BETHLEHEM AREA SCHOOL DISTRICT

Benefits Overview

Non-Instructional Meet & Discuss

The District provides eligible employees with medical, prescription, dental and vision coverage at a bi-weekly employee payroll contribution.

Payroll Contribution Rates				
12-Month Employees	Single	$31.00	Family	$44.00
10-Month Employees	Single	$40.30	Family	$57.20

Medical / Capital BlueCross PPO		
Deductible:	$500 Single / $1,000 Family	
Co-pays:	Office Visit	$ 20.00
	Specialist	$40.00
	Urgent Care	$50.00
	Emergency Room	$100.00

Prescription / Express Scripts		
Deductible:	None	
Retail Co-pays: (30 day supply)	Generic	$10.00
	Formulary	$40.00
	Non-Formulary	$75.00
Mail-order Co-pays: (90 day supply)	Generic	$20.00
	Formulary	$80.00
	Non-Formulary	$150.00

Plan will provide mandatory generic drugs. Prescriptions not filled as generic when available will be charged the generic co-pay plus the cost difference.

Dental / Delta Dental	
Deductible:	None
Annual Maximum	$2,000
Diagnostic & Preventive / Exams, cleanings, x-rays, sealants	100%
Basic Services / 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)**
2.5 Times Annual Salary	Short Term Counseling

Vision Discount Plan	
Exam:	**Limited to once in 12 months; $38**
Contact Evaluation:	Retail price minus 25%
Contact Lenses:	Retail contact lens price minus 25%
Frames:	Wholesale frame cost plus 50%
Eyeglass Lenses:	Limited to once in 12 months

Long Term Disability Policy	**Wellness Account**
After exhaustion of sick days, 12 weeks at 70% of base salary. 50% for weeks 13-44.	$500 reimbursement for out of pocket expenses not covered by benefit plan. Employee only.

Sick Leave	**Personal Day**	**Emergency Day**	**Vacation Time**
13-days per year. Accumulated from year to year.	2 days	2 days per year deducted from sick leave	20 days per year accumulated at 1.67 / month. Childcare 15 days per year accumulated at 1.25 /month.

Tuition Reimbursement
12 credits per contract year. Please review agreement for more information.