

Mounds View Public Schools Employee Benefits Summary 2007-2009 Principal Bargaining Unit

Revised 07/01/07

Medical Insurance

The medical insurance plan available to employees is Health Partners Open Access Plan. **The Districts contribution is prorated for part time employees.**

	Total Monthly Premium	District Contribution	Full-time Employee Monthly Cost
Single	\$459.87	\$459.87	\$0
Family	\$1,278.53	\$1,065	\$213.53

The employee's contribution is paid via payroll deduction on a pre-tax basis.

Dental Insurance

Employees may select from two plans offered by Delta Dental: Delta Preferred Option USA (tier 1) and Delta Premier (tier 2). Delta Preferred Option USA restricts the employee to Delta Dental dentists but a higher annual per-person maximum and no deductibles. Delta Premier allows employees to access a wider network of dentists but includes a per-person and per-family deductible and a lower plan maximum. The District's contribution is prorated for part time employees.

	Total Monthly Premium	District Contribution	Full-time Employee Monthly Cost
Single	\$47.30	\$47.30	\$0
Family	\$74.10	\$74.10	\$0

Flexible Spending Accounts

Flexible spending accounts allow employees to save money on their unreimbursed medical, dental and/or dependent care (child care & elder care) expenses by paying for them with pre-tax dollars. Employees elect how much money they would like deducted from their paychecks (if any) on a pre-tax basis during the "plan year". This money is then reimbursed to employees after they have paid their expenses. The flexible spending account booklet explains the plans in more detail. Maximum annual election for Medical is \$3,000, maximum annual election for Dependent Care expenses is \$5,000.

Basic Life Insurance

Principals are eligible for life and accidental death and dismemberment (AD&D) insurance in an amount equal to two times their annual salary through the District's group plan. The District pays the entire premium for full time employees. The District's contribution is prorated for part time employees.

Supplemental Life Insurance

Employees may purchase additional life and AD&D insurance through the District's group policy in an amount equal to two times their annual salary. The cost for the supplemental insurance is based on the employee's age. The premiums for the supplemental life insurance are paid by the employee through payroll deduction on an after-tax basis.

Long Term Disability Insurance

All eligible employees are covered under a long term disability policy that provides two-thirds of salary from all sources after 90 calendar days of disability. The premium for full time employees is 100% employer paid. The District's contribution is prorated for part time employees.

Retirement Plan

The employer and employee contribute to the fund as determined by law. Information regarding benefits may be obtained by contacting the Teachers' Retirement Association at 651-296-2409.

Supplemental Retirement Plans

Employees may make pre-tax contributions to the annuity of their choice under 403(b) regulations or to the State of Minnesota's Deferred Compensation Plan. More information about the supplemental retirement plans is found at www.moundsvIEWSchools.org/staffnet. Questions should be directed to the Payroll Department at 651-639-6206.

Health Care Savings Plan

The district will have the value of up to 4 days of accumulated personal time off (PTO) deposited at year end in a HRA chosen by the district. In addition, principals will have a district contribution of two thousand (\$2,000) deposited annually in a HRA chosen by the district.

Holidays

There are eleven paid holidays for all twelve-month employees and ten paid holidays for ten-month employees. Holidays are designated by the District prior to April 1 of each year.

Paid Time Off (PTO)

For purposes of PTO , a year is defined as July 1 - June 30. Principals-month principals receive PTO at the beginning of the fiscal year according to the schedule listed below.

0 - 25 Years of service: 40 Days
Over 25 years of service: 45 Days

PTO from the preceding fiscal year must be used by December 31. Paid Time off in excess of 28 days or 33 days for principals with more than 25 years of service will accumulate from one fiscal year to the next without restriction.

THIS DOCUMENT IS ONLY MEANT TO BE A SUMMARY OF INFORMATION. MORE DETAILED INFORMATION MAY BE FOUND IN THE UNION CONTRACT. ANY DISCREPANCIES BETWEEN THIS SUMMARY AND THE CONTRACT ARE SUPERSEDED BY THE CONTRACT.

Mounds View Public Schools Benefit Cost Sheets Principals Bargaining Unit

Revised 07/01/07

Health Insurance

Total monthly premium – single: \$459.87
Total monthly premium – family: \$1,278.53

FTE	Employee Cost	
	Per Month Single	Per Month Family
1.00	\$0.00	\$213.53

Dental Insurance

Total monthly premium – single: \$47.30
Total monthly premium – family: \$74.10

FTE	Employee Cost	
	Per Month Single	Per Month Family
1.00	\$0.00	\$0.00

Basic Life Insurance/ Accidental Death & Dismemberment

Employee Monthly Cost

The district pays the entire premium for full-time employees. The District contribution for part-time employee is prorated.

Rate

.140/\$1000/month

Coverage

2x annual salary up to a maximum of \$300,000

Supplemental Life Insurance/ Accidental Death & Dismemberment

Age	Monthly Rate/1000	
< 25	.085	
25-29	.095	*May purchase Life/ AD&D insurance in an amount equal to two times their annual salary.
30-34	.115	
35-39	.125	
40-44	.145	
45-49	.195	
50-54	.295	
55-59	.525	
60-64	.785	
65-69	1.495	
70+	2.405	

Coverage described is intended as a summary only. For exact terms and conditions, consult the group membership contracts.