

HEALTH INSURANCE

COSTS BY BARGAINING GROUP

EFFECTIVE 01/01/2019

2019	MONTHLY COST TO EMPLOYEE						MONTHLY VEBA CONTRIBUTION		MONTHLY COST TO DISTRICT					
	FAMILY COVERAGE			SINGLE COVERAGE			FAMILY	SINGLE	FAMILY COVERAGE			SINGLE COVERAGE		
	OPEN ACCESS HIGH DEDUCTIBLE	\$15 Co-Pay OPEN ACCESS	\$25 Co-Pay OPEN ACCESS	OPEN ACCESS HIGH DEDUCTIBLE	\$15 Co-Pay OPEN ACCESS	\$25 Co-Pay OPEN ACCESS			OPEN ACCESS HIGH DEDUCTIBLE	\$15 Co-Pay OPEN ACCESS	\$25 Co-Pay OPEN ACCESS	OPEN ACCESS HIGH DEDUCTIBLE	\$15 Co-Pay OPEN ACCESS	\$25 Co-Pay OPEN ACCESS
Bus Drivers/Assist	0.00	1,608.21	1,622.48	0.00	600.08	605.40	200.00	100.00	1,420.49	0.00	0.00	530.03	0.00	0.00
Bus Mechanics	90.49	278.21	292.48	0.00	70.08	75.40	200.00	150.00	1,330.00	1,330.00	1,330.00	530.03	530.00	530.00
DOSS	20.49	1,608.21	1,622.48	0.00	600.08	605.40	300.00	200.00	1,400.00	0.00	0.00	530.03	0.00	0.00
Maintenance*	0.00	808.21	822.48	0.00	300.08	305.40	250.00	225.00	1,441.60	800.00	800.00	562.80	300.00	300.00
Nutrition Services*	196.39	708.21	722.48	79.31	200.08	205.40	154.58	97.21	1,224.10	900.00	900.00	450.72	400.00	400.00
Kids Club Supervisors	890.49	1,358.21	1,372.48	0.00	450.08	455.40	50.00	102.21	530.00	250.00	250.00	530.94	150.00	150.00
Office Prof	0.00	1,608.21	1,622.48	5.77	600.08	605.40	150.00	150.00	1,460.83	0.00	0.00	524.26	0.00	0.00
Paraprofessional*	890.49	1,358.21	1,372.48	0.00	450.08	455.40	50.00	102.21	530.00	250.00	250.00	530.94	150.00	150.00
Principal	0.00	67.21	18.75	0.00	16.17	26.04	333.33	166.67	1,510.83	1,541.00	1,603.73	564.26	583.91	579.36
Teacher (1.0 FTE)	107.38	595.03	603.98	0.00	86.94	88.13	250.00	250.00	1,313.11	1,013.18	1,018.50	530.40	513.14	517.27
Teacher (.9 FTE)	107.38	595.03	603.98	0.00	86.94	88.13	250.00	250.00	1,313.11	1,013.18	1,018.50	530.40	513.14	517.27
Teacher (.8 FTE)	107.38	595.03	603.98	0.00	86.94	88.13	250.00	250.00	1,313.11	1,013.18	1,018.50	530.40	513.14	517.27
Teacher (.7 FTE)	501.31	898.98	909.53	158.75	240.88	243.31	0.00	0.00	919.18	709.23	712.95	371.28	359.20	362.09
Teacher (.6 FTE)	632.62	1,000.30	1,011.38	211.79	292.20	295.04	0.00	0.00	787.87	607.91	611.10	318.24	307.88	310.36
Teacher (.5 FTE)	763.93	1,101.62	1,113.23	265.01	343.51	346.76	0.00	0.00	656.56	506.59	509.25	265.02	256.57	258.64
Teacher (.4 FTE)	895.25	1,202.94	1,215.08	265.01	394.82	398.49	0.00	0.00	525.24	405.27	407.40	265.02	205.26	206.91
Teacher (.3 FTE)	1,026.56	1,304.26	1,316.93	265.01	446.14	450.22	0.00	0.00	393.93	303.95	305.55	265.02	153.94	155.18
Teacher (.2 FTE)	1,157.87	1,405.57	1,418.78	265.01	497.45	501.95	0.00	0.00	262.62	202.64	203.70	265.02	102.63	103.45
Teacher (.1 FTE)	1,289.18	1,506.89	1,520.63	265.01	548.77	553.67	0.00	0.00	131.31	101.32	101.85	265.02	51.31	51.73
Tier 1 Independent	0.00	275.52	291.93	0.00	94.74	100.85	200.00	100.00	1,420.49	1,332.69	1,330.55	530.03	505.34	504.55
Tier 2 Independent	0.00	275.52	291.93	0.00	94.74	100.85	200.00	100.00	1,420.49	1,332.69	1,330.55	530.03	505.34	504.55
Tier 3 Independent	0.00	380.52	396.93	0.00	105.24	111.35	200.00	100.00	1,420.49	1,227.69	1,225.55	530.03	494.84	494.05
Tier 4 Independent	0.00	475.02	491.43	0.00	115.74	121.85	200.00	100.00	1,420.49	1,133.19	1,131.05	530.03	484.34	483.55
COBRA/Retiree	1,420.49	1,608.21	1,622.48	530.03	600.08	605.40	N/A	N/A	0.00	0.00	0.00	0.00	0.00	0.00
Updated for 2019														

*District cost/month is based on the 2016-2018 contract & may change during the negotiation process for the 2018-2020 contract. A change to the district contribution may impact the employee cost.

PREFERRED MONTHLY PREMIUM		
PLAN OPTIONS	FAMILY	SINGLE
High Deductible	\$ 1,420.49	\$ 530.03
\$15 Co-Pay	\$ 1,608.21	\$ 600.08
\$25 Co-Pay	\$ 1,622.48	\$ 605.40

All benefit rates & information is based on full-time employee status.
Part-time staff may receive pro-rated district premiums and VEBA contributions per the union contract

IMPORTANT INFORMATION
▶ 12 Month employees will have approximately half of the employee's monthly cost will be deducted from each pay check.
▶ Less than 12 month employees and voucher paid employees will have larger per-pay deductions to cover summer premiums
▶ Insurance coverage for new employees starts on the first day of the month following their start date.
▶ COBRA continuation coverage is offered per state and federal guidelines.

Updated: October 1, 2018