

2009-10 INSURANCE PLAN
FOR SUPPORT PERSONNEL (MESPA)

The Board shall make a contribution of the proper rate per month to the negotiated health insurance carrier per the agreement. The Board will provide health care premiums for only one Plan-A or Plan-B per employee and only one Plan-A or Plan-B per family as listed below.

- A. The following Board-paid insurance coverage will be provided eligible employees for the life of the contract. Eligible employees shall be defined as an employee working in excess of thirty (30) hours per week.

Plan A – (For employees needing health insurance)

Health Insurance	MESSA Choices II \$10/\$20 Preferred Rx Program \$200/400 In-Network Deductible with immediate \$100 Board reimbursement to employee \$20/25/50 OV/UC/ER Co-Pay
Delta Dental	80/80/80 \$1,500 ortho lifetime max Class 1 and 2 Benefits - \$1,500 annual max
Negotiated Life	\$40,000 Life Plus \$40,000 AD&D
Vision	VSP III Plus
Long Term Disability	66 2/3% - 60-day wait – Freeze on sick days

- B. The Employer shall provide Fifteen Thousand Dollars (\$15,000) term life insurance for each eligible employee.

C. Plan B – (For employees NOT needing health insurance)

Delta Dental	100:80/80/80 \$1,500 ortho lifetime max Class 1 and 2 Benefits - \$1,500 annual max
Negotiated Life	\$60,000 Life Plus \$60,000 AD&D
Dependent Life	\$2,000 spouse/\$2,000 child(ren)
Vision	VSP III Plus
Long Term Disability	66 2/3% - 60-day wait – Freeze on sick days

Employees selecting to have the items listed under Plan B, who are eligible for Plan A, will receive the difference between Plan B costs and (\$3,500) Three Thousand Five Hundred Dollars.