

# Wage Rates and Benefit Schedules for Staff

*Culver Community Schools Corporation*



**Adopted**

06.2025

As of July 1, 2025 - June 30, 2026

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*This handbook is to guide supervisors on hiring new staff. All newly employed staff shall work a probationary period of (90) ninety days prior to receiving paid sick days. Years of experience may vary starting wage.*

*All supervisors can recommend annual wage increases to begin with the first pay period of July, 2025 depending on years of service and performance.*

## 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, 2025 - June 30, 2026)
- b. Salary (\$110,800+)

### Middle/High School Principal

- a. 240 days (July 1, 2025 - June 30, 2026) (20 Contract days off in June/July)
- b. Salary (\$92,300+)

### Elementary School Principal

- a. 240 days (July 1, 2025 - June 30, 2026) (20 Contract days off in June/July)
- b. Salary (\$76,133+)

### Athletic Director

- a. 240 days (July 1, 2025 - June 30, 2026) (20 Contract days off in June/July)
- b. Salary (62,433+)

### 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 1, 2025 - June 30, 2026) (Teacher Days Calendar with 15 days before and 15 days after +6 more days throughout the student attendance year approved by Building Principal)
- b. Salary (\$60,500+)

**Elementary School Assistant Principal**

- a. 220 days (July 1, 2025 - June 30, 2026) (Teacher Days Calendar with 15 days before and 15 days after +6 more days throughout the student attendance year approved by Building Principal)
- b. Salary (\$60,500+)

**Curriculum Director**

- a. 194 days (July 1, 2025 - June 30, 2026) (Teacher Days Calendar with 5 days before and 5 days after +6 more days throughout the student attendance year approved by Building Principal)
- b. Salary (\$60,500+)

**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 (per policy)
  - 4. 13 Board Holidays

**Business Manager/Treasurer**

- a. 240 days (July 1, 2025 - June 30, 2026) (20 contract days off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range (\$55,000+)

**Technology Director**

- a. 240 days (July 1, 2025 - June 30, 2026) (20 Contract days off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range (\$55,000+)

## Corporation Salary 12 Month Employee

### Benefits

- a. 13 Board Holidays
- b. Life Insurance - \$20,000 @ \$1.00 cost
- c. Paid Leave Days
  - i. 7 sick
  - ii. 3 Personal

### Buildings and Grounds Supervisor (20 contract days off in June/July)

- a. 240 days (July 1, 2025 - June 30, 2026)
- b. 7:15 -3:15 (paid lunch)
- c. Salary Range \$50,000+
- d. 10 + Vacation (per policy)

### Transportation Director

- a. 240 days (July 1, 2025 - June 30, 2026) (20 days off in June/July)
- b. 7:30 -3:30 (paid lunch) (flex)
- c. Salary Range \$50,000+
- d. School Vehicle
- e. 10 + Vacation (per policy)

## Corporation Classified Hourly 12 Month

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. 13 Board Holidays
- c. Paid Leave Days
  - i. 7 sick
  - ii. 3 Personal
  - iii. 10+ Vacation (per policy)

### Technology Assistant

- a. 260 days (July 1, 2025 - June 30, 2026)
- b. 7:15 -3:45 (unpaid 30 minute lunch)
- c. Hourly Range -
  - i. Begin \$17.00
  - ii. 1 year of service: \$18.60
  - iii. 2 years of service: \$19.00+

### Transportation Coordinator

- a. 260 days (July 1, 2025 - June 30, 2026)
- b. 8 hours (unpaid 60 minute lunch)
- c. Hourly Range
  - i. Begin \$15.00
  - ii. 1 year of service: \$17.60
  - iii. 2 years of service: \$18.75+

### Deputy Treasurer/Benefits

- a. 260 days (July 1, 2025 - June 30, 2026) (Remote 1 day a week during June and July)
- b. 8 hours (7:30 - 4:00) (30 minute unpaid lunch)
- c. Hourly Range -
  - i. Begin \$20.00
  - ii. 1 year of service: \$21.00
  - iii. 2 years of service: \$21.50+

## **Salary Professional 10 Month**

- a. 13 Board Holidays
- b. Life Insurance \$20,000 @ \$1.00 cost
- c. Paid Leave Days
  - i. 7 sick
  - ii. 3 Personal

## **Communication Director/Grant Writer**

- a. 190 days (July 1, 2025 - June 30, 2026) (184 days +6 in summer)
- b. 7:45 -3:45 (paid lunch)
- c. Salary Range \$40,000+

## **Food Service Director**

- a. 205 days (July 1, 2025 - June 30, 2026) (184 school days with 21 additional days over breaks to be coordinated with School Administration)
- b. 7:15 -3:15 (paid lunch)
- c. Salary Range - \$40,000+

## **Physical Therapist for Sports and Special Need Students**

- a. 190 days (August 1, 2025 - June 6, 2026) + Summer Stipend \$1000
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$55,000+

## **School Resource Officer**

- a. Chief - 220 days (July 1, 2025 - June 30, 2026) (184 school calendar days with 36 additional days over breaks to be coordinated with School Administration)
- b. Deputy - 194 days (July 1, 2025 - June 30, 2026) (184 school calendar days with 10 additional days over breaks to be coordinated with School Administration)
- c. 7:30 -3:30 (paid lunch)
- d. Salary Range \$55,000+
- e. School Vehicle

