



#430 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 matching contributions according to this policy.

III. ONGOING CONTRIBUTIONS AND MATCHES

Supervisors	Salary (Full-year Equivalent)	Employee Contribution	Employer Match
Hired on or after 1/1/2005	Greater than \$115,000	\$2,700	\$2,700
	\$75,000 – 114,999	\$1,700	\$1,700
	\$53,000 – 74,999	\$1,200	\$1,200
Hired before 1/1/2005	All salary levels	\$0	\$0

Non-Supervisory Staff	Salary (Full-year Equivalent)	Employee Contribution	Employer Match
12-month Employees	\$75,000 – 114,999	\$1,700	\$1,700
	\$53,000 – 74,999	\$1,200	\$1,200
	\$45,000 – 52,999	\$ 700	\$ 700
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, the District shall contribute 100% of the calculated severance into a Health Care Savings Plan within 60 days of the end of employment.

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

Review: 10/10/17, 6/25/18, 7/15/19, 12/13/23, 3/14/24

Approved: 10/16/17, 7/16/18, 8/19/19, 1/08/24