

# Wage Rates and Benefit Schedules for Support Staff

*Culver Community Schools Corporation*



**Adopted/Revised**

07.2021

Table of contents

Corporation Salary Certified Professional.....2

Corporation Salary Classified Professional .....3

Corporation Salary 12 Month Employee.....4

Corporation Classified Hourly 12 Month.....5-6

Salary Certified Professional 10 Month.....6

Classified Hourly 12 Month .....7

Classified Hourly 10 Month.....8-10

*All newly employed staff shall work a probationary period of (90) ninety days prior to receiving paid leave days. Years of experience may vary start wage.*

## Corporation Salary Certified Professional

### Benefits A

- i. Annuity
  1. 0-4 years 7%
  2. 5-9 years 8%
  3. 10+years 9%
- ii. Life Insurance - \$100,000 @ \$1.00 cost
- iii. Health Insurance @ \$2.00 cost/\$3000 annually to HSA plan
- iv. Dental/ Vision @ \$1.00 cost
- v. LTD
- vi. 13 Board Holidays
- vii. Paid Leave Days
  1. 12 sick
  2. 5 Personal
  3. 20 Vacation

### Superintendent

- a. 260 days (July 1, 2021 - June 30, 2022)
- b. Salary (\$107,400+)

### Middle/High School Principal

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. Salary (\$90,700+)

### Elementary School Principal

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. Salary (\$76,000)

### Director of Student Reporting, Assessment and Services

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. Salary (\$83,200)

### Athletic Director

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. Salary (74,533+)

### Benefits B

- i. Annuity
  1. 0-4 years 4%
  2. 5-9 years 5%
  3. 10+years 6%
- ii. Life Insurance - \$100,000 @ \$1.00 cost
- iii. Health Insurance @ \$2.00 cost/\$3000 annually to HSA plan
- iv. Dental/ Vision @ \$1.00 cost
- v. LTD
- vi. 13 Board Holidays
- vii. Paid Leave Days
  1. 12 sick
  2. 5 Personal

### Middle/High School Assistant Principal

- a. 220 days (July 20, 2021 - June 18, 2022) (Teacher Days Calendar with 15 days before and 15 days after +6 more days throughout the student attendance year approved by Building Principal) (Fridays off in June/July)
- b. Salary (\$74,200+)

## **Corporation Salary Classified Professional**

### Benefits

- i. Annuity
  1. 0-4 years 3%
  2. 5-9 years 4%
  3. 10+years 5%
- ii. Life Insurance - \$50,000 @ \$1.00 cost
- iii. Health Insurance @ \$2.00 cost/\$3000 annually to HSA plan
- iv. Dental/Vision - \$1.00 cost
- v. LTD
- vi. Paid Leave Days
  1. 8 sick
  2. 3 Personal
  3. 15 Vacation

### **Business Manager/Treasurer**

- b. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- c. 7:30 -3:30 (paid lunch)
- d. Salary Range \$45,000 - \$63,500+

### **Technology Director**

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$45,000 - \$63,500+

## Corporation Salary 12 Month Employee

### Benefits

- a. Life Insurance - \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - i. 5 sick
  - ii. 3 Personal
  - iii. 2 Family Illness
  - iv. 10 + Vacation (per policy)
- c. 2% raise

### Buildings and Grounds Director

- a. 260 days (July 1, 2021 - June 30, 2022)
- b. 7:15 -3:45 (unpaid lunch)
- c. Salary Range \$32,000 - \$55,000
- d. School Vehicle

### Communication Director/Grant Writer

- a. 250 days (July 1, 2021 - June 30, 2022 (Fridays off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$32,000 - \$55,000

### Food Service Director

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. 7:15 -3:45 (unpaid lunch)
- c. Salary Range - \$32,000 - \$55,000

### Transportation Director

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$32,000 - \$55,000
- d. School Vehicle

## Corporation Classified Hourly 12 month - Full Time

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - i. 5 sick
  - ii. 3 Personal
  - iii. 2 Family Illness
  - iv. 10+ Vacation (per policy)

### Technology Intern

- a. 250 days (July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. 7:15 -3:45 (unpaid 30 minute lunch)
- c. Hourly Range -
  - i. Begin \$12.00
  - ii. 6 months \$12.55
  - iii. 1 year of service: \$14.15
  - iv. 3+ years of service: \$16.15+

### Transportation Coordinator

- a. 250 days ((July 1, 2021 - June 30, 2022) (Fridays off in June/July)
- b. 8 hours (unpaid 60 minute lunch)
- c. Hourly Range
  - i. Begin \$12.00
  - ii. 6 months \$12.55
  - iii. 1 year of service: \$14.15
  - iv. 3+ years of service: \$16.15+

### Deputy Treasurer/Benefits

- a. 260 days (July 1, 2021 - June 30, 2022)
- b. 8 hours (7:30 - 4:00) (30 minute unpaid lunch)
- c. Hourly Range -
  - i. Begin \$12.00
  - ii. 6 months \$12.55
  - iii. 1 year of service: \$14.15
  - iv. 3+ years of service: \$16.15+

## Corporation Classified Hourly 12 month - Part Time (no lunch)

### Systems Specialists, State Reporting

- a. 250 days (July 1, 2021 - June 30, 2022) (10 days unpaid with approval)
  - b. 7:30 - 1:30 (no lunch)
  - c. Hourly Range
    - i. Begin \$12.00
    - ii. 6 months \$12.55
    - iii. 1 year of service: \$14.15
    - iv. 3+ years of service: \$16.15+
- Benefits
- c. Life Insurance \$20,000 @ \$1.00 cost
  - d. Paid Leave Days
    - i. 5 sick
    - ii. 3 Personal
    - v. 2 Family Illness

