

Wage Rates and Benefit Schedules for Support Staff

Culver Community Schools Corporation



Adopted

07.2023

As of July 1, 2023 - June 30, 2024

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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 leave days. Years of experience may vary starting wage.

All supervisors can recommend annual wage increases to begin with the first pay period of July, 2023 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, 2023 - June 30, 2024)
- b. Salary (\$114,100+)

Middle/High School Principal

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. Salary (\$98,600+)

Elementary School Principal

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. Salary (\$83,900+)

Director of Student Reporting, Assessment and Services

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. Salary (\$81,100+)

Athletic Director

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. Salary (82,433+)

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 17, 2023 - June 14, 2024) (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 (\$82,100+)

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

- b. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- c. 7:30 -3:30 (paid lunch)
- d. Salary Range \$55,000 - 74,880+

Technology Director

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$55,000 - \$73,632+

Corporation Salary 12 Month Employee

Benefits

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

Buildings and Grounds Director

- a. 260 days (July 1, 2023 - June 30, 2024)
- b. 7:15 -3:15 (paid lunch)
- c. Salary Range \$50,000 - \$60,570+
- d. School Vehicle

Communication Director/Grant Writer

- a. 260 days (July 1, 2023 - June 30, 2024) (Remote work June and July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$40,000 - \$58,000+

Food Service Director

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. 7:15 -3:15 (paid lunch)
- c. Salary Range - \$40,000 - \$58,000+

Transportation Director

- a. 250 days (July 1, 2023 - June 30, 2024) (10 Contract days off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$40,000 - \$58,000+
- d. School Vehicle

Corporation Classified Hourly 12 month - Full Time

Benefits

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

Technology Assistant

- a. 260 days (July 1, 2023 - June 30, 2024)
- b. 7:15 -3:45 (unpaid 30 minute lunch)
- c. Hourly Range -
 - i. Begin \$17.00
 - ii. 6 months \$17.55
 - iii. 1 year of service: \$18.50
 - iv. 2 years of service: \$19.00+

Transportation Coordinator

- a. 260 days (July 1, 2023 - June 30, 2024)
- b. 8 hours (unpaid 60 minute lunch)
- c. Hourly Range
 - i. Begin \$15.00
 - ii. 6 months \$15.55
 - iii. 1 year of service: \$17.15
 - iv. 2 years of service: \$18.15+

Deputy Treasurer/Benefits

- a. 260 days (July 1, 2023 - June 30, 2024)
- b. 8 hours (7:30 - 4:00) (30 minute unpaid lunch)
- c. Hourly Range -
 - i. Begin \$20.00
 - ii. 6 months \$20.55
 - iii. 1 year of service: \$21.00
 - iv. 2 years of service: \$21.50+

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

Systems Specialists, State Reporting

- a. 250 days (July 1, 2023 - June 30, 2024) (10 days unpaid with approval)
- b. 7:30 - 1:30 (no lunch)
- c. Hourly Range
 - i. Begin **\$15.00**
 - ii. 6 months \$15.55
 - iii. 1 year of service: \$17.15
 - iv. 2 years of service \$18.15+

Benefits

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

Salary Certified Professional 10 Month

Teacher

- a. 184 days (August 7, 2023 - May 24, 2024)
- b. 7:45 -3:15 (paid lunch)
- c. Life Insurance \$50,000 @ \$1.00 cost
- d. Salary Range
 - i. 40,800+ - 72,500+
- 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 **\$90.00 - \$102.00**
 - ii. 90.00 non certified substitute
 - iii. 95.00 non certified substitute - after 120 days of subbing in corporation
 - iv. 97.40 certified substitute
 - v. 102.00 certified substitute -after 120 days of subbing in corporation

Classified Hourly 12 month

Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. Paid Leave Days
 - a. 78 sick
 - b. 3 Personal
 - c. 10+ Vacation (per policy)

Custodian

- a. 260 days (July 1, 2023 - June 30, 2024)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
 - a. Begin \$15.00
 - b. 6 months \$15.55
 - c. 1 year of service: \$17.15
 - d. 2 years of service: \$18.00+

Grounds Maintenance

- a. 260 days (July 1, 2023 - June 30, 2024)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
 - i. Begin \$17.00
 - ii. 6 months \$17.55
 - iii. 1 year of service: \$18.15
 - iv. 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 24, 2023 - June 7, 2024)
- b. 7:30 - 4:00 or 7:00 - 3:30 (unpaid lunch)
- c. Hourly Range
 - i. Begin \$15.00
 - ii. 6 months \$15.55
 - iii. 1 year of service: \$17.15
 - iv. 2 years of service: \$18.15+

ECA Treasurer

- a. 204 days (July 24, 2023 - June 7, 2024)
- b. 8:00 - 4:30 (unpaid lunch)
- c. Hourly Range
 - i. Begin \$16.00
 - ii. 6 months \$16.55
 - iii. 1 year of service: \$18.15
 - iv. 2 years of service: \$19.15+

Full Time Paraprofessional/Media Aide

- a. 184 days (August 7, 2023 - May 24, 2024)
- b. 30 minute unpaid lunch
- c. Hourly Range
 - i. Begin \$15.00
 - ii. 1 year of service: \$17.15
 - iii. 2 years \$18.15+

Bus Driver w/ CDL

- a. 184 days (August 7, 2023 - May 24, 2024)
- b. Assigned route \$0.20 per mile
- c. Route (\$100/day)
- d. Route over 85 miles @ \$5.00/day
- e. ECA Routes \$15.00/hour
- f. Shuttle \$43.00
- g. 2nd route full route \$39.15

Classified Hourly 10 Month (Cont)

Bus Driver w/o CDL

- a. 184 days (August 7, 2023 - May 24, 2024)
- b. Assigned route \$0.20 per mile
- c. Route Range (\$90.00/day)

Substitute Bus Driver w/CDL

- a. Route (\$95.00/day)

Cafeteria Manager

- a. 184 days (August 7, 2023 - May 24, 2024)
- b. (7 hours) (unpaid lunch)
- c. Hourly Range
 - i. Begin \$16.00
 - ii. 1 year of service: \$16.70
 - iii. 2 years of service: \$17.75+

Food Service

- a. 184 days (August 7, 2023 - May 24, 2024)
- b. Hour Range:
 - i. Cook/Prep (5.5 hours) 7:15 -12:45 (unpaid lunch) or 8:30 - 1:30 (unpaid lunch)
 - ii. Dish/Clean (3.5 - 4 hours) 9:45-1:45 or 10:00 - 1:30 (no lunch needed)
 - iii. Register (2 hours)11:00 - 1:00 (no lunch needed)
- c. Hourly Range
 - i. Begin \$15.00
 - ii. 1 year of service: \$15.55
 - iii. 2 years of service: \$16.15+

Substitute Food Service

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