

Clerical Part Time, ACA: Benefits Summary

Effective July 1, 2026

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 2026-2027 Benefit Guide.

Employees can view plan summaries and descriptions and elect benefits online at <https://worklife.alight.com/isd622/>.

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 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	\$1,125.22	\$660.79
Family Monthly Premium	\$3,156.42	\$1,917.62

	District Contribution Per Month	Employee's Cost Per Month	Employee's Cost Per Month
Affordable Care Act Eligibility			
Single	\$528.79	\$596.43	\$132.00
Family	\$528.79	\$2,627.63	\$1,388.83

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 plans)*

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

Wellness Incentive

Keep your copay or deductible low by completing the Wellness Incentive program and qualifying for the Preferred Benefit. Earn gift cards too! Preferred Benefit Qualification period: July 1, 2026 to April 30, 2027 for July 1, 2027

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

Employee Access Code: isd622

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

Time Off (May be prorated based on hire date)

- Sick: 80 hours
- Personal: Based on years of services: 8 hours after 1 year of service, 16 hours after 2 years of services, 24 hours after 3 years of service (Deducted from sick hours)
- Holidays: 8 - Thanksgiving Day; Day After Thanksgiving; Day before Federal Christmas Holiday; Federal Christmas Holiday; New Year's Day; President's Day; Spring Holiday; Memorial Day

Pension Plan

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

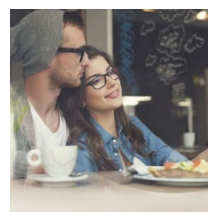
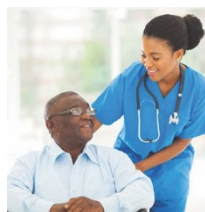
403(b) or 457 Retirement

- 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, 2026 through May 29, 2027 (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.