

# Mount Vernon Community School District

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[www.mountvernon.k12.ia.us](http://www.mountvernon.k12.ia.us)

*Promoting Excellence in Academics, Arts, and Athletics*

## **Teacher Salary and Benefits Package**

**Salary** – The teacher base salary follows the master contract salary schedule. Minimum starting salary for all teachers is at step 3 in all lanes and continues up from that point in future years. The master contract includes the salary schedule.

**School Benefit** – A school benefit paid to all teachers. This benefit can be received as cash to increase the teacher's salary or used to pay health insurance or annuities. This benefit is paid to teachers monthly through payroll. The benefit is \$500 per month for teachers. This benefit is prorated for teachers less than a full-time equivalent.

**Health Insurance** – All teachers working half-time equivalent or more are eligible for the school's health insurance coverage. The coverage is through Wellmark Blue Cross Blue Shield and there are four plans of available coverage. A Health Insurance Summary of the school plans is on the school website [www.mountvernon.k12.ia.us](http://www.mountvernon.k12.ia.us) under Staff Forms.

**Flexible Spending** – All teachers can take advantage of the pre-tax benefit available through flexible spending plans for medical (up to \$2,592) and dependent care (up to \$4,992).

**Teacher Quality Pay** – The State of Iowa teacher quality funds have been incorporated into the teacher's salary schedule in the master contract. So a portion of the teacher's salary from the teaching salary schedule included in the master contract is from this State funding.

**Sick Days** – Teachers receive 10 sick days in the first year and then in the following years the number increases each year to 11, 12, 13, 14, and 15 days per year. Unused days carry over up to 180 total sick days.

**Personal Days** – Teachers receive two personal days per year and they cannot be carried over to following years. If there is one personal day left unused at the end of the school year, the teacher will be paid \$50 for this day.

**Family Illness** – Teachers receive three days per year for family illness. Unused days cannot be carried over to the following year.

**Long Term Disability** – All teachers are covered by a long term disability plan at the district's expense which provides a 66 2/3% benefit.

**IPERS Retirement Plan** – All teachers are covered by the Iowa Public Employees Retirement Plan. Each teacher currently contributes 5.95% of their salary to their IPERS retirement fund and the school district contributes 8.93% of their salary to their IPERS retirement fund.