

Salinas City Elementary School District
Employee Contributions - Active Certificated & Management Employees
Renewal Effective: January 1, 2026

Employee Contributions	MCSIG 2026 Renewal Monthly Contributions based on 2025 Agreement			Employee Contributions	CVT 2026 Proposed Monthly Contribution based on 2025 Agreement			CVT 2026 Proposed Monthly Contribution based on ER Contribution funding increase based on \$2.1M		
	Total	ER Cost	EE Cost		Total	ER Cost	EE Cost	Total	ER Cost	EE Cost
Blue Shield \$25 PPO				Anthem PPO 10, Rx V						
EE Only	\$1,714.65	\$920.00	\$794.65	EE Only	\$1,540.00	\$920.00	\$620.00	\$1,540.00	\$1,310.63	\$229.38
EE + 1	\$3,421.25	\$1,355.00	\$2,066.25	EE + 1	\$2,649.00	\$1,355.00	\$1,294.00	\$2,649.00	\$1,745.63	\$903.38
EE + Family	\$4,442.45	\$1,760.00	\$2,682.45	EE + Family	\$3,341.00	\$1,760.00	\$1,581.00	\$3,341.00	\$2,150.63	\$1,190.38
Blue Shield \$40 PPO				Anthem PPO HDHP 1						
EE Only	\$1,300.65	\$920.00	\$380.65	EE Only	\$1,579.00	\$920.00	\$659.00	\$1,579.00	\$1,310.63	\$268.38
EE + 1	\$2,596.70	\$1,355.00	\$1,241.70	EE + 1	\$2,716.00	\$1,355.00	\$1,361.00	\$2,716.00	\$1,745.63	\$970.38
EE + Family	\$3,371.80	\$1,760.00	\$1,611.80	EE + Family	\$3,426.00	\$1,760.00	\$1,666.00	\$3,426.00	\$2,150.63	\$1,275.38
Blue Shield \$60 PPO				Anthem PPO Bronze						
EE Only	\$1,099.40	\$920.00	\$179.40	EE Only	\$1,286.00	\$920.00	\$366.00	\$1,286.00	\$1,286.00	\$0.00
EE + 1	\$2,185.00	\$1,355.00	\$830.00	EE + 1	\$2,213.00	\$1,355.00	\$858.00	\$2,213.00	\$1,745.63	\$467.38
EE + Family	\$2,840.50	\$1,760.00	\$1,080.50	EE + Family	\$2,792.00	\$1,760.00	\$1,032.00	\$2,792.00	\$2,150.63	\$641.38
Blue Shield Select EPO				Anthem PPO HDHP 3						
EE Only	\$940.70	\$920.00	\$20.70	EE Only	\$1,185.00	\$920.00	\$265.00	\$1,185.00	\$1,310.63	\$0.00
EE + 1	\$1,871.05	\$1,355.00	\$516.05	EE + 1	\$2,039.00	\$1,355.00	\$684.00	\$2,039.00	\$1,745.63	\$293.38
EE + Family	\$2,431.10	\$1,760.00	\$671.10	EE + Family	\$2,571.00	\$1,760.00	\$811.00	\$2,571.00	\$2,150.63	\$420.38
Blue Shield Trio HMO										
EE Only	\$1,174.07	\$920.00	\$254.07							
EE + 1	\$2,525.33	\$1,355.00	\$1,170.33							
EE + Family	\$3,118.89	\$1,760.00	\$1,358.89							
Kaiser HMO - Low				Kaiser Plan 8						
EE Only	\$904.91	\$920.00	(\$15.09)	EE Only	\$1,304.16	\$920.00	\$384.16	\$1,304.16	\$1,251.63	\$52.54
EE + 1	\$1,799.31	\$1,355.00	\$444.31	EE + 1	\$2,244.31	\$1,355.00	\$889.31	\$2,244.31	\$1,745.63	\$498.69
EE + Family	\$2,542.37	\$1,760.00	\$782.37	EE + Family	\$2,832.84	\$1,760.00	\$1,072.84	\$2,832.84	\$2,150.63	\$682.22
Kaiser HMO - Medium				Kaiser Wellness Plan						
EE Only	\$1,000.55	\$920.00	\$80.55	EE Only	\$1,449.16	\$920.00	\$529.16	\$1,449.16	\$1,310.63	\$138.54
EE + 1	\$1,990.59	\$1,355.00	\$635.59	EE + 1	\$2,494.31	\$1,355.00	\$1,139.31	\$2,494.31	\$1,745.63	\$748.69
EE + Family	\$2,813.53	\$1,760.00	\$1,053.53	EE + Family	\$3,148.84	\$1,760.00	\$1,388.84	\$3,148.84	\$2,150.63	\$998.22
Kaiser HMO - High										
EE Only	\$1,161.36	\$920.00	\$241.36							
EE + 1	\$2,312.20	\$1,355.00	\$957.20							
EE + Family	\$3,267.56	\$1,760.00	\$1,507.56							

Certificated & Management Modeling:

- 2026 contribution modelling shows both with and without the increase to “ER Contribution Funding”
 - With ER Contribution Funding is based on Certificated & Management allocation of \$2,217,187
 - Note that distribution of the additional \$4.2m was based on the following methodology:
 - \$4.2 Million divided by the number of all employees enrolled in medical:
 - $\$4.2 \text{ divided by } 896 \text{ enrolled} = \$390.63 \text{ per enrolled added to the ER Contribution by Tier}$
 - Certificated & Management have 473 Enrolled x $\$390.63 = \$2,217,187$ in total additional ER Contribution