

NBEC Employee Benefit Summary

- Sick leave accrues at the rate of 15 days per year.
- Three personal days are provided per contract year.
- Each full-time employee who is not serving at a Director level will earn the following amounts of vacation based on years of employment shown below. Vacation will begin to accrue for new employees within six weeks of employment.
 - 2 weeks for 0 to 4 years
 - 3 weeks for 5 to 9 years
 - 4 weeks for 10 to 19 years
 - 5 weeks for 20 or more years
- NBEC employees do *not* contribute to Social Security, although they are required by Federal law to contribute to Medicare Tax (1.45%). Instead NBEC employees participate in the Ohio School Employees Retirement System (SERS), under which 10% is withheld from the employee (prior to taxation), and the employer contributes an additional 14%.
- Health insurance is provided through a partially self-insured plan administered by the NBEC known as the ACCESS+ - 1A. This plan uses a Preferred Provider Organization (PPO) and the patient must use one of these providers in order for the above coverage limitations to be in effect. The plan also has a pre-existing conditions exclusion for the first twelve months of coverage under certain circumstances. The employer pays 100% toward the single premium and contributes 80% toward the family premium. Current total monthly premiums are \$347.09 for single coverage and \$913.51 for family. The employee pays \$182.70 per month for family coverage. The ACCESS+ - 1A Plan offers the following:
 - \$250/\$500 deductible
 - 80%/20% co-insurance
 - \$1000/\$2000 out-of-pocket co-insurance limit
 - \$15/\$30 physician office visit co-payment
 - Prescription drug card with \$10/\$20/\$30 retail co-payment and 20-40-60 mail order with exclusive home delivery
- Dental insurance is provided. Under this coverage 100% is paid for preventive care, 80% for minor restorative (eg. filling), and 60% for major restorative (eg. cap or crown) and orthodontia*. Current total monthly premiums are \$64.57 per month. The employer pays 100% of the premium for this insurance for both single and family coverage.
- Vision insurance is completely board paid for both single and family coverage. This insurance provides for an exam and lenses every twelve months, and frames every twenty-four months. There is a \$10.00 co-pay for exams, \$25.00 co-pay for lenses and frames. The current single premium is \$8.61 per month and family premium is \$18.56 per month.

*There is an annual maximum of \$1000 in benefits per covered individual on the first three categories and a \$1000 lifetime maximum for orthodontia per covered individual.

- \$40,000 of term life insurance is provided at no cost to all employees. Supplemental life and spouse/dependent coverage are available.
- College tuition and fees are reimbursed at a rate of two-thirds of actual costs up to \$2000.00 per individual per fiscal year. There is a total cap of \$18,000 for the tuition reimbursement program per fiscal year which is provided on a first-come, first-served basis. Stipulations include applicability to current work assignments, prior approval by the Executive Director, and a grade card must be presented with a passing grade of C or above.
- Legal Holidays-All NBEC employees are entitled to the following paid holidays:
 - New Year's Day, the third Monday in January, Presidents' Day¹, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, the Friday after Thanksgiving, Christmas Eve Day², and New Year's Eve Day³.
 - If these holidays should fall on Saturday, the preceding Friday shall be observed as the holiday. In the event the holiday should fall on Sunday, the following Monday shall be observed as the holiday. However, there are special rules for the Christmas Eve Day should Christmas fall on Thursday, Saturday, or Sunday.
 - Employees shall be paid compensatory time off for work required by their administrative supervisor on any of the paid holidays.
 - NBEC offers the ability for employees to contribute to the Ohio Public Employees Deferred Compensation Program. This is a supplemental retirement plan offered by the State of Ohio. This is totally optional and there are no employer matching funds for the employees who participate in this tax deferred program.
 - Reasonable travel expenditures are reimbursed with receipts. Mileage is paid at 50.5 cents per mile for work-related travel.

¹ These holidays will be observed provided these days are not included in the school calendar as a day school is scheduled to be in session.

² This holiday will be observed in all years except in any year wherein school is scheduled to be in session on this day or the day identified as the day to be observed as Christmas Eve Day.

³ In case of the New Year's Eve Holiday, when the holiday falls on Saturday, Sunday or Monday, the Friday immediately prior to the holiday shall be observed as the New Year's Eve holiday.