

2011-12 BENEFITS & EMPLOYMENT INFORMATION SUMMARY FOR CLASSIFIED STAFF

Payday:	Twelve per year, paid on the last business office working day of each month.
Sick Leave:	Fifteen days per year, or prorated portion thereof, with maximum accumulation of 150 days.
Personal Leave:	Two days per year, or prorated portion thereof. Must be applied for two working days in advance, except in cases of emergency. These days are non-accumulative.
Health/Major Medical Insurance:	Coverage is provided by Wellmark Blue Cross/Blue Shield (Alliance Select) and paid for by the Agency for employees based on percentage of hours worked per week. Board pays % of FTE employee is contracted for (i.e. 20 hours/week = 50%). Dependent health/major medical insurance is available with employee paying cost. Board will pay up to \$150 monthly towards cost of family medical insurance (based on hours worked per week). More information will be given upon employment with AEA 267.
Dental Insurance:	Delta Dental insurance is available to all employees and is paid by the Agency based on the percentage of hours worked per week. Board pays % of FTE employee is contracted for (i.e. 20 hours/week = 50%). Cleaning and check-up paid once every six months, x-rays once per year. \$25 deductible per person (does not apply to routine services). After the deductible is met, 80/20 for minor work and 50/50 for major work. Does not cover orthodontics for adults (does cover 50% for dependent children, if you choose family coverage). Family dental insurance is available, but must be paid for by the employee. Cost is \$47.26 per month.
Term Life Insurance:	Life insurance of three (3) times your salary is provided to you by the Board. You may purchase life insurance of \$5,000 for spouse and \$2,500 for each dependent child at a cost of \$1.50 per month.
Additional Optional Life Insurance	Additional optional life insurance may be purchased for the employee, spouse and/or dependents at employee cost. More information will be given upon employment with AEA 267.
Long Term Disability Insurance:	If you become disabled and unable to work during your employment with AEA 267, and qualify for LTD insurance, this will pay you up to 70% of your salary (after 90 consecutive days or end of sick leave, whichever is greater).
Workers Compensation:	Coverage is provide as required by law. Any employee injured on the job <u>must</u> complete the necessary injury report form within 24 hours. Forms are available in the AEA 267 Business Office and online.
Liability Insurance:	Provided by the Agency as specified by Iowa law.
Retirement System:	Participation in the Iowa Employees Retirement System (IPERS) is mandatory. You contribute 5.38% of your salary into IPERS and the Board contributes 8.07%. Additional information is provided upon initial employment.
Credit for Prior Experience:	Credit for a college degree and/or prior related work experience may be granted. Such experience shall be evaluated at the time of initial employment.
Section 125 Program:	The Agency does participate in a Section 125 Program. Our program is administered by Wellmark Blue Cross/Blue Shield for the current contract year. You may participate under child care and/or unreimbursed medical costs as well as for the premium cost of medical and/or dental insurance you must pay for.