

## Fall BEDS – Compensation Matrix Examples by Category

Category	Regular Salary	Extra Compensation	Bonus Pay	Professional Development (Certified Staff Only)	Annuities	Retirement Benefits	Health Benefits	Other Benefits
Gross salary or wages paid for normal work duties before deductions, including amount to be paid from Teacher Salary Supplement.	X							
Bonus Pay:								
Paid by LEA		X						
Paid by AEA			X					
Extended Contracts		X						
Extracurricular or extra duties such as:								
• Coaching		X						
• Department Head		X						
• Club Sponsor		X						
• Mentor		X						
Incentive Pay		X						
Professional Development Supplement – Paid as Salary				X				
Stipends		X						
Cash in lieu of insurance <b>if paid by district.</b>								
Paid as Salary		X						
Paid as part of Cafeteria Plan							X	
Insurances:								
• Health							X	
• Dental							X	
• Disability (Long & Short Term)							X	

<ul style="list-style-type: none"> <li>• Vision</li> <li>• Long-term Care</li> <li>• Other health related benefits</li> </ul>								
Insurances: <ul style="list-style-type: none"> <li>• Life</li> <li>• Other insurance (not health related)</li> </ul>								X
IRS value of automobile allowances whether purchased or provide.								X
IRS value of housing allowance.								X
Pay for unused vacation/sick leave.								X
Annuities: Paid by District/AEA.  Purpose:  Retirement  Health Ins.  Disability Ins.  Life Ins.						X	X X	X
Retirement: Employer's share of retirement (IPERS) and FICA						X		
Retirement: Employee's share of retirement, deferred compensation or Medicaid if <b>paid by the district.</b>						X		