

Management Active Employee Rates

All SAUSD employees pay for their medical insurance coverage. *Be sure to look at the appropriate chart for your specific rates.* Your contributions for health insurance are deducted on a *month-to-month* basis, are *pre-tax*, and calculated each pay period, which effectively lowers your tax liability.

Rates are effective: July 1, 2021 through June 30, 2022

Rates for Employees Hired **BEFORE** July 1, 2019

| Medical Rates | | | | | Dental Rates | | |
|---|-------------------------------|--------------------------------|--------------------------------|-----------------------------|---------------------------|-----------------------------------|---------------------------------|
| | Blue Shield Access+ HMO | Blue Shield Spectrum PPO | Blue Shield Trio ACO HMO | Kaiser Permanente HMO | Delta Care USA DHMO | Delta Dental Incentive DPPO | Delta Dental Network DPPO |
| Single Coverage (Employee Only) | | | | | | | |
| Total Plan Cost | \$821.04 | \$1,074.56 | \$579.90 | \$692.04 | \$21.32 | \$66.78 | \$55.92 |
| SAUSD Pays | -\$749.61 | -\$906.74 | -\$555.11 | -\$641.19 | -\$21.32 | -\$66.78 | -\$55.92 |
| Employee Pays | \$71.43/MO. | \$167.82/MO. | \$24.79/MO. | \$50.85/MO. | \$0.00/MO. | \$0.00/MO. | \$0.00/MO. |
| Two-Party Coverage (Employee +1 dependent) | | | | | | | |
| Total Plan Cost | \$1,698.49 | \$2,232.51 | \$1,198.26 | \$1,379.79 | \$35.20 | \$185.62 | \$155.45 |
| SAUSD Pays | -\$1,550.72 | -\$1,883.77 | -\$1,147.02 | -\$1,283.76 | -\$35.20 | -\$61.91 | -\$55.51 |
| Employee Pays | \$147.77/MO. | \$348.74/MO. | \$51.24/MO. | \$96.03/MO. | \$0.00/MO. | \$123.71/MO. | \$99.94/MO. |
| Family Coverage (Employee +2 or more dependents) | | | | | | | |
| Total Plan Cost | \$2,446.16 | \$3,205.92 | \$1,726.91 | \$1,956.66 | \$52.02 | \$252.50 | \$211.42 |
| SAUSD Pays | -\$2,233.33 | -\$2,705.18 | -\$1,653.06 | -\$1,815.12 | -\$52.02 | -\$61.91 | -\$55.51 |
| Employee Pays | \$212.83/MO. | \$500.74/MO. | \$73.85/MO. | \$141.54/MO. | \$0.00/MO. | \$190.59/MO. | \$155.91/MO. |

Rates for Employees Hired **AFTER** July 1, 2019

| Medical Rates | | | | | Dental Rates | | |
|---|-------------------------------|--------------------------------|--------------------------------|-----------------------------|---------------------------|-----------------------------------|---------------------------------|
| | Blue Shield Access+ HMO | Blue Shield Spectrum PPO | Blue Shield Trio ACO HMO | Kaiser Permanente HMO | Delta Care USA DHMO | Delta Dental Incentive DPPO | Delta Dental Network DPPO |
| Single Coverage (Employee Only) | | | | | | | |
| Total Plan Cost | \$821.04 | \$1,074.56 | \$579.90 | \$692.04 | \$21.32 | \$66.78 | \$55.92 |
| SAUSD Pays | -\$630.55 | -\$580.81 | -\$491.33 | -\$641.19 | -\$21.32 | -\$66.78 | -\$55.92 |
| Employee Pays | \$190.49/MO. | \$493.75/MO. | \$88.57/MO. | \$50.85/MO. | \$0.00/MO. | \$0.00/MO. | \$0.00/MO. |
| Two-Party Coverage (Employee +1 dependent) | | | | | | | |
| Total Plan Cost | \$1,698.49 | \$2,232.51 | \$1,198.26 | \$1,379.79 | \$35.20 | \$185.62 | \$155.45 |
| SAUSD Pays | -\$1,263.78 | -\$1,165.64 | -\$983.82 | -\$1,283.76 | -\$35.20 | -\$61.91 | -\$55.51 |
| Employee Pays | \$434.71/MO. | \$1,066.87/MO. | \$214.44/MO. | \$96.03/MO. | \$0.00/MO. | \$123.71/MO. | \$99.94/MO. |
| Family Coverage (Employee +2 or more dependents) | | | | | | | |
| Total Plan Cost | \$2,446.16 | \$3,205.92 | \$1,726.91 | \$1,956.66 | \$52.02 | \$252.50 | \$211.42 |
| SAUSD Pays | -\$1,788.28 | -\$1,650.84 | -\$1,392.62 | -\$1,815.12 | -\$52.02 | -\$61.91 | -\$55.51 |
| Employee Pays | \$657.88/MO. | \$1,555.08/MO. | \$334.29/MO. | \$141.54/MO. | \$0.00/MO. | \$190.59/MO. | \$155.91/MO. |

Blue Shield rates include: Medical, Express Scripts pharmacy, and V.S.P. vision coverage

Kaiser Permanente rates include: Medical, Kaiser pharmacy, and V.S.P. vision coverage

Management Employees Hired After July 1, 2018

All Management employees hired after July 1, 2018 pay the contracted percentage for medical for two consecutive years. After the two years, they pay the lower hired before rates. For more information about District-Employee contributions, you should refer to your union contract.