SUMMARY OF BENEFITS-CERTIFICATED PERSONNEL
2026-27

*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 7/1/26 (Subject to change yearly):
Single: $167.86/month; $83.93/pay
Family: $407.76/month; $203.88/pay

DENTAL INSURANCE: One plan: **Medical Mutual**
Employee cost: 15% of premium: As of 7/1/26 (Subject to change yearly):
Single: $13.72/month; $6.86/pay
Family: $33.86/month; $16.93/pay

VISION INSURANCE: One plan: **Medical Mutual**
Employee cost: 15% of premium: As of 7/1/26 (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 9/15/26**
Administrators - 1st pay on 8/14/26

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