



Employee Benefit Overview The Greenspire School

Full-time employees at *The Greenspire School* are eligible for various benefits on the first of the month following 30 days of employment.

MEDICAL

- There are a total of 5 (5) medical plan options through Blue Cross Blue Shield (BCBS) and Blue Care Network (BCN).
- Medical plan options are High Deductible health care plans that provide the opportunity to have a Health Savings Account (HSA). AccessPoint Educational HR will not be making contributions to the Health Savings Account.

WAIVED – REFUND

- AccessPoint Educational HR does not provide an “Opt-Out Payment” for the waiver of healthcare coverage.

DENTAL - VISION

- Group Dental and Vision are provided to all full-time employees working 30 hours or more per week.

LIFE INSURANCE AND DISABILITY

- Life insurance, Short Term (STD) and Long Term (LTD) Disability is provided for all full time employees at Greenspire. Additional Life Insurance is available for purchase through AccessPoint Educational HR.

FLEXIBLE HEALTH &/OR DEPENDENT SPENDING ACCOUNTS

- All full time employees are eligible to enroll in the Flexible Spending Account (FSA).
- If a high deductible medical plan with the health savings account is elected, you are not eligible to enroll into the Medical Reimbursement program through FSA due to IRS regulations.

EMPLOYEE BENEFIT PREMIUM DEDUCTIONS

- All deductions are collected one month in advance (i.e. premiums for coverage for October are taken out of your payroll check in September).
- You will incur increased deductions to collect for any missed new premium amounts.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- AccessPoint Educational HR provides an Employee Assistance Program (EAP) through ComPsych.
- Provides confidential assistance with family issues, parenting, addictions, emotional concerns, legal questions, financial problems, relationships and stress.
- This program is available to employees and family members.