



Fairfax County Public Schools

2023 Benefits at-a-Glance for Instructional Employees



Salary and Benefits

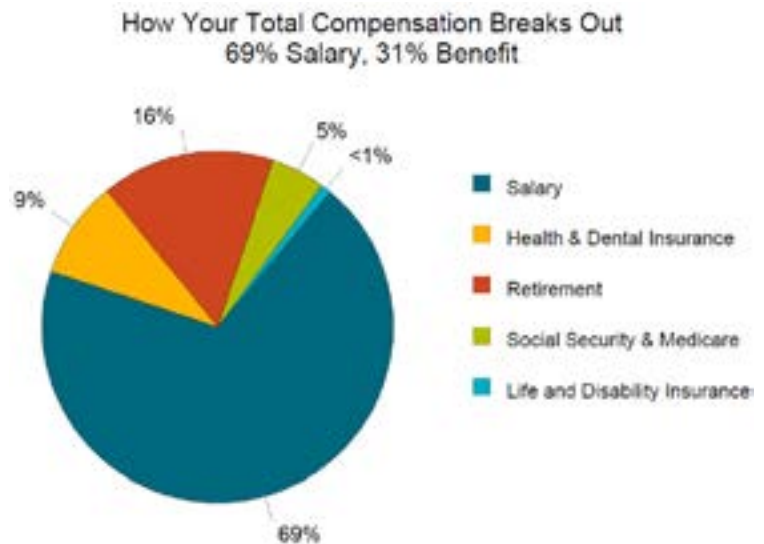
Get the Whole Picture!

As a Division, FCPS is focused on maintaining a premier workforce and sustaining a caring culture. FCPS is committed to providing you with a competitive compensation package as you work daily to support the efforts of our students.

Below is a sample total compensation statement which provides a snapshot of an employee's salary and benefits. You can see that the compensation you receive extends beyond salary. We encourage you to take a few moments to review the benefits available and think about what may be a good fit for your personal needs and goals.

Thank you for choosing FCPS!

Your Total Compensation Estimate School Year 2023-2024		
Janice C. Bing Grades 1-3 Teacher, ES MA Step 1		
Annual Base Salary (gross)		\$60,404
Annual Contributions	Your Share	FCPS Share
Social Security and Medicare	\$4,521	\$4,521
Health Insurance <i>Cigna Open Access Plus Plan</i>	\$1,230	\$7,553
Dental Insurance <i>Aetna Dental DNO</i>	\$76	\$178
Life Insurance	\$211	\$575
Short Term Disability	\$0	\$0
Long Term Disability Insurance	\$0	\$0
Retirement Plan(s) <i>ERFC 2001</i> <i>VRS</i> <i>VRS 401(a)</i>	\$4,832	\$13,953
Contribution Total	\$10,870	\$26,780
Total Compensation Your Salary + FCPS Benefits Share		\$87,184



Please note: the benefits described herein apply to full-time employees who work less than 12 months. Different retirement and life insurance programs are available for eligible part-time employees, and they receive pro-rated leave accrual. Refer to the FCPS Employee Benefits Handbook on the [Benefits Publications website](http://www.fcps.edu) for more information (www.fcps.edu, search keywords "benefits publications").

FCPS Benefits

Choosing the Best Options for You

You will be automatically enrolled in basic life insurance benefits, retirement, and the Integrated Disability Management (IDM) program. To help you maintain a healthy work-life balance, you also have access to many worksite wellness programs and the Employee Assistance Program (EAP).

During your onboarding process, you will be asked to make your selections among several optional benefit programs, which are summarized on the following pages.

Health Insurance

FCPS offers a choice of two medical insurance plans that include vision and prescription coverage. You may select from two dental insurance plans.

Medical Plans

Cigna Open Access Plan (OAP)	Kaiser Permanente Signature HMO
www.cigna.com/fcps	my.kp.org/fcps
An extensive national network of physicians, hospitals, and ancillary health care providers.	Access physicians and medical care through local Kaiser Permanente Medical Centers.
Prescription benefits provided through CVS/Caremark https://info.caremark.com/fcps	Prescription benefits provided through Kaiser Permanente.

Action Required:

Enroll within your first 30 calendar days of employment* (coverage effective the first of the month following your date of hire) or during the annual open enrollment period (effective January 1).

