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www.gervais.k12.or.us

We, with the involvement of our culturally rich community, will provide a creative, enriching and safe environment, which instills a desire to become a life-long learner and a responsible citizen.

2016-17 BENEFITS UPDATE

LICENSED GROUP

BENEFITS - AS PER 2015-2016 COLLECTIVE BARGAINING AGREEMENT

(current CBA is posted on the GSD website: District/Documents & Policies/District Documents)

*Negotiations Pending for 16-17

DISTRICT-PAID INSURANCE BENEFIT: up to \$1,230/month (up to \$14,760/year) towards the *composite-rated* insurance premiums. Full-time employees who choose a *high deductible health plan* that qualifies for a Health Savings Account (HSA) will receive a monthly district-paid contribution into a personal HSA in the amount of the difference between the total cost of chosen insurance plans and the \$1,230 District-paid benefit, up to the IRS maximum allowable amount. (Article 16, Section A)

NOTE: Included in this benefit is \$2.44 cost of a District-paid \$20,000 per employee Life Insurance policy.

TUITION BENEFIT: \$2,888 for 2016-17 (Article 17; current benefit calculated at George Fox University's cost of \$722 per credit multiplied by 4 semester credits. Complete a *Request for Tuition Funds* Form and contact Dora with questions.)

PAID LEAVES: (Article 10)

- **10 paid Sick Leave days** awarded each September; unused sick leave balance rolls forward each year. (Self & Family members: spouse, same-gender domestic partner, parent, parent-in-law, child, grandparent, grandchild – as defined in OAR 839-009-0210; see complete list on the Oregon Family Leave Act/OFLA poster)
- **4 paid Personal/Business Leave days** awarded each September; unused days do not roll forward, however unused full days will be compensated as per rates listed in Article 10, Section B.
- **5 paid Bereavement Leave days** (Self & Family members: spouse, same-gender domestic partner, parent, parent-in-law, child, grandparent, grandchild – as defined in OAR 839-009-0210- plus sibling or sibling-in-law) Note: the Oregon Family Leave Act allows for 10 protected days of bereavement leave; the additional 5 days may be taken using paid sick, personal leave, or unpaid leave.
- Other paid and unpaid leave requests: please see Article 10.

PAID HOLIDAYS: Labor Day, Veterans Day, Thanksgiving Day, Christmas Day, Memorial Day (Article 5)

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) - RETIREMENT BENEFIT: The District pays/picks-up the 6% employee contribution to the defined contribution individual account program. (Pg. 34)

Gervais School District is an equal opportunity educator and employer. El Distrito Escolar de Gervais es una empresa educadora de oportunidad igual.



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2016-17 PAYROLL DEDUCTIONS UPDATE: LICENSED GROUP

INVOLUNTARY PAYROLL DEDUCTIONS:

GEA DUES: \$36/year – deducted in one lump sum; September paycheck (Article 11)

OEA/NEA DUES: \$78.50/month – deducted September – June paychecks; OEA \$598 plus NEA \$187 for total annual dues amount of \$785. (Article 11)

LONG-TERM DISABILITY INSURANCE (LTD): licensed staff shall self-pay an LTD plan (Article 16), currently at a composite rate of \$24.05 per month for each member of the Group. The coverage is through Oregon Educators Benefit Board's (OEBB) provider, The Standard Insurance Company; Plan 15, 60 day wait period, with benefit at 66.66%

FEDERAL & OREGON INCOME TAX: based on your most recent Form W-4 Employee's Withholding Allowance Certificate. Please remember to submit a new form any time you've had a significant life change event which may affect your tax liability. A new form may be submitted at any time and will be in effect within 30 days of receipt in the payroll office, usually sooner. This form is available in the employee web portal or in the Payroll Office. (Did you know there is a *Pay Check Calculator* button at the bottom of the screen where you view your monthly paycheck? This feature allows you see how changing tax exemptions and other pre-tax deductions such as 403(b) contributions may affect your paycheck.)

VOLUNTARY PAYROLL DEDUCTIONS:

TAX-SHELTERED ANNUITIES/403(B) CONTRIBUTIONS: You may start, change, or stop this contribution/deduction by submitting a *new Salary Reduction Agreement* form/*SRA* form to the payroll office by the 5th of any month. The *SRA* form and much information is available on the Carruth Compliance Company website: www.ncompliance.com

OPTIONAL LIFE INSURANCE: you may enroll or change your coverage during the annual OEBB Open Enrollment for yourself, spouse/partner, and dependent children. Coverage may be purchased in increments of \$10,000 up to \$500,000. More information is available on the OEBB website – see link to The Standard.

OTHER OPTIONAL INSURANCE POLICIES – ACCIDENT, CANCER, CRITICAL ILLNESS, SHORT-TERM DISABILITY, LIFE, ETC: American Fidelity or AFLAC. Ask the Payroll Office for contact information.

LONG-TERM CARE INSURANCE: you may enroll during the annual OEBB Open Enrollment. Coverage is available through OEBB's carrier: UNUM. More information is available on the OEBB website – see link to UNUM.

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