## **School Psychologist**

- a. 180 days (August 1, 2025 - May 29, 2026)
- b. 7:30 -3:30 (paid lunch)

## **1:1 Nurse**

- a. 182 days (August 11, 2025 - May 29, 2026)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range 46,500+

## **Speech Pathologist**

- a. 182 days (August 11, 2025 - May 29, 2026)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range 45,000+

## **Teacher**

- a. 183 days (August 11, 2025 - May 29, 2026)
- b. 7:30 -3:30 (paid lunch)
- c. Life Insurance \$50,000 @ \$1.00 cost
- d. Salary Range 45,300+
- e. Paid Leave Days
  - i. 8 (10 1st year) sick

**Substitute Teacher**

- a. 7:30 -3:30 (paid lunch)
- b. Pay Per day **\$100.00 - \$110.00**
  - i. 100.00 non certified substitute
  - ii. 110.00 certified substitute

**Hourly Classified Professional 10 Month**

Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - a. 7 sick
  - b. 3 Personal

**Substitute Nurse**

- a. (August 11, 2025 - May 29, 2026)
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$35.00+

**Part- Time Occupational Therapist**

- a. (August 11, 2025 - May 29, 2026)
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$35.00+

**Interpreters/Language Facilitators**

- a. 182 days (Student Attendance days + day before and after school year)
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range (ICC)
 

a. Begin \$21.00	Hourly Range (Basic)
b. 1 year of service: \$21.63	Begin \$23.50
c. 2 years of service: \$22.00+	1 year of service: \$24.21
	2 years of service: \$24.93+

Hourly Range (Masters)

- d. Begin \$25.00
- e. 1 year of service: \$25.75
- f. 2 years of service: \$26.20+

**Substitute Interpreters**

- a. 180 days
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$21+

**Interpreters beyond the school hours (Seasonal Stipend)**

Football	\$4000	Baseball	\$3000
Volleyball	\$4000	Softball	\$3000
Soccer	\$3000	Golf	\$1000
Basketball	\$4000	Track	\$3000
Wrestling	\$3000	Summer	\$1000
Swim	\$2600	Clubs	\$4000
Cross Country	\$1000		

## Classified Hourly 12 month

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - a. 7 sick
  - b. 3 Personal
  - c. 10+ Vacation (per policy)
- c. 13 Board Holidays

### Custodian/Part-time Custodian

- a. 260 days (July 1, 2025 - June 30, 2026)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
  - a. Part-time - no more than 28 hours/week
- c. Hourly Range
  - a. Begin \$15.00
  - b. 1 year of service: \$17.60
  - c. 2 years of service: \$18.75+

### Grounds Maintenance

- a. 260 days (July 1, 2025 - June 30, 2026)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
  - i. Begin \$17.00
  - ii. 1 year of service: \$18.60
  - iii. 2 years of service: \$19.00+

## Classified Hourly 10 Month

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
  - i. 7 sick
  - ii. 3 Personal

### Principal Secretary

- a. 204 days (July 1, 2025 - June 30, 2026)
- b. 7:30 - 4:00 or 7:00 - 3:30 (unpaid lunch)
- c. Hourly Range
  - i. Begin \$15.00
  - ii. 1 year of service: \$17.60
  - iii. 2 years of service: \$18.75+
  - iv. 6 Board Holidays

### ECA Treasurer

- a. 204 days (July 1, 2025 - June 30, 2026)
- b. 8:00 - 4:30 (unpaid lunch)
- c. Hourly Range
  - i. Begin \$16.00
  - ii. 1 year of service: \$18.57
  - iii. 2 years of service: \$19.60+
  - iv. 6 Board Holidays

### Full Time Paraprofessional/Media Aide/CCC

- a. 183 days (August 11, 2025 - May 29, 2026)
- b. 30 minute unpaid lunch
- c. Hourly Range
  - i. Begin \$15.00
  - ii. 1 year of service: \$17.60
  - iii. 2 years of service \$18.75+

### Bus Driver w/ CDL

- a. 184 days (August 11, 2025 - May 29, 2026)
- b. Assigned route \$0.20 per mile
- c. Route (\$105/day)
- d. Route over 85 miles @ \$5.00/day
- e. ECA Routes \$15.50/hour
- f. Shuttle \$43.00
- g. 2nd route full route \$39.25

### Bus Driver w/o CDL

- a. 184 days (August 11, 2025 - May 29, 2026)
- b. Assigned route \$0.20 per mile
- c. Route Range (\$95.00/day)

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

### **Substitute Bus Driver**

- a. Route w/CDL (\$105.00/day)
- b. Route w/o CDL (\$95.00/day)

### **Cafeteria Manager**

- a. 183 days (August 11, 2025 - May 29, 2026)
- b. (7 hours)
- c. Hourly Range
  - i. Begin \$16.00
  - ii. 1 year of service: \$17.10
  - iii. 2 years of service: \$18.17+

### **Food Service**

- a. 183 days (August 11, 2025 - May 29, 2026)
- b. Hourly Range
  - i. Begin \$15.00
  - ii. 1 year of service: \$15.80
  - iii. 2 years of service: \$16.55

### **Substitute Food Service**

- a. Hourly Range
  - i. Begin \$15.00