



PLEASANT HILL CUSD #3

CERTIFIED BENEFIT SUMMARY SHEET

BENEFIT	DESCRIPTION
Medical Insurance Western Area School Health Benefit Plan	Consociate Health / Aetna \$5,000 per person deductible*, \$10,000 per family deductible \$10,000 out of pocket max/person, \$20,000 max/family <i>*HRA plan pays from \$1,851 to \$5,000 of deductible</i>
Dental Insurance	Optional dental insurance for employees who have health coverage \$50 deductible \$500 max/calendar year
Vision Insurance (co-pays are not included)	Optional vision insurance for employees who have health coverage No deductible for exams, \$250 every 2/yr for glasses/contacts
Prescription Service	Serve You Rx - home delivery prescriptions
Group Life Insurance	District paid group life insurance of \$10,000 for all active full time
Voluntary Life Insurance	Optional life insurance for employee, spouse (up to \$35,000) and children (\$10,000 each) at employee cost
Aflac	Supplemental accidental, cancer, disability polices at employee cost
AirEvac	Employee deduction offered at time of hire and open enrollment 1 year \$75, 3 year \$195, 5 year \$295, 10 year \$585
Washington National	Supplemental health and life insurance offered online or visit from representative at employee cost
Teacher Retirement System (TRS)	Board paid retirement
403b (Tax sheltered annuity plan) OMNI & TSACG	Employee deduction pursuant to annual IRS contribution limits
Tuition Reimbursement	\$2,000 reimbursement for degree courses each fiscal year
Paid Time Off	11 holidays, 2-1/2 months during the summer, two week Christmas break
Paid Personal / Sick leave	5 personal days per year (unused days rolled into sick leave) 12 sick leave days per year (unused days rolled over with no max) (*Voluntary sick leave bank enrollment)
Bi-Monthly payrolls	24 pays during the calendar year (10th and 25th of each month)
IFT/AFT Union	Union benefits available at employee cost
Pay Scale	Years of experience and education determine placement of the current collective bargaining agreement (see link to the left)

[Current Salary Schedule](#)