

ACSIEC

EMPLOYEE GROUP LIFE, HEALTH &
DENTAL BENEFITS PRESENTATION

By

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1 Samuel 2:30b


Those who honor Me I will honor






James 1:5

If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him.





Total Compensation Priority

- Wages
 - Group life, health & dental benefits
 - Group RRSP or pension
 - Group savings (TFSA) plan
 - Other miscellaneous or custom benefits
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Taxable Status:

- Wages YES
- Group life, health & dental benefits EXEMPT!
- Group RRSP or pension YES*
- Group savings (TFSA) plan YES
- Other miscellaneous or custom benefits LIKELY

Moncton Christian Academy Plan Design

- Life \$50,000; AD&D \$50,000; Spouse \$15,000; Child \$7,500
- Drugs – 0 deductible; co-pay 20% max \$15/Rx / \$1,000/ year
- Hospital S-P, ambulance, nursing – 100%; Practitioners 80%
- Medical equipment, hearing aids, vision care – 100% (\$ limits)
- Dental – preventive, major & basic 80% (\$ limits)

Moncton Christian Academy Plan Design

- Travel – Health 100% 180 days; trip cancellation & baggage
- Second Opinion – health file, diagnosis & treatment plan review
- Employee & Family Assistance program – counselling 24/7
- Online Doctors – non-emergency treatment, including Rx

MONTHLY COST

	MCA		CSI Canada Plan Flex 3	
	Single	Family	Single	Family
Health & Dental	\$141.36	\$330.86	\$147.00	\$421.00
Rate Increase	None – 4 yrs.		5% Sgl. / 4.2% Fam	
Other rates	Sgl. Parent Fam & Couple			

It looks great, but it's still too rich for us!

- Take it one step at a time. Think it through – count the cost
- Share monthly premium cost with your employees. Ex. 30/70
- Channel 100% of next year's wage cost increase to introducing a group life, health & dental benefits program
- Pray; make a faith budget; get key parent support; don't make your employees carry 100% of the sacrifice for your school

Looks good but we want something better!

- Each school can have its own enhancements to the basic plan
- Could add a (non-taxable) Health Spending Account
- Could add a (taxable) Personal Spending Account
- Could add other coverage – long term disability; critical illness insurance; other

Where do we go from here?

- May & June are expression of interest months; Dave available to assist you; Tell Dave of your school's interest by June 30th
- July is enrollment month; enter info online by July 31st
- August is processing month; final rates confirmed
- Coverage effective & info delivered by September 1, 2021



QUESTIONS?

Let's talk!





CONTACT

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