

## Food Service/Custodian/Maintenance Summary of Salary and Benefits

Benefits provided for employees who work 20 or more hours per week

Negotiated Agreement available at: [www.aberdeen.k12.sd.us](http://www.aberdeen.k12.sd.us), Employment, Negotiated Agreements

**All employment is contingent on a criminal background check, paid for by employee.**

### SALARY

- Employees will be paid according to the Classified Job Structure and Salary Schedule found in the Negotiated Agreement
- Credit for similar work experience may be granted, not to exceed other current employees with the same title and years of experience

### BENEFITS

- Insurance paid by the District
  - Health ..... Single (\$2,000 Deductible)
  - Health ..... Single (\$3,000 Deductible – Health Savings Account)
  - Dental ..... Single
  - Life ..... \$15,000 term
  - Pretax options – Flex/Sec 125 plan and/or H S A account with employer contribution
- Voluntary Insurance paid by Employee
  - Disability
  - Additional Life
  - Vision
  - AFLAC
- South Dakota Retirement System
  - 6% Employee Contribution, 6% Employer Contribution
- Personal/Family Illness Leave
  - Accrue .6154 days per month, based on an 8-hour work day
  - Maximum accrual – 130 days for 12-month employees, 90 days for 9 and 10-month employees
  - Can be used for family illness/death (deducted from personal sick leave balance, if available)
- Extended Illness Leave
  - Up to 30 paid days per school year may be granted when an employee is absent due to his/her own personal illness or injury following the exhaustion of their accumulated illness leave, vacation leave, and annual allotment of short term leave, after completing probationary period (90 work days)
- Vacation Leave – granted to all 12-month full time employees as follows:
  - 2 weeks after one calendar year
  - 3 weeks after seven continuous years
  - 4 weeks after fourteen continuous years
- Short Term Leave - 5 days per school year
  - 2 days at no-salary deduct\*
  - 2 days at 1/3 salary deduct
  - 1 day at full-deduct of daily rate of pay
  - \*If a 9-month employee chooses not to use any/one day no salary deduct short term leave, the employee may opt to receive a \$75/day stipend for each unused day. 12-month employees must use their current year's accrued vacation before being granted Short Term leave
- Paid Holidays
  - 9-month employees - 11 days, 12-month employees - 13 days (see Negotiated Agreement)
- Uniform Allowance - \$200 per year for the purchase of outward clothing only
- Food service employees (full-time) receive free lunch. Part-time employees receive free lunch either before or after their scheduled shift
- Activity Pass (noted on ID card)
  - Allows full-time employee, plus immediate family living in the household, free admission to all school district activities covered by the pass
- Plan for Early Retirement (see Negotiated Agreement)