

Wage Rates and Benefit Schedules for Support Staff

Culver Community Schools Corporation



Adopted/Revised

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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, 2020 - June 30, 2021)
- b. Salary (\$107,400)

Middle/High School Principal

- a. 250 days (July 1, 2020 - June 30, 2021) (Fridays off in June/July)
- b. Salary (\$90,700)

Elementary School Principal

- a. 250 days (July 1, 2020 - June 30, 2021) (Fridays off in June/July)
- b. Salary (\$83,200)

Athletic Director

- a. 250 days (July 1, 2020 - June 30, 2021) (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 15, 2020 - June 18, 2021) (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, 2020 - June 30, 2021) (Fridays off in June/July)
- c. 7:30 -3:30 (paid lunch)
- d. Salary Range \$45,000 - \$61,200 (1200 stipend to match certified raises)

Technology Director

- a. 250 days (July 1, 2020 - June 30, 2021) (Fridays off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$45,000 - \$61,200 (1200 stipend to match certified raises)

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. \$1200 stipend unless first year of employment in position

Buildings and Grounds Director

- a. 260 days (July 1, 2020 - June 30, 2021)
- b. 7:15 -3:45 (unpaid lunch)
- c. Salary Range \$32,000 - 52,000
- d. School Vehicle

Communication Director/Grant Writer

- a. 250 days (July 1, 2020 - June 30, 2021 (Fridays off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$32,000 - \$52,000

Food Service Director

- a. 250 days (July 1, 2020 - June 30, 2021) (Fridays off in June/July)
- b. 7:15 -3:45 (unpaid lunch)
- c. Salary Range - \$32,000 - \$52,000

Transportation Director

- a. 250 days (July 1, 2020 - June 30, 2021) (Fridays off in June/July)
- b. 7:30 -3:30 (paid lunch)
- c. Salary Range \$32,000 - \$52,000
- 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, 2020 - June 30, 2021) (Fridays off in June/July)
- b. 7:15 -3:45 (unpaid lunch)
- c. Hourly Range - \$10.82 - \$16.15

Transportation Coordinator

- a. 250 days ((July 1, 2020 - June 30, 2021) (Fridays off in June/July)
- b. 8 hours (unpaid 60 minute lunch)
- c. Hourly Range
 - i. Begin \$11.00
 - 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)

Deputy Treasurer/Benefits

- a. 260 days (July 1, 2020 - June 30, 2021)
- b. 4 hours (7:30 - 11:30)
- c. Hourly Range - \$12.00 - \$16.65

Systems Specialists, State Reporting

- a. 250 days (July 1, 2020 - June 30, 2021) (10 days unpaid with approval)
- b. 7:30 - 1:30
- c. Hourly Range - \$12.00 - \$16.65

Benefits

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

Salary Certified Professional 10 Month

Teacher

- a. 184 days (August 10, 2020 - May 28, 2021)
- 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, 2020 - June 30, 2021)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
 - a. Begin \$11.00
 - 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, 2020 - June 30, 2021)
- b. 6:00 -2:30 (unpaid lunch) or 2:00 - 10:30 (unpaid dinner)
- c. Hourly Range
 - i. Begin \$11.00
 - 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
 - a. 5 sick
 - b. 3 Personal
 - c. 2 Family Illness

Principal Secretary

- a. 204 days (July 27, 2020 - June 11, 2021)
- b. must report on calendar eLearning Days
- c. 7:30 - 4:00 or 7:00 - 3:30 (unpaid lunch)
- d. Hourly Range
 - i. Begin \$11.00
 - 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, 2020 - June 11, 2021)
- b. must report on calendar eLearning Days
- c. 8:00 - 4:30 (unpaid lunch)
- d. Hourly Range
 - i. Begin \$11.00
 - ii. 6 months \$12.55
 - iii. 1 year of service: \$14.15
 - iv. 3+ years of service: \$16.15+

Full Time Aide

- a. 180 days (August 10, 2020 - May 28, 2021)
- b. Do not have to report on calendar eLearning Days
- c. 30 minute unpaid lunch
- d. Hourly Range
 - i. Begin \$11.00
 - ii. 1 year of service: \$11.65
 - iii. 2+ years \$12.40+

Media Aide

- a. 180 days (August 10, 2020 - May 28, 2021)
- b. Do not have to report on calendar eLearning Days
- c. 30 minute unpaid lunch
- d. Hourly Range
 - i. Begin \$11.00
 - ii. 1 year of service: \$11.65
 - iii. 2+ years \$12.40+

Classified Hourly 10 Month (Cont)

Bus Driver w/ CDL

- a. 184 days (August 10, 2020 - May 28, 2021) 3 days in summer for safety training
- b. do not report on calendar eLearning days
- c. Assigned route \$0.10 per mile
- d. Route (\$85.15/day)
- e. Route over 85 miles @ \$5.00/day

Bus Driver w/o CDL

- a. 184 days (August 10, 2020 - May 28, 2021) 3 days in summer for safety training
- b. do not report on calendar eLearning days
- 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 10, 2020 - May 28, 2021)
- b. reports on calendar eLearning days
- c. (6 hours) 8:15 -2:15 (unpaid lunch)
- d. Hourly Range
 - i. Begin \$12.00
 - ii. 1 year of service: \$12.65+

Food Service Cook/Prep

- a. 183 days (August 10, 2020 - May 28, 2021)
- b. reports on calendar eLearning days
- c. (5.5 hours) 7:15 -12:45 (unpaid lunch) or 8:30 - 1:30 (unpaid lunch)
- d. Hourly Range
 - i. Begin \$11.50
 - ii. 1 year of service: \$12.15+

Food Service Dish/Clean Up

- a. 183 days (August 10, 2020 - May 28, 2021)
- b. reports on calendar eLearning days
- c. (3.5 - 4 hours) 9:45-1:45 or 10:00 - 1:30 (no lunch needed)
- d. Hourly Range
 - i. Begin \$11.50
 - ii. 1 year of service: \$12.15+

Classified Hourly 10 Month (cont)

Food Service Register

- a. 183 days (August 10, 2020 - May 28, 2021)
- b. reports on calendar eLearning days
- c. (2 hours)11:00 - 1:00 (no lunch needed)
- d. Hourly Range
 - i. Begin \$11.50
 - iii. 1 year of service: \$12.15+

Substitute Food Service

- a. Hourly Range
 - i. Begin \$11.50
 - ii. 1 year of service: \$12.15+