IOWA CITY COMMUNITY SCHOOL DISTRICT

All In for All Kids

PHYSICAL PLANT BENEFITS

2026-27

ASSIGNMENT LENGTH & PAY CYCLES

261 contract days. Physical Plant employees are paid twice per month on the 15th and last (business) day of the month.

IPERS RETIREMENT

Employee monthly contribution of 6.29% and Employer contribution of 9.44% each month.

FLEXIBLE SPENDING ACCOUNTS

Health and dependent care flexible spending accounts available.

Annual contribution limits are set by the IRS

MEDICAL INSURANCE

Managed by Wellmark Blue Cross & Blue Shield of Iowa
Full time (30+ hrs/week):
Single - $30/month
Family - $725/month

Prorated insurance premiums available for paras working 20-29 hrs/week

DENTAL INSURANCE

Delta Dental of Iowa
Full time (30+ hrs/week):
Single - $0/month
Family - $68/month

Single and family coverage options are available for part-time employees.

VISION INSURANCE

VSP of Iowa
Full time (30+ hrs/week):
Single- $11.46/month
Family - $31.02/month

Single and family coverage options are available for part-time employees.

SHORT TERM DISABILITY

District provided disability insurance with Madison National Life Insurance for full time employees.

Terms and conditions apply.

BASIC LIFE & AD&D

District provided policy through Madison National Life Insurance Company for $40,000.

**full time employees.*

SUPPLEMENTAL LIFE

Optional employee, dependent spouse, and dependent child coverage available for purchase.

Evidence of Insurability may be required.

PAID LEAVE

SICK LEAVE

10 sick days in the first year. After that, employees earn one extra day each year, up to a max of 15 days a year. Can roll unused days to a max of 135 days.

PAID HOLIDAYS

Independence Day, Labor Day
Thanksgiving - 2 days, Christmas - 2 days,
New Years -2 days, Martin Luther King, Jr. Day, Memorial Day, & Friday of Spring Break

VACATION LEAVE

After the completion of probation – 1 week, completion of 1 to 4 years - 2 weeks per year, After the completion of 5 to 9 years - 3 weeks per year, and After the completion of 10 full years - 4 weeks per year

BEREAVEMENT & PERSONAL LEAVE

Up to 5 days for funerals of immediate family. 1 day per year for a friend/non family member.

2 Personal Days per year

2026-2027 PHYSICAL PLANT PAY SCALE

STARTING WAGES

1	2	3	4	5	6	7
Custodian	Night Custodian	Night Sub Custodian	Head Elem Custodian	Head Night Custodian - Highschool	Head Custodian - Middle School	Head Custodian - High School
21.75	22.04	22.60	22.83	23.17	23.40	25.15