



ASSIGNMENT LENGTH & PAY CYCLES

260 Contract Days

Admin are paid on the last business day of each 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

Wellmark Blue Cross & Blue Shield of Iowa

Employee - \$65/month
Family - \$725/month (.75 FTE+)



DENTAL INSURANCE

Delta Dental of Iowa

Employee - no cost
Family - \$102/month

Enrollment at the time of hire or with a qualifying event only.



VISION INSURANCE

VSP of Iowa

Employee - \$11.46/month
Family - \$31.02/month



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 \$100,000.

**Full time employees.*



SUPPLEMENTAL LIFE

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

Evidence of Insurability may be required.

PAID LEAVE

PROFESSIONAL LEAVE

Travel to one national/regional and one state-level conference, membership in one professional organization.

Admin may be required to attend professional development/training sessions during the summer, as well as during the school year, as part of their contractual duties.

BEREAVEMENT LEAVE

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

SICK LEAVE

10 sick days in the first year. Employees earn one extra day each year, up to a max of 15 days a year. Employees can roll unused days over each year to a max of 135 days.

PERSONAL and VACATION LEAVE

2 personal days each year.

30 Days of vacation (15 can be carried over)

ADDITIONAL INFORMATION

MONTHLY ALLOWANCES

- Covers car, technology, and cell phone
- \$350 monthly stipend for Building and ESC Administrators
- \$700 monthly stipend for High School Principals and ESC Executive Directors

PAID HOLIDAYS

- Spring Break (2 days)
- Memorial Day
- July 4th
- Labor Day
- Thanksgiving (3 days)
- Winter Break (10 days)
- MLK Day