

2018-2019

Teacher Summary of Salary and Benefits
Benefits provided for employees who work .5 FTE or more

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.

SALARY

- Bachelor's Degree with no experience - \$40,350 base pay, subject to increase based on negotiation.
- Credit for all previous years of teaching experience granted
- Educational Advancement (\$1,250) for each of the following educational levels attained:
BS+15, BS+45/MS, MS+15, MS+30, MS+45, MS+60
- Option of being paid in 12 months (September – August) or 9 months (September – May)
- Possible co-curricular activities and extra duties available

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 15 days per year
 - Maximum accrual 100 days
 - Can be used for family illness/death (deducted from personal sick leave balance, if available)
- Extended Illness Leave
 - Available when an employee is absent due to his/her own personal illness or injury following the exhaustion of their accumulated illness leave and annual allotment of short term leave. Employee may request up to 30 paid illness leave days per contract year
- Professional Leave (meetings, workshops, conferences)
- Short Term Leave - 5 days per school year
 - 2 days at no-salary deduct*
 - 2 days at full-substitute pay deduct
 - 1 day at full-deduct of daily rate of pay
 - *If the teacher chooses not to use his/her short term leave at no salary deduct, the teacher may opt to receive a \$100/day stipend (\$200 maximum per year)
 - *Leave taken during restricted periods will receive a full-deduct of pay
- 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)