BENEFITS FOR EMPLOYEES 2025-2026

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TEACHERS (Teachers, School Nurse, Counselors, Librarians, Speech Therapists, Voc Ed.) FULL TIME

**Hospital/Medical Insurance HDHP** (employees working 6 hours or more per day)

* 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*: $50,000 paid by ER. Option to purchase additional coverage at the EE own cost.

**Deferred Compensation** Tax deferred program. After three (3) years, ER will match based on contract language.

**Income Protection Plan**  ER Paid Long Term Disability

**TRA**  Teachers Retirement Association

**EAP** Employee Assistance Program

**HCSP** – ER provides $1000 annually after three (3) years of service.