HUMAN RESOURCES

Benefit Overview – Bus Drivers & SPB Drivers

Probation: 60 working days (Group Health Insurance coverage awarded 1st working day)

Benefit days are converted to hours in our Time and Attendance System and may be pro-rated during first fiscal year of employment. Each day awarded is equivalent to number of hours allocated each day.

Benefit Days	Brief Description
Holidays	Labor Day, Fall Break, Wednesday prior to Thanksgiving, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Day, Martin Luther King, President's Day if Good Friday falls in Spring Break, Good Friday
Personal Business Days*	Two days (12 hours) per year (requires 30 hours/week or full regular bid route as defined by contract) Unused personal business hours are credited to cumulative personal illness hours at the end of each school year.
Personal Illness Days*	If you achieve non-probationary status between July through December – seven days (42 hours) If you achieve non-probationary status between January through June – three days (18 hours) Maximum accumulation: 110 days/660 hours
Family Illness Days	No family illness days provided; however, non-probationary employees have the right to use up to five accumulated personal illness days/30 hours per year for illness of immediate family
Remote Learning	Drivers will receive four paid days (six hours per day) per school year if students participate in remote learning due to weather-related or emergency school closings.

Insurance Benefits	Brief Description	Cost
Group Health Insurance Eligibility requires a regular bid route having both morning and afternoon components. *(Elective/Signed enrollment or waiver required)*	• *Group Health Plan includes bundled rates for Medical, Dental and Vision coverage through Anthem BCBS* • *Coverage awarded 1st working day.* • *Two Options: Core or High Deductible (see Health Plan Options for Employees comparison sheet)* • *Must enroll within 31 days of initial eligibility, HIPAA Special Enrollment Event or wait until Fall Annual Open Enrollment.* • *District provides annual subsidy towards single coverage; employee plus child, employee + spouse and towards family coverage.* • District contribution to Health Savings Account (HSA) for eligible employees enrolled in High-Deductible Plan • *Ceases at end of month following last day of employment.*	Employee premium payroll deducted 18 times/year Deduction taken pre-tax per Section 125 unless employee opts out at enrollment Employee cost listed at bottom of *Health Plan Options for Employees* comparison sheet
Basic Term Life Insurance *(FWCS sponsored)* **Supplemental Term Life** *(Optional)*	*$25,000 in basic term life insurance coverage.* Provides employee with additional term life insurance; premium based on benefit level selected	Premium paid by FWCS Premium paid by employee
Dependent Term Life *(Optional)*	Provides life insurance for eligible dependents	Premium paid by employee

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Other Benefits Available	
Section 125 Program *(Optional)*	An elective program providing employees an annual opportunity to place a portion of their pre-tax salary into a flexible spending account for out-of-pocket medical and dependent care expenses. Optional cancer, accident insurance, and hospital indemnity insurance also available on a pre-tax basis. Enrollment available the first day of the month following eligibility of coverage. Elective product representatives visit each fall.
Other Optional Insurance Products	Life insurance, short-term disability insurance and critical illness insurance; premium based upon income and benefit level selected. Elective product representatives visit buildings annually each fall.
State Retirement *(Defined Contribution Account [DC] / monthly pension benefit*)	Public Employees' Retirement Fund (PERF) (www.in.gov/inprs or 844-464-6777). Three percent required employee Defined Contribution Account (DC) contribution paid by FWCS (employee always 100% vested). Ten year vesting requirement for lifetime pension benefit per State Statute.
FWCS 403(b) Plan *(Optional/Employee Contribution to Individual Retirement Savings*)	May elect pre-tax 403(b) payroll contribution or post-tax Roth contribution to one of three approved vendors: Lincoln Financial, MetLife Resources or Corebridge. Enrollment available within 30 days of initial employment OR on quarterly basis by completing an enrollment form with the chosen vendor and an FWCS Salary Reduction Authorization form for payroll deduction.
FWCS Retiree Health Insurance	Continuation of group health plan until Medicare-eligible per policy booklet and statutory requirements. Retiree pays 100% of annual premium.

Language regarding the outlined benefits as well as other information can be referenced in the *Teamster Contract* located on the FWCS Intranet under Contracts. Language in the contract supersedes anything contained in this general overview.

For additional documents or forms, please visit the FWCS Intranet, HR & Benefits section or call 467-2155.