(00)

Vision Plan Benefits-at-a-Glance

Covered Services	VSP Basic	1		VSP Premier				
Well Vision Exam	\$10 co-pay every calendar yea	ar	\$10 co-pay e	very calendar year				
Single Vision Lenses Lined Bifocal Lenses Lined Trifocal Lenses	\$25 co-pay every other calend \$25 co-pay every other calend \$25 co-pay every other calend	dar year ²	\$0 every caler \$0 every caler \$0 every caler	idar year				
Standard Progressive Lenses Premium Progressive Lenses Custom Progressive Lenses	100% coverage every other c \$95–\$105 co-pay every other \$150–\$175 co-pay every oth	r calendar year	\$25 co-pay e	ge every calendar year very calendar year very calendar year				
Standard Anti-Reflective Coating Premium Anti-Reflective Coating Custom Anti-Reflective Coating	\$41 co-pay every other calend \$58–\$69 co-pay every other of \$85 co-pay every other calend	calendar year	\$25 co-pay e	very calendar year very calendar year very calendar year				
Scratch-Resistant Coating	Fully covered every other cale	ndar year	Fully Covered	l every calendar year				
Frames	\$150 allowance for a wide sele \$170 allowance for featured fra \$80 allowance at Costco and Wa \$25 co-pay applies; 20% saving the allowance; every other caler	ames almart/Sam's Club gs on amount over	\$320 allowand \$165 allowand No additional o	ce for a wide selection of frames ce for featured frames ce at Costco and Walmart/Sam's Club co-pay; 20% savings on the our allowance every calendar year				
Contacts (instead of glasses)	\$150 allowance every other c	alendar year ²	\$250 allowar	nce every calendar year				
Contact Lens Exam	Up to \$60 co-pay every other	calendar year ²	Up to \$60 cc	-pay every other calendar year				
Essential Medical Eye Care (for the treatment of urgent or acute ocular conditions)	\$5 co-pay		\$5 co-pay					
Lightcare	\$150 allowance for ready-mad sunglasses, or ready-made non blue light filtering glasses, inste glasses or contacts, every other Anti-reflective and UV coatings	-prescription ad of prescription calendar year.	sunglasses, or blue light filteri glasses or cont	ce for ready-made non-prescription ready-made non-prescription ng glasses, instead of prescription cacts, every calendar year. and UV coatings fully covered.				
	VSP Premie	er Contribution						
Biweekly (26 Pay Periods)	Monthly (12 months)	21 P Perio		23 Pay Periods ³				
E + 1 Dep. \$8.12	E Only \$11.56 E + 1 Dep. \$17.59 E + 2 or more \$36.06	E Only \$7.56 \$5 E +1 Dep. \$11.50 E +2 or more \$23	0 \$8.12	E Only \$6.48 \$5.34 E +1 Dep. \$9.86 \$8.12 E +2 or more \$20.21 \$16.64				
	Your Coverage with Out-of-Network Providers							
Visit vsp.com if you plan to see	a provider other than a VSP ne	etwork provider.						
· •								

¹VSP Basic Plan coverage is included with your medical premium.

²Under the VSP Basic plan, new lenses may be covered the next year if Rx change is more than .50 diopters.

³Employees with 21, and 23 pay periods pay a pro-rated premium rate for VSP Premier before summer break.

In any instance where information in this chart conflicts with the plan's Evidence of Coverage (EOC), the plan's EOC shall prevail.

