



SUMMARY OF BENEFITS

Benefits	Responsible Party	Eligibility	What you need to know	
Blue Cross Blue Shield Medical Plan	Employee	Date of Hire	Individual Coverage Individual plus non-spouse dependents (no spouse) Individual plus spouse only (no dependents) Individual plus spouse plus dependents	\$30 per month \$207 per month \$282 per month \$307 per month
Southland Dental Plan	Employee	Date of Hire	Individual Coverage Family Coverage	\$38 per month \$50 per month
Southland Vision Plan	Employee	Date of Hire	Individual or Family Coverage	\$38 per month
Southland Cancer Plan	Employee	Date of Hire	Individual or Family Coverage	\$38 per month
Southland Indemnity Plan	Employee	Date of Hire	Individual or Family Coverage	\$38 per month
Flexible Spending Accounts	Employee	Date of Hire	Tax savings on medical and dependent care	
Teacher Retirement System	Employee Portion	Date of Hire	Tier 1 - 7.5% mandatory employee contribution Tier 2 - 6% mandatory employee contribution	
Sick Leave	ECS	Date of Hire	1 day earned per month per contracted months	
Personal Leave	ECS	Date of Hire	Employees receive 5 days if hired before 12/31 and 4 days if hired after 12/31. If hired before 12/31, 2 days are paid. If hired after 12/31, 1 day is paid. 3 days may be used at the cost of a certified substitute. If personal days are not used, they roll into sick leave at the end of the year (July 1 st).	
Sick Bank	Employee	Date of Hire	You may choose to put 2 days in the sick bank. You may borrow up to 15 days.	