



# ST. MICHAEL - ALBERTVILLE SCHOOLS

EXCELLENCE IS OUR TRADITION

## CERTIFIED STAFF (0.422 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	\$234.00	\$36.93	\$527.50	\$263.75 (18)
Family	\$2,207.00	\$571.81	\$73.85	\$1,635.19	\$817.60 (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	\$270.92	\$0.00	\$362.58	\$181.29 (18)
Family	\$1,836.00	\$645.66	\$0.00	\$1,190.34	\$595.17 (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	\$234.00	\$36.93	\$399.50	\$199.75 (18)
Family	\$1,836.00	\$571.81	\$73.85	\$1,264.19	\$632.10 (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	\$270.92	\$0.00	\$266.58	\$133.29 (18)
Family	\$1,558.50	\$645.66	\$0.00	\$912.84	\$456.42 (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 50<sup>TH</sup> STREET NE  
ALBERTVILLE, MN 55301  
WWW.STMA.K12.MN.US



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## Dental Insurance: HealthPartners Open Access Choice

	<b>Total Monthly Premium</b>	<b>District Contribution</b>	<b>Employee Monthly Cost*</b>	<b>Employee Cost per Paycheck (18 pay)**</b>
Single	\$51.02	\$12.66	\$38.36	\$19.18 (18)
Family	\$151.09	\$12.66	\$138.43	\$69.22 (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](http://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.

	<b>Total Monthly Premium</b>	<b>District Contribution</b>	<b>Employee Monthly Cost*</b>	<b>Employee Cost per Paycheck (18 pay)**</b>
\$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:

<b>Years of Service</b>	<b>District 403(b) Match (up to)</b>
Continuing contract – 9 years	\$232.10
10 – 14 years	\$545.22
15 – 19 years	\$777.32
20+ years	\$1,044.45

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.\*\*\***