

SAUCON VALLEY SCHOOL DISTRICT
Hellertown, Pennsylvania

COMPENSATION AND BENEFITS PLAN
BOARD OF SCHOOL DIRECTORS
and
FOOD SERVICE PERSONNEL

July 1, 2022 to June 30, 2025

Compensation and Benefits Plan
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FOODS SERVICE PERSONNEL
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TABLE OF CONTENTS

I.	Effective Date of Plan	4
II.	Classification of Employees	4
III.	Definitions	4
IV.	New Employee	4
V.	Management Prerogatives	5
VI.	Posting Vacancies	5
VII.	Wages and Salary Provisions	5
VIII.	Employee Benefits	5
IX.	Work Process	6
X.	Employee Classifications	6
XI.	Performance & Discipline	7
	a. Evaluation Procedure	7
	b. Complaint Procedure – Non-Contract/Meet and Discuss Related Issues	7
	1. Purpose	7
	2. Procedure	7
	Reopener Clause	7
	Appendix “A”	9
	Temporary Assignment	9
	Healthcare Benefits	9
	Dental Insurance	11
	Vision	12
	Life Insurance	12
	Income Protection	12
	Retirement Benefits	12
	Family and Medical Leave Act of 1993 (FMLA)	13
	Sick Leave	13
	Death in Immediate Family	14
	Paid Holidays	14
	Personal Days	15
	Inclement Weather	15
	Exhaustion of Accumulated Paid Leave Time	15
	Appendix “B”	16
	Temporary Assignment	16
	Sick Leave	16

	Paid Holidays	16
	Death in Immediate Family	16
	Personal Day	17
	Inclement Weather	17
	Food Service Personnel	17
	Exhaustion of Accumulated Paid Leave Time	18
	Appendix "C"	19
	Appendix "D"	20

COMPENSATION AND BENEFITS PLAN

I. EFFECTIVE DATE OF PLAN

This plan is effective July 1, 2022, and shall continue until June 30, 2025.

II. CLASSIFICATION OF EMPLOYEES

For the term of this Compensation Plan, there shall be three classifications of Food Service Employees:

Crew Manager
Cook
General Kitchen Help

III. DEFINITIONS

Full-Time Employees: Employees with a normal work week of 30 hours or more. A full-time employee will be eligible for benefits.

Part-Time Employees: Employees with a normal work week of less than 30 hours.

IV. NEW EMPLOYEE

All new employees will be employed at fifty cents (\$.50) less per hour than the agreed upon rate for a total of ninety (90) consecutive calendar days and shall not be eligible for benefits. After the probationary period of ninety (90) consecutive calendar days, on the 91st day, the employee shall be eligible to receive current wages and any benefits allowed under Compensation Plan.

An employee who has worked in the Cafeteria Food Service Department as a substitute employee for 100 hours or more shall work a probationary period of forty-five (45) consecutive calendar days at fifty cents (\$0.50) less per hour than the agreed upon rate.

If the probationary period extends into the summer recess, the probationary period will be suspended and resumed in August with the first work day for the Food Service Department and will continue until the ending probationary day. The probationary period shall not include time served under temporary, emergency or substitute appointments nor time while the employee is absent from work.

V. **MANAGEMENT PREROGATIVES**

The management of the Board's premises and equipment and direction of the working forces, including the right to hire and suspend, to classify, assign, discipline and promote, to discharge or transfer for proper cause, to promulgate reasonable working rules, and to establish working schedules and conditions is a management prerogative.

The Board, or its designee (Director of Fiscal and Operations Management), with recommendations from the Food Service Coordinator, has the right to relieve employees from duty because of lack of work or for other legitimate reasons and the right to change, modify, or move any equipment, work assignment or type of service.

VI. **POSTING VACANCIES**

All vacancies shall be posted for five (5) working days and cafeteria employees shall have the opportunity to apply for said vacancies. The Food Service Coordinator shall make a recommendation to the Director of Fiscal and Operations Management, however, the appointment will be approved by the Board, as it shall be determined in the best interest of the School District.

In the event of short-term vacancies of a temporary nature, the Food Service Coordinator shall recommend to the Director of Fiscal and Operations Management to hire substitutes to perform the required duties without posting the vacancy.

