

# FLOWING WELLS SCHOOL DISTRICT

## Certified Teacher Compensation Plan and Benefits Summary



2018-2019 School Year Teacher Salaries				
Degree	Base Salary (Includes \$400 Override)	Proposition 301 Base & Menu	Total Salary	Total Possible Compensation (Includes \$2950 Proposition 301 Performance Pay, \$500 Recruitment Stipend, and *\$300 Proposition 202)
BA	\$35,191	\$4,050	\$39,241	<b>\$42,991</b>
MA	\$37,261	\$4,050	\$41,311	<b>\$45,061</b>

\*Proposition 202 compensation varies each year

- First full-year contract requires four (4) days of New Teacher Induction.
- **Additional compensation given for years of experience and additional college credits.**
- Teachers earn additional stipends for additional activities throughout the school year.

### Benefits Summary

**Major Medical and Hospitalization Insurance:** The district contributes \$4,615 annually toward one of the three medical options offered. A health savings account (HSA) is linked to the high deductible health plan option which allows employees to pay out-of-pocket qualified medical, dental, and vision expenses with pre-tax dollars for the employee, spouse, and dependents. Employees enrolled in health insurance also have free access to Teledoc a 24/7 telephone and video doctor consultation with a Board-Certified physician.

**Dental Insurance:** The district contributes \$105.12 annually toward the dental option you choose. This will cover 100% of the least expensive option.

**Paid Leave:** 10 days (80 hours) of Sick Leave each year, 4 days (32 hours) of which can be used as Personal Leave.

**Professional Growth:** Advancement of salary by \$250 for each block of 6 credits. Receipt of a transcript substantiating satisfactory completion according to District Policy is required.

**Additional Earning Power:** Additional compensation paid for special activity assignments including coaching, sponsoring clubs, or serving on committees. Please see District Special Activity Compensation (SAC) schedule for more details.

**Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance:** The district provides a \$25,000 term life insurance policy at no cost to employees.

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

**Short Term Disability Income Insurance:** Short Term Disability (STD) is designed to provide two-thirds of your monthly salary should you become disabled as the result of sickness or injury. Short Term Disability benefits begin on the 61<sup>st</sup> day.

### Additional Optional Benefits

**Vision Insurance:** Available at the full premium cost to employees.

**Flexible Benefits:** Provides pre-tax savings for medical, dental, and vision expenses.

**Deferred Compensation Plan:** An opportunity to participate in tax-deferred Internal Revenue Code Sections 403(b) and 457(b) compensation plan.

**Supplemental Term Life Insurance:** Employees can purchase additional life insurance for themselves, spouse, and their children.

**Short Term Disability Income Insurance Buy-Up Option:** Employees can “buy-up” short term disability insurance. Benefits would begin on the 15<sup>th</sup> day.

**Critical Illness/Cancer/Accident Insurance:** Employees can purchase supplemental insurance to help pay benefits medical insurance may not cover.

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.

Flowing Wells School District reserves the right to expand, cancel, or modify at any time the benefit programs described.