

**NCKSEC INTERLOCAL # 636  
2010/2011 CERTIFIED BENEFITS & LEAVE INFORMATION**

**BENEFIT OPTIONS:**

Blue Cross/Blue Shield Monthly Premium

	Major Medical			H.S.A.	Dental
	\$500 Deductible	\$1000 Deductible	\$2000 Deductible	\$2500 Deductible	
Employee	\$557.33	\$515.09	\$452.56	\$458.19	<b>\$34.76</b>
<i>employee cost</i>	<b>\$35.49</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	
Employee/ Children	\$1,052.87	\$968.21	\$849.39	\$882.88	<b>\$63.49</b>
<i>employee cost</i>	<b>\$531.03</b>	<b>\$446.37</b>	<b>\$327.55</b>	<b>\$361.04</b>	
Employee/ Spouse	\$1,197.26	\$1,106.42	\$972.01	\$984.09	<b>\$76.75</b>
<i>employee cost</i>	<b>\$675.42</b>	<b>\$584.58</b>	<b>\$450.17</b>	<b>\$462.25</b>	
Employee/ Family	\$1,681.09	\$1,545.47	\$1,355.12	\$1,408.79	<b>\$100.48</b>
<i>employee cost</i>	<b>\$1,159.25</b>	<b>\$1,023.63</b>	<b>\$833.28</b>	<b>\$886.95</b>	

Board Paid Health Insurance Benefit - \$521.84

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

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 Insurance

Available through American Fidelity or AFLAC  
Cancer Insurance  
Health Insurance  
Accident Insurance  
Smart Heart Insurance  
GAP Insurance  
Life Insurance (Texas Life Ins. Co.)  
Salary Protection Insurance

403-B & 457 TSA Retirement Programs

limited carriers

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 after BA/BS degree up to 36 hrs
- \$975 awarded be paid for a masters degree
- \$65 awarded for each graduate hour after Masters degree up to 30 hrs

**Board Approved 6/21/2010**

**LEAVE POLICIES:**

**All leave is prorated by hire date**

Sick Leave:

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

Bereavement Leave:

4 days per year

Personal Leave: (3 days per year)

Each employee of the NCKSEC will be allowed one day of personal leave without cost to them; employees having completed three (3) years of service in the NCKSEC will be allowed two (2) days of personal leave without cost to them; employees having completed seven (7) years of service in the NCKSEC may take three (3) days of personal leave without cost to them. Employees having completed 10 consecutive years of service within the NCKSEC may exchange one paid sick leave day for one personal leave day without cost to them.

Professional Leave:

Professional Improvement  
Program visitation  
Curriculum development

Family and Medical Leave

**NCKSEC POLICIES:**

Kansas Public Employees Retirement System

Tier I - Hired before July 1, 2009 -  
Mandatory 4% of Salary withheld  
Tier II - Hired after July 1, 2009 -  
Mandatory 6% of Salary withheld

Liability Coverage

Workman's Compensation

Travel Reimbursement

Reimbursement for use of private vehicle for coop business. Must be pre-approved.  
\$0.50 per mile (state rate)