

**CENTER GROVE COMMUNITY  
SCHOOL CORPORATION  
EMPLOYEE GROUPS**

**2021-2022 SCHOOL YEAR**

**LEVEL A: Administrators**

**LEVEL B: District Directors, Supervisors and Coordinators**

**LEVEL C:**

- Classroom & Other Building Assistants
- Custodial Employees
- Food Service Employees
- Health Service Employees
- Maintenance and Grounds Employees
- Safety and Security Employees
- Secretarial and Office Employees
- Special Services Employees
- Student Service Coordinators
- Technology Employees
- Transportation Employees

**LEVEL D: Other Employees**

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF BENEFITS**

**2021-22 SCHOOL YEAR  
LEVEL A**

**Administrators**

**I. Insurance Benefits**

Eligibility

- To be eligible for these insurance plans, Administrators must be in a permanent position (i.e., substitutes and temporary Administrators are not eligible).

Employer Contributions

Program	Coverage	CGCSC Contribution	Employee Contribution
<b>*Medical – PPO</b>	Employee Only	\$8,256	\$3,408
	Family	\$20,232	\$8,280
<b>*Medical – HDHP &amp; Health Savings Account or Flexible Spending Account if employee is not eligible for a HSA</b>	Employee Only HSA/FSA Contribution	\$5,688 \$1,450	\$2,328
	Employee +1 HSA/FSA Contribution	\$13,896 \$2,700	\$5,760
	Family HSA/FSA Contribution	\$15,912 \$2,500	\$6,624
<b>Medical – CDHP &amp; Health Savings Account or Flexible Spending Account if employee is not eligible for a HSA</b>	Employee Only HSA /FSA Contribution	\$5,592 \$700	\$1,344
	Employee +1 HSA/FSA Contribution	\$13,848 \$1,000	\$3,384
	Family HSA/FSA Contribution	\$15,888 \$1,200	\$3,888,456
<b>Dental</b>	Employee Only	\$292.56	\$226.56
	Employee +1	\$429.12	\$528.48
	Family	\$822.72	\$929.76
<b>Vision</b>	Employee Only	\$70.08	\$18.00
	Employee +1	\$177.48	\$36.00
	Family	\$185.64	\$60.00
<b>Life &amp; AD&amp;D</b>	\$195,000	\$242.36	\$1.00
<b>Long Term Disability</b>		All Except \$1.00	\$1.00

*\*The Traditional PPO Medical –Hospital Insurance is only available to eligible employees hired prior to 1/1/2020.*

**\*PPO plan closed to all transfers after 1/1/2022.**

**\*Beginning on January 1, 2019, new employees on the High Deductible Health Plan for Employee+1 will receive a \$2000 HSA contribution from CGCSC.**

*The specifics of each program are described in separate benefit plan booklets available through the Human Resources Department.*

## II. Leave Days

### Eligibility

- To be eligible for leave days, Administrators must be employed in a permanent position (i.e., substitutes and temporary Administrators are excluded from leave days).

### Sick Leave

- Administrators may immediately transfer all accumulated sick days from their previous employer (if that previous employer was a school corporation), up to the maximum number of days in the Administrator's contract and addendum.
- When the administrator accumulates the maximum number of sick days in their contract and addendum, at the beginning of the next school the administrator shall be credited the allocated number of sick days as defined below. However, at the end of that school year, the sick days shall not carry over. Therefore, the maximum amount of accumulated sick days will remain at the maximum number of days in the Administrator's contract and addendum.
- Administrators working less than a 220-day schedule will be granted eight sick days per work year and may accumulate equal to the number of days in the Administrator's contract and addendum.
- Administrators working a 220-day schedule or more will be granted twelve sick days per work year and may accumulate equal to the number of days in the Administrator's contract and addendum.

### Personal Leave

- Employees working a 260-day schedule shall receive a maximum of five personal days per year. Five unused personal days may be continued to the next contract year, but shall not exceed a total of ten days. Days in excess of ten shall accumulate as sick leave days, subject to the allowed maximum.
- Employees working a 195-259-day schedule shall receive a maximum of four personal days per year. Four unused personal days may be continued to the next contract year, but shall not exceed a total of eight days. Days in excess of eight shall accumulate as sick leave days, subject to the allowed maximum.
- Employees working less than a 195-day schedule shall receive a maximum of three personal days per year. Three unused personal days may be continued to the next contract year, but shall not exceed a total of six days. Days in excess of six shall accumulate as sick leave days, subject to the allowed maximum.

### Vacation Leave

- Any administrator contracted for 260 days shall have 21 paid vacation days each year.
- Administrators may, but are not required, to carry 5 days over to the next school year for a maximum of 26 vacation days per year.

### Holiday Pay (12 Days per Year)

- Administrators working a 250-day or more schedule shall receive the following holiday pay:
  - Independence Day; Monday, July 5, 2021
  - Labor Day, Monday; September 6, 2021
  - Thanksgiving Break; Thursday & Friday, November 25 & 26, 2021
  - Holiday Break; Friday December 23 & 24, 2021
  - New Year's Break; Thursday & Friday, December 31, 2021
  - Martin Luther King Day; Monday, January 17, 2022
  - Spring Break; Thursday & Friday, March 24 & 25, 2022

- Memorial Day; Monday, May 30, 2022
- Administrators working a 250-day or more schedule shall receive all dates listed above plus an additional floating day to equal twelve paid holidays per year.
- Administrators working less than a 250-day schedule are not eligible for holiday pay

#### Bereavement Leave

- Bereavement leave shall be given to the teacher for death in the immediate family, including grandmother, grandfather, grandchild, father, mother, wife, husband, sister, brother, son, daughter, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law or daughter-in-law. Bereavement leave shall be for a period extending not more than five (5) working days beyond such death, to be used within a fourteen (14) day period. The Superintendent may address extenuating circumstances not specifically covered in the language to allow leave to extend beyond the fourteen (14) day limit.
- Bereavement leave shall be given to the teacher for the death of an aunt, uncle, niece, nephew and cousin for a period extending not more than three (3) working days beyond such death. One (1) additional working day may be granted if approved by the Superintendent. In cases of denial, the Superintendent must show reasonable justification.

#### Funeral Leave

- Administrators will be granted one funeral leave day to attend the funeral of friends and other relatives not noted in Bereavement Leave and subject to approval.

