



**2020- 2021**  
**Clerical/Paraeducator - Premium Rates**  
**Simsbury Public Schools**  
**CIGNA PLANS**



**Based upon 2019-20 Shared Cost Split – subject to change upon completion of Union Negotiations**

The following rate structure and premiums are effective 07/01/20 for the listed Bargaining Simsbury Public Schools active employees.

**PPO - Board / Employee Shared Cost Split**

Rates for the Following Covered Bargaining Group:

**SFEP - Clerical/Paraeducators**

CIGNA PPO – OAP (Open Access Plus)	Monthly Premium Rate	Employee Monthly Rate	Employee Annual Rate	Employee Payroll Rate 20 P/R's
Employee Only	\$988.00	\$280.27	\$3,363.28	\$168.17
Employee + 1	\$1,971.79	\$556.33	\$6,675.95	\$333.81
Family	\$2,932.84	\$830.51	\$9,966.13	\$498.32

**HMO - Board / Employee Shared Cost Split**

Rates for the Following Covered Bargaining Group:

**SFEP - Clerical/Paraeducators**

CIGNA HMO – OAP IN (Open Access Plus – In Network Only)	Monthly Premium Rate	Employee Monthly Rate	Employee Annual Rate	Employee Payroll Rate 20 P/R's
Employee Only	\$895.70	\$187.97	\$2,255.68	\$112.79
Employee + 1	\$1,791.39	\$375.93	\$4,511.15	\$225.57
Family	\$2,776.67	\$674.34	\$8,092.09	\$404.61

**HDHP/HSA - Board / Employee Shared Cost Split**

Individual and Dependent Coverage (85% paid by Board / 15% paid by individual)

Rates for the Following Covered Bargaining Group:

**SFEP - Clerical/Paraeducators**

CIGNA HDHP & HSA (High Deductible Health Plan & Health Savings Account)	Monthly Premium Rate	Employee Monthly Rate	Employee Annual Rate	Employee Payroll Rate 20 P/R's
Employee Only	\$734.58	\$110.19	\$1,322.24*	\$66.12
Employee + 1	\$1,469.17	\$220.38	\$2,644.51*	\$132.24
Family	\$2,277.25	\$341.59	\$4,099.05*	\$204.96

\*BOE will make an HSA deposit equal to \$1,000 or \$2,000, based on Individual/Family Enrollment. Said deposit shall be made in 2 parts; by the first pay date in July and the first pay date in January.