2023 Medical Premium Contribution Rates: Employee Only

CLASSIFIED YEAR-ROUND EMPLOYEES	HEALTH NET CANOPYCARE HMO			JE SHIELD (1			SER INTE HMO	BLUE SHIELD OF CA PPO	
Biweekly - 26 Pay Period Deductions	SFUSD	You	SFUSD	HMO You	SFUSD	S+ HMO You	SFUSD	You	SFUSD	You
	Pays	Pay	Pays	Pay	Pays	Pay	Pays	Pay	Pays	Pay
Consolidated Crafts ¹										
Electric Workers Local 6	\$355.51	\$0	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0	\$360.35	\$302.17
Stationary Engineers Local 39	4000.01	ΨŪ	4000.00	φ30.05	\$500.55	φ/1.50	ψ0-τ0.21	ΨΟ	φ300.33	φ302.17
Laborers, Local 261										
SEIU Local 1021	¢055 54	* 0	¢000.05	¢00.00	¢000.05	¢74 50	¢0.40.01	* 0	\$000 AA	¢070.00
Board Designated Confidential or Unrep.	\$355.51	\$0	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0	\$390.44	\$272.08
Board Designated Managerial	\$355.51	\$0	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0	\$360.35	\$302.17
UESF Monthly to Bi-weekly Employees	\$355.51	\$0	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0	\$360.35	\$302.17
IFPTE Local 21		¢o	¢200.25	¢20.00	¢200.25	¢71 50	¢040.01	¢o	¢200.25	¢000.47
UESF Paraeducators (Year-round)	\$355.51	\$0	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0	\$360.35	\$302.17
UESF 15–19 hours Paraeducators							\$257.41	\$85.80		

K-12 SCHOOL TERM EMPLOYEES	HEALTH NET CANOPYCARE		BLU	JE SHIELD (OF CALIFOR	NIA		SER	BLUE SHIELD OF CA	
	HMO TRIO HMO ACCESS+ HMO		PERMANENTE HMO		PPO					
Biweekly - 21 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
UESF and USP K-12 Paraed. Aug.–Dec.	\$355.51	\$0.00	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0.00	\$360.35	\$302.17
UESF and USP K-12 Paraed. Jan.–Jun. ²	\$503.64	\$0.00	\$510.50	\$51.98	\$510.50	\$101.41	\$486.21	\$0.00	\$510.50	\$428.07

K-12 SCHOOL TERM EMPLOYEES	CANOF	H NET YCARE MO			OF CALIFORNIA ACCESS+ HMO		KAI PERMANE	SER INTE HMO	BLUE SHIELD OF CA PPO	
Biweekly - 21 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
SEIU Loc. 1021 K-12 Class. AugDec.	\$355.51	\$0.00	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0.00	\$390.44	\$272.08
SEIU Loc. 1021 K-12 Class. Jan.–Jun. ²	\$503.64	\$0.00	\$510.50	\$51.98	\$510.50	\$101.41	\$486.21	\$0.00	\$553.12	\$385.45
SEIU Loc. 1021 PEX Student Nutr. Wrkr. less than 20 hours a week AugDec.							\$343.21	\$0.00		
SEIU Loc. 1021 PEX Student Nutr. Wrkr. less than 20 hours a week JanJun. ²							\$486.21	\$0.00		

PRE-K SCHOOL TERM EMPLOYEES	CANOP	H NET YCARE MO		JE SHIELD (HMO		NIA S+ HMO	KAI: PERMANE	Ser Inte hmo	BLUE SHIELD OF CA PPO		
Biweekly - 23 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	
UESF and USP Paraed. AugDec.	\$355.51	\$0.00	\$360.35	\$36.69	\$360.35	\$71.58	\$343.21	\$0.00	\$360.35	\$302.17	
UESF and USP Paraed. Jan.–Jun. ²	\$431.69	\$0.00	\$437.57	\$44.55	\$437.57	\$86.92	\$416.76	\$0.00	\$437.57	\$366.92	

CERTIFICATED EMPLOYEES	HEALT CANOP HM	YCARE	BLUE SHIELD OF CALIFORNIA			SER ENTE HMO	BLUE SHIELD OF C PPO			
Monthly 12 Day David Deductions	SFUSD	You	TRIO HMO SFUSD You		ACCESS+ HMO SFUSD You		SFUSD You		SFUSD	You
Monthly - 12 Pay Period Deductions	Pays	Pay	Pays	Pay	Pays	Pay	Pays	Pay	Pays	Pay
UASF Local 3 Administrators										
Board of Educators (BOE)										
Superintendent's Cabinet										
Certificated Unrepresented Management	\$770.28	\$0	\$780.76	\$79.50	\$780.76	\$155.09	\$743.62	\$0	\$780.76	\$654.71
UESF Certificated Personnel										
UESF Substitute Teachers (Prop A)										

¹ Consolidated Crafts includes: Machinists Local 1414, Carpenters Local 22, Glaziers Local 718, Ironworkers Local 377, Painters Local 1176, Plasterers Local 66, Plumbers & Displitture Local 29, Restrict Local 40, Short Metal Workers Local 104, Teameters Local 852

Plumbers & Pipefitters Local 38, Roofers Local 40, Sheet Metal Workers Local 104, Teamsters Local 853. ² Rates are higher from January through June to fund coverage during the summer months.

