

DUBUQUE COMMUNITY SCHOOL DISTRICT

Generator Base \$30,846

Salary \$34,461

2020-2021 TEACHER SALARY SCHEDULE WITH TSS IN BASE													
STEP		B.A.		B.A. + 15		M.A.		M.A. + 15		M.A. + 30		M.A. + 45	
0	Step placement is based on completed years of teaching experience												
1	All teachers with 0-2 years of experience will be placed on Step 2												
2	Salary	1.08	37,218	1.12	38,597	1.19	41,009	1.23	42,387	1.28	44,110	1.33	45,833
3	Salary	1.12	38,597	1.16	39,974	1.24	42,732	1.28	44,110	1.33	45,833	1.38	47,556
4	Salary	1.16	39,974	1.20	41,353	1.29	44,454	1.33	45,833	1.38	47,556	1.43	49,279
5	Salary	1.20	41,353	1.24	42,732	1.34	46,178	1.38	47,556	1.43	49,279	1.48	51,002
6	Salary	1.25	43,077	1.29	44,454	1.40	48,245	1.44	49,624	1.49	51,347	1.54	53,070
7	Salary	1.30	44,800	1.34	46,178	1.46	50,313	1.50	51,692	1.55	53,414	1.60	55,138
8	Salary	1.35	46,522	1.39	47,901	1.52	52,381	1.56	53,759	1.61	55,482	1.66	57,205
9	Salary	1.40	48,245	1.44	49,624	1.58	54,449	1.62	55,827	1.67	57,550	1.72	59,273
10	Salary	1.45	49,969	1.49	51,347	1.64	56,516	1.68	57,894	1.73	59,618	1.78	61,341
11	Salary	1.50	51,692	1.54	53,070	1.70	58,584	1.74	59,962	1.79	61,685	1.84	63,409
12	Salary	1.55	53,414	1.59	54,793	1.76	60,651	1.80	62,030	1.85	63,753	1.90	65,476

2020 - 2021 FRINGE BENEFITS															
Health, Dental and Optical Insurance for full-time employees	100% Single Coverage employer paid 75% Family Coverage employer paid														
Health for half-time employees	\$350.00 toward single \$700.00 toward family														
Term Life Insurance	\$30,000 full-time \$15,000 part-time														
Long Term Disability Insurance Protection	66 2/3 of insurable salary after 90 calendar days or accumulative sick leave, whichever is greater														
Section 125	\$2,750 annual maximum for medical \$5,000 annual maximum for dependent care														
	15 days sick leave accumulative to 155 days, 6 Family Illness Days 2 days Personal Leave (unused personal leave may be accumulated to a maximum of 7 days)														
	Up to ten years of credit for experience on salary scale which may include two years of military credit														
Length of service credit	2020 - 2021 LONGEVITY SCHEDULE														
Extra salary for activity supervision	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Yrs of Service Completed</th> <th style="text-align: center;">Year 2020/2021</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">13 through 17</td> <td style="text-align: center;">\$1,551</td> </tr> <tr> <td style="text-align: center;">18 through 22</td> <td style="text-align: center;">\$3,101</td> </tr> <tr> <td style="text-align: center;">23 through 27</td> <td style="text-align: center;">\$4,652</td> </tr> <tr> <td style="text-align: center;">28 through 32</td> <td style="text-align: center;">\$6,203</td> </tr> <tr> <td style="text-align: center;">33 through 37</td> <td style="text-align: center;">\$7,754</td> </tr> <tr> <td style="text-align: center;">38 and over</td> <td style="text-align: center;">\$9,304</td> </tr> </tbody> </table>	Yrs of Service Completed	Year 2020/2021	13 through 17	\$1,551	18 through 22	\$3,101	23 through 27	\$4,652	28 through 32	\$6,203	33 through 37	\$7,754	38 and over	\$9,304
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Opportunity for summer employment															