



Welcome to the Sheboygan Area School District!

Whether you are considering a position or have already accepted a new career with the Sheboygan Area School District, we want you to know you are embarking on an exciting journey! Sheboygan Area School District (SASD) is highly committed to our staff and students. We invest in our people and support them in meaningful ways. One way is by offering a comprehensive, competitive benefits package. Our benefits give employees the flexibility and choices you need in the areas that matter most – your health, your finances, and your family!

Understanding your benefits and knowing how to use them wisely is just as important as having access to them. The Sheboygan Area School District provides you with the right tools, information, and resources to get the most out of your benefits.



Your Health Matters....

Medical

As a Sheboygan Area School District employee, your health insurance begins the first day of the month following your hire date. For example, you begin work on August 21st, your health insurance will begin September 1st.

We offer an excellent health insurance plan with low deductibles and accessibility to hundreds of physicians. We offer our health insurance through Anthem BlueCross BlueShield. In addition to medical/surgical benefits, your medical coverage also includes access to prescription drug and mental health benefits.

Health	Employee Cost* (Monthly)	Deductible	Maximum out of pocket in network
Single	\$90.20	\$500 person or \$1,000 family	\$1,000 person or \$2,000 family
Limited Family (Employee & Spouse OR Employee & Children)	\$202.84		
Family (Employee, Spouse, & Children)	\$288.10		

**The rates quoted are assuming full participation in the District's Wellness Program and full-time status. If your spouse has other medical insurance available through his/her employer but you choose primary coverage with SASD, a surcharge of \$75.00 per month is applied.*

Sheboygan InHealth Clinic - Healics

We are so fortunate to offer you free health care for you and your family. SASD has partnered with Sheboygan InHealth Clinic to offer primary care, acute care, and preventative care all free of charge! The InHealth Clinic also offers chiropractic care for a nominal \$10 co-pay fee per treatment or visit. The InHealth Clinic is located in downtown Sheboygan and is open Monday through Friday. It is staffed by three Nurse Practitioners and one Doctor of Chiropractic. The InHealth Clinic offers one-stop medical care with no co-payment or deductible and has timely appointments.

Dental

SASD offers Delta Dental for all your dental and orthodontic needs. Similar to health insurance, dental begins the first day of the month after your hire date. Delta Dental is accepted by a majority of providers.

Dental	Rates based on full-time status (Monthly)	Deductible	Maximum out of pocket in network
Single	\$4.64	\$50 individual or \$150 family	Annual maximum coverage is \$2,000.00
Limited Family (Employee & Spouse OR Employee & Children)	\$10.48		
Family (Employee, Spouse, & Children)	\$15.61		

Vision

SASD offers National Vision Administrators for your eye exams, contacts, and glasses. Again, vision insurance begins the first day of the month after your hire date. National Vision Administrators is also accepted by a majority of providers.

Vision	Employee Cost (Monthly)	Deductible	In Network Allowance
Single	\$6.76	\$10 exam/ \$25 materials	Frame Allowance \$150
Limited Family (Employee & Spouse OR Employee & Children)	\$13.51		
Family (Employee, Spouse & Children)	\$17.89		

Prescription Drug Coverage

The prescription drug benefit has a tiered drug plan with four categories: generic, preferred brand, non-preferred brand, and specialty. The different categories will determine what co-pay you will be charged. All pharmacies in the area will honor our insurance prescription drug coverage. We also offer a home delivery pharmacy that offers prescriptions at a lower cost, the convenience of home delivery, and worry-free refills, as they will send your refill before your current medication runs out.

Generic drugs	Preferred brand drugs	Non-preferred brand drugs	Specialty drugs
\$10 co-pay (30-day supply) \$20 mail order (90-day supply)	\$25 co-pay (30-day supply) \$50 mail order (90-day supply)	\$50 co-pay (30-day supply) \$100 mail order (90-day supply)	25% coinsurance for both retail and mail order



Your Money Matters....

Sheboygan Area School District is dedicated to helping you make the most of your financial benefits. We offer many programs for you to save and plan for your future.

Wisconsin Retirement

The Wisconsin Retirement System (WRS) provides retirement (pension) benefits to most public employees across the State of Wisconsin. WRS is an efficient and sustainable retirement system. According to the analysis, the WRS is insulated from large swings in annual contribution rates or funding levels due to the plan's cost-sharing and risk-sharing features. Participation is automatic for all eligible employees, with participation beginning on hire date. SASD matches your employee contribution. The required employee and employer contribution rates are updated annually. The employee share is deducted on a pre-tax basis. You may choose additional contributions to WRS.

