

UNIT I – EMPLOYEE BENEFITS SUMMARY

EDUCATIONAL SALARY ADJUSTMENT*

185-Day Employees:

- 10 College Credits = additional \$0.60/hour = \$ 832.50/year
- 30 College Credits = additional \$1.10/hour = \$1,526.25/year
- 60 College Credits = additional \$1.50/hour = \$2,081.25/year

205-Day Employees:

- 10 College Credits = additional \$0.60/hour = \$ 922.50/year
- 30 College Credits = additional \$1.10/hour = \$1,691.25/year
- 60 College Credits = additional \$1.50/hour = \$2,306.25/year

*Based on list of approved courses in the Unit I Collective Bargaining Agreement and/or degrees deemed beneficial to the Agency following transcript review and approval.

ADDITIONAL COMPENSATION

- Attendance Incentive – Up to \$2,900/year
- Longevity – Paid after 5 years of service
- Special Skills Recognition - \$1,150/year

PAID LEAVE

- Sick Leave: 11.25 hours/month
- Personal Leave: 2 days/yr (185-day ee)
3 days/yr (205-day ee)

PROFESSIONAL TRAINING & ADVANCEMENT

- Positive Behavior Intervention & Supports (PBIS) Training
- TA to Teacher Program – Earn a Special Ed Teaching Certificate in less time than a traditional program and at a reduced cost.
- All first-year teacher assistants are assigned a mentor to ensure a successful start in their new position.

EMPLOYEE BENEFITS

- \$20,000 Life Insurance Policy
- 403b / 457 Plan Employer Match
- Employee Assistance Plan
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)
- Long Term Disability
- Short Term Disability
- State Retirement System

HEALTH/DENTAL/VISION (24/25 Rates)

(4 different health plans to choose from)

Monthly Cost to Employee*	Employee Only	Employee + One	Family
Blue Care Network HMO	\$0	\$0	\$0
Consumer Driven Health Plan – HSA BCBSM	\$26.43	\$63.41	\$79.28
PPO 1 - BCBSM	\$45.26	\$108.61	\$135.77
PPO 2 – BCBSM	\$88.26	\$211.82	\$264.78
Dental/Vision	\$0	\$0	\$0

Opt-out Cash in Lieu (CIL): Health - \$2,500/year
Dental - up to \$150/year

*NOTE: There is an assessment charge if family member has eligible insurance elsewhere and you add them to your WISD policy.