### **III. Bonus Pay**

#### Sick Leave Pay

- As an incentive for perfect attendance, Administrators who do not use a sick day during the work year will be paid the following at the end of the work year:
  - 0 sick days used = 100% of 1 day of pay
  - 1 sick day used = 90% of 1 day of pay
  - 2 sick days used = 80% of 1 day of pay
- Administrators must work through the end of their contract to be eligible.
- Administrators hired after the beginning of the current year (July 1<sup>st</sup>) must work at least 120 days to be eligible.

### **IV. Retirement Benefits**

#### TRF/PERF

- Administrators in this group are eligible for TRF/PERF benefits. The Corporation will contribute the employer's share toward a Defined Pension plan as well as the 3% toward an Annuity Savings Account.

#### Health/Dental/Vision/Cancer Insurance

- Administrators will be allowed to continue with the CGCSC health/dental/vision/cancer insurance policy with the full cost of the policy being paid by the Administrator. To be eligible for this benefit, the Administrator must have at least five years of experience with CGCSC and must be able to participate in Medicare within ten years of retirement. This benefit terminates when the retiree is eligible for Medicare.

#### Life Insurance

- Administrators will be allowed to continue with the CGCSC life insurance policy with the full cost of the policy being paid by the Administrator. The plan booklet specifies restrictions on the amount of insurance. This benefit terminates at age 70.

#### 403(b) Retirement Plan

- All Administrators are eligible to participate in the 403(b) Retirement Plan.
- The Board of School Trustees will match up to 2% of each Administrator's gross salary.
- Administrators may contribute a percentage of their compensation or a set deduction (subject to an annual minimum deferral amount of \$200.00) up to the IRS limitation each year. Administrators are always 100% vested in their contributions.

401(a) Retirement Plan

- The Board will provide a 401(a) account for each administrator for post-retirement use. Beginning July 1, 2013, the Board will deposit an amount each year equal to 2% of their basic salary. Beginning July 1, 2014, this amount will increase to 4% of their basic salary.
- The administrator shall be vested after completion of the first contract year for which a deposit is made.

**V. Compensation**

Hours/Days Worked

- All Administrators are expected to work a 40-hour week. The number of days in each Administrator's contract is stated in Level A Compensation.
- Administrators will have an annual work schedule prepared by the Human Resources Department. As a general rule, if an administrator works on an unassigned day, he/she will not receive compensation for that day. In special circumstances (such as a job-related emergency, workshop, or deadline to meet), the administrator may request trade time, in half or full-day increments, for time worked. The request must be made, in writing, to the Assistant Superintendent of HR within the pay period. If approved, the payroll department will enter the approved trade day for the administrator. The administrator can then use the trade day, by selecting it through Employee Access, within the same contract year. Trade days earned after June 1, shall be carried over into the following contract year.

Payroll Calendar

- Administrators hired after January 1, 2008 will be paid on a July 1 to June 30 contract.
- Administrators hired before January 1, 2008 will be paid on a January 1 to December 31 contract.

Coaches Salary (Outside of the Bargaining Unit)

- In addition to the amount specified below, these positions are paid for experience and education based on the teacher salary schedule.

Varsity Boys' & Girls' Basketball Coach	\$17,6110
Varsity Football Coach	\$17,611

- The coaching positions above receive all administrative benefits described in this Statement of Benefits.

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF BENEFITS**

**2021-22 SCHOOL YEAR  
LEVEL B**

**District Directors, Supervisors and Coordinators**

**I. Insurance Benefits**

Eligibility

- To be eligible for these insurance plans, employees must be in a permanent position (i.e., substitutes and temporary employees are not eligible).

Employer Contributions

Program	Coverage	CGCSC Contribution	Employee Contribution
<b>*Medical – PPO</b>	Employee Only	\$8,256	\$3,408
	Family	\$20,232	\$8,280
<b>*Medical – HDHP &amp; Health Savings Account or Flexible Spending Account if employee is not eligible for a HSA</b>	Employee Only HSA/FSA Contribution	\$5,688 \$1,450	\$2,328
	Employee +1 HSA/FSA Contribution	\$13,896 \$2,700	\$5,760
	Family HSA/FSA Contribution	\$15,912 \$2,500	\$6,624
<b>Medical – CDHP &amp; Health Savings Account or Flexible Spending Account if employee is not eligible for a HSA</b>	Employee Only HSA/FSA Contribution	\$5,592 \$700	\$1,344
	Employee +1 HSA/FSA Contribution	\$13,848 \$1,000	\$3,384
	Family HSA/FSA Contribution	\$15,888 \$1,200	\$3,888
<b>Dental</b>	Employee Only	\$292.56	\$226.56
	Employee +1	\$429.12	\$528.48
	Family	\$822.72	\$929.76
<b>Vision</b>	Employee Only	\$70.08	\$18.00
	Employee +1	\$177.48	\$36.00
	Family	\$185.64	\$60.00
<b>Life &amp; AD&amp;D</b>	\$195,000	\$242.36	\$1.00
<b>Long Term Disability</b>		All Except \$1.00	\$1.00

*\*The Traditional PPO Medical –Hospital Insurance is only available to eligible employees hired prior to 1/1/2020.*

**\*PPO plan closed to all transfers after 1/1/2022.**

**\*Beginning on January 1, 2019, new employees on the High Deductible Health Plan for Employee+1 will receive a \$2000 HSA contribution from CGCSC.**

The specifics of each program are described in separate benefit plan booklets available through the Human Resources Department.

## **II. Leave Days** (See Support Staff Handbook for a Complete Summary of Leave Days)

### Eligibility

- To be eligible for leave days, employees must be employed in a permanent position (i.e., substitutes and temporary employees are excluded from leave days).

### Sick Leave

- Employees working a 250-day or more schedule will be granted seven sick days per work year.
- Employees working less than a 250-day schedule will be granted five sick days per work year.
- Unused sick days may accumulate up to a maximum of 200 days.

### Sick Leave Transfer

- Administrators may immediately transfer all accumulated sick days from their previous employer (if that previous employer was a school corporation), up to the maximum number of days in the Administrator's contract and addendum.

