

**Southfield Public Schools**  
**EMPLOYEE INSURANCE PREMIUMS, SUBSIDIES AND PREMIUM CO-PAYS**  
**2023**

Insurance Group Description	Insurance Plan	MESSA Annual	Medical/ Health Only	HARD CAP			90%		TOTAL	
				District Subsidy	Employee Co-pay	Ancillary Only	Distiict Subsidy	Employee Co-pay	District Subsidy	Employee Co-pay
TEACHERS/SOCIAL WORKERS/ AND PSYCHOLOGISTS	MESSA SINGLE	\$ 9,118.80	\$ 7,722.84	\$ 7,399.47	\$ 323.37	\$ 1,395.96	\$ 1,256.36	\$ 139.60	\$ 8,655.83	\$ 462.97
	MESSA TWO PERSON	\$ 19,453.20	\$ 17,376.36	\$ 15,474.60	\$ 1,901.76	\$ 2,076.84	\$ 1,869.16	\$ 207.68	\$ 17,343.76	\$ 2,109.44
	MESSA FULL FAMILY	\$ 24,770.40	\$ 21,623.88	\$ 20,180.43	\$ 1,443.45	\$ 3,146.52	\$ 2,831.87	\$ 314.65	\$ 23,012.30	\$ 1,758.10
PARAPROFESSIONALS/TECHS/ TEACHING ASSISTANTS/ AND SKILLED CRAFTS	MESSA SINGLE	\$ 8,835.48	\$ 7,722.84	\$ 7,399.47	\$ 323.37	\$ 1,112.64	\$ 1,001.38	\$ 111.26	\$ 8,400.85	\$ 434.63
	MESSA TWO PERSON	\$ 19,169.88	\$ 17,376.36	\$ 15,474.60	\$ 1,901.76	\$ 1,793.52	\$ 1,614.17	\$ 179.35	\$ 17,088.77	\$ 2,081.11
	MESSA FULL FAMILY	\$ 24,487.08	\$ 21,623.88	\$ 20,180.43	\$ 1,443.45	\$ 2,863.20	\$ 2,576.88	\$ 286.32	\$ 22,757.31	\$ 1,729.77
ADMINISTRATIVE ASSISTANTS UNION	MESSA SINGLE	\$ 8,835.48	\$ 7,722.84	\$ 7,399.47	\$ 323.37	\$ 1,112.64	\$ 1,001.38	\$ 111.26	\$ 8,400.85	\$ 434.63
	MESSA TWO PERSON	\$ 19,169.88	\$ 17,376.36	\$ 15,474.60	\$ 1,901.76	\$ 1,793.52	\$ 1,614.17	\$ 179.35	\$ 17,088.77	\$ 2,081.11
	MESSA FULL FAMILY	\$ 24,487.08	\$ 21,623.88	\$ 20,180.43	\$ 1,443.45	\$ 2,863.20	\$ 2,576.88	\$ 286.32	\$ 22,757.31	\$ 1,729.77
NON-UNION ADMINISTRATORS AND ASSISTANTS	MESSA SINGLE	\$ 10,542.84	\$ 9,244.80	\$ 7,399.47	\$ 1,845.33	\$ 1,298.04	\$ 1,168.24	\$ 129.80	\$ 8,567.71	\$ 1,975.13
	MESSA TWO PERSON	\$ 22,869.36	\$ 20,800.68	\$ 15,474.60	\$ 5,326.08	\$ 2,068.68	\$ 1,861.81	\$ 206.87	\$ 17,336.41	\$ 5,532.95
	MESSA FULL FAMILY	\$ 29,328.00	\$ 25,885.32	\$ 20,180.43	\$ 5,704.89	\$ 3,442.68	\$ 3,098.41	\$ 344.27	\$ 23,278.84	\$ 6,049.16
BUILDING PRINCIPALS	MESSA SINGLE	\$ 10,542.84	\$ 9,244.80	\$ 7,399.47	\$ 1,845.33	\$ 1,298.04	\$ 1,168.24	\$ 129.80	\$ 8,567.71	\$ 1,975.13
	MESSA TWO PERSON	\$ 22,869.36	\$ 20,800.68	\$ 15,474.60	\$ 5,326.08	\$ 2,068.68	\$ 1,861.81	\$ 206.87	\$ 17,336.41	\$ 5,532.95
	MESSA FULL FAMILY	\$ 29,328.00	\$ 25,885.32	\$ 20,180.43	\$ 5,704.89	\$ 3,442.68	\$ 3,098.41	\$ 344.27	\$ 23,278.84	\$ 6,049.16

Premiums include: medical, dental, vision, long-term disability and life insurance.