



LARAMIE COUNTY SCHOOL DISTRICT 2

Students First

Employee Benefits 2023-2024 School Year

➤ Retirement

- Offered through Wyoming Retirement System (WRS)
- 14.94% contributed by the district and 3.68% contributed by the employee for a total contribution of 18.62% of gross salary
- Additional information can be found on the WRS website at <http://retirement.state.wy.us>

➤ Health Insurance

- Coverage is provided by WEBT and administered by Blue Cross Blue Shield of Wyoming
- Permanent employees working a minimum of 20 hours per week are eligible for coverage
- Coverage is effective the 1st of the month following date of hire
- Employees can make plan selection changes in May with a July effective date
- Employees can add or drop dependents in November with January effective date
- 3 plan options are offered
 - \$1,500 deductible: \$40 office visit copay – 80/20 coinsurance – 84% of premium paid by district
 - \$2,500 deductible: \$45 office visit copay – 80/20 coinsurance – 97% of premium paid by district
 - \$3,500 high deductible/HSA Plan: 80/20 coinsurance – 100% of premium paid by district
 - District will make a one time HSA contribution on behalf of the employee as follows: Single-\$250.00; Plus Spouse-\$500.00; Plus Children-\$500.00; and Family-\$750.00

➤ Dental Insurance

- Coverage is provided by Delta Dental
- Permanent employees working a minimum of 20 hours per week are eligible for coverage
- Coverage is effective the 1st of the month following date of hire
- 100% of the single premium is paid by the district

➤ Vision Insurance

- Coverage is provided by VSP (WEBT)
- Permanent employees working a minimum of 20 hours per week are eligible for coverage
- Coverage is effective the 1st of the month following date of hire
- 100% of the single premium is paid by the district

➤ Term Life Insurance

- Coverage is provided by Lincoln Financial (WEBT)
- Permanent employees working a minimum of 20 hours per week are eligible for coverage
- Coverage is effective the 1st of the month following date of hire
- Offer coverage in the amounts of: \$40,000 employee; \$5,000 spouse; \$2,500 child(ren)
- 100% of the premium is paid by the district

➤ Accidental Death and Dismemberment Insurance

- Coverage is provided by Lincoln Financial
- Permanent employees working a minimum of 20 hours per week are eligible for coverage
- Coverage is effective the 1st of the month following date of hire
- Offer coverage in the amount of \$40,000
- 100% of the premium is paid by the district

➤ Earned Leave

- Earned leave is pro-rated based on the number of hours worked