



2021 - 2022
Unaffiliated & Nutrition Srvs - Premium Rates
Simsbury Public Schools
CIGNA PLANS



The following rate structure and premiums are effective 07/01/21 for the listed Non-Bargaining Simsbury Public Schools active employees.

PPO - Board / Employee Shared Cost Split

Individual and Dependent Coverage (80% paid by Board / 20% 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	\$196.42	\$2,356.99	\$117.86
Employee + 1	\$1,959.96	\$391.99	\$4,703.90	\$235.21
Family	\$2,915.24	\$583.05	\$6,996.58	\$349.84

HMO - Board / Employee Shared Cost Split

Individual and Dependent Coverage (82% paid by Board / 18% 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	\$160.26	\$1,923.11	\$96.17
Employee + 1	\$1,780.64	\$320.52	\$3,846.18	\$192.32
Family	\$2,760.01	\$469.20	\$5,961.62	\$298.09

HDHP/HSA - Board / Employee Shared Cost Split

Individual and Dependent Coverage (84% paid by Board / 16% 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	\$116.83	\$1,401.95*	\$70.11
Employee + 1	\$1,460.35	\$233.66	\$2,803.87*	\$140.20
Family	\$2,263.59	\$362.17	\$4,346.09 *	\$217.31

* 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.