



St. Francis Xavier Catholic School System Benefit Summary 2023/2024

HEALTH AND WELLNESS SUPPORT

Health Insurance Options through UMR, using the UnitedHealthcare Network with **employer-sponsored premiums.**

- Prevea Health Clinics are included as covered providers.
- Teledoc remote medical diagnosis and treatment services.

High Deductible Health Plan (HDHP) \$5000 Deductible
High Deductible Health Plan (HDHP) \$2500 Deductible

- HDHP 90% employer-sponsored premiums

Preferred Provider Organization (PPO) \$1500 Deductible

- PPO 80% employer-sponsored premiums

Dental Insurance Options using the Delta Dental or Dental Associates (CarePlus) networks.

Vision Insurance administered by UnitedHealthcare.

Wellness incentive plan utilizing *Humana Go365* for those participating in Xavier's Health plan.

- Earn points for healthy lifestyle choices.
- Reach "Silver" status to receive premium discount for next year.

Life Insurance, Accidental Death & Dismemberment & Long-Term Disability Income for you and your Family at no cost.

- Employees covered for 1.5x annual salary, up to \$200,000 max.
- Spouse covered at \$2000.
- Dependent children covered at \$1000 each.

PAID LEAVE

Paid Time Off

- Personal Leave – up to 16 hours per year.
- Sick Leave – up to 80 hours per year. Unused time can carry over.
- Vacation Leave – available for non-contracted staff.
- Holidays – up to 10 paid holidays per year.

FINANCIAL SUPPORT

Retirement Plans

- **401(a) Plan** for eligible employees. Xavier contributes 6% of your gross wages; six-month vesting period.
- **403(b) Plan** option available for employee pre-tax retirement saving contributions.

Health Savings Accounts (HSA) available for those covered under a HDHP.

Flexible Spending Accounts (FSA) contribute pre-tax dollars

- Medical Savings Plan for medical-related expenses.
- Dependent Care Account for licensed dependent care, such as preschool, summer day camp, before/after school care and child or adult care.

Xavier Tuition Discount percentage based on total budgeted hours.

Xavier Child Care Program designed to accommodate childcare needs of Xavier employees.

- Before and After Care programs available.
- Before Care available at no charge when care is offered.
- After Care, Extended Care and Summer Care program discounts vary.

Annual Performance and Compensation Reviews

Professional Development and Educational Opportunities

SPIRITUAL WELLNESS

St. Francis Xavier School System is a Christ-centered community dedicated to faith formation, academic excellence, community engagement, and individual growth of our students in a safe environment.

To live this mission, we are committed to:

- Cultivating our students' talents, passions, and spirituality so they can impact the community by living the Gospel message of faith, hope, justice, and charity.
- Providing opportunities for all students to develop a lifelong love and commitment to academics, faith, arts, fitness, and service.

Enjoy regular masses offered at each campus, celebrations and faith-inspiring activities.