

2020-2021 Support Staff Benefit Summary
Benefit Eligible Staff are scheduled to work 30 or more hours per week

Benefit	Summary	Who Pays?
Health Insurance <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 \$425/month to the health insurance plan of your choice. The employee will be responsible for any remaining cost
Dental Insurance <i>Delta Dental of Iowa</i>	PPO and Premier dental coverage, including orthodontia	Employee
Vision Insurance <i>Avesis</i>	Materials only plan that allows you to get frames every 24 months and lenses every 12 months.	Employee
Group Life Insurance <i>Reliance Standard</i>	\$10,000 in benefit coverage	Waverly Shell Rock
Group Long Term Disability <i>Reliance Standard</i>	Employees become eligible after 60 consecutive days of being disabled	Waverly Shell Rock
Voluntary Life Insurance <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
IPERS	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. Your benefits grow with you throughout your IPERS-covered employment. As your years of service and salary increase, your IPERS benefits grow too.	Employee contributes 6.29% <u>Employer contributes 9.44%</u> Total contribution: 15.73%
403b <i>Retirements Club of Iowa</i>	The Iowa Retirement Investors' Club (RIC) is a supplemental retirement savings benefit designed to help eligible employees* save a portion of	Employee

	current wages for future income needs. There are no vesting requirements!	
FMLA	Up to 12 weeks of job-protected leave for eligible employees. Leave reason must be a qualifying reason under the FMLA regulations.	NA
Medical and Dependent Care Flexible Spending Advantage Administrators	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.	Employee
Health Savings Account Advantage Administrators	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 medical and dependent care expenses, which in turn saves you on taxes and increases your spendable income.	Employee
Accident and Critical Illness Assurity	Supplemental coverage to help cover the cost related to accidents and critical illness	Employee
Personal Days	Three personal days each school year	Waverly Shell Rock
Sick Days	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
Emergency Leave	Up to seven days of paid leave to use for emergency leave for a qualified family member.	Waverly Shell Rock
Bereavement Leave	Paid time off when an employee has the death of a qualifying family member.	Waverly Shell Rock

Activity Pass	All staff members will be provided an activity pass to attend events at W-SR.	Waverly Shell Rock
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