

Non-Unit 1(≥1872 Annual hrs): Benefits Summary

Effective July 1, 2026

Non-unit employees that work 1,872 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 and 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 current provider for the District health plans. There are three health plan options available; 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
Single	\$730.12	\$406.42	\$0.00	\$846.00	\$3.08
Family	\$1,713.86	\$1,466.85	\$228.05	\$1,935.00	\$479.02

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
- District contributions to the HSA will be the surplus of the District Contribution compared to the health plan rate. Effective July 2026, there is not a District Contribution towards the HSA account for single or family coverage.

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

Vision

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
- 100% District paid for 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

Life and Accidental Death & Dismemberment Insurance

Basic Life

100% District paid and in the amount of "two times annual salary"

Supplemental Life Insurance

Option to purchase an additional life insurance

The cost is \$.160/1,000 coverage/month

- Option 1) \$10,000
- Option 2) Two-times salary
- Option 3) Three-times salary

The combined Basic and Supplemental policy amounts may not exceed \$900,000.

Dependent Life Insurance

Option to purchase a dependent life insurance policy for your spouse and/or child(ren)

- Plan 1) \$1,000 @ \$.42/month
- Plan 2) \$10,000 @ \$4.20 per month

Legal Insurance

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

403(b) or 457 Retirement

- Up to 3.6% District Match
- 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.

Pension Plan

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

Short/Long Term Disability

- 100% District paid
- Payment for approved claim may begin once unable to work for 32 consecutive working days
- The plan pays 70% of pre-disability income

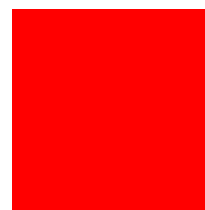
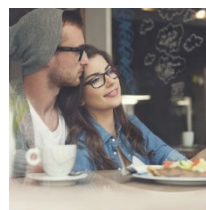
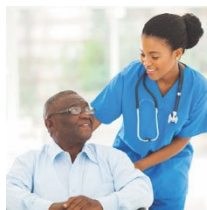
Time Off (May be prorated based on hire date)

- Sick: 120 hours
- Vacation: 200 hours
- Holidays: 12-Independence Day, 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, Floating

Insurance Deductions

Premiums are paid before taxes and taken through a payroll deduction from each paycheck beginning July 15, 2026 through June 30, 2027 (24 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.