

## USD 489 Hays Benefit Summary

Benefit	Eligibility Requirements	Additional Information
Traditional or High Deductible Health/Dental/Prescription/Lab Insurance (district paid)	30+ hours per week OR .8-1.0 FTE Contracts	Beginning of the month after 30 days of employment
Traditional or High Deductible Health/Dental/Prescription Insurance (partial employee buy-in)	18.75-30 hours per week OR .5-.8 FTE Contracts	Beginning of the month after 30 days of employment
Health Savings Account	18.75+ hours per week OR .5+ FTE Contracts; Must enroll in HDHP	Beginning of the month after 30 days of employment
Vision Insurance	18.75+ hours per week OR .5+ Contracts	Beginning of the month after 30 days of employment
Sick Leave & Personal Leave	18.75+ hours per week; all certified contract employees	Beginning first day of employment (adjusted for budgeted hours)
Vacation Leave	12 month staff	Beginning first day of employment (adjusted for budgeted hours)
KPERs	18.75+ hours per week OR .5+ Contracts	Beginning first day of employment
KPERs Group Life Insurance	18.75+ hours per week (or .5+ Contracts), must be eligible for KPERs	Through KPERs, Beginning first day of employment (1 1/2 x salary)
Company Paid Long-term Disability	18.75+ hours per week (or .5+ Contracts), must be eligible for KPERs	Beginning of the month after one year of service
District Paid Life Insurance	20+ hours per week OR .6 FTE Contracts	Beginning of the month after enrollment
Health Flexible Spending Account	18.75+ hours per week; all certified contract employees	Beginning of the month after 30 days of employment OR open enrollment
Dependent Care Spending Account	18.75+ hours per week; all certified contract employees	Beginning of the month after 30 days of employment OR open enrollment
Employee Assistance Program	All active benefit eligible employees	Confidential through ComPsych
American Fidelity or Aflac - Cancer, Critical Illness, Accident, Short Term Disability, Hospital Indemnity Insurance	18.75+ hours per week; all certified contract employees	
403b, 457, Roth 403b	18.75+ hours per week; all certified contract employees	Payroll period following enrollment