

Clerical Part Time, ACA: Benefits Summary

Effective July 1, 2024

Part-time Clerical employees that work 30 or more hours a week are benefits eligible. More information can be found at www.isd622.org/staff - HR - Benefits or in the 2024-2025 Benefit Guide.

Employees can view plan summaries and descriptions and elect benefits online at <http://isd622.smartben.net>.

Benefits such as health and flexible spending are effective the first working contract day. Dental coverage starts on the first of the next month. Benefit elections must be made within 30 days of eligibility or during Annual Open Enrollment. Questions? Please contact the Benefits Office at (651) 748-7492 or benefits@isd622.org.

Health/Vision Insurance

BlueCross BlueShield is the current provider for the District health plans. There are two health plan options available, Copay and ACA.

BlueCross BlueShield Network: Aware

	Copay	ACA
Office Visit Copay	\$35	-
Individual Deductible	\$400	\$6,400
Single Monthly Premium	\$921.28	\$535.39
Family Monthly Premium	\$2,598.53	\$1,569.08

	District Contribution Per Month	Employee's Cost Per Month	Employee's Cost Per Month
Affordable Care Act Eligibility			
Single	\$430.39	\$490.89	\$105.00
Family	\$430.39	\$2,168.14	\$1,138.69

Copay Health Plan

A traditional health plan comprised of office visit and prescription copays, deductibles and out-of-pocket maximums.

ACA Health Plan

Considered a qualified high deductible health plan meaning a Health Saving Account could be established with a bank or another financial institution.

Additional Components of Health Plan Enrollment:

(available with all health plan options)

More information: www.isd622.org/staff - HR - Benefits

ISD 622 HealthPartners Well@Work Clinic

(located in the District Education Center)

Services and prescriptions at NO cost for employees, spouses and dependents on the District's health plan.

Make an Appointment: www.healthpartners.com/isd622

HealthPartners Appointment Line: 952-967-6857

Employee Assistance Program (EAP)

Facing a work or life challenge? Looking for information or resources? ♦ Available 24/7/365 ♦ Confidential ♦ Free

♦ Telephone and/or face to face counseling sessions

♦ Available to employee and any family member

♦ 1-800-383-1908 ♦ www.vitalworklife.com

Username: isd622 Password: member

Dental Plan

- Delta Dental is the current provider
- District Contribution: \$64.37/month
- Employee Cost: \$41.93/month for either single or family coverage

Flexible Spending Plan

- Allows use of pre-tax dollars for medical and/or dependent (day care) expenses
- Flexible spending plan year is from July 1 through June 30

Leave/Time off

- Holiday, sick, vacation and/or personal days available based on annual work hours, schedule and years of service.

Pension Plan

- State mandated, automatic enrollment in Public Employee Retirement Association (PERA)

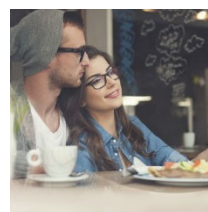
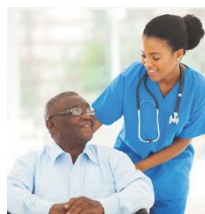
403(b) or 457 Retirement

- Participation and vesting available immediately upon benefits eligibility
- For more information, please visit www.isd622.org/staff - HR - Benefits or email the Benefits Office at benefits@isd622.org.

Insurance Deductions

Premiums are paid before taxes and taken through a payroll deduction from each paycheck beginning October 15, 2024 through May 30, 2025 (16 paychecks). The payroll deduction amount is calculated by multiplying the months of coverage by the monthly premium divided by the number of paycheck remaining for insurance coverage.

All benefits and deductions will be adjusted based on enrollment and eligibility



This is intended as an only a summary of possible benefits. This in no way replaces or is a substitute for applicable collective bargaining agreements/language and insurance summary plan descriptions.