VII. **WAGES AND SALARY PROVISION**

The parties agree that wages and salaries are accurately reflected in Article X and that the schedule of classifications, wages and salaries set forth in Article X shall be the schedule which shall remain in force for the period of this Compensation Plan. All employees of the food service department must submit their payroll sheet to the Crew Manager for verification and submission to the payroll department.

All paychecks, and/or information regarding salary, shall be enclosed in individual envelopes. Direct deposit of paychecks shall be required for all employees.

VIII. **EMPLOYEE BENEFITS**

The employee benefits to be provided for under this Compensation Plan are accurately reflected in Appendix "A" and Appendix "B" attached to and made part of this Compensation Plan.

IX. **WORK PROCESS**

No request for personal, vacation or days off will be made for the full week before Christmas, the first week of school, last full week of the school year, unless there is a medical emergency, medical condition, or verified emergency. Violation of this rule will be subject to immediate disciplinary action.

X. **EMPLOYEE CLASSIFICATIONS**

	2022-2023	2023-2024	2024-2025
Pay Rate:	0.025	0.02	0.02
Base Rate of Pay	1.025	1.02	1.02
Crew Manager	\$24.97	\$25.47	\$25.98
Cook – (Elem & MS)	\$21.78	\$22.22	\$22.66
Cook (HS)	\$20.54	\$20.95	\$21.37
General Kitchen Help*	\$19.14	\$19.52	\$19.91
New Employees hired during the 2019-2022 Plan	\$15.38	\$15.68	\$16.00

*The rate above shall be applicable to General Kitchen Help employee who were employed by the District prior to the ratification of the 2019-2022 Compensation and Benefits plan. For newly hired employees under the category of General Kitchen Help, the starting rate shall be \$15.00 per hour effective at the execution of this plan and applicable to hires after execution. The starting rate in this category shall remain the same for the entirety of the contract. Those individuals hired at \$15.00 per hour shall be eligible for the percentage raise to their rate in subsequent years. The hourly rate for current employees who have an hourly rate less than the new starting hourly rate will be adjusted to \$15.00 per hour.

2022-2023	2.5%
2023-2024	2.0%
2024-2025	2.0%

Pay rates will be retroactive to July 1, 2022. During 2022-2023, Employees shall receive a \$500 bonus off the scale and not PSERS eligible.

XI. **PERFORMANCE & DISCIPLINE**

a. **Evaluation Procedure**

Performance evaluations shall be conducted by the Food Service Coordinator in conjunction with the Crew Chief Manager.

b. **Complaint Procedure – Non-Contract/Meet and Discuss Related Issue**

1. **Purpose**

The purpose of this procedure is to discuss, voice, explain any differences that should arise between employees, group of employees or an employee and supervisor. This procedure ensures that a prompt efficient method so that the issue may be addressed and that there shall be resolution to the concern. Any issue that is thought to be in need of discussion should be placed in writing to clarify the issue, time frame of the concern, and the persons involved.

2. **Procedure**

a) Try to address the concern at the lowest possible level of either employee to employee or employee to your immediate supervisor.

1) **Cafeteria:** employee, cook at building kitchen, crew manager, K-12 Food Service Coordinator, Director of Fiscal and Operations Management, Superintendent, School Board.

Document all meetings and attempts to resolve the issue during each step that you take in the process. This documentation will assist the next person reviewing the concern so that they may follow what attempts were made to address the issue and who has been involved and why it has not been resolved at that level.

b) A meeting should be held at the first level within 10 days of the infraction or concern.

c) Moving to the next step in the chain of command should happen in a timely manner so that the issue can be addressed. No more than 10 days should pass between each level.

d) An individual employee or a group may address an issue.

e) If the employee or the group has an issue with their immediate supervisor then they should address their issue with the next up on the chain of command.

f) Issues will be discussed and when resolution is met the decision and the conversation will be documented in writing and all members in attendance will receive a copy of the outcome of the meeting.

g) Resolution does not mean that the issue is settled in favor of any one person over the other but is defined as:

- 1) the concern was discussed,
- 2) was presented to the appropriate persons,
- 3) all parties are aware of the issue,
- 4) adjustments, changes, management parameters discussed
- 5) issue is clarified
- 6) issue is resolved and documented.

h) A person or group may return with the same issue if not corrected.