Please note that access to plan options for some employees may be limited based on SFUSD's implementation of the Affordable Care Act in 2017. If you are impacted, you will receive separate communication in advance of Open Enrollment.

2023 Medical Premium Contribution Rates: Employee +1

CLASSIFIED YEAR-ROUND	HEALTH NET BLUE SHIELD OF CALIFORNIA CANOPYCARE HMO TRIO HMO ACCESS+ HMO				KAISER PERMANENTE HMO		BLUE SHIELD OF CA			
EMPLOYEES	HM	10	TRIO HMO		ACCESS+ HMO					
Biweekly - 26 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
Consolidated Crafts ¹										
Electric Workers Local 6	¢700.05	\$0	¢750.00	00.003	\$700.01	¢71 50	¢COE 04	¢o	¢000 E1	¢455 70
Stationary Engineers Local 39	\$709.65	şυ	\$756.02	\$36.69	\$790.91	\$71.58	\$685.04	\$0	\$829.51	\$455.78
Laborers, Local 261										
SEIU Local 1021	¢700.05	¢o	¢750.00	¢20.00	¢700.01	¢71 50	¢005.04	¢o	¢000 E1	¢455.30
Board Designated Confidential or Unrep.	\$709.65	\$0	\$756.02	\$36.69	\$790.91	\$71.58	\$685.04	\$0	\$829.51	\$455.78
Board Designated Managerial	\$458.77	\$250.88	\$463.61	\$329.10	\$463.61	\$398.88	\$446.47	\$238.57	\$463.61	\$821.68
UESF Monthly to Bi-weekly Employees	\$504.92	\$204.73	\$509.76	\$282.95	\$509.76	\$352.73	\$492.62	\$192.42	\$509.76	\$775.53
IFPTE Local 21	\$459.36	\$250.29	\$464.20	\$328.51	\$464.20	\$398.29	\$447.06	\$237.98	\$464.20	\$821.09
UESF Paraeducators (Year-round)	\$504.92	\$204.73	\$509.76	\$282.95	\$509.76	\$352.73	\$492.62	\$192.42	\$509.76	\$775.53
UESF 15–19 hours Paraeducators										

K-12 SCHOOL TERM EMPLOYEES		H NET YCARE MO	CARE		OF CALIFORNIA ACCESS+ HMO			SER ENTE HMO	BLUE SHIELD OF CA PPO		
Biweekly - 21 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	
UESF and USP K-12 Paraed. AugDec.	\$504.92	\$204.73	\$509.76	\$282.95	\$509.76	\$352.73	\$492.62	\$192.42	\$509.76	\$775.53	
UESF and USP K-12 Paraed. Jan.–Jun. ²	\$715.30	\$290.04	\$722.16	\$400.85	\$722.16	\$499.70	\$697.88	\$272.60	\$722.16	\$1,098.67	

K-12 SCHOOL TERM EMPLOYEES	HEALT CANOP HM	YCARE	CARE		OF CALIFORM			SER ENTE HMO	BLUE SHIELD OF CA PPO	
Biweekly - 21 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
SEIU Local 1021 K-12 Class. AugDec.	\$709.65	\$0.00	\$756.02	\$36.69	\$790.91	\$71.58	\$685.04	\$0.00	\$829.51	\$455.78
SEIU Local 1021 K-12 Class. Jan.–Jun. ²	\$1,005.34	\$0.00	\$1,071.03	\$51.98	\$1,120.46	\$101.41	\$970.47	\$0.00	\$1,175.14	\$645.69
SEIU Local 1021 PEX Student Nutr. Wrkr. less than 20 hours a week AugDec.										
SEIU Local 1021 PEX Student Nutr. Wrkr. less than 20 hours a week JanJun. ²										