Flexible Spending Account

This voluntary benefit allows you to have dollars deducted from your paycheck on a pre-tax basis to pay for certain planned expenses. Flexible spending allows you to pay for eligible health care and dependent care expenses with funds not subject to payroll taxes. We offer a Health Care/Medical Reimbursement Account that allows employees to pay for eligible medical or dental expenses (including prescriptions) not covered by insurance with pre-tax dollars. The maximum for this benefit is \$2,600 per year. Secondly, there is a Dependent Care Reimbursement Account. Eligible expenses include those that would otherwise qualify for the Federal Dependent Tax Credit, such as: childcare, daycare centers, after-school care, and adult dependent care. There is a \$5,000 reimbursement limit.

Tax Sheltered Annuities

SASD offers 403(b) and 457(b) tax-sheltered annuity programs. Both programs are a supplemental retirement savings program authorized by the Internal Revenue Service. Through these programs, you can invest a portion of your income for retirement on either a pre-tax basis, an after-tax basis (Roth), or a combination of both. You may choose one or both with a cap of \$18,000 for each plan. Participation is voluntary.

Short-Term Disability Insurance

Illness or injury that put a person out of work can be financially devastating. Short-Term Disability (STD) Insurance offers income replacement so policyholders can focus on getting back on their feet. This is an optional benefit that is employee paid, based on the level of coverage you request. STD payments are paid in addition to sick leave for events that qualify for STD.

Long-Term Disability Insurance

This insurance is paid 100% by the District and becomes effective on the 91st day following being out of work.

Group Life Insurance

This is a term life policy. It is employee paid and you may elect coverage for up to four times your annual salary at a reduced group coverage rate. You may also elect coverage for a spouse and/or dependents.



You Matter....

The Sheboygan Area School District believes you are important and we care about your overall health and well-being. SASD offers benefits to help you get more out of life both at work and at home. We encourage you to try any or *all* the great opportunities SASD offers.

Wellness Program

We have an outstanding Wellness Program that helps you take an active role in your health and to experience the benefits of Wellness. The Sheboygan Area School District supports and promotes an environment focused on the health and well-being of staff, retirees, and spouses. This includes the Eight Dimensions of Wellness (Intellectual, Physical, Spiritual, Vocational, Social, Environmental, Financial, and Emotional). All participants have the opportunity to earn program incentives by participating in a comprehensive, onsite health screening, as well as approved wellness activities throughout the program year. SASD was awarded the Gold Level award for worksite wellness.

Aurora Employee Assistance Program (EAP)

The Sheboygan Area School District pays for this service for you and any family members up to the age of 26. The Aurora Employee Assistance Program (EAP) has been serving employees and families for more than 30 years. Living life to the fullest can be challenging. Life is filled with change and uncertainty. Everyday responsibilities and demands on our time can feel overwhelming. Calling the EAP can be your first step in finding a better way to take charge of your life and return to an increased level of wellness. The EAP offers free counseling for an array of employee and family concerns from alcohol/drug abuse to legal issues. The EAP can also offer child care and elder care information, educational resource assistance, adoption information, or financial consultation.

Community Recreation Department

Sheboygan is fortunate to have such a large Recreation Department that offers so many great fitness classes, enrichment programs, and fun activities throughout the year. The Recreation Department offers many different fitness classes to suit your needs; swimming, yoga, Zumba, step, tennis, just to name a few. As employees of the Sheboygan Area School District we receive discounts on these programs. If singing, dancing, and acting is your hobby, the Recreation Department also has a phenomenal Theatre Company that produces multiple musicals and plays during the year.

Fitness Centers

North High and South High Schools have the largest high school fitness centers in the state of Wisconsin and they are quite impressive. The fee to use these centers is \$35 per year; however, if you use the fitness center 80 times in the calendar year, we will reimburse this fee. The Fitness Centers are open before school and after school until 8:00 p.m. In addition, if you choose to become a member of another fitness center, we will reimburse you \$35 for attending 80 times.

Your Wellness Journey and Fun Fitness!

So many options; something for everyone! Personal Training sessions with Elliott Schmidt or Nikki Hiebing to individualize your fitness goals. Fun fitness classes like Boot Camp with Nikki, a certified health coach and personal trainer. Does a slower pace peak your interest? Try Yoga with Ann-Marie, a certified Yoga Instructor. Or for a little of both, stop in at Soul Sculpt with Cyndi Crimmins. All classes are through a variety of SASD locations and conveniently offered before or after school hours!

Nutritional Needs

SASD also offers a registered dietitian, Emily Novack, to meet with you if you're concerned about your food choices, a new medical condition that requires a more regimented diet, or if you would just like to bring your nutritional health to the next level.

As you can see, we take Wellness very seriously in our district and hope you take advantage of all these great opportunities.