Eligibility documentation is required to enroll your spouse and/or dependent children up to age 26.

**Enrollment may also be permitted within 30 calendar days of a qualifying life event.*

Dental Plans

Aetna Dental Preferred Provider Organization (DPPO)	Aetna Dental Network Only (DNO)
www.ih-aetna.com/fcps	www.ih-aetna.com/fcps
<ul style="list-style-type: none"> • Larger national network of providers • In- and out-of-network benefits available • Maximum annual benefit 	<ul style="list-style-type: none"> • All services must be received from Aetna DNO providers • No maximum annual benefit



Learn more about each of these plans by visiting the plan's website. Additional plan details and premiums can be found on the [FCPS Insurance Benefits website](http://www.fcps.edu) (www.fcps.edu, search keywords "insurance benefits").

FCPS Benefits

Choosing the Best Options for You

Flexible Spending Accounts (FSAs)

FCPS offers Flexible Spending Accounts (FSA) for health care and dependent day care expenses. Participating in an FSA can help you save money by paying for these services with pre-tax dollars. If you choose to enroll, your annual election will be deducted in equal installments from your pay. Deductions are taken 10 months of the year (Jan. - June and Sept.-Dec.).

Action Required:

Enroll within your first 30 calendar days of employment. Your FSA enrollment is effective the first of the month following receipt of your enrollment form. You may also elect to participate in the FSA program during the annual open enrollment period.

Basic Life Insurance

All eligible employees receive basic life benefits. You are automatically enrolled in basic life insurance.

Optional Life Insurance

You may choose to enroll in additional optional life insurance for yourself, your spouse and/or dependent(s). You must enroll within 30 calendar days of your date of hire. After that, you must provide evidence of insurability (EOI) and be approved by Securian Financial.

Want help choosing your FCPS Benefits? Meet ALEX®!

ALEX® is an interactive online tool that will walk you through your FCPS benefit options and provide personalized assistance along the way. When you talk to ALEX, he'll ask you a few questions about your health care needs, explain different aspects of each benefit (including plan details and premiums), and point out what options may make the most sense for you. Visit ALEX Benefits Counselor at www.myalex.com/fcps/home.



Points of Contact

HR Client Services:
571-423-3000
Email: HRConnection@fcps.edu

Office of Benefit Services:
571-423-3200
Email: HRConnection@fcps.edu
www.fcps.edu/benefit-services

Refer to Page 8 for a complete list of benefits contact information and resources.



Retirement Benefits

Saving for the Future

Mandatory Retirement Plans

VRS and ERFC

Administered by independent agencies:

- Newly hired full-time educational, administrative, and operational employees are enrolled in the Virginia Retirement System (VRS) Hybrid Plan* and the Educational Employees' Supplementary Retirement System of Fairfax County-ERFC 2001 Plan Tier 2. The Hybrid plan gives members the opportunity to receive matching contributions to the defined contribution component of their retirement account.

*The VRS Hybrid Plan is for new members with no previous VRS service credit and who were hired on/after January 1, 2014. Other plans may apply for new hires with previous VRS service or those hired before January 1, 2014. Eligible part-time employees are enrolled in the Fairfax County Employees Retirement System.

Voluntary Retirement Savings Plans

Hybrid 457, 403(b), and 457(b)

FCPS offers a variety of voluntary plans to help you achieve your retirement goals.

Plans include:

- **Hybrid 457** for all VRS Hybrid Retirement Plan members. Contribute additional savings (0.5-4%) for retirement and receive matching contributions from FCPS (up to 2.5%). Enrollment and/or contribution changes are permitted once per quarter. For more information, including how to increase your contributions, visit the [VRS Hybrid website \(www.fcps.edu\)](http://www.fcps.edu), search "Hybrid 457".
- **403(b) and 457(b)** retirement savings plans. You may participate in one or both plans. These plans provide opportunities to save for retirement in addition to the Hybrid 457 plan. You can enroll/change/cancel contributions throughout the year by visiting the approved vendors' websites. Visit the [Supplemental Retirement Savings Plans website \(www.fcps.edu\)](http://www.fcps.edu), search "retirement savings".

