



## SASPOA 2024 – 2025 Rates

All SAUSD employees pay for their medical insurance coverage. Be sure to look at the appropriate chart for your specific rates. The tables below summarize the employee contribution amount that will be effective July 1, 2024. Remember, your contributions for healthcare coverage are deducted tenthly (10 months) before taxes and are calculated each pay period, effectively lowering your tax liability.

Rates are currently still pending negotiations. Shown on this table is a range where your benefit premium will fall once negotiations are met

**Rates are effective July 1, 2024 through June 30, 2025**

**Tenthly rates for Classified Employees completing their second consecutive year or longer in a benefited position.**

Medical Rates				
	Blue Shield Access+ HMO	Blue Shield PPO	Blue Shield Trio ACO HMO	Kaiser Permanente HMO
<b>Single</b> (Cost for Employee only coverage)				
<b>Total Plan Cost</b>	\$1,128.28	\$1,327.94	\$791.23	\$910.57
<b>SAUSD Pays</b>	Pending	Pending	Pending	\$862.36
<b>Employee Pays</b>	\$ 56.41 - \$103.65	\$262.13 - \$265.59	\$15.82 - \$62.65	\$18.21
<b>Two-Party</b> (Cost for Employee +1 Dependent coverage)				
<b>Total Plan Cost</b>	\$2,316.68	\$2,759.97	\$1,636.77	\$1,816.93
<b>SAUSD Pays</b>	Pending	Pending	Pending	\$1,780.59
<b>Employee Pays</b>	\$115.83 - \$213.11	\$544.78 - \$551.99	\$32.74 - \$129.89	\$36.34
<b>Family</b> (Cost for Employee +2 or more dependents coverage)				
<b>Total Plan Cost</b>	\$3,335.00	\$3,962.36	\$2,357.33	\$2,575.15
<b>SAUSD Pays</b>	Pending	Pending	Pending	\$2,523.65
<b>Employee Pays</b>	\$166.75 - \$306.60	\$782.13 - \$792.47	\$47.15 - \$186.83	\$51.50

**Tenthly Rates for Classified Employees who have not completed two consecutive years in a benefited position.**

Medical Rates				
	Blue Shield Access+ HMO	Blue Shield PPO	Blue Shield Trio ACO HMO	Kaiser Permanente HMO
<b>Single</b> (Cost for Employee only coverage)				
<b>Total Plan Cost</b>	\$1,128.28	\$1,327.94	\$791.23	\$910.57
<b>SAUSD Pays</b>	Pending	Pending	Pending	Pending
<b>Employee Pays</b>	\$352.87 - \$396.01	\$552.53 - \$653.91	\$15.82 - \$62.65	\$135.16 - \$230.77
<b>Two-Party</b> (Cost for Employee +1 Dependent coverage)				
<b>Total Plan Cost</b>	\$2,316.68	\$2,759.97	\$1,636.77	\$1,816.93
<b>SAUSD Pays</b>	Pending	Pending	Pending	Pending
<b>Employee Pays</b>	\$712.65 - \$802.92	\$1,155.94 - \$1,366.31	\$32.74 - \$129.89	\$212.90 - \$411.24
<b>Family</b> (Cost for Employee +2 or more dependents coverage)				
<b>Total Plan Cost</b>	\$3,335.00	\$3,962.36	\$2,357.33	\$2,575.15
<b>SAUSD Pays</b>	Pending	Pending	Pending	Pending
<b>Employee Pays</b>	\$1,024.82 - \$1,154.61	\$1,652.18 - \$1,954.61	\$47.15 - \$186.83	\$264.97 - \$550.15