

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				
BARGAINING GROUP																		
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	65.39	808.21	822.48	0.00	300.08	305.40	250.00	225.00	1,355.10	800.00	800.00	530.03	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	22.53	450.08	455.40	50.00	102.21	530.00	250.00	250.00	507.50	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.

*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*

PREFERRED ONE 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

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: January 18, 2019