

Great Prairie Area Education Agency
Certified Staff Employee Benefits
FY 2019-2020

The Great Prairie Area Education Agency Board of Directors provides the following fringe benefits for certified employees.

1. Automatic Deposit of Paycheck

Your paycheck will be deposited directly to your checking account.

2. Health/Dental Insurance

Each full-time employee shall receive a monthly amount contributed by the AEA Board of \$910 for 2019-2020 to a cafeteria benefit plan. Each employee is required at a minimum to select a single health plan through the cafeteria benefit plan unless proof of qualifying coverage is provided.

Part-time employees employed for 20 hours or more per week shall receive a monthly contribution to a cafeteria benefit plan in the proportion that the individual contract bears to a 192-day contract. Part-time employees may elect not to purchase any health coverage if they provide proof of other qualifying coverage.

3. Iowa Public Employees Retirement System

As an employee of Great Prairie you are covered by the Iowa Public Employees Retirement System to which you will contribute 6.29% of your salary and the Board will contribute 9.44%.

4. Leaves of Absence

A. Sick Leave – Full-time employees are granted 18 days of paid sick leave for personal illness each year with a maximum accumulation of 125 days. Employees working less than 192 days annually shall receive sick leave on a prorated percentage.

B. Family Illness Leave - Up to eight days of paid family illness leave is available. Employees working less than 192 days annually shall receive family illness leave on a prorated percentage.

C. Bereavement Leave – Paid Bereavement Leave is provided on an as-needed basis per the Master Contract Agreement.

D. Personal Leave - Two days of paid personal leave are available to all certified employees to use at their discretion. One day may be carried over to a subsequent contract year; maximum accumulation of 3 days per year.

E. Jury, Military, Political and Professional Leaves - These leaves are also available.

5. Long-Term Disability Coverage

The AEA Board pays for Long-Term Disability coverage with a 90-day waiting period that pays 60% of covered salary up to a maximum of \$160,000.

6. Term Life Insurance

The AEA Board pays for \$50,000 Term Life Insurance for each certified staff member.

7. Payroll Deductions

A payroll deduction may be authorized to invest a portion of your salary in a Tax Sheltered Annuity (TSA). The agency participates in the State Of Iowa TSA program.

Other payroll deductions may be authorized to purchase savings bonds and transfer funds to a credit union account.

8. Travel Expense Reimbursement

Mileage incurred as a part of one's job assignment is reimbursed monthly at .39/mile. Funds are also typically available on a year-to-year basis for professional development opportunities. Cell phone usage for business purposes is reimbursable (up to \$15 monthly).

For specific information concerning benefits, please consult the Master Contract Agreement.