

**NCKSEC INTERLOCAL # 636  
2017-2018 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
<b>employee cost</b>	<b>\$76</b>	<b>\$0</b>	<b>\$0</b>
Employee/ Children	\$1,279	\$1,236	\$1,185
<b>employee cost</b>	<b>\$519</b>	<b>\$476</b>	<b>\$425</b>
Employee/ Spouse	\$1,334	\$1,294	\$1,243
<b>employee cost</b>	<b>\$574</b>	<b>\$534</b>	<b>\$483</b>
Employee/ Family	\$1,981	\$1,913	\$1,831
<b>employee cost</b>	<b>\$1,221</b>	<b>\$1,153</b>	<b>\$1,071</b>

\*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	\$29
Employee/Children	\$57
Employee/Spouse	\$62
Family	\$89

**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:

\$55 awarded for each graduate hour above BA/BS degree (up to 36 hrs)  
\$975 awarded for MS/MA  
\$65 awarded for each graduate hour after M.S. degree (up to 30 hrs)

**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).  
\$0.535 per mile (state rate)