BENEFITS FOR EMPLOYEES (17pp) 2025-2026

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SERVICE EMPLOYEES (Custodian, Food & Nutrition, Maintenance) FULL TIME

**Hospital/Medical Insurance HDHP** (employees working 6 hours or more per day)

* The District contributes 90% per month for FAMILY coverage (with limits)
  + Cost: $3542/month
    - EE pays $354/month
* The District contributes 90% per month for SINGLE coverage (with limits)
  + Cost: $1433/month
    - EE pays $143/month

**HSA – Health Savings Account**

* The District contributes 50% (pro-rated for partial year) of deductible to qualified, enrolled members of the Medical Insurance plan.
  + Full plan year = $1650 single or $3300 family

**Dental – Voluntary Benefit**

* EE cost
  + Family $216.94/month
  + Single + 1 $127.46/month
  + Single $ 65.32/month

**Flexible Spending**

* Medical Spending
* Dependent Care

**Life Insurance**

* *National Insurance Services*: $20,000 paid by ER. Option to purchase additional coverage at the EE own cost.
* *PERA Life*: Optional life insurance for employee and family.
  + Cost: EE pays $16/month

**Deferred Compensation** Tax deferred program. After five (5) years, ER will match up to $500 per year.

**Income Protection Plan**  ER Paid Long Term Disability

**PERA** Public Employee Retirement Association

**EAP** Employee Assistance Program

**HCSP** ER provides $1000 annually after five (5) years of service