

WELD COUNTY SCHOOL DISTRICT RE-4 FRINGE BENEFITS 2017/2018

BENEFIT TYPE	MONTHLY PREMIUM PPO IV	MONTHLY PREMIUM KAISER	DISTRICT SHARE***	EMPLOYEE SHARE PPO IV	EMPLOYEE SHARE KAISER
MANDATORY DEDUCTIONS					
Federal Income Tax and Colorado Income Tax	N/A		N/A	Tax Tables	
Medicare for employees hired after 3-1-86	N/A		1.45%	1.45%	
Public Employees Retirement Association (PERA)	N/A		19.65%-20.15%	8.00%	
INSURANCE AVAILABLE					
Health Insurance through CEBT:					
Employee	\$ 639.00	\$ 667.00	\$ 639.00	\$ -	\$ 28.00
Employee + Spouse	\$ 1,230.00	\$ 1,281.00	\$ 639.00	\$ 591.00	\$ 642.00
Employee + Children	\$ 1,166.00	\$ 1,215.00	\$ 639.00	\$ 527.00	\$ 576.00
Family	\$ 1,475.00	\$ 1,536.00	\$ 639.00	\$ 836.00	\$ 897.00
Dental Insurance through CEBT:					
Employee	\$ 44.00	\$ 44.00	\$ 44.00	\$ -	\$ -
Employee + Spouse	\$ 88.00	\$ 88.00	\$ 44.00	\$ 44.00	\$ 44.00
Employee + Children	\$ 92.00	\$ 92.00	\$ 44.00	\$ 48.00	\$ 48.00
Family	\$ 155.00	\$ 155.00	\$ 44.00	\$ 111.00	\$ 111.00
Vision Insurance through CEBT:					
Employee	\$ 5.00	\$ 5.00	\$ 5.00	\$ -	\$ -
Employee + Spouse	\$ 11.00	\$ 11.00	\$ 5.00	\$ 6.00	\$ 6.00
Employee + Children	\$ 11.00	\$ 11.00	\$ 5.00	\$ 6.00	\$ 6.00
Family	\$ 17.00	\$ 17.00	\$ 5.00	\$ 12.00	\$ 12.00
Life Insurance through CEBT:					
Life Insurance for employee	\$ 2.80	\$ 2.80	\$ 2.80	\$ -	\$ -
Life Insurance for dependents	\$ 0.95	\$ 0.95	N/A	\$ 0.95	\$ 0.95
TOTAL HEALTH, DENTAL, VISION AND LIFE:					
Employee	\$ 690.80	\$ 718.80	\$ 690.80	\$ -	\$ 28.00
Employee + Spouse	\$ 1,332.75	\$ 1,383.75	\$ 690.80	\$ 641.95	\$ 692.95
Employee + Children	\$ 1,272.75	\$ 1,321.75	\$ 690.80	\$ 581.95	\$ 630.95
Family	\$ 1,650.75	\$ 1,711.75	\$ 690.80	\$ 959.95	\$ 1,020.95
Disability Insurance					
Maximum benefit of \$5000/month			Full Premium	N/A	
Eligibility: Certified Staff - Benefits available if .5 FTE or more at a rate proportional to their contract Classified Staff - Benefits available if regularly employed for 30 or more hours per week *** Represents full time benefits Waiting period: 1st day of the month following 30 days of eligibility (hire date) Training days are not counted towards the 30 days waiting period					
NOTE: ALL ELIGIBLE EMPLOYEES ENROLLING 8/96 OR LATER MUST ENROLL IN HEALTH, DENTAL, VISION AND LIFE COVERAGES THROUGH CEBT AT A MINIMUM EMPLOYEE COVERAGE LEVEL.					
OTHER BENEFITS AVAILABLE					
+ Cafeteria plan (pre-tax/Section 125 plan) for excess medical, insurance and daycare					
+ Sick leave per board policy					
+ 4 personal days per year; if unused, is converted to sick leave at end of year					
+ Vacation for 12 month employees: Vacation days are determined by placement on salary schedule at time of hire					
+ Other leaves available according to district policy guidelines: Jury Duty, Bereavement, Professional, Worker's Compensation, Family and Medical Leave					
+ Numerous tax-sheltered annuity plans available through payroll deduction					
+ Direct deposit required for payroll					