

Office of Human Resources

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HEALTH INSURANCE RATES EFFECTIVE 7/1/2024 thru 6/30/2025

UMR – A United Healthcare Company- HIGH DEDUCTIBLE HEALTH PLAN (HDHP)

Deductible: Single - \$1,600 / E+1 and Family - \$3,200 effective 7/1/24 – 6/30/25

**Refer to the Benefit Summary and Uniform Glossary of Health Coverage and
Terms for plan design and coverages**

	Monthly Premium	FULL-TIME			PART-TIME		
		District Contribution	Employee Share	Per 24 paychecks	District Contribution	Employee Share	Per 24 paychecks
Single	\$985.00	\$985.00	\$0.00	\$0.00	\$690.00	\$295.00	\$147.50
Employee Plus One	\$2,073.00	\$1,451.00	\$622.00	\$311.00	\$1,016.00	\$1057.00	\$528.50
Family	\$2,267.00	\$1,587.00	\$680.00	\$340.00	\$1,111.00	\$1,156.00	\$578.00

Mid-year enrollment or coverage level change (from single to E+1 for example) will require the total premium due to be divided by the remaining pay periods (through May) resulting in a new per paycheck amount. Employees who receive 19 paychecks rather than 24 will have the total yearly premium divided into 19 equal payments.

NOTE: District Contribution Exclusion: Employees who have health/hospitalization insurance coverage under another plan may participate in the District health/hospitalization insurance, but they will receive no District contribution toward the monthly premium. This does not include employees who receive Medicare, Tri-Care, or Veterans Affairs (VA) benefits, or exceptions granted by the Executive Director of Human Resources due to hardship.

2024-25 District HSA Contribution

Single	Full-Time	Part-Time	Employee +1 & Family	Full-Time	Part-Time
	\$800.00 (approximately \$66.66 per month)	\$400.00 (approximately \$33.33 per month)		\$1,600.00 (approximately \$133.33 per month)	\$800.00 (approximately \$66.66 per month)

Newly Hired: In the school year first employed, the District will contribute into an HSA for newly hired employees the amounts listed above pro-rated based on start date.

January – December 2024 Maximum Contribution Levels for HSAs as set by IRS

Self-only	\$4,150	2024 HSA maximum contribution levels include employee plus district contributions.
Family	\$8,300	
Catch-up (55 or older)	\$1,000	