

**FRINGE BENEFIT MONTHLY PREMIUM RATES
JULY 1, 2019 THROUGH JUNE 30, 2020**

MONTHLY DISTRICT CONTRIBUTION

Each Part-time teacher scheduled to hold a position for a period in excess of 100 working days in a school year shall be eligible for hospitalization, medical and major medical insurance benefits if the employee is regularly employed for 20 or more hours per week and is otherwise qualified under the terms of the insurance policy. The employer shall pay the monthly premium for individual coverage. The employee shall bear the additional cost of the premium if the employee enrolls in employee plus one or family coverage.

HEALTH AND ACCIDENT INSURANCE: HealthPartners (Monthly Premium)

Medical Plan	Single	Employee +1	Family
HealthPartners Base Perform Network Plan (\$500 deductible, \$30 co-pay) Mayo Clinic and Hazelden will be paid as out of network coverage Employee pays per month	\$727	\$1,235	\$1,735
	\$0	\$508	\$1,008
HealthPartners VEBA-HRA Open Access Plan (\$1,750 deductible then 70/30) Employee pays per month District Monthly VEBA-HRA allocation:	\$672	\$1,144	\$1,608
	\$0	\$472	\$936
	\$116.67	\$166.67	\$216.67
HealthPartners HSA High Deductible Open Access Plan (\$3,500 deductible then 70/30) Prescriptions applied toward deductible Employee pays per month	\$605	\$1,028	\$1,446
	\$0	\$423	\$841
HealthPartners HSA High Deductible SmartCare Plan (\$3,500 deductible then 70/30) Prescriptions applied toward deductible <u>Must use one of these 4 HealthPartners SmartCare Clinics:</u> <u>Maplewood, St. Paul, Burnsville or St. Louis Park as your</u> <u>primary care clinic.</u> Employee pays per month	\$547	\$929	\$1,306
	\$0	\$382	\$759

2020 HSA Calendar Year Limits: Single: \$3,550 Family: \$7,100 Your contribution/limit will be prorated by the number of months you are enrolled in the HSA. Single is \$295.83 and family is \$591.67 per month.

ARTICLE IX CAREER FINANCIAL PLANNING AND TRANSITION:

See master Agreement, Example below: If you are part time, you receive a prorated amount listed below.

Section D. Option #2. Retirement Savings Plan Benefits for Employees Beginning Employment On or After July 1, 2005, or who elected this Option:

Subd. 1 Purpose of Retirements Savings Plan:

The plan will require participation by the employee in a tax sheltered account (TSA) plan. The District will match the employee's deposit in TSA plan as stated below.

Subd. 2 Benefit: CTT Plan in Section B Plus Retirement Savings Plan

YEARS OF SERVICE	BOARD MATCHING CONTRIBUTION	TOTAL DURING SERVICE BRACKET
1 year	No District Match	\$ 0
2 - 3 years	\$250	\$500
4 - 5 years	\$804	\$1,608
6 - 10 years	\$1,179	\$5,895
11 - 15 years	\$1,553	\$7,765
16 - 20 years	\$2,357	\$11,785
21 - 25 years	\$2,742	\$13,710
26 + years	\$3,160	