

RESOURCES AND TOOLS

HEALTH PLANS, INC.
CAPTIVATED HEALTH
www.healthplansinc.com
877.906.5730

HEALTH EQUITY
www.healthequity.com
877.826.6882

DELTA DENTAL
www.deltamass.com
800.872.0500

VISION PLAN BLUE 20/20
www.blue2020ma.com
855.875.6948

JOHN HANCOCK
www.jhancockpensions.com
800.395.1113

MEMBER SAVINGS
PROGRAM
www.healthplansinc.com

CAPTIVATED HEALTH
CONCIERGE
855.204.4539

MEDICAL PLAN

PLAN NAME: Health Plans, Inc. (a Harvard Pilgrim company), Captivated Health HDHP-PPO
PLAN YEAR DEDUCTIBLE: In-network \$2,000 individual/\$4,000 family
The school pays 75% of the premium for the individual or family plan. The employee contribution is 25% of the premium.

HEALTH SAVINGS ACCOUNT (HSA)

PLAN NAME: Health Equity
A health savings account (HSA) is offered in connection with the Captivated Health medical plan. The school contributes 50% of the medical plan deductible: \$1,000 for individual plans, and \$2,000 for family plans per year. The employee portion may be contributed on a pre-tax basis.

Through Health Plans, Inc.'s partnership with Harvard Pilgrim Health Care, you can receive exclusive discounts on selected health-related products and services. A sampling of products and services include:

- FITNESS: Appalachian Mountain Club, Boston Ski & Sports Club, Marathon Sports
- EYE AND EAR: Amplifon Hearing Health Care, QualSight LASIK, Visionworks
- HOLISTIC WELLNESS: 10% Happier, Magic Weighted Blanket, Unwinding Anxiety
- SENIOR CARE: CareScout Elder Advocacy, Home Instead Senior Care, SeniorAssist
- NUTRITION: DASH for Health, PlateJoy, Jenny Craig, Savor Health, Green City Growers
- AND MORE: Smoking cessation programs, magazine discounts

DENTAL PLAN

PLAN NAME: Delta Dental
The school offers dental insurance for individuals and families. The school pays 75% of the premium for individual and family plans.

VISION PLAN

PLAN NAME: Blue 20/20
The school offers a vision insurance plan for individuals and families. The premium is 100% paid by the employee.

401(K) RETIREMENT PLAN

PLAN NAME: John Hancock
The school offers full-time employees a 401(K) Plan. Following the first full year of employment at an educational institution, Pingree contributes 4% of an employee's salary and will match up to an additional 4%, totaling up to 8%. The employee portion is contributed on a pre-tax basis.

LIFE INSURANCE AND ACCIDENTAL DEATH AND DISMEMBERMENT

PLAN NAME: Mutual of Omaha
Insurance coverage is equal to two times the employee's annual salary, to a maximum of \$175,000. The premium is 100% paid by Pingree School.

DISABILITY PLANS

- **SHORT TERM DISABILITY:** The school offers full time employees three months coverage for a disability. The coverage pays 100% the first 30 days, 80% the second 30 days, and 60% the last 30 days. This policy is also used to cover parental leave. This benefit is paid for by Pingree School.
- **GROUP VOLUNTARY LONG TERM DISABILITY:** The school offers full time employees a long term disability insurance through Mutual of Omaha. The benefit waiting period is 90 days and does not cover pre-existing conditions. The plan pays a benefit up to 60% of your monthly earnings, to a maximum of \$5,000 per month. The premium is paid by the employee, resulting in the benefit not being taxed.

WELLNESS PROGRAMS AND POLICIES

Pingree encourages community members to live healthy, active lifestyles.

- **DAILY LUNCHES:** Nutritionally minded lunches provided by Sodexo
- **24-HOUR FITNESS CENTER:** Cardio machines, weights, gym, dance/yoga studio, ice rink, tennis courts, and outdoor pool
- **EXERCISE AND WELLNESS CLASSES:** Offerings include yoga, group cardio fitness, and mindfulness
- **FLU CLINICS AND CPR TRAINING:** Offered annually
- **POLICIES:** Stretch breaks during lengthy meetings, healthy snacks available, 55 minutes of work time for wellness

PROFESSIONAL DEVELOPMENT

Pingree believes in and proudly supports lifelong learning and the ongoing professional development of its faculty, staff, and administrators. Past opportunities include conferences, workshops, trainings, certifications, graduate courses.

GRATITUDE GRANTS

At the conclusion of certain defined years of service, the school awards monetary grants to be used at the employees' discretion. Additional information available in the business office.

FAMILY SUPPORT

Pingree School is committed to supporting our faculty and staff and their families.

- **FINANCIAL PLANNING ASSISTANCE:** Pingree offers the services of a Certified Financial Planner (CFP) to employees several times per year, at no charge. Retirement planning seminars are also offered.
- **CHILDCARE ON SELECTED DAYS AND VACATIONS:** On-site childcare is offered for school-age children during public school vacation weeks and select faculty/staff meeting dates.
- **PINGREE DAY CAMP:** Faculty and staff receive an 80% discount for summer camp for children and grandchildren.

TUITION REMISSION

Employees hired after January 1, 2005 receive 33% of the annual tuition fee. Additional tuition reduction may be awarded by applying for need-based financial aid through the Financial Aid Office. The employee's Pingree salary will be excluded in the computation of any financial aid awarded.

OIL DISCOUNT PROGRAM

The school participates in a consortium that allows employees to purchase fuel oil for their primary residence at a reduced rate.

For more information, please contact:

Janice Nelligan
Human Resources Coordinator
Pingree School
Phone: 978.468.4415, ext. 273
Email: jnelligan@pingree.org

PARTICIPATION RATES* (Pingree has a semi-monthly pay schedule.)

	MEDICAL	DENTAL	VISION
INDIVIDUAL	\$80.16	\$6.55	\$3.84
2-PERSON	\$184.36	\$12.54	\$6.98
FAMILY	\$228.46	\$20.01	\$10.68

**Rates are based on those set in mid-2018 and are subject to change at the school's discretion without notice.*

This pamphlet is provided for your convenience and is for informational purposes only. Pingree School is not responsible for any errors, omissions or changes initiated by Pingree School or a third party. If there is a discrepancy between the information in this pamphlet and the official plan documents, the plan documents will always govern. This guide is not a contract and does not intend to create contractual obligations of any kind. Revised February 2019.