

EMPLOYEE BENEFITS – 2000-2014

EMPLOYEE INSURANCE – 2000

The Board of Education is a member of the State Partnership Plan 2.0. The plan provides coverage for all current staff members and retirees over the age of 65 who are eligible for Medicare Parts A&B or enrolled in the Medicare Supplemental Plan with Anthem Blue Cross/Blue Shield. The State of Connecticut Point of Service (POS) Plan is administered by Anthem/Blue Cross-Blue Shield for health and the pharmacy plan is administered by CVS/Caremark. Dental Claims are administered by Delta Dental.

SOCIAL SECURITY – 2001

All employees not covered by the State Teacher's Retirement plan are required to participate in the social security program. The Board of Education provides the employer's portion of social security for all employees.

MEDICARE – 2002

All employees are required to participate in the Medicare program. The Board of Education provides the employer's portion of Medicare for all employees.

WORKERS' COMPENSATION – 2003

The Board of Education maintains a worker's compensation insurance policy with Connecticut Interlocal Risk Management Agency (CIRMA). This is a group insurance program made up of many Connecticut school systems and municipalities which provides insurance policies. The premiums for this service are experience rated.

UNEMPLOYMENT COMPENSATION – 2004

The Board of Education must contribute to the Connecticut State Unemployment fund, as do all employers within the state. This is an experience-based account. The Department of Labor invoices the Board when former employees are collecting benefits from the system.

EARLY RETIREMENT INCENTIVE – 2005

The Board of Education agreed to the Early Retirement Incentive Program (ERIP) in 2021. The final payment will be in 2023 and will be in the amount of \$130,080.

PENSION CONTRIBUTION – 2007

The Board of Education participates in the Municipal Employee Retirement Services (MERS) program. Non-certified employees are covered by this plan. The Board of Education pays a per enrolled participant administrative fee. The employer’s portion of MERS is based on the following contribution rates:

2022	16.44%
2023	17.97%
2024	19.34%
2025	18.85%

TUITION REIMBURSEMENT – 2010

The Board of Education negotiated an education incentive with the teachers’ union to encourage tenured teachers to continue their academic training.

GROUP LIFE INSURANCE – 2011

The Board of Education maintains group term life insurance for all employees.

DISABILITY INSURANCE – 2012

The Board of Education maintains disability insurance for all employees.

SICK BANK – 2014

WTA members who exceed their allotted sick time for the year can apply to the sick bank for coverage. The Board of Education allocates funds to the sick bank.

EMPLOYEE BENEFITS (2,000's)

2018-2019 Actual	2019-2020 Actual	2020-2021 Actual	2021-2022 Budget	2021-2022 Projected Expense	Location	Current Services	Enrollment	Change to Program	2022-2023 Requested Budget	FY23 V FY22 (\$) Budget	FY23 V FY22 (%) Budget
7,478,831	7,790,363	8,324,773	8,982,394	8,982,394	2000 Health Insurance	9,375,913		434,330	9,810,243	827,849	9.22%
(1,302,538)	(1,361,419)	(1,437,860)	(1,599,744)	(1,599,744)	2022 Premium Cost Share	(1,677,850)			(1,677,850)	(78,106)	4.88%
575,004	552,072	562,991	493,274	493,274	2001 Social Security	468,493	0	0	468,493	(24,782)	-5.02%
465,995	460,986	464,653	496,891	496,891	2002 Medicare	505,931	(3,391)	(134)	502,406	5,515	1.11%
248,136	205,411	175,279	190,868	175,274	2003 Workers Compensation	184,038			184,038	(6,830)	-3.58%
7,395	60,043	56,973	49,066	49,066	2004 Unemployment Compensation	60,000			60,000	10,934	22.28%
247,561	315,665	468,582	-	149,718	2005 Early Retirement Incentive	130,080	-	-	130,080	130,080	0.00%
922,605	1,088,303	1,072,998	1,200,471	1,200,471	2007 Pension Contributions	1,324,006			1,324,006	123,535	10.29%
70,000	58,565	75,005	80,000	80,000	2010 Tuition Reimbursement	75,000			75,000	(5,000)	-6.25%
63,868	64,926	63,528	67,600	67,600	2011/2 Life & Disability Insurance	67,600			67,600	-	0.00%
-	24,556	86,591	45,000	45,000	2014 Sick Bank	45,000			45,000	-	0.00%
\$ 8,776,857	\$ 9,259,470	\$ 9,913,513	\$ 10,005,820	\$ 10,139,944	Total	\$ 10,558,210	\$ (3,391)	\$ 434,196	\$ 10,989,015	\$ 983,195	9.83%