

Iowa City Community School District

Teacher Benefits for 2018-2019

Contract Length

- **New teachers:** 186 days per school year
- **All other teachers:** 184 days per school year

Insurances

- **Medical** - Employees with a contract of .75 - 1.00 FTE, the District will provide the District's single health insurance policy. The District will pay a prorated percent of the cost of an individual health insurance policy for an employee with a contract of .50 - .74 FTE.
- **Dental** - Delta Dental Insurance is available to new employees only (you may not elect to participate at a later date). For teachers with .75 - 1.0 FTE, the Iowa City Community School District pays the full cost for single coverage. Teachers with .50 - .75 FTE may participate voluntarily in the dental insurance program by paying a prorated amount.
- **Disability** - The Board shall select for each full time employee a long term group disability insurance plan providing income protection to age 65. The benefit period shall commence immediately after all accumulated sick leave has been used. Monthly income benefits shall include 70% of covered monthly compensation, less any payments for that month for which the employee is eligible under the Federal Social Security Act, Worker's Compensation Act, or other similar legislation or under any other group plan providing benefits for loss of time from employment. Covered monthly compensation is defined as one-twelfth of annual salary up to the maximum allowable.
- **Life** - The Board shall select for each employee of .75 FTE or more a group life policy in the amount equal to \$40,000 term life until termination of employment.
- **IPERS (Iowa Public Employees Retirement System)** - A percentage of each employee's salary is set aside for a state-mandated retirement program. The employee may withdraw this money upon leaving public employment or use it to supplement retirement income. Employee contribution = 6.29% and Employer contribution = 9.44%.

Flexible Benefit Reduction Plan

The district will provide a salary reduction plan, under which it will deduct from employees' monthly wages amounts specified by employees to be applied to:

- employees' portion of health and major medical insurance premiums
- unreimbursed medical expenses
- employees' dependent care expenses

Paid Leave

- **Sick Leave** - 10 days the first year, 11 days the second year, 12 days the third year, etc. up to 15 days per year the sixth and subsequent years (maximum accumulation of 135 days).
- **Family Illness** - 6 days of family illness per year, which is taken from the sick leave balance.
- **Bereavement** - 5 days for funerals of immediate family. One day per year of unrestricted paid leave for funerals (i.e., non-family members, close friend, etc.).

- **Personal** - 3 days of personal leave per year. Two days may be carried over to the next year to a maximum accumulation of 5 per school year.
- **Professional** - As approved by the employee's supervisory building administrator and a curriculum director.

Miscellaneous Information

- The pay day for certified employees shall be the 15th of each month. (Exception: When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.) Employees shall receive their check stubs electronically and on regular school days unless otherwise designated by the employee.
- Employees shall have the option to receive summer salary in one check in June or in three checks June, July, and August.

Salary Schedule

Step	Bachelors		Bachelors + 20		Masters **(Bachelors + 45)		Masters + 15		Masters + 30	
	Index	Salary	Index	Salary	Index	Salary	Index	Salary	Index	Salary
1	1	\$ 41,070	1.05	\$ 43,124	1.1	\$ 45,177	1.15	\$ 47,231	1.2	\$ 49,284
2	1.045	\$ 42,918	1.1	\$ 45,177	1.155	\$ 47,436	1.21	\$ 49,695	1.265	\$ 51,954
3	1.09	\$ 44,766	1.15	\$ 47,231	1.21	\$ 49,695	1.27	\$ 52,159	1.33	\$ 54,623
4	1.135	\$ 46,614	1.2	\$ 49,284	1.265	\$ 51,954	1.33	\$ 54,623	1.395	\$ 57,293
5	1.18	\$ 48,463	1.25	\$ 51,338	1.32	\$ 54,212	1.39	\$ 57,087	1.46	\$ 59,962
6	1.225	\$ 50,311	1.3	\$ 53,391	1.375	\$ 56,471	1.45	\$ 59,552	1.525	\$ 62,632
7	1.27	\$ 52,159	1.35	\$ 55,445	1.43	\$ 58,730	1.51	\$ 62,016	1.59	\$ 65,301
8	1.315	\$ 54,007	1.4	\$ 57,498	1.485	\$ 60,989	1.57	\$ 64,480	1.655	\$ 67,971
9	1.36	\$ 55,855	1.45	\$ 59,552	1.54	\$ 63,248	1.63	\$ 66,944	1.72	\$ 70,640
10	1.405	\$ 57,703	1.5	\$ 61,605	1.595	\$ 65,507	1.69	\$ 69,408	1.785	\$ 73,310
11	1.45	\$ 59,552	1.55	\$ 63,659	1.65	\$ 67,766	1.75	\$ 71,873	1.85	\$ 75,980
12	1.495	\$ 61,400	1.6	\$ 65,712	1.705	\$ 70,024	1.81	\$ 74,337	1.915	\$ 78,649
13	1.54	\$ 63,248	1.65	\$ 67,766	1.76	\$ 72,283	1.87	\$ 76,801	1.98	\$ 81,319
14	1.585	\$ 65,096	1.7	\$ 69,819	1.815	\$ 74,542	1.93	\$ 79,265	2.045	\$ 83,988

Master of Fine Arts, Educational Specialist, or Masters + 50 - Additional \$250.00;

Doctorate Degree - Additional \$1,000.00.

Full time teachers who have been at the 14th step of the salary schedule sufficient time to advance one step vertically for the school year as defined in Section II, C of Article XVII, shall receive an off schedule increment of BA: \$750, BA+20: \$850, MA: \$950, MA+15: \$1050, MA+30: \$1150. Less than full time employees shall receive a pro rata amount of the above longevity.

****BA+45 lane - moving to this lane will no longer be an option after September 10, 2008. All employees on this lane before that date will be grandfathered in and stay on the master's lane.**