



St. Francis Xavier Catholic School System

Benefit Summary 2021/2022

HEALTH AND WELLNESS SUPPORT

<p>Health Insurance Options through UMR, using the UnitedHealthcare Network. ~Prevea Health Clinics are also included as covered providers ~Teledoc remote medical diagnosis and treatment services</p>	<ul style="list-style-type: none"> ○ High Deductible Health Plan (HDHP) \$5000 Deductible ○ High Deductible Health Plan (HDHP) \$2500 Deductible ○ Preferred Provider Organization (PPO) \$1500 Deductible
<p>Employer-sponsored premiums</p>	<ul style="list-style-type: none"> ○ HDHP 90% employer-sponsored premiums ○ PPO 80% employer-sponsored premiums
<p>Dental Insurance Options using the Delta Dental or Dental Associates (CarePlus) networks</p>	
<p>Vision Insurance administered by UnitedHealthcare</p>	
<p>Wellness incentive plan utilizing <i>Humana Go365</i> for those participating in Xavier's Health plan</p>	<ul style="list-style-type: none"> ○ Receive points for healthy lifestyle choices ○ Earn at least "Silver" level to receive premium discount for next year
<p>Life Insurance, Accidental Death & Dismemberment & Long-Term Disability Income for you and your family at no cost</p>	<ul style="list-style-type: none"> ○ Employees covered for 1.5x your annual salary, up to \$200,000 max ○ Spouse covered at \$2000 ○ Dependent children covered at \$1000 each

PAID LEAVE AND WORK SCHEDULES

<p>Paid Time Off</p>	<ul style="list-style-type: none"> ○ Personal Leave – up to 16 hours per year ○ Sick Leave – up to 80 hours per year ○ Vacation Leave – available for non-contracted staff ○ Holidays – up to 10 paid holidays per year
<p>Work Schedules</p>	<ul style="list-style-type: none"> ○ Flexible work hours and remote work opportunities, dependent on role

FINANCIAL SUPPORT

<p>Retirement Plans</p>	<ul style="list-style-type: none"> ○ 401(a) Plan for eligible employees. Xavier contributes 6% of your gross wages; six-month vesting period ○ 403(b) Plan option available for employee pre-tax retirement saving contributions
<p>Health Savings Accounts (HSA) available for those covered under a HDHP</p>	
<p>Flexible Spending Accounts (FSA) contribute pre-tax dollars</p>	<ul style="list-style-type: none"> ○ Medical Savings Plan for medical-related expenses ○ Dependent Care Account for licensed dependent care, such as preschool, summer day camp, before/after school care and child or adult care
<p>Xavier Tuition Discount percentage based on total budgeted hours</p>	
<p>Xavier Child Care Program available to accommodate childcare needs of Xavier employees</p>	<ul style="list-style-type: none"> ○ Before and After Care programs available ○ Before Care available at no charge when care is offered ○ After Care, Extended Care and Summer Care program discounts vary
<p>Annual Performance and Compensation Reviews</p>	
<p>Professional Development and Educational Opportunities</p>	

SPIRITUAL WELLNESS

<p>St. Francis Xavier School System is a Christ-centered community dedicated to faith formation, academic excellence, community engagement, and individual growth of our students in a safe environment.</p>	<p>To live this mission, we are committed to:</p> <ul style="list-style-type: none"> ○ Cultivating our students' talents, passions, and spirituality so they can impact the community by living the Gospel message of faith, hope, justice, and charity. ○ Providing opportunities for all students to develop a lifelong love and commitment to academics, faith, arts, fitness, and service.
<p>Enjoy regular masses offered at each campus, celebrations and faith-inspiring activities</p>	