



Certified New Hire Compensation Plan and Benefits Summary

2023-2024 Compensation			
Degree	Base Salary	Performance Pay	Total Possible Compensation
BA	\$50,000	\$3,645	\$53,645
MA	MA addendums of \$1000 will be paid annually when the Bachelor's degree matches the content of the primary professional assignment and the Master's Degree is in either education/teaching or the content of the primary professional assignment.		
National Board Certification (NBC)	National Board for Professional Teaching Standards Certification: National Board Certified teachers will receive a \$1000 addendum annually if the certification is a match to their primary professional assignment		
National Certified School Psychologist (NCSP)	School Psychologist will receive a \$1000 addendum annually if they obtain NCSP certification.		

First full-year contract requires four (4) days of New Teacher Orientation

Teachers earn stipends for additional duties/activities throughout the school year.

Upon hire, the maximum number of years of experience awarded will be determined by the Superintendent.

Typical additional compensation is given for up to six years of teaching experience.

\$909 dollars are given for each step on the salary schedule beyond the base salary.

Benefits Summary

The district contributes \$5,458 annually toward a cafeteria plan of benefits that include medical, dental and vision insurance.

Major Medical: Three available plans to choose from. The plan costs are as follows:

Plan	Annual Cost	District Dollars	Employee Cost	Additional Dollars
High Deductible Plan with Health Savings Account	\$4,410.00	\$5,458.00	\$0.00	\$1,048 contributed to Health Savings Account
Value Gold	\$5,448.00	\$5,458.00	\$0.00	\$10.00
Classic Gold	\$6,060.00	\$5,458.00	\$602.00	\$0.00

Dental Insurance: Available at the full premium cost to employees. May use remaining district contribution dollars for premium cost.

Vision Insurance: Available at the full premium cost to employees. May use remaining district contribution dollars for premium cost.

Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance: The district provides a \$50,000 term life insurance policy at no cost to the employee.

Employee Assistance Program: Confidential counseling for employees and family members at no cost to the employee.

Accrued Leave: 10 days (80 hours) of Short-Term Leave provided each year. Two (2) days (16 hours) may be used for Business Leave.

Additional Earning Power: Additional compensation paid for special activity assignments including coaching, club sponsorship, Department Chair assignments and other extra duty assignments. Please see Extra Duty Assignment Schedule for more details.

Additional Optional Benefits

Flexible Spending Account: Allows you to set aside money from your paycheck pretax to pay for out-of-pocket health care expenses.

Limited Purpose Flexible Spending Account: Allows you to set aside money from your paycheck pretax to pay for out-of-pocket **dental and vision** expenses.

Dependent Care Flexible Spending Account: Allows you to set aside money from your paycheck pretax to pay for child day care expenses and in some cases elder care expenses.

Health Savings Account: District will contribute **\$1,048** to employees Health Savings Account (HSA) for employees enrolled in the High Deductible Health Plan. Employee may also contribute money from paycheck to use for out-of-pocket health care expenses.

Pet Insurance: Available for purchase by the employee through MetLife.

Deferred Compensation Plan: An opportunity to participate in tax-deferred Internal Revenue Code Section 403(b) and Roth IRA.

Supplemental Term Life Insurance: Employees can purchase additional life insurance for self, spouse, and/or children.

Short Term Disability Income Insurance: Employees can “Buy Up” Short Term disability insurance. Benefits start after the 30th day.

The District reserves the right to compensate employees in excess of this salary schedule. This Benefits Summary provides a very brief description of insurance products and is not an insurance policy. The District reserves the right to expand, cancel or modify the benefit program described at any time.