



2023-2024

Support Staff

Wage & Benefit Guide

Ripon Area School District

P.O. Box 991

Ripon, WI 54971 920-748-4600

www.ripon.k12.wi.us

Updates School Board Approved 8-10-23

STUDENT SUPPORT STAFF

	Year 1	Year 2	Year 3	Year 4+
	*	16.08	17.00	18.06
Classification	Wages			
Step 1	15.90	*	*	*
Step 2	16.76	16.76	*	*
Step 3	17.65	17.65	17.65	*
Step 4	18.68	18.68	18.68	18.68

Wages are effective August 1

ADMINISTRATIVE ASSISTANTS

Classification	Wages
Step 1	19.36
Step 2	20.20
Step 3	21.04
Step 4	22.11

Wages are effective July 1

TECHNOLOGY SUPPORT STAFF

	Year 1	Year 2	Year 3	Year 4+
	*	17.36	18.35	19.48
Classification	Wages			
Step 1	17.08	*	*	*
Step 2	18.00	18.00	*	*
Step 3	18.96	18.96	18.96	*
Step 4	20.06	20.06	20.06	20.06

Wages are effective August 1

SPECIAL ASSIGNMENT (1:1) SPECIAL ED. SUPPORT STAFF

Classification	Wages
Step 1	16.37
Step 2	17.21
Step 3	18.10
Step 4	19.22

Wages are effective August 1

SPECIALISTS

Classification	Wages
Year 1	21.49
Year 2	22.68
Year 3	23.87
Year 4+	25.07

Wages are effective July 1

CUSTODIAL PERSONNEL

Classification	Hired before 5/20/2019	Entry-Level Classification 1	Experienced Classification 2	Utility/Grounds Classification 3	Elementary Lead Classification 3-H	Middle/High School Lead Classification 4-H
Step 1	21.28	18.18	18.72	18.72	19.01	19.85
Step 2	22.24	18.72	19.28	19.28	19.56	20.44
Step 3	23.28	19.28	19.85	19.85	20.14	21.05
Step 4	24.52	19.85	20.45	20.45	20.75	21.68

Wages are effective July 1

ADDITIONAL CUSTODIAL DUTIES:

Elementary School Lead: \$500.00 per year

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

MAINTENANCE PERSONNEL

Classification	Semi-Skilled Classification 1	Skilled Classification 2
Step 1	22.72	24.10
Step 2	23.40	24.81
Step 3	24.10	25.57
Step 4	24.81	26.34

Wages are effective July 1

TEMPORARY PERSONNEL

Classification	Wages
Year 1	13.35
Year 2	13.75
Year 3	14.15
Year 4+	14.59

SUMMER PART-TIME PERSONNEL

Classification	Wages
Year 1	13.25
Year 2+	14.31

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

Health insurance	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
Dental insurance	Choice of single or family coverage No orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium EAP and Identity Theft programs
Leaves	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
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
	<u>Optional Benefits Available at Individual's Own Expense:</u>
Short-Term Disability	Choice of 9 benefit levels
Life insurance	Self coverage up to 5 times annual salary Spouse/dependent coverage
Vision insurance	Choice of four levels available
TSA/403(b)	Multiple vendors available

Full-time 12-Month Administrative Assistant Benefits

Health insurance	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
Dental insurance	Choice of single or family coverage No orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium EAP and Identity Theft programs
Leave	10 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 10 vacation days 15 vacation days after one year of service
WI Retirement System	Board of Education pays employer matching share Employee pays employee share
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
Vision insurance	Choice of four levels available
TSA/403(b)	Multiple vendors available

Full-Time 12-month Custodian/Maintenance Benefits

Health insurance	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
Dental insurance	Choice of single or family coverage No orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium EAP and Identity Theft programs
Leave	10 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 10 vacation days; 15 vacation days after one year of service
WI Retirement System	Board of Education pays employer matching share Employee pays employee share
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
Vision insurance	Choice of four levels available
TSA/403(b)	Multiple vendors available

Full-Time Manager Benefits

Health insurance	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
Dental insurance	Choice of single or family coverage Includes orthodontic coverage
Long-Term Disability	Board of Education pays 100% of premium EAP and Identity Theft programs
Leave	10 sick days per year with carryover up to 100 days 2 personal days per year with carryover up to 3 days 20 vacation days
WI Retirement System	Board of Education pays employer matching share Employee pays employee share
Admin Life Insurance (Symetra)	Board of Education pays full premium 1 times salary/\$60,000 benefit guarantee with max of \$100,000
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
Vision insurance TSA/403(b)	Choice of four levels available Multiple vendors available

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

Long-Term Disability	Board of Education pays 100% of premium EAP and Theft Identity plans
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
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/403(b)	Multiple vendors available

APPENDIX I

EXTRACURRICULAR STIPENDS

Index = \$42,512

Category A	10% Rate
HS Head Football	\$ 4,251
HS Head Boys Basketball	\$ 4,251
HS Head Girls Basketball	\$ 4,251
HS Head Wrestling	\$ 4,251
Category B	8% Rate
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
Category C	6.5% Rate
HS Assistant Football (6)	\$ 2,763
HS Assistant Boys Basketball (2)	\$ 2,763
HS Assistant Girls Basketball (2)	\$ 2,763
HS Assistant Wrestling	\$ 2,763
Category D	5% Rate
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
Category E	4.5% Rate

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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
Category F		3.5% Rate
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
Category G		2.5% Rate
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
Category H		
		2% Rate
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
Category I		
		1% Rate
HS Academic Bowl	\$	425
HS National Honor Society	\$	425
MS Academic Bowl	\$	425
Winter Pool Director	\$	2,500

RATES FOR PROFESSIONAL WORK BEYOND THE REGULAR CONTRACT			
	% Rate	Type	2017-18
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
District Web Master	4.99%	Annual	\$ 2,000