

ENCINITAS UNION SCHOOL DISTRICT
2020-2021 Benefits Selection Form as of October 1, 2020

Employee Name (Print) _____ Employee I.D. No. _____

Location: _____ % Assignment _____ Job Share Partner: _____

You Must Select a MEDICAL plan. The District pays \$11,160 per year toward your District-offered health and welfare benefits, which must include a medical plan. The District pays 100% of the premium costs for the “Employee Only” HMO medical plans. If you select a PPO plan, the District will apply the \$11,160 towards the plan and you will pay the difference.

DISTRICT CONTRIBUTION

\$930.00 per month 12-pay Full-Time Employee: (Annual \$11,160.00) \$1,014.54 per month 11-pay

MEDICAL: all premiums are monthly

Blue Shield ACCESS HMO Plan - 12-pay

- Employee Only \$875.98
- Employee + Spouse \$1,722.49
- Employee + Children \$1,525.81
- Employee + Family \$2,398.06

Blue Shield TRIO HMO Plan - 12-pay

- Employee Only \$761.08
- Employee + Spouse \$1,492.65
- Employee + Children \$1,322.67
- Employee + Family \$2,076.52

Blue Shield PPO Plan - 12-pay

- Employee Only \$1,276.96
- Employee + Spouse \$2,562.91
- Employee + Children \$2,277.98
- Employee + Family \$3,623.71

Blue Shield Tandem PPO Plan - 12-pay

- Employee Only \$1,200.34
- Employee + Spouse \$2,409.13
- Employee + Children \$2,141.30
- Employee + Family \$3,406.29

Kaiser Permanente HMO Plan – 12-pay

- Employee Only \$588.50
- Employee + Spouse \$1,161.93
- Employee + Children \$1,024.31
- Employee + Family \$1,609.20

Blue Shield ACCESS HMO Plan - 11-pay

- Employee Only \$955.61
- Employee + Spouse \$1,879.08
- Employee + Children \$1,664.52
- Employee + Family \$2,616.07

Blue Shield TRIO HMO Plan - 11-pay

- Employee Only \$830.27
- Employee + Spouse \$1,628.35
- Employee + Children \$1,442.91
- Employee + Family \$2,265.29

Blue Shield PPO Plan - 11-pay

- Employee Only \$1,393.05
- Employee + Spouse \$2,795.90
- Employee + Children \$2,485.07
- Employee + Family \$3,953.14

Blue Shield Tandem PPO Plan - 11-pay

- Employee Only \$1,309.46
- Employee + Spouse \$2,628.14
- Employee + Children \$2,335.96
- Employee + Family \$3,715.95

Kaiser Permanente HMO Plan – 11-pay

- Employee Only \$642.00
- Employee + Spouse \$1,267.56
- Employee + Children \$1,117.43
- Employee + Family \$1,755.49

VOLUNTARY PLANS:

Delta Dental PPO – 12-pay

- Employee Only \$53.16
- Employee + 1 \$108.81
- Employee + 2 or more \$157.57

Delta Care HMO – 12-pay

- Employee Only \$17.97
- Employee + 1 \$33.17
- Employee + 2 or more \$49.06

VISION SERVICE PLAN (VSP) - 12-pay

- Employee Only \$10.71
- Employee + 1 \$16.64
- Employee + 2 or more \$26.39

Delta Dental PPO - 11-pay

- Employee Only \$57.99
- Employee + 1 \$118.70
- Employee + 2 or more \$171.89

Delta Care HMO – 11-pay

- Employee Only \$19.60
- Employee + 1 \$36.19
- Employee + 2 or more \$53.52

VISION SERVICE PLAN (VSP) - 11-pay

- Employee Only \$11.68
- Employee + 1 \$18.15
- Employee + 2 or more \$28.79

LIFE INSURANCE \$50,000 - Premiums paid by the District

ALL PREMIUMS WILL BE PRE-TAXED UNDER THE 125C PLAN. Changes in the cafeteria plan elections can only be made at the end of the plan year, unless due to and consistent with a valid status change (e.g., change in legal marital status; change in number of dependents; termination or commencement of employment; change in work schedule; dependent satisfies or ceases to satisfy dependent eligibility requirements; change in residence or worksite and such other events as would permit a revocation or change of election under IRC 125 regulations). Participation in this plan will automatically cease upon termination of employment. FICA taxes are not paid on Section 125 salary reduction. Therefore, your social security benefits at retirement may be reduced. Execution of this benefit election/salary reduction agreement does not automatically institute insurance coverage; in most instances an application for insurance must be completed. Premiums charged for insurance coverage may be adjusted by the insurance carrier issuing the contract and “take-home” pay may be higher or lower depending on the selections made.