

Blaine County School District #61
Summary of Certified Professional Staff Benefits – 2011-2012 School Year

| Benefit Type | Provider | Benefit Description | |
|---|---|--|--|
| Medical Insurance <i>(2 Plans to choose from)</i> | BlueCross of Idaho www.bcidaho.com 1-800-627-1188 | PPO Plan* | <ul style="list-style-type: none"> • Low Deductible: \$300 single/\$600 combined family • \$20 office visit co-pay • Prescription Coverage, including mail order pharmacy • Higher Dependent Premium: \$300.30 - \$861.95 / month |
| | | HD PPO Plan* | <ul style="list-style-type: none"> • High Deductible: \$3,000 single/\$6,000 combined family • Prescription Coverage only after deductible is met • Lower Dependent Premium: \$198.35 - \$569.50 / month • May offset \$188.55/month to HSA or lower dep. premiums |
| Dental Insurance | Blue Cross PPO www.bcidaho.com 1-800-627-1188 | <ul style="list-style-type: none"> • Local Providers • \$1,000 maximum annual benefit • Preventative maintenance paid at 70%-100% • Prosthetics paid at 50% | <ul style="list-style-type: none"> • Dependent Premium: 28.50-\$75.65 / month |
| Vision Insurance <i>(for employee only)</i> | VSP (Vision Service Plan) www.vsp.com 1-800-877-7195 | <ul style="list-style-type: none"> • Allowance toward eye exam and glasses/contact lenses once every 12 months • VSP provider responsible for billing your claim • You are responsible for filing a claim for reimbursement if using a non-VSP provider | |
| Life Insurance | Standard Insurance Company <i>Contact BCSD Human Resources with Questions</i> | \$40,000 Term Life & Accidental Death/Dismemberment for Employee | Optional \$.91/mo. Payroll Deduction covers Spouse (\$5,000) & Each Dependent Child (\$1,000) |
| | NCPERS <i>(optional)</i> <i>Contact BCSD Human Resources with Questions</i> | Optional term decreasing coverage for you and family (\$16/mo. Payroll Deduction) | |
| Flexible Benefit Plan <i>(optional)</i> | Flores & Associates www.flores247.com 1-800-532-3327 | <ul style="list-style-type: none"> • Reduce taxable income with this plan • Plan year runs 9/1/11 thru 8/31/12 Allot up to \$3,600/plan year for Medical Expenses | Allot up to \$5,000/plan year for Dependent Care Expenses |

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|--|---|---|
| Employee Assistance | APS Healthcare www.apshealthcare.com 1-800-999-1077 | Provides short-term, confidential counseling for you and your family at no out-of-pocket expense. |
| Retirement <i>(mandatory contribution)</i> | PERSI (Public Employees Retirement System of Idaho) www.persi.idaho.gov 1-800-762-8228 | <ul style="list-style-type: none"> • District contributes the equivalent of 6.23% of your gross monthly pay • Interest is accrued and vesting occurs after 60 months of service |
| Professional Development Funds | Blaine County School District | Allotted \$500 per year (not to exceed \$1,000) to use for pre-approved professional development expenses; i.e. college credits, workshop registrations, subscriptions to professional journals, certification fees, etc. |
| Salary | Blaine County School District | <ul style="list-style-type: none"> • Paid once monthly in 12 equal payments throughout the year (Sept, 2009-Aug, 2010) • Pay is based upon Certified Salary Schedule • Net pay direct deposit to the bank of your choice – sign up by 5th day of any month |
| Paid Leaves | Blaine County School District | <ul style="list-style-type: none"> • Personal Leave – 3 days/year – not accrued, will be paid at the rate of \$220 a day at the end of the year if not used up. • Sick Leave – 9 days/year – one day per month is earned and may be accrued indefinitely • Bereavement Leave – 4 days/year – not accrued |
| Sick Leave Bank <i>(optional)</i> | Blaine County School District | <ul style="list-style-type: none"> • Available upon approval to alleviate the hardship caused by the absence from work due to illness or non-job related accidents, which extends beyond the employee's accumulated sick leave • One chance to become a member – initial employment • To become a member, must donate 2 of your sick leave days within 30 days of employment |
| Credit Union Membership <i>(optional)</i> | Capital Educators Federal Credit Union www.capedfcu.org 1-800-223-7283 | <ul style="list-style-type: none"> • Several Boise area locations • Split Direct Deposit available • Loans & other banking products available • Internet banking available |

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| 403b Voluntary Payroll Deductions <i>(optional)</i> | The OMNI Group www.omni403b.com 1-877-544-6664 | Also called “tax sheltered annuities”, a 403(b) plan is a tax-advantaged retirement savings plan available to mainly public education organizations in the United States. Employee salary deferrals into a 403(b) plan are made before income tax is paid (through a voluntary payroll deduction) and allowed to grow tax deferred until the money is taxed as income when withdrawn from the plan. |
| Voluntary Payroll Deductions <i>(optional)</i> | Variety/Multiple | <ul style="list-style-type: none"> • 403(b) – Multiple Vendors through The OMNI Group • 401(k) – PERSI Choice Plan • Credit Union – Capital Educators Federal Credit Union • Medical – Multiple Vendors • Life Insurance – Multiple Vendors • Disability – Multiple Vendors • Legal Services – Pre-Paid Legal Services |
| Supplemental Rent Program <i>(optional)</i> | Blaine County School District | <ul style="list-style-type: none"> • Available to new Certified Staff who are moving to Blaine County and renting • The District will subsidize your rent for up to 3 years: <ul style="list-style-type: none"> - \$300/mo. during first year of employment - \$200/mo. during second year of employment - \$100/mo. during third year of employment |

*See Medical and Dental Insurance Options forms for detailed information and comparisons regarding the medical and dental plans/providers.

The above benefits are provided to you free of charge (unless otherwise indicated). Where dependent coverage is available, the cost is deducted from your pay. To access a summary of all Blaine County School District benefits, you may visit our broker’s website:

Western Benefit Solutions
www.westben.com
Employer Benefit Website Password = BCSD