

**NCKSEC INTERLOCAL # 636
2018-2019 CERTIFIED BENEFITS & LEAVE**

BENEFIT OPTIONS:

*Board Paid Health Insurance Benefit - \$760
Blue Cross/Blue Shield Health Insurance (Monthly Premium)

	\$500 Deductible	\$1000 Deductible	\$2000 Deductible
Employee	\$836	\$760	\$600
employee cost	\$76	\$0	\$0
Employee/ Children	\$1,279	\$1,236	\$1,185
employee cost	\$519	\$476	\$425
Employee/ Spouse	\$1,334	\$1,294	\$1,243
employee cost	\$574	\$534	\$483
Employee/ Family	\$1,981	\$1,913	\$1,831
employee cost	\$1,221	\$1,153	\$1,071

*Board Paid Health Insurance Benefit may only be applied towards health insurance premiums above. No cash value if employee declines coverage or if board paid benefit exceeds selected premium.

BCBS Dental Insurance (Monthly Premium)

Employee	\$30
Employee/Children	\$59
Employee/Spouse	\$65
Family	\$93

Section 125 Salary Reduction Plan (\$30,000 max.)

Medical Reimbursement – (\$3,600 Max)
uncovered medical expenses
Dependent Care Reimbursement
\$5,000 Joint Filers, \$2,500 Single Filers

Supplemental Insurances offered by

AFLAC
American Fidelity
KPERs
Texas Life
Superior Vision

403-B & 457 TSA Retirement Programs

American Fidelity
Edward Jones
Waddell & Reed

Board Paid 403(B) Match

\$25 per month
\$300 annual maximum

GRADUATE HOURS REIMBURSEMENT

must submit official transcript by Sept 1 to the NCKSEC office to be paid for graduate hours beyond BS/BA or MS/MA. The rate of reimbursement for graduate hours is as follows:

\$70 awarded for each graduate hour above BA/BS degree (up to 36 hrs)
\$1,250 awarded for MS/MA
\$80 awarded for each graduate hour after M.S. degree (up to 30 hrs)
\$2,500 awarded for EdS

LEAVE POLICIES:

All leave is prorated by hire date
189 day contract

Sick Leave:

10 days per year
Cumulative to 75 days
Sick Leave Pool Available

Bereavement Leave:

4 days per year

Personal Leave: (Up to 4 days per year)

Employees with less than 5 years of service have 2 days of personal leave without cost and may request a 3rd day at the cost of substitute. Employee's with 5 years of service will have 3 days of personal leave without cost. Employees with 10 years of service will have 3 days of personal leave without cost and may additionally exchange one paid sick leave day for one personal leave day, producing a 4th personal day, without cost.

Professional Leave:

Professional Improvement
Program visitation
Curriculum development

Family and Medical Leave

Disaster Leave

Court Leave

Maternity Leave

Association Leave

Other NCKSEC Benefits:

Kansas Public Employees Retirement System

Tier I, II, and III - employee categories based on employment start date

As of January 2015 - All tiers mandatory 6% of salary withheld

Workman's Compensation

Liability Coverage

Travel Reimbursement

Reimbursement for use of private vehicle for coop business (must be pre-approved).
\$0.545 per mile (state rate)

Board Approved
6/18/2018

This is a summary of NCKSEC policy and master agreement. In the event of any discrepancy, the board approved policy and/or ratified master agreement shall supercede this summary.