

## SEA Negotiations

### SEA Insurance Proposal Information

April 24, 2019

#### ARTICLE 6 Salary and Fringe Benefits

##### C. INSURANCE BENEFITS

3. Effective ~~November 1, 2018~~ July 1, 2019, the Board will contribute the amounts listed below to provide payments toward the agreed upon insurance.

##### Medical Insurance amounts

Singles - <del>\$6560.52/year</del>	\$6685.17/year
2-Person - <del>\$13,720.07/year</del>	\$13,980.75/year
Family - <del>\$17,892.36/year</del>	\$18,232.31/year

##### Ancillary Insurance amounts

For those SEA members electing medical insurance

Singles - <del>\$54.63/month</del>	Singles - \$63.38/month
2-Person - <del>\$90.26/month</del>	2-Person - \$99.41/month
Family - <del>\$147.48/month</del>	Family - \$170.14/month

~~For those SESA members electing to opt out of medical insurance~~

<del>Singles - \$55.63/month</del>
<del>2-Person - \$91.26/month</del>
<del>Family - \$148.48/month</del>

In no case will the total aggregate amount contributed by the Board be more than is permitted using the specific dollar amounts provided by 2011 PA 152.

##### Option 1

Plan 1: Priority Health POS, 750/1500 deductible, \$10 CP, \$10/40 RX, Delta Dental (100, 80, ~~50~~ 80, \$1000 annual maximum, \$2000 orthodontic maximum), Vision VSP 2s, ~~10,000~~ 15,000 Negotiated Life, LTD.

Plan 2: Priority Health POS, \$1500/3000, \$10CP, \$10/40 RX, Delta Dental (100, 80, ~~50~~ 80, \$1000 annual maximum, \$2000 orthodontic maximum), Vision VSP 2s, ~~10,000~~ 15,000 Negotiated Life, LTD.

Plan 3: Priority Health HSA, \$1300/2600, 90% co-insurance after deductible, \$10/40 RX after deductible, Delta Dental (100, 80, ~~50~~ 80, \$1000 annual maximum, \$2000 orthodontic maximum), Vision VSP 2s, ~~10,000~~ 15,000 Negotiated Life, LTD.

##### Option 2

Delta Dental (100, 80, ~~50~~ 80, \$1000 annual maximum, \$2000 orthodontic maximum), Vision VSP 2s, ~~10,000~~ 15,000 Negotiated Life, LTD. For an employee who elects ancillary insurance only, the employer shall also provide a cash option. The cash option shall be \$3696.46 per year.

6. The Long Term Disability Coverage shall be: 66 2/3% coverage; ~~\$2,500~~ \$4,000 per month maximum; 120 calendar days (modified fill); freeze on offsets; alcoholism/drug 2-year maximum; mental/nervous 2-year maximum.

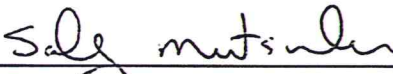
Proposal Costs:

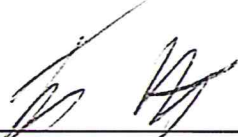
Non-HSA to 2019 hard cap	\$3438.97
Ancillary to hard cap at current rate	\$3315.96
Life/AD&D to \$15000 for all members	\$309.60
LTD to \$4000	\$3609.36
Dental/ortho to \$2000	\$4839.36
14 Months (Early implementation - Effective date 7/1/19)	<u>\$2637.25</u>
Total cost	\$18,150.50


Tentative Agreement

4/26/2019

Date

  
\_\_\_\_\_  
SEA President

  
\_\_\_\_\_  
SEA Vice-President

  
\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
MEA Representative