

## **Calbright Benefits Summary**

Calbright's medical, dental, vision and employer sponsored life insurance will be administered through California's Valued Trust (CVT).

CVT is a large group that specializes in Healthcare options for the Education Community of California (over 158,000 members strong).

CVT will offer Medical coverage options through Blue Shield and Kaiser. Under CVT, our Dental coverage is through Delta Dental and Vision coverage will be through VSP.

Calbright will contribute up to \$1200 per month towards the core benefits (Medical, Dental and Vision) for Employees and their dependents (if applicable)

Additionally, American Fidelity (AF) offers supplemental voluntary product enrollment to our employees. American Fidelity will also offer Flexible Spending Accounts and Health Savings Accounts.

Apart from the core benefits, some of the other benefits include enrollment into the state retirement systems (CalPERS or CalSTRS) along with optional tax-deferred 403B and 457 enrollment.

Employees participate in the California Public Employees' Retirement System (CalPERS) or California State Teachers' Retirement System (CalSTRS), a defined benefit retirement plan through the State of California. Employee pension, benefits vest after 5 years of service.

The contributions to the state retirement systems are as follows.

CalPERS: The employee rates for 23-24 for Classic is at 7% and PEPRA at 8%. The employer contribution is 26.68%.

CalSTRS: The employee rates for 23-24 for 2% at 60 is 10.25% and 2% at 62 is 10.205%. The employer contribution is 19.10%

We have an employer sponsored Employee Assistance Program available to all of our employees and their dependents.

Some examples of available EAP Services: Counseling, Coaching, Self Care Programs, Legal, Financial and ID Theft Services etc.

Additionally, we have a discount program through LifeMart offered by Magellan HealthCare to all Calbright employees at no additional cost and employees can avail the benefits of this program.

Vacation : In addition to paid holidays, you will accrue vacation at the rate of 1.75 days per month (21 days per year).

Sick Leave : You will be granted 12 days sick leave per fiscal year (12 days granted at the beginning of each fiscal year or prorated accordingly).

Calbright offers a work laptop that is shipped to you upon your date of hire.