BENEFITS

www.smsd.org/human-resources/salary-benefits/benefits
Shawnee Mission School District Benefit Guide (clb.bz)
WELLBEING INCENTIVE
ACTIVITIES COMPLETED BETWEEN JANUARY 1ST AND OCTOBER 31, 2022

Option A – Complete an On-site Biometric Screening and On-line Health Risk Assessment
- On-site Screenings available at the CAA in October or schedule through PriorityOne Health Clinic
- Once you receive your Insurance Card from BCBS, complete the On-line Health Risk Assessment on the Marathon Health Portal

You do have the option of visiting your own physician, but you must provide the Physician Form available on the SMSD website - Physician Form

Option B – complete four on-site educational seminars or on-line workshops

Option C – complete two health coaching sessions with a PriorityOne provider

Additional Wellbeing Incentive Information
STAFF HEALTH AND WELLBEING

**Fitness Center**, 913-993-6494
- Free for all SMSD staff, their spouses and children 16 or older.

Aquatic Center

On-site Clinic – [Priority One Health Center](#) – 913-549-9970
- Available to staff members, spouses and children age two and up on the District’s health insurance plan.

EAP – [SupportLinc](#) – 1-888-881-5462

[Wellbeing Benefits and Resources Inventory](#)
WHAT DO I DO NEXT?

• Review the website – ask questions if you have them about your options
• If you want to meet personally – contact Drew or Jennifer to schedule
• Complete your Enrollment Packet and return to the Benefits Department at the CAA by Friday, September 2, 2022 – In-person or Inter-School mail is preferred

• Check your mail for your Insurance Cards – sometimes these look like junk mail
• Register with the Blue KC Portal and Marathon Health

• Watch your e-mail for information about the Wellbeing Incentive, and if you choose, complete the necessary steps. Once completed, you will see the Incentive reflected on your next eligible paycheck for the remainder of the year and all of 2023.

• Complete Open Enrollment in October (ish) – don’t worry, we’ll send you a lot of e-mails about this event
CONTACT INFORMATION

Drew Staum – Benefits Coordinator
- 913-993-6354
- AndrewStaum@smsd.org

Jennifer Lumley – Benefits Facilitator
- 913-993-6497
- JenniferLumley@smsd.org
You must participate in Open Enrollment for your 2023 Benefits.

Watch your e-mail for additional information from Benefits.

At Open Enrollment you have the option to enroll in additional benefits:

- Cancer Plans
- Accident Insurance
- Critical Illness
- Combined Life and Long Term Care
- Identity Theft
- Hospital Indemnity
- Pre-paid Legal Plan
I KNOW YOU JUST GOT HERE — BUT LET'S TALK ABOUT RETIREMENT

Both 403B / 457B Plans plans are available to eligible employees.

Pre-tax and Roth investment opportunities are available through AIG, Lincoln, MetLife and Security Benefit

You can elect to enroll or make changes throughout the year.

KPERS —

You contribute mandatory 6% of your salary from each paycheck. It’s automatic and pretax. Your contributions earn a guaranteed 4% annual interest, paid quarterly. There is also a possibility for additional interest, depending on KPERS’ investment returns. You can withdraw your account balance if you leave employment, but you can’t take a loan from your account while you are still working.

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**RETIREMENT BENEFITS**

**Your Contributions**
You contribute 6% of your salary from each paycheck. It's automatic and pre-tax. Your contributions earn a guaranteed 4% annual interest, paid quarterly. There is also a possibility for additional interest, depending on KPERS investment returns. You can withdraw your account balance if you leave employment.

**Vesting**
After five years of service you are guaranteed a retirement benefit, even if you leave employment. This is called "vesting" your benefit.

**Retirement Benefits**
There are two parts to the KPERS 3 cash balance plan—your contribution account and your retirement credits. While you make contributions, you also earn retirement credits quarterly based on how many years of service you have and a percent of your pay. Retirement credits are only available at retirement.

