

MONONA GROVE SCHOOL DISTRICT

Teacher District Benefits

Time Off:

- Personal Leave – Teachers are given two (2) non-cumulative personal leave days at the beginning of each school year.
- Sick Leave – Teachers are given eleven (11) sick leave days at the beginning of each school year.
- Holidays – Teachers are given three (3) paid holidays as part of their contract. These holidays are Labor Day, Thanksgiving Day and Memorial Day.

Insurance:

- Health Insurance – Health insurance is available to employees who are at least 80% FTE. The District offers two plans - Dean Health Insurance and Quartz Health Insurance. Within each plan, there are three options - HMO, POS and PPO. Insurance rates are prorated based on FTE.
- Dental Insurance – Dental insurance is available to employees who are at least 80% FTE. The District dental insurance is through Delta Dental who offers two plans - Premier and Preferred/EPO/PPO. Insurance rates are prorated based on FTE.
- Vision Insurance – Vision insurance is available to employees who are at least 50% FTE. The District DeltaVision benefit plan is administered through EyeMed Vision Care. This is a materials (frames, lenses, contacts) only benefit. The premium is paid 100% by the employee.
- Cafeteria Plan/Flexible Spending Account (FSA) – Flexible Spending is available to employees who are at least 50% FTE. The District provides this plan under applicable sections of the Internal Revenue Code to permit employees to reduce their salary and contribute to an FSA to cover permitted medical expenses and/or dependent care costs.
- Life Insurance – Life insurance is available to employees who qualify to participate in the Wisconsin Retirement System (WRS). Employees can elect Basic Life insurance, up to 4 times their annual salary, along with Spouse/Dependent Life insurance coverage. The premium is paid 100% by the employee.
- Short-Term Disability – Short-Term Disability (STD) insurance is available to employees who are at least 50% FTE. The District STD company is National Insurance Services (NIS). NIS will pay based on the employee coverage election once claim has been approved. The premium is paid 100% by the employee.

- Long-Term Disability – Long-Term Disability (LTD) insurance is available to employees who are at least 50% FTE. The District LTD company is National Insurance Services (NIS). NIS will pay up to 90% of an employee’s monthly salary if out on an approved LTD claim. Teachers pay 20% of the monthly premium and the District pays the remaining 80% of the monthly premium.

Retirement:

- Wisconsin Retirement System (WRS) Contributions – WI retirement is available to employees who meet WRS eligibility requirements. The Board agrees to contribute the employer’s share and the employee agrees to pay the employee’s required WRS contribution, as required by state statute.
- District Sponsored 403b Program – The District offers the 403(b) plan to help employees save for retirement. This benefit is offered to all employees of the District and can be set up to save on a tax deferred basis and/or a ROTH basis.
- District 403(b) Match – A teacher whose individual contract has an assignment of at least 50% FTE is eligible to receive a matching contribution, up to \$1,000 (prorated based on FTE) per calendar year.
- District Retirement Plan – A teacher whose individual contract has an assignment of at least 50% is eligible for a district-sponsored retirement benefit.

Other:

- Employee Assistance Program (EAP) – The District works with Herzinger & Associates to provide our employees assistance in finding wellbeing solutions.
- Identity Theft Assistance Services – The District’s disability insurance company, National Insurance Services (NIS), offers identity theft resolution services to you at no cost.
- Tuition Reimbursement – The District will reimburse Teachers 50% of actual tuition costs (up to a maximum of \$400 per credit) for graduate credits earned and completed during their employment with the District, in work toward a Master’s or Doctorate degree, and for other graduate credits otherwise as approved by the District.