

Jefferson County Public Schools

Employee Benefits Summary

This Benefits Summary was developed to provide you with the information you will need to understand the extensive benefits offered to you as an employee of Jefferson County Public Schools. The following information is a brief overview of the benefit plans currently provided. This summary is not to be interpreted as a complete disclosure of plans, nor is it intended to indicate entitlement to any of the benefits described. Jefferson County Public Schools reserves the right to adjust, amend and revise benefit plans. In all cases of specific plan interpretations, receipt of benefits or entitlements, the actual plan document/ summary plan description shall rule. If you have any questions regarding the information contained in this summary, please contact the Jefferson County Public Schools Benefits department at (502) 485-3436.

Health Insurance

Jefferson County Public Schools participates in the Kentucky Employees' Health Plan (KEHP). The Medical Plan Administrator is Anthem, the Pharmacy Benefit Manager is CVS/Caremark, and the wellness vendor is Humana Vitality. The Commonwealth of Kentucky provides a monthly amount toward the cost of your health insurance premium. You may view plan design details of the four (4) health insurance plan choices as well as premium charts at:

<https://personnel.ky.gov/Pages/healthinsurance.aspx>

Health Reimbursement Arrangement (HRA)

If you choose to waive health insurance coverage or if you select one of the CDHP options, you may be eligible for a Health Reimbursement Arrangement (HRA) to use toward your deductible and out-of-pocket expenses. You will receive a pre-loaded HRA Card with the appropriate funds available upon your benefit effective date. The HRA is provided through WageWorks® <https://personnel.ky.gov/Pages/healthinsurance.aspx>

Flexible Spending Accounts (FSA)

Healthcare FSA

A Healthcare Flexible Spending Account can be established to help you pay for out-of-pocket medical expenses for you and your dependents. The Healthcare FSA allows you to contribute pre-tax monies through payroll deduction. The IRS maximum annual contribution amount for 2015 is \$2,500.

Dependent Care FSA

A Dependent Care Flexible Spending Account can be established to help you pay for child and elder daycare expenses. Eligible employees can contribute pre-tax monies through payroll deduction to pay for preschool, summer day camp, before/after school programs, and/or child or elder daycare. The IRS maximum annual contribution amount for 2015 is \$5,000.

Flexible Spending Accounts are provided through WageWorks® <https://personnel.ky.gov/Pages/healthinsurance.aspx>

Term Life Insurance

Kentucky Group Life Insurance (KGLI) – Nationwide Life Insurance Company

The Commonwealth of Kentucky provides Employee Term Life Insurance and Accidental Death & Dismemberment coverage at no cost to you. This policy provides a \$20,000 death benefit to your designated beneficiary. If eligible, you are automatically enrolled in this coverage.

Jefferson County Board of Education provided Life Insurance - Aetna

The Board also provides Employee Term Life Insurance at no cost to you. This policy provides a death benefit of one (1) times your annual earnings with a minimum of \$10,000 and a maximum of \$50,000 to your designated beneficiary. If eligible, you are automatically enrolled in this coverage.

Long Term Disability – Dearborn National

After completing one year of full-time employment the Board provides Long Term Disability coverage at no cost to you. Long Term Disability provides financial protection in the event of a disability in which you are unable to work. This policy will pay you 66 ²/₃ percent of your base annual earnings up to a maximum monthly benefit of \$4,000. Once eligible, you are automatically enrolled in this coverage.

Employee Assistance Program (EAP) – Stuecker & Associates, Inc.

An Employee Assistance Program provides free, confidential counseling services to you and your family members. Counseling is available by phone or in person. Your Employee Assistance Program also provides Financial & Legal services and resources. This program is provided by the Board at no cost to you. If eligible, you are automatically enrolled in this coverage. <http://stueckerandassoc.com/>

Retirement Plans

Kentucky Teacher's Retirement System (KTRS)

The KTRS is a defined benefit group retirement plan with benefits including; a retirement allowance paid to you for life, cost of living adjustments, access to high-quality, low-cost retiree medical insurance, and more. You are eligible to participate in the KTRS if your position requires a minimum of a bachelor's degree. If eligible, you will contribute a KTRS-determined percentage pre-tax depending upon your hire date. If you participate in the KTRS you will not contribute into the Social Security System, you will contribute to Medicare. <http://ktrs.ky.gov/>

County Employees Retirement Systems (CERS)

County Employees Retirement System (CERS) was established July 1, 1958 for local government employees and classified school board employees. If eligible, you will contribute a KRS-determined percentage pre-tax. If you participate in the CERS you will contribute to both the Social Security and Medicare systems. <https://kyret.ky.gov/Pages/default.aspx>

Tax Sheltered Annuities (TSA)

In addition to the defined benefit group retirement plans you may also participate in 401(k), 403(b), and/or 457 Deferred Compensation plans. The voluntary tax-sheltered annuity provides you the opportunity to save and invest for long-term financial goals. A variety of approved TSA companies are available for investment selection.

Paid Leave Benefits

Sick Leave – 10 – 12 days per year
Personal Leave – 3 days per year
Emergency Leave – 2 days per year
Vacation Leave – available only to 260-day employees

IRC Section 125 Cafeteria Plan

In accordance with Section 125 of the Internal Revenue Code you are provided the opportunity to pay for certain benefit plan premiums on a pre-tax basis.

Additional Voluntary Employee-Paid Benefits

In addition to the benefits listed above, full-time employees are eligible to purchase a multitude of voluntary employee-paid benefit programs through payroll deductions. Some of the voluntary benefits offered include; Dental Insurance, Vision Insurance, Short Term Disability, Cancer Insurance, Critical Illness Insurance, Accident Policies, Auto/Home Insurance, Pre-paid Legal Services, Term Life Insurance, Whole Life Insurance, and Long Term Care Insurance (not currently offered through payroll deduction).