### Personal Leave

- Employees working a 260-day schedule shall receive a maximum of five personal days per year. Five unused personal days may be continued to the next contract year, but shall not exceed a total of ten days. Days in excess of ten shall accumulate as sick leave days, subject to the allowed maximum.
- Employees working less than a 220-day schedule shall receive a maximum of two personal days per year. Two unused personal days may be continued to the next contract year, but shall not exceed a total of three days. Days in excess of three shall accumulate as sick leave days, subject to the allowed maximum.

### Vacation Leave

- Employees working a 250-day or more schedule will be granted the following vacation leave:
  - 3 weeks for 1st year
  - 3 weeks for 2nd year
  - 4 weeks for 3rd year & beyond
- A maximum of five days can be carried to the next year.
- Employees working less than a 250-day schedule are not eligible for vacation leave.

### Holiday Pay (12 Days Per Year)

- Employees working a 250-day or more schedule shall receive the following holiday pay:
  - Independence Day; Monday, July 5, 2021
  - Labor Day; Monday; September 6, 2021
  - Thanksgiving Break; Thursday & Friday, November 25 & 26, 2021
  - Holiday Break; Thursday & Friday, December 23 & 24, 2021
  - New Year's Break; Friday, December 31, 2021
  - Martin Luther King Day; January 17, 2022
  - Spring Break; Thursday & Friday, March 24 & 25, 2022
  - Memorial Day; Monday, May 30, 2022



- Level B Employees working a 250-day or more schedule shall receive all dates listed above plus an additional floating day to equal twelve paid holidays per year.
- Employees working less than a 250-day schedule are not eligible for holiday pay.

#### Bereavement Leave

- Bereavement leave shall be given to the employee for death in the immediate family, including grandmother, grandfather, grandchild, father, mother, wife, husband, sister, brother, son, daughter, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law or daughter-in-law. Bereavement leave shall be for a period extending not more than five (5) working days beyond such death, to be used within a fourteen (14) day period. The Superintendent may address extenuating circumstances not specifically covered in the language to allow leave to extend beyond the fourteen (14) day limit.
- Bereavement leave shall be given to the employee for the death of an aunt, uncle, niece, nephew and cousin for a period extending not more than three (3) working days beyond such death. One (1) additional working day may be granted if approved by the Superintendent. In cases of denial, the Superintendent must show reasonable justification.

#### Funeral Leave

- Employees will be granted one funeral leave day to attend the funeral of friends and other relatives not noted in Bereavement Leave and subject to approval.

### **III. Bonus Pay**

#### Sick Leave Pay

- As an incentive for perfect attendance, employees who do not use a sick day during the work year will be paid the following at the end of the work year:
  - 0 sick days used = 100% of 1 day of pay
  - 1 sick day used = 90% of 1 day of pay
  - 2 sick days used = 80% of 1 day of pay
- Employees must work through the end of their contract to be eligible.
- Employees hired after the beginning of the current year (July 1<sup>st</sup>) must work at least 120 days to be eligible.

### **IV. Retirement Benefits**

#### INRPS (Indiana Public Retirement System)

- The employees in this group are eligible for retirement benefits. The Corporation will contribute the employer's share toward a Defined Pension plan as well as the 3% toward an Annuity Savings Account.

#### Retirement Severance Package

- Upon retirement, the employee must be at least fifty-five years of age and have at least fifteen years of experience at CGCSC, or sixty years of age and have at least ten years of experience at CGCSC. The severance package includes the following:
  - \$40 for each accumulated sick day for 6.5-8 hour employees (not to exceed 75 days)
  - \$20 for each accumulated sick day for 6 hour or less employees (not to exceed 75 days)
  - \$100 for each year of experience with the CGCSC

#### 403(b) Retirement Plan

- All employees are eligible to participate in the 403(b) Retirement Plan.

- The Board of School Trustees will match up to 2% of each employee's gross salary.
- Employees may contribute a percentage of their compensation or a set deduction (subject to an annual minimum deferral amount of \$200.00) up to the IRS limitation each year. Employees are always 100% vested in their contributions.

## **V. Termination/Cancellation of Contract**

Rules are needed in any organization, and at CGCSC the following rules exist because they are essential for the safety, welfare, morale, and general well-being of our students, co-workers, and ourselves, for the protection of property, and for the effective operations of the CGCSC. A violation of the rules of conduct listed in support staff handbook or any department handbook, and/or a violation of any school board policy or guideline may subject you to immediate dismissal, termination, cancellation of contract, or other disciplinary action without previous warning.

## **VI. Compensation**

### Hours/Days Worked

- All employees are expected to work a 40-hour week. The number of days in each employee's contract is stated in Level B Compensation.

### Payroll Calendar

- Employees hired after January 1, 2008 will be paid on a July 1 to June 30 contract.

### Hours/Days Worked

- Employees will have an annual work schedule prepared by the Human Resources Department. As a general rule, if an employee works on an unassigned day, he/she will not receive compensation for that day. In special circumstances (such as a job-related emergency, workshop, or deadline to meet), the employee may request trade time, in half or full-day increments, for time worked. The request must be made, in writing, to the Assistant Superintendent of HR within the pay period. If approved, the payroll department will enter the approved trade day for the employee. The employee can then use the trade day, by selecting it through Employee Access, within the same contract year. Trade days earned after June 1, shall be carried over into the following contract year.

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF BENEFITS**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Support Staff Employees**

**I. Insurance Benefits**

Eligibility

As a general rule, eligibility for insurance benefits is determined as follows:

- Employees working 7 hours per day or less will not be eligible for insurance and will be classified as part-time for the purpose of determining insurance eligibility.
- Employees working more than 7 hours per day will be eligible for insurance and will be classified as full-time for the purpose of determining insurance eligibility.
- Insurance eligibility is listed on the Statement of Compensation for each Support Staff position.