PRE-K SCHOOL TERM EMPLOYEES	HEALT CANOP HM	YCARE	BLU TRIO		OF CALIFORI ACCESS			SER ENTE HMO	BLUE SHIELD OF CA PPO		
Biweekly - 23 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	
UESF and USP Paraeducators Aug.–Dec.	\$504.92	\$204.73	\$509.76	\$282.95	\$509.76	\$352.73	\$492.62	\$192.42	\$509.76	\$775.53	
UESF and USP Paraeducators Jan.–Jun. ²	\$613.12	\$248.60	\$618.99	\$343.58	\$618.99	\$428.32	\$598.18	\$233.65	\$618.99	\$941.72	

CERTIFICATED EMPLOYEES	HEALTH NET CANOPYCARE HMO		BLU	JE SHIELD	OF CALIFORM	AIA		SER	BLUE SHIELD OF CA	
			TRIO HMO		ACCESS+ HMO		PERMANENTE HMO		PPO	
Monthly - 12 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
UASF Local 3 Administrators										
Board of Educators (BOE)	¢044.00	¢542.50	¢1.004.40	¢712.05	¢1.004.40	¢004.05	\$967.34	¢E10.00	¢1 004 40	¢1 700 00
Superintendent's Cabinet	\$944.00	\$543.58	\$1,004.48	\$713.05	\$1,004.48	\$864.25	\$967.34	\$516.92	\$1,004.48	\$1,780.32
Certificated Unrepresented Management										
UESF Certified Personnel UESF Substitute Teachers (Prop A)	\$1,094.00	\$443.58	\$1,104.48	\$613.05	\$1,104.48	\$764.25	\$1,067.34	\$416.92	\$1,104.48	\$1,680.32

¹ Consolidated Crafts includes: Machinists Local 1414, Carpenters Local 22, Glaziers Local 718, Ironworkers Local 377, Painters Local 1176, Plasterers Local 66, Plumbers & Pipefitters Local 38, Roofers Local 40, Sheet Metal Workers Local 104, Teamsters Local 853.

² Rates are higher from January through June to fund coverage during the summer months.

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Rates

2023 Medical Premium Contribution Rates: Employee +2 or More

CLASSIFIED YEAR-ROUND		H NET	BL	UE SHIELD (OF CALIFORI	NIA	KAI	SER	BLUE SHIELD OF CA	
EMPLOYEES		YCARE MO	TRIO	TRIO HMO		ACCESS+ HMO		INTE HMO	РРО	
Biweekly - 26 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
Consolidated Crafts ¹										
Electric Workers Local 6	\$824.67	\$178.91	\$829.51	\$291.60	\$829.51	\$390.34	\$812.37	\$156.38	\$829.51	¢000 70
Stationary Engineers Local 39	\$024.0 /	\$170.91	\$629.0T	\$291.00	\$029.01	\$390.34	\$012.3 <i>1</i>	\$100.30	\$629.01	\$986.78
Laborers, Local 261										
SEIU Local 1021	¢004.07	¢170.01	¢000 E1	¢001.00	¢000 E1	\$200.24	¢010.07	¢150.00	¢000 E1	¢000 70
Board Designated Confidential or Unrep.	\$824.67	\$178.91	\$829.51	\$291.60	\$829.51	\$390.34	\$812.37	\$156.38	\$829.51	\$986.78
Board Designated Managerial	\$481.84	\$521.74	\$486.68	\$634.43	\$486.68	\$733.17	\$469.54	\$499.21	\$486.68	\$1,329.61
UESF Monthly to Bi-weekly Employees	\$585.69	\$417.89	\$590.53	\$530.58	\$590.53	\$629.32	\$573.39	\$395.36	\$590.53	\$1,225.76
IFPTE Local 21	\$514.28	\$489.30	\$519.12	\$601.99	\$519.12	\$700.73	\$501.98	\$466.77	\$519.12	\$1,297.17
UESF Paraeducators (Year-round)	\$585.69	\$417.89	\$590.53	\$530.58	\$590.53	\$629.32	\$573.39	\$395.36	\$590.53	\$1,225.76
UESF 15–19 hours Paraeducators										

