

**CERTIFICATED SALARIED EMPLOYEES - BFT**  
**K-12 SALARIED AND EARLY CHILDHOOD EDUCATION SALARIED**  
**AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY**

	KAISER HMO (High Option)			KAISER HMO (Low Option)			HEALTH NET HMO (High Option)			HEALTH NET HMO (Low Option)		
	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more	Employee Only	Employee + 1	Employee + 2/more
Employee Only	\$722.98			\$701.22			\$1,421.92			\$1,229.36		
Employee + 1	\$1,445.96			\$1,402.45			\$2,847.85			\$2,458.72		
Employee + 2/more	\$2,046.04			\$1,984.46			\$4,029.71			\$3,479.08		
<b>FTE</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + 2/more</b>	<b>Employee Only</b>	<b>Employee + 1</b>	<b>Employee + 2/more</b>
<b>Caps</b>	<b>\$438.27</b>	<b>\$796.54</b>	<b>\$1,093.90</b>	<b>\$438.27</b>	<b>\$796.54</b>	<b>\$1,093.90</b>	<b>\$431.80</b>	<b>\$866.12</b>	<b>\$1,013.90</b>	<b>\$431.80</b>	<b>\$866.12</b>	<b>\$1,013.90</b>
0.04	\$705.45	\$1,414.10	\$2,002.28	\$683.69	\$1,370.59	\$1,940.70	\$1,404.65	\$2,813.21	\$3,989.15	\$1,212.09	\$2,424.08	\$3,438.52
0.08	\$687.92	\$1,382.24	\$1,958.53	\$666.16	\$1,338.73	\$1,896.95	\$1,387.38	\$2,778.56	\$3,948.60	\$1,194.82	\$2,389.43	\$3,397.97
0.10	\$679.15	\$1,366.31	\$1,936.65	\$657.39	\$1,322.80	\$1,875.07	\$1,378.74	\$2,761.24	\$3,928.32	\$1,186.18	\$2,372.11	\$3,377.69
0.12	\$670.39	\$1,350.38	\$1,914.77	\$648.63	\$1,306.87	\$1,853.19	\$1,370.10	\$2,743.92	\$3,908.04	\$1,177.54	\$2,354.79	\$3,357.41
0.16	\$652.86	\$1,318.51	\$1,871.02	\$631.10	\$1,275.00	\$1,809.44	\$1,352.83	\$2,709.27	\$3,867.49	\$1,160.27	\$2,320.14	\$3,316.86
0.20	\$635.33	\$1,286.65	\$1,827.26	\$613.57	\$1,243.14	\$1,765.68	\$1,335.56	\$2,674.63	\$3,826.93	\$1,143.00	\$2,285.50	\$3,276.30
0.24	\$617.80	\$1,254.79	\$1,783.50	\$596.04	\$1,211.28	\$1,721.92	\$1,318.29	\$2,639.98	\$3,786.37	\$1,125.73	\$2,250.85	\$3,235.74
0.28	\$600.26	\$1,222.93	\$1,739.75	\$578.50	\$1,179.42	\$1,678.17	\$1,301.02	\$2,605.34	\$3,745.82	\$1,108.46	\$2,216.21	\$3,195.19
0.30	\$591.50	\$1,207.00	\$1,717.87	\$569.74	\$1,163.49	\$1,656.29	\$1,292.38	\$2,588.01	\$3,725.54	\$1,099.82	\$2,198.88	\$3,174.91
0.32	\$582.73	\$1,191.07	\$1,695.99	\$560.97	\$1,147.56	\$1,634.41	\$1,283.74	\$2,570.69	\$3,705.26	\$1,091.18	\$2,181.56	\$3,154.63
0.36	\$565.20	\$1,159.21	\$1,652.24	\$543.44	\$1,115.70	\$1,590.66	\$1,266.47	\$2,536.05	\$3,664.71	\$1,073.91	\$2,146.92	\$3,114.08
