....	\$20.90
Employee + 1 child.....	\$11.80
Employee +2/more children	\$20.90

EMPLOYEE ASSISTANCE PROGRAM

Business Psychology Associates – Four counseling sessions per incident..... paid by district

LIFE INSURANCE – STANDARD LIFE INSURANCE COMPANY

Employee - \$50,000 coverage.....paid by district
 Additional coverage for employee and/or dependent (price varies-see orientation packet)paid by employee

RETIREMENT: The district contributes 11.94% on behalf of the employee to PERSI. Employees will contribute 7.16% of their gross salary deducted from each paycheck to PERSI. Annually this percentage is reviewed by PERSI and is subject to change. Optional 401-K participation is also available through PERSI. There are additional 403-b, 457-b, IRA, Roth IRA, IDEAL, and credit union plans available to choose from specified vendors upon request.

SICK LEAVE AND SICK BANK: Employees receive one-day sick leave for each month, or major portion thereof, they are employed during the year. Most employees receive ten days per year and may accumulate unused sick leave from one year to the next without a limit. Employees may join the Sick Leave Bank by donating two days of their sick leave. Should the employee have a major illness, the Sick Leave Bank may, upon the employee’s request, award them days from the Sick Leave Bank to be used by the employee.

PERSONAL LEAVE: Employees receive three personal leave days per year that may accumulate to a total of ten days. Unused personal days at the end of each year may be sold (at the current applicable substitute rate) or carried over to the next year (not to exceed 10 days at any time on the books). Employees also receive two personal leave days that may be used, but the employee must pay the cost of a substitute (whether a substitute is called or not) when the employee days are used.

BEREAVEMENT LEAVE: Employees receive up to three days of bereavement leave per incident for the loss of any member of their immediate family or their spouse’s immediate family.

SECTION 125 BENEFIT ELECTION: The district offers this tax plan to employees to allow pre-tax premiums for certain benefits and deductions authorized by the employee. Annual registration occurs in December for the coming calendar year.