

**HAMBLEN COUNTY DEPARTMENT OF EDUCATION  
2025-26 BENEFIT PACKAGE\***

**CERTIFIED STAFF**

- 3 compensatory days annually (noncumulative)
- 1 paid administrative contract day annually
- 1 sick leave day per 20-scheduled days annually (cumulative)
- 1 personal leave day per full semester (unused reverts to cumulative sick leave)
- Active employee health insurance
  - Single coverage: Board pays entire amount of any plan chosen
  - Family coverage: Board pays minimum \$12,358.00 per year
- Active employee life insurance, \$40,000 life and \$40,000 AO&O
  - Board pays entire amount
  - 33% reduction at age 70; 50% reduction at age 75
- Active employee retirement contribution by Board
  - Legacy-5.77% of gross wages; Hybrid- 9.00% of gross wages
- If you work in any Hamblen County School and have a Federal Family Education Loan (FFEL), Federal Direct Loan, or Federal Perkins Loan/NDSL, you may be eligible to have your loan payments postponed or canceled.
- Retiree health insurance
  - Board pays entire individual cost with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service up to age 65 for qualifying individuals
- Retiree life insurance, \$10,000 to age 70
  - Board pays entire amount until age 65 with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service
- Honorarium for retirees with minimum 10 years HCBOE service
  - \$100 for every year certified HCBOE service
- Retirement incentive (one-time eligibility at age 60 or at 30 years of service, whichever comes first, with minimum 10 years HCBOE service) \*
  - \$3,500 for 3 years (\$10,500), or
  - \$4,500 for 2 years (\$9,000)

**NONCERTIFIED STAFF**

- Sick Leave
  - For 9-month schedule- 1 sick leave day per 20 scheduled days annually (cumulative)
  - For 12-month schedule- 1 sick leave day per 21.75 scheduled days annually (cumulative)
- Personal leave
  - For 9-month schedule, 2 sick leave days may be used as personal leave annually
  - For 12-month schedule, 1 personal leave days per full semester contract (unused reverts to cumulative sick leave)
- Vacation
  - For 12-month schedule, 1 vacation day per 21.75 days annually (noncumulative)
- Active employee health insurance
  - Single coverage: Board pays entire amount of any plan chosen
  - Family coverage: Board pays \$11,858.00 per year
- Active employee life insurance. \$40,000 life and \$40,000 AO&O
  - Board pays entire amount
  - 33% reduction at age 70; 50% reduction at age 75
- Active employee retirement contribution by Board
  - 7% of gross wages
- Retiree health insurance
  - Board pays entire individual cost with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service up to age 65 for qualifying individuals
- Retiree life insurance, \$10,000 to age 70
  - Board pays entire amount until age 65 with full retirement and minimum 15 years HCBOE total service, last 7 years continuous service
- Retiree Medicare supplement support
  - Board pays minimum average \$450 per year

**SUBSTITUTE EMPLOYEES**

- \$100 annual bonus with minimum 100 workdays

\*Retirement incentive terminates at the end of the 2025-26 school year

\*Subject to approval by HCBOE