

2018-2019

Hourly (EA, Clerical, FAAS, ASG, OCLS, Reading Tutor) 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, Employment, Negotiated Agreements

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

College transcripts OR Para Proficiency test must be obtained by the HR Dept. within 2 weeks of hire date (if applicable).

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)
- 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)