Employer Contributions

Program	Coverage	CGCSC Contribution	Employee Contribution
<b>*Medical – PPO</b>	Employee Only	\$8,256	\$3,408
	Family	\$20,232	\$8,280
<b>*Medical – HDHP &amp; Health Savings Account or Flexible Spending Account if employee is not eligible for a HSA</b>	Employee Only HSA/FSA Contribution	\$5,688 \$1,450	\$2,328
	Employee + 1 HSA/FSA Contribution	\$13,896 \$2,700	\$5,760
	Family HSA/FSA Contribution	\$15,9120 \$2,500	\$6,624
<b>Medical – CDHP &amp; Health Savings Account or Flexible Spending Account if employee is not eligible for a HSA</b>	Employee Only HSA/FSA Contribution	\$5,592 \$700	\$1,344
	Employee + 1 HSA/FSA Contribution	\$13,848 \$1,000	\$3,384
	Family HSA/FSA Contribution	\$15,888 \$1,200	\$3,888
<b>Dental</b>	Employee Only	\$292.56	\$226.56
	Employee + 1	\$429.12	\$528.48
	Family	\$822.72	\$929.76
<b>Vision</b>	Employee Only	\$70.08	\$18.00
	Employee + 1	\$177.48	\$36.00
	Family	\$185.64	\$60.00
<b>Life &amp; AD&amp;D</b>	\$40,000	\$48.92	\$1.00
<b>Long Term Disability</b>		All Except \$1.00	\$1.00

**\*The Traditional PPO Medical –Hospital Insurance is only available to eligible employees hired prior to 1/1/2020.**

**\*PPO plan closed to all transfers after 1/1/2022**

**\*Beginning on January 1, 2019, new employees on the High Deductible Health Plan for Employee+1 will receive a \$2000 HSA contribution from CGCSC.**

The specifics of each program are described in separate benefit plan booklets available through the Human Resources Department.

## **II. Leave Days** (See Support Staff Handbook for a Complete Summary of Leave Days)

### Eligibility

- To be eligible for leave days, employees must be employed in a permanent position (i.e., substitutes and temporary employees are excluded from leave days). Exceptions are noted below.

### Introductory Period

- All new employees shall be on Introductory status following his/her hire date for a period of sixty work days. The employee will be notified by the Human Resources Department once his/her Introductory period has been completed. Eligible leave days will be granted upon completion.

### Sick Leave (Granted In Hour Increments)

- Employees working a 250-day or more schedule will be granted seven sick days per work year.
- Employees working less than a 250- day schedule will be granted five sick days per work year.
- Unused sick days may accumulate up to a maximum of 200 days.

### Personal Leave (Granted In Hour Increments)

- Employees working more than a 220-day schedule shall receive a maximum of three personal days per year. Three unused personal days may be continued to the next contract year, but shall not exceed a total of five days. Days in excess of five shall accumulate as sick leave days, subject to the allowed maximum.
- Employees working a 220-day or less schedule shall receive a maximum of two personal days per year. Two unused personal days may be continued to the next contract year, but shall not exceed a total of three days. Days in excess of three shall accumulate as sick leave days, subject to the allowed maximum.

### Vacation Leave (Granted In Hour Increments)

- Employees working a 250-day or more schedule will be granted the following vacation leave:
  - If the hire date is between May 1 and June 30, ten days will be granted upon completion of the introductory period.
  - If the hire date is between December 1 and April 30, five days will be granted upon completion of the introductory period.
  - If the hire date is between July 1 and November 30, ten days will be granted upon completion of the introductory period.
  - Fifteen days will be granted on July 1 of the 5th year.
  - Twenty days will be granted on July 1 of the 10th year.
  - A maximum of five days can be carried to the next year.
- Employees working less than a 250-day schedule are not eligible for vacation leave.

### Holiday Pay (11 Days Per Year)

- Employees working a 250-day or more schedule will be granted the following holiday pay:
  - Independence Day; Monday, July 5, 2021
  - Labor Day, Monday; September 6, 2021
  - Thanksgiving Break; Thursday & Friday, November 25 & 26, 2021
  - Holiday Break; Thursday & Friday, December 23 & 24, 2021

- New Year's Break; Friday, December 31, 2021
  - Martin Luther King Day; Monday, January 17, 2022
  - Spring Break; Thursday & Friday, March 24 & 25, 2022
  - Memorial Day; Monday, May 30, 2022
- Employees working less than a 250-day schedule are not eligible for holiday pay.

Bereavement Leave

- Bereavement leave shall be given to the employee for death in the immediate family, including grandmother, grandfather, grandchild, father, mother, wife, husband, sister, brother, son, daughter, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law or daughter-in-law. Bereavement leave shall be for a period extending not more than five (5) working days beyond such death, to be used within a fourteen (14) day period. The Superintendent may address extenuating circumstances not specifically covered in the language to allow leave to extend beyond the fourteen (14) day limit.
- Bereavement leave shall be given to the employee for the death of an aunt, uncle, niece, nephew and cousin for a period extending not more than three (3) working days beyond such death. One (1) additional working day may be granted if approved by the Superintendent. In cases of denial, the Superintendent must show reasonable justification.

Funeral Leave

- Employees will be granted one funeral leave day to attend the funeral of friends and other relatives not noted in Bereavement Leave and subject to approval.

### III. Bonus Pay

Sick Leave Pay

- As an incentive for perfect attendance, employees who do not use a sick day during the work year will be paid the following at the end of the work year:
  - 0 sick days used = 100% of 1 day of pay
  - 1 sick day used = 90% of 1 day of pay
  - 2 sick days used = 80% of 1 day of pay
- Employees must work through the end of their contract to be eligible.
- The use of lost time disqualifies employees for the sick leave incentive. The only exception to this is lost time for e-learning due to inclement weather.
- Employees hired after the beginning of the current year (July 1<sup>st</sup>) must work at least 120 days to be eligible.

Experience Bonus

- All employees in this group are eligible for an annual Experience Incentive. See the Support Staff Handbook for more information.

<b>Incentive For More Than 6 Hours</b>	
<b>\$150 after completing 2 yrs of service</b>	<b>\$600 after completing 8 yrs of service</b>
<b>\$300 after completing 4 yrs of service</b>	<b>\$750 after completing 10 yrs of service</b>
<b>\$450 after completing 6 yrs of service</b>	<b>\$900 after completing 15 yrs of service</b>

<b>Incentive For 2-6 Hr. Employees</b>	
<b>\$ 75 after completing 2 yrs of service</b>	<b>\$300 after completing 8 yrs of service</b>
<b>\$150 after completing 4 yrs of service</b>	<b>\$375 after completing 10 yrs of service</b>
<b>\$225 after completing 6 yrs of service</b>	<b>\$450 after completing 15 yrs of service</b>

## IV. Retirement Benefits

### INPRS (Indiana Public Employees Retirement Fund)

- Special Service Assistants will not be eligible for retirement benefits.
- Employees in this group who meet the following criteria are eligible for PERF benefits:
  - work more than 600 hours per year
  - work on a full-time basis (for these purposes considered to be three and one-half hours or more per work day)

The employee must contribute 3% of his/her gross pay to this plan through payroll deduction toward an Annuity Savings Account. The CGCSC will contribute the employer's share toward a Defined Pension plan.

