



## Benefit Overview

### Custodial/Maintenance

This benefit overview is for Full-time Custodial/Maintenance Employees. The District provides eligible employees and/or families with medical, prescription, and dental at a bi-weekly employee payroll contribution of Single -\$26, Family - \$36.

Medical / Capital BlueCross PPO		
Deductible:	\$ 500/\$1,000	
Co-pays:	Office Visit	\$ 15
	Specialist	\$ 30
	Urgent Care	\$ 50
	Emergency Room	\$100
	Please review benefit summary for detailed information.	
Prescription / Express Scripts		
Deductible:	None	
Retail Co-pays: (30 day supply)	Generic	\$10
	Formulary	\$40
	Non-Formulary	\$75
Mail-order Co-pays: (90 day supply)	Generic	\$20
	Formulary	\$80
	Non-Formulary	\$150
Plan will provide mandatory generic drugs. Prescriptions not filled as generic when available will be charged the generic co-pay plus the cost difference. Mandatory mail-order.		
Dental / Delta Dental		
Deductible:	None	
Annual Maximum	\$2,000	
Diagnostic & Preventive Exams, cleanings, x-rays, sealants	100%	
Basic Services	100%	
Fillings, posterior composites, denture repair	100%	
Endodontic (root canals)	100%	
Periodontics (gum treatment)	100%	
Oral Surgery	100%	
Major Services (Crowns, inlays, onlays and cast restorations)	100%	
Prosthodontics (Bridges, dentures, implants)	50%	
Orthodontics	No coverage	
Life Insurance		Employee Assistance Program (EAP)
\$40,000		Short Term Counseling
Sick Leave	Personal Day	Emergency Day
12 days	1 day	2 days to be deducted from sick leave
Vacation Days		Income Protection
Years of Service	Earned Vacation Days	30 day waiting period
After 10 months	10	After exhaustion of sick days. Employee is entitled to apply for disability with Madison Life Insurance at 60% of salary with a maximum benefit of \$2,500/monthly.
After 5 years	12	
After 9 years	15	
After 11 years	17	
After 14 years	20	

**PLEASE REVIEW YOUR EMPLOYEE CONTRACT FOR DETAILED INFORMATION.**