



2017-2018
Support Staff
Wage & Benefit Guide

Ripon Area School District
P.O. Box 991
Ripon, WI 54971 920-748-4600

www.ripon.k12.wi.us

Approved by the Ripon Board of Education 6/19/17
Revisions Board Approved 7-17-17

2017-18
RIPON AREA SCHOOL DISTRICT

HOURLY WAGE GUIDE -- DISTRICT AIDES
Effective August 1, 2017

Classification	Para- Professional Aide	Special Assignment	Technology Aide
First year employment	12.73	13.14	13.75
Second year employment	13.47	13.87	14.54
Third year employment	14.24	14.64	15.38
Fourth year and above	15.13	15.60	16.33

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RIPON AREA SCHOOL DISTRICT

HOURLY WAGE GUIDE – CUSTODIAL/MAINTENANCE PERSONNEL
Effective July 1, 2017

Classification	Custodians	Maintenance Personnel
First year employment	17.83	20.16
Second year employment	18.63	21.08
Third year employment	19.50	22.03
Fourth year and above	20.54	23.20

ADDITIONAL DUTIES

Head Custodian - High school - \$1,000.00 per year
MPES - \$ 500.00 per year
BPES - \$ 500.00 per year

Building checks - Paid time and one half for hours in excess of 40 hours per week.

Classification	Temporary Employees
First year employment	10.71
Second year employment	11.00
Third year employment	11.30
Fourth year and above	11.60

2016 SUMMER PART-TIME HELP

\$10.71 per hour

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RIPON AREA SCHOOL DISTRICT

HOURLY WAGE GUIDE -- OFFICE PERSONNEL
Effective July 1, 2017 for 12 month personnel
and August 1, 2017 for partial year personnel

Classification	Clerk-Typist	Administrative Secretary
First year employment	14.03	15.72
Second year employment	14.76	16.45
Third year employment	15.46	17.17
Fourth year and above	16.49	18.10

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RIPON AREA SCHOOL DISTRICT

**HOURLY WAGE GUIDE -- FOOD SERVICE STAFF
Effective August 1, 2017**

COOKS

First year employment	12.62
Second year employment	13.42
Third year employment	14.22
Fourth year and above	15.27

Catering outside of scheduled work hours will be paid at time and one-half of cook's hourly rate.

Attendance incentive paid at end of school year for all food service employees with the following attendance record:

- Zero Days Missed - \$100.00
- One Day Missed - \$ 75.00
- Two Days Missed - \$ 50.00

Jury Duty and Funeral attendance will not impact the perfect attendance incentive.

RIPON AREA SCHOOL DISTRICT

2017-18

Full-time (30 hrs/week) 9 month benefits

Health insurance (United Health Care)	Choice of coverage level Three deductible levels to select plan Employee pays 12% of premium if participates in HRA (Health Risk Assessment) Employee pays 25% of premium if no HRA participation Prescription coverage included Annual vision exam thru UHC Vision at no additional premium Vision exam plus materials offered with additional premium \$500 single plan/\$1000 family plan HRA (Health Reimbursement Arrangement) once registered with myuhc.com
Long-Term Disability	Board of Education pays 100% of premium
Leave	10 sick days per year with carryover up to 100 days 1 personal day per year with carryover up to 2 days
WI Retirement System	Board of Education pays employer matching share Employee pays employee share (currently 6.8%)
Flexible benefit program	Available for participation-MOR Strategies
School events	Athletic pass for high school conference events
Local Retirement Benefit	Accumulated sick leave payout for Health Reimbursement Arrangement

Optional Benefits Available at Individual's Own Expense:

Short-Term Disability	Choice of 9 benefit levels
Life insurance	Self coverage up to 5 times annual salary Spouse/dependent coverage
TSA	Multiple vendors available

RIPON AREA SCHOOL DISTRICT
2017-18

Part-time(20 hrs/week) 9 month benefits

Long-Term Disability	Board of Education pays 100% of premium
Leave	10 sick days per year with carryover up to 100 days 1 personal day per year with carryover up to 2 days
WI Retirement System	Enrollment at 880 hours Board of Education pays employer matching share Employee pays employee share (currently 6.8%)
Flexible benefit program	Available for participation-MOR Strategies
School events	Athletic pass for high school conference events
Local Retirement Benefit	Accumulated sick leave payout for Health Reimbursement Arrangement

Optional Benefits Available at Individual's Own Expense:

Short-Term Disability	Choice of 9 benefit levels
Life insurance	Enrollment dependent upon WRS enrollment Self coverage up to 5 times annual salary Spouse/dependent coverage
TSA	Multiple vendors available

RIPON AREA SCHOOL DISTRICT

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Full-time 12-month Administrative Secretary benefits

