



**2025-2026**

**Support Staff**

**Wage & Benefit Guide**

**Ripon Area School District**

**P.O. Box 991**

**Ripon, WI 54971 920-748-4600**

**[www.ripon.k12.wi.us](http://www.ripon.k12.wi.us)**

***Updates School Board Approved 6-16-25***

## 2025-2026 HOURLY WAGE GUIDE – SUPPORT PERSONNEL

STUDENT SUPPORT STAFF ( <i>step system</i> )	16.54	17.44	18.36	19.43
SPECIAL ASSIGNMENT (1:1) SPECIAL ED. SUPPORT STAFF	17.03	17.90	18.83	19.99
TECHNOLOGY SUPPORT STAFF	17.77	18.73	19.73	20.87
ADMINISTRATIVE ASSISTANT	20.15	21.01	21.89	23.00
CUSTODIAL - ENTRY LEVEL - CLASS 1	18.91	19.47	20.06	20.66
CUSTODIAL - EXPERIENCED - CLASS 2	19.47	20.06	20.66	21.28
UTILITY & GROUNDS - CLASS 3	19.78	20.35	20.95	21.59
CUSTODIAL - ELEMENTARY LEAD - CLASS 3-H	19.78	20.35	20.95	21.59
CUSTODIAL - MIDDLE/HIGH SCHOOL LEAD - CLASS 4-H	20.66	21.27	21.90	22.55
MAINTENANCE - SEMI-SKILLED - CLASS 1	23.63	24.35	25.07	25.82
MAINTENANCE - SKILLED - CLASS 2	25.07	25.82	26.60	27.41
DISTRICT SPECIALIST	22.36	23.59	24.84	26.08
STUDENT SUPPORT STAFF ( <i>yearly system</i> )	-	-	17.69	18.79
TEMPORARY CUSTODIAL & GROUNDS	13.89	14.31	14.72	15.18
PART-TIME SUMMER CUSTODIAL & GROUNDS	13.79	14.89	14.89	14.89
MORNING CARE - SUPERVISOR	16.54	-	-	-
MORNING CARE - SUPPORT STAFF	11.03	-	-	-
EVENING PROGRAMMING STAFF	11.03	15.44	16.54	16.87
LICENSED TEACHER: HOMEWORK HELP	35.00	-	-	-
Notes: Staff hired for twelve-month positions receive updated wages effective July 1. Staff hired for nine-month positions receive updated wages effective August 1. Custodial staff are paid time and one half for hours in excess of 40 hours per week for building checks.				

## **Full-Time (30 hrs/week) 9 Month Benefits**

<b>Health insurance</b>	Choice of coverage level Two deductible/out of pocket level plans to select from: Base Plan or Buy-Down Plan Participation in HRA (Health Risk Assessment) Monthly Surcharge per individual for not participating in Health Risk Assessment Prescription coverage included Monthly Spousal Surcharge Alternative benefit of \$3000 annually for waiving family coverage
<b>Dental insurance</b>	Choice of single or family coverage No orthodontic coverage
<b>Long-Term Disability</b>	Board of Education pays 100% of premium EAP and Identity Theft programs
<b>Leaves</b>	10 sick days per year with carryover up to 100 days 1 personal day per year with carryover up to 2 days
<b>WI Retirement System</b>	Board of Education pays employer matching share Employee pays employee share
<b>Flexible benefit program</b>	Available for participation-MOR Strategies
<b>School events</b>	Athletic pass for high school conference events
<b>Local Retirement Benefit</b>	Accumulated sick leave payout for Health Reimbursement Arrangement

### **Optional Benefits Available at Individual's Own Expense:**

<b>Short-Term Disability</b>	Choice of 9 benefit levels
<b>Life insurance</b>	Self coverage up to 5 times annual salary Spouse/dependent coverage
<b>Vision insurance</b>	Choice of four levels available
<b>TSA/403(b)</b>	Multiple vendors available

## **Full-time 12-Month Administrative Assistant Benefits**

<b>Health insurance</b>	Choice of coverage level Two deductible/out of pocket level plans to select from: Base Plan or Buy-Down Plan Participation in HRA (Health Risk Assessment) Monthly Surcharge per individual for not participating in Health Risk Assessment Prescription coverage included Monthly Spousal Surcharge Alternative benefit of \$3000 annually for waiving family coverage
<b>Dental insurance</b>	Choice of single or family coverage No orthodontic coverage
<b>Long-Term Disability</b>	Board of Education pays 100% of premium EAP and Identity Theft programs
<b>Leave</b>	12 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 2 years of service, 1 additional vacation day per year until 20 days
<b>WI Retirement System</b>	Board of Education pays employer matching share Employee pays employee share
<b>Flexible benefit program</b>	Available for participation-MOR Strategies
<b>School events</b>	Athletic pass for high school conference events
<b>Local Retirement Benefit</b>	Accumulated sick leave payout for Health Reimbursement Arrangement

