

TC CAPS – School Year Positions

General Benefits Information for 2011/12

ELIGIBILITY for INSURANCE BENEFITS: Employees scheduled to work 30 or more hours per week are eligible for the following benefits. All Optional Benefits are available to eligible employees, whether enrolled in the medical plan or not. Benefits become effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes). Standard deductions are based on the current cost of 12 months of coverage deducted over 20 pays. Adjustments to the standard deductions will be made for coverage periods of less than 12 months. Medical plans renew June 1 of each year – higher premium costs for June, July, August and September coverage may be paid by enrolled employees through additional payroll deductions or personal checks submitted (information will be given to employees toward the end of the school year, once the new rates are known).

Medical **Priority Health**

Standard pre-tax payroll deductions are taken from the 09/16/11 through 06/08/12 paychecks (i.e. 20 pays), based on scheduled hours/day.

Priority Health Point of Service (POS) with \$10/\$40 Rx

	<u>6-6.9 hrs/day</u>	<u>7+ hrs/day</u>
Single Coverage:	\$ 130.00 per pay	\$ 53.00 per pay
2-Person Coverage:	\$ 175.00 per pay	\$ 74.00 per pay
Full Family Coverage:	\$ 190.00 per pay	\$111.00 per pay

Cash-In-Lieu of Medical

Eligibility: Employees scheduled to work 30 or more hours per week **in the same employee group** who do not elect medical insurance are eligible. Must provide proof of other medical insurance. Benefit becomes effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes). \$15.00 per month if scheduled 6-6.9 hrs/day or \$20.00 per month if scheduled 7+ hrs/day – paid to employees in the first paycheck of the calendar month.

Life Insurance **SET-SEG (Reliance)**

\$5,000 life/AD&D policy paid by the District. Eligibility: Employees scheduled to work 25 or more hours per week are eligible. Benefit becomes effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes).

Optional Dental **SET SEG Fully Funded Plan**

Pre-tax payroll deductions are taken from the 09/16/11 through 06/08/11 paychecks (i.e. 20 pays). May be elected without medical coverage.

Single Coverage:	\$28.73 per pay
2-Person Coverage:	\$95.33 per pay
Full Family Coverage:	\$95.33 per pay

Optional Vision **SET SEG Fully Funded Plan**

Pre-tax payroll deductions are taken from the 09/16/11 through 06/08/12 paychecks (i.e. 20 pays). May be elected without medical coverage.

Single Coverage:	\$ 4.54 per pay
2-Person Coverage:	\$12.45 per pay
Full Family Coverage:	\$12.45 per pay

Optional Life & Disability Insurance **SET-SEG Options**

Pre-tax payroll deductions are taken from the 09/16/11 through 06/08/12 paychecks (i.e. 20 pays). Request a Set-Seg Options booklet for the description and cost of these optional benefits.

_____ / **OPEN ENROLLMENT: The month of September for an October 1st effective date.** \ _____
 \ **Benefit coverage period is October 1 through September 30.** /

Uninsured Health Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks (excluding summer) during the CALENDAR year.

Dependent Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks (excluding summer) during the CALENDAR year.