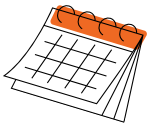
IOWA CITY COMMUNITY SCHOOL DISTRICT

All In for All Kids

YEAR-ROUND BENEFITS

2026-27



ASSIGNMENT LENGTH & PAY CYCLES

260 contract days.

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

**Hourly year-round employees are paid twice per month - the 15th and the end of the month.*

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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

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 $50,000.

**full time employees.*

SUPPLEMENTAL LIFE

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

Evidence of Insurability may be required.

PAID LEAVE

VACATION LEAVE

- Vacation is prorated from date of hire (10 - 1st year). Each year on July 1st, additional vacation is loaded.
- 2nd year - 15 days, 3rd year + - 20 days,
- Employees may carry over a balance each year (up to 10 days)
- Vacation may be used in minimum hourly increments.

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.
- 2 Personal Days per year

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.

PAID HOLIDAYS

- Independence Day
- Labor Day
- Thanksgiving - 2 days
- Christmas - 2 days
- New Year's Day -2 days
- Martin Luther King, Jr. Day
- Memorial Day
- Spring Break - 2 days
- Cultural Representation Days
- Juneteenth