XII. REOPENER CLAUSE

In any year during the term of the Compensation and Benefits Plan, the District reserves the right to reopen the Compensation and Benefits Plan.

APPENDIX “A”

FULL TIME EMPLOYEE BENEFITS - FIVE (5) HOURS PER DAY OR MORE

Temporary Assignment

Any full-time or part-time employee who is temporarily assigned by the Administration to substitute for another employee and perform the duties of a higher rated job classification shall be paid the higher rate of pay for the duration of the assignment.

Healthcare Benefits

1. The Saucon Valley School District shall make available two PPO plan options for District employees in accordance with the following provisions.

Effective July 1, 2022 through December 31, 2022:

The PPO Plan 1 whose plan design is attached at Appendix “C” to this Agreement shall be made available with employees contributing 10% of the total cost of the annual premium in 2022-2023.

The PPO Plan 2 whose plan design is attached at Appendix “C” to this Agreement shall be made available with employees contributing 3% of the total cost of the annual premium in 2022-2023.

For all employees hired on or after July 1, 2021, the only plan available to participate in shall be the PPO Plan 2.

The current Healthcare Plan & Prescription Drug Plan Designs shall sunset on 12/31/2022.

Effective January 1, 2023,

The PPO Plan 1 (Option 1) whose plan design is attached at Appendix “D” to this Agreement shall be made available with employees contributing 11% of the total cost of the annual premium in 2022-2023; 12% of the total cost of the annual premium in 2023-2024; and 13% of the total cost of the annual premium in 2024-2025.

The PPO Plan 2 (Option 2) whose plan design is attached at Appendix “D” to this Agreement shall be made available with employees contributing 3% of the total cost of the annual premium in 2022-2023; 4% of the total cost of the annual premium in 2023-2024; and 5% of the total cost of the annual premium in 2024-2025.

Notwithstanding the contributions listed above, to the extent the total employee costs to annual premiums change under the Saucon Valley Educational Support Professionals contract, those changes shall be reflected herein.

The total cost of the annual premium shall be the equivalent of the COBRA amounts in a given year without the administrative fees for the plan and level of healthcare elected by the employee.

2. For the 2022-2023, 2023-2024, and 2024-2025 school years, in the event the healthcare changes for the Saucon Valley Educational Support Professionals are better than what is provided herein, that plan shall be effective for this group. Healthcare shall include, but not be limited to premium contributions to healthcare and prescription drug plans and co-pay, plan designs and co-pays, deductibles, in-network and out of network coverages, vision and dental premiums, co-pays, etc.

Prescription Drug Plan and Contributions

From July 1, 2022 through December 31, 2022, see Appendix "C" which outlines the contributions for the prescription drug plan.

Effective January 1, 2023, see Appendix "D" which outlines the contributions for the prescription drug plan.

Restricted Generic Substitution: If a generic is available and the member wants a brand, the member will pay the brand (either preferred or non-preferred) co-pay plus the difference in the cost between generic and brand. However, if the member's doctor writes the script for "dispense as written" (DAW) then the patient only pays the preferred or non-preferred brand co-pay.

3. Excise Tax language.

During the term of this Plan, or at any time after its expiration date until such time as a new Plan is implemented, should the premium for any medical plan (in combination with the prescription plan and any Board-provided flexible spending accounts) offered pursuant to the Plan exceed the threshold amounts as stated in the Patient Protection and Affordable Care Act (or any applicable federal or state legislation enacted hereinafter) so as to subject the medical plan or plans to excise taxes, taxes, or penalties as the result of the combined plans exceeding the thresholds, the issue will be addressed as follows:

a. The District shall notify the Food Service Employees that the health benefit plan or plans that are offered pursuant to the Plan will be subject or will likely be subject to the above-referenced tax or fee;

b. Employees who are enrolled in a health benefit plan or plans that are offered pursuant to this Plan that will be subject to the above-referenced tax or fee will be entitled to receive the richest plan offered by the District that would not be

subject to the tax or the fee. Existing Employee premium share shall apply on the same basis as the premium share defined for those plans currently in place covered by this Plan.