Health insurance (United Health Care)	Choice of coverage level Three deductible levels to select plan Employee pays 12% of premium if participates in HRA (Health Risk Assessment) Employee pays 25% of premium if no HRA participation Prescription coverage included Annual vision exam thru UHC Vision at no additional premium Vision exam plus materials offered with additional premium \$500 single plan/\$1000 family plan HRA (Health Reimbursement Arrangement) once registered with myuhc.com Alternative benefit of \$3000 for waiving family coverage
Dental insurance (Delta)	Choice of single or family coverage Employee pays 12% of premium No orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium
Leave	10 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 15 vacation days after one year of service
WI Retirement System	Board of Education pays employer matching share Employee pays employee share (currently 6.8%)
Flexible benefit program	Available for participation-MOR Strategies
School events	Athletic pass for high school conference events
Local Retirement Benefit	Accumulated sick leave payout for Health Reimbursement Arrangement

Optional Benefits Available at Individual's Own Expense:

Short-Term Disability	Choice of 9 benefit levels
Life insurance	Self coverage up to 5 times annual salary Spouse/dependent coverage
TSA	Multiple vendors available

RIPON AREA SCHOOL DISTRICT

2017-18

Full-time 12-month Custodian benefits

Health insurance (United Health Care)	Choice of coverage level Three deductible levels to select plan Employee pays 12% of premium if participates in HRA (Health Risk Assessment) Employee pays 25% of premium if no HRA participation Prescription coverage included Annual vision exam thru UHC Vision at no additional premium Vision exam plus materials offered with additional premium \$500 single plan/\$1000 family plan HRA (Health Reimbursement Arrangement) once registered with myuhc.com Alternative benefit of \$3000 for waiving family coverage
Dental insurance (Delta)	Choice of single or family coverage Employee pays 12% of premium No orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium
Leave	10 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 15 vacation days after one year of service
WI Retirement System	Board of Education pays employer matching share Employee pays employee share (currently 6.8%)
Flexible benefit program	Available for participation-MOR Strategies
School events	Athletic pass for high school conference events
Local Retirement Benefit	Accumulated sick leave payout for Health Reimbursement Arrangement

Optional Benefits Available at Individual's Own Expense:

Short-Term Disability	Choice of 9 benefit levels
Life insurance	Self coverage up to 5 times annual salary Spouse/dependent coverage
TSA	Multiple vendors available

RIPON AREA SCHOOL DISTRICT

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Full-time 9-month Food Service Benefits

Health insurance (United Health Care)	Choice of coverage level Three deductible levels to select plan Employee pays 12% of premium if participates in HRA (Health Risk Assessment) Employee pays 25% of premium if no HRA participation Prescription coverage included Annual vision exam thru UHC Vision at no additional premium Vision exam plus materials offered with additional premium \$500 single plan/\$1000 family plan HRA (Health Reimbursement Arrangement) once registered with myuhc.com
Dental insurance (Delta)	Choice of single or family coverage Employee pays 12% of premium No orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium
Leave	10 sick days per year with carryover up to 100 days 1 personal day per year with carryover up to 2 days
WI Retirement System	Board of Education pays employer matching share Employee pays employee share (currently 6.8%)
Flexible benefit program	Available for participation-MOR Strategies
School events	Athletic pass for high school conference events
Local Retirement Benefit	Accumulated sick leave payout for Health Reimbursement Arrangement

Optional Benefits Available at Individual's Own Expense:

Short-Term Disability	Choice of 9 benefit levels
Life insurance	Self coverage up to 5 times annual salary Spouse/dependent coverage
TSA	Multiple vendors available

RIPON AREA SCHOOL DISTRICT

2017-18

Full-time Manager benefits

Health insurance (United Health Care)	Choice of coverage level Three deductible levels to select plan Employee pays 12% of premium if participates in HRA (Health Risk Assessment) Employee pays 25% of premium if no HRA participation Prescription coverage included Annual vision exam thru UHC Vision at no additional premium Vision exam plus materials offered with additional premium \$500 single plan/\$1000 family plan HRA (Health Reimbursement Arrangement) once registered with myuhc.com Alternative benefit of \$3000 for waiving family coverage
Dental insurance (Delta)	Choice of single or family coverage Employee pays 12% of premium Includes orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium
Leave	10 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 15 vacation days after one year of service
WI Retirement System	Board of Education pays employer matching share Employee pays employee share (currently 6.8%)
Admin Life Insurance (Symetra)	Board of Education pays full premium 1 times salary/\$60,000 benefit guarantee
Flexible benefit program	Available for participation-MOR Strategies
School events	Athletic pass for high school conference events
Local Retirement Benefit	Accumulated sick leave payout for Health Reimbursement Arrangement

Optional Benefits Available at Individual's Own Expense:

Short-Term Disability	Choice of 9 benefit levels
Life insurance	Self coverage up to 5 times annual salary Spouse/dependent coverage
TSA	Multiple vendors available

