



ST. MICHAEL - ALBERTVILLE SCHOOLS

EXCELLENCE IS OUR TRADITION

CERTIFIED STAFF (0.4126 FTE) BENEFITS SUMMARY 2024-2025 2024-2025 PLAN YEAR IS 10/1/2024 – 6/30/2025

Medical Insurance, Option 1: BlueCross BlueShield Aware Plan with VEBA Account (HRA)

Annual Deductible/Out-of-Pocket Maximum: \$1,850 Single, \$3,700 Family***

	Total Monthly Premium	District Contribution	District Contribution to VEBA	Employee Monthly Cost*	Employee Cost per Paycheck (18 pay)**
Single	\$761.50	\$228.79	\$36.10	\$532.71	\$266.36 (18)
Family	\$2,207.00	\$559.07	\$72.21	\$1,647.93	\$823.96 (18)

Medical Insurance, Option 2: BlueCross BlueShield Aware Plan with Health Savings Account (HSA)

Annual Deductible/Out-of-Pocket Maximum: \$4,000 Single, \$8,000 Family***

	Total Monthly Premium	District Contribution	District Contribution to HSA	Employee Monthly Cost*	Employee Cost per Paycheck (18 pay)**
Single	\$633.50	\$264.89	\$0.00	\$368.61	\$184.31 (18)
Family	\$1,836.00	\$631.28	\$0.00	\$1,204.72	\$602.36 (18)

Medical Insurance, Option 3: BlueCross BlueShield Aware Hybrid Plan with VEBA/HSA

Annual Deductible/Out-of-Pocket Maximum: \$4,000 Single, \$8,000 Family***

	Total Monthly Premium	District Contribution	District Contribution to VEBA/HSA	Employee Monthly Cost*	Employee Cost per Paycheck (18 pay)**
Single	\$633.50	\$228.79	\$36.10	\$404.71	\$202.36 (18)
Family	\$1,836.00	\$559.07	\$72.21	\$1,276.93	\$638.46 (18)

Medical Insurance, Option 4: BlueCross BlueShield Aware MVP Plan with HSA

Annual Deductible/Out-of-Pocket Maximum: \$6,350 Single, \$12,700 Family***

	Total Monthly Premium	District Contribution	District Contribution to HSA	Employee Monthly Cost*	Employee Cost per Paycheck (18 pay)**
Single	\$537.50	\$264.89	\$0.00	\$272.61	\$136.31 (18)
Family	\$1,558.50	\$631.28	\$0.00	\$927.22	\$463.61 (18)

***Employee contributions are paid via payroll deduction on a pre-tax basis.**

****Cost per paycheck is determined by employee's payroll frequency (ordinarily 20 or 24 paychecks per year). For the 2024-2025 short plan year, employee premiums for the 9-month plan year will be deducted over 18 paychecks.**

*****Please see Summaries of Benefits and Coverage (SBCs) for full coverage details on each plan.**

INDEPENDENT SCHOOL DISTRICT #885
11343 50TH STREET NE
ALBERTVILLE, MN 55301
WWW.STMA.K12.MN.US



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Dental Insurance: HealthPartners Open Access Choice

	Total Monthly Premium	District Contribution	Employee Monthly Cost*	Employee Cost per Paycheck (18 pay)**
Single	\$51.02	\$12.38	\$38.64	\$19.32 (18)
Family	\$151.09	\$12.38	\$138.71	\$69.36 (18)

Flexible Spending Accounts: WEX Health, Inc.

Flexible spending accounts allow employees to use pre-tax dollars to pay for dependent day care and/or unreimbursed health care expenses. Eligible expenses must be incurred during the plan year. Up to \$640 of unused funds can carry over from year to year. More information on flexible spending can be found at www.stma.k12.mn.us under Departments/Human Resources/Benefits.

Basic Life Insurance: Madison National Life Insurance

Employees have access to \$50,000 of life and accidental death and dismemberment (AD&D) insurance coverage through the district's group policy. The employee is responsible for the full cost of the premium.

Supplemental Life Insurance: Madison National Life Insurance

Employees may purchase additional life insurance through the district's group policy. An additional \$25,000 or \$50,000 of coverage may be purchased. Employees must be enrolled in basic life coverage to purchase additional life insurance.

	Total Monthly Premium	District Contribution	Employee Monthly Cost*	Employee Cost per Paycheck (18 pay)**
\$25,000 policy	\$3.00	\$0.00	\$3.00	\$1.50 (18)
\$50,000 policy	\$6.00	\$0.00	\$6.00	\$3.00 (18)

Retirement Plan: MN Teachers Retirement Association (TRA)

The employee and employer contribute to the defined-benefit pension plan as determined by Minnesota law. Information regarding TRA benefits may be obtained by contacting TRA at 651-296-2409 or visiting <https://minnesotatra.org>.

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Supplemental Retirement Plan: 403(b)

Employees may contribute to a tax-sheltered annuity (TSA) under 403(b) regulations. To begin contributions, the employee must meet with a financial advisor from the district's approved vendor list and submit a completed salary reduction agreement. Employees are eligible for matching funds upon their attainment of continuing contract status; match amounts are as follows:

Years of Service	District 403(b) Match (up to)
Continuing contract – 9 years	\$226.93
10 – 14 years	\$533.08
15 – 19 years	\$760.01
20+ years	\$1,021.19

Employees may sign up for a 403(b) at any time but must make application for participation in the 403(b) annuity matching plan by September 1 in order to receive the full annual match amount.

*****This document is only meant to be a summary of information. More detailed information may be found in the certified staff contract. Any discrepancies between this summary and the contract are superseded by the contract.*****