c. If all of the health benefit plans offered by the District would be subject to the tax or the fee, the District shall notify the Food Service Employees that the health benefit plan or plans that are offered pursuant to this Plan will be subject to the above- referenced tax or fee and what it intends to do to eliminate the tax or fee;

d. The Food Service Employees will have up to 30 calendar days from the date of such notice to meet and discuss with the Board on addressing the issue of health benefit plan design changes or increased premium share;

e. If the Board elects to adopt any of the suggestions made by the Food Service Employees during this 30 day time period, that adoption shall become part of the Plan and will supersede any inconsistent provisions.

f. If the Board does not adopt any of the Food Service Employees' suggestions within the 30 calendar day period referenced in subsection d., all Employees enrolled in the health benefit plan or plans subject to the tax or fee shall no longer be entitled to remain in the health benefit plan or plans that are subject to the tax or fee and would be entitled to receive the richest plan offered by the exchange/marketplace that would not be subject to the tax or fee. Notwithstanding the foregoing, existing Employee premium share shall apply on the same basis as the least rich eliminated health benefit plan.

4. Spousal Coordination of Benefits

Effective for all Employees in the 2020-2021 school year and each subsequent year thereafter, spousal coverage under the District healthcare program shall be extended to an employee's spouse only in the event the Employee's spouse's employer does not provide healthcare insurance.

Dental Insurance

The District shall purchase the Dental Service Plan of Delta Dental of Pennsylvania or another similar provider for each Employee and his/her family. Coverage for spouses shall not be available if a spouse is eligible for dental coverage on his/her employer's plan. Maximum of \$2000.00 per year as per the Professional contract. Food Service Employers plan will be same dental plan as provided to the Saucon Valley Education Association members under their Collective Bargaining Agreement.

The District retains the right to select insurance carriers for other dental insurance programs pursuant to its own policy and/or any mutuality of agreement existing between the District and its Food Service Employees.

Vision

Employees shall be entitled to participate in a vision care plan, if any, provided to the professional employees of the Saucon Valley Education Association under the Collective Bargaining Agreement. This provision is subject to change to the extent such coverage changes under the Collective Bargaining Agreement with the teachers. Spouses of Employees shall only be eligible under this section if vision care is not otherwise provided by their employer.

Life Insurance

Equal to annual salary rounded up to the nearest thousand, but not less than \$10,000.00.

Income Protection

The Saucon Valley School District shall provide for each full-time employee an integrated income protection plan. This benefit shall provide for an income of sixty six and two-thirds percent (66-2/3%) of the then current monthly income of said employee (up to a maximum of \$750.00), and shall be integrated with any disability retirement or social security benefits the staff is receiving so that the Plan's obligation is reduced by the level of such benefits and for health benefits (as defined elsewhere in this Plan), each for a period of one year in the instance of a disabling illness or for a period of four years in the instance of a work related accidental disabling injury. Benefits to begin at the end of the 30th consecutive day of sickness, or at the exhaustion of sick leave, whichever shall later occur.

If a full-time employee is off work due to injury on the job, medical insurance premiums will be paid by the District for a period of six (6) months after the expiration of sick leave. During this six (6) month period an employee does not earn vacation, sick leave, personal day, or holidays with pay. Medical insurance is identified as Health Insurance, and Prescription Drug Plan. The benefit noted herein shall count to any benefit(s) owed to an employee under the Income Protection section of this Contract. All employees who participate in this benefit shall be required to make his/her employee contribution toward healthcare.

Retirement Benefits

For full-time employees who have been employed in the school district for at least ten (10) years, unused accumulated sick leave will be recompensed at the rate of thirty dollars (\$30.00) per day accumulated, upon retirement from employment within the Saucon Valley School District. In the event the dollar amount is less than \$1,000 in a payout for the sick days, the money shall be paid directly to the Employee with the appropriate tax withholdings. In the event the dollar amount is more than \$1,000, the money will be placed in a 403(b) account.

