

Under the Section 125 Cafeteria Plan, Topeka Public Schools offers a variety of benefit options. These options are available to each professional employee performing:

- 50.0% to 60.0% of a full day will pay 45% of the full cost of the insurance
- 60.1% to 70.0% of a full day will pay 35% of the full cost of the insurance
- Over 70% of a full day will pay \$20

classified employees performing at least 5.5 hours per day and administrators offered as part of their contract.

Topeka Public Schools, USD 501 pays for health and dental for employees only. If the employee adds any family member to these policies besides themselves then the premiums will reflect the decision made by the employee.

Optional benefits offered to the employees under the Section 125 Cafeteria Plan are:

Health Insurance

Prescription Drug

Dental Insurance

Cancer Insurance

Vision Supplemental Insurance

Tax Sheltered Annuities – (403-B)

Flexible Spending Accounts (Tax Savings Plan)

- Medical - up to \$3,600 per year

- Childcare – up to \$5,000 per year

Short Term Disability Insurance

Optional Life Insurance

Long Term Care Insurance

In addition Topeka Public Schools pays for:

- Certified employees \$10,000 in life insurance
- Classified employees \$20,000 in life insurance
- Classified dependent life \$2,000
- Administrative employees \$50,000 in life insurance

Classified benefit eligible employees health/dental benefits become effective ninety (90)-days after their start date; certified and administrative employees health/dental benefits become effective thirty (30) days after their start date. All other optional benefits under the Section 125 – Cafeteria Plan begin thirty (30) days after the employees start date.

Employees may change some benefit elections if there has been a qualifying event such as, divorce, marriage, death of a spouse, job change or significant insurance change of a spouse, birth or adoption of a child. Within thirty (30) days of the event the employee must contact Human Resources. At that time the employee can either add to or delete from their current benefits. The change requested must match the qualifying event if eligibility requirements are met.

OPEN ENROLLMENT:

Topeka Public Schools offers an opportunity for all benefit eligible employees to enroll for the first time or make changes to current benefits once a year. All changes or new enrollments are effective October 1st.

NOTE: Each benefit eligible employee agrees to hold the Board of Education and USD 501 harmless from any failure on his/her part to submit an Election form in a timely fashion.