



# CROSSLAKE

## COMMUNITY SCHOOL

### Benefit Committee Recommendations to the Board of Education for 2024 Benefits

\*Note - All benefits and contributions from the Board are available for any employee working 20 hours or more per week.

The committee recommends that the Board approve the **BCBS-Choice Plan RFP** for **health** insurance with a contribution of **\$717.64** per month which is **100%** of the single coverage.

- This will be an increase of \$7.26 per month per person with a total budget increase of \$3,833.28 per year ( $\$7.26 \times 44 \text{ participants} \times 12$ ).

The committee recommends that the Board approve the following plans for dental, vision, short term disability, long term disability, basic life and supplemental life with the contribution rates shown.

**Dental** - **MetLife**, Board contribution of **\$41.48** per month which is **100%** of the single coverage

- This will be an increase of \$1.98 per person per month with a total budget increase of approximately \$1,140.48 per year ( $\$1.98 \times 48 \text{ participants} \times 12$ ).

**Vision (eye-wear only)** - **BlueCrossBlueShield**, no Board contribution

**STD, LTD, Basic Life Insurance** - **MetLife**, 100% Employer sponsored

**Supplemental Life** - **MetLife**, Employee Paid

**HSA and Dependent Care FSA** - **WEX**, Employer paid admin monthly fee \$2.75 per person

#### Investment Options:

**TRA/PERA** - contributions as required by the state

**Roth IRAs** - **Primerica**, no Board contribution, **no employer fees**

**403(B)** - **Primerica**, no employer contribution, **employer fees \$0 per year**, employee fees 5 ½% sales charge (would decrease with increased amount of investments in account)