



Clerical Benefits Summary

Effective July 1, 2026

Clerical employees that work 1,760 or more hours a year 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/descriptions and elect benefits online at <https://worklife.alight.com/isd622/>

Benefits such as health, flexible spending, disability, and life insurance are effective the first working contract day. Benefits that start on the first of the next month are vision, dental, and legal insurance. 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 District health provider. There are three health plan options, Copay, ACA, and HSA.

BlueCross BlueShield Network: Aware

	Copay	ACA	HSA
Office Visit Copay	\$35	-	-
Individual Deductible	\$400	\$6,400	\$3,400
Single Monthly Premium	\$1,136.54	\$672.11	\$849.08
Family Monthly Premium	\$3,180.71	\$1,941.91	\$2,414.02

	Copay & ACA: District Contribution Per Month	Copay Employee's Cost Per Month	ACA Employee's Cost Per Month	HSA: District Contribution Per Month	HSA Employee's Cost Per Month
CLERICAL - 10 Mo, 11 Mo, 12 Mo, Full-Time					
Single	\$730.12	\$406.42	\$0.00	\$803.13	\$45.95
CLERICAL - 10 Mo, Full-Time (Hired after 8/7/92)					
Family	\$1,439.64	\$1,741.07	\$502.27	\$1,439.64	\$974.38
CLERICAL - 11 Mo, Full-Time (Hired after 8/7/92)					
Family	\$1,576.75	\$1,603.96	\$365.16	\$1,576.75	\$837.27
CLERICAL - 12 Mo, Full-Time					
Family	\$1,713.86	\$1,466.85	\$228.05	\$1,885.25	\$528.77

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.

HSA Health Plan

- Includes a Health Savings Account (HSA)
- Dollars may be used for eligible medical expenses
- Employees may contribute to the HSA
- Unused funds roll over year to year

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, 202

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

Vision

Included as part of health election, a separate vision plan through VSP, provides coverage for either contacts or glasses.

Dental Plan

- Delta Dental is the current provider
- Employee monthly cost is same for single or family coverage.
 - ▲ 10 Month: \$14.82 ▲ 11 Month: \$6.11
 - ▲ 12 Month: \$0.00

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

Life and Accidental Death & Dismemberment Insurance

Basic Life

100% District paid and in the amount of \$35,000

Supplemental Life Insurance

Option to purchase an additional life insurance policy in the amount of \$25,000

Short/Long Term Disability

- 100% District paid
- Payment for approved claim may begin once unable to work for 60 calendar days
- The plan pays 70% of pre-disability income

403(b) or 457 Retirement

- Up to 3.6% District Match
- Participation and vesting available immediately upon benefits eligibility
- For more information, For more information, please visit www.isd622.org/staff - HR - Benefits or email the Benefits Office at benefits@isd622.org.

Pension Plan

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

Legal Insurance

- 100% District paid
- Offers 10 free hours of legal services

Time Off (May be prorated based on hire date)

10-month and 11-month employees

- Sick: Year 1-80 hours (based on years of service)
- Personal: 16 hours
- Vacation: Year 1-80 hours (based on years of service)
- Holidays: 9-Labor Day, Thanksgiving Day; Day After Thanksgiving; Day before Federal Christmas Holiday Federal Christmas Holiday; New Year's Day; President's Day; Spring Holiday; Memorial Day
 - Juneteenth and Independence Day-Based on employee's work year

12-month employees

- Sick: Year 1-96 hours (based on years of service)
- Personal: 24 hours
- Vacation: Year 1-120 hours (based on years of service)
- Holidays: 11-Labor Day, Thanksgiving Day; Day After Thanksgiving; Day before Federal Christmas Holiday Federal Christmas Holiday; New Year's Day; President's Day; Spring Holiday; Memorial Day, Juneteenth, Independence Day

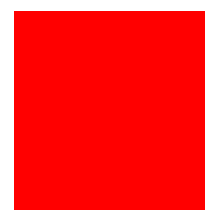
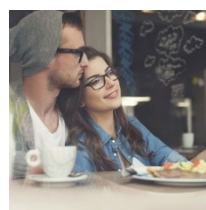
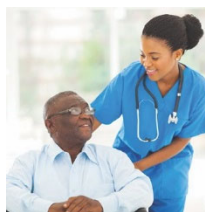
Insurance Deductions

Premiums are paid before taxes and taken through a payroll deduction from each paycheck. The payroll deduction is calculated by multiplying the months of coverage by the monthly premium divided by the number of paycheck remaining for insurance coverage.

10-month and 11-month employees: October 15, 2026 through May 30, 2027 (16 paychecks).

12-month employees: July 15, 2026 through June 30, 2027 (24 paychecks).

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.