

Benefits Overview

Teachers

The District provides eligible employees with medical, prescription, dental and vision coverage at a bi-weekly employee payroll contribution of \$41.00/single, \$51.00/family. For employment contracts under full time or 1.0 FTE, the employee share will be prorated based on illustrated COBRA rates.

Medical / Capital BlueCross PPO		
Deductible:	\$500 Single / \$1,000 Family	
Co-pays:	St. Luke's Care Anywhere	\$ 10.00
	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
	Brand by Choice	\$10.00 Plus Cost for Brand
Mail-order Co-pays: (90-day supply)	Generic	\$20.00
	Formulary	\$80.00
	Non-Formulary	\$150.00
	Brand by Choice	\$20 Plus Cost for Brand
<i>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 drug benefit is required for maintenance medications</i>		
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)
1.75 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		
60% of salary up to \$5,000/month with the elimination of period of 30 consecutive calendar days or end of accumulated sick pay through Social Security retirement age.		
Sick Leave	Personal Day	Emergency Day
11-days per year. Accumulated from year to year.	3 days, if not used will rollover to sick leave	2 days per year deductible from sick leave
Tuition Reimbursement		
12 credits per contract year. Please review agreement for more information.		
Parental Leave		
3 days per birth or placement of adoption. Compensated days; not part of sick or personal day accounts. Non-Cumulative.		