



# CROOK COUNTY SCHOOL DISTRICT #1

## OVERVIEW OF EMPLOYEE BENEFITS

### Health Insurance Package

- 5 medical plans to choose from
- 3 dental plans to choose from
- 3 vision plans to choose from
- Employees mix and match coverage to customize a plan that meets their needs
- Employees are given a “budget” from which insurance premiums are paid
- If premium budget is not exhausted, remaining funds are deposited into an HSA or HRA account to be used for out-of-pocket medical expenses
- SEE ENCLOSED HEALTH INSURANCE INFO FOR COVERAGE OPTIONS
- Wellness incentive offered beginning with the employee’s second contract.

### Flex Plan

- Employees may enroll in the pre-tax Flexible Spending Plan
- Flex plan dollars are employee funded through payroll deductions
- Flex plans offered are for both health care and dependent care

### Life Insurance

- CCSD#1 provides a \$10,000 life insurance policy for employees at no cost
- Employees may take advantage of outstanding group rates to purchase additional insurance for themselves, as well as their dependents

### Long Term Disability Insurance

- CCSD#1 provides a comprehensive long term disability plan at no cost to employees

### Accidental Death

- CCSD#1 provides \$10,000 in accidental death and dismemberment insurance at no cost to employees
- Employees may opt to purchase additional coverage for themselves and their dependents

### Retirement

- CCSD#1 pays the school district, as well as the majority of the employee’s, portion of Wyoming Retirement. 17.12% of a qualifying employee’s salary is paid into Wyoming Retirement. The employee is legislatively required to pay 2.93%.



## **Continuing Education**

- CCSD#1 is committed to education, including ongoing training for employees
- CCSD#1 will pay tuition reimbursement toward continuing education/graduate costs for employees beginning with the employee's second contract
- Ongoing training and in-services provide employees with access to the leading innovations and advancements in education

## **Automatic Payroll Deductions Available**

- 403(b) Tax Sheltered Annuities
- 457(c)(3) Tax Deferred Annuities
- AFLAC Cancer, Accident and Hospital policies
- Devils Tower Golf Course school district employee membership
- Life Insurance
- Cancer Insurance
- WEA Membership Dues
- Additional withholding for HSA accounts

## **OTHER IMPORTANT INFO:**

### **Payroll**

- Typically, payday is the 22<sup>nd</sup> of each month. If the 22<sup>nd</sup> falls on a weekend, payday will be on the Friday prior to the 22<sup>nd</sup>.

### **Leave**

- Personal Leave – 2, 3 or 4 days per year (based on position)
- Sick Leave – 10 days per year
- Emergency Leave – 5 days per year
- Sick Leave Bank participation available
- Professional Leave – 2 days per year (certified staff)
- Vacation Leave for 12 month positions