For a retiring full-time employee who has worked a minimum of twenty (20) years of full time service for the District at retirement and who provides the Employer with a letter by July 1, 2022 of their intent to retire no later than August 23, 2022, the Employer will pay for individual medical insurance for the Employee only, not to include dental, vision or life insurance coverage, until the age of 65 or a maximum of six (6) years following the date of retirement, whichever is sooner. If this age requirement is declared to be in violation of ADEA by any court of competent jurisdiction, the parties agree that the age requirement shall become null and void and shall immediately be replaced by the phrase "for six (6) years following the date of retirement". Payment to be made by the District for the term of this obligation shall be limited to the monthly premium rates in effect for the year in which the employee elects to retire. In addition, eligible Employees shall be obligated to pay a co-payment of \$100 per month. This payment shall be to the Business office on or before the 10th of the month preceding the month that the premium is due. Notice of any premium increase will be provided to the retired Employee at this/her last known address indicated in the Districts records, as furnished by the retiring Employee. Failure of the retired Employee to pay additional amounts due will result in immediate and permanent termination of health insurance coverage. If an Employee is not eligible for this benefit, he/she may purchase the individual medical coverage only if he/she is eligible for full retirement without penalty (superannuation.). This paragraph will sunset on August 23, 2022. Any Employee who retires after August 23, 2022 will not be entitled to this retirement benefit.

Retirees shall receive the same plan as active Employees.

Family and Medical Leave Act of 1993 (FMLA)

Family and Medical Leave shall be granted in accordance with Board Policy and the Federal Family and Medical Leave Act. FMLA will run concurrently with all leaves. The District utilizes a rolling year methodology for purposes of leave eligibility.

Sick Leave

a. Personal Illness Absence

1) In any school year, whenever a ten (10) month employee is prevented by illness or accidental injury from following his or her occupation, the School District shall pay to said employee for each day of absence the full salary to which the employee may be entitled as if said employee were actually engaged in the performance of duty for a period of ten (10) days. The same provisions as above are available for illness in the immediate family and are charged to sick leave, however, an employee may only use up to ten (10) sick days per year for leave under this provision for immediate family members, which shall be defined in this section as Parent, Spouse or Child.

2) Such leave shall be cumulative from year to year and the total number of days accumulated may be used in any year.

3) The Administration reserves the right to require the employee to furnish a certificate from a physician or other practitioner certifying that said employee was unable to perform his or her duties during the period of absence for which compensation is required to be paid under this policy.

Death in Immediate Family

Absence for death in the immediate family is allowable for a maximum of four (4) days. The first three (3) of those days must be consecutive and shall start on the date that immediately follows the death in question.

The fourth day available may be reserved for a date in which memorial services and/or observations are to take place involving the deceased immediate family member. In the event the employee requests to take the fourth day non-consecutively with the first three, the Administration reserves the right to request information from the employee demonstrating why the fourth date needs to be taken at a different time.

In extraordinary circumstances in which travel or some other unusual event has or will occur regarding the observance/memorial services, the Administration, at its discretion, may allow the third and fourth days to be taken at a different time from the first two days of bereavement leave.

On the date of death, an employee may use a sick or personal day if they have one available, and the death occurred before the start of the work day. In the event the death occurs on a non-work day, this provision shall not be applicable.

Immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandchild or near relative, who resides in the same household, or any person with whom the employee has made his home.

One day of absence to attend the funeral of a near relative shall be compensated at full salary. Near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, brother-in-law or sister-in-law.

Paid Holidays - Seven (7)

Good Friday, Memorial Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day and Presidents Day. If school is in session on any of the paid holidays and such employees are required to work on those days, an equal day shall be given as compensatory time off as arranged with and approved by their supervisor.

Personal Days

Three (3) personal days per year. Such personal days may not be used in succession; however, one personal day may be taken on the day before or after a holiday with two weeks' notice and approval by the Food Service Coordinator. Written request must be made to the immediate supervisor at least three (3) calendar days prior to such "Personal Day" except in case of emergency. The employee shall inform the supervisor regarding the reason for the emergency as soon as possible of the absence and the reason for such absence. The Food Service Coordinator will grant the Personal Day requested by the employee, except where the granting of such request will have a disruptive effect on the food service program for that day. At the end of the school year, if unused, personal day(s) shall accumulate as sick leave.

