CERTIFIED EMPLOYEE BENEFITS*

Refer to the 2026/2027 negotiated agreement

- $40,534 Base Salary 2026/2027
- $7,500 stipend in recognition of professional service
- Up to 17 years of qualified experience shall be credited toward initial salary placement
- Extra Pay available for a large variety of Extra Duty Assignments

Longevity **BP407.07**

- 3.75% percent of individual's basic contract salary after 20 years of cumulative professional service

Health Insurance www.ehaplan.org

- Blue Cross/Blue Shield Health and Accidental Insurance – Alternative Network Option
- $0 deductible/$1200 deductible PPO Coverage or $2,500/$3,800 HDHP with Health Savings Account
- District Contributes 10,248 toward the cost of the PPO deductible plan **or** $8,248 toward the cost of the HDHP deductible plan with $1,000 contributed to a Health Savings Account
- Comprehensive Dental Insurance included with both plans

Life Insurance

- District provides $25,000 in term Life Insurance
- Purchase of additional Life Insurance is available

Long Term Disability **AR407.05**

- Benefits after 90 day waiting period and qualification
- Coverage provides 66 2/3 percent of salary to age 65

CCUs **AR407.03 and AR409.01**

- Continuing Contract Unit Salary Advancement Options when used in conjunction with approved graduate credit hours
- For any movement from column to column on the salary schedule, at least ½ of the credits must be approved graduate credit hours

Leave **BP410.01**

- 10 days of leave will be earned annually with accumulation up to 110 days
- 3 of the 10 days will be Special Leave days that may be used on designated days without explanation and at least one-week notice
- Several exemplary attendance options – resulting in additional pay at employee's current daily rate
- At time of separation from the district individuals with less than 20 years of service will be reimbursed at ¼ their daily rate of pay, those with 20 or more years of service will be reimbursed at ½ their daily rate of pay
- Bereavement leave - multiple non-accumulating days per year for qualifying absences

Other Important Benefits

- 403B Plan – district allows contributions to institutions within the group plan
- Section 125 Plan – (WageWorks program) – set money aside before taxes for either medical or dependent care expenses [$3050 maximum medical]
- Vision Plan options – (VSP) – employee paid
- Voluntary Separation Program BP408.06
  * includes $2500 district contribution toward Health Insurance costs for those who qualify until age 65

*Please refer to the 2026/2027 Negotiated Agreement between the Bellevue Public Schools and the Bellevue Education Association.