### **Optional Benefits Available at Individual's Own Expense:**

<b>Short-Term Disability</b>	Choice of 9 benefit levels
<b>Life insurance</b>	Self coverage up to 5 times annual salary Spouse/dependent coverage
<b>Vision insurance</b>	Choice of four levels available
<b>TSA/403(b)</b>	Multiple vendors available

## **Full-Time 12-month Custodian/Maintenance Benefits**

<b>Health insurance</b>	Choice of coverage level Two deductible/out of pocket level plans to select from: Base Plan or Buy-Down Plan Participation in HRA (Health Risk Assessment) Monthly Surcharge per individual for not participating in Health Risk Assessment Prescription coverage included Monthly Spousal Surcharge Alternative benefit of \$3000 annually for waiving family coverage
<b>Dental insurance</b>	Choice of single or family coverage No orthodontic coverage
<b>Long-Term Disability</b>	Board of Education pays 100% of premium EAP and Identity Theft programs
<b>Leave</b>	12 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 2 years of service, 1 additional vacation day per year until 20 days
<b>WI Retirement System</b>	Board of Education pays employer matching share Employee pays employee share
<b>Flexible benefit program</b>	Available for participation-MOR Strategies
<b>School events</b>	Athletic pass for high school conference events
<b>Local Retirement Benefit</b>	Accumulated sick leave payout for Health Reimbursement Arrangement

### **Optional Benefits Available at Individual's Own Expense:**

<b>Short-Term Disability</b>	Choice of 9 benefit levels
<b>Life insurance</b>	Self coverage up to 5 times annual salary Spouse/dependent coverage
<b>Vision insurance</b>	Choice of four levels available
<b>TSA/403(b)</b>	Multiple vendors available

## **Full-Time Manager Benefits**

<b>Health insurance</b>	Choice of coverage level Two deductible/out of pocket level plans to select from: Base Plan or Buy-Down Plan Participation in HRA (Health Risk Assessment) Monthly Surcharge per individual for not participating in Health Risk Assessment Prescription coverage included Monthly Spousal Surcharge Alternative benefit of \$3000 annually for waiving family coverage
<b>Dental insurance</b>	Choice of single or family coverage Includes orthodontic coverage
<b>Long-Term Disability</b>	Board of Education pays 100% of premium EAP and Identity Theft programs
<b>Leave</b>	12 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 20 vacation days
<b>WI Retirement System</b>	Board of Education pays employer matching share Employee pays employee share
<b>Admin Life Insurance</b> (Symetra)	Board of Education pays full premium 1 times salary/\$60,000 benefit guarantee with max of \$100,000
<b>Flexible benefit program</b>	Available for participation-MOR Strategies
<b>School events</b>	Athletic pass for high school conference events
<b>Local Retirement Benefit</b>	Accumulated sick leave payout for Health Reimbursement Arrangement

### **Optional Benefits Available at Individual's Own Expense:**

<b>Short-Term Disability</b>	Choice of 9 benefit levels
<b>Life insurance</b>	Self coverage up to 5 times annual salary Spouse/dependent coverage
<b>Vision insurance</b>	Choice of four levels available
<b>TSA/403(b)</b>	Multiple vendors available

## **Part-Time(20 hrs/week) 9 Month Benefits**

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

### **Optional Benefits Available at Individual's Own Expense:**

<b>Short-Term Disability</b>	Choice of 9 benefit levels
<b>Life insurance</b>	Enrollment dependent upon WRS enrollment Self coverage up to 5 times annual salary Spouse/dependent coverage
<b>TSA/403(b)</b>	Multiple vendors available