Inclement Weather

If school is cancelled because of inclement weather, the full-time food service employees will be paid for the regular hours that would have been worked, for example, if a regular work day is five (5) hours, the employee will receive five (5) hours pay to a maximum of four (4) days.

Exhaustion of Accumulated Paid Leave Time

When an employee's accumulated paid leave time (sick, personal, as applicable) has been exhausted, the employee shall provide the District with a written note explaining the reason any additional unpaid time off is being requested. Additional time off, unpaid, shall be at the discretion of the District. Disciplinary action will occur in the event an employee takes additional time off without providing a written explanation.

APPENDIX “B”

PART TIME EMPLOYEE BENEFITS **(EMPLOYEES WORKING LESS THAN THIRTY (30) HOURS PER WEEK)**

Temporary Assignment

Any part-time employee who is temporarily assigned by the Administration to substitute for another employee and perform the duties of a higher rated job classification shall be paid the higher rate of pay for the duration of the assignment.

Employees who have been employed with the District for ten (10) years will receive \$20.00 a day for unused sick days at retirement for the duration of the Plan. Such payment shall be made into an employee's 403(b) account. In the event the dollar amount is less than \$1,000 in a payout for the sick days, the money shall be paid directly to the Employee with the appropriate tax withholdings. In the even the dollar amount is more than \$1,000, the money will be placed in a 403(b) account.

Sick Leave

Five (5) days per year (cumulative). Use of four (4) or more consecutive days of sick leave will automatically require a certificate from a physician stating:

- a. that the employee on sick leave has been examined;
- b. the nature of the illness or injury;
- c. that the employee is/was unfit to work;
- d. the probable date on which the employee may return to work.

An employee may use up to five (5) days per year for leave under this provision for immediate family members, which shall be defined in this section as Parent, Spouse or Child.

Paid Holidays

Two (2) - Thanksgiving Holiday and Christmas Day. If school is in session on any of the paid holidays and such employees are required to work on those days, an equal day shall be given as compensatory time off as arranged with and approved by their supervisor.

Death in Immediate Family

Absence for death in the immediate family is allowable for maximum of four (4) days. The first three (3) of those days must be consecutive and shall start on the date that immediately follows the death in question.

The fourth day available may be reserved for a date in which memorial services and/or observations are to take place involving the deceased immediate family member. In the event the employee requests to take the fourth day non-consecutively with the first three, the Administration reserves the right to request information from the employee demonstrating why the fourth date needs to be taken at a different time.

In extraordinary circumstances in which travel or some other unusual event has or will occur regarding the observance/memorial services, the Administration, at its discretion, may allow the third and fourth days to be taken at a different time from the first two days of bereavement leave.

On the date of death, an employee may use a sick or personal day if they have one available, and the death occurred before the start of the work day. In the event the death occurs on a non-work day, this provision shall not be applicable.

Immediate family shall be defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, grandchild or near relative, who resides in the same household, or any person with whom the employee has made his home.

One day of absence to attend the funeral of a near relative shall be compensated at full salary. Near relative shall be defined as first cousin, grandfather, grandmother, aunt, uncle, niece, nephew, brother-in-law or sister-in-law.

Personal Day

Three (3) personal days per year. Such personal days may not be used in succession; however, one personal day may be taken on the day before or after a holiday with two weeks' notice and approval by the Food Service Coordinator. Written request must be made to the immediate supervisor at least three (3) calendar days prior to such "Personal Day" except in case of emergency. The Food Service Coordinator will grant the Personal Day requested by the employee, except where the granting of such request will have a disruptive effect on the food service program for that day. At the end of the school year, if unused, personal day(s) shall accumulate as sick leave.

Inclement Weather

If school is cancelled because of inclement weather, the part-time food service employees will be paid for the regular hours that would have been worked, for example, if a regular work day is three (3) hours, the employee will receive three (3) hours pay to a maximum of four (4) days.

