

St. George's School Benefits Package

For Eligible Full-time Staff Employees
Effective June 2023

Health Plans:

Blue Cross & Blue Shield of RI - Blue Solutions
\$1,500/\$3,000 Deductible Plan

Employee contribution

Individual: \$ 82.46 *
2 Party: \$ 188.99 *
Family: \$ 234.42 *

Deductible: \$1500 member/\$3000 family
Co-Insurance Max: \$3000 member/\$6000 family
in addition to the deductible¹.

¹ This applies to Self-Referred Out-of-Network services.

Blue Cross & Blue Shield of RI - Blue Solutions
\$2,000/\$4,000 Deductible Plan

Employee contribution

Individual: \$ 64.59 *
2 Party: \$ 146.47 *
Family: \$ 181.49 *

Deductible: \$2000 member/\$4000 family
Co-Insurance Max: \$4000 member/\$8000 family
in addition to the deductible¹.

¹ This applies to Self-Referred Out-of-Network services.

Employer contribution to an HSA for both plans:

Individual up to \$750.00
2-party up to \$1,500.00
Family up to \$1,500.00

OR

Buy out option for those who have insurance coverage outside of St. George's.

Dental Plans: **

Delta Dental of RI Low Option (PPO) Plan

Employee contribution

Individual: \$15.30 *
Family: \$46.02 *

OR

Delta Dental of RI High Option (PPO) Plan

Employee contribution

Individual: \$17.80 *
Family: \$53.53 *

Blue Cross Vision Plan

Employee contribution

Individual: \$1.49 *
2-party: \$2.82 *
Family: \$4.61 *

*Cost is per biweekly pay period based on 26 paydays/year.

** Enrollment is effective on date of hire.

Section 125 Plan:

- Payment of medical, dental, and vision premiums on a pre-tax basis
- Flexible Spending Account for health and dependent care expenses

Health Savings Account (HSA):

- Payment of medical & dental premiums on a pre-tax basis & provides tax savings
- Employer and employee contributions
- Account is owned by the employee
- Account earns interest
- No "use it or lose it" rules
- Eligible 1st of the month following enrollment

Employee Assistance Program:

Outside confidential counseling services for employees and immediate household family member for: Parenting & childcare, Eldercare, Relationships, Work & career, and Financial.

Sick Days & Personal Days:

- Six paid sick days per fiscal year (1/2 day for each month worked).
- One personal day per fiscal year. An extra personal day is earned whenever the employee completes a fiscal year without using any sick leave.

Rhode Island Temporary Disability Insurance (RITDI):

Employee pays 1.2% of first \$87,000 in earnings. Up to \$1,043/week for up to 30 weeks based on earnings.

Short Term Disability (STD) wrap around of Rhode Island Temporary Disability Insurance:

- Supplements benefit from RITDI to equal a total weekly benefit of 60% of pay up to \$1,500/week.
- Benefits are payable on 1st day due to accident and 8th day due to sickness for up to 26 weeks while disabled.
- Enrollment will be on 1st day of month following 30 days of employment.

Long Term Disability (LTD):

- Protection at 60% of monthly pay up to \$10,000. /month maximum for total or partial disabilities that continue beyond 180 days.
- Enrollment will be on 1st day of month following 30 days of employment.

Life and Accidental Death and Dismemberment Insurance:

- \$50,000 Group Life Insurance
- Supplemental coverage for employee, spouse, and children optional at employee's expense
- Enrollment will be on 1st day of month following 30 days of employment.

Holidays:

Up to 11 paid holidays per year: New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Victory (VJ) Day, Labor Day, Columbus Day, Veterans Day*, Thanksgiving Day, Christmas Day

* May be taken on the Friday after Thanksgiving

Vacation:

Two weeks paid vacation days per year, after completing each year of service, which increases to three weeks after 11 years of service. There is no carryover over or cash in lieu of vacation.

USI 403(b) Pension Plan & Tax Sheltered Annuity (TSA):

- The school will contribute 10% of your unadjusted gross earnings annually to this plan after completing two years of uninterrupted eligible service and attaining age 21.
- Employees may contribute a portion of their earnings up to the IRS limit.

Tuition Remission:

Available for children of eligible employees who successfully qualify for admission and wish to attend St. George's as day students. This is for full-time employees who have completed two years of full-time service at St. George's School.

Faculty Fund:

Donor funding available for such things as subsidizing tickets to musicals, sports events, dinner raffles, etc.

Wellness Program:

- Fitness Discount Program through BCBSRI.com if enrolled in the school's health coverage.
- \$100 reimbursement from Faculty Fund for membership dues at a health club.

- 50% reimbursement up to \$75 for massages, race entry fees, golf lessons or green fees, tennis lessons or tennis court time, exercise classes.

Service Recognition Awards:

- A limited edition print of a campus scene will be presented for each 5-year service milestone completed
- A one-time extra week of vacation for those who reach 5-year service milestones beginning with their 15th year of service
- Honor Grant – full time faculty and staff are eligible to receive a \$10,000 travel grant after 5 years of service.

Newport Chamber of Commerce Member to Member Discounts:

Employees are eligible to take advantage of discounts offered by area merchants who are Chamber members. A list of participants is available on their website;

www.newportchamber.com

Use of Facilities:

Hill library, Athletics Complex and King Hall Facilities are made available for meals, recreation and enrichment.