

SUMMARY OF BENEFITS-CERTIFICATED 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:

PERSONAL DAYS:	3 per contract year (cannot accumulate)
SICK DAYS:	1.25 day accumulated per month to 300 days max
WORKDAYS PER YEAR:	12 MONTH - 240 DAYS/YEAR (16 paid holidays) 11 MONTH - 222 DAYS/YEAR (15 paid holidays) 9 MONTH - 185 DAYS/YEAR (no paid holidays)
MEDICAL INSURANCE:	Choice of plans: Aultcare or Medical Mutual 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
DENTAL INSURANCE:	One plan: Medical Mutual 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
VISION INSURANCE:	One plan: Medical Mutual 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
FLEXPRO PROGRAM:	Tax sheltered premium Unreimbursed medical costs Dependent care
LIFE INSURANCE:	Basic - 100% Board paid: \$75,000 coverage if salary is 75K or less \$100,000 coverage if salary is more than 75K Optional Supplemental - Employee paid: up to \$60,000 coverage @ \$0.195/1K
STRS:	State Teachers Retirement System - <u>Participation is mandatory</u> Employee contribution: 14% of gross salary Employer contribution: 14% of gross salary
TAX-SHELTERED ANNUITY:	APPROVED PLANS ONLY Board matches 50% of employee contribution up to a maximum of \$750 per contract year. 4 levels of participation offered
PAY SCHEDULE:	Teachers (185 days) - 1st pay on 9/15/25 Administrators - 1st pay on 8/15/25

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