

INSTRUCTIONAL ASSISTANT BENEFIT PACKAGE

Employees hired BEFORE October 27, 2011:

Those members working 30 or more hours a week receive the legislatively capped amount of monthly premium of MESSA ABC Plan 1 premium and monthly HSA contributions for member and full family health insurance.

Those regularly scheduled to work less than thirty (30) hours per week but at least seventeen (17) hours per week, the cost to the Board shall be limited to no more than the legislatively capped amount of monthly premium of MESSA ABC Plan 1 premium and monthly HSA contributions for member only coverage.

Employees hired AFTER October 27, 2011:

Those regularly scheduled to work more than seventeen (17) hours per week, the cost to the Board shall be limited to no more than the legislatively capped amount of monthly premium of MESSA ABC Plan 1 premium and monthly HSA contributions for member only coverage as defined above.

No premium subsidy is available for employees scheduled to work fewer than 17 hours per week.

MESSA PAK A (HEALTH PLAN with Life Insurance)

MESSA ABC Plan 1 [High Deductible Health Plan]. This policy has a \$1,600 single subscriber/\$3,200 two-person/family in-network annual deductible, funded by the district each January 1st.

Life Insurance – Term Life Insurance, with AD&D, in the amount of \$15,000 paid to the employee's designated beneficiary.

MESSA PAK B (CASH IN LIEU OF INSURANCE)

Eligible employees not electing health insurance will receive the following amount in lieu of coverage:

- Employees working 17 or more hours per week.....\$1500
- Employees working at least 12 hours per week, but less than 17\$750

This amount will be paid in two equal installments: 1st payroll of January and 1st payroll of June.

Life Insurance – Term Life Insurance, with AD&D, in the amount of \$15,000 paid to the employee's designated beneficiary.