



World-Class Benefits For World-Class Employees



**Medical Benefit Plans Starting
At Only \$13.39/Pay Check**
No In-Network Deductibles!**

**Dental Benefit Plans
Starting At Only
\$0.81 Pay Check****



Three Medical Benefit Plan Options

- Anthem Blue Cross/Blue Shield
- 2 PPO Options—Over 6000 KeyCare Network Area Physicians
- 1 HMO Option—Over 5400 Anthem HealthKeepers Network Area Physicians
- No **In-Network** Deductibles On Any Of The Three Plans
- Out-of-Network Coverage On All Plans (After Deductible) - Even The HMO
- All plans Include Rx and Vision Coverage

Two Comprehensive Dental Benefit Plan Options

- Delta Dental Premier Plan – In- And Out-Of-Network Benefits
- Delta Dental PPO Plan – In Network Only – Includes Orthodontia For Children

Life Insurance (FT employees)

- Basic Life Insurance - 2x Salary At **No Cost**
- Optional Life Insurance – Up To An Additional 4x Salary For An Additional Cost

Flexible Benefits Programs

- Health Care Reimbursement – Up To \$2250/Plan Year
- Child Care Reimbursement – Up to \$5,000/Plan Year

Credit Union Membership

- Apple Federal Credit Union
- PWC Employee Credit Union

Tuition Reimbursement

- Amount To Be Determined On An Annual Basis

Personal Leave

- 3 Days/Contract Year,
- Available Immediately For Non-Emergency Matters

Sick Leave

- 12 Days Per Contract Year
- Accrues Per Pay Cycle And Rolls Over Annually With No Maximum
- Short-Term Disability/Sick Leave Bank
- Transfer Up To 60 Days Of Sick Leave From Another Eligible School Division

AFLAC

- Accident, Cancer, ICU And Hospitalization Coverages

Two Vision Plan Options

- Blue View Vision Included With Every Medical Plan Option
- Vision Service Plan (VSP) – Optional/Supplemental

Virginia Retirement System for FT Employees

- Automatic Enrollment
- Life-Time State Pension
- Vested After 5 Years Of Service

Supplemental Retirement — Lincoln Financial

- Available To All Full And Part-Time Employees
- 403(b) Traditional And Roth Options
- Additional 457 Plan Option
- Match On First 2% Of Salary Based On Years Of Service — 1-3 yr 15%, 3-5 yr 25%, 5-10 yr 50%, 10-15 yr 75%, 15+ yr 100%