

2020-2021 Cedar Falls Community School District

Total Salary Schedule & Benefits Summary – Teachers

Step	BA	BA15	BA30	MA	MA15	MA30	MA45
1	39,410	40,804	42,199	43,942	45,336	46,731	48,125
2	40,717	42,111	43,506	45,336	46,731	48,125	49,519
3	42,025	43,419	44,814	46,731	48,125	49,519	50,914
4	43,332	44,726	46,120	48,125	49,519	50,914	52,308
5	44,639	46,034	47,428	49,519	50,914	52,308	53,703
6	45,946	47,341	48,735	50,914	52,308	53,703	55,097
7	47,253	48,648	50,042	52,308	53,703	55,097	56,492
8	48,561	49,955	51,350	53,703	55,097	56,492	57,886
9	49,868	51,262	52,657	55,097	56,492	57,886	59,281
10	51,176	52,570	53,965	56,492	57,886	59,281	60,675
11	52,483	53,877	55,271	57,886	59,281	60,675	62,069
12	53,789	55,184	56,578	59,281	60,675	62,069	63,464
13	54,568	56,492	57,886	60,675	62,069	63,464	64,858
14	55,047	57,798	59,193	62,069	63,464	64,858	66,252
15	55,526	59,106	60,501	63,464	64,858	66,252	67,646
16	56,006	59,904	61,808	64,858	66,252	67,646	69,041
17	56,485	60,403	62,625	66,252	67,646	69,041	70,435
18	56,964	60,901	63,143	67,646	69,041	70,435	71,829
19	57,443	61,399	63,660	69,041	70,435	71,829	73,224
20	57,922	61,898	64,178	70,435	71,829	73,224	74,618
21	58,401	62,396	64,695	71,276	72,690	74,104	75,517
22	58,880	62,894	65,213	71,818	73,250	74,684	76,116
23	59,359	63,392	65,730	72,359	73,811	75,263	76,715
24	59,839	63,891	66,248	72,901	74,371	75,843	77,314
25	60,318	64,389	66,765	73,442	74,932	76,423	77,913
26	60,797	64,887	67,283	73,984	75,493	77,003	78,512
27	61,276	65,386	67,800	74,525	76,053	77,582	79,110
28	61,755	65,884	68,318	75,066	76,614	78,162	79,709
29	62,234	66,382	68,835	75,608	77,174	78,742	80,308
30	62,713	66,881	69,353	76,149	77,735	79,322	80,907
31	63,193	67,379	69,870	76,691	78,295	79,901	81,506
32	63,672	67,877	70,387	77,232	78,856	80,481	82,105
33	64,151	68,375	70,905	77,773	79,417	81,061	82,704
34	64,630	68,874	71,422	78,315	79,977	81,641	83,303
35	65,109	69,372	71,940	78,856	80,538	82,220	83,902
36	65,588	69,870	72,457	79,398	81,098	82,800	84,501
37	66,067	70,369	72,975	79,939	81,659	83,380	85,100
38	66,547	70,867	73,492	80,481	82,220	83,960	85,699

Total Salary Schedule	Information for the 2020-21 school year is listed, in part, on the reverse side. Basic service year for new teachers is 190 days and 187 days for returning teachers. Teachers with 0 to 2 years experience begin at step 3. Credit for prior teaching may be allowed, upon employment, to a maximum of step 20. Part-time employees have their salaries computed on a pro-rate basis. Note: Total salary includes base wage plus Teacher Salary Supplement (TSS) funds.
Induction	Each beginning teacher (1 st or 2 nd year) will be a part of the school district's mentoring/induction program. Some release time is provided.
Paydays	Twelve per year, normally on the last business day of each month, beginning in September. All payments are made electronically via ACH (Automatic Clearing House).
Sick Leave	Staff will receive 20 days annually, with maximum accumulation of 95 days, including the days for the current year. Regular full and part time employees may be granted approved leave with pay for an absence due to the employee's personal illness, injury, or associated medical treatment when such illness prevents the employee's attendance at school and performance of duties. Up to a maximum of six (6) days per year of paid sick leave may be granted under the following circumstances, such days will be deducted from the employee's accumulated personal sick leave balance: leave for the parent of a new born or newly adopted child; illness, injury or medical treatment for a member of the employee's immediate family, i.e., spouse, parent (including step relationships), son or daughter (including step, adoptive, foster or legal guardian relationships). NOTE: (1.) <i>Leaves of absence for sickness shall not be granted for elective surgery which can be deferred to a date when students are not attending school.</i> (2.) <i>The following circumstances, including but not limited to cosmetic treatments, lasik surgery, orthodontic consultation or treatment, dental visits, periodic physicals and preventive health check-ups etc. do not qualify for paid sick leave.</i>
Bereavement Leave	Up to five (5) days per occurrence are available for use only in the case of death of a member of the immediate family (as defined above), brother or sister.
Extended Family or Close Friend: Illness, Injury or Death	Up to a total of three (3) days per contract year may apply in instances of illness, injury or death affecting an extended family member or a close friend. For illness or injury, extended family covers grandparent, grandchild, sister, brother, in-law relations, or close friend. For death, extended family covers in-law relations, grandparent, grandchild, or close friend. Contact your principal's office, the human resources department or payroll for qualifications and limitations.
Personal Leave	Personal leave may be requested for such purposes as the employee may determine including, but not limited to, routine doctor or dental appointments including physicals, dental visits, well-baby appointments, preventive health checkups; visits with financial or legal advisors. Personal days shall not be granted on: days scheduled for State mandated testing; days scheduled for end of semester or end of year exams or tests; days scheduled for building or district-wide parent/guardian conferences; during the first five (5) or last five (5) service days of the school year. Generally, employees should avoid requesting personal leave on a day scheduled for district-wide or building level professional development. Each employee shall be credited with a maximum of two (2) days of personal leave per year. Such leave may be taken in increments of one-half (.5) day, one (1) day, two (2) days, or the total number of days accumulated. Personal leave days may accumulate to a maximum of four (4) days total, including the allotment for the current year.
Sick Leave Bank	A sick leave bank has existed for more than 30 years. Consult the collective bargaining agreement, the human resources department or payroll for details.
Health Insurance	Health insurance is partially funded for employees who are .8 FTE or more; Wellmark is the carrier. Covered employees may elect one of four options under the plan. District funding of premiums varies depending upon date of employment.
Dental Insurance Vision Insurance	Available to employees who are .8 FTE or more; eligible employees may elect to purchase coverage for their dependents.
Life Insurance	\$50,000 term life coverage is provided for employees who are .8 FTE or more.
Disability Insurance	Coverage at 60% of covered monthly compensation to employees who are .8 FTE or more.
Liability Insurance	Coverage is provided by the employer.
Retirement System	Participation in the Iowa Public Employees Retirement System (IPERS) is mandatory. Details are in the Employee Handbook.
Religious Days	Provisions are available for those who require one or two days for religious observance during school days; adjusted work times are then set during a directed school vacation period.
Worker's Comp	Coverage is provided, as required by law. Any employee injured on the job must complete the necessary injury report within 48 hours. Forms are available at all work sites.
Licensure	Iowa licensure, with appropriate endorsement(s), is required. Each employee is responsible for maintaining proper status. For assistance, contact the Board of Educational Examiners (www.educateiowa.gov or phone 515-281-3245) or the human resources department.