## Salary Certified Professional 10 Month

### Teacher

- a. 184 days (August 9, 2021 - May 27, 2022)
- b. 7:45 -3:15 (paid lunch)
- c. Life Insurance \$50,000 @ \$1.00 cost
- d. Salary Range
  - i. 34,500 - 67,400
- e. Paid Leave Days
  - i. 8 (10 1st year) sick
  - ii. 3 Personal

### Substitute Teacher

- a. 184 days
- b. 7:45 -3:15 (paid lunch)
- c. Salary Range
  - i. Per day \$70.00 - \$77.40
  - ii. Full Time: 34,500 after 15 days prorated

## Classified Hourly 12 month

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - a. 5 sick
  - b. 3 Personal
  - c. 10+ Vacation (per policy)
  - d. 2 Family Illness

### Custodian

- a. 260 days (July 1, 2021 - June 30, 2022)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
  - a. Begin \$12.00
  - b. 6 months \$12.55
  - c. 1 year of service: \$14.15
  - d. 3+ years of service: \$16.15+

### Grounds Maintenance

- a. 260 days (July 1, 2021 - June 30, 2022)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
  - i. Begin \$12.00
  - ii. 6 months \$12.55
  - iii. 1 year of service: \$14.15
  - iv. 3+ years of service: \$16.15+

## Classified Hourly 10 Month

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - i. 5 sick
  - ii. 3 Personal
  - iii. 2 Family Illness

### Principal Secretary

- a. 204 days (July 26, 2021 - June 10, 2022)
- b. must report on September 3rd, 2021 and January 17th, 2022
- c. 7:30 - 4:00 or 7:00 - 3:30 (unpaid lunch)
- d. Hourly Range
  - i. Begin \$12.00
  - ii. 6 months \$12.55
  - iii. 1 year of service: \$14.15
  - iv. 3+ years of service: \$16.15+

### Case Conference Coordinator

- a. 190 days (July 26, 2021 - May 27, 2022) (Registration and days for new enrollments identified with an IEP or days after school is out to finish cases)
- b. must report on September 3rd, 2021 and January 17th, 2022
- c. 7:45 - 4:15 (unpaid lunch)
- d. Hourly Range
  - i. Begin \$12.00
  - ii. 6 months \$12.55
  - iii. 1 year of service: \$14.15
  - iv. 3+ years of service: \$16.15+

### ECA Treasurer

- a. 204 days (July 27, 2021 - June 10, 2022)
- b. must report on September 3rd, 2021 and January 17th, 2022
- c. 8:00 - 4:30 (unpaid lunch)
- d. Hourly Range
  - i. Begin \$13.00
  - ii. 6 months \$13.55
  - iii. 1 year of service: \$15.15
  - iv. 3+ years of service: \$17.15+

### Full Time Aide

- a. 180 days (August 9, 2021 - May 26, 2022)
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. 30 minute unpaid lunch
- d. Hourly Range
  - i. Begin \$12.00
  - ii. 1 year of service: \$12.55

- iii. 2+ years \$12.80+

### **Media Aide**

- a. 180 days (August 9, 2021 - May 26, 2022)
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. 30 minute unpaid lunch
- d. Hourly Range
  - i. Begin \$12.00
  - ii. 1 year of service: \$12.55
  - iii. 2+ years \$12.80+

### **Classified Hourly 10 Month (Cont)**

#### **Bus Driver w/ CDL**

- a. 183 days (August 9, 2021 - May 26, 2022) 3 days in summer
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. Assigned route \$0.10 per mile
- d. Route (\$85.15/day)
- e. Route over 85 miles @ \$5.00/day
- f. ECA Routes \$11.00/hour
- g. Shuttle \$40.15
- h. 2nd route full route \$36.15

#### **Bus Driver w/o CDL**

- a. 183 days (August 9, 2021 - May 26, 2022) 3 days in summer for safety training
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. Assigned route \$0.10 per mile
- d. Route Range (\$80.15/day)

#### **Substitute Bus Driver w/CDL**

- a. Route (\$80.00/day)

#### **Cafeteria Manager**

- a. 184 days (August 9, 2021 - May 27, 2022)
- b. must report on September 3rd, 2021 and January 17th, 2022
- c. (6 hours) 8:15 -2:15 (unpaid lunch)
- d. Hourly Range
  - i. Begin \$13.00
  - ii. 1 year of service: \$13.65+

#### **Food Service Cook/Prep**

- a. 182 days (August 9, 2021 - May 27, 2022)
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. (5.5 hours) 7:15 -12:45 (unpaid lunch) or 8:30 - 1:30 (unpaid lunch)
- d. Hourly Range
  - i. Begin \$12.00
  - ii. 1 year of service: \$12.25+

### **Food Service Dish/Clean Up**

- a. 182 days (August 9, 2021 - May 27, 2022)
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. (3.5 - 4 hours) 9:45-1:45 or 10:00 - 1:30 (no lunch needed)
- d. Hourly Range
  - i. Begin \$12.00
  - ii. 1 year of service: \$12.25+

### **Classified Hourly 10 Month (cont)**

#### **Food Service Register**

- a. 180 days (August 9, 2020 - May 26, 2022)
- b. Do not report on September 3rd, 2021 and January 4th nor 17th, 2022
- c. (2 hours) 11:00 - 1:00 (no lunch needed)
- d. Hourly Range
  - i. Begin \$12.00
  - iii. 1 year of service: \$12.25+

#### **Substitute Food Service**

- a. Hourly Range
  - i. Begin \$12.00
  - ii. 1 year of service: \$12.25+