

SBHC EMPLOYEES ASSOCIATION FT

SCHOOL BASED HEALTH CENTERS - FULLTIME EMPLOYEES (30+ HOURS PER WEEK) BENEFITS INFORMATION SUMMARY 2025

MEDICAL PLANS & MONTHLY COST		Single w/ Child/ren			Family
		Single	Married	Child/ren	Family
Kaiser		\$88.46	\$88.46	\$88.46	\$88.46
Providence Open Option/VSP Vision		\$105.70	\$105.70	\$105.70	\$105.70
Providence Personal Option/VSP Vision		\$86.16	\$86.16	\$86.16	\$86.16
Medical Opt Out - Cash Back		\$185.00	\$185.00	\$185.00	\$185.00

DENTAL PLANS & MONTHLY COST		Single w/ Child/ren			Family
		Single	Married	Child/ren	Family
Kaiser		\$0.00	\$0.00	\$0.00	\$0.00
MODA Preventive		\$0.00	\$0.00	\$0.00	\$0.00
MODA Incentive		\$0.00	\$0.00	\$0.00	\$0.00
MODA 50% Cash Back		\$87.00	\$87.00	\$87.00	\$87.00
Dental Opt Out Cash Back		\$88.00	\$88.00	\$88.00	\$88.00

WELLNESS AND EMPLOYEE ASSISTANCE PROGRAM

Numerous programs and classes for you to invest in your well-being

EAP includes 6 visits per issue for counseling, 24/7 unlimited phone, research retrieval, financial coaching, and more

LIFE INSURANCE	Coverage	Premium
Employee	\$75,000.00	\$0.00
Dependents	\$5,000.00	\$2.38

Also available for purchase: Group Universal Life, Accidental Death & Dismemberment.

DISABILITY INSURANCE	After 30 days, plan pays 60% of your base salary up to a maximum monthly benefit of	\$1,999.80
	Also available for purchase: Supplemental Disability coverage up to a maximum covered monthly salary of	\$8,333.00

PAID TIME OFF Hourly sick accruals prorated for less than 1.0 FTE

Leave	Accrual	Maximum Carryover	LONGEVITY	
Sick Leave	6.4 hrs/month	No limit	5 - 9 Years	1.5%
Vacation	0.0/hrs/month		10-14 Years	2.0%
Floating Holidays	0.0/hrs/month		15-19 Years	2.5%
			20-24 Years	3.0%
			25-30 Years	3.5%
			30+ Years	4.0%

Additional paid days

Holidays* Designated School Closure Days Per CBA

Bereavement Up to 3 days per incident

Military 2 weeks per Federal budget year (October - September)

* Employees will not be paid for holidays that occur while an employee is on a limited duration summer leave of absence

NOTE: Employees will not accrue vacation leave or floating holidays. During the school closures of the day before and after Thanksgiving, winter break, and spring break, employees will be permitted time off without loss of pay.

Summer Leave Status

If there is no work available during the summer recess, an employee will be required to take a limited duration summer leave of absence following the school year. Management has the right to assign up to forty (40) hours of work during each summer recess, with thirty (30) calendar days' advance notice, to support school functions. The employees' cost share for benefits premiums that accrue while they are on limited duration summer leave of absence will be collected from the employees prior to the summer break.

RETIREMENT

Social Security 7.65%

PERS "Pickup" 6.00%

Plus the County contributes to the PERS/OPSRP defined benefit retirement fund (percent varies)

OPTIONAL EMPLOYEE-PAID PLANS

Section 457 Deferred Compensation, Flexible Spending Account, Long Term Care, Legal Insurance, HRA VEBA, AFLAC

NOTE: This summary is general in nature. Specific terms of benefits are contained in insurance policies, the Personnel Ordinance, County Employment Policies & Practices, and collective bargaining agreements.

SBHC staff are not paid on a 12 month annualized basis but are instead compensated based on actual hours worked