



Southeast Dubois Benefit Summary for Certified Teacher Positions

Health Insurance

Deductible \$5,000 Individual / \$10,000 Family; 100% coverage after deductible

<u>Tier</u>	<u>Cost Per Pay</u>
Employee	\$25.00
Employee + Children	\$80.00
Employee + Spouse	\$85.00
Family	\$100.00

Additional Health Insurance Benefits:

- Telemedicine program
 - Available 24/7 through at no additional cost.
- Wellness Benefits
 - Annual Health Screening Participation - \$25.00 contributed to HSA
 - Fitness Program Participation (10 sessions per month required) - \$25.00 contributed to HSA (maximum of \$250)
 - Self Reported Fitness Activities (10 sessions per month required) - \$15.00 contributed to HSA (maximum of \$125)
- HSA Contributions
 - Southeast Dubois School Corporation contributes \$500/year to employees' HSA accounts. Employees can also make voluntary contributions.

Dental & Vision Insurance:

- Paid 100% by the Corporation for Employee, Spouse and Dependents age 19 - 23 as long as the dependent is enrolled as a full time student.

Life Insurance:

Employee Cost - \$1.00/year

<u>Class</u>	<u>Amount of Coverage Offered</u>
Certified Teachers - Class 23	\$100,000

(Per IRS Regulations, employees must be taxed on the value of anything greater than \$50,000 based on the employee's age)

Additional Life Insurance Benefits:

- Employee Assistance Program - no additional cost
- Travel Assistance - no additional cost

Dependent Life Insurance:

Employee Cost - \$23.76/year

- Spouse - \$5,000 coverage
- Dependents - \$2,500 coverage

Long-Term Disability Insurance:

Employee Cost - \$1.00/year

Retirement Benefits:

TRF Membership with INPRS - Southeast Dubois pays 9% of certified employees' gross pay to Indiana State Teacher Retirement.

401(a) and VEBA accounts with Security Benefit. Southeast Dubois pays 1% of teacher salary into a 401(a) and VEBA per month.

Voluntary Payroll Deductions (Paid 100% by employee):**403(b) Annuity:**

Voluntary contributions can be set up with Lincoln National, American Fidelity, and Security Benefit.

American Fidelity:

Life Insurance, Texas Life, Cancer Insurance, Accident Insurance, Short-Term Disability, Hospital Indemnity,

Dubois-Pike Federal Credit Union:

Employees are eligible for membership in the Dubois-Pike Federal Credit Union in Jasper. Payroll deductions can be elected and contributed to the Dubois-Pike Federal Credit Union.

This is not intended to be a complete list of all benefits. Benefits and costs associated with them can change throughout the year. Costs can also change based on the negotiated master contract. For a complete list of benefits including leave time, please refer to the master contract on the Corporation website at www.sedubois.k12.in.us under the Employee Information section.