



Benefits Summary

Psychologist - Full-Time & Part Time Status

Benefits eligibility determined by terms of Employment Agreement.	FT 64-80hs/pp .8 to 1 FTE	PT 40-63hs/pp .5 to .7 FTE
Health Insurance – eff. 8-1-08 - ND BC/BS Classic Blue 1000 Effective 1st or 16th of month following employment. Employee Cost: Single Single + Dependents Family	YES \$50.26/month \$211.26/month \$400.06/month	YES \$193.08/month \$418.83/month \$662.78/month
Dental Insurance – Principal – eff. 1-1-07 – No Network Effective 1st of month following employment. Employee Cost: Single Family	YES \$3.26/month \$66.24/month	YES \$20.88/month \$83.86/month
Vision Insurance – Avesis – eff. 1-1-07 – Use Network Providers Effective 1st of month following employment. Employee Cost: Single Family	YES \$0.80/month \$12.27/month	YES \$4.82/month \$16.29/month
401(k) Profit Sharing Plan – Prudential - \$2 fee per quarter. Eligible immediately upon hire. Quarterly Plan entry dates. <u>Pre-tax</u> retirement savings plan. Prairie matches 50% of employee contribution up to 6% of deferral. Four year vesting schedule & must work minimum of 1,000 hrs each year to receive employer match.	YES	YES
Employee Assistance Program – The Village Eligible immediately. Free, confidential counseling/referral for employees & their families.	YES	YES
Term Life Insurance & Accidental Death & Dismemberment Effective 1 st of month following 3 months of employment. Prairie provides one times annual salary up to \$50,000	YES	NO
Long Term Disability Effective 1st of month following 3 months of employment. Replacement income up to 60% (max \$7500/mo) for illness/injury that causes employee to be unable to work for 13 weeks or more	YES	NO
Optional Term Life with Principal Effective 1st of month following 3 months of employment. Employee pays premiums through payroll deduction. \$140,000 guaranteed issue at group rates, portable.	YES	YES
Flex Spending Accounts Eligible 1st of month following 3 months of employment. Pre-tax savings for dependent care and unreimbursed medical expenses and certain over-the-counter drugs and medical supplies.	YES Dependent care = \$5,000 Medical = \$2,500	YES Dependent care = \$5,000 Medical = \$1,200
Optional Insurance - Short Term Disability, Addt'l Life/AD&D, Cancer Care Effective 1st of month following 3 months of employment. Employee pays premiums through payroll deduction.	YES	YES Life/AD&D only
Professional Liability Insurance – Occurrence Type Provided by Prairie. \$1,000,000 per claim & \$3,000,000 aggregate annual limit.	YES	YES
License Fee Reimbursement: Prairie will reimburse employee for annual renewal fee to maintain license.	YES	YES
Earned Time Off (ET) Accrues immediately upon hire. Can use following successful 90 day evaluation. Accrues at .10770 hours per each hour worked. One year of 1.0 FTE work accrues 224 hrs / 28 days. Max accrual = 264 hrs / 33 days. Receive extra ET for years of service milestones.	YES	YES
Extended Illness Hours Starts accruing immediately upon hire at rate of .02307 hours per hour worked. Can be used after successful completion of 3-month evaluation period, beginning with 5th consecutive day of illness. Maximum accrual = 720 hours (90 days)	YES	YES
CollegeBoundfund College Savings Plan Immediate eligibility for after-tax, payroll deduction savings plan.	YES	YES
Continuing Education 5 days with pay provided annually for Continuing Education. \$1,100 annual reimbursement of CE expenses.	YES Pro-rated based on FTE	YES Pro-rated based on FTE