



## Pay & Benefits Summary for Teacher Applicants



This summary is provided to applicants for informational purposes and is not an offer of employment. Applicants should be aware that specific details regarding benefits coverage and costs may vary each year and this summary is subject to change.

### Salary Scale:

Aquinas Catholic Schools pays teachers according to a step/lane format. Beginning with BA + 0 (0 years of experience) = \$30,700 and MA + 0 (0 years of experience) = \$33,950. Teachers with prior experience at an accredited private or public school will be granted one step on the salary scale for each full year of teaching experience (excluding substitute teaching) not to exceed 8 years. A stipend scale has also been established for teachers who assume additional duties for coaching or sponsoring extracurricular activities.

### Payroll:

Teachers are paid the stated salary amount over 12 monthly installments in August-July. Payroll is issued once a month on the last business day of the month. ACS requires employees to sign up for direct deposit to ensure timely payment during holiday and summer periods. A teacher who separates employment before serving the 190 contract days will be paid a prorated amount determined by the number of contract days worked, multiplied by the employee's daily rate (annual salary divided by 190 contract days).

### Contract:

Should Aquinas Catholic Schools choose to make an employment offer; a standard contract form will be issued which provides specific details of the pay and benefits offered to the teacher. All employment offers are contingent on the candidate passing a criminal background check. If a teacher signs the contract but then breaches it by resigning or accepting another offer, the teacher will be required to compensate ACS in an amount that varies dependent on the timing of the breach. These amounts are specified on the contract form.

### Health/Dental Insurance:

Aquinas Catholic Schools insurance plan offers eligible employees (.75 FTE or above) and their dependents access to medical, dental, and vision insurance. Premium rates are as follows, and are adjusted each year. New rates are published in December during open enrollment.

Health Insurance Plans	Total Monthly Premiums	ACS Share of Monthly Premiums		Employee Monthly Premiums
Single Health - \$1,000 Deductible	\$1,313	80%	\$1050	\$263
Single Health - \$2,000 Deductible	\$902	90%	\$812	\$90
Family Health - \$1,000 Deductible	\$3,336	50%	\$1,668	\$1,668
Family Health - \$2,000 Deductible	\$2,293	80%	\$1,834	\$459
Dental Insurance Plans	Total Monthly Premiums	ACS Share of Monthly Premiums		Employee Monthly Premiums
Single Dental	\$34	80%	\$27.20	\$6.80
Single Dental +1	\$65	50%	\$32.50	\$32.50
Family Dental	\$109	50%	\$54.50	\$54.50

**Optional Insurance:**

Eligible employees may elect life insurance (Basic – Diocesan \$20,000 term), additional optional life or long-term disability insurance coverage, all at the employee's expense. More details are provided upon employment.

**Retirement Funds:**

Lay employees who are at least age 18 and who are regularly scheduled to work at least 20 hours a week during the school year are immediately eligible for Aquinas Catholic School's 403b retirement plan. ACS will make a base contribution of 1% of your pay to the plan and will make a matching contribution on your behalf each pay period equal to 100% of the first 2% of your contributions.

**Paid Time Off**

Aquinas Catholic Schools provides all teachers with 10 paid medical/bereavement days and 2 paid personal days each school year. (This leave is prorated based on FTE.) Medical days accrue at the rate of one day per month August – May, and an employee may accumulate up to 60 days to carry over into the next year. Personal days do not accrue.

**Health Savings Account (HSA) Option:**

If you choose to enroll in a HDHP (High Deductible Health Plan) you may also open an HSA (Health Savings Account). An HSA is a tax-advantaged personal savings account you can contribute money towards to pay your qualified medical, dental, vision and other expenses for yourself and any family members. The account is owned and managed by the employee, and remains with you even after you leave employment.

**Continuing Education**

Aquinas Catholic Schools encourages all teachers to continue their professional education and principals may authorize funding for educational training and workshops. In addition, all teachers employed at least 0.5 FTE may receive reimbursement for up to \$300 per contract year for education classes.

**Tuition Assistance for Children**

Aquinas Catholic Schools offers a 10% St. Francis Grant (per child) toward ACS 4K-12 grade tuition for children of employees working at least 0.5 FTE. If employees need additional assistance, they should apply through FACTS.

**Unemployment Benefits:**

Catholic institutions do not participate in the state unemployment program. Instead, the Wisconsin Catholic Conference has established its Church Unemployment Pay Program.

**Additional Questions:**

Contact Lisa Caya, ACS Human Resources Director, at 608-784-8585 or [lisa.caya@aquinasschools.org](mailto:lisa.caya@aquinasschools.org) with any additional questions.