

**MEDICAL INSURANCE**  
**EMPLOYEE MONTHLY COST**  
**JULY 1, 2020**

**SESPA COLLECTIVE BARGAINING AGREEMENT - ARTICLE IX**

**C. HEALTH INSURANCE**

**a. Full-Time – 35 hours or more per week- enrolled in coverage in 2019/2020-Grandfathered**

Any 35 hour full-time employees who opted into health insurance in 2019-20 will be grandfathered to participate in the Anthem HMO, MTB Plan with RX Plan (R10/25/40M10/40/70) or the Anthem MTBSOS Plan with RX Plan (R10/25/40M10/40/70). The percentage of the premium paid by the Board for single, two person or family medical insurance coverage for grandfathered full time employees is 85%.

**MONTHLY COSTS**

<b>SESPA Plan Options</b>	<b>ABNE (15%) w/RX R10/25/40 M10/40/70</b>	<b>ABNE.SOS (15%) w/RX R10/25/40 M10/40/70</b>
1 person	\$149.22	\$88.89
2 person	\$298.44	\$177.77
Family	\$402.89	\$239.99

**DENTAL INSURANCE \***

**E. 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.**

	<b>Monthly Cost</b>
<b>1 person (25%)</b>	\$11.22
<b>2 person (50%)</b>	\$43.43
<b>Family (50%)</b>	\$79.03

**04.06.2020**