Food Service Personnel

All hours for food service personnel will be determined by the administration by position. Any position that is reviewed and whose hours are adjusted those employees

will be contacted and the change communicated to them prior to the start of the school year. Mid-year adjustment may be made by the administration.

Exhaustion of Accumulated Paid Leave Time

When an employee's accumulated paid leave time (sick, personal, as applicable) has been exhausted, the employee shall provide the District with a written note explaining the reason any additional unpaid time off is being requested. Additional time off, unpaid, shall be at the discretion of the District. Disciplinary action will occur in the event an employee takes additional time off without providing a written explanation.

APPENDIX C - HEALTHCARE PLAN DESIGNS – 7/1/2022 THROUGH 12/31/2022
This Healthcare Plan Designs sunset on 12/31/2022

Benefits	Plan 1 - Changes to the plan as of 2021-22 school year		Plan 1 - Changes to the plan as of 2022-23 school year		Plan 2 - Available to employees as of 2021-22 and only plan option for new hires after July 1, 2021	
Medical:	PPO		PPO		PPO	
	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
Deductible: In network	\$500 / \$1000	\$0	\$500 / \$1000		\$750 / \$1500 / \$2250	
Out of Network	\$0	\$500 / \$1000		\$500 / \$1000		\$1500 / \$3000 / \$4500
PCP Copay:	\$20	20% after ded	\$20	20% after ded	\$25	20% after ded
Specialist Copay:	\$40	20% after ded	\$40	20% after ded	\$50	20% after ded
Urgent Care Copay:	\$50	20% after ded	\$50	20% after ded	\$75	20% after ded
ER Copay: Waived if admitted from ER.	\$100	20% after ded	\$100	20% after ded	\$150	20% after ded
Inpatient Hospital Stays	\$0	20% after ded	\$0	20% after ded	\$200 copay per admission	20% after ded
Diagnostic Testing	100% after ded	20% after ded	100% after ded	20% after ded	100% after ded	20% after ded
Hi Tech Imaging Copay (EX: MM, CT):	100% after ded	20% after ded	100% after ded	20% after ded	\$75 copay after ded	20% after ded
Outpatient Surgery Facility	\$0	20% after ded	\$0	20% after ded	\$50	20% after ded
PT - Unlimited; ST, OT - 10 visits	\$40	20% after ded	\$40	20% after ded	\$50	20% after ded
Chiropractic Copay - unlimited	\$40	20% after ded	\$40	20% after ded	\$50	20% after ded
Private Duty Nursing:	100% after ded	20% after ded	100% after ded	20% after ded	100% after ded	20% after ded
RX: (Copays)						
Retail: Tier 1:	\$10		\$10		\$20	No Benefits Available
Tier 2:	\$25		\$30		\$40	
Tier 3:	\$50		\$60	No Benefits Available	\$80	
Mail Order: Tier 1:	\$20	Not covered	\$20		\$40	
Tier 2:	\$60		\$60		\$80	
Tier 3:	\$120		\$120		\$160	

APPENDIX “D” – HEALTHCARE PLAN DESIGNS EFFECTIVE 1/1/2023

Saucon Valley School District

Proposed Plan Option 1

GROUP 1 ONLY (Cafeteria)

