



BENEFIT SUMMARY FY2026

(premiums effective 7/1/2025)

MEDICAL INSURANCE: Board share 82%, employee share 18%

- South Central Ohio Insurance Consortium
- Monthly Rates – Paid month in advance
 - PPO - Family Plan \$3,533.14
 - PPO - Board Share \$2,897.17
 - PPO - Employee Share \$635.97 (\$317.98/\$317.99 per pay)

 - PPO - Single Plan \$1,308.99
 - PPO - Board Share \$1,073.37
 - PPO - Employee Share \$235.62 (\$117.81 per pay)

 - HSA – Family Plan \$3,521.10
 - HSA – Board Share \$2,887.30
 - HSA – Employee Share \$633.80 (\$316.90 per pay)

 - HSA – Single Plan \$1,303.16
 - HSA – Board Share \$1,068.59
 - HSA – Employee Share \$234.57 (\$117.28/117.29 per pay)
- Minimum Value Plan – does not follow 82%/18%
- Monthly Rates – Paid month in advance
 - Single Plan \$915.69
 - Board Share \$802.49
 - Employee Share \$113.20 (\$56.60 per pay)

 - Family Plan \$2,473.21
 - Board Share \$802.49
 - Employee Share \$1,670.72 (\$835.36 per pay)
- Must be employed at least 30 hours per week (see negotiated agreements and/or board policy for exceptions)

DENTAL INSURANCE: 100% Board Paid Single Plan

- Monthly Rates – Paid month in advance
 - Family Plan \$105.40
 - Single Plan \$35.02
- Employee Share for Family Plan \$70.38 (\$35.19 per pay)
- Must be employed 25 hours per week

LIFE INSURANCE: 100% Board Paid

- \$50,000 Certified and Non-Union (3.75 hr. minimum day)
- \$50,000 Classified Union (15 hours per week minimum)



VISION INSURANCE: 100% Board Paid Single Plan

- Monthly Rates – Paid month in advance
 - Family Plan \$15.52
 - Single Plan \$6.86
- Employee Share for Family Plan \$8.66 (\$4.33 per pay)
- Must be employed 25 hours per week

CERTIFIED RETIREMENT: State Teachers Retirement System (STRS)

- Board 14%
- Employee 14%

CLASSIFIED RETIREMENT: School Employees Retirement System (SERS)

- Board 14%
- Employee 10%

TUITION REIMBURSEMENT: Teachers are eligible to receive tuition reimbursement per negotiated agreement. Administrators receive tuition reimbursement per board policy.

SICK LEAVE: Hours equal to 15 days annually, monthly hours equal to 1.25 days/month

- Maximum accruals and severance pursuant to negotiated agreements or board policy
- Sick Leave Bank

PERSONAL LEAVE: Hours equal to 3 days annually, can accumulate up to 5 days

VACATION LEAVE: Per board policy

PAYROLL: Semi-monthly pays

- Paid on 5th and 20th
- Direct deposit required
 - Up to 5 different accounts
 - Email notification

PAYROLL DEDUCTIONS:

- Ohio Education Association Dues
- AAA (one time per year)
- Court House Fitness
- YMCA
- Tax-Sheltered Annuities (457 & 403b - specific companies available – see Treasurer's Department)
- AFLAC
- Washington National Insurance
- Standard Insurance Company (optional additional life insurance)
- United Way