

# St. George's School Benefits Package

For Eligible Full-time Faculty Employees  
Revised October, 2018

## Health Plan:

Blue Cross & Blue Shield of RI – Blue Solutions

Employee contribution

Individual: \$121.77 \*

2 Party: \$420.92\*

Family: \$522.77 \*

Deductible: \$1500 member/\$3000 family

Co-Insurance Max: \$3000 member/\$6000 family  
in addition to the deductible<sup>1</sup>.

<sup>1</sup> This applies to Self-Referral Out-of-Network services.

Employer contribution to an HSA:

Individual up to \$750.00

2-party up to \$1,500.00

Family up to \$1,500.00

**OR**

Buy out option for those who have insurance coverage outside of St. George's

## Dental Plan:

Delta Dental of RI Low Option (PPO) Plan

Employee contribution

Individual: \$31.58 \*

Family: \$94.96 \*

**OR**

Delta Dental of RI High Option (PPO) Plan

Employee contribution

Individual: \$36.73 \*

Family: \$110.46 \*

## Blue Cross Vision Plan

Employee contribution

Individual: \$4.26 \*

2-party: \$8.10 \*

Family: \$13.22 \*

\* Cost is per monthly pay period based on 12 paydays/year.

## Section 125 Plan:

- Payment of medical, dental, and vision premiums on a pre-tax basis
- Flexible Spending Account for health and dependent care expenses

## Health Savings Account (HSA):

- Payment of medical & dental premiums on a pre-tax basis
- Employer and employee contributions
- Account is owned by the employee
- Account earns interest
- Provides tax savings
- No "use it or lose it" rules

## Employee Assistance Program:

Outside confidential counseling services for employees and immediate household family member for: Parenting & childcare, Eldercare, Relationships, Work & career, and Financial.

## Housing:

For the convenience of the School, housing is often provided unless the Head of School or Dean of Faculty approve other arrangements.

## Meals:

Whenever the School is in session, Faculty members and their immediate families are encouraged to dine as often as possible in the dining hall.

## Summer Study Grants:

Funds for study or travel are awarded at the discretion of the Head of School.

## Rhode Island Temporary Disability Insurance (RITDI):

Employee pays 1.2% of first \$69,300 in earnings. Up to \$831/week for up to 30 weeks based on earnings

## Wrap around of Rhode Island Temporary Disability and Short-term Disability Insurance:

- The School supplements benefits from RITDI and STD insurance to equal your regular monthly pay.
- Short-term Disability benefits are payable on 1<sup>st</sup> day due to accident and 8<sup>th</sup> day due to sickness for up to 26 weeks while disabled
- Enrollment will be on 1<sup>st</sup> day of month following 30 days of employment.

## Long Term Disability (LTD):

- Protection at 60% of monthly pay up to \$10,000. /month maximum for total or partial disabilities that continue beyond 180 days
- Enrollment will be on 1<sup>st</sup> day of month following 30 days of employment.

### **Life and Accidental Death and Dismemberment**

#### **Insurance:**

- \$50,000 Group Life Insurance
- Supplemental coverage for employee, spouse, and children optional at employee's expense
- Enrollment will be on 1<sup>st</sup> day of month following 30 days of employment.

#### **Vacation:**

Teaching faculty have their vacation breaks for Thanksgiving, Winter, Spring, or Summer vacations after their academic reporting and meeting obligations are complete. In addition, one weekend break per trimester is permitted.

### **USI 403(b) Pension Plan & Tax Sheltered**

#### **Annuity (TSA):**

- The school will contribute 10% of your unadjusted gross earnings annually to this plan after completing two years of uninterrupted eligible service and attaining age 21.
- Employees may contribute a portion of their earnings up to the IRS limit.

#### **Tuition Remission:**

- Available for children of eligible employees who successfully qualify for admission and wish to attend St. George's as day students. This is for full-time employees who have completed two years of full-time service at St. George's School.

#### **Faculty Fund:**

Donor funding available for such things as subsidizing tickets to musicals, sports events, dinner raffles, etc.

#### **Wellness Program:**

- Annual membership to ShapeUp RI
- \$100 reimbursement from Faculty Fund for exercise classes
- 50% reimbursement up to \$75 for massages, race entry fees, golf lessons or green fees, tennis lessons or tennis court time
- Raffle prizes for participation
- The Wellness Corner (recipes and tips for healthy living)

### **Relocation Expenses**

The School will reimburse the first \$500 then 50% of relocation costs to faculty members who reside on campus. Exceptions must be made by the Head of School. ***Relocation reimbursements are considered taxable income.***

### **Service Recognition Awards:**

A limited edition print of a campus scene will be presented for each 5-year service milestone completed

#### **Sabbaticals:**

Paid sabbaticals for one trimester or one year may be requested through the Dean of Faculty and Head of School.

### **Newport Chamber of Commerce Member to Member Discounts:**

Employees are eligible to take advantage of discounts offered by area merchants who are Chamber members. A list of participants is available on their website; [www.newportchamber.com](http://www.newportchamber.com)