BENEFITS FOR EMPLOYEES 2025-2026

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

PRINCIPALS FULL TIME

**Hospital/Medical Insurance HDHP**

* The District contributes 90% per month for FAMILY coverage (with limits)
	+ Cost: $2,509/month
		- EE pays $251/month
* The District contributes 100% per month for SINGLE coverage (with limits)

**HSA – Health Savings Account**

* The District contributes 50% (pro-rated for partial year) of deductible to qualified, enrolled members of the Medical Insurance plan.
	+ Full plan year = $1650 single or $3300 family

**Dental – Voluntary Benefit**

* EE cost
	+ Family $153.68/month
	+ Single + 1 $ 90.28/month
	+ Single $ 46.28/month

**Flexible Spending**

* Medical Spending
* Dependent Care

**Life Insurance**

* *National Insurance Services*: $150,000 paid by ER. Option to purchase additional coverage at the EE own cost.

**Deferred Compensation** Tax deferred program. ER will match up to $3000 per fiscal year upon hire.

**Income Protection Plan**  ER Paid Long Term Disability (LTD)

**TRA**  Teachers Retirement Association

**EAP** Employee Assistance Program

**HCSP** – ER provides $1000 annually