

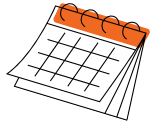


IOWA CITY COMMUNITY SCHOOL DISTRICT

All In for All Kids

SCHOOL YEAR BENEFITS

2026-27



ASSIGNMENT LENGTH & PAY CYCLES

177 to 200 contract days.

**Salaried school year employees are paid at the end of each month.*

**Hourly school year employees are paid twice per month - the 15th and the end 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



DENTAL INSURANCE

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



VISION INSURANCE

VSP of Iowa
Full time (30+ hrs/week):
Single- \$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 \$50,000.



SUPPLEMENTAL LIFE

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

Evidence of Insurability may be required.

PAID LEAVE



BEREAVEMENT & PERSONAL LEAVE

- Up to 5 days of bereavement leave for family members.
- 1 day of bereavement leave each year for a friend/non-family member.
- 3 Personal Days per year for contracts between 177 and 199
- 4 Personal Days for employees on a 200 day contract

SICK LEAVE

- 10 sick days are provided for the first year of work.
- After that, employees earn one extra day per year (max of 15 days per year)
- Employees can roll over unused sick days for a max of 135 days.