Points of Contact

ERFC:
703-426-3900 or 844-758-3793
Email: erfcoffice@fcps.edu
www.fcps.edu/erfc

VRS:
888-827-3847 (VA-RETIR)
Email: vrshybridsupport@varetire.org
www.varetire.org

Office of Benefit Services:
571-423-3200
Email: HRConnection@fcps.edu
www.fcps.edu/benefit-services

Don't forget about ALEX[®] for Retirement!

ALEX[®] can also walk you through your FCPS Retirement benefits, so you can get a thorough explanation of your pension plans and supplemental retirement savings plans options - the Hybrid 457, 403(b), and 457(b).

Visit ALEX Retirement for VRS/ERFC Members at www.myalex.com/fcps/retirement2023/VRS.



Wellness Programs

Your Health and Wellbeing

Employee Wellness Programs

The FCPS Employee Wellness Program promotes initiatives that enhance the overall health and well-being of FCPS employees. Wellness initiatives are based on scientific evidence and provide health information and fitness strategies to inspire healthy lifestyles and lower health risks. The program is administered through the Office of Benefit Services and includes:

- Annual Employee Flu Shot Program
- Annual Biometrics Screenings
- Virtual Wellness Challenges
- Gym and Fitness Discounts
- Annual Wellness Incentives
- Wellbeats Virtual Wellness Platform
- Wellness Talks and Webinars
- Lactation Support Program

Access fitness classes and more from home!


From all varieties of exercise to meditation, yoga, and nutrition, Wellbeats Wellness offers on-demand classes give employees the tools they need to live healthier lives. Wellbeats offers over 1,200 classes, ranging from 1-60 minutes. Visit the [FCPS Hub](https://hub.fcps.edu) (Go to <https://hub.fcps.edu>, search “Wellbeats”) to get started!



Employee Assistance Program (EAP)

The Employee Assistance Program (EAP), provided by Guidance Resources, is a work-life benefit for employees and their household members. Guidance Resources provides support, resources, and information for personal and work-life issues, legal and financial consultations, and short-term counseling. Services with Guidance Resources are 100% confidential and provided at no charge to you or your household members.

EAP services are free and can be accessed 24 hours a day, 7 days a week, 365 days of the year. You can schedule up to 6 confidential counseling sessions per year. Enrollment is automatic and no paperwork needs to be filled out. More information can be found on the [FCPS Hub](https://hub.fcps.edu) (Go to <https://hub.fcps.edu>, search “employee wellness”. You will need to be logged into the FCPS network in order to access the FCPS intranet).



Work-life balance support at your fingertips.

Scan the QR code to download the Guidance Resources app and get started with your FCPS EAP!

Points of Contact

Employee Wellness:

HRWellness@fcps.edu

www.fcps.edu/wellness-programs

EAP: EAPQuestions@fcps.edu

Guidance Resources:

855-355-9097

www.guidanceresources.com (Web ID: FCPS)

Lactation Support:

lactationquestions@fcps.edu

Leave and Disability Programs

Your Time Away from Work

Newly-hired employees have immediate access to 3 days of sick leave in the event of a personal or family illness. You are automatically enrolled in the FCPS Integrated Disability Management program the first of the month following 12 months of service.

Leave Benefits

Sick Leave

Benefits-eligible employees accrue sick leave* each pay period. You are advanced the first 3 days of sick leave accrual when you are hired. Beyond the 3 days, you must accrue sick leave before you can use it. Sick leave accrual is unlimited, and you may carry unused sick leave from one school year into the next.

Monthly-Paid Employees Sick Leave Accrual

CONTRACT LENGTH	LESS THAN 12 MONTH		
Contract Days	180-188	190-203	208-219
Typical days Accrued per Calendar Year*	11	12	13

Personal Leave

Each contract/school year, less-than-12-month employees may use up to 5 days of accrued sick leave as personal leave. Unused personal leave days remain in your sick leave balance. See *Regulation 4819* for more details.

Family and Medical Leave Act (FMLA)

After being actively employed with FCPS for 12 months and working at least 1,250 hours, you may be eligible for up to 12 weeks of unpaid leave under FMLA for: a serious health condition for yourself, spouse, child or parent; the birth/adoption of a child, placement of a foster child, or care of a service member. By Department of Labor mandate, FMLA is unpaid; however, employees can receive pay for FMLA by using their accrued leave.

