

**Flowing Wells School District**  
**Certified Salary Compensation Plan and Employee Benefits Summary**  
**2016 – 2017 School Year**

Degree	Base + Override*	301 Monies	Total Salary
BA	\$31,551	\$2,805	\$34,356
MA	\$33,621	\$2,805	\$36,426
Ed.S	\$35,690	\$2,805	\$38,495
Ed.D	\$36,214	\$2,805	\$39,019

\*Override amount is \$400.

First full-year contract requires four (4) days of teacher induction.

**Benefits Summary**

**Performance Pay Plan:** \$2,375 maximum possible benefit.

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

**Professional Growth:** Advancement of salary by \$250 for each block of 6 credits. Under the Salary Advancement Plan, courses are approved prior to enrollment. Receipt of an official transcript substantiating satisfactory completion according to District Policy is required.

**Additional Earning Power:** Additional compensation will be paid for special activity assignments in accordance with the Special Activity Compensation (SAC) schedule.

**Major Medical and Hospitalization Insurance:** The district contributes \$4,331 annually toward the medical option you choose. Employees enrolled in health insurance have free access to Teledoc a 24/7 telephone and video doctor consultation with a Board-Certified physician.

**Dental Insurance:** The district contributes \$102 annually toward the dental option you choose. This will cover 100% of the least expensive option.

**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. Benefits would 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.

1. The District reserves the right to compensate employees in excess of this salary schedule.
2. This benefit summary provides a very brief description of insurance products and is not an insurance policy.
3. Flowing Wells School District reserves the right to expand, cancel, or modify at any time the benefit programs described.