



2026-27 Compensation Package

NW BOCES offers employees the option of three different medical insurance plans. These are described in detail in the accompanying document titled FY27 CEBT plan descriptions.

NW BOCES pays the individual premium for employees working 20 hours per week or more for the Medical PPO 8 plan, dental and vision insurance. Premium amounts for alternate employee and/or family coverage are deducted from the employee's monthly paycheck. In addition, employees receive life insurance coverage for the amount of their annual salary.

Employees are encouraged to carefully review the plan descriptions and associated premium differences as they are making their selection.

The gap plan has a \$500 deductible. It offers a benefit of \$4500 per person.

As a reminder, deductibles and out of pocket amounts are calculated on an annual basis (January 1 through December 31).

Voluntary insurance coverages are available through American Fidelity. Enrollment is handled directly with the Account Manager. See individual brochures for more information.

New employees are offered the opportunity to enroll in these coverages upon hire. Existing employees can make changes during the annual open enrollment period May 1 through May 15, 2026, unless there is a qualifying event.

Monthly Premium Amounts

	Employee Only	Employee + Spouse	Employee +Child or Children	Employee + Family
Medical PPO 8	no cost	950	811	1331
Medical PPO 7	58	1069	922	1471
Medical PPO 6	145	1246	1082	1677
Gap Plan	no cost	65	41	115
Dental	no cost	38	65	101
Vision	no cost	7	9	19

The direct cost to NW BOCES of providing this employee coverage is approximately \$1030 per month.

In addition to these health care benefits, NW BOCES offers competitive salaries. PERA contributions are also made at the rate of 21.4% of individual salaries.

Per NW BOCES Board policies, various types of paid leave are also part of your compensation. At the present time, this includes 2 personal days and 9 sick days for employees for 1.0 FTE employees, pro-rated for those working less than full-time. Staff whose employment agreement covers 220 days per year also earn paid vacation days.

NW BOCES strives to provide up-to-date technology for employees' day-to-day use along with a budget for stimulating professional learning opportunities.