

# ALAMOSA SCHOOL DISTRICT RE11J

## EMPLOYEE BENEFITS

September 1, 2022 – August 31, 2023

**HEALTH INSURANCE:** The District provides a single rate premium to employees working 30 or more hours per week.

**SECTION 125K:** Pre-tax planning is available for premiums and/or out-of-pocket medical and dependent care expenses.

**STAFF LEAVE:** Employees shall accrue 1 1/3 days per month worked plus 2 additional days. Staff leave includes medical, dental, bereavement and personal days. Employees may not accrue more than 72 days of staff leave.

**STAFF LEAVE BUY BACK:** The District shall buy back a maximum of 14 days for certified staff and twelve month employees (10.5 days for 9 month employees, 12.8 days for 11 month employees and 11.7 days for 10 month employees) of unused staff leave over 58 days. Buy back shall be the current substitute teacher pay rate, whichever is smaller. Payment shall be made no later than the last calendar day in August.

**VACATION:** Twelve month employees receive 1 day vacation per month worked thru 15 years – after 15 years 1 additional day per year with a maximum of 20 vacation days.

**PERA (Public Employees Retirement Association):** Employee contribution 11.0%, District contribution 21.4% of gross income. The District does not pay Social Security Taxes. Medicare taxes are withheld from employee's earnings at 1.45% with the District matching at the same rate.

**DISABILITY INSURANCE:** Coverage for 66 2/3% of monthly salary after use of available sick leave.

**LIFE INSURANCE:** Life Insurance of \$20,000 and Accidental Death & Dismemberment insurance.

**OTHER:** Worker's and Unemployment Compensation

**EARLY RETIREMENT:** An Employee may elect Early Retirement at the age of 50 or older with at least 15 years of service.

**ALAMOSA SCHOOL DISTRICT RE-11J  
CERTIFIED STAFF**

**September 1, 2022 - August 31, 2023**

<b>EXP</b>	<b>BA</b>	<b>BA+10S</b>	<b>BA+20S</b>	<b>MA</b>	<b>MA+10S</b>	<b>MA+20S</b>	<b>MA+30S</b>	<b>MA+40S</b>	<b>MA+50S</b>	<b>MA+60S</b>	<b>MA+70S</b>
1	40,256	41,532	42,807	44,086	45,360	46,636	47,913	49,490	50,468	51,746	53,024
2	41,570	42,847	44,122	45,400	46,674	47,950	49,228	50,504	51,782	53,061	54,338
3	42,885	44,161	45,436	46,714	47,989	49,265	50,542	51,818	53,097	54,375	55,653
4	44,199	45,475	46,750	48,029	49,303	50,579	51,856	53,133	54,411	55,690	56,967
5	45,513	46,790	48,065	49,343	50,617	51,894	53,171	54,447	55,725	57,004	58,281
6	46,828	48,104	49,379	50,658	51,932	53,208	54,485	55,761	57,040	58,318	59,596
7	48,142	49,418	50,694	51,972	53,246	54,522	55,800	57,076	58,354	59,633	60,910
8	49,456	50,733	52,008	53,286	54,560	55,837	57,114	58,390	59,669	60,947	62,224
9	50,771	52,047	53,322	54,601	55,875	57,151	58,428	59,705	60,983	62,261	63,539
10	52,085	53,361	54,637	55,915	57,189	58,465	59,743	61,019	62,297	63,576	64,853
11	-	54,676	55,951	57,229	58,503	59,780	61,057	62,333	63,612	64,890	66,167
12	-	55,990	57,265	58,544	59,818	61,094	62,371	63,648	64,926	66,204	67,482
13	-	57,305	58,580	59,858	61,132	62,408	63,686	64,962	66,240	67,519	68,796
14	-	58,619	59,894	61,172	62,447	63,723	65,000	66,276	67,555	68,833	70,110
15	-	59,933	61,208	62,487	63,761	65,037	66,314	67,591	68,869	70,148	71,425
16	-	-	62,523	63,801	65,075	66,351	67,629	68,905	70,183	71,462	72,739
17	-	-	63,837	65,116	66,390	67,666	68,943	70,219	71,498	72,776	74,054
18	-	-	65,151	66,430	67,704	68,980	70,258	71,534	72,812	74,091	75,368
19	-	-	66,466	67,744	69,018	70,295	71,572	72,848	74,127	75,405	76,682
20	-	-	67,780	69,059	70,333	71,609	72,886	74,162	75,441	76,719	77,997
21	-	-	69,095	70,373	71,647	72,923	74,201	75,477	76,755	78,034	79,311
22	-	-	-	-	-	-	75,515	76,791	78,070	79,348	80,625

Employees advance one step on September 1  
The District allows up to 10 contract years of experience