

Benefits for Full-Time Employees



This is a summary only, intended for information and quick reference. For detailed information refer to each plan's Summary Plan Description and plan documents.

Benefit	Start Date	Employee Cost	Brief Description
Major Medical & Rx - Blue Cross Blue Shield of Arizona (BCBSAZ)	1 st of month following 30 days of employment	Three plans – Base; Buy-up and Consumer Driven Health Plan (CDHP) <i>See Leona Benefit Plan Premiums 2018.19 for premium rates</i>	Higher benefits for network providers. Higher benefits on buy-up plan. Base and Buy-up plans have co-pays and deductibles. All expenses under CDHP except preventive care expenses and prescription drugs are subject to deductible. All plans include a wellness membership through BCBSAZ.
Dental Delta Dental of Michigan	1 st of month following 30 days of employment	<i>See Leona Benefit Plan Premiums 2018.19 for premium rates</i>	Higher benefits for network providers. 100% coverage for routine, 80% coverage for basic and 50% coverage for major and orthodontia.
Vision Superior Vision National Network	1 st of month following 30 days of employment	<i>See Leona Benefit Plan Premiums 2018.19 for premium rates</i>	Higher benefits for network providers.
Blue Cross Blue Shield of Arizona Wellness plan	1 st of month following 30 days of employment	None	Employees and dependents 18 and older enrolled in medical plan are automatically enrolled in BCBSAZ Wellness Plan.
Life Insurance Aetna	1 st date of employment	None	Benefit equals two times employee base pay rounded up to nearest \$1,000.
Accidental Death & Dismemberment	1 st date of employment	None	Benefit equals up to two times employee base pay rounded up to nearest \$1,000.
Short Term Disability Aetna	Eligible for benefits following 1 year of full-time employment	None	Partial income replacement at 60% for up to 90 days based on length of employment.
Long Term Disability Aetna	Eligible for benefits following 1 year of full-time employment	None	Partial income replacement if disabled continuously for more than 90 days.
Flexible Spending Accounts – Medical/ Dependent Care Payflex (HealthHub)	1 st of month following 30 days of employment	Employee selects amount of deferral	Employee defers pre-tax \$\$ through payroll deduction. Up to \$2600 for medical and up to \$5,000 for dependent care.
401(k) Retirement Savings Plan Transamerica (Michigan and some Indiana schools)	1 st of month following 30 days of employment for employee deferrals. <i>Employer match after 1 year of service</i>	Employee selects amount of deferral	Employee defers pre-tax \$\$ through payroll deduction. Can contribute up to IRS limits. Employer dollar-for-dollar match of employee deferral up to 6%.
Voluntary Benefits: Whole Life Specified Critical Illness & Accident	Open Enrollment held in October (January 1 start date)	Employee selects amount of coverage and rates	Offered through UNUM, these three plans are optional, and are portable.
Personal Time	Upon hire	None	Up to 6 days per year. Can carry over up to 6 days for a total balance of 12 days.
Vacation	Upon hire	None	2 – 4 weeks of paid vacation depending upon length of service
Employee Assistance Plan (EAP)	Upon Hire	None	Provides counseling for employee and family
Legal Shield	1 st of month following 30 days of employment	Varies depending on plan selected	Provides legal assistance