0.40	\$547.67	\$1,127.34	\$1,608.48	\$525.91	\$1,083.83	\$1,546.90	\$1,249.20	\$2,501.40	\$3,624.15	\$1,056.64	\$2,112.27	\$3,073.52
0.44	\$530.14	\$1,095.48	\$1,564.72	\$508.38	\$1,051.97	\$1,503.14	\$1,231.93	\$2,466.76	\$3,583.59	\$1,039.37	\$2,077.63	\$3,032.96
0.48	\$512.61	\$1,063.62	\$1,520.97	\$490.85	\$1,020.11	\$1,459.39	\$1,214.66	\$2,432.11	\$3,543.04	\$1,022.10	\$2,042.98	\$2,992.41
0.50	\$503.85	\$1,047.69	\$1,499.09	\$482.09	\$1,004.18	\$1,437.51	\$1,206.02	\$2,414.79	\$3,522.76	\$1,013.46	\$2,025.66	\$2,972.13
0.52	\$495.08	\$1,031.76	\$1,477.21	\$473.32	\$988.25	\$1,415.63	\$1,197.38	\$2,397.47	\$3,502.48	\$1,004.82	\$2,008.34	\$2,951.85
0.56	\$477.55	\$999.90	\$1,433.46	\$455.79	\$956.39	\$1,371.88	\$1,180.11	\$2,362.82	\$3,461.93	\$987.55	\$1,973.69	\$2,911.30
0.60	\$460.02	\$968.04	\$1,389.70	\$438.26	\$924.53	\$1,328.12	\$1,162.84	\$2,328.18	\$3,421.37	\$970.28	\$1,939.05	\$2,870.74
0.64	\$442.49	\$936.17	\$1,345.94	\$420.73	\$892.66	\$1,284.36	\$1,145.57	\$2,293.53	\$3,380.81	\$953.01	\$1,904.40	\$2,830.18
0.68	\$424.96	\$904.31	\$1,302.19	\$403.20	\$860.80	\$1,240.61	\$1,128.30	\$2,258.89	\$3,340.26	\$935.74	\$1,869.76	\$2,789.63
0.70	\$416.19	\$888.38	\$1,280.31	\$394.43	\$844.87	\$1,218.73	\$1,119.66	\$2,241.57	\$3,319.98	\$927.10	\$1,852.44	\$2,769.35
0.72	\$407.43	\$872.45	\$1,258.43	\$385.67	\$828.94	\$1,196.85	\$1,111.02	\$2,224.24	\$3,299.70	\$918.46	\$1,835.11	\$2,749.07
0.76	\$389.89	\$840.59	\$1,214.68	\$368.13	\$797.08	\$1,153.10	\$1,093.75	\$2,189.60	\$3,259.15	\$901.19	\$1,800.47	\$2,708.52
0.80	\$372.36	\$808.73	\$1,170.92	\$350.60	\$765.22	\$1,109.34	\$1,076.48	\$2,154.95	\$3,218.59	\$883.92	\$1,765.82	\$2,667.96
0.84	\$354.83	\$776.87	\$1,127.16	\$333.07	\$733.36	\$1,065.58	\$1,059.21	\$2,120.31	\$3,178.03	\$866.65	\$1,731.18	\$2,627.40
0.88	\$337.30	\$745.00	\$1,083.41	\$315.54	\$701.49	\$1,021.83	\$1,041.94	\$2,085.66	\$3,137.48	\$849.38	\$1,696.53	\$2,586.85
0.90	\$328.54	\$729.07	\$1,061.53	\$306.78	\$685.56	\$999.95	\$1,033.30	\$2,068.34	\$3,117.20	\$840.74	\$1,679.21	\$2,566.57
0.92	\$319.77	\$713.14	\$1,039.65	\$298.01	\$669.63	\$978.07	\$1,024.66	\$2,051.02	\$3,096.92	\$832.10	\$1,661.89	\$2,546.29
0.96	\$302.24	\$681.28	\$995.90	\$280.48	\$637.77	\$934.32	\$1,007.39	\$2,016.37	\$3,056.37	\$814.83	\$1,627.24	\$2,505.74
1.00	\$284.71	\$649.42	\$952.14	\$262.95	\$605.91	\$890.56	\$990.12	\$1,981.73	\$3,015.81	\$797.56	\$1,592.60	\$2,465.18

