



North Wasco County School Dist. 21



Employee Benefits

- District paid state retirement benefits – Oregon PERS
- Mandatory employee contribution to PERS Individual Account Program – paid by District, no cost to employee
- Tax-free full family medical, pharmacy, dental, orthodontia, vision insurance through OEBC – employee contribution options available starting at \$40.00 per month
- District paid tax-free group HRA coverage – works with Synergy network medical coverage to reduce employee deductibles and out of pocket costs
- District paid basic life insurance and accidental death & dismemberment insurance through OEBC
- Long term disability insurance through OEBC
- Tax-free contribution to employee owned HRA VEBA Account in lieu of medical and pharmacy insurance for qualified employees (must have other credible health insurance coverage), plus District paid dental, orthodontia and vision family coverage, at no cost to employee
- Optional Section 125 plan with American Fidelity (FSA, dependent care)
- Optional life, cancer, accident, short term disability insurance through American Fidelity
- Optional employee paid life and accidental death & dismemberment, short term Disability and long term care insurance through OEBC
- Payroll direct deposit (may be designated to multiple accounts)
- Optional participation in 403(b) retirement plans available
- Reimbursement for qualifying college tuition and/or workshop costs