

**Dexter Community Schools  
Cost of Health Benefits  
DEA  
MESSA 1/1/2026-12/31/2026**

	Full Time 0.75 FTE-1.0 FTE		Employee Annual Cost Full Time	District Annual Cost Full Time
PAK A MESSA ABC 2 \$2000/4000 Dental Vision Life LTD	Employee Per Month	Employee Per Pay (24 Pays)		
Single	\$ 142.90	\$ 71.45	\$ 1,714.80	\$ 8,200.44
Double	\$ 375.20	\$ 187.60	\$ 4,502.40	\$ 17,077.08
Family	\$ 423.52	\$ 211.76	\$ 5,082.24	\$ 22,523.40
PAK C MESSA PPO \$1000/\$2000 Dental Vision Life LTD	Employee Per Month	Employee Per Pay (24 Pays)		
Single	\$ 266.28	\$ 133.14	\$ 3,195.36	\$ 8,200.44
Double	\$ 652.80	\$ 326.40	\$ 7,833.60	\$ 17,077.08
Family	\$ 768.98	\$ 384.49	\$ 9,227.76	\$ 22,523.40
PAK D MESSA ABC 1 \$1700/\$3400 Dental Vision Life LTD	Employee Per Month	Employee Per Pay (24 Pays)		
Single	\$ 205.60	\$ 102.80	\$ 2,467.20	\$ 8,200.44
Double	\$ 516.27	\$ 258.14	\$ 6,195.24	\$ 17,077.08
Family	\$ 599.08	\$ 299.54	\$ 7,188.96	\$ 22,523.40
Pak F MESSA Balance + \$1700/\$3400/20% Dental Vision Life LTD	Employee Per Month	Employee Per Pay (24 Pays)		
Single	\$ 100.72	\$ 50.36	\$ 1,208.64	\$ 8,200.44
Double	\$ 280.29	\$ 140.15	\$ 3,363.48	\$ 17,077.08
Family	\$ 305.41	\$ 152.71	\$ 3,664.92	\$ 22,523.40
PAK B MESSA No Medical Dental Vision Life LTD	Employee Per Month	Employee Per Pay (24 Pays)		
Single	\$ 10.00	\$ 5.00	\$ 120.00	\$ 923.40
Double	\$ 10.00	\$ 5.00	\$ 120.00	\$ 1,520.28
Family	\$ 10.00	\$ 5.00	\$ 120.00	\$ 2,676.84
Cash In Lieu of Medical	\$ (166.67)	\$ (83.33)		\$ 2,000.00

Part Time 0.25 FTE<0.75 FTE	
Employee Per Month	Employee Per Pay (24 Pays)
\$ 484.59	\$ 242.29
\$ 1,086.75	\$ 543.37
\$ 1,362.00	\$ 681.00
Employee Per Month	Employee Per Pay (24 Pays)
\$ 607.97	\$ 303.98
\$ 1,364.35	\$ 682.17
\$ 1,707.46	\$ 853.73
Employee Per Month	Employee Per Pay (24 Pays)
\$ 547.29	\$ 273.64
\$ 1,227.82	\$ 613.91
\$ 1,537.56	\$ 768.78
Employee Per Month	Employee Per Pay (24 Pays)
\$ 442.41	\$ 221.20
\$ 991.84	\$ 495.92
\$ 1,243.89	\$ 621.94
Employee Per Month	Employee Per Pay (24 Pays)
\$ 48.48	\$ 24.24
\$ 73.35	\$ 36.67
\$ 121.54	\$ 60.77
\$ (83.33)	\$ (41.67)