



Non-Affiliated Employee Benefits Summary Effective January 1, 2022

Eligibility:

Part time employees who work 20 or more hours/week as a non-affiliated employee are eligible for prorated benefits, including insurance.

Medical Insurance:

The District's contribution is prorated for part-time employees. The employee contribution is paid via payroll deduction on a pre-tax basis.

Medical Insurance- Option 1 - HealthPartners- Open Access Choice \$15 Co-Pay Plan

	Total Monthly Premium	District Contribution	Full-time Employee Monthly Cost
Single	\$842.99	\$842.99	\$0.00
Family	\$2348.62	\$1784.95	\$563.67

Medical Insurance- Option 2 - HealthPartners- National ONE SM \$1,000 High Deductible Plan/VEBA

	Total Monthly Premium	District Contribution	Full-time Employee Monthly Cost
Single	\$696.31	\$696.31	\$0.00
Family	\$1943.66	\$1554.93	\$388.73

VEBA Contribution:

The district contributes annually the amount of \$750 for single coverage and \$1500 for family coverage into a health reimbursement account through BRI, a third-party vendor. Half of the contribution is made on January 15 and half on July 15 of each year. To receive this contribution the employee must be enrolled in medical insurance option 2 – the high deductible health plan. Money accumulated in a VEBA account can be used to pay for eligible medical expenses.

Dental Insurance:

Dental insurance is provided through Delta Dental. The District's contribution is prorated for part time employees.

	Total Monthly Premium	District Contribution	Full-time Employee Monthly Cost
Single	\$51.08	\$51.08	\$0.00
Family	\$80.03	\$80.03	\$0.00

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. Maximum annual election for Medical is \$2,850 maximum annual election for Dependent Care expenses is \$5,000. Accounts are managed through BRI, a third-party vendor.

Basic Life Insurance:

All employees 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 entire premium for full time employees is paid by the District. 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.

Spousal/Dependent Life:

Employees may purchase spousal life and AD&D insurance through the District’s group policy. Up to an additional \$25,000 in coverage may be purchased. The cost for spousal insurance is based on the *employee’s* age. Employees may also purchase up to \$10,000 in dependent life insurance through the District group policy. The cost for dependent life is one rate of \$2.50 per month.

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 a qualified disability. The premium for full time employees is 100% employer paid. The District's contribution is prorated for part time employees.

Retirement Plan – Public Employees Retirement Association (PERA):

The employer and employee contribute to the fund as determined by law. Information regarding benefits may be obtained by contacting the Public Employees Retirement Association at 651-296-7460.

Supplemental Retirement Plans:

Employees may make pre-tax contributions to a district approved plan under 403(b) regulations. More information about supplemental retirement plans can be found by going to www.moundviewschools.org, go to the employment link, click on benefits. Questions should be directed to the Payroll Department at 651-621-6032.

District Match:

Employees who participate in a 403b plan may be eligible for a District match to a qualifying TSA based on years of service. Year of service means full years of service as a non-affiliated employee on July 1 of each year.

Years of Service	Amount
Less than one year	\$0
1-3 years	\$1,000
3+ years	\$4,000

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. Twelve-month employees receive PTO at the beginning of the fiscal year according to the following schedule:

PTO Allocations: Hire Date July 1, 2018 or greater:

Assistant Superintendent and Directors:
36 Days

Assistant Directors, Coordinators and Managers:

Years	12 Month	10 Month
0-9	32	27
10-14	35	29
15+	37	32

Supervisors, Specialists:

Years	12 Month	10 Month
0-9	27	22
10-14	28	23
15+	30	25

Service Coordinators:
12-month – 14 day
10-month – 9 days

PTO Allocations Hire Date Prior to July 1, 2018:

Assistant Superintendent, Executive Directors, Directors:
41 days per year or in accordance with individual contracts, whichever is greater 20+ years: 45 Days

Assistant Directors, Coordinators, Managers:

Years	12 Month	11 Month	10 Month
0-12	36	32.5	29.5
14	37	33.5	30.5
15	38	34.5	31.5
16	39	35	32
17	40	36	33
18	41	37	34

Supervisors, Specialists Technicians, Confidential Employees:

Years	12 Month	11 Month	10 Month
0-7	31	28	25.5
8	32	29	26.5
9	33	30	27
10	34	31	28
11	35	32	29
12	36	33	29.5
14	37	34	30.5
15	38	35	31.5
16	39	36	32
17	40	37	33
18	41	38	34

Employees may accumulate up to eight (8) days of PTO from one (1) fiscal year to the next without restriction

The PTO schedule increases with years of service. Vacation accrual for employees working less than 12 months is prorated. Vacation for those starting after July 1st of any year will be prorated.

Health Reimbursement Account:

The district will have the value of up to 2 days of accumulated personal time off (PTO) for managers and specialists and up to 4 days of accumulated PTO for directors deposited at year end in an HRA chosen by the district.

**HealthPartners-Open Access Choice
Co-Pay Plan**

**HealthPartners-National ONE sm
\$1,000 High Deductible Plan**
Annual VEBA Contribution
\$750/\$1,500

FTE	Employee Cost Per Month		FTE	Employee Cost Per Month	
	Single	Family		Single	Family
1.00	\$0.00	\$563.67	1.00	\$0.00	\$388.73
.95	\$42.15	\$652.92	.95	\$34.82	\$466.48
.90	\$84.30	\$742.16	.90	\$69.63	\$544.22
.85	\$126.45	\$831.41	.85	\$104.45	\$621.97
.80	\$168.60	\$920.66	.80	\$139.26	\$699.72
.75	\$210.75	\$1,009.91	.75	\$174.08	\$777.46
.70	\$252.90	\$1,099.15	.70	\$208.89	\$855.21
.65	\$295.05	\$1,188.40	.65	\$243.71	\$932.96
.60	\$337.20	\$1,277.65	.60	\$278.52	\$1,010.70
.55	\$379.35	\$1,366.90	.55	\$313.34	\$1,088.45
.50	\$421.50	\$1,456.14	.50	\$348.16	\$1,166.20

Delta Dental-PPO/Premier

FTE	Employee Cost Per Month	
	Single	Family
1.00	\$0.00	\$0.00
.95	\$2.55	\$4.00
.90	\$5.11	\$8.00
.85	\$7.66	\$12.00
.80	\$10.22	\$16.00
.75	\$12.77	\$20.00
.70	\$15.32	\$24.00
.65	\$17.88	\$28.01
.60	\$20.43	\$32.01
.55	\$22.99	\$36.01
.50	\$25.54	\$40.01

**Basic Life Insurance/
Accidental Death & Dismemberment
Dismemberment**

<p><u>Employee Monthly Cost</u> The district pays the entire premium for full-time Employees. The District contribution for part-time employee is prorated.</p> <p><u>Rate</u> .128/\$1000/month</p> <p><u>Coverage</u> 2x annual salary up to a maximum of \$300,000</p>
--

**Supplemental Life Insurance/
Accidental Death &**

Age	Monthly Rate/1000	
< 25	.076	
25-29	.086	*May purchase Life/ AD&D
30-34	.106	insurance in an amount
35-39	.116	equal to two times their
40-44	.136	annual salary.
45-49	.186	
50-54	.286	May purchase a maximum
55-59	.516	of
60-64	.776	\$25,000 for spouse.
65-69	1.486	
70+	2.396	

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