

Jefferson County Public Schools Employee Benefits Summary

Health Insurance

The State provides a monthly amount toward the cost of your health-insurance plan selection. Kentucky is self-insured. Humana and Express Scripts administer the insurance. Review benefits and cost on the State web site at <http://personnel.ky.gov/dei/09OE/healthplans.htm>.

Health Reimbursement Arrangement (HRA)

If Health insurance is waived, the State will contribute \$175 per month to a Health Reimbursement Arrangement (HRA) through Humana for reimbursement of eligible expenses.

<http://personnel.ky.gov/dei/09OE/healthplans.htm>

Flexible Spending Accounts (FSAs)

Medical Care FSA

Provides benefits through reimbursement of eligible expenses using pretax dollars. The maximum annual contribution of pretax dollars for medical reimbursement is \$5,000. For more information, see State site at

<http://personnel.ky.gov/dei/09OE/healthplans.htm>

Dependent Care

Employee may voluntarily contribute pretax dollars for approved dependent-care expenditures, up to a maximum of \$5,000 annually. See State site at

<http://personnel.ky.gov/dei/09OE/healthplans.htm>

Life Insurance

State-paid—Term-life policy with \$20,000 death benefit

JCPS District-paid—Term-life policy, equal to annual salary (minimum \$10,000-maximum \$50,000)

Retirement Plan-CERS (County Employees Retirement System)

Employee contributes a KRS-determined percentage pretax (either 5% or 6% depending on hire date) the district contribution rate for 2010-11 is 16.93%.

Members participate in Social Security and Medicare systems.

Retirement Plan-KTRS (Kentucky Teacher's Retirement System)

Eligibility—Position requires a bachelor's degree. Employee contributes a KTRS-determined percentage pretax (either 10.105% or 10.855% depending on hire date); State contributes 13.355% or 14.105% depending on KTRS

Retirement Plan-KTRS (Kentucky Teacher's Retirement System-cont.)

enrollment date. Members do not pay into the Social Security system; they contribute to Medicare only.

Long-Term Disability

Provides financial protection in case of disability. Policy pays 66 2/3 percent of the employee's basic annual salary (subject to coordination of other benefits).

Eligibility—Must be employed one year by the district.

Approved Paid-Leave Benefits

- Sick—10 to 12 days
- Personal—3 days
- Emergency—2 days
- Vacation—260 day personnel only

Fringe Benefit Plan

(Section 125 Cafeteria Plan)

District contributes an additional 3.5 percent of the employee's basic annual salary, as earned, to be used for premium-eligible payment of benefits or to be received as additional income. Provides tax-saving benefits for Section 125-eligible insurance premiums.

Health Insurance—KEHP Kentucky Employees Health Plan

Dental Insurance—Delta Dental or Assurant Dental

Vision Insurance—United Health Care/Spectera

Supplemental Health—Colonial

Accidental Death and Dismemberment—CIGNA

Cancer Insurance—American Fidelity, Colonial

Cash Payment—Taxable, paid bi-weekly as earned.

Tax Sheltered Annuities (TSAs)

401(k), 403(b), 457 Deferred Compensation Plans. The voluntary tax sheltered annuity provides employees the opportunity to save and invest for their long term financial goals. A variety of approved TSA companies are available for investment selection.