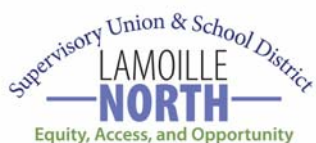


# BENEFIT SUMMARY

Effective 07/01/23



# LNSU Represented Support Staff

## 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                 | Tuition/Professional Development |
| Paid Holidays                   | Long Term Disability Insurance | Discounted courses at GMTCC      |

**Vacation Leave** **Full year employees only** receive annual vacation time according to the following schedule:  
 Year 1: Employees will accrue 10 vacation days, which cannot be used prior to earning for the first year.  
 Years 2—5: Employees will receive 10 vacation days.  
 Years 6—10: Employees will receive 15 vacation days.  
 Years 11 and beyond: Employees will receive 20 vacation days.  
*Vacation leave carries forward from year to year.*

**Personal Leave** Employees receive up to 3 days per year for personal business which cannot be conducted outside of working hours. *Personal leave does not carry forward from year to year.*

**Medical Leave** Employees receive 15 days per year, which may be accumulated to 150 days for full year employees and 130 days for school/extended year employees. First year employees may access one month's worth each month they work. Contact HR for additional medical leave stipulations and for sick leave buy-out provisions.

**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 year, per occurrence.

- Paid Holidays**
- Independence Day \*
  - Martin Luther King Day
  - Labor Day
  - Town Meeting Day
  - Veteran's Day
  - Memorial Day
  - Day before OR after Thanksgiving Day \*
  - Floating Holiday (*falls on student day*)
  - Thanksgiving Day
  - President's Day
  - Christmas Day
  - \* Full Year Employees ONLY
  - Christmas Eve/After \*
  - New Year's Day
  - New Year's Eve/After \*

**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.  
  
 Employer will make yearly contribution match up to 3% for qualifying 403(b) participants who work a minimum of 1,000 hours per year.

**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 will pay 80% of the cost of the BCBS VEHI Gold CDHP plan premium at the level of coverage selected by the employee (single, 2 person, parent/child(ren) or family) toward Platinum, Gold or Gold CDHP plan and 80% of Silver CDHP plan.

Employer will offer accompanying Health Reimbursement Arrangement (HRA) to 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.

Cash in lieu of coverage shall be \$2,500, distributed in substantially equal payments. Not available if coverage maintained is VHC or another SU.

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

**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 \$70,000 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:

<ul style="list-style-type: none"> <li>• Legal</li> <li>• Financial</li> <li>• Stress</li> <li>• Family</li> </ul>	<ul style="list-style-type: none"> <li>• Depression</li> <li>• Alcohol</li> <li>• Work</li> <li>• Elder Care</li> </ul>	<p><b>CONTACT: 1-800-287-2173</b></p> <p><b>Services are free and confidential for all employees and household members</b></p>
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**Tuition** Employer will pay the cost of tuition and mandatory enrollment fees for a 3 credit course, 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.

**Professional Development** 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 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.
  - Employees shall be provided a 30-minute unpaid duty-free period.
  - This is not a complete representation of all benefits and employees should consult with HR.
  - New employees are subject to a one year probationary period.