

Current

- \$7,000 per year for all full time employees to be used towards medical, dental, vision, life & voluntary benefits

Proposed for 2023-2024 – Benefit Allowance

- Contribute an additional amount for employees with dependents to help offset cost of enrolling spouses, domestic partners or children on Elevate School plans
 - Employees with no dependents - \$7,000 per year for all full time employees to be used towards medical, dental, vision, life & voluntary benefits
 - Employees with 1 dependent - \$8,400 per year for all full time employees to be used towards medical, dental, vision, life & voluntary benefits
 - Employees with 2 or more dependents - \$9,600 per year for all full time employees to be used towards medical, dental, vision, life & voluntary benefits
- Most employees currently have no deductions from their paycheck for benefits due to staying under allowance
 - Employees who do enroll dependents have significant cost per pay check to enroll them
- Overall cost impact to Elevate School to alter contributions would be **\$31,921** annually in increase contribution costs to the school

Proposed for 2023-2024 – Cash in Lieu for full waiver of benefits

- Provide a \$100 monthly stipend to employees who waive all benefits (medical, dental, vision, life, voluntary benefits) that Elevate School contributes towards
- For employees who already have coverage elsewhere (spouse or parent), employees can remain on those plans and be given a stipend for waiving benefits coverage through Elevate School
- Potential cost savings to Elevate School - **\$18,000**