

NATIONAL BOARD

for Professional Teaching Standards®

SUMMARY OF BENEFITS

The following is a brief summary of benefits provided to NBPTS employees. It is not meant to serve as a formal document or to replace the benefits information provided by the individual benefits providers. Therefore, you should refer to the applicable booklets and other provider documents and updates for more information. In all instances, the terms of the benefit plans, as stated in the plan documents, will govern. NBPTS has the right to make changes to benefits without notice.

Medical, Dental, Vision and Prescription Drug Coverage – Regular full-time and regular part-time employees scheduled to work at least 30 hours per week are eligible on the first day of the month following their date of hire.

- NBPTS pays 100% of the premium applicable to employee coverage.
- NBPTS pays the majority of the premiums for spouse and eligible dependents (The employee portion is based on income, with higher paid individuals paying a higher portion of the premium.)

Retirement Plan – Employees who are scheduled to work at least 1000 hours on an annual basis are eligible on date of hire, with 100% immediate vesting.

- Annuity plan (403b) where the Board contributes 3% of employee's base salary up to the statutory limit.
- A supplemental annuity plan is available to all employees who wish to tax shelter a portion of their income, with the maximum amount of contribution subject to statutory limitations.

Short and Long-Term Disability Insurance – Regular full-time and regular part-time employees scheduled to work at least 30 hours per week are eligible on the first day of the month following their date of hire.

- **Short Term Disability Insurance** provides you with income protection if you are absent from work due to an eligible illness or injury.
 - 60% of the first \$4,166.67 of your pre-disability earnings, up to a maximum of \$2,500 a week, with an elimination period of 0 days for injury and 7 days for illness (includes pregnancy).
 - NBPTS pays 100% of premium applicable to employee's coverage.
- **Long Term Disability Insurance** provides you with income protection if you are absent from work due to an eligible illness or injury for 90 consecutive days or longer.

- 60% of the first \$16,666.67 of your pre-disability earnings, up to a maximum of \$10,000 a month.
- NBPTS pays 100% of premium applicable to employee's coverage.

Life and Accidental Death and Dismemberment Insurance – Regular full-time and regular part-time employees scheduled to work at least 30 hours per week are eligible on the first day of the month following their date of hire.

- Provides a benefit of 2 X annual salary, up to a maximum of \$750,000.
- Employees may purchase additional voluntary Life and AD&D for themselves and dependents.

Health Care Flexible Spending Account - Regular full-time and regular part-time employees are eligible on their first date of hire.

- Employees are eligible to allocate a predetermined amount per month of their salary to pay for out-of-pocket health care expenses in payroll deducted, pre-tax dollars.

Dependent Care Account - Regular full-time and regular part-time employees are eligible on their first date of hire.

- Employees are eligible to allocate a predetermined amount per year for dependent care costs in pre-tax dollars.

Transportation Account - Regular full-time and regular part-time employees are eligible on their first date of hire.

- Employees are eligible to allocate monies for parking and public transportation in pre-tax dollars up to statutory maximum.

Long Term Care Insurance - Employer paid benefit for regular full-time and regular part-time employees scheduled to work at least 26.5 hours per week are eligible the 1st of the month following date of hire.

- Provides \$1,000 monthly benefit for nursing care in a facility or at home if medically necessary. Employees may purchase additional coverage.

MetLife Legal Plans- Employees have the option to sign up for on call legal assistance through this plan for a \$19.99 monthly fee.

Vacation: Regular full-time and regular part-time employees are eligible on their first date of hire. All employees will have Unlimited PTO

Professional Development – Regular full-time employees are eligible to receive up to \$2,000 of Educational Assistance annually for pre-approved job-related education and training.

Detailed Summary Plan Descriptions outlining the various group insurance plans will be provided to employees during orientation.

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