

# Benefits Summary For Classified Employees

(Employees working 25 hours or more per week)

Welcome to the Douglas County School District. We offer a generous benefits package to you and your family that includes medical, dental, vision, retirement, and life insurance options. Please visit our web site at [www.dcsd.k12.nv.us](http://www.dcsd.k12.nv.us), Human Resources, DCSD Employees and Benefits for updated information, and the District's Health Insurance Plan Document. The following is a summary and not meant as a full explanation of benefits.

In addition to your salary, the annual health insurance premium contributions paid by the District have an approximate value of \$7,020 per employee.

## RETIREMENT

### Employer-Paid

Lower taxes  
District makes full contribution  
May not change to Employee/Employer Paid  
Hourly rate at lower amount

### Employee/Employer Paid

Entitled to refund on employee contributions  
May change to Employer-Paid  
Hourly rate at higher amount

Employees are vested with Public Employees Retirement System (PERS) after 5 years of employment.

Upon retirement, an eligible retiree may choose to continue health insurance with the District or elect to seek out private health insurance options.

The District will pay \$25.00 per day for each day of unused sick leave up to one contract year, if the employee has completed 10 years of service upon retirement.

## HEALTH INSURANCE

Medical, dental, and vision insurance is available to you and your dependents. These benefits are offered as an entire package. The medical and dental plans are through a Preferred Provider Organization (PPO). The District is self-insured and pays the employee's monthly premium amount. The dependent cost is based upon the number of dependents the employee enrolls on the plan. Please refer to our website for dependent premium costs and our Health Insurance Plan Document.

## LIFE INSURANCE

A \$20,000 basic term life insurance is available to our employees at no cost. Enrollment is concurrent with the health insurance.

## ADDITIONAL BENEFITS

American Fidelity Assurance Company and AFLAC both offer other types of supplemental policies, including long-term disability income insurance, accident protection insurance, flexible spending accounts, Tax-sheltered Annuity 403(B) and 457 contributions by employee.

Recreation Connection – Discount tickets to events and amusement park attractions. You can download the newsletter at [www.dcsd.k12.nv.us](http://www.dcsd.k12.nv.us), Human Resources, DCSD Employees, Employee Newsletters or go to [www.recreationconnection.com](http://www.recreationconnection.com) for most current discounts.

## NEW EMPLOYEES

Health insurance will be effective on the first of the month following a successful period of 60 calendar days of active employment. Once an employee passes the 60 calendar day period Human Resources will contact the employee prior to the effective date for a Benefits Overview.