



Achieve...Love...Serve

Salem Baptist Christian School Benefits Package as of 3/3/2022

Health Insurance & Flexible Spending Account

Health Insurance is purchased through the ACA Marketplace Health Plans. The ACA plans run on a calendar year; renewal occurs November 1 – January 15. However, when life events occur such as a job change, birth of a child, etc., you are eligible to join within the year.

Justin Osborn, with Blue Bridge Benefits, can assist in your search for a medical plan through the ACA Marketplace.

Website: bluebridgebenefits.com

Address: 326 S Main Street, WS

Phone: 336-682-1912

Email: justin.d.osborn@gmail.com

SBCS employees who need insurance through the marketplace should be able to purchase insurance within these caps:

Employee - \$200

Employee/Spouse - \$400

Employee/Family - \$800

All ACA Marketplace premiums will require the employee to pay their premiums directly to the insurance company. Premiums will not be withheld from your paycheck.

If you pick a plan that costs more than the capped amount, you could be eligible for a health stipend from SBCS. This is a rare case but if you run into this situation, please send the Business Manager an explanation of the overage along with a copy of the insurance premium.

If your spouse's employer has a health insurance plan that you can join, economically it is better to join their plan. If you join your spouse's plan and provide proof of the insurance, you will have two choices for assistance:

1. SBCS will contribute a \$1,000 to a flexible spending account—ProBenefits
 1. This does not count as income on taxes
2. Spousal stipend of \$150 per month (\$75 per pay period)
 1. The stipend counts as income on taxes

Full-time (30+ hours/week) employees can choose to contribute, any amount per pay period, to a Flexible Spending Account. If an employee desires to contribute, payments will be withheld from their bi-weekly pay. Employees who are not eligible are childcare staff and part-time employees.

Long and Short-term Disability Insurance

These benefits are offered through Principal Life insurance. SBCS pays for all premiums.

Employee Life Insurance

If you were to pass away during the covered time period, an insurance benefit equal to one year of your salary would be paid to your designated beneficiary. SBCS pays for all premiums.

Voluntary Term Life Insurance, Dental and Vision Insurance

Employees may purchase additional voluntary life insurance, as well as dental and vision insurance through Principal Life.

DENTAL PREMIUMS New policies begin 6/1/2022, cost subject to change

Employee Only - \$39.09 (\$19.54/ pay period)
Employee/Spouse - \$73.22 (\$36.61/ pay period)
Employee & Child(ren)- \$96.75 (\$48.38/ pay period)
Employee/ Family- \$137.79 (\$68.90/ pay period)

VISION PREMIUMS New policies begin 6/1/2022, cost subject to change

Employee Only - \$11.15 (\$5.58/ pay period)
Employee/Spouse - \$20.96 (\$10.48/ pay period)
Employee & Child(ren)- \$24.25 (\$12.13/ pay period)
Employee/ Family- \$37.35 (\$18.68/ pay period)

Retirement Benefit – CUNA 403(b)

Employee contributions and employer matching occurs August – May.

The retirement accounts are set up in each employee's name and are not owned or managed by SBCS. Employees will need to contact the retirement plan representative directly to manage their accounts. There is no vesting schedule for school matching contributions; once they are deposited into an employee's account, the amounts belong to the employee.

Participation in this program is voluntary. Employees who want to participate must begin to make contributions in the first pay period of their contract period and they may stop making them whenever they choose. If an employee is eligible for matching contributions and elects to stop making contributions, SBCS will stop also. The employee may resume contributions again, but SBCS will not begin to make matching contributions again until the next fiscal year.

Employees:

- Are eligible for matching contributions if they work 20 hours per week or more
- Are eligible for matching contributions beginning the first of the month following the first day of employment

Employees eligible for matching contributions will receive a matching contribution from SBCS equal to the employee's contribution (which may be higher or lower than the school's matching percentage), but not exceeding the maximum percentage allowed.

- Employees may make additional contributions to their account, but SBCS will only match up to the maximum percentage allowed

Matching contributions for 10- and 11-month employees:

- You must make payroll contributions to receive matching contributions
- In your first year of employment, you are eligible for up to 3% matching contributions. You may contribute more but the match will only be the percentage allowed
- In your second year of employment, you are eligible for matching contributions up to 4% of your salary
- In your third year and beyond, you are eligible for matching contributions up to 5% of your salary

Matching contributions for 12-month employees:

- Matching contributions are the same as all other employees up through the third year of employment
- In your fourth year of employment, you are eligible for matching contributions up to 7% of your salary
- In your fifth year and beyond, you are eligible for matching contributions up to 10% of your salary

FICA Contribution – Social Security and Medicare Taxes

SBCS pays the employer's contribution of FICA. The employee's contribution will be deducted on each bi-weekly payroll.