NOTE: Part-time PAT employees enrolled in an Option 2 Medical Plan do NOT have dental insurance.

– Available Part-Time PAT Employees ONLY

To qualify for the part-time employee health insurance package, you must work at least 20 hours per week (0.50 FTE to 0.74 FTE). Eligible part-time PAT employees may choose an Option 1 Plan (above) **or** an Option 2 Plan (below).

NOTE: Full-time PAT employees are NOT eligible to elect Option 2 Plans.

- **Medical & Prescription Coverage ONLY**
  The **School District No. 1 Health & Welfare Trust** offers one (1) Kaiser Permanente Health Maintenance Organization (HMO) Plan, one (1) Providence Preferred Provider (PPO) Plan, and one (1) Providence In-Network Plan. These plans have no pre-existing condition waiting periods. All medical plans include prescription benefits. New employees have a 31-calendar window from their date of hire to enroll in the medical plan of their choice. Newly benefits eligible employees have a 31-calendar day window from the date of their employment change to enroll in the medical plan of their choice.

All eligible PAT employees working at least 20 hours per week (0.50 FTE)lroline(m)0.6 (p)-s ine o (i)5.r/Ac1.7 (ol)1.5 c5 (ndo)2roBDC lA( )]TJenong

*In the case of conflict between this summary and the plan document, the plan document will prevail.

For monthly rates/costs, visit the **Health & Welfare Trust website** a https://sdtrust.com/mybenefits_health.php.

For employees covering a Domestic Partner*/Domestic Partner's Child(ren), the IRS requires the **District to withhold federal and Social Security taxes on the fair market value of the domestic partner and their dependents' coverage**. This is in addition to the base premium that is paid by the employee.

*In the case of conflict between this summary and the plan document, the plan document will prevail.

- If you will be covering dependents (spouse/domestic partner/children), gather their dates of birth and social security numbers.
- For your beneficiaries, gather their dates of birth and social security numbers.

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*In the case of conflict between this summary and the plan document, the plan document will prevail.

This coverage does have conversion and portability options on a self-pay basis. Application must be made within 31-days after your life insurance ends. For more information, contact **The Standard** at 800-628-8600.

- **H&W Trust Certificate of Voluntary Group Accidental Death & Dismemberment Insurance Coverage** - The Standard Insurance Company: https://bit.ly/3yykNSq

State and Federal tax laws allow employees to self-pay for the cost of a monthly TriMet Transit Pass on a pre-tax basis, which reduces taxable earnings.

For more information, including how to enroll, visit our **TriMet Transit Pass Program webpage**: http://www.pps.net/Page/1657.

PPS employees and their immediate family members are eligible to join the following credit unions for banking services such as savings, checking, IRAs, Certificates of Deposit, loans, and a variety of other services.

- **OnPoint Community Credit Union**
  Customer Service: 1-800-527-3932
- **Consolidated Community Credit Union**
  Member Services: 503-232-8070

The **Oregon Public Employees Retirement System (PERS)** is the state retirement plan for employees who work at least 600 hours per year and is mandated by law. Employees hired on or after 08/29/2003 are **PERS OPSRP members** unless membership was previously established by PERS.

PERS OPSRP membership is established after completion of a six (6) month waiting period for employees who work at least 600 hours per year, and requires an employee contribution of 6% of gross salary on a pre-tax basis to the **Individual Account Program (IAP)**. If you are an existing PERS member, your mandatory contributions begin immediately. This contribution is not subject to Federal and State taxes until it is withdrawn from the retirement system. Additionally, the District contributes an amount to the **OPSRP Pension Program** for each covered employee. Vesting usually occurs after five (5) years of working at least 600 hours per year. Members automatically vest at age 65, even if they have worked fewer than five years.

There are two parts to the PERS OPSRP retirement benefit:

- **Part 1:**

For more information, visit our **Employee Assistance Program webpage**: https://www.pps.net/Page/1730.

For more information, visit the **PAT Tuition Reimbursement webpage**: https://www.pps.net/Page/2173.

For more information, visit the **Professional Development Funds webpage**: https://www.pps.net/Page/2911.

Ten (10) days are accrued annually for all employees working in a regular or temporary position. Sick leave is pro-rated based on FTE. All unused sick leave is carried over year to year.

Employees may use one (1) day of funeral leave, plus one (1) additional day for travel (if required) for a friend or relative. Employees may use four (4) days for the death of immediate family members. In the case of a spouse, domestic partner or child(ren), six (6) days may be used. Immediate family member is defined as spouse, domestic partner, children, parent, grandparent, grandchildren, mother-in-law, father-in-law, brother or sister, step-parent, step-children and step-sibling.

All benefits eligible employees receive three (3) paid personal leave days, which may only be used for unavoidable personal business, or for attending to matters which cannot be scheduled outside the employee's work hours. One-week advance notice is required for the latter, except in the case of an emergency. Paid personal leave shall not be used for recreation, other employment, union or political activities, or to extend other leave categories, unless on an approved Federal Family Medical Leave (FMLA) or Oregon Family Leave (OFLA). Paid Personal Leave is reset back to three (3) days July 1st of each year and any unused balance is forfeited on June 30th of the

Up to ten (10) FTE study leaves with District paid insurance shall be granted annually. The requirements and procedures for study leaves are contained in the PAT contract.

Six (6) specific holidays are designated and are paid as part of the teaching contract year.

Additional information regarding paid and unpaid absences is available in the PPS/PAT Collective Bargaining Agreement (CBA): https://www.pps.net/page/1944.