Your retirement credit value and contribution account balance are used to calculate your benefit. KPERS will pay you a guaranteed monthly benefit for the rest of your life. You can also choose from different payment options if you want to have a monthly benefit for someone after your death or have a regular cost-of-living increase.

**When Can You Retire?**
- Age 65 with five years
- Age 60 with 10 years
- Reduced, early retirement beginning at age 65 with 10 years

**Questions?**
Email: kpers@kpers.org
Toll-free: 1-888-278-8737
In Topeka: 785-296-6166
kpers.org

**NEW HIRE TO-DO LIST**
- Learn more about your KPERS 3 cash balance retirement plan and how it works
- Check out kpers.org for details about your other benefits
- Set up your online access to keep track of your account at kpers.org
- Name a beneficiary. Form available at kpers.org or from your employer
- Save on your own, because KPERS won't be enough

**ADDITIONAL BENEFITS**

**Disability Benefits**
If you qualify, disability benefits are based on 60% of your annual salary. There is a 180-day waiting period.

**Basic Life Insurance and Death Benefits**
Basic life insurance is equal to 150% of your salary. Your employer pays for the cost. KPERS also returns your contributions and interest. Your spouse may be eligible for a monthly benefit, instead of receiving your account balance.

**Job-Related Death**
If you die from an on-the-job accident, there is an additional death benefit for your spouse.

**KPERS won't be enough**
KPERS and Social Security won't be enough for a sound retirement. You need to save on your own, too. The easiest way to save is through a tax-sheltered employer plan like a 401(k) deferred compensation plan or a 403(b) annuity plan. Check with your employer about options where you work.
EMPLOYEE ONLINE -
## Employee Online - Leave Tracking and Balances

### Leave Balances

<table>
<thead>
<tr>
<th>Description</th>
<th>Hours</th>
<th>Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temp Leave</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Accrued Temp Leave After 7/1/2008</td>
<td>240.00</td>
<td>30.00</td>
</tr>
<tr>
<td>Sick Bank</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

You may use the following from your temp leave balance:

- Personal: 0.00 | 0.00

Balances do not include absences taken since your last pay check was processed.

### 2022-23 School Year Absences

No Absences Found
EXTRA CREDIT - SMSD, HUMAN RESOURCES, AGREEMENTS AND MANUALS

Certified Non-Use Calendar – Block out days where you cannot use Personal Time

NEA Agreement – Contains important information about your contract and employment

Don’t forget if you move to contact Human Resources, so your address can be updated.

Human Resources – Team Contact Information
SHAWNEE MISSION SCHOOL DISTRICT

NEW TEAM MEMBER ACADEMY 2022
August 2-4

NEW TEACHER ACADEMY
NEW TEACHER FAQS
BENEFITS ENROLLMENT

Human Resources Team
Contacts
Job Opportunities
Benefits
Salary
Agreements and Manuals
Licensure
KPERS
Substitutes
Staff Wellbeing
Workers Compensation
Work Day Calendars
Employee Demographic Dashboard
New Teacher Resources
Marathon Health Mission

We are a different kind of healthcare company. Our mission is to **inspire people** to lead healthier lives.

Healthier people are more productive and lead richer, more rewarding lives.
Marathon Health Services

Common Illnesses
- Allergies
- Eye Irritations & Infections
- Headaches
- Skin Conditions
- Respiratory Symptoms

Minor Injuries
- Back Pain
- Extremity & Joint Pain
- Sprains / Strains

Health Assessments
- Blood Pressure, Glucose, Cholesterol
- Height / Weight
- Physicals, including well woman exams
- Immunizations

Health Coaching
- Nutrition / Weight Loss
- Physical Activity
- Tobacco Cessation
- Stress Management

Group Wellness
- Physical Activity Challenges
- Walking Groups
- Weight Loss Challenges

Chronic Condition Coaching
- Asthma
- Diabetes
- Heart Conditions
- High Blood Pressure
- Low Back Pain
- Depression / Anxiety

