

Employee Benefits

Health Insurance: Wellmark BC/BS

Alliance Select \$500/\$1000
Single \$634.42
EE & Spouse \$1,300.37
EE & Dependents \$1,201.96
Family \$1,948.65

District Pays:

Administration: Full Single/Family
Certified Staff: \$634.42
Classified Staff: \$605.26
Learner Assistant: \$499.59
(Other Plans available at request)

Life Insurance

All full time employees receive \$20,000 at no cost

Long Term Disability & ADD

All full time employees receive at no cost

Retirement

IPERS
Employee contributes 5.95%
Employer contributes 8.93%

Paid Leave

Sick Days: 15 days a year 5 can be used for family
Personal Days: 2 – Certified; 1 – Classified & Las
Designated Days: 1 – Certified; 2 – Classified & Las
Vacation: 12 month employment contracts ONLY

- 5 Days after 1 yr
- 10 Days after 2yrs
- 15 Days after 10 yrs
- After 15 yrs one day will be added for each additional year worked

The benefits listed below are offered by LMCS for the employee to participate in if you choose. The school district does NOT contribute to any of these. Please ask for additional information or refer to the Human Resource tab found on the School District Website if you are interested in any of the following:

- Medical Flexible Benefits Plan
- Dependent Care Flexible Benefits Plan
- Dental or Vision Insurance
- 403b Plan
- Accident and Critical Care Insurance

**Base		SALARY SCHEDULE B													
\$35,458.85															
STEP	INDEX	BA	INDEX	BA + 15	INDEX	BA + 30	INDEX	BA + 45	INDEX	MA	INDEX	MA + 15	INDEX	MA + 30	
0	1.00	35,458.85	1.04	36,877.20	1.07	37,940.97	1.085	38,472.85	1.10	39,004.74	1.13	40,068.50	1.16	41,132.27	
1	1.04	36,877.20	1.08	38,295.56	1.11	39,359.32	1.125	39,891.21	1.14	40,423.09	1.17	41,486.85	1.20	42,550.62	
2	1.09	38,650.15	1.13	40,068.50	1.16	41,132.27	1.175	41,664.15	1.19	42,196.03	1.22	43,259.80	1.25	44,323.56	
3	1.14	40,423.09	1.18	41,841.44	1.21	42,905.21	1.225	43,437.09	1.24	43,968.97	1.27	45,032.74	1.30	46,096.51	
4	1.19	42,196.03	1.23	43,614.39	1.26	44,678.15	1.275	45,210.03	1.29	45,741.92	1.32	46,805.68	1.35	47,869.45	
5	1.24	43,968.97	1.28	45,387.33	1.31	46,451.09	1.325	46,982.98	1.34	47,514.86	1.37	48,578.62	1.40	49,642.39	
6	1.28	45,387.33	1.33	47,160.27	1.36	48,224.04	1.375	48,755.92	1.39	49,287.80	1.42	50,351.57	1.45	51,415.33	
7	1.32	46,805.68	1.37	48,578.62	1.41	49,996.98	1.425	50,528.86	1.44	51,060.74	1.47	52,124.51	1.50	53,188.28	
8	1.36	48,224.04	1.41	49,996.98	1.45	51,415.33	1.470	52,124.51	1.49	52,833.69	1.52	53,897.45	1.55	54,961.22	
9	1.40	49,642.39	1.45	51,415.33	1.49	52,833.69	1.510	53,542.86	1.53	54,252.04	1.57	55,670.39	1.60	56,734.16	
10	1.44	51,060.74	1.49	52,833.69	1.53	54,252.04	1.550	54,961.22	1.57	55,670.39	1.61	57,088.75	1.65	58,507.10	
11	1.48	52,479.10	1.53	54,252.04	1.57	55,670.39	1.590	56,379.57	1.61	57,088.75	1.65	58,507.10	1.69	59,925.46	
12	1.51	53,542.86	1.57	55,670.39	1.61	57,088.75	1.630	57,797.93	1.65	58,507.10	1.69	59,925.46	1.73	61,343.81	
13			1.60	56,734.16	1.65	58,507.10	1.670	59,216.28	1.69	59,925.46	1.73	61,343.81	1.77	62,762.16	
14					1.68	59,570.87	1.705	60,457.34	1.73	61,343.81	1.77	62,762.16	1.81	64,180.52	
15							1.735	61,521.10	1.76	62,407.58	1.81	64,180.52	1.85	65,598.87	
16											1.84	65,244.28	1.89	67,017.23	
17													1.92	68,080.99	
LONGEVITY		400		500		600		650		700		800		900	
20 Years	1.54	54,606.63	1.63	57,797.93	1.71	60,634.63	1.750	62,052.99	1.79	63,471.34	1.87	66,308.05	1.95	69,144.76	
30 Years	1.57	55,670.39	1.66	58,861.69	1.74	61,698.40	1.780	63,116.75	1.82	64,535.11	1.90	67,371.82	1.98	70,208.52	

Classified Staff Salary Schedule 2015-201

Lanes B-D are based on years of **completed** service.

Lane B is the base lane from which all increases are figured. This is similar to a salary base, using the same concept as the teaching contracts and lanes. Lanes B-D are based on years of **completed** service.

	LANE A	LANE B1-B5		LANE C6-C10		LANE D11-24		New lane added: LANE E25+
1st Year/Probationary		+\$.75		+\$.50		+\$.60		+\$.30
0 Yrs. Expr.		1-5 Yrs. Expr.		6-10 Yrs. Expr.		11+ Yrs. Expr.		25 Yrs.+
Non-Certified Assistants:	12.20	12.95		13.45		14.05		14.35
Certified Assistants*:	13.25	14.00		14.50		15.10		15.40
Cooks:	12.35	13.10	13.60	14.20		14.50		
Admin. Secretaries:	12.90	13.65		14.15		14.75		15.05
LMC Ass't./Tech Support	12.85	13.60		14.10		14.70		15.00
Nutri./Activities Sec.:	15.50	16.25		16.75		17.35		17.65
Custodians:	14.65	15.40		15.90		16.50		16.80

Night shift custodian: Add \$.30/hr.

Bus drivers: \$36.14/trip (Day's routes = \$72.28); \$12.35/hr. activity pay

Custodial Substitute \$14.65

Part Time Summer Custodial Help: 1st Year wage \$8.85; 2nd Year+ \$9.25 (Summer '16)

Part Time Kitchen Help: 1st Year wage \$11.40; 6th Plus (\$12.36: base of cook Lane A); 15th Plus: \$13.10 (lane B)

Certified Substitute Teacher Rate: \$104.00/day; \$52.00 per half-day

Long Term Certified Sub Rate: \$167.15

Certified Substitute rate for Learner Assistant: \$86.00

Non-certified substitute rate: \$76.00

Learner Assistant PT Hourly Rate: \$12.20 (Same as 1st year contract)

Substitute for administrative secretary: \$76.00

* Certified Learner Assistant is defined as having a current, valid Iowa Teaching Certificate.