



## ASSIGNMENT LENGTH & PAY CYCLES

175 contract days. Additional paid training, as arranged by principal. Paraeducators 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 - \$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, paras 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 3rd, 5th, and 7th inclement weather “no school” day are paid by the District for all paraeducators.

## BEREAVEMENT & HOLIDAY LEAVE

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

2 Paid holidays each year.

# 2026-2027 PARAEDUCATOR PAY SCALE

| Step | Class I | Class II |
|------|---------|----------|
| 1    | 16.05   | 17.05    |
| 2    | 16.35   | 17.35    |
| 3    | 16.65   | 17.65    |
| 4    | 16.95   | 17.95    |
| 5    | 17.25   | 18.25    |
| 6    | 17.55   | 18.55    |
| 7    | 17.85   | 18.85    |
| 8    | 18.15   | 19.15    |
| 9    | 18.45   | 19.45    |
| 10   | 18.75   | 19.75    |
| 11   | 19.05   | 20.05    |
| 12   | 19.35   | 20.35    |
| 13   | 19.65   | 20.65    |
| 14   | 19.95   | 20.95    |

## CLASS I

SUPERVISORY PARAEDUCATORS

## CLASS II

SPECIAL EDUCATION PRESCHOOL PROGRAM  
HEALTH  
SIGN LANGUAGE INTERPRETERS

## ADDITIONAL HOURLY AMOUNTS AVAILABLE

\$2/HR COMPLEX CASE DIFFERENTIALS AVAILABLE  
\$1/HR PARAEDUCATOR CERTIFICATE  
\$1/HR CHILD DEVELOPMENT ASSOCIATE CREDENTIAL  
\$1.50/HR FOR LONGEVITY (STEP 14+)