K-12 SCHOOL TERM EMPLOYEES	HEALTH NET CANOPYCARE HMO			UE SHIELD (HMO	OF CALIFORNIA		KAISER PERMANENTE HMO		BLUE SHIELD OF CA PPO	
Biweekly - 21 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
UESF and USP K-12 Paraed. Aug.–Dec.	\$585.69	\$417.89	\$590.53	\$530.58	\$590.53	\$629.32	\$573.39	\$395.36	\$590.53	\$1,225.76
UESF and USP K-12 Paraed. Jan.–Jun. ²	\$829.73	\$592.01	\$836.58	\$751.66	\$836.58	\$891.54	\$812.30	\$560.10	\$836.58	\$1,736.50

K-12 SCHOOL TERM EMPLOYEES	HEALTH NET CANOPYCARE HMO		BLUE SHIELD OF CALIFORNIA				KAISER PERMANENTE HMO		BLUE SHIELD OF CA PPO		
	SFUSD			TRIO HMO SFUSD You		ACCESS+ HMO SFUSD You		SFUSD You		SFUSD You	
Biweekly - 21 Pay Period Deductions	Pays	Pay	Pays	Pay	Pays	Pay	Pays	Pay	Pays	Pay	
SEIU Local 1021 K-12 Class. AugDec.	\$824.67	\$178.91	\$829.51	\$291.60	\$829.51	\$390.34	\$812.37	\$156.38	\$829.51	\$986.78	
SEIU Local 1021 K-12 Class. Jan.–Jun. ²	\$1,168.28	\$253.46	\$1,175.14	\$413.10	\$1,175.14	\$552.98	\$1,150.86	\$221.54	\$1,175.14	\$1,397.94	
SEIU Local 1021 PEX Student Nutr. Wrkr. less than 20 hours a week Aug.–Dec.											
SEIU Local 1021 PEX Student Nutr. Wrkr. less than 20 hours a week Jan.–Jun. ²											

PRE-K SCHOOL TERM EMPLOYEES	HEALTH NET CANOPYCARE HMO		BLUE SHIELD C TRIO HMO		OF CALIFORNIA ACCESS+ HMO		KAISER PERMANENTE HMO		BLUE SHIELD OF CA PPO	
Biweekly - 23 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
UESF and USP Paraeducators Aug.–Dec.	\$585.69	\$417.89	\$590.53	\$530.58	\$590.53	\$629.32	\$573.39	\$395.36	\$590.53	\$1,225.76
UESF and USP Paraeducators Jan.–Jun. ²	\$711.19	\$507.44	\$717.07	\$644.28	\$717.07	\$764.18	\$696.26	\$480.08	\$717.07	\$1,488.42

CERTIFICATED EMPLOYEES	HEALTH NET CANOPYCARE HMO		BLUE SHIELD OF CALIFORNIA				KAISER PERMANENTE HMO		BLUE SHIELD OF CA PPO	
			TRIO HMO		ACCESS+ HMO					
Monthly - 12 Pay Period Deductions	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay	SFUSD Pays	You Pay
UASF Local 3 Administrators		\$1,130.42	\$1,054.48	\$1,374.59	\$1,054.48	\$1,588.54	\$1,017,34	\$1,081.63	\$1,054.48	\$2,880.81
Board of Educators (BOE)	\$1.044.00									
Superintendent's Cabinet	φ1,011.00									
Certificated Unrepresented Management										
UESF Certified Personnel UESF Substitute Teachers (Prop A)	\$1,269.00	\$905.42	\$1,279.48	\$1,149.59	\$1,279.48	\$1,363.54	\$1,242.34	\$856.63	\$1,279.48	\$2,655.81

¹ Consolidated Crafts includes: Machinists Local 1414, Carpenters Local 22, Glaziers Local 718, Ironworkers Local 377, Painters Local 1176, Plasterers Local 66, Plumbers & Pipefitters Local 38, Roofers Local 40, Sheet Metal Workers Local 104, Teamsters Local 853.

² Rates are higher from January through June to fund coverage during the summer months.

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