Disability Benefits

FCPS provides an Integrated Disability Management (IDM) Program that provides salary replacement for eligible employees:

- **Workers' Compensation** for on-the-job illnesses and injuries.
- **Short-Term Disability (STD)** for personal illnesses or injuries lasting longer than 20 continuous workdays. New employees are enrolled in this program the first of the month after completing 12 months of service.
- **Long-Term Disability (LTD)** for those who remain unable to work after their STD exhausts (for more than 5 months) because of personal illness/injury. New employees are enrolled in this program the first of the month after completing 12 months of service.

The program is administered by Sedgwick for short-term disability and workers' compensation and by MetLife for long-term disability.

Contact Sedgwick:

- As soon as possible after you experience an on the job injury or illness
- On the 5th consecutive day of absence due to illness or injury (or the 5th day of absence within a 30 calendar day period for the same medical condition)
- When diagnosed with a serious personal illness or injury that could lead to an extended absence

Phone: 1-855-937-1387

*Contracted part-time employees earn a prorated amount of sick leave hours based on their part-time work schedule. Biweekly paid employees accrue 0.0538 hours of sick leave per hour worked.

Contacts and Resources

Vendor/Office	Email/Website	Phone	Hours*
Onboarding Assistance			
Human Resources (HR) Client Services	HRConnection@fcps.edu	571-423-3000 800-831-4331	8 am–4:30 pm
Health Plans			
Aetna Dental (DPPO and DNO)	www.ih-aetna.com/fcps	877-238-6200	8 am–6 pm
Cigna Open Access Plus (OAP)	www.cigna.com/fcps	877-501-7992	Available 24/7
Kaiser Permanente HMO	my.kp.org/fcps	800-777-7902	7:30 am–9 pm
CVS Caremark (Prescription drug plan for Cigna members)	info.caremark.com/fcps	888-217-4161	Available 24/7
FCPS Office of Benefit Services (Medical, dental, FSA, and retirement savings, enrollment questions)	HRConnection@fcps.edu	571-423-3200, option 3	8 am–4:30 pm
Flexible Spending Accounts (FSAs)			
Optum Bank	www.optumbank.com/FCPS	1-844-875-5714	Available 24/7
Life Insurance and Retirement			
Educational Employees' Supplementary Retirement System of Fairfax County (ERFC)	www.fcps.edu , search "ERFC"	703-426-3900 844-758-3793	8 am–4:30 pm
Virginia Retirement System (VRS)	www.varetire.org	888-827-3847 (VA-RETIR)	8:30 am–4 pm
VRS Group Life Insurance Securian Financial	www.varetire.org	1-800-441-2258	8:30 am–4 pm
FCPS Office of Benefit Services (Life insurance questions)	HRConnection@fcps.edu	571-423-3200, option 1	8 am–4:30 pm
Hybrid 457, 457(b), and 403(b) Voluntary Retirement Savings Plans			
MissionSquare Retirement (formerly ICMA-RC) (Third-party administrator for the VRS Hybrid Defined Contribution Component)	Investor ServicesCommonwealthofVA@icmarc.org	1-877-327-5261 1-VRS-DC-PLAN1	8:30 am–5 pm
EMPOWER - 403(b)/457(b)	www.fcps.empower-retirement.com	877-449-FCPS (3277)	9 am–8 pm
Corebridge Financial - 403(b)	www.corebridgefinancial.com/rs/fcps	800-448-2542	9 am–8 pm
Employee Wellness Programs and the EAP			
Employee Wellness	HRWellness@fcps.edu	n/a	8 am–4:30 pm
FCPS Employee Assistance Program	EAPQuestions@fcps.edu	n/a	8 am–4:30 pm
Guidance Resources by ComPsych	www.guidanceresources.com , Web ID: FCPS	855-355-9097	Available 24/7
Leave and Disability Benefits			
Sedgwick—Short-Term Disability and Workers' Compensation	www.sedgwick.com/FCPS	855-937-1387	8 am–7 pm
MetLife—Long-Term Disability	www.metlife.com/mybenefits	888-444-1406	8 am–11 pm
FCPS Office of Benefit Services (Leave/disability benefits)	DisabilityandLeaves@fcps.edu	571-423-3200, option 2	8 am–4:30 pm

*All services are available Monday through Friday unless specified otherwise.