

PROFESSIONAL / TECHNICAL

2018-2019

DISTRICT BENEFITS & EMPLOYEE PREMIUMS

The amount of **\$592.08 per month (\$7,105 per year)** will be available for eligible employees to distribute as he/she designates among benefits (health insurance, dental insurance, supplemental life insurance, accidental death or dismemberment insurance, increased long term disability insurance and/or flex) or cash. **Employees eligible for benefits must enroll in a least single health insurance.**

When an employee and his/her spouse are both employees in this bargaining unit, they may pool their District insurance contributions with the following stipulations:

- Both must participate in the District health insurance plan, if qualified, and maintain two single, a single plus one, or a family contract
- Any balance remaining shall be applied toward additional coverage in health insurance, dental insurance, supplemental life insurance, accidental death or dismemberment insurance, increased long term disability insurance and/or flex) or cash.

HEALTH INSURANCE PLAN

	<u>OPEN ACCESS</u> <u>Cost Per Month</u>	<u>ACHIEVE NETWORK</u> <u>Cost Per Month</u>
\$40 Co-Pay Plan		
Single	\$ 684.09	\$ 649.19
Single + 1	\$ 1,368.18	\$ 1,298.37
Family	\$ 1,699.10	\$ 1,612.42
\$1,500 Deductible Plan		
Single	\$ 537.92	\$ 510.48
Single + 1	\$ 1,075.84	\$ 1,020.95
Family	\$ 1,336.06	\$ 1,267.90
\$2,700 Deductible Plan		
Single	\$ 503.62	\$ 477.93
Single + 1	\$ 1,007.24	\$ 955.85
Family	\$ 1,250.87	\$ 1,187.05

DENTAL INSURANCE PLAN

Cost Per Month

Single	\$ 38.23
Single + 1	\$ 76.47
Family	\$ 125.63

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GROUP LIFE AND AD&D PLAN

Benefit Amount...	\$ 50,000 or \$ 150,000
(Your group life premium is paid in full by the District.)	
AD&D (optional)	\$ 50,000 - \$0.70 per month
	\$ 150,000 - \$2.10 per month

LONG TERM DISABILITY PLAN

Base Percentage of Income Insured...	50% of monthly base salary
Buy-up Percentage of Income Insured...	60% of monthly base salary

(Your Base premium is paid in full by the District.)

RETIREMENT BENEFIT

Public Employees Retirement Association (PERA)

District Contribution	7.50%
Employee Contribution	6.50%

Deferred Comp (403b/457 account)

Annual District Match	(3-10 yrs)	\$ 1,250
	(11+ yrs)	\$ 2,000

Employee Contribution Per Employee Contribution