

2022-23 TEACHERS

FRINGE BENEFIT MONTHLY PREMIUM RATES

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 in excess of 100 continuous working days in a school year. Teachers eligible for full time coverage will be given a “fringe pool” in the amount of **\$925** per month, over and above annual salary. Teachers electing Family VEBA-HRA coverage will receive an additional 20% (**\$185**) per month (pay code RBVBA). From this “fringe pool” amount, the cost of the single cheapest health plan (\$547), basic life (\$8.32) insurance and the cost of single dental (\$43) will be deducted regardless of enrollment.

Medical Plan	Single	Employee +1	Family
<u>HealthPartners Base Perform Network Plan</u> (\$500 deductible, \$30 co-pay) Mayo Clinic and Hazelden will be paid as out of network coverage	\$727	\$1,235	\$1,735
<u>HealthPartners VEBA-HRA Open Access Plan</u> (\$1,750 deductible then 70/30)	\$672	\$1,144	\$1,608
District Monthly VEBA-HRA allocation:	\$116.67	\$166.67	\$216.67
<u>HealthPartners HSA High Deductible Open Access Plan</u> (\$3,500 deductible then 70/30) Prescriptions applied toward deductible	\$605	\$1,028	\$1,446
<u>HealthPartners HSA High Deductible SmartCare Plan</u> (\$3,500 deductible then 70/30) Prescriptions applied toward deductible <u>Must use one of these 4 HealthPartners SmartCare Clinics: Maplewood, St. Paul, Burnsville or St. Louis Park as your primary care clinic.</u>	\$547	\$929	\$1,306

2022 HSA Calendar Year Limits: Single: \$3,650 Family: \$7,300 (Your contribution/limit will be prorated by the number of months you are enrolled in the HSA. Single is \$304 and family is \$608)

DENTAL

Coverage is through Delta Dental at a monthly rate of \$43.00 for single or \$106.00 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:

Basic Life Insurance	\$.083 per \$1,000 in coverage (\$8.32) mandatory	
Dependent Life Insurance (optional)	\$2.80 (coverage includes \$10,000 coverage for spouse, \$5,000 for each child 6 months to 19 years or 25 years if a full- time student, and \$1,000 for each child 14 days to 6 months)	
Voluntary Life Insurance (optional)	<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>
Voluntary Accidental Death and Dismemberment (AD&D) Coverage (optional)	<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 2/3 of your salary should you become ill or disabled for a period of time in excess of 90 consecutive calendar days. Following the 90th day of disability, this insurance would pay 2/3 of your salary until you are no longer disabled or according to the plan chart, whichever is a shorter period of time. Any income in excess of \$50,000 per year will not be insured.

Monthly premium cost = (annual salary ÷ 12) x \$.0026

**** all the above is a summary only, please refer to plan documents, enrollment forms and Certificate of Coverage for additional details.**

ARTICLE IX CAREER FINANCIAL PLANNING AND TRANSITION: See master Agreement, Example below:

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

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

Years of Service	Board Matching Contribution	Total During Service Bracket
0-1 years	n/a	n/a
2-3 years	\$ 275.00	\$ 550.00
4-5 years	\$ 884.00	\$ 1,768.00
6-10 years	\$ 1,297.00	\$ 6,485.00
11-15 years	\$ 1,708.00	\$ 8,540.00
16-20 years	\$ 2,593.00	\$ 12,965.00
21-25 years	\$ 3,016.00	\$ 15,080.00
26+ years	\$ 3,476.00	