



Diocese of Gary  
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## Summary of Benefits 2025-26

*\*Benefits begin as of hire date unless otherwise noted\**

- **Medical and Prescription Drug**
  - PPO Medical Plan (*administered by Christian Brothers Services*)
  - Prescription Drug Plan (*administered by Express-Scripts*)
- **Employee Basic Life Insurance** (*administered by Dearborn National*)
  - \$10,000; premium included with medical enrollment OR \$2 per month if medical is waived
- **Voluntary Dental Plan** (*administered by Guardian*)
  - PPO Low
  - PPO High
- **Voluntary Vision Plan** (*administered by Guardian-Davis National*)
  - Access to a large network of care professionals and freedom of choice for glasses and contacts.

Benefit	Monthly	Premium Description
<i>Christian Brothers Blue Cross Blue Shield Medical PPO 90/10 PPO 80/20 HSA (High Deductible)</i>	Cost calculated by individual's salary range	<i>Employee Only</i>
		<i>Employee + Spouse</i>
		<i>Employee + Child(ren)</i>
		<i>Employee + Family</i>
<i>Guardian Dental Prime Low</i>	\$21.71	<i>Employee Only</i>
	\$36.56	<i>Employee + Spouse</i>
	\$45.66	<i>Employee + Child(ren)</i>
	\$68.47	<i>Employee + Family</i>
<i>Guardian Dental Complete High</i>	\$30.18	<i>Employee Only</i>
	\$54.69	<i>Employee + Spouse</i>
	\$62.37	<i>Employee + Child(ren)</i>
	\$95.57	<i>Employee + Family</i>
<i>Guardian Vision</i>	\$6.83	<i>Employee Only</i>
	\$13.24	<i>Employee + Spouse</i>
	\$13.86	<i>Employee + Child(ren)</i>
	\$21.35	<i>Employee + Family</i>

- **Voluntary Short-Term Disability (STD) and Long-Term Disability (LTD)**
  - Short-term and long-term disability are available for purchase by full-time benefits eligible employees. These programs offer a portion of your income protection in case of unforeseen circumstances.
- **Additional voluntary insurances** (*all administered by Guardian*) including Employee, Spouse and Child Life Insurances, Accident, Critical Illness and Hospital Indemnity Insurance

➤ **403(b) Lay Retirement Plan** (*administered by Voya*)/**Financial Wellness & Advice** (*administered by Captrust*)

This Plan enables you to accumulate long term savings for your retirement while benefiting from contributions from your pre-tax salary. Participation in this 403(b)-retirement savings program is voluntary.

- You are eligible to participate in the plan on the first day of the month coinciding with or immediately following your date of hire.
- Employee contributions are always 100% vested. Full-time employees are eligible to receive employer matching contributions on the first of the month following one year of service. Employer matching contributions are 100% vested after 3 years of service.

➤ **Employee Assistance Program** (*administered by One Health*)

- Confidential, no-cost service specializing in resources and solutions for a variety of life situations.

**\*\* Vacation**

- Employees earn vacation time during the current calendar year from January to December 31 and are eligible to use earned vacation time during that same calendar year.
- New employees are eligible to use earned vacation after the first 30 days of service.

Service Years Completed	Annual Vacation Award	Monthly Accrual Rate
0	5 days	.42 days per month
1	10 days	.83 days per month
5	15 days	1.25 days per month
15+	20 days	1.67 days per month

**\*\* Personal Days**

- Eligible employees who begin employment before July 1<sup>st</sup> will receive two days of personal leave for that calendar year, eligible employees who begin employment after July 1<sup>st</sup> will receive one day of personal leave for that calendar year.

**\*\* Sick Leave**

- Upon hire date, sick leave benefits accrue at the rate of 10 days per year (.83 of a day for every month of service).
- A total of 30 sick days may be accumulated and used only for catastrophic medical conditions.

**\*\* Holiday Policy**

- The Diocese of Gary gives 13 paid days off for the following holidays:
  - New Year's Day
  - Martin Luther King, Jr. Day
  - Good Friday
  - Easter Monday
  - Memorial Day
  - Independence Day
  - Labor Day
  - Day Before Thanksgiving
  - Thanksgiving Day
  - Day After Thanksgiving
  - Christmas Eve
  - Christmas Day
  - Day After Christmas

**\*\* Presented as best practice. Does not apply to contracted teachers and principals. \*\***

For additional detailed benefit information, please log on to: [www.dcgary.org](http://www.dcgary.org). Select Office of Benefits.