### Retirement Severance Package

- Upon retirement, the employee must be at least fifty-five years of age and have at least fifteen years of experience at CGCSC, or sixty years of age and have at least ten years of experience at CGCSC. The severance package includes the following:
  - \$40 for each accumulated sick day for 6.5-8 hour employees (not to exceed 75 days)
  - \$20 for each accumulated sick day for 6 hour or less employees (not to exceed 75 days)
  - \$100 for each year of experience with the CGCSC

### 403(b) Retirement Plan

- All employees are eligible to participate in the 403(b) Retirement Plan.
- Employees may contribute a percentage of their compensation or a set deduction (subject to an annual minimum deferral amount of \$200.00) up to the IRS limitation each year. Employees are always 100% vested in their contributions.

## V. Compensation

### Hours/Days Worked

- All employees are expected to work their defined hours week and number of days stated in Level C Compensation.

### School-Year Hourly Building Employees

- School-year hourly building employees will have an annual work schedule prepared by the Human Resources Department. As a general rule, if an employee works unassigned hours, he/she will earn comp time to be used by the end of the school year.

### Year-Round Hourly Maintenance/Custodial Employees

- Year-round Maintenance and Custodial employees will have an annual work schedule prepared by the Human Resources Department. As a general rule, if an employee works unassigned hours, he/she will earn overtime/straight pay.

### Salaried Employees Hours/Days Worked

- Employees will have an annual work schedule prepared by the Human Resources Department. As a general rule, if an employee works on an unassigned day, he/she will not receive compensation for that day. In special circumstances (such as a job-related emergency, workshop or deadline to meet), the employee may request trade time, in half or full-day increments, for time worked. The request must be made, in writing, to the employee's direct supervisor within the pay period, then forwarded to the Assistant Superintendent of HR & Technology. If approved, the payroll department will enter the approved trade day for the employee. The employee can then use the trade day, by selecting it through Employee Access, within the same contract year. Trade days earned after June 1, shall be carried over in the following contract year.

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Classroom and Other Building Assistants**

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>Hourly Wage</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Classroom Assistant	180	3.5, 7	\$15.02	PT	N
Assistant – Accompanist	180	7.5	\$15.02	FT	Y
	180	7		PT	N
Assistant – ISS	180	7	\$15.02	PT	N
Assistant – Literacy LAB	180	7	\$15.02	PT	N
Assistant – Study Hall	180	7	\$15.02	PT	N
Paraprofessional – Title I	180	3.5, 7	\$17.98	PT	N
Paraprofessional - Assistant RTI Interventionist	180	3.5, 7	\$17.98	PT	N
Paraprofessional (Media, Skills Tutor, Tech LAB, Nova Net, World Language, XP Science)	180 194	3.5, 4, 7	\$17.98	PT	N

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Custodial Employees**

**SALARY/WAGE SCALE**

- Custodial employees will begin a 6-step wage program upon employment. Steps will be given on July 1 the following year based upon a satisfactory evaluation.
- Employees will be granted a full year of credit if he/she started working between July 1 and September 30 and worked the remainder of the school year.

	<b>Days</b>	<b>Hours</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Custodian	260	8	\$16.22	\$16.79	\$17.34	\$17.92	\$18.50	\$19.08	FT	Y
Custodian	184	4							PT	N
Head Elementary	260	8	\$18.50	\$19.14	\$19.81	\$20.47	\$21.10	\$21.77	FT	Y
Head HS/MS	260	8	\$19.11	\$19.81	\$20.47	\$21.14	\$21.83	\$22.48	FT	Y
Fill-in Supervisor	As Needed	\$ .75 Per Hr. + Regular Hourly Wages							N/A	N/A



**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Food Service Employees**

**SALARY/WAGE SCALE**

	Days	Hours	Level 1	Level 2	Level 3	Ins. Class	Ins. Eligible
Food Services Site Supervisor	194	8	\$25.64	\$26.28	\$26.92	FT	Y

	Days	Hours	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Ins. Class	Ins. Eligible
Treasurer	205	8	\$21.37	\$21.97	\$22.58	\$23.21	\$23.81	\$24.42	FT	Y
HS Manager	180	8	\$20.76	\$21.38	\$22.03	\$22.69	\$23.36	\$24.06	FT	Y
Coffee Shop Manager	180	8	\$17.40	\$17.92	\$18.47	\$19.00	\$19.58	\$20.18	FT	Y
MS Manager	180	7.5	\$18.93	\$19.51	\$20.07	\$20.69	\$21.30	\$21.94	FT	Y
HS/MS Asst. Manager	180	7.5	\$17.40	\$17.92	\$18.47				FT	Y
Elementary Manager	180	7.5	\$17.40	\$17.92	\$18.47	\$19.00	\$19.58	\$20.18	FT	Y

	Days	Hours	Start	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Ins. Class	Ins. Eligible
Food Service Prep / Coffee Shop	180	2.5, 3, 3.5, 4.5, 5, 5.5, 6.5, 7	\$12.83	\$13.25	\$13.67	\$14.10	\$14.28	\$14.53	\$14.95	\$15.39	\$15.81	PT	N
Blended Position	180	7.5, 8	Varies By Employee									FT	Y

	Days	Hours	Hired on or Before 10/16/19	Hired After 10/16/19	Ins. Class	Ins. Eligible
Middle School Food Service Monitors	180	3	\$14.00	\$13.20	PT	N

Food service managers, assistant managers, and food service prep employees will begin a step wage program upon employment. Steps will be given on July 1 the following year based upon a satisfactory evaluation.

CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION

2021-22 SCHOOL YEAR  
LEVEL C

Health Service Employees

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>Salary</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Health Services Coordinator	194	8	\$64,161	FT	Y

	<b>Days</b>	<b>Hours</b>	<b>Hourly Wage</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Nurse RN	184	8	\$26.31	FT	Y
Nurse-Clinic Assistant	184	8	\$17.98	FT	Y

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Maintenance & Grounds Employees**

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>New Hire Rate</b>	<b>Full Rate</b>	<b>Ins. Eligible</b>
<b>Maintenance:</b> Carpenter Certified Preventative Maintenance Coordinator Electrician Food Service Equipment-Refrigeration HVAC Locksmith-Pest Control-Pool Operator Plumber Certified Preventative Maintenance Coordinator	260	8	\$26.30	\$28.74	Y
HVAC Maintenance Apprentice	260	8		\$26.30	Y

	<b>Days</b>	<b>Hours</b>	<b>New Hire Rate</b>	<b>Full Rate</b>	<b>Ins. Eligible</b>
<b>Grounds:</b> Grounds Supervisor	260	8	\$26.30	\$28.74	Y
Grounds Employee	260	8	\$18.56	\$21.03	Y

- Any certifications or required licenses as part of a job description that a person may partially have or not have upon hiring will delay pay movement beyond the New Hire Rate. Additionally, any of these required certifications or required licenses that are not passed and obtained within one year of a person's hire date, unless agreed upon by CG (such as courses not offered within that time frame) will be cause for dismissal.
- The New Hire Rate will last for 60 days and will occur concurrently with a 60 day introductory period. After this 60 day period, if a person is performing acceptably, the person will advance to the full rate of pay.

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Secretarial and Office Employees**

**SALARY/WAGE SCALE**

	<b>Location</b>	<b>Days</b>	<b>Hours</b>	<b>Hourly Wage</b>	<b>Salary</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Secretary-Superintendent	ESC	250	8		\$63,487	FT	Y
Secretary-Asst. Superintendent	ESC	260	8		\$55,735	FT	Y
Secretary-Asst. Superintendent Operations	ESC	250	8		\$55,735	FT	Y
Secretary-Director Special Education	ESC	250	8		\$46,923	FT	Y
Secretary - Departmental							
Business Office	ESC	250	8	\$23.14		FT	Y
Teaching & Learning Office	ESC	220	8	\$23.14		FT	Y
Special Education Office	ESC	220	8	\$23.14		FT	Y
Coordinator of Alternative Education	PRC	194	8	\$23.14		FT	Y
Specialist							
Benefits	ESC	260	8		\$55,735	FT	Y
Payroll Specialists	ESC	260	8		\$56,850	FT	Y
Human Resources	ESC	250	8		\$70,159	FT	Y
Business Office							
Accounting Supervisor	ESC	250	8		\$61,047	FT	Y
Accounting Clerk	ESC	250	8		\$50,208	FT	Y
Communications							
Communications Assistant	ESC	260	8		\$46,297	FT	Y
Receptionist	ESC	220	8	\$18.29		FT	Y
Secretary-Principal	HS	250	8		\$50,208	FT	Y
Secretary-Assistant Principal	HS	205	8	\$23.14		FT	Y
Secretary-Other Admin-Director	HS	220	8	\$23.14		FT	Y
Receptionist	HS	220	8	\$18.29		FT	Y
Registrar	HS	220	8	\$23.14		FT	Y
Treasurer	HS	220	8	\$24.06		FT	Y
Assistant Treasurer	HS	205	8	\$23.14		FT	Y
Secretary-Athletic Department	HS	205	8	\$23.14		FT	Y
Secretary-Guidance	HS	205	8	\$23.14		FT	Y
Music Department Assistant	HS	205	8	\$15.65		FT	Y
Office Assistant	HS	194	8	\$15.65		FT	Y
Attendance Clerk	HS	180	8	\$15.65		FT	Y
Secretary-Principal	MS	220	8		\$44,184	FT	Y
Secretary-Assistant Principal	MS	205	8	\$23.14		FT	Y
Treasurer	MS	220	8	\$23.14		FT	Y
Secretary-Guidance	MS	205	8	\$23.14		FT	Y
Office Assistant/Attendance	MS	184	8	\$15.65		FT	Y
Secretary-Principal/Treasurer	ELEM	220	8		\$44,184	FT	Y
Office Assistant	ELEM	184	2.5	\$15.65		PT	N
Office Assistant	ELEM	194	8, 3	\$15.65		FT, PT	Y, N
Secretary-Transportation	TRANS	220	8	\$23.14		FT	Y
Secretary-Operations	MAINT	220	8	\$23.14		FT	Y

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Safety and Security Employees**

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>Yrs Exp. 0 - 2</b>	<b>Yrs Exp.3 - 5</b>	<b>Yrs. Exp.6+</b>				<b>Ins. Class</b>	<b>Ins. Eligible</b>
School Resource Officer/Sergeant	220	8	\$50,230	\$53,043	\$56,013				FT	Y
Sergeant	\$1500.00 Annual Stipend									

Safety & Security Integration Training Specialist	260	8			\$56,850				FT	Y
Police Lieutenant	260	8			\$64,735				FT	Y

\*Eligible SROs will receive a step increase on July 1st based on years of experience working at Center Grove as outlined in the above salary/wage scale.

\*The K-9 Handler will be allocated one-half hour of comp time for every calendar day the dog is in possession up to 365 days per year for the at-home care of the dog.

	<b>Days</b>	<b>Hours</b>	<b>0 Years</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
School Safety Officer	194	8	\$23.64	FT	Y

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Special Services Employees**

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>0 Years</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Special Service Asst Building Mild-Moderate Job Coach Alternative Academy	180	7, 5.75, 4.5, 3.5	\$15.02	PT	N
Special Service Asst Bus Monitor	180	4	\$15.16	PT	N
Transition Coach	180	7	\$17.98	PT	N

	<b>Days</b>	<b>Hours</b>	<b>0 Level</b>	<b>1 Level</b>	<b>2 Level</b>	<b>3 Level</b>	<b>4 Level</b>	<b>5 Level</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Sign Language Interpreter (Certified/Licensed)	180	7.5	\$28.73	\$29.40	\$30.09	\$30.77	\$31.47	\$32.15	FT	Y

