

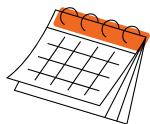


IOWA CITY COMMUNITY SCHOOL DISTRICT

All In for All Kids

NUTRITION SERVICES BENEFITS

2026-27



ASSIGNMENT LENGTH & PAY CYCLES

175 contract days with additional paid training days. 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 employees working 20-29 hrs/week



DENTAL INSURANCE

Delta Dental of Iowa
Full time (30+ hrs/week):
Single - \$34/month
Family - \$102/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 \$25,000.

**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 can 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.

PERSONAL & EMERGENCY LEAVE

1 personal day per year (1 day can be carried over for a max of 2 days).

2 emergency days are available each year.

INCLEMENT WEATHER DAYS

The 1st, 2nd, 3rd, 5th, 7th and 9th inclement weather "no school" days are paid by the District for all nutrition services employees. Employees may use their available paid leave on the 4th and 6th and 8th day.

HOLIDAY & BEREAVEMENT LEAVE

4 Paid holidays each year.
Up to 5 days of bereavement for immediate family
Up to 3 days of bereavement for extended family
1 bereavement day for a friend/year

2026-2027 NUTRITION SERVICES PAY SCALE

STEP	CLASS I	CLASS II	CLASS III
1	\$16.50	\$17.10	\$17.70
2	\$16.80	\$17.40	\$18.00
3	\$17.10	\$17.70	\$18.30
4	\$17.40	\$18.00	\$18.60
5	\$17.70	\$18.30	\$18.90
6	\$18.00	\$18.60	\$19.20
7	\$18.30	\$18.90	\$19.50
8	\$18.60	\$19.20	\$19.80
9	\$18.90	\$19.50	\$20.10
10	\$19.20	\$19.80	\$20.40
11	\$19.50	\$20.10	\$20.70
12	\$19.80	\$20.40	\$21.00
13	\$20.10	\$20.70	\$21.30
14	\$20.40	\$21.00	\$21.60

CLASS I

Nutrition Services Assistant

CLASS II

Lead Nutrition Services Assistant
Second Baker
Second Cook
Second Salad
Middle School Head a la Carte
High School Head a la Carte**

CLASS III

Head Cook**
Head Baker**
Head Salad**

**\$1.15/hr Production Differential
\$1.50/hr Longevity (Step 14+)

