

# EAST TENNESSEE STATE UNIVERSITY

- ◆ Located in the beautiful mountains of East Tennessee
- ◆ Part of the Tri-Cities Tennessee/Virginia region
- ◆ Enrolls over 14,600 undergraduate and graduate students; employs 2,750 faculty and staff
- ◆ Founded in 1911 with a singular purpose of improving the quality of life of the people of this region
- ◆ Nationally recognized for its work in rural medicine and primary care, education, bluegrass, and country music, and for preparing elite athletes at the ETSU Olympic Training Site
- ◆ Recently captured significant attention at the regional, state and national levels for its work to combat the opioid epidemic

## BENEFITS & PERKS

- ◆ Up to 24 vacation days and 12 sick days per year
- ◆ 10 paid holidays (approved annually)
- ◆ 7 paid administrative dates (approved annually)
- ◆ Free tuition for staff and 50% discount for dependents
- ◆ Employer matching retirement plans
- ◆ Excellent health care coverages for medical, dental, and vision
- ◆ Access to Basler Center for Physical Activity

## Benefits At A Glance

**Find out even more here:**

Visit us at [www.etsu.edu/humanres/benefits/](http://www.etsu.edu/humanres/benefits/)

Office of Human Resources

307 Burgin Dossett Hall

(423) 439-4457



**EAST TENNESSEE STATE  
UNIVERSITY**

East Tennessee State University is an equal opportunity, affirmative action employer.

# EAST TENNESSEE STATE UNIVERSITY, JOHNSON CITY, TN

State and Higher Education  
2026 Active Employees Monthly Health Premiums

**PARTNERS  
FOR HEALTH**

## Benefits At A Glance

### Medical ([2026 Premiums](#))

You have a choice of three health insurance options:

- Premier Preferred Provider Organization (PPO).
- Standard Preferred Provider Organization (PPO).
- Consumer-driven Health Plan (CDHP)/Health Savings Account (HSA).

### Dental ([2026 Premiums](#))

Voluntary dental coverage is available to all state and higher education employees and their dependents.

- Two dental insurance plans are available—Delta PPO and Cigna Pre-Paid plan.
- Costs range between \$7.34 - \$49.74 per month depending on plan selection.

### Vision ([Premiums 2026](#))

Voluntary dental coverage is available to all state and higher education employees and their dependents.

- Two options are available: a Basic and an Expanded plan. Both plans offer:
  - Routine eye exam once every calendar year.
  - Frames once every two calendar years.
  - Choice of eyeglasses or contact lenses once every calendar year.
- Costs range from \$3.18 - \$18.54 per month depending on active members and plan selection.
- Discount on LASIK/Refractive surgery.

#### ALL NETWORKS, PLANS AND TIERS

	BCBST NETWORKS	CIGNA LOCALPLUS	BCBST NETWORK P	CIGNA OPEN ACCESS	EMPLOYER SHARE
<b>PREMIER PPO</b>	Employee Only	\$177	\$267	\$267	\$707
	Employee + Child(ren)	\$265	\$365	\$365	\$1,061
	Employee + Spouse + Child(ren)	\$398	\$578	\$578	\$1,591
<b>STANDARD PPO</b>	Employee Only	\$114	\$204	\$204	\$707
	Employee + Child(ren)	\$170	\$270	\$270	\$1,061
	Employee + Spouse + Child(ren)	\$256	\$436	\$436	\$1,591
<b>CDHP/HSA</b>	Employee Only	\$79	\$169	\$169	\$707
	Employee + Child(ren)	\$119	\$219	\$219	\$1,061
	Employee + Spouse + Child(ren)	\$179	\$359	\$359	\$1,591

## Retirement

- Two types of retirement plans to choose from ([Retire Ready Tennessee](#)).
- Tennessee Consolidated Retirement System (TCRS) - The Hybrid Plan, also known as the Tennessee Consolidated Retirement System (TCRS), is a combination of a defined benefit plan and a defined contribution plan.
- Optional Retirement Plan (ORP) - The Optional Retirement Plan (ORP) is a defined contribution plan.

## Additional Offerings

- Short Term Disability Insurance.
- Long Term Disability Insurance.
- Basic Group Term Life and Accidental Death & Dismemberment Insurance.
- Voluntary Accidental Death & Dismemberment Insurance.
- Voluntary Term Life Insurance.
- Flexible Spending Accounts.
- Employee Assistance Program.
- Here4TN Behavioral Health & Substance Use Service.
- ParTNers for Health Wellness Program.
- [Insurance premiums for 2026](#).

## Educational Assistance

- Educational benefits are offered for employees in the form of fee waivers and tuition reimbursement programs. Spouses and dependent children up to age 26 are eligible for a 50% discount for undergraduate courses at any state institution.

For even more information check out <https://www.tn.gov/partnersforhealth.html>