	<b>Days</b>	<b>Hours</b>	<b>0 Step</b>	<b>1 Step</b>	<b>2 Step</b>	<b>3 Step</b>	<b>4 Step</b>	<b>5 Step</b>	<b>6 Step</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
Behavior Coach	180	7.5	\$20.24	\$20.94	\$21.62	\$22.33	\$23.03	\$23.72	\$26.16	FT	Y
Behavior Coach Advanced	180	7.5	\$26.92	\$26.96	\$27.66	\$28.34	\$29.01	\$29.69	\$32.15	FT	Y

	<b>Days</b>	<b>Hours</b>	<b>0 Step</b>	<b>1 Step</b>	<b>2 Step</b>	<b>3 Step</b>	<b>4 Step</b>	<b>5 Step</b>	<b>6 Step</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>

	<b>Days</b>	<b>Hours</b>	<b>0 Years</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>	<b>5+ Years</b>	<b>10+ Years</b>	<b>15+ Years</b>	<b>20+ Years</b>	<b>25+ Years</b>
Therapist-Standard Physical (PT) Occupational (OT)	184	7.5	\$45,541	\$46,525	\$47,515	\$48,333	\$49,382	\$50,453	\$56,487	\$62,647	\$67,873	\$72,275
Therapist-Advanced Physical (PT) Occupational (OT)	184	7.5	\$48,415	\$49,463	\$50,533	\$51,674	\$52,717	\$53,787	\$58,550	\$65,313	\$71,902	\$85,006

\*For 2017-18, some former SSJCS employees transitioned to CGCSC with salaries not reflected on the CG Statement of Benefits pay scale.

\*\*Full-time positions are eligible for retirement and insurance benefits

\*\*\*Part-time OT is eligible for retirement benefits only

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Technology Employees**

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>Salary</b>	<b>Hourly Wage</b>	<b>Ins. Class</b>	<b>Ins. Eligible</b>
AV Technician	194	7		\$22.48	PT	N
Data Specialist	250	8	\$55,734		FT	Y
Systems Administrator I	250	8	\$61,047		FT	Y
Systems Administrator II	250	8	\$73,254		FT	Y
IT Specialist	250	8	\$50,208		FT	Y
Technology Assistant – Level 3	250	8	\$56,192		FT	Y
Technology Assistant – Level 2	220	8		\$22.48	FT	Y
Technology Assistant – Level 1	220	8		\$15.02	FT	Y

**The Technology Department staff shall abide by and receive the following:**

- **Reimbursement for the cost of the certification exam after passing and obtaining the certifications in the levels listed below.**
- **A one-time bonus after passing and obtaining the certifications in the levels listed below. The bonus amounts represent gross wage amounts (not to exceed three (3) certifications in one school year).**
- **Upon completion of a certification from LEVEL 2 or above, the technology assistant (full-time) shall receive an increase of \$.50 per hour to their hourly rate (not to exceed (2) pay increases in one school year).**
- **Two (2) certifications from any Level must be obtained, prior to moving on to certifications of the next higher level. Also, if applicable, you must attain at least one (1) certification of like kind in your current level in order to progress to the next level.**

<p style="text-align: center;"><b><u>LEVEL 1 - (\$250 Pre-tax Bonus)</u></b></p> <ul style="list-style-type: none"> <li>• Apple Certified Associate (Management &amp; Integration)</li> <li>• Google Educator Level 1 &amp; 2</li> <li>• Skyward PDC-Quick Start End User Curriculum (100% on all quizzes)</li> </ul>	<p style="text-align: center;"><b><u>LEVEL 3 - (\$500 Pre-tax Bonus)</u></b></p> <ul style="list-style-type: none"> <li>• Comp TIA A+ Network Essentials (N10-006)</li> <li>• Apple Certified Technical Coordinator</li> <li>• Cisco CCENT &amp; CCT</li> <li>• Microsoft MCSA (Server)</li> <li>• MCSE Mobility (MCSA Desktop + 1 elective)</li> <li>• VMware Certified Associate 6 – Data Center Virtualization Fundamentals</li> <li>• Google Certified Innovator</li> <li>• Skyward PDC-Specialty &amp; Mastery Curriculum (100% on all quizzes &amp; pass competency-based post-test)</li> </ul>
<p style="text-align: center;"><b><u>LEVEL 2 - (\$500 Pre-tax Bonus)</u></b></p> <ul style="list-style-type: none"> <li>• Comp TIA A+Essentials (220-80 and 220-802)</li> <li>• Apple Certified Associate MAC Technician (Certification and Troubleshooting Exam)</li> <li>• Google Certified Administrator</li> <li>• Google Trainer</li> <li>• Comp TIA Server+</li> <li>• Microsoft MCSA (Desktop or equivalent)</li> <li>• Skyward PDC-Quick Start Setup Curriculum (100% on all quizzes &amp; pass competency-base post-test)</li> </ul>	<p style="text-align: center;"><b><u>LEVEL 4 - (\$750 Pre-tax Bonus)</u></b></p> <ul style="list-style-type: none"> <li>• CCNA Routing &amp;Switching</li> <li>• CCNA Wireless</li> <li>• CCNA Voice</li> <li>• Microsoft MCSE Cloud Platform and Infrastructure (MCSA Server + 1 elective)</li> </ul>
<p style="text-align: center;"><b><u>LEVEL 5 - (\$1000 Pre-tax Bonus)</u></b></p> <ul style="list-style-type: none"> <li>• CCNP</li> <li>• CoSN Certified Educational Technology Leader (CETL)</li> </ul>	

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL C**

**Transportation Employees**

**SALARY/WAGE SCALE**

	Days	Hours	Hourly Wage Yrs. Exp. 0-3	Hourly Wage Yrs. Exp. 4-6	Hourly Wage Yrs. Exp. 7-9	Hourly Wage Yrs. Exp. 10-14	Hourly Wage Yrs. Exp. 15+	Ins. Class	Ins. Eligible
Driver	180	8	\$27.04	\$28.04	\$30.23	\$32.41	\$34.59	FT	Y
	180	4.5						PT	N

**\*New Hourly Driver rates effective 10/28/2019**

\*Eligible bus drivers will receive a step increase on July 1st based on years of experience as outlined in the above salary/wage scale.

