

The following employee classes are eligible for the following benefits:

ELIGIBILITY

| BENEFIT | FULL-TIME EMPLOYEES | JOB SHARE* | PART-TIME TEACHER | BUS ATTENDANT (FULL-TIME) | PART-TIME EMPLOYEES | TEMPORARY EMPLOYEES |
|-----------------------------------|---------------------|--------------------|--------------------|---------------------------|---------------------|---------------------|
| 403(b) Plan | X | X | X | X | X | X |
| Auto & Home | X | X | X | X | X | |
| BenefitHub | X | X | X | X | X | X |
| Dental Insurance | X | X | | X | | |
| Disability Insurance | X | X | | X | | |
| Employee Assistance Program | X | X | X | X | X | |
| Employee Health & Wellness Center | X | X | | X | | |
| Employee Pharmacy*** | X | X | X | X | X | X |
| Fitness Center | X | X | X | X | X | |
| Flexible Spending Account Plans | | | | | | |
| - Medical | X | X | | X | | |
| - Dependent Care | X | X | X | X | X | |
| - Private Insurance | X | X | X | X | X | |
| Health Insurance | X | X | | X | | |
| Legal Plan | X | X | X | X | X | |
| Life Insurance | X | | | | | |
| Long Term Care | X | | | | | |
| Optional Life Insurance | X | | | | | |
| Purchasing Power | If criteria is met | If criteria is met | If criteria is met | If criteria is met | If criteria is met | |
| Sick Leave | X | X | X | X | | |
| Sick Leave Bank** | X | X | X | X | | |
| Unum Accident | X | X | X | X | X | |
| Unum Critical Illness | X | X | X | X | X | |
| Unum Hospital Indemnity | X | X | X | X | X | |
| Unum Whole Life | X | X | X | X | X | |
| VA Retirement System | X | | | | | |
| Vacation Leave | 12-mo. only | 12-mo. only | | | | |
| Vision Insurance | X | X | | X | | |

*Job-share vacation accruals vary from those that are listed in this guide.

**VRS hybrid plan members are not eligible for the sick leave bank.

***While all employees can purchase discounted over-the-counter (OTC) items, only those employees enrolled in an HCS medical plan can fill their prescriptions there.