DOUGLAS UNIFIED SCHOOL DISTRICT

2025-2026

Employee Benefits

BCBS of AZ

PPO- GOLD PLAN

Co-Pmt. $30.00 Office Visit - $40.00 Specialist
No Deductible / No Co-Insurance
Board Contribution= $558.23/Mo.

	Employee	Employee/ Spouse	Employee/ Children	Employee/ Family	Dual Employee
Monthly Premium	**$ 730.54**	**$ 1,395.34**	**$ 1,241.93**	**$ 1,811.75**	**$ 1,811.75**
Annual Premium	$ 8,766.48	$ 16,744.08	$ 14,903.16	$ 21,741.00	$ 21,741.00
Board Contribution	**$ 6,698.76**	**$ 6,698.76**	**$ 6,698.76**	**$ 6,698.76**	**$ 13,397.52**
Employee Balance	**$ 2,067.72**	**$ 10,045.32**	**$ 8,204.40**	**$ 15,042.24**	**$ 8,343.48**
Employee Payroll Contributions:					
21 Deductions	$ 98.46	$ 478.35	$ 390.69	$ 716.30	$ 397.31
26 Deductions	$ 79.53	$ 386.36	$ 315.55	$ 578.55	$ 320.90

PPO- CLASSIC GOLD

Co-Pmt. $25.00 Office Visit - $35.00 Specialist
Deductible: $300.00 Ee/ $900.00 Fam. - 15% Co-Insurance
Board Contribution $558.23

	Employee	Employee/ Spouse	Employee/ Children	Employee/ Family	Dual Employee
Monthly Premium	**$ 665.27**	**$ 1,270.66**	**$ 1,130.96**	**$ 1,649.87**	**$ 1,649.87**
Annual Premium	$ 7,983.24	$ 15,247.92	$ 13,571.52	$ 19,798.44	$ 19,798.44
Board Contribution	**$ 6,698.76**	**$ 6,698.76**	**$ 6,698.76**	**$ 6,698.76**	**$ 13,397.52**
Employee Balance	**$ 1,284.48**	**$ 8,549.16**	**$ 6,872.76**	**$ 13,099.68**	**$ 6,400.92**
Employee Payroll Contributions:					
21 Deductions	$ 61.17	$ 407.10	$ 327.27	$ 623.79	$ 304.81
26 Deductions	$ 49.40	$ 328.81	$ 264.34	$ 503.83	$ 246.19

PPO - PPO CLASSIC

Co-Pmt. $30.00 Office Visit - $40.00 Specialist
Deductible: $500.00 Ee/$1,000.00 Fam. & 20% Co-Insurance
Board Contribution $558.23

	Employee	Employee/ Spouse	Employee/ Children	Employee/ Family	Dual Employee
Monthly Premium	**$ 620.26**	**$ 1,184.69**	**$ 1,054.44**	**$ 1,538.24**	**$ 1,538.24**
Annual Premium	$ 7,443.12	$ 14,216.28	$ 12,653.28	$ 18,458.88	$ 18,458.88
Board Contribution	**$ 6,698.76**	**$ 6,698.76**	**$ 6,698.76**	**$ 6,698.76**	**$ 13,397.52**
Employee Balance	**$ 744.36**	**$ 7,517.52**	**$ 5,954.52**	**$ 11,760.12**	**$ 5,061.36**
Employee Payroll Contributions:					
21 Deductions	$ 35.45	$ 357.98	$ 283.55	$ 560.01	$ 241.02
26 Deductions	$ 28.63	$ 289.14	$ 229.02	$ 452.31	$ 194.67

DOUGLAS UNIFIED SCHOOL DISTRICT

2025-2026

Employee Benefits

GUARDIAN-DENTAL

	Employee	Employee/ Spouse	Employee/ Children	Employee/ Family	Dual Employee
Monthly Premium	$ 13.55	$ 36.21	$ 30.50	$ 51.45	$ 51.45
Annual Premium	$ 162.60	$ 434.52	$ 366.00	$ 617.40	$ 617.40
Board Contribution	$ 162.60	$ 162.60	$ 162.60	$ 162.60	$ 325.20
Employee Balance	$ -	$ 271.92	$ 203.40	$ 454.80	$ 292.20
Employee Payroll Contributions:					
21 Deductions	$ -	$ 12.95	$ 9.69	$ 21.66	$ 13.91
26 Deductions	$ -	$ 10.46	$ 7.82	$ 17.49	$ 11.24

METLIFE - VISION

	Employee	Employee/ Spouse	Employee/ Children	Employee/ Family
Monthly Premium	$ 5.08	$ 10.18	$ 10.86	$ 17.37
Annual Premium	$ 60.96	$ 122.16	$ 130.32	$ 208.44
Employee Payroll Contributions:				
21 Deductions	$ 2.90	$ 5.82	$ 6.21	$ 9.93
26 Deductions	$ 2.34	$ 4.70	$ 5.01	$ 8.02