

PRINCIPALS' ASSOCIATION 2020-2021

The amount listed below will be available for each eligible employee to distribute as he/she designates among benefits or cash. Those eligible for benefits must enroll in at least single health coverage.

| | |
|-----------|------------|
| Per Month | \$758.75 |
| Per Year | \$9,105.00 |

Principals and assistant principals hired prior to July 1, 1996 shall be eligible for a "pay back" not to exceed \$9,105.00 if they elect coverage that is less expensive than the district contribution.

When an employee and his/her spouse are both employees of the district, they may pool their district insurance contributions with the following stipulations:

- *Both must participate in the district health insurance plan, if qualified, and maintain two single, single +1, or a family contract.
- *Any balance remaining shall be applied toward additional coverage or cash.

HEALTH INSURANCE

| | | <u>OPEN ACCESS</u> Cost per Month | <u>ACHIEVE NETWORK</u> Cost per Month |
|---------------------------|-----------|--------------------------------------|--|
| \$40 Co-Pay | | | |
| | Single | \$704.62 | \$668.68 |
| | Single +1 | \$1,409.24 | \$1,337.34 |
| | Family | \$1,750.08 | \$1,660.80 |
| \$1,500 Deductible | | | |
| | Single | \$554.06 | \$525.70 |
| | Single +1 | \$1,108.12 | \$1,051.60 |
| | Family | \$1,376.14 | \$1,305.94 |
| \$2,800 Deductible | | | |
| | Single | \$518.74 | \$492.28 |
| | Single +1 | \$1,037.46 | \$984.54 |
| | Family | \$1,288.42 | \$1,222.68 |

DENTAL INSURANCE

| | <u>Cost per Month</u> |
|-----------|-----------------------|
| Single | \$38.22 |
| Single +1 | \$76.46 |
| Family | \$125.62 |

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GROUP LIFE AND AD&D

The district shall provide a group life insurance policy in the amount listed below for each benefit eligible employee.

\$150,000

Accidental death and dismemberment (AD&D) insurance would pay an additional benefit, up to the amount of your life benefit, if you suffer a covered loss due to an accidental injury. The per month cost is listed below.

\$1.80

LONG TERM DISABILITY (LTD)

The district shall provide a long term disability insurance program for eligible employees. The LTD policy will be at 50% of the employee's monthly salary after a 90 day waiting period and district paid. Employees can choose to buy-up their percentage to 60%.

RETIREMENT BENEFITS

Teachers Retirement Association (TRA)

| | |
|--------------------|-------|
| Dist. Contribution | 8.13% |
| Emp. Contribution | 7.50% |

Deferred Compensation (403(b)/457 Accounts)

| Years of Service | Annual Dist. Match |
|------------------|--------------------|
| Beginning 1+ | \$2,000.00 |