

**NCKSEC INTERLOCAL # 636**  
**2009/2010 PARAEDUCATOR BENEFITS & LEAVE INFORMATION**

**BENEFIT OPTIONS:**

Blue Cross/Blue Shield Monthly Premium

	Major Medical		Dental
	\$500 Deductible	\$1000 Deductible	
Employee (Single)	\$431.32	\$403.05	\$31.30
Employee/ Children	\$816.30	\$759.88	\$58.30
Employee/ Spouse	\$926.39	\$865.63	\$67.29
Employee/ Dependants (Family)	\$1,302.50	\$1,212.07	\$92.25

Board Paid Health Insurance Benefit - \$302.00

\*Board Paid Health Insurance Benefit may be applied to participation in Major Medical Insurance - No cash value)  
 Board Paid Benefit is prorated for paraeducators working less than 30 hours per week

Hours / Week	Monthly Benefit
0-17	\$0.00
17.5-24	\$262
25-29	\$282
30+	\$302

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

Supplimental 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

**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  
 2 days per year for full time paraeducators with more than 10 years consecutive service

Professional Leave:

Must be approved by the director in advance of the leave.

Family and Medical Leave

See Paraeducator handbook for specifics on

**NCKSEC POLICIES:**

Kansas Public Employees Retirement System

Mandatory 4% of Salary withheld

Liability Coverage

Workman's Compensation

Travel Reimbursement

Reimbursement for use of private vehicle for coop business. Must be pre-approved.  
 \$0.550 per mile (state rate)