



Compensation And Benefits

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Contact

Portia Hogue

Compensation and Benefits Manager

557-2156

Health and Dental Insurance:

Single coverage is provided to most full time certificated employees by the district effective the first of the month following the first 30 days of consecutive employment. Family, spouse, child coverage may be purchased with 100% of the cost paid by the employee. Following three years of consecutive full-time employment, up to 60% of the cost of family coverage will be paid by the school district.

For more information, please visit the Health and Dental Insurance web page.

Life Insurance:

\$25,000 provided by the district effective the first of the month following the first 30 days of consecutive employment. Additional optional \$12,500, \$25,000, \$50,000, \$100,000, \$150,000 or \$200,000 coverage is available. Cost is per every \$1,000 determined by age.

For more information, please visit the Life Insurance web page.

Sick Leave:

- 10 days per year for 10 month employees (Cumulative to 90 Maximum Days)
- 12 days per year for 12 month employees (Cumulative to 114 or 120 Maximum Days)
- Days of sick leave may be used for family illness. Refer to the negotiated agreement.

Plan 125 Flexible Benefit Program:

Omaha Public Schools offers a Plan 125 Flexible Benefit Program. The Flexible Benefit Program is not an insurance plan, but a government sanctioned program to allow employees to set aside before-tax dollars to pay for certain insurance premiums, un-reimbursed medical expenses and dependent care expenses. Payflex is the third party administrator of the Flexible Benefit Program. For more information, please visit the PayFlex Flexible Benefit Program web page.

Emergency/Personal Leave:

Up to 2 days per school year. In addition, employees can accumulate one additional sick leave day for each day of unused emergency/personal leave.

Bereavement Leave:

- Immediate family member more than 200 miles from Omaha – 5 paid days.
- Immediate family member up to 200 miles from Omaha – 4 paid days.
- This is a separate benefit; not tied to an employee's sick leave days.
- Immediate family is defined in OPS Policy and/or negotiated contract agreement.

Long Term Disability:

Benefits begin on the 91- calendar day of absence up to a rate of 60% of the employee's monthly gross.

Retirement System:

9.3% of gross salary is deducted for retirement each payday. The employee earns vesting rights following five creditable years of full-time employment. Up to ten years of previous full-time service in a public school system may be purchased at the time of initial employment by the School District of Omaha. Previous service is determined on an individual basis. Purchase of previous service must be completed within 5 years of the date of employment.

Leaves of Absence: (with pay adjustment)

- Health: (short term - long term - Family and Medical Leave)
- Professional Improvement: (after 5 creditable years for study-course outline, full-time student required)
- Military (reserves - active duty)
- Sabbatical: (after 7 years - certified staff only - half pay)
- Any Reason: (after 10 creditable years)
- Childrearing: (one year or the balance of current year)
- Adoptive: (short term, long term, in conjunction with FMLA)

EAP (Employee Assistance Program)

For more information, please contact the Employee Assistance Program at 593-1711

Direct Deposit Program is available

For more information, please visit the Direct Deposit web page.

Note: This benefit information pertains to the current contract year only. Future changes may be made

may be made.

HR Division Links

Nebraska Department of Education - Teacher Certification
WebConnect SubFinder

Links

BlueCross BlueShield of Nebraska
CNA
Educators Health Alliance
First Nebraska Educators Credit Union
Mutual of Omaha
Omaha School Employees' Retirement System
PayFlex (www.mypayflex.com)
