

## St. Mary's Catholic Community

<i>Benefit</i>	<i>Description</i>
<b>Insurance</b>	
<p><b>Medical Insurance</b></p> <p><b>Dental Insurance</b></p> <p><b>Vision Insurance</b></p> <p><b>Long-Term Disability</b></p>	<p>This fiscal year three different plans are available to employees. The parish contributes 50% percent of the Plan 2 premium cost. For the next fiscal year, four plans will be offered, and the parish will contribute 50% of the premium for any of the plans.</p> <p>Two plans are offered. The employee pays the entire premium if they select coverage.</p> <p>One plan is offered. The employee pays the entire premium if they select coverage.</p> <p>The parish pays all premiums for this coverage.</p>
<b>Retirement</b>	
<p><b>401a</b></p> <p><b>403b</b></p>	<p>The parish contributes 6% of the employee's wages. The funds are invested based on the employee's selection of available options.</p> <p>The employee has the option of contributing a percentage of their wages. The funds are invested based on the employee's selection of available options.</p>
<b>Paid Time off</b>	
<p><b>Vacation</b></p> <p><b>Sick Time</b></p> <p><b>Personal Time</b></p> <p><b>Paid Holidays</b></p> <p><b>Funeral Leave</b></p>	<p>In the first year of hire, the employee is eligible for two weeks of paid vacation. A third week of vacation is provided in the sixth year of employment. In the 11th year and beyond, four weeks are provided.</p> <p>The employee accrues a half day of sick time each month, and may accrue up to 60 days.</p> <p>Full-time employees receive two personal days per year.</p> <p>For benefit-eligible employees, paid holidays include July 4, Labor Day, Thanksgiving Day, Christmas Eve (half day), Christmas Day, Good Friday &amp; Memorial Day. At the pastor's discretion, additional holidays may be given.</p> <p>From one to four days of paid time is provided depending on the family relationship.</p>
<b>Other Benefits</b>	
<p><b>Subsidized Tuition</b></p>	<p>During the first fiscal year, the employee is eligible to receive a 20% discount on tuition for their children in grades Kindergarten through 8th grade. In the second full year, the discount is 35%. In the third and subsequent years, the discount is 50 percent.</p>