



2021- 2022
Clerical/Paraeducator - Premium Rates
Simsbury Public Schools
CIGNA PLANS



The following rate structure and premiums are effective 07/01/21 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	\$986.13	\$290.58	\$3,487.00	\$174.36
Employee + 1	\$1,968.04	\$576.95	\$6,923.35	\$346.18
Family	\$2,927.27	\$862.72	\$10,352.58	\$517.64

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	\$894.00	\$198.45	\$2,381.44	\$119.08
Employee + 1	\$1,787.99	\$396.90	\$4,762.75	\$238.15
Family	\$2,771.40	\$706.85	\$8,482.14	\$424.12

HDHP/HSA - 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:

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	\$733.19	\$120.98	\$1,451.72*	\$72.60
Employee + 1	\$1,466.38	\$241.95	\$2,903.43*	\$145.18
Family	\$2,272.92	\$375.03	\$4,500.38*	\$225.03

*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.