



ASSIGNMENT LENGTH & PAY CYCLES

186 contract days. New teachers have 188 contract days.

Teachers are paid monthly on the 15th.



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+)

Prorated insurance premiums available for teachers with .5 to .74 FTE.



DENTAL INSURANCE

Delta Dental of Iowa

Employee - no cost
Family - \$68/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 \$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.
Teachers 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 LEAVE

4 personal days per year (2 days can be carried over for a max of 6 days).

Personal leave payout available for one day. Conditions apply.

BEREAVEMENT LEAVE

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

2026-2027 TEACHER PAY SCALE

STEP	BA	BA+20	MA/BA+45	MA+15	MA+30
1	50,000	51,000	52,000	53,000	54,000
2	50,500	51,500	52,500	53,500	54,647
3	51,000	52,000	53,000	54,864	57,455
4	51,500	52,500	54,647	57,455	60,263
5	52,000	54,000	57,023	60,047	63,071
6	52,920	56,159	59,399	62,639	65,879
7	54,864	58,319	61,775	65,231	68,686
8	56,807	60,479	64,151	67,823	71,495
9	58,751	62,639	66,527	70,415	74,302
10	60,695	64,799	68,904	73,007	77,111
11	62,639	66,960	71,279	75,599	79,920
12	64,583	69,119	73,654	78,191	82,726
13	66,527	71,279	76,031	80,783	85,535
14	69,909	74,981	80,053	85,125	90,198
Top Step ***	4,250	4,350	4,450	4,550	4,650

