

HEALTH CARE SAVINGS PLAN CONTRIBUTION

I. PURPOSE

The purpose of this policy is to provide guidelines for employee and employer contributions to a Health Care Savings Plan (HCSP) for all employees not covered by a collective bargaining agreement (CBA).

II. GENERAL STATEMENT OF POLICY

Employees covered under collective bargaining agreements are subject to the appropriate contract language. Employees not covered under a CBA, who work 30 or more hours per week on average, will make and receive contributions according to this policy.

III. ONGOING CONTRIBUTIONS

Supervisors	Salary (Full-year Equivalent)	Employee Contribution	Employer Contribution
Hired on or after 1/1/2005	Greater than \$110,000	\$2,500	\$2,500
	\$70,000 – 109,999	\$1,500	\$1,500
	\$50,000 – 69,999	\$1,000	\$1,000
Hired before 1/1/2005	All salary levels	\$0	\$0

Non- Supervisory Staff	Salary (Full-year Equivalent)	Employee Contribution	Employer Contribution
12-month Employees	\$70,000 – 109,999	\$1,500	\$1,500
	\$50,000 – 69,999	\$1,000	\$1,000
	\$40,000 – 49,999	\$500	\$500
Less than 12-month Employees	All salary levels	\$0	\$0

IV. EMPLOYEE SEVERANCE PAYMENTS

For employees eligible to receive a severance payment based on their date of hire and years of service, with a hire date before 1/1/1992, the District shall contribute 50% of the calculated

severance into a Health Care Savings Plan within 60 days of the end of employment. The remaining 50% will be paid in cash.

For employees eligible to receive a severance payment based on their date of hire and years of service, with a hire date after 1/1/1992, the District shall contribute 100% of the calculated severance into a Health Care Savings Plan within 60 days of the end of employment.

Source: Aitkin Independent School District No. 0001, Aitkin, MN

Reviewed: 12-21-15, 08-15-16

Approved: 1-11-16, 08-15-16