



KANSAS CITY PUBLIC SCHOOLS

Employee Benefits

Kansas City Public Schools is committed to providing comprehensive benefits program designed to attract and retain high-quality faculty and staff. Attracting and retaining high-quality employees is key to our success. KCPS offers a wide range of balanced and competitive benefits as part of our employee's total compensation that includes *medical, dental, long and short-term disability, life insurance, retirement plans, Health and Dependent Care Reimbursement Accounts, deferred compensation plans and an Employee Assistance Program*. We support our employees and their families' health through these various insurance options. Our benefits programs are constantly reviewed to identify better ways to deliver world-class benefits. Additionally, we offer generous paid time off, many financial savings opportunities and options that make balancing work and personal life easier.

Kansas City Public Schools is dedicated to providing quality, affordable benefits programs, as well as educating employees and retirees in making wise health care and financial decisions.

Kansas City Public Schools

BENEFITS AT A GLANCE

Teachers

Paid Time Off	<p>Holidays Ten (10) days per year</p> <p>PTO Ten (10) days per year</p> <p>Jury Duty Regular pay for any days of jury duty</p>
Group Insurance	<p>Health – Choice of five health plans – HMO, PPO and HDHCP KCPS currently contributes an amount equal to the full cost of individual coverage for the least expensive plan</p> <p>Dental Choice Employees may choose two plans: Base Dental or Preferred Care Dental District pays 100% of a full-time employee’s premium (an amount equal to the full cost of individual coverage.)</p> <p>Life - KCPS covers all eligible employees for \$20,000 in basic life insurance coverage at no cost to employees</p> <p>Optional Life – Additional coverage is available for the employee, spouse, and children at low group rates – employee pays full cost of additional coverage.</p>
Retirement	<p>Retirement Plan Both KCPS and employees contribute 9% to a full-featured retirement plan.</p> <p>Tax Sheltered Annuities (403b & 457b Plans) Employee may elect to contribute tax-sheltered earnings to provide additional retirement income</p>
Additional District provided Benefits	<p>Tax Savings - Flexible Spending Plan Employee may set aside tax-sheltered earnings to pay for unreimbursed medical and dental expenses and/or dependent care expenses.</p> <p>Employee Assistance Program Confidential counseling and advisory services provided to employees and immediate family members for concerns such as family problems, stress management, substance abuse, etc.</p> <p>Worker’s Compensation – Provides compensation and medical care for any work-related illness or injury.</p> <p>Credit Union – Employees are eligible to participate in a federally accredited credit union.</p>
Supplemental Benefits Offered	<p>Disability Insurance Life and Long Term Care Additional Life Insurance Cancer and Accident Coverage Vision Supplemental Health LegalShield InfoArmor(identity theft plan)</p>
Sick day accumulation	<p>Sick accrual at payout maximum is 175 days</p>