

FRINGE BENEFIT MONTHLY PREMIUM RATES

MONTHLY POOL ALLOCATION- Fringe Rebate (pay code is REB)

Per the master agreement, teachers are eligible for full time fringe benefits provided they hold a position of .75 FTE or greater and in excess of 100 continuous working days in a school year. Teachers eligible for full time coverage will be given a “fringe pool” in the amount of **\$925** per month, over and above annual salary. Teachers electing Family VEBA-HRA coverage will receive an additional 20% (**\$185**) per month (pay code RBVBA). From this “fringe pool” amount, the cost of the single least expensive health plan (\$591), basic life (\$6.50) insurance and the cost of single dental (\$45) will be deducted regardless of enrollment.

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	\$785	\$1,334	\$1,874
HealthPartners VEBA-HRA Open Access Plan (\$1,750 deductible then 70/30)	\$726	\$1,236	\$1,737
District Monthly VEBA-HRA allocation:	\$116.67	\$166.67	\$216.67
HealthPartners HSA High Deductible Open Access Plan (\$3,500 deductible then 70/30) Prescriptions applied toward deductible	\$653	\$1,110	\$1,562
HealthPartners HSA High Deductible Select Network Plan (\$3,500 deductible then 70/30) Prescriptions applied toward deductible. Must use HealthPartners Select Network Healthpartners.com/select	\$591	\$1,003	\$1,410

2024 HSA Calendar Year Limits: Single: \$4,300 Family: \$8,300 (Your contribution/limit will be prorated by the number of months you are enrolled in the HSA. Single is \$345 and family is \$691)

DENTAL

Coverage is through Delta Dental at a monthly rate of \$45.00 for single or \$110.00 for family.

LIFE INSURANCE

Teachers are covered by a \$100,000 term life insurance policy. Voluntary coverage and dependent coverages are also available. Monthly costs are as follows:

<i>Basic Life Insurance</i>	\$.065 per \$1,000 in coverage (\$6.50) mandatory	
<i>Dependent Life Insurance (optional)</i>	\$2.80 (coverage includes \$10,000 coverage for spouse, \$5,000 for each child 6 months to 23 years or 26 years if a full- time student, and \$1,000 for each child 14 days to 6 months)	
<i>Voluntary Life Insurance (optional)</i>	<i>Employee only coverage</i>	<i>Based on age.</i>
	<i>Spouse coverage</i>	<i>Based on age of employee.</i>
	<i>Child(ren) coverage</i>	<i>\$.50/month for \$2,000</i>
<i>Voluntary Accidental Death and Dismemberment (AD&D) Coverage (optional)</i>	<i>Employee only coverage</i>	<i>\$.034 per \$1,000</i>
	<i>Spouse coverage</i>	<i>\$.034 per \$1,000</i>
	<i>Child(ren) coverage</i>	<i>\$.034 per \$1,000</i>

INCOME PROTECTION INSURANCE (Long Term Disability)

Income protection is required for all full-time employees. The employee pays for this protection post tax. The purpose of this insurance is to provide two-thirds of your salary should you become ill or disabled for a period more than 90 consecutive calendar days. Following the 90th day of disability, this insurance would pay two-thirds of your salary until you are no longer disabled or according to the plan chart, whichever is a shorter period. Any income more than \$50,000 per year will not be insured.

Monthly premium cost = (annual salary ÷ 12) x \$.00169

** all the above is a summary only, please refer to plan documents, enrollment forms and Certificate of Coverage for additional details.

ARTICLE IX CAREER FINANCIAL PLANNING AND TRANSITION:

See master Agreement, Example below:

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

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

Years of Service	Board Matching Contribution	Total During Service Bracket
0-1 years	n/a	n/a
2-3 years	\$ 275.00	\$ 550.00
4-5 years	\$ 884.00	\$ 1,768.00
6-10 years	\$ 1,297.00	\$ 6,485.00
11-15 years	\$ 1,708.00	\$ 8,540.00
16-20 years	\$ 2,593.00	\$ 12,965.00
21-25 years	\$ 3,016.00	\$ 15,080.00
26+ years	\$ 3,476.00	