



ST. THOMAS HIGH SCHOOL

2016-17 BENEFITS PACKAGE SUMMARY

At the end of the day, it's our commitment to Catholic education and living our motto of Teach me Goodness, Discipline and Knowledge that make us want to work at St. Thomas. Yes, we all have to put food on the table, but that's not why we are here. We truly love our students, love our community and mostly we love each other.

— Fr. Kevin J. Storey, CSB, President

Benefits Overview

St. Thomas High School has a robust and affordable healthcare plan. While medical costs are skyrocketing, we've been able to hold our benefit cost increases to literally pennies. Eligible employees of St. Thomas may elect benefits in the following areas: Medical, Dental, Vision and Voluntary Life plans. Basic Life with Accidental Death & Dismemberment and Long Term Disability are provided by the School at no cost to the employee.

Eligibility

Benefits are available the first of the month following or coinciding with your Hire Date. You must also be a full-time employee working a minimum of 30 hours per week to qualify. Teaching Faculty must teach four sections a semester to receive benefits.

Medical Benefits

St. Thomas High School currently carries AETNA Medical Plan. With AETNA, you have access to one of the largest provider networks in the United States. Our in-network deductible is \$1,000 per individual with a \$2,000 family maximum. Our annual Out-of-Pocket Max (including deductible) in-network is \$3,000 per individual with a Family Maximum of \$6,000. Our co-pays are as low as \$25 for primary care or specialists visits when in-network and our pharmacy plan begin at a \$10 copay for generic drugs.

The great thing about our medical coverage, it's only \$54.12 per month for employees and \$570.17 per month for employee plus family.

Our Dental Plan, at no cost for employees and only \$50.67 per month for employee plus family, has an annual deductible as low as \$50 for individuals and \$150 for families. And there is no office visit copay for the PPO plan. St. Thomas also offers a Vision Plan for only \$3.62 per month for employees and \$18.73 per month for employee plus family. Exam copays in-network are only \$10.

The Basic Life and Accidental Death & Dismemberment benefit is also written with AETNA and is 100% paid for by St. Thomas High School. There are options for purchasing additional Voluntary Life Term Insurance for the employee and their eligible dependents.

All eligible employees are provided, at no cost, Basic Life and AD&D coverage equal to 1.5X their annual earnings up to a maximum benefit of \$150,000.

Employees may elect to purchase additional insurance for themselves, their spouses and eligible dependent children.

Long Term Disability

St. Thomas High School offers Long Term Disability insurance at no cost to employees. The elimination period is 90 days and it pays 60% of your basic monthly earnings. There is a maximum benefit of \$6,000 per month.

403b

St. Thomas offers a retirement program with a competitive company matching rate to all eligible employees. Full vesting occurs after three years.

Other Benefits

St. Thomas High School also offers employees a Health Care Reimbursement Account and Dependent Care Reimbursement Account which allow you to set aside funds in a Flexible Spending Account to be used for reimbursement of approved expenses.

Work Schedule

Faculty: The school day begins at 7:30 a.m. for faculty and ends at 3:30 p.m. We typically have a 180 day school year plus 10 in-service days. Each faculty member receives 10 sick/personal days each year. Many faculty members are involved with clubs and organizations on the campus after school. Faculty also have required events to attend such as Back to School Night, Awards Night, National Honor Society Induction, Parent/Teacher Conferences and Commencement Mass and Ceremony, etc. Some faculty members, such as counselors, have other evening meetings as required to address parents. And Deans and some faculty work other events such as Registration Night. All St. Thomas employees have 2-3 requirement fundraising events to work to help support the St. Thomas Scholarship Fund.

Administrators and other school leadership may have differing schedules depending on need.

Staff: The majority of staff work a 12-month schedule and have a 40-hour work week. There are 9 paid holidays and the school is closed from Christmas Eve through New Years' Day. Each staff member also receives two weeks of vacation and 10 sick/personal days each year.

This benefit summary is not intended to be all inclusive. Potential employees are encouraged to set up a meeting with Human Resources to discuss these benefits in more detail before accepting a position at St. Thomas High School.