

**NCKSEC INTERLOCAL # 636  
2017-2018 PARAEDUCATOR BENEFITS & LEAVE INFORMATION**

**BENEFIT OPTIONS:**

\*Board Paid Health Insurance Benefit - \$507.00  
Blue Cross/Blue Shield Health Insurance (Monthly Premium)

	\$500 Deductible	\$1000 Deductible	\$2000 Deductible
Employee	\$836	\$760	\$600
<b>employee cost</b>	<b>\$329</b>	<b>\$253</b>	<b>\$93</b>
Employee/ Children	\$1,279	\$1,236	\$1,185
<b>employee cost</b>	<b>\$772</b>	<b>\$729</b>	<b>\$678</b>
Employee/ Spouse	\$1,334	\$1,294	\$1,243
<b>employee cost</b>	<b>\$827</b>	<b>\$787</b>	<b>\$736</b>
Employee/ Family	\$1,981	\$1,913	\$1,831
<b>employee cost</b>	<b>\$1,474</b>	<b>\$1,406</b>	<b>\$1,324</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.

Board Paid Benefit is prorated for paraeducators working less than 30 hours per week

Hours / Week	0-17.5	17.5-24	25-29	30+
Monthly Benefit	\$0	\$416	\$436	\$456

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

Superior Vision  
AFLAC  
American Fidelity  
KPERs  
Texas Life

403-B & 457 TSA Retirement Programs

American Fidelity  
Edward Jones  
Waddell & Reed

**Board Approved  
7/24/2017**

This is a summary of NCKSEC policy. In the event of any discrepancy, the board approved policy shall supercede this summary.

**LEAVE POLICIES:**

**All leave is prorated by hire date and converted to hours**

Sick Leave:

8 days per year  
Cumulative to 300 hrs.  
Sick Leave Pool Available

Bereavement Leave:

4 days per year

Personal Leave:

1 day per year for first 10 years of service.  
  
2 days per year for full time paraeducator with more than 10 years consecutive service. Any unused personal leave will be converted to sick leave and rolled over to the next school year.

Professional Development:

Orientation and professional development provided annually.  
  
20 hrs required per year for initial 3 yrs. 10 hrs per year thereafter.

Court Leave

See Paraeducator Handbook for specifics on this policy.

Family and Medical Leave

See Paraeducator Handbook for specifics on this policy.

**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)

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