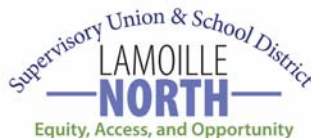


BENEFIT SUMMARY

Effective 7/1/2023



LNSU Administrative Employees

BENEFITS IN BRIEF



Lamoille North employees receive many benefits to assist in a work-life balance including:

- | | | |
|---------------------------------|--------------------------------|------------------------------|
| Vacation Leave (Full Year Only) | Retirement | Cafeteria Plan (Section 125) |
| Personal Leave | Health Insurance | Employee Assistance Program |
| Medical Leave | Dental Insurance | Wellness Program |
| Bereavement Leave | Life Insurance | Professional Development |
| Paid Holidays | Long Term Disability Insurance | Discounted courses at GMTCC |

Vacation Leave

Full year employees receive 20 days annually. Employees who are continuously employed in a LNSU administrator position for 5 or more years shall receive 25 paid days of vacation commencing with their sixth year of employment. *Vacation leave does not carry forward from year to year. However, with express written permission by the Superintendent, up to 5 vacation days earned and not taken in any contract year may be rolled over to the following contract year to be used prior to August 30 of the next contract year. Any time not taken within the deadline time (August 30) shall be deemed waived.*

Personal Leave

Employees receive 3 days per year for personal business which cannot be conducted at times other than work-days. *Personal leave does not carry forward from year to year.*

Medical Leave

Employees receive 15 days per year, which may be accumulated to 185 days. Contact HR for additional medical leave stipulations and for sick leave buy-out provisions.

Note: Grandfathered employees receive 20 days annually

Bereavement Leave

Employees will be granted paid leave to attend funerals and/or to meet other related needs in the event of the death of an immediate family member or close friend or relative. Employees are allowed up to 5 days per occurrence.

Paid Holidays

- | | |
|---|---|
| <ul style="list-style-type: none"> • Independence Day • Labor Day • Veteran's Day • Day before OR after Thanksgiving Day * • Thanksgiving Day • Christmas Day | <ul style="list-style-type: none"> • New Year's Day • Martin Luther King Day • Town Meeting Day • Memorial Day • President's Day • 2 Floating Holiday |
|---|---|

Holidays worked and not taken shall be considered as floating holidays and may be scheduled at another time during the year.

Jury Duty

Employees will receive paid leave time up to the duration of their standard work day and the start of jury duty is equivalent to the start of the work day. Employees serving on jury duty will not be expected to report to work prior to the start of the court day, but shall return to work as soon as possible after dismissal from said duty.

Retirement

Employees may elect to make pre-tax contributions to either, or both, the 403(b) and 457 retirement savings plans at time of hire or at any time during employment.

For employees not licensed by the VT AOE, employer will make yearly contribution match up to 3% for qualifying 403(b) participants who work a minimum of 1,000 hours per year.

Employees who hold an educator license with the VT AOE shall contribute to VSTRS.

Health Insurance The Board shall provide employees health insurance and related benefits as required by the arbitration award and the resolution of negotiations by the Commission on Public School Employee Health Benefits pursuant to the provisions of 16 V.S.A. §§ 2101-2108. (See HR for full health benefit details.)

Employer shall contribute 80% for licensed employee or 80% for non-licensed employee of the VEHI Gold CDHP or Silver CDHP plan premium costs of a single, two-person, parent/child(ren) or family plan. The employee may apply the board's contribution of the VEHI Gold CDHP plan to the VEHI Platinum or Gold plan.

Employer shall offer accompanying Health Reimbursement Arrangement (HRA) to cover the first \$1,900 of out-of-pocket expenses for single plan and \$4,000 for 2 person, parent/child(ren) or family plan for licensed employee and will cover the first \$2,200 of out-of-pocket expenses for single plan and \$4,400 for 2 person, parent/child(ren) or family plan for non-licensed employee. The employer will cover the monthly per person administrative fees associated with the HRA. There will be a 90-day roll-out period for claims.

Cash in lieu of coverage shall be \$3,000 for licensed employee and \$2,500 for non-licensed employee, distributed in substantially equal payments. Employee must be covered by another health plan to qualify for this buyout. If the employee is covered by a school or enrolls in an individual plan with Vermont Health Connect, he/she will not qualify for buyout. By law, employee must notify the Board annually during open enrollment of their intent to receipt this benefit, certifying that they alternate coverage

Subject to Affordable Care Act and state and federal health initiatives.

* Licensed shall refer to employees who hold an educator license with the VT AOE

Dental Insurance Employer will pay 100% coverage for individual, two-person or parent/child(ren) coverage. Coverage for families is available. The employee is responsible for paying the entire difference in cost between two-person and family coverage.

Life Insurance Employer will pay for a \$90,000 term life policy.

Long Term Disability The employer will pay for long-term disability coverage. Coverage begins on the 61st day following a qualifying/eligible illness or injury.

- Cafeteria Plan (Section 125 Plan)**
- Tax qualified employee health flexible spending plan.
 - Dependent care expenses.
 - Health insurance buy-out/Section 125.
 - Pre-tax health and dental premium deduction.
 - For employees who choose Silver CDHP plan only, there is the option of selecting a Health Savings Account (HSA) instead of Health Reimbursement Arrangement (HRA).

Employee Assistance Program (EAP) The employer pays for the Employee Assistance Program through Invest EAP. Services are provided in the following areas:

• Legal	• Depression	CONTACT: 1-800-287-2173 Services are free and confidential for all employees and household members
• Financial	• Alcohol	
• Stress	• Work	
• Family	• Elder Care	

Professional Development Employer will pay the cost of tuition and registration fees for 6 credits, up to the UVM rate. Access fees and on-line materials fees will be covered for on-line courses costing less than the UVM rate. Must receive a grade of "B" or better.

Conference costs are available with approval from supervisor according to budgetary constraints.

Professional development activities must be relevant to position.

Discounted Courses at GMTCC Lamoille North Supervisory Union employees are eligible for a 20% discount on courses held at the Green Mountain Technology and Career Center

- Important to Note:**
- Benefits are based on a 1.0 FTE (40 hours per week minimum) full year position. Benefits are prorated based on less than 1.0 FTE as well as partial contract year. Paid time off is pro-rated accordingly.
 - This is not a complete representation of all benefits and employees should consult with HR.
 - For positions requiring VT AOE license, terms will not be valid unless a current Vermont Agency of Education Educator's License with the appropriate endorsement is held and must furnish a copy to HR.