



St. Francis Xavier Catholic School System

Benefit Summary 2024/25

HEALTH AND WELLNESS SUPPORT

Health Insurance Options through UMR, using the United Healthcare 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) \$6000 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 (Care Plus) networks.

Vision Insurance administered by United Healthcare.

Wellness Program through Ascension with health insurance monthly incentives plan for those participating in one of our health plans.

- Earn points for healthy lifestyle choices.
- Reach “Silver” status to receive premium discount for next year. \$50 per month for Single coverage and \$100 per month for Employee +1 and/or Family coverage.

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

- **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) available for those covered under a PPO. Contribute pre-tax dollars: **Medical Savings Plan (MSA)** for medical-related expenses and **Dependent Care Account (DCFSA)** 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.