

BENEFIT ELIGIBILITY LIST 2021: PARAPROFESSIONAL

Premium Amounts Are Per Pay Check

HEALTH INSURANCE*	19 Pays for Non-Wellness Participant	19 Pays for Non-Wellness Participant	19 Pays for Wellness Participant	19 Pays for Wellness Participant
TRADITIONAL PREFERRED PROVIDER OPTION #1	DISTRICT PAYS:	EMPLOYEE PAYS:	DISTRICT PAYS:	EMPLOYEE PAYS:
SINGLE PPO HEALTH	\$203.85	\$249.15	\$231.03	\$221.97
EMPLOYEE + SPOUSE PPO HEALTH	\$428.02	\$523.14	\$485.09	\$466.07
EMPLOYEE + CHILDREN PPO HEALTH	\$377.10	\$460.90	\$427.38	\$410.62
EMPLOYEE + FAMILY PPO HEALTH	\$574.70	\$702.41	\$651.32	\$625.78
STANDARD HIGH DEDUCTIBLE PLAN OPTION #2	DISTRICT PAYS:	EMPLOYEE PAYS:	DISTRICT PAYS:	EMPLOYEE PAYS:
SINGLE HDHP HEALTH	\$200.85	\$171.10	\$223.17	\$148.78
EMPLOYEE + SPOUSE HDHP HEALTH	\$421.77	\$359.28	\$468.63	\$312.42
EMPLOYEE + CHILDREN HDHP HEALTH	\$371.29	\$316.29	\$412.55	\$275.03
EMPLOYEE + FAMILY HDHP HEALTH	\$566.03	\$482.18	\$628.93	\$419.28
CHI NETWORK HIGH DEDUCTIBLE PLAN OPTION #3	DISTRICT PAYS:	EMPLOYEE PAYS:	DISTRICT PAYS:	EMPLOYEE PAYS:
SINGLE HDHP HEALTH	\$176.35	\$150.23	\$195.95	\$130.63
EMPLOYEE + SPOUSE HDHP HEALTH	\$369.19	\$314.49	\$410.21	\$273.47
EMPLOYEE + CHILDREN HDHP HEALTH	\$324.88	\$276.75	\$360.98	\$240.65
EMPLOYEE + FAMILY HDHP HEALTH	\$495.55	\$422.13	\$550.61	\$367.07
NHN NETWORK HIGH DEDUCTIBLE PLAN OPTION #4	DISTRICT PAYS:	EMPLOYEE PAYS:	DISTRICT PAYS:	EMPLOYEE PAYS:
SINGLE HDHP HEALTH	\$179.68	\$153.06	\$199.64	\$133.09
EMPLOYEE + SPOUSE HDHP HEALTH	\$376.15	\$320.43	\$417.95	\$278.63
EMPLOYEE + CHILDREN HDHP HEALTH	\$331.02	\$281.98	\$367.80	\$245.20
EMPLOYEE + FAMILY HDHP HEALTH	\$504.93	\$430.12	\$561.03	\$374.02
DENTAL INSURANCE*			District Pays 19 Pays Rate	Employee Pays 19 Pays Rate
SINGLE DENTAL			\$10.99	\$7.33
EMPLOYEE + SPOUSE DENTAL			\$10.99	\$29.43
EMPLOYEE + CHILDREN DENTAL			\$10.99	\$24.48
EMPLOYEE + FAMILY DENTAL			\$10.99	\$43.27
LIFE INSURANCE			District Pays 19 Pays Rate	Employee Pays 19 Pays Rate
\$50,000 TERM LIFE			\$2.05	\$0.00
Supplemental Life per \$50,000 in coverage (any request for an increase requires Evidence of Insurability form)*			\$0.00	\$6.32
Spouse Supplemental Life per \$25,000 in coverage (any request for an increase requires Evidence of Insurability form)*			\$0.00	\$2.84
Dependent Child Life \$10,000 Coverage			\$0.00	\$2.05
VISION INSURANCE			District Pays 19 Pays Rate	Employee Pays 19 Pays Rate
SINGLE VISION			\$0.00	\$4.14
EMPLOYEE + SPOUSE VISION			\$0.00	\$7.87
EMPLOYEE + CHILDREN VISION			\$0.00	\$8.29
EMPLOYEE + FAMILY VISION			\$0.00	\$12.18
OTHER BENEFITS			District Pays	Employee Pays
Contributions - Health Savings Accounts for qualifying persons electing Single Coverage - High Deductible Health Plans **			\$1,100.00	Employee Election
Contributions - Health Savings Accounts for qualifying persons electing Single+Dependant(s) Coverage - HDHP **			\$2,200.00	Employee Election
Employee Contributions - Section 125 Medical Plan for persons electing PPO Health Plan ***			\$0.00	Employee Election
Employee Contributions - Section 125 Child/Elder Care Plan ***			\$0.00	Employee Election
403(b) or 457 Tax Deferred Savings Retirement Account			\$0.00	Employee Election
Nebraska Public Employees Retirement System (required) ****			9.8778%	9.7800%
Social Security / Medicare (required)			7.6500%	7.6500%

* - If you and your spouse both work for the District, contact Human Resources at 402-715-8582 for possible alternate rates.

** - Supplemental employee and spousal life insurance includes premium and coverage reductions at age 70 and 75.

Please contact Human Resources at 402-715-8582 for alternate rates.

*** - Employee contributions are limited by IRS Rules.

(2021 Limits = \$2,750 per year for Section 125 Medical and \$5,000 per year for Section 125 Child/Elder Care)

(2021 Limits for Health Savings Account = \$2,500 per year for single or \$5,000 for three family tiers of coverage after District contributions)

District Contribution: Based on your employment status in January / September, the District contributions are made on the date of your

January / September paycheck

**** - Questions about the Nebraska Public Employees Retirement System may be addressed by calling 1-800-245-5712