

Management Schedule of Benefits

District Contribution

San Mateo-Foster City School District makes a monthly “District Contribution” for purchasing dental insurance and other insurance benefits. The amount of the contribution depends on your family situation.

Dental and Vision

San Mateo-Foster City provides Delta Dental insurance and Vision VSP insurance for employee and dependents. Dependent children can stay in Delta Dental and Vision VSP plans until they reach **26 years old**.

Health

San Mateo-Foster City provides management with medical insurance up to \$1,000. Employees can select from a variety of health plans offered through CalPERS Health Administration. There are currently four HMO plans and three PPO plans to choose from. *All enrollment and changes in enrollment are handled through the Health Benefits Officer at the District Office.* Enrollment must be **within 60 days of hire** or during open enrollment. (A 90-day waiting period applies when enrolling at any other time). Dependent children can stay in the plan until they reach **26 years old**.

Our vision plan, called Vision Service Plan (VSP), is provided to employee and dependents. Dependent children can stay in the plan until they reach **26 years old**.

Income Protection Plans (Disability insurance)

The District does not have State Disability insurance. Disability insurance plans are designed to provide additional income if you cannot work. We currently offer plans with American Fidelity; these plans provide a second level of insurance beyond a Health Plan in the case of prolonged illness or injury. Please contact Dave.Hume@americanfidelity.com. Once you have been approved, the company will notify the District and we will begin the deductions.

Accident, Cancer, Life Insurances

These insurances are offered by American Fidelity, please contact Dave.Hume@americanfidelity.com within 30 days of hired.

Life Insurance

San Mateo-Foster City provides management with \$75,000 in life insurance. Management can have extra coverage under American Fidelity.

Flexible Spending Accounts (enrollment required within 30 days of hire)

This plan is designed to reimburse you for medical expenses not covered by your medical insurance and for dependent care expenses, like childcare. We currently offer a plan through American Fidelity. To participate, you can either enroll as a new employee and participate in the current calendar year, or enroll during open enrollment to participate from January through December. Once enrolled, participation for the entire calendar year is mandatory. For more information please contact Dave Hume at Dave.Hume@americanfidelity.com

Tax Sheltered Deductions (403b)

At the employee’s request, money can be placed into a Tax-Sheltered Annuity or other type of investment. This contribution is a voluntary deduction from your salary. There are many companies that offer these services that are approved by the District.

The District does not endorse any specific carrier or agent. You are advised to carefully study the various

types of programs that are available and, if desired, select the program that best fits your individual financial planning needs. For more information about 403b or 457 retirement plans, please contact Alta Montclair at (408) 978-1000 or tpa@altamontclair.com

CalPERS and Security Benefit 457 Retirement Plans

This is a supplemental retirement savings program, designed to shelter a portion of your salary from current income taxes and direct your money into investment options of your choice. The earnings grow tax-free, until the money is withdrawn as taxable income during retirement. **Please consult your tax advisor if this plan is appropriate for you.**

Commuter Benefit Program

The commuter benefit program will help you save money on your commuting costs. My Commuter Check provides Vouchers, Debit Cards for a number of transit authorities through an easy on-line enrollment and benefit management program. For more information call 888-235-9223 or go to <https://commuterbenefits.com>

Note: *If your Health, Dental, and Vision premiums total more than your district contribution, you qualify to make a pre-tax deduction election for the excess amount. Elections must be made by completing and signing the appropriate forms.*

EMPLOYEES ARE RESPONSIBLE FOR COMPLETING DENTAL AND HEALTH INSURANCE PAPERWORK BY THE DUE DATE GIVEN. ENROLLMENT IS NOT AUTOMATIC.