

De Soto #73 Public School District



DSD Total Rewards

What do we mean by Total Rewards? Total Rewards represents all of the components that make up the compensation and benefits of working for the De Soto #73 Public School District. Here's a quick look at your Total Rewards:

Salary and Wages

Your compensation is tied to your education and experience. DSD provides up to 5 steps on the salary schedule for previous experience. In addition, column movement occurs with every 8 college credit hours earned.

BS, Step 0 starts at \$40,000



Employee Health and Wellness

Employee health and wellness are important to ensure a high quality of life for employees. We are committed to offering comprehensive programs that create awareness and help employees achieve their personal health goals. All employees are encouraged to utilize the resources and programs available.

- Telemedicine
- Diabetes Management Plus
- In Touch Care Plan
- Healthcare Blue Book
- Free preventative care visits
- District wide Sick Bank
- District provided Bereavement Leave



Other Benefits and Incentives

We offer multiple opportunities for employees to grow professionally and earn additional income.

- Extra Duty positions available
- Over 5 days annually, dedicated to in-district Professional Development
- Out of district Professional Development opportunities
- Tuition reimbursement
- Perfect attendance incentives, quarterly
- Retirement incentives for support staff



Insurance Benefits

All full time employees and their families have access to important insurance benefits that help make health care and other services more affordable. We offer full-board paid benefits to employees, with the option to add their families.

- Employee board paid Health plans
- Employee board paid Dental plans
- Employee board paid Life Insurance
- Vision plans
- Disability plans
- Additional Life Insurance plans
- Long Term Disability plans
- Accident plans
- Critical illness plans
- Flex spending (Health Care and Dependent care)



Retirement Plan

Retirement benefits are important to planning for a strong financial future. DSD is a part of the Missouri School Retirement Systems, PSRS and PEERS. The district matches 100% of the required contributions to these systems. Employees vest after only 5 years and can elect to receive benefits for the rest of their life, after retirement. Annual seminars are provided to support you in understanding your financial retirement needs.



Paid Time Off

We offer up to 12 days of sick and personal leave with additional paid holidays to employees.