

Employee Benefit Summary - Must work 20 hours or more per week to qualify for most benefits.

Mandatory Benefits

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| PERSI - Public Employees Retirement System | The district contributes 10.39% plus 1.26% for unused sick leave. Employees contribute 6.23% of covered payroll. |
| FICA & Medicare | Federal Social Security and Medicare - The district and employee each contributes 7.65% of applicable payroll. |
| Worker's Compensation | The State Insurance Fund is the District's carrier. |

Participatory Benefits

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| Health Insurance Dental Insurance Vision Insurance | <p>Blue Cross of Idaho is our carrier. You can choose either the PPO or Traditional Plan. The district pays 100% for the employee and 83% for dependents on the PPO Plan. Additional premiums for the Traditional Plan are paid by the employee. Vision Insurance is through VSP. Employee only coverage if you work less than 30 hrs/week.</p> <p>The district participates in a \$2000 deductible "buy down" plan administered by Benefits Managers. Reimbursement claims for deductible expenses in excess of \$300 and up to \$2000 must be submitted to Benefits Managers on the proper form. You will be reimbursed for 80% of those claims. Forms are available at the Administration Office or from building secretaries.</p> |
| Life Insurance | <p>\$20,000 Term Life insurance is provided through The Hartford. Supplemental insurance from The Hartford can be purchased through payroll deduction for the employee and dependents.</p> <p>A supplemental policy is also available from Prudential Life and can be paid through payroll deduction.</p> |

Optional Benefits

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| <p>Section 125 Cafeteria Plan Administered by American Fidelity Open Enrollment in November-December</p> <p style="text-align: center;">Premium Only</p> <p style="text-align: center;">Medical Reimbursement and Dependent Day Care</p> <p style="text-align: center;">Insurance Policies</p> | <p>Employees may opt to have their portion of the insurance premium deducted on a before tax basis.</p> <p>Employees can have pre tax deductions withheld from their paychecks to cover medical and day care expenses. Reimbursement is made by our carrier, American Fidelity.</p> <p>You may elect to use pre tax dollars to purchase eligible insurance plans.</p> |
| <p>Savings Plans</p> <p style="text-align: center;">401 (k) Retirement Savings Plan</p> <p style="text-align: center;">Retirement Savings Plans</p> | <p>Administered through the PERSI System. Forms for payroll deduction are available.</p> <p>The district has four vendors approved under our 403 (b) Plan. They are ING, American Fidelity, Oppenheimer, and Waddell and Reed.</p> |

Leave Benefits are provided to employees who work 20 hours or more per week.

Sick Leave

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| Certified | 12 days/year. Unused days are carried over to the next year. |
| Classified | 157-190 day employee = 11 days/year 191-220 day employee = 12 days/year 221-260 day employee = 13 days/year Unused days are carried over to the next year. |
| Upon retirement, unused sick days may be converted to a dollar amount to pay your insurance premiums. PERSI administers this program and pays the group insurance carriers directly. | |
| Each full time employee may participate in the Sick Leave Bank. Regulations and Forms are available through the District Office. | |

Personal Leave

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| Certified & Classified | New Employees - 2 days/year After 5 years - 3 days/year After 10 years - 4/year Unused personal days can accumulate up to 4 days/year. You can elect to be paid \$75 for each day not used, payable in June. |
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Bereavement Leave

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| Certified & Classified | 5 days per occurrence in case of death in the employee's immediate family. 2 days per year for death outside the employee's immediate family. |
| Sick days may be used for additional Bereavement Leave. | |

Professional Leave

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| Certified | 2 days per year are granted for the purpose of attending educational conferences, workshops, seminars or other improvement sessions. Expenses are assumed by the employer. |
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Leave of Absence

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| Certified | Up to 1 year is granted for the purpose of professional study, educational travel, recuperation, or personal/family reasons. You must have 4 consecutive years of employment with the district to qualify. |
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Jury Duty

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| Employees are released from employment with no salary deduction. Employees keep whatever compensation they receive from the court. |
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Vacations

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| Year Round Employees | Vacation days are granted as follows: After 1 year of continuous employment - 5 years - 10 days 6 years - 11 days 7 years - 12 days 8 years - 13 days 9 years - 14 days 10-15 years - 15 days 16 years - 16 days 17 years - 17 days 18 years - 18 days 19 years - 19 days 20 years - 20 days |
| Formula = Number of days from schedule multiplied by FTE rating. FTE rating is determined by the number of days worked/260 days. | |