

2023-2024 Employee Benefits

Group Benefits

Group Benefit coverage is provided by Alberta Blue Cross and is mandatory for all employees under full School Year contract who work 20 hours or more per week. Eligibility for group benefits begins on the first day of hire, there is no waiting period. Coverage includes:

- **Extended Health Insurance** – premiums paid 100% by the employer
- **Dental Insurance** – premiums paid 100% by the employer
- **Life Insurance** – premiums paid 100% by the employer and **taxable to the employee**
- **Accidental Death and Dismemberment (AD&D) Insurance** – premiums paid 100% by the employer and **taxable to the employee**
- **Dependant Life Insurance** - **premiums paid 100% by the employer**
- **Optional Life Insurance, AD&D, and Dependant Life** (by application only) - **premiums paid 100% by the employee**
- **Weekly Indemnity (Short Term Disability) Insurance** – **premiums paid 100% by the employee**
- **Long Term Disability Insurance** - **premiums paid 100% by the employee**
- **Health Spending Account** – premiums paid 100% by the employer
- **Employee & Family Assistance Plan (EFAP)** – premiums paid 100% by the employer

Retirement Savings Benefit Plans

Faculty

CFIS provides a contribution to the Alberta Teachers Retirement Fund (ATRF) for Teachers. Presently the maximum amount for this position is 9.51% of salary and Teacher contribution is mandatory based on prescribed contribution rates from ATRF.

Substitute Teachers are excluded from this plan but substitute teaching service is reported to ATRF monthly so these employees can purchase service if they wish to do so.

Staff

CFIS provides a contribution to a Registered Savings Plan for staff who are eligible for employee group benefits. The RSP benefit excludes certified teachers as they have the ATRF benefit. The percent of contribution by CFIS is determined by the years of service the employee has to the school. Employee contributions to the RSP program vary.

	Employee Years of Service	CFIS Contribution
RSP Level 1	0 to 5 years	3%
RSP Level 2	6 to 10 years	5%
RSP Level 3	11 + years	7%