

St. Ignatius Schools – Classified Staff

Benefits Package

This is a brief description of St. Ignatius Schools comprehensive benefits package for eligible classified employees. The intent of this sheet is to provide a summary of benefits. It does not provide a full description and is not a guarantee of benefits. For additional information, please contact RaSena Christopher.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Medical Insurance	Pacific Source <ul style="list-style-type: none"> • Navigator 1000 + RX \$299.31/Month • Navigator 2000 + RX \$211.75/Month • Navigator HAS 5000 + RX (HDHP) \$26.97/Month 	<ul style="list-style-type: none"> • Employer shares in cost of monthly premium. \$580.25/month
Dental Coverage - Voluntary	Delta Dental <ul style="list-style-type: none"> • Option 1 - \$1000.00 Benefit \$35.84/Month • Option 2 - \$1500.00 Benefit \$39.77/Month 	N/A
Vision Coverage - Voluntary	United Heritage VSP \$9.28/mont Well Vision CO Pay \$10.00 Material Co-Pay \$25.00 Frames \$130.00/Year Elective Contacts up to \$130.00/year	N/A
Flexible Spending Accounts (FSA) Health Savings Account (HSA)	American Fidelity Flex Options Healthcare Flexible Spending Account Limited Flexible Spending Account Dependent Care Spending Account Health Savings Account	N/A
Voluntary Benefits	American Fidelity Health/Life Options <ul style="list-style-type: none"> • Accident Insurance • Cancer Insurance • Critical Care Insurance • Disability Insurance • Hospital Indemnity Insurance • Annuity Option 	N/A
Life Insurance - Voluntary	United Heritage <ul style="list-style-type: none"> • Coverage up to 3 times your annual salary, not to exceed \$300,000 (must be increments of \$10,000.00 • \$10,000 minimum benefit • Accelerated Death Benefit Options 	N/A

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Teachers Retirement (For Para-Professionals)	Pre-tax Defined Benefit pension plan through Montana Teachers Retirement System. Employee Contribution: 8.15% of base wage	Employer Contribution: 9.47% of base wage.
PERS – Public Employee Retirement – A public pension plan for employees of the school that do not qualify for TRS.	Pre-tax Defined Benefit pension plan through Montana Public Retirement System. Employee Contribution: 7.9% of base wage	Employer Contribution: 8.8% of base wage.
403b Classified Staff – Health Insurance OPT OUT Benefit	Stone Financial – a 403b account will be set up for classified staff opting out of district sponsored health insurance	\$300.00/month
Holidays	St. Ignatius Schools recognizes 5 paid holidays a year for 10 month employees and 6 paid holidays for 12 month employees	100%
Paid Sick and Vacation	St. Ignatius Classified staff accrue sick and vacation for every hour worked. The accrued vacation is paid out at the end of each school year, and the sick bank rolls over each year. When a classified employee leaves the district the sick time balance is paid out at 25% x hourly rate.	100%, state rate