

MEDICAL INSURANCE
EMPLOYEE MONTHLY COST

JULY 1, 2020

SESPA COLLECTIVE BARGAINING AGREEMENT - ARTICLE IX

C. HEALTH INSURANCE

a. Full-Time employees and part time employees who work 30-34.9 hours per week

The District shall provide coverage to full-time and part time employees who work 30-34.9 hours per week the Anthem MTBSOS Plan with RX Plan (R10/25/40M10/40/70). The percentage of the premium paid by the Board for single medical insurance coverage for full time and part time employees who work 30-34.9 hours per week is 0% in 2020-21, 40% in 2021-22, 60% in 2022-23, and 80% in 2023-24. The employee's yearly cost of the plan shall be prorated equally across twenty-one (21) bi-weekly pay periods. All new employees eligible for insurance will be on a sixty (60) day (calendar) probation period before insurance is provided. The Board agrees, to the extent allowed by the insurance carrier, to enable employees who are part time to enroll in the medical plan available to the Association by paying the full cost of the plan.

| 100% | | |
|--------------|--|--|
| Plan Options | ABNE w/RX R10/25/40 M10/40/70 | ABNE SOS w/RX R10/25/40 M10/40/70 |
| 1 person | \$994.78 | \$592.56 |

DENTAL INSURANCE *

F. DENTAL INSURANCE

The Board shall provide 75% of the premium payment for a single membership or 50% of the premium payment for two person/family membership in a dental insurance program providing benefits equivalent to those in place as of September 1986. This dental benefit shall be provided to all employees working full time. All new employees eligible for insurance will be on a 60 day (calendar) probation period before insurance is provided.

The employee's yearly cost of the plan shall be prorated equally across twenty-one (21) bi-weekly pay periods.

| | Monthly Cost |
|----------------|--------------|
| 1 person (25%) | \$11.22 |
| 2 person (50%) | \$43.43 |
| Family (50%) | \$79.03 |

04.06.2020