

2027 BENEFITS AT A GLANCE – ELIGIBLE EMPLOYEES



Sun Prairie Area
School District

Futures depend on us...every child, every day.

- All Benefits begin the first of the month following your start date, not your hire date
- Insurance deductions are taken from 21 pay periods, 2nd payroll in September to 2nd payroll in June
- HSA Deposits by the employer/employee will be deposited no later than the end of day the Wednesday following payroll
- Employees and their eligible family members are eligible to use the Employee Wellness Clinic on their first day of employment (preemployment physicals can be completed prior to your start date)

HEALTH INSURANCE

Dean Health Plan is SPASD's health insurance carrier

Plan	Employee Cost		Total Premium EE/ER	
	Monthly*	Annual	Monthly	Annual
Traditional HMO Family	\$259.45	\$3,113.40	\$2,162.11	\$25,945.32
Traditional HMO Single	\$99.79	\$1,197.48	\$831.58	\$9,978.96
High Deductible Plan with HSA Family	\$185.34	\$2,224.08	\$1,671.33	\$20,055.96
High Deductible Plan with HSA Single	\$119.36	\$1,432.32	\$642.82	\$7,713.84

* Premiums are higher (prorated) for less than 1.0 FTE.

DENTAL INSURANCE

Delta Dental of Wisconsin is SPASD's dental insurance carrier

Plan	Employee Cost		Total Premium EE/ER	
	Monthly*	Annual	Monthly	Annual
Family	\$11.69	\$140.28	\$146.17	\$1,754.04
Single	\$4.08	\$48.96	\$51.03	\$612.36

* Premiums are higher (prorated) for less than 1.0 FTE.

VISION INSURANCE

Eye Med Vision (through Delta Dental of Wisconsin) is SPASD's vision insurance carrier

Plan	Employee Cost	
	Monthly*	Annual
Family	\$21.63	\$259.56
Single	\$8.69	\$104.28

EMPLOYEE WELLNESS CLINIC

- Low or no-cost health care for active employees and their immediate family members.
- Online scheduling accessible through the district employee wellness clinic website.
- Dedicated providers familiar with SPASD benefits and wellness programs.
- Convenient onsite access at Central Heights Middle School in Sun Prairie.

LIFE INSURANCE / LONG TERM DISABILITY

- Life insurance is paid for by the district. The coverage is 1x your annual salary.
- Long term disability is paid for by the district. This pays 2/3 or more of an employee's salary beginning on day 61 of a disability absence.

SHORT TERM DISABILITY

- Employees have the option to enroll in short-term disability at their own expense. Premium rate varies based on the coverage election.
- Employees can choose coverage that will pay up to 2/3 of their salary beginning on day 8 of a disability absence.

SUPPLEMENTAL LIFE/DEPENDENT LIFE INSURANCE

- Employees may enroll in supplemental and/or dependent life insurance at their own expense.
- The cost for supplemental life insurance is \$0.155 per thousand in coverage. You may elect 1x your salary worth of coverage.
- The cost for dependent life insurance is \$3.97 per month per family unit. The coverage is \$25,000 on a spouse and \$10,000 for children over the age of 6 months.

FLEXIBLE SPENDING

- The plan year is January 1 - December 31 for uncovered medical expenses or dependent care.
- To enroll, employees must select this option in Frontline HRMS within 30 days from their start date or during open enrollment.

WISCONSIN RETIREMENT SYSTEM

- Mandatory employee contribution is split 50% employer / 50% employee. Current rates can be found at etf.wi.gov.

OPTIONAL RETIREMENT – 403(b)/457

- Employees may contribute to supplemental retirement plans via payroll deduction with approved vendors. Please contact our Payroll Dept at payroll@sunprairieschools.org for more information.
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