# APPENDIX I

## EXTRACURRICULAR STIPENDS

Index = \$42,512

<b>Category A</b>	<b>10% Rate</b>
HS Head Football	\$ 4,251
HS Head Boys Basketball	\$ 4,251
HS Head Girls Basketball	\$ 4,251
HS Head Wrestling	\$ 4,251
<b>Category B</b>	<b>8% Rate</b>
HS Musical Director	\$ 3,401
HS Head Volleyball	\$ 3,401
HS Head Boys Soccer	\$ 3,401
HS Head Girls Soccer	\$ 3,401
HS Head Baseball	\$ 3,401
HS Head Softball	\$ 3,401
HS Head Co-ed Track	\$ 3,401
HS Head Cross Country	\$ 3,401
MS Athletics Director	\$ 3,401
<b>Category C</b>	<b>6.5% Rate</b>
HS Assistant Football (6)	\$ 2,763
HS Assistant Boys Basketball (2)	\$ 2,763
HS Assistant Girls Basketball (2)	\$ 2,763
HS Assistant Boys Wrestling	\$ 2,763
HS Assistant Girls Wrestling	\$ 2,763
<b>Category D</b>	<b>5% Rate</b>
HS Esports Advisor	\$ 2,126
HS 3-Act Play Director	\$ 2,126
HS Head Forensics	\$ 2,126
HS Head Boys Tennis	\$ 2,126
HS Head Girls Tennis	\$ 2,126
HS Head Golf	\$ 2,126
HS Assistant Volleyball (2)	\$ 2,126
HS JV Baseball	\$ 2,126
HS JV Softball	\$ 2,126
HS 1-Act Play Festival Director	\$ 2,126
MS Musical Director	\$ 2,126
Head Competition Cheer	\$ 2,126



<b>Category E</b>	<b>4.5% Rate</b>
HS Assistant Musical Director	\$ 1,913
HS Assistant Forensics	\$ 1,913
HS Assistant Boys Soccer	\$ 1,913
HS Assistant Girls Soccer	\$ 1,913
HS Assistant Track (3)	\$ 1,913
HS Varsity Assistant Baseball	\$ 1,913
HS Varsity Assistant Softball	\$ 1,913
HS Ticket Director	\$ 1,913
HS Assistant Cross Country	\$ 1,913
<b>Category F</b>	<b>3.5% Rate</b>
HS Assistant Musical Directors - Choral	\$ 1,488
HS Assistant Musical Directors - Orchestra	\$ 1,488
HS Assistant Musical Directors - Choreography	\$ 1,488
HS Assistant 3-Act Play Director	\$ 1,488
HS Drama Production Costumes (2)	\$ 1,488
HS Pep Band Director	\$ 1,488
HS Yearbook	\$ 1,488
HS Assistant Girls Tennis	\$ 1,488
HS Assistant Boys Tennis	\$ 1,488
MS Yearbook	\$ 1,488
MS Volleyball (4)	\$ 1,488
MS Boys Basketball (4)	\$ 1,488
MS Girls Basketball (4)	\$ 1,488
MS Wrestling (2)	\$ 1,488
MS Track (4)	\$ 1,488
MS Cross Country (2)	\$ 1,488
HS Head Football Cheer	\$ 1,488
HS School Store Manager	\$ 1,488
<b>Category G</b>	<b>2.5% Rate</b>
HS Show Choir/Vocal Jazz Director	\$ 1,063
HS Jazz Ensemble Director	\$ 1,063
HS High Mileage Vehicle Advisors (2)	\$ 1,063
HS Student Council Advisor	\$ 1,063
HS Math Team	\$ 1,063
HS Future Business Ldrs. Of Amer. Advisor	\$ 1,063
HS German Club Advisor	\$ 1,063
MS Assistant Musical Director (4)	\$ 1,063
MS Drama Production Costumes (2)	\$ 1,063

MS Forensics	\$	1,063
MS Student Council Advisor	\$	1,063
Reading Corps Supervisor (2)	\$	1,063
<b>Category H</b>	<b>2% Rate</b>	
HS Activo	\$	850
HS Key Club	\$	850
HS Link Crew (3)	\$	850
MS Assistant Forensics (3)	\$	850
MS Spirit Team	\$	850
MS WEB Advisors (2)	\$	850
MPES/QES Student Council (2)	\$	850
HS Assistant Competition Cheer	\$	850
HS Assistant Football Cheer	\$	850
HS Assistant Golf	\$	850
<b>Category I</b>	<b>1% Rate</b>	
HS Academic Bowl	\$	425
HS National Honor Society	\$	425
MS Academic Bowl	\$	425
Winter Pool Director	\$	2,500

<b>RATES FOR PROFESSIONAL WORK BEYOND THE REGULAR CONTRACT</b>				
		<b>% Rate</b>	<b>Type</b>	<b>2017-18</b>
Auditorium Manager		14.69%	Annual	\$ 5,885
International Program Coordinator		7.49%	Hourly	\$ 4,500 cap
Summer School Catalog Coordinator		1.87%	Annual	\$ 750
French Adventure Coordinator		3.75%	Annual	\$ 1,500