

FRINGE BENEFIT MONTHLY PREMIUM RATES
Insurance Premiums run September-August

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 more than 100 continuous working days in a school year. Teachers eligible for full time coverage will be allocated a “fringe pool” in the amount of \$1,188 per month, over and above annual salary. Teachers electing Family VEBA-HRA coverage will receive an additional 30% (\$358), per month (pay code RBVBA). From this “fringe pool” amount, the cost of the single least expensive health plan (\$827), basic life (\$6.50) insurance and the cost of single dental (\$52) will be deducted regardless of enrollment.

Medical Plan	Single	Employee +1	Family
<u>Blue Cross Blue Shield Base Plan: Aware Network</u> (\$800 deductible, \$35 co-pay)	\$1,098	\$1,868	\$2,623
<u>Blue Cross Blue Shield VEBA-HRA Aware Network Plan</u> (\$2,050 deductible then 70/30)	\$1,017	\$1,731	\$2,431
District Deposited Monthly VEBA-HRA to WEX	\$128.34	\$183.34	\$238.34
<u>Blue Cross Blue Shield High-Deductible HSA Aware Network Plan</u> (\$3,500 deductible than 70/30) Prescriptions applied toward deductible.	\$914	\$1,554	\$2,186
<u>Blue Cross Blue Shield High-Deductible HSA Plan.</u> <u>Must use the <i>High Value Network</i> only, which excludes Park Nicollet.</u> (\$3,500 deductible than 70/30) Prescriptions applied toward deductible.	\$827	\$1,404	\$1,974

2026 HSA Calendar Year Limits: Single: \$4,400 Family: \$8,750 Your contribution/limit will be prorated by the number of months enrolled in the HSA. Single is \$366 and family is \$729 per month. Individuals aged 55 or older (not enrolled in Medicare) can make an Additional \$1,000 “catch-up” contribution.

DENTAL

Coverage is through Delta Dental at a monthly rate of \$52.00 for single or \$126.00 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 and AD&D 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 ninety 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 \$75,000 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.**

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

Subd. 1 Purpose of Retirements Savings Plan:

The Plan will require participation by the employee in a tax-sheltered account (TSA) plan. The District will match the employee's deposit in the TSA plan as stated below.

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

Years of Service	Board Matching Contribution	Total During Service Bracket
1 Year	No District Match	\$0
2-3 years	\$303	\$606
4-5 years	\$974	\$1,948
6-10 years	\$1,430	\$7,150
11-15 years	\$1,883	\$9,415
16-20 years	\$2,859	\$14,295
21-25 years	\$3,325	\$16,625
26+ years	\$3,833	