

# Wage Rates and Benefit Schedules for Staff

*Culver Community Schools Corporation*



**Adopted**

06.2024

As of July 1, 2024 - June 30, 2025

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

Salary Certified Professional 10 Month.....6

Classified Hourly Professional 10 Month.....7

Classified Hourly 12 Month .....8

Classified Hourly 10 Month.....9-10

*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, 2024 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. 12 Board Holidays
- vii. Paid Leave Days
  1. 12 sick
  2. 5 Personal
  3. 20 Vacation

### Superintendent

- a. 260 days (July 1, 2024 - June 30, 2025)
- b. Salary (\$110,800+)

### Middle/High School Principal

- a. 250 days (July 1, 2024 - June 30, 2025) (10 Contract days off in June/July)
- b. Salary (\$92,300+)

### Elementary School Principal

- a. 250 days (July 1, 2024 - June 30, 2025) (10 Contract days off in June/July)
- b. Salary (\$76,133+)

### Athletic Director

- a. 250 days (July 1, 2024 - June 30, 2025) (10 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. 12 Board Holidays
- vii. Paid Leave Days
  1. 12 sick
  2. 5 Personal

### Middle/High School Assistant Principal

- a. 220 days (July 22, 2024 - June 20, 2025) (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 22, 2024 - June 20, 2025) (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. 220 days (July 22, 2024 - June 20, 2025) (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+)

## **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. 12 Board Holidays

## **Business Manager/Treasurer**

- b. 240 days (July 1, 2024 - June 30, 2025) (20 contract days off in June/July)
- c. 7:30 -3:30 (paid lunch)
- d. Salary Range \$55,000+

## **Technology Director**

- a. 240 days (July 1, 2024 - June 30, 2025) (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. 12 Board Holidays
- b. Life Insurance - \$20,000 @ \$1.00 cost
- c. Paid Leave Days
  - i. 7 sick
  - ii. 3 Personal
  - iii. 10 + Vacation (per policy)

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

- a. 240 days (July 1, 2024 - June 30, 2025)
- b. 7:15 -3:15 (paid lunch)
- c. Salary Range \$50,000+
- d. School Vehicle

### **Communication Director/Grant Writer**

- a. 190 days (July 1, 2024 - June 30, 2025) (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, 2024 - June 30, 2025) (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+

### **Transportation Director**

- a. 240 days (July 1, 2024 - June 30, 2025) (20 days off in June/July)
- b. 7:30 -3:30 (paid lunch) (flex)
- c. Salary Range \$50,000+
- d. School Vehicle

### **School Resource Officer**

- a. 220 days (July 1, 2024 - June 30, 2025) (184 school calendar days with 36 additional days over breaks to be coordinated with School Administration)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$55,000+
- d. School Vehicle

## Corporation Classified Hourly 12 month - Full Time

### Benefits

- a. Life Insurance \$20,000 @ \$1.00 cost
- b. 12 Board Holidays
- c. Paid Leave Days
  - i. 7 sick
  - ii. 3 Personal
  - iii. 10+ Vacation (per policy)

### Technology Assistant

- a. 260 days (July 1, 2024 - June 30, 2025)
- 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, 2024 - June 30, 2025)
- 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, 2024 - June 30, 2025)
- 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+

## Salary Certified Professional 10 Month

### School Psychologist

- a. 190 days (August 1, 2024 - June 6, 2025)
- b. 7:30 -3:30 (paid lunch)
- c. Life Insurance \$20,000 @ \$1.00 cost
- d. Salary Range
  - i. 60,000+
- e. Paid Leave Days
  - i. 7 (10 1st year) sick
  - ii. 3 Personal

### Physical Therapist for Sports and Special Need Students

- a. 190 days (August 1, 2024 - June 6, 2025) + Summer Stipend \$1000
- b. 7:30 -3:30 (paid lunch)
- c. Life Insurance \$20,000 @ \$1.00 cost
- d. Salary Range
  - i. 60,000 +
- e. Paid Leave Days
  - i. 7 (10 1st year) sick
  - ii. 3 Personal

### Speech Pathologist

- a. 182 days (August 11, 2024 - May 30, 2025)
- b. 7:30 -3:30 (paid lunch)
- c. Life Insurance \$20,000 @ \$1.00 cost
- d. Salary Range
  - i. 60,000+
- e. Paid Leave Days
  - i. 7 (10 1st year) sick
  - ii. 3 Personal

### Teacher

- a. 184 days (August 12, 2024 - May 30, 2025)
- b. 7:30 -3:30 (paid lunch)
- c. Life Insurance \$50,000 @ \$1.00 cost
- d. Salary Range
  - i. 45,300+
- e. Paid Leave Days
  - i. 8 (10 1st year) sick
  - ii. 3 Personal

### 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
  - c. 10+ Vacation (per policy)

### Student Nurse

- a. (August 11, 2024 - May 30, 2025)
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$35.00+

### Part- Time Occupational Therapist

- a. (August 11, 2024 - May 30, 2025)
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$35.00+

### Part- Time Occupational Therapist Assistant

- a. (August 11, 2024 - May 30, 2025)
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$23.50+

### Interpreters

- 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
  - b. 1 year of service: \$21.63
  - c. 2 years of service: \$22.00+
- d. Hourly Range (Basic)
  - a. Begin \$23.50
  - b. 1 year of service: \$24.21
  - c. 2 years of service: \$24.93+
- e. Hourly Range (Masters)
  - a. Begin \$25.00
  - b. 1 year of service: \$25.75
  - c. 2 years of service: \$26.20+

### Substitute Interpreters

- a. 182 days
- b. 7:30 -3:30 (paid lunch)
- c. Hourly Range \$21+



## Interpreters beyond the school hours (Seasonal Stipend)

HS Football	\$4000	Summer	\$1000
HS Volleyball	\$4000	Clubs	\$400
HS Soccer	\$3000		
HS Basketball	\$4000	ELEM/MS Football	\$4000
Wrestling	\$3000	ELEM/MS Volleyball	\$4000
Swim	\$2600	ELEM/MS Basketball	\$4000
Cross Country	\$1000	ELEM/MS Wrestling	\$3000
Baseball	\$3000	ELEM/MS Swim	\$2600
Softball	\$3000	ELEM/MS Baseball	\$3000
Golf	\$1000	ELEM/MS Softball	\$3000
Track	\$3000		

## 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. 12 Board Holidays

### Custodian/Part-time Custodian

- a. 260 days (July 1, 2024 - June 30, 2025)
- 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. 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, 2024 - June 30, 2025)
- 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 29, 2024 - June 13, 2025)
- 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+
  - v. 6 Board Holidays

### ECA Treasurer

- a. 204 days (July 29, 2024 - June 13, 2025)
- 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+
  - v. 6 Board Holidays

### Full Time Paraprofessional/Media Aide

- a. 184 days (August 12, 2024 - May 30, 2025)
- 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 12, 2024 - May 30, 2025)
- 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 12, 2024 - May 30, 2025)
- 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. 184 days (August 12, 2024 - May 30, 2025)
- 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 12, 2024 - May 30, 2025)
- 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