



2020 - 2021
Unaffiliated & Nutrition Svcs - Premium Rates
Simsbury Public Schools
CIGNA PLANS



Based upon 2019-20 Shared Cost Split – subject to change

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

PPO - Board / Employee Shared Cost Split

Individual and Dependent Coverage (81.5% paid by Board / 18.5% paid by individual)
 Rates for the Following Covered Bargaining Group:

UNAFF - Unaffiliated, Unaffiliated SEED and Nutrition Service Personnel

CIGNA PPO – OAP (Open Access Plus)	Monthly Premium Rate	Employee Monthly Rate	Employee Annual Rate	Employee Payroll Rate 20 P/R's
Employee Only	\$982.08	\$181.68	\$2,180.22	\$109.02
Employee + 1	\$1,959.96	\$362.59	\$4,351.11	\$217.57
Family	\$2,915.24	\$539.32	\$6,471.83	\$323.60

HMO - Board / Employee Shared Cost Split

Individual and Dependent Coverage (83.5% paid by Board / 16.5% paid by individual)
 Rates for the Following Covered Bargaining Group:

UNAFF - Unaffiliated, Unaffiliated SEED and Nutrition Service Personnel

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	\$890.33	\$146.90	\$1,762.85	\$88.15
Employee + 1	\$1,780.64	\$293.81	\$3,525.67	\$176.29
Family	\$2,760.01	\$455.40	\$5,464.82	\$273.25

HDHP/HSA - Board / Employee Shared Cost Split

Individual and Dependent Coverage (85.5% paid by Board / 14.5% paid by individual)
 Rates for the Following Covered Bargaining Group:

UNAFF - Unaffiliated, Unaffiliated SEED and Nutrition Service Personnel

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	\$730.18	\$105.88	\$1,270.51*	\$63.54
Employee + 1	\$1,460.35	\$211.75	\$2,541.01*	\$127.06
Family	\$2,263.59	\$328.22	\$3,938.65*	\$196.94

* 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.