

**Great Prairie Area Education Agency  
Certified Staff Employee Benefits  
FY 2018-2019**

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 2018-2019 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.