January 1, 2016

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**K-12 SALARIED AND EARLY CHILDHOOD EDUCATION SALARIED**  
**AMOUNT TO BE PAID WILL BE BASED ON ACTUAL FTE. TABLES ARE ESTIMATES ONLY**

Employee Only Employee + 1 Employee + 2/more	HEALTH NET PPO PLAN			HEALTH NET POS PLAN			DELTA DENTAL		VSP (Vision Plan) (100% Employee Contribution)		
				NO LONGER AVAILABLE			Delta Care DHMO	PPO			
	\$1,008.89 \$2,017.75 \$2,855.15						\$32.21 \$32.21 \$32.21	\$109.98 \$109.98 \$109.98	\$11.11 \$22.23 \$35.81		
FTE	Employee Only	Employee +1	Employee + 2/more	Employee Only	Employee +1	Employee + 2/more	Employee Only or Family	Employee Only or Family	Employee Only	Employee +1	Employee + 2/more
<b>Caps</b>	<b>\$431.80</b>	<b>\$866.12</b>	<b>\$1,013.90</b>				<b>\$66.15</b>	<b>\$66.15</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
0.04	\$991.62	\$1,983.11	\$2,814.59				\$29.56	\$107.33	\$11.11	\$22.23	\$35.81
0.08	\$974.35	\$1,948.46	\$2,774.04				\$26.92	\$104.69	\$11.11	\$22.23	\$35.81
0.10	\$965.71	\$1,931.14	\$2,753.76				\$25.60	\$103.37	\$11.11	\$22.23	\$35.81
0.12	\$957.07	\$1,913.82	\$2,733.48				\$24.27	\$102.04	\$11.11	\$22.23	\$35.81
0.16	\$939.80	\$1,879.17	\$2,692.93				\$21.63	\$99.40	\$11.11	\$22.23	\$35.81
0.20	\$922.53	\$1,844.53	\$2,652.37				\$18.98	\$96.75	\$11.11	\$22.23	\$35.81
0.24	\$905.26	\$1,809.88	\$2,611.81				\$16.33	\$94.10	\$11.11	\$22.23	\$35.81
0.28	\$887.99	\$1,775.24	\$2,571.26				\$13.69	\$91.46	\$11.11	\$22.23	\$35.81
0.30	\$879.35	\$1,757.91	\$2,550.98				\$12.37	\$90.14	\$11.11	\$22.23	\$35.81
0.32	\$870.71	\$1,740.59	\$2,530.70				\$11.04	\$88.81	\$11.11	\$22.23	\$35.81
0.36	\$853.44	\$1,705.95	\$2,490.15				\$8.40	\$86.17	\$11.11	\$22.23	\$35.81
0.40	\$836.17	\$1,671.30	\$2,449.59				\$5.75	\$83.52	\$11.11	\$22.23	\$35.81
0.44	\$818.90	\$1,636.66	\$2,409.03				\$3.10	\$80.87	\$11.11	\$22.23	\$35.81
0.48	\$801.63	\$1,602.01	\$2,368.48				\$0.46	\$78.23	\$11.11	\$22.23	\$35.81
0.50	\$792.99	\$1,584.69	\$2,348.20				\$0.00	\$76.91	\$11.11	\$22.23	\$35.81
0.52	\$784.35	\$1,567.37	\$2,327.92				\$0.00	\$75.58	\$11.11	\$22.23	\$35.81
0.56	\$767.08	\$1,532.72	\$2,287.37				\$0.00	\$72.94	\$11.11	\$22.23	\$35.81
0.60	\$749.81	\$1,498.08	\$2,246.81				\$0.00	\$70.29	\$11.11	\$22.23	\$35.81
0.64	\$732.54	\$1,463.43	\$2,206.25				\$0.00	\$67.64	\$11.11	\$22.23	\$35.81
0.68	\$715.27	\$1,428.79	\$2,165.70				\$0.00	\$65.00	\$11.11	\$22.23	\$35.81
0.70	\$706.63	\$1,411.47	\$2,145.42				\$0.00	\$63.68	\$11.11	\$22.23	\$35.81
0.72	\$697.99	\$1,394.14	\$2,125.14				\$0.00	\$62.35	\$11.11	\$22.23	\$35.81
0.76	\$680.72	\$1,359.50	\$2,084.59				\$0.00	\$59.71	\$11.11	\$22.23	\$35.81
0.80	\$663.45	\$1,324.85	\$2,044.03				\$0.00	\$57.06	\$11.11	\$22.23	\$35.81
0.84	\$646.18	\$1,290.21	\$2,003.47				\$0.00	\$54.41	\$11.11	\$22.23	\$35.81
0.88	\$628.91	\$1,255.56	\$1,962.92				\$0.00	\$51.77	\$11.11	\$22.23	\$35.81
0.90	\$620.27	\$1,238.24	\$1,942.64				\$0.00	\$50.45	\$11.11	\$22.23	\$35.81
0.92	\$611.63	\$1,220.92	\$1,922.36				\$0.00	\$49.12	\$11.11	\$22.23	\$35.81
0.96	\$594.36	\$1,186.27	\$1,881.81				\$0.00	\$46.48	\$11.11	\$22.23	\$35.81
1.00	\$577.09	\$1,151.63	\$1,841.25				\$0.00	\$43.83	\$11.11	\$22.23	\$35.81