

Aurora Public Schools Employee Compensation and Benefits

- Benefits: APS offers medical, dental and vision along with other optional benefits, including but not limited to chiropractic, acupuncture, HSA, FSA and other financial options. Visit our Benefits website at <https://hr.aurorak12.org/benefits/> for a full overview of what we offer
- Additional forms of compensation: A \$5,000.00 stipend is offered for eligible licensed hard to fill positions. View the full eligibility requirements [here](#).
- Paid Leave: The following is paid leave that is offered to APS contracted employees
 - Sick Leave- based on full time status, amount will be adjusted for part time status
 - Licensed Employees- receive 12 paid days per year
 - Administrative/Professional Technical and Classified Employees
 - 170-189 days = 11 paid days per year
 - 190-204 days = 12 paid days per year
 - 205-214 days = 13 paid days per year
 - 215-217 days = 14 paid days per year
 - 228 or more = 15 paid days per year
 - Bereavement Leave- 5 days may be designated from the total leave balance
 - Special Leave- 3 days may be designated from the total leave balance
 - Vacation Leave
 - Administrative/Professional Technical Employees- Twelve month licensed and classified administrators and professional/technical employees earn 22 working days paid vacation (computed on the basis of 1.83 days or 14.67 hours per month for each full year of service.
 - Classified Employees- Twelve month classified, non-supervisory employees earn paid vacation time each contract year according to the following schedule:

Years of Service	12 Month Employees
0-4	12 days
5-9	15 days
10-14	18 days
15+	21 days

- Parental and Medical Leave- in addition to the Federally Mandated Leave Act, APS offers parental and medical leave for those who do not qualify for FMLA. Leave is paid based on employees personal leave balance.