**APPENDIX I
EXTRACURRICULAR
2017-2018**

	INDEX =	\$40,060	% Index	% Amount
Category A			10%	
HS Head Football				\$ 4,006
HS Head Boys Basketball				\$ 4,006
HS Head Girls Basketball				\$ 4,006
HS Head Wrestling				\$ 4,006
Category B			7.0%	
HS Musical Director				\$ 2,804
HS Head Volleyball				\$ 2,804
HS Head Boys Soccer				\$ 2,804
HS Head Girls Soccer				\$ 2,804
HS Head Baseball				\$ 2,804
HS Head Softball				\$ 2,804
HS Head Co-ed Track				\$ 2,804
HS Head Cross Country				\$ 2,804
MS Athletics Director				\$ 2,804
4PS Coordinator				\$ 2,804
Category C			6.5%	
HS Assistant Football (6)			\$2,604	\$15,624
HS Assistant Boys Basketball (2)			\$2,604	\$ 5,208
HS Assistant Girls Basketball (2)			\$2,604	\$ 5,208
HS Assistant Wrestling				\$ 2,604
Category D			5.0%	
HS 3-Act Play Director				\$ 2,003
HS Head Forensics				\$ 2,003
HS Head Boys Tennis				\$ 2,003
HS Head Girls Tennis				\$ 2,003
HS Head Golf				\$ 2,003
HS Assistant Volleyball (2)			\$ 2,003	\$ 4,006
HS JV Baseball				\$ 2,003
HS JV Softball				\$ 2,003
HS 1-Act Play Festival Director				\$ 2,003
MS Musical Director				\$ 2,003
HS Cheer & Stunt				\$ 2,003

		INDEX = \$40,060	% Index	% Amount
Category E				
			4.0%	
HS Assistant Musical Director				\$ 1,602
HS Assistant Forensics				\$ 1,60
HS Assistant Boys Soccer				\$ 1,602
HS Assistant Girls Soccer				\$ 1,602
HS Assistant Track (3)			\$1,602	\$ 4,806
HS Varsity Assistant Baseball				\$ 1,602
HS Varsity Assistant Softball				\$ 1,602
HS Ticket Director				\$ 1,602
HS Assistant Cross Country				\$ 1,602
Category F				
			3.5%	
HS Assistant Musical Directors				
Choral				\$ 1,402
Orchestra				\$ 1,402
Choreography				\$ 1,402
HS Assistant 3-Act Play Director				\$ 1,402
HS Drama Production Costumes (2)			\$1,402	\$ 2,804
HS Pep Band Director				\$ 1,402
HS Yearbook				\$ 1,402
HS Assistant Girls Tennis				\$ 1,402
HS Assistant Boys Tennis				\$ 1,402
MS Yearbook				\$ 1,402
MS Volleyball (4)			\$1,402	\$ 5,608
MS Boys Basketball (4)			\$1,402	\$ 5,608
MS Girls Basketball (4)			\$1,402	\$ 5,608
MS Wrestling (2)			\$1,402	\$ 2,804
MS Track (4)			\$1,402	\$ 5,608
MS Cross Country (2)			\$1,402	\$ 2,804
HS Football Cheer			\$1,402	\$ 2,804
Category G				
			2.5%	
HS Show Choir/Vocal Jazz Director				\$ 1,002
HS Jazz Ensemble Director				\$ 1,002
HS Fall Cheerleading				\$ 1,002
HS Winter Dance Team				\$ 1,002
HS High Mileage Vehicle Advisors (2)			\$ 1,002	\$ 2,004
HS Student Council Advisor				\$ 1,002
HS Math Team				\$ 1,002
HS Future Business Ldrs. Of Amer. Adv				\$ 1,002
HS German Club Advisor				\$ 1,002
MS Assistant Musical Director (4)			\$ 1,002	\$ 4,008
MS Drama Production Costumes (2)			\$ 1,002	\$ 2,004
MS Forensics				\$ 1,002
MS Student Council Advisor				\$ 1,002

	INDEX=	\$40,060	% Index	% Amount
Category H			2.0%	
HS Activo				\$ 801
HS Link Crew (3)			\$ 801	\$ 2,403
MS Assistant Forensics (3)			\$ 801	\$ 2,403
MS Spirit Team				\$ 801
MS WEB Advisors (2)			\$ 801	\$ 1,602
MPES/QES Student Council (2)			\$ 801	\$ 1,602
HS Assistant Cheer & Stunt			\$ 801	\$ 801
HS Assistant Football Cheer			\$ 801	\$ 801
Category I			1.0%	
HS Academic Bowl				\$ 401
HS National Honor Society				\$ 401
HS Chess Club				\$ 401
MS Academic Bowl				\$ 401
Category J				
Winter Pool Director				\$ 2,500
Summer Pool Director				\$ 1,500
Auditorium Manager				\$ 5,885.54
4PS Coordinator				\$ 2,154
LVEC Program Coordinator				\$ 4,609
Web Master				\$ 2,000
International Program Coordinator				\$ 3,000
Title One Coordinator				\$ 2,000
Summer School Catalog Coordinator				\$ 750