

**2023-2024 Cedar Falls Community School District
Total Salary Schedule & Benefits Summary – Teachers**

Step	BA	BA15	BA30	MA	MA15	MA30	MA45
1	42,475	43,920	45,365	47,172	48,616	50,062	51,506
2	43,830	45,274	46,720	48,616	50,062	51,506	52,951
3	45,185	46,629	48,075	50,062	51,506	52,951	54,396
4	46,540	47,984	49,429	51,506	52,951	54,396	55,841
5	47,893	49,339	50,783	52,951	54,396	55,841	57,286
6	49,248	50,694	52,138	54,396	55,841	57,286	58,731
7	50,603	52,049	53,493	55,841	57,286	58,731	60,177
8	51,958	53,402	54,848	57,286	58,731	60,177	61,621
9	53,313	54,757	56,203	58,731	60,177	61,621	63,067
10	54,668	56,112	57,558	60,177	61,621	63,067	64,511
11	56,022	57,467	58,911	61,621	63,067	64,511	65,956
12	57,376	58,822	60,266	63,067	64,511	65,956	67,401
13	58,173	60,177	61,621	64,511	65,956	67,401	68,846
14	58,670	61,530	62,976	65,956	67,401	68,846	70,292
15	59,167	62,885	64,331	67,401	68,846	70,292	71,736
16	59,663	63,702	65,686	68,846	70,292	71,736	73,182
17	60,160	64,218	66,523	70,292	71,736	73,182	74,626
18	60,657	64,735	67,059	71,736	73,182	74,626	76,071
19	61,154	65,252	67,596	73,182	74,626	76,071	77,516
20	61,651	65,769	68,132	74,626	76,071	77,516	78,961
21	62,148	66,285	68,669	75,487	76,952	78,417	79,882
22	62,644	66,802	69,206	76,049	77,534	79,018	80,503
23	63,141	67,319	69,742	76,610	78,115	79,620	81,124
24	63,638	67,836	70,279	77,172	78,696	80,221	81,745
25	64,135	68,352	70,815	77,733	79,278	80,822	82,366
26	64,632	68,869	71,352	78,295	79,859	81,423	82,987
27	65,129	69,386	71,889	78,856	80,440	82,024	83,608
28	65,626	69,902	72,425	79,418	81,021	82,626	84,229
29	66,122	70,419	72,962	79,979	81,603	83,227	84,850
30	66,619	70,936	73,498	80,540	82,184	83,828	85,472
31	67,116	71,453	74,035	81,102	82,765	84,429	86,093
32	67,613	71,969	74,571	81,663	83,347	85,030	86,714
33	68,110	72,486	75,108	82,225	83,928	85,631	87,335
34	68,607	73,003	75,645	82,786	84,509	86,233	87,956
35	69,103	73,520	76,181	83,348	85,091	86,834	88,577
36	69,600	74,036	76,718	83,909	85,672	87,435	89,198
37	70,097	74,553	77,254	84,471	86,253	88,036	89,819
38	70,594	75,070	77,791	85,032	86,835	88,637	90,440

Part-time Employees shall have their salaries computed on a pro-rata basis.



Total Salary Schedule	Information for the 2023-24 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	<p>Employees may be granted up to five days paid leave per occurrence in the event of the death of a member of the employee's immediate family. The "immediate family" shall include spouse, child, (including step, adopted, foster or legal guardian relationship), parent, step-parent, brother, sister, step brother or step sister of the employee. The five days shall be taken within 30 calendar days of the death.</p> <p>Employees may be granted up to three days per contract year in the event of the death of a member of the employee's extended family. "Extended family" for a death is defined as in-law relations (i.e., father, mother, sister, brother, son, daughter), grandparent and grandchild, or close friend. The three days shall be taken within 30 calendar days of the death.</p>
Extended Family or Close Friend Illness or Injury	Employees may be granted up to a total of three days of paid leave per contract year in the event of illness or injury in the extended family or of a close friend. "Extended family" for purposes of illness or injury is defined as sister, brother, step sister or brother, grandparent, grandchild, in-law relations (i.e., father, mother, sister, brother, son, daughter) or close friend.
Personal Leave	<p>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.</p> <p>Unused personal leave days, which exceed the maximum accrual shall roll into a separate leave category to be used for "disruptive life events" after other applicable sick leave, extended family or close friend illness or injury leave, bereavement leave or personal leave has been exhausted. Disruptive life events are specified as: threat to personal property from fire, flood, wind, and/or recovery from such events; personal illness or injury; illness, injury or death in the immediate or extended family or close friend; closure of a day care or adult care facility in compliance with county, state or federal regulations. Any days accrued for disruptive life events are not available to be used as personal leave days and shall not be paid out upon termination from employment.</p>
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.