



**2021-2022  
SUPPORT STAFF  
BENEFIT SUMMARY**

*\*Benefit Eligible Staff are scheduled to work 30 or more hours per*

Benefit	Summary	Who Pays?
<b>Health Insurance</b> <i>Wellmark</i>	Choose from 6 different health insurance plans that will meet your needs.  Four PPO Plans Two High Deductible Plans	Waverly Shell Rock School Board contributes \$450/month to the health insurance plan of your choice.  The employee will be responsible for any remaining cost
<b>Dental Insurance</b> <i>Delta Dental of Iowa</i>	PPO and Premier dental coverage, including orthodontia	Employee
<b>Vision Insurance</b> <i>Avesis</i>	Materials only plan that allows you to get frames every 24 months and lenses every 12 months.	Employee
<b>Group Life Insurance</b> <i>Reliance Standard</i>	\$10,000 in benefit coverage	Waverly Shell Rock
<b>Group Long Term Disability</b> <i>Reliance Standard</i>	Employees become eligible after 60 consecutive days of being disabled	Waverly Shell Rock
<b>Voluntary Life Insurance</b> <i>Reliance Standard</i>	Upon hire, there is a guarantee issuance of:  Employee (under age 60): \$100,000 Spouse (under age 60): \$30,000 Dependent children: \$10,000	Employee

<p><b>IPERS</b></p>	<p>The IPERS plan is a defined benefit pension plan. The lifetime monthly benefit you receive is predictable and stable because it is calculated using a formula.</p> <p>Your benefits grow with you throughout your IPERS-covered employment. As your years of service and salary increase, your IPERS benefits grow too.</p>	<p>Employee contributes 6.29%  <u>Employer contributes 9.44%</u></p> <p>Total contribution: 15.73%</p>
<p><b>403b</b>  <i>Retirements Club of Iowa</i></p>	<p>The Iowa Retirement Investors' Club (RIC) is a supplemental retirement savings benefit designed to help eligible employees* save a portion of current wages for future income needs. There are no vesting requirements!</p>	<p>Employee</p>
<p><b>FMLA</b></p>	<p>Up to 12 weeks of job-protected leave for eligible employees. Leave reason must be a qualifying reason under the FMLA regulations.</p>	<p>NA</p>
<p><b>Medical and Dependent Care Flexible Spending</b>  <i>Advantage Administrators</i></p>	<p>Your Flex Benefits Plan allows you to set aside dollars each year from your paycheck to pay for qualified health and dependent care expenses. These dollars are deducted from your wages before any income or social security taxes are paid. By using this tax savings plan, you will not only notice an increase in your take-home pay, but you will also have access to a reimbursement account throughout the year to pay your qualified expenses.</p>	<p>Employee</p>
<p><b>Health Savings Account</b>  <i>Advantage Administrators</i></p>	<p>An HSA works with a high deductible health plan (HDHP) and allows you to use before-tax dollars to reimburse yourself for eligible out-of-pocket</p>	<p>Employee</p>

	medical and dependent care expenses, which in turn saves you on taxes and increases your spendable income.	
<b>Accident and Critical Illness Assurity</b>	Supplemental coverage to help cover the cost related to accidents and critical illness	Employee
<b>*Personal Days</b>	Three personal days each school year	Waverly Shell Rock
<b>*Sick Days</b>	Ten sick days for personal illness. The number of sick days increases each year until you hit a maximum of 15 days. A portion of these days can be used for family illness.	Waverly Shell Rock
<b>*Emergency Leave</b>	Up to seven days of paid leave to use for emergency leave for a qualified family member.	Waverly Shell Rock
<b>Bereavement Leave</b>	Paid time off when an employee has the death of a qualifying family member.	Waverly Shell Rock
<b>Activity Pass</b>	All staff members will be provided an activity pass to attend events at W-SR.	Waverly Shell Rock

*\*Paid time-off benefits are pro-rated for those that start after the beginning of the school year.*