

## SUMMARY OF BENEFITS-CLASSIFIED PERSONNEL 2025-26

\*All employees who are regularly scheduled to work 30 hours per week and are contracted for 120 or more days during the contract year are eligible for the benefits below:

<b>PERSONAL DAYS:</b>	3 per contract year (cannot accumulate)
<b>SICK DAYS:</b>	1.25 days accumulated per month to 300 days max
<b>VACATION DAYS:</b>	<b>Only 260-day contracts are eligible:</b> Years 1-5: 10 days per year Years 6-10: 15 days per year Years 11+: 20 days per year
<b>WORKDAYS PER YEAR:</b>	<b>12 MONTH - 260/240 DAYS/YEAR (16 paid holidays)</b> <b>11 MONTH - 222 DAYS/YEAR (15 paid holidays)</b> <b>9 MONTH - 195 DAYS/YEAR (10 paid holidays)</b>
<b>MEDICAL INSURANCE:</b>	Choice of plans: <b>Aultcare</b> or <b>Medical Mutual</b> Employee cost: 15% of premium: As of 7/1/25 (Subject to change yearly): Single: \$160.04/month; \$80.02/pay Family: \$388.78/month; \$194.39/pay
<b>DENTAL INSURANCE:</b>	One plan: <b>Medical Mutual</b> Employee cost: 15% of premium: As of 7/1/25 (Subject to change yearly): Single: \$15.40/month; \$7.70/pay Family: \$38.02/month; \$19.01/pay
<b>VISION INSURANCE:</b>	One plan: <b>Medical Mutual</b> Employee cost: 15% of premium: As of 7/1/25 (Subject to change yearly): Single: \$3.02/month; \$1.51/pay Family: \$7.52/month; \$3.76/pay
<b>FLEXPRO PROGRAM:</b>	Tax sheltered premium; Unreimbursed medical costs; Dependent care
<b>LIFE INSURANCE:</b>	Basic - 100% Board paid: <b>\$75,000 coverage if salary is 75K or less</b> <b>\$100,000 coverage if salary is more than 75K</b> Optional Supplemental - Employee paid: up to \$60,000 coverage @ \$0.195/1K
<b>SERS:</b>	State Employees Retirement System - <b><u>Participation is mandatory</u></b> Employee contribution: 10% of gross salary Employer contribution: 14% of gross salary
<b>TAX-SHELTERED ANNUITY:</b>	<b>APPROVED PLANS ONLY</b> Board matches 50% of employee contribution up to a maximum of \$750 per contract year. 4 levels of participation offered
<b>PAY SCHEDULE:</b>	<b>Classroom Assistants (195 days) - 1st pay on 9/15/25</b> <b>Administrators - 1st pay on 8/15/25</b> <b>Full-year employee (260/240 days) - 1st pay on 7/15/25</b>

\*Employees hired after the contract year has begun may not be eligible for **all** of these benefits during the first year of employment.