Benefit Plan Options for Current \$500 Deductible Plan

	PPO \$500 PLAN - Current Plan		PPO \$500 - Option 1	
Medical:	PPO		PPO	
	In network	Out of Network	In Network	Out of Network
Deductible: In network (PPO - Capital Blue Cross)	\$500 / \$1000		\$750 / \$1500	
Out of Network (PPO - Capital Blue Cross)		\$500 / \$1000		\$1200 / \$2400
Out of Pocket: In network (PPO - Medical & RX)	\$8550 / \$17,100		\$8700 / \$17400	
Out of Pocket (PPO - Medical & RX)		\$8550 / \$17100		unlimited
Preventative Services	\$0	20%	\$0	20%
PCP Copay:	\$20	20% after ded	\$30	20% after ded
Specialist Copay:	\$40	20% after ded	\$60	20% after ded
Urgent Care Copay:	\$50	20% after ded	\$100	20% after ded
ER Copay: Waived if admitted from ER	\$100		\$150	
Inpatient Hospital Stays; copay waived if admitted	\$0 after ded	20% after ded	\$150 after ded	20% after ded
Diagnostic Testing	\$0 after ded	20% after ded	\$60 after ded	20% after ded
Hi Tech Imaging Copay (EX: MRI, CT):	\$0 after ded	20% after ded	\$60 after ded	20% after ded
Outpatient Surgery Facility	\$0 after ded	20% after ded	\$100 after ded	20% after ded
Outpatient Ambulatory Surgery Center	\$0 after ded	Not Covered	\$150 after ded	20% after ded
PT - Unlimited; ST, OT - 10 visits	\$40	20% after ded	\$60	20% after ded
Chiropractic Copay - unlimited	\$40	20% after ded	\$60	20% after ded
MH Inpatient Services	\$0 after ded	20% prof; 50% facility after ded	\$150 after ded	20% after ded
MH Outpatient Services	\$20	20% prof; 50% facility after ded	\$30	20% after ded
SA Inpatient Services	\$0 after ded	20% prof; 50% facility after ded	\$150 after ded	20% after ded
SA Outpatient Services	\$0	20% prof; 50% facility after ded	\$30	20% after ded
RX:				
Retail: Tier 1:	\$10	Not covered	\$20	Not Covered
Tier 2:	\$25		\$40	
Tier 3:	\$50		\$80	
Mail Order: Tier 1:	\$25		\$50	
Tier 2:	\$60		\$100	
Tier 3:	\$120		\$200	

Saucon Valley School District

PROPOSED PLAN OPTION 2

Group 1 Only (Cafeteria)

Proposed Benefit Plan Options for Current \$750 Deductible Plan

	PPO \$750 PLAN - Current Plan		PPO \$750 - Option 1	
Medical:	PPO		PPO	
	In network	Out of Network	In Network	Out of Network
Deductible: In network (PPO - Capital Blue Cross)	\$750 / \$1500 / \$2250		\$1000 / \$2000 / \$3000	
Out of Network (PPO - Capital Blue Cross)		\$1500 / \$3000 / \$4500		\$2000 / \$4000 / \$6000
Out of Pocket: In network (PPO - Medical & RX)	\$8150 / \$16300 / \$16300		\$8700 / \$17400 / \$17400	
Out of Pocket (PPO - Medical & RX)		\$8150 / \$16300 / \$16300		unlimited
Preventative Services	\$0	20%	\$0	20%
PCP Copay:	\$25	20% after ded	\$30	20% after ded
Specialist Copay:	\$50	20% after ded	\$60	20% after ded
Urgent Care Copay:	\$75	20% after ded	\$100	20% after ded
ER Copay: Waived if admitted from ER	\$150		\$150	
Inpatient Hospital Stays; copay waived if admitted	\$200 after ded	20% after ded	\$150 after ded	20% after ded
Diagnostic Testing	\$0 after ded	20% after ded	\$60 after ded	20% after ded
Hi Tech Imaging Copay (EX: MRI, CT):	\$75 after ded	20% after ded	\$60 after ded	20% after ded
Outpatient Surgery Facility	\$30	20% after ded	\$100 after ded	20% after ded
Outpatient Ambulatory Surgery Center	\$30	Not Covered	\$150 after ded	20% after ded
PT - Unlimited; ST, OT - 10 visits	\$50	20% after ded	\$60	20% after ded
Chiropractic Copay - unlimited	\$50	20% after ded	\$60	20% after ded
MH Inpatient Services	\$200	20% prof; 50% facility after ded	\$150 after ded	20% after ded
MH Outpatient Services	\$50	20% prof; 50% facility after ded	\$30	20% after ded
SA Inpatient Services	\$200	20% prof; 50% facility after ded	\$150 after ded	20% after ded
SA Outpatient Services	\$0	20% prof; 50% facility after ded	\$30	20% after ded
RX:				
Retail: Tier 1:	\$20	Not covered	\$20	Not Covered
Tier 2:	\$40		\$40	
Tier 3:	\$80		\$80	
Mail Order: Tier 1:	\$40		\$50	
Tier 2:	\$80		\$100	
Tier 3:	\$160		\$200	