Misc. Services
- Lab Work
- Medications for conditions treated at the Center

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Benefits to Staff Members and Families

- **Easy access** to convenient, high-quality care
  - Staff members will not have to clock out or take leave time to use the Health Center
- Little or **no wait time** for scheduled appointments
- **More time with your provider** to address your health
- **Early detection** of serious health conditions through assessments and screenings
- **Health coaching** to build and support healthy habits, including healthy eating, tobacco cessation, stress management, and physical activity
- Support and tools to **take active role in health** and healthcare
- Little to no cost for services
  - Preventive services will be offered at no charge. Members on the high deductible health plan will have a small visit fee for non-preventive services, due to IRS regulations. However, it will be a significant savings to the cost of care received out in the community.
PriorityOne Health Center Details

▪ Where is the PriorityOne Health Center located?
  • The center is in the Center for Academic Achievement. Door 13, right next to the fitness center.

▪ When is the center open?
  • The Center is open Monday, Wednesday, Friday 7am – 4pm and Tuesday, Thursday 9am – 6pm.

▪ Who can use the center?
  • Staff Members, pre-Medicare retirees, spouses, and dependents age two and older enrolled in the Shawnee Mission School District health plan are eligible for services provided by PriorityOne Health Center. The center will also provide care for work-related injuries to all school district employees regardless of health plan enrollment.

▪ How will appointments be scheduled at the health center?
  • Schedule online through the patient portal or call the office at 913-549-9970.
  • Appointments are required but same day appointments may be available by calling the Health Center.
PriorityOne Health Center Costs

<table>
<thead>
<tr>
<th>Visit Fee Schedule</th>
<th>Preventive Care Visit</th>
<th>Non-Preventive Care Visit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue-Care (HMO) Preferred-Care Blue / Blue Card (PPO)</td>
<td>Free</td>
<td>Free</td>
</tr>
<tr>
<td>Preferred-Care Blue / Blue Saver (Qualified High Deductible Health Plan)</td>
<td>Free</td>
<td>$30 1,2</td>
</tr>
</tbody>
</table>

1,2 HSA eligible plan members must pay fair market value for visit, due to IRS regulations.

3 In order to maintain the tax benefits afforded to HSA participants, the IRS requires a fee be charged to those with a Health Savings Account (HSA) for non-preventative visits. To be able to contribute to an HSA, the employee must be covered by a Qualified High Deductible Health Plan like Shawnee Mission School District’s (SMSD) Preferred-Care Blue / Blue Saver plan. Many employees setup their HSA through SMSD; however, some have an HSA through a spouse’s family plan or may have previously setup a HSA on their own or do so at a future date. This makes it very difficult to identify all employees on the Preferred-Care Blue / Blue Saver plan that may have a HSA. So, in order to meet due diligence under the law, SMSD requires all Preferred-Care Blue / Blue Saver plan members using PriorityOne Health Center to pay a per visit fee for non-preventive services. This fee is still considerably less than you would pay for similar services at a physician office, urgent care center, or retail clinic (such as Minute Clinic). Keep in mind that preventive care is covered 100% by the plan and will not have a fee. Once your deductible is met, all visits will be at no charge.
Your Personal Health Information is Protected

- When you receive healthcare at work from Marathon Health, **we are required by law to protect the privacy of your health information**. Marathon Health will protect your personal health information in accordance with the Health Insurance Portability and Accountability Act and any other applicable laws.

- As a healthcare consumer, take the time to read the Marathon Health Notice of Privacy Practices.

Who staffs the center?

Marathon Health staffs and manages the center. Clinical staff includes physicians, a nurse practitioner, a behavioral health therapist, and medical support staff employed by Marathon Health. Many private doctors’ offices operate similarly.

The Clinical Staff:

- Amy Sachau, MD
- Matt Almaguer, MD
- Tyler Thomas, MD
- Amanda Munden, APRN
- Jen Simon, LCSW
- Kenia Cuellar Rey, MA
- AJ Davis, MA
- Jen Platel, MA