

PROFESSIONAL TEACHING STAFF SALARY & BENEFIT INFORMATION
2022-23

Salary Range: See Salary Schedule

Maximum Experience Credit Given: 17 Years (placed on step 17 of the schedule)

Contract: 188 Days

Retirement Contributions: The district shall pay to the Teachers' Fund for Retirement (T.F.F.R.) 11.75% per year of a licensed teacher's salary as payment of the teacher's contribution to T.F.F.R. The district also pays an additional 12.75% as the employer matching contribution.

Health Insurance: The West Fargo School District Classic Blue 500 Plan is available to all teachers. The district will pay 83.85% percent per month of a single or single plus dependent premium, or 73.85% of a family monthly premium. The district contribution for part-time teachers is prorated according to the percentage of contract. Coverage will begin on the first of the month after hire. The Human Resources Dept. will provide current premium costs.

West Fargo School District Blue Saver 90 Plan is a high-deductible plan paired with a health savings account that is available to all full-time teachers. The district will pay 83.85% percent per month of a single or single plus dependent premium, or 73.85% of a family monthly premium for the full-time employee. The district contribution for part-time teachers is prorated according to the percentage of contract. Coverage will begin on the first of the month after hire. The Human Resources Dept. will provide current premium costs and current employer HSA contribution rates that equate to the appropriate cost shares.

Dental And Vision Insurance:

Full-time teachers are eligible for a single monthly premium paid by the district. Part-time teachers will receive a pro-rated allowance toward the single premium. Teachers may elect family dental and/or family vision coverage. Upon such election, the teacher will pay the difference between the monthly single premium and the monthly family premium. Coverage will begin on the first of the month after hire. See Human Resources Intranet for premium costs.

Life Insurance: Term life insurance of \$25,000. Premium paid by the district. Teachers will have the option to purchase an additional \$100,000 of life insurance coverage, plus optional coverage on family members.

Long Term Disability Insurance: Insurance covers 66 2/3 percent of salary. Premium paid by the District.

Liability Insurance: Consistent with all employees...Maximum coverage of \$3,000,000. Paid by District.

Personal Leave: Teachers who have less than 10 years of completed service in the district shall accrue two (2) days of personal leave. Teachers who have completed 10 to 24 years of service in the district shall accrue three (3) days of personal leave. Teachers who have completed 25 or more years of service in the district shall accrue four (4) days of personal leave. Personal leave shall accumulate to a maximum of six (6) days. Accumulated personal leave not eligible for carryover will be paid out at the end of the school year, at the current daily substitute teacher rate.

Sick Leave: Twelve days per year accumulative to 120 days. May be used for surgery/illness of spouse or child under 21.

Emergency Leave: 2 days per year. Leave for emergency purposes as outlined in the negotiated agreement.

Funeral Leave: Consistent with all employees...Maximum of five days per occurrence for immediate family. Maximum of two days per year allowed for other funerals.