

**Fringe Benefits
TEACHERS
CLINTON COMMUNITY SCHOOL DISTRICT
2022- 2023**

A full-time teacher newly employed by the Clinton Community School District will receive the following fringe benefits:

1. SOCIAL SECURITY

The employee will pay 7.65% of his/her salary, which will be matched by a 7.65% payment by the District, toward retirement provided by Social Security.

2. IPERS (Iowa Public Employees Retirement System) effective 7/1/22

The employee will pay 6.29% of his/her salary, which will be matched by a 9.44% contribution by the District. This is the mandatory state retirement program for public employees.

3. LIFE INSURANCE

The District will make full payment for a \$20,000 life insurance policy. Everyone eligible for life insurance must sign up.

4. DENTAL INSURANCE

The District will pay the full cost of a single dental plan. Employees will have the option to purchase family dental coverage. The Board paid cost of a single policy may be applied toward the family cost.

5. LONG-TERM DISABILITY

The District pays the full cost of a long-term disability policy, which will pay 2/3 of a disabled person's salary after sick leave is used up or 90 days whichever is longer. Everyone eligible for long term disability must sign up.

6. HEALTH INSURANCE – coverage beginning 9/1/22

| | Employee Monthly <u>Cost – Single</u> | Employee Monthly <u>Cost - Family</u> |
|---------------------------------|------------------------------------------|------------------------------------------|
| • Blue Choice \$3500/\$7000 | \$ 0 | \$184.07 |
| • Blue Choice \$2000/\$4000 | \$ 24.26 | \$244.71 |
| • Alliance Select \$2000/\$4000 | \$164.27 | \$594.72 |

7. MOVING EXPENSE

The district will pay up to \$200 toward the cost of moving to Clinton. If you have help in moving, get receipts for your payments and turn in a copy to the Human Resource Office. You may also turn in gas receipts for vehicles used to move if you don't rent a moving van.

8. SICK LEAVE

Fifteen days of sick leave are provided per year. Unused days may be carried over to the following year. The maximum accumulation is 180 days.

9. STUDENT LOAN FORGIVENESS PROGRAM

Peanut Butter is a Student Loan Assistance Program. If you work and live in our district, you will receive \$50 per month. An additional \$30 will be received if you move into Clinton County and another \$30 if you move into the City of Clinton. Contact the Business Office for more information.

10. OPTIONAL

Vision insurance, Flex Spending and 403B are optional benefits which may be obtained at the employee's expense. Contact the Business Office for more information.