

Snake River School District #52

PERSONNEL

5430P

Employee Benefit Schedule

FULL TIME EMPLOYEES WORKING 30-40 HOURS PER WEEK

The District will provide the following at no cost to the employee:

- \$50,000 Life and Accidental Death and Dismemberment Insurance
- \$2,500 Dependent Life Insurance
- Health, Vision, and Dental Insurance for the employee
 - The Group will offer the Idaho Office of Group Insurance to eligible employees working 30 or more hours per week. The district shall contribute \$1463.90 per month toward premiums for full-time employees. Employees will pay a premium difference through payroll deduction. Eligible employees may elect to defer the insurance in lieu of \$4200 per year district payment.

Employer Medical and Dental Rates per eligible employee

Medical \$1437.14 Dental: \$26.76 (\$1463.90 monthly, \$17,566.80 annually)

Employee Monthly Rates:

	Employee only	Employee &Spouse	Employee &child	Employee &children	Employee Spouse Child	Family
PPO	\$70.74	\$215.04	\$121.88	\$192.64	\$263.54	\$353.10
Traditional	\$108.00	\$334.80	\$186.22	\$299.62	\$411.08	\$551.80
High Deductible	\$0.00	\$52.16	\$18.00	\$44.08	\$69.72	\$102.10
Dental	\$12.08	\$38.72	\$37.56	\$74.76	\$64.18	\$109.40

- Sick leave at the rate of eleven (11) days per year for personnel under a 157 working-day contract. Employees working beyond the 157 days shall be entitled to sick leave prorated at 11/157 times number of contract days. Employees have the opportunity to participate in a Sick Leave Bank. Sick Leave may be taken in no less than one-half day increments.
- Up to two (2) days bereavement leave per incident shall be available for the purpose of attending funerals of members of the employee's immediate family (i.e., spouse, parents, spouse's parents, children, step-children, brother or sister, brother-in-law, sister-in-law, grandparents, spouse's grandparents, or grandchildren.) Additional bereavement leave chargeable to sick leave may be taken. Note: Time for attending the funeral of a close friend, associate, or relative may be allowed at the discretion of the building administrator. Days used for this purpose shall be deducted from the employee's sick leave benefit.
- Personal Leave at the rate of four (4) days per school year with a six (6)-day maximum accumulation and six (6)-day maximum use in any one year. This leave may be granted, upon advance request, in no less than one-half day increments to conduct personal business that cannot be taken care of during normal off-duty time. The employee shall be able to advance two (2) of the six (6) unused accumulated personal leave days to the following year. As an incentive not to use this leave, at the end of the school year the employee may be paid for the unused portion up to four (4) days at the REGULAR substitute rate per full-time day. This is not applicable if no substitute is required when absent.
- Contribution to the Public Employee Retirement System of Idaho, in addition to the contribution required of the employee.

CERTIFIED EMPLOYEES receive (in addition to the above benefits) a long-term disability insurance benefit.

PART-TIME EMPLOYEES WORKING 20 TO 29 HOURS PER WEEK

Same benefits as above **EXCEPT:**

- There are no medical or vision benefits available.
- Dental benefits will be offered through Delta Dental.

EMPLOYEES WORKING UNDER 20 HOURS PER WEEK

- Receive Sick Leave and Personal Leave benefits only. Note: One sick leave or personal leave day for a part-time employee will equal the employee's work day.
- Are Not PERSI members
- Job requirements determine hours per week, work schedule and payment category.
- At times there may be a need for a special training for part-time employees. These in-services should be cleared with the superintendent and the employees will be paid for the time attending these in-services.