	Days	Hours	Hourly Wage	Ins. Class	Ins. Eligible
Mid-Bus Driver	180	4.5	\$17.72	PT	N
Bus Monitor	180	4	\$15.16	PT	N
Routing Coordinator-Supervisor	220	8	\$27.06	FT	Y
Blended Position	180	7.5, 8	Varies by Employee	FT	Y

	Days	Hours	Daily Rate/ Salary	Ins. Class	Ins. Eligible
Fleet Manager	260	8	\$67,551	FT	Y

	Days	Hours	Years Experience	Hourly Wage	Requirements	Ins. Class	Ins. Eligible
Mechanic – Level 5*	260	8	10+	\$32.49	Must have Class A CDL w/ endorsements	FT	Y
Mechanic – Level 4*	260	8	7 - 9	\$31.39	Must have Class B CDL w/ endorsements	FT	Y
Mechanic – Level 3*	260	8	3 - 6	\$28.53	Must have Class B CDL w/ endorsements	FT	Y
Mechanic – Level 2*	260	8	0 - 2	\$26.32	Must have Class B CDL w/ endorsements	FT	Y
Mechanic – Level 1*	260	8	Introductory Period (60 Days)	\$23.88		FT	Y



\*Eligible mechanics will receive a step increase on July 1st based on years of experience as outlined in the above salary/wage scale.

\*Upon completion of Class A CDL w/ endorsements, employees will be eligible for a \$1.00/hr raise.

\*Employees will be eligible for reimbursement after passing both the Class A CDL and the P & S endorsements.

#### ASE Certification

- Mechanics will be reimbursed for any ASE testing after passing the exam.
- For every 2 school bus ASE certifications, employees are eligible for a \$500 bonus.
- If all seven school bus ASE certifications are completed, employees are eligible for an increase of \$1.00 per hour.

#### \*Bonus

- Sign on bonus of \$500 shall be given to a newly hired licensed driver after completing a semester of driving.
- Referral bonus of \$500 to an employee who brings in a new driver that completes a semester of driving.

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF BENEFITS**

**2021-22 SCHOOL YEAR  
LEVEL D**

**Other Employees**

**I. Insurance Benefits**

Eligibility

- Employees in this group are not eligible for insurance benefits.

**II. Leave Days**

Eligibility

- Employees in this group are not eligible for leave days.

**III. Bonus Pay**

Eligibility

- Employees in this group are not eligible for bonus pay

**IV. Retirement Benefits**

Eligibility

- Support employees in this group are not eligible for retirement benefits.
- Substitute teachers must contribute 3% of his/her gross pay to this plan through payroll deduction toward an Annuity Savings Account. The CGCSC will contribute the employer's share toward a Defined Pension plan.

**CENTER GROVE COMMUNITY SCHOOL CORPORATION  
STATEMENT OF COMPENSATION**

**2021-22 SCHOOL YEAR  
LEVEL D**

**Other Employees**

**SALARY/WAGE SCALE**

	<b>Days</b>	<b>Hours</b>	<b>Daily Wage</b>	<b>Hourly Wage</b>	<b>Salary/ Stipend</b>	<b>Ins. Class</b>	<b>Ins. Elig.</b>
Substitute Teacher	As Needed	As Needed	\$80.00 \$40.00/Half Day			VAR	N
Substitute Teacher Retired from CG Substitute Teacher For Essential Skills	As Needed	As Needed	\$90.00 \$45.00/Half Day			VAR	N
Substitute Teacher Extended Leaves (After 15 Days)	As Needed	7.25, 7.5	SEE TABLE BELOW			VAR	N
Substitute Driver	As Needed	As Needed		\$27.04		VAR	N
Substitute Bus Monitor	As Needed	As Needed		\$15.16		VAR	N
Substitute Nurse (with R.N.)	As Needed	As Needed		\$26.31		VAR	N
Substitute Nurse (without R.N.)	As Needed	As Needed		\$17.89		VAR	N
Substitute Support	As Needed	As Needed		\$10.70		VAR	N
Accompanist (ECA Event) Accompanist (MSC & MSN)	As Needed (M-W-F)	As Needed 7			\$150.00 \$15.02	VAR PT	N
After School Detention Extended Detention (Friday Night School)	As Needed	As Needed		\$20.00 \$25.00		VAR	N
Color Guard Assistant	As Needed	As Needed		\$45.00		VAR	N
Concession Coordinator (MS)	As Needed	As Needed			\$50.00	VAR	N
Lifeguard	As Needed	As Needed		\$15.00		VAR	N
Maintenance Seasonal Grounds	150	8		\$14.23		VAR	N
Preschool Classroom Assistant	As Needed	As Needed		\$15.16		VAR	N
Classroom Assistant	As Needed	As Needed		\$15.02		VAR	N
Substitute Custodian	As Needed	As Needed		\$11.75		VAR	N
Security Support Staff	As Needed	As Needed		\$30.00		VAR	N
Special Service Sign Language Interpreter	As Needed	As Needed		\$28.73		VAR	N
Student Worker	As Needed	As Needed		\$9.63		VAR	N
Student Activity Center Attendant	As Needed	As Needed		\$13.97		VAR	N
Student Activity Center Open Facility School Safety Officer	As Needed	As Needed		\$20.35		VAR	N
Technology – Presenter	As Needed	As Needed		\$61.04		VAR	N
Technology – Specialist	As Needed	As Needed		\$26.87		VAR	N

Technology – Temp Project Support Level 1	As Needed	As Needed		\$12.20		VAR	N
Technology – Temp Project Support Level 2	As Needed	As Needed		\$14.02		VAR	N
Technology – Temp Project Support Level 3	As Needed	As Needed		\$14.96		VAR	N
Technology – Project Coordinator	As Needed	As Needed		\$31.14		VAR	N
CTE-Advisement Coordinator	As Needed	As Needed		\$25.00		VAR	N
Traffic Control	As Needed	As Needed		\$30.00		VAR	N
Transportation Bus Cleaning (Per Bus)	As Needed	As Needed		\$100.00		VAR	VAR
Transportation Field Trips	As Needed	As Needed		\$16.05		VAR	N
Transportation In-Service	As Needed	As Needed		\$27.04		VAR	VAR
Transportation Training	As Needed	As Needed		\$27.04		VAR	VAR
New Bus Driver CDL Training	As Needed	As Needed		\$15.16		VAR	N
Summer Curriculum Worker	As Needed	As Needed		\$10.70		VAR	VAR
Summer Temporary Office Worker	As Needed	As Needed		\$10.70		VAR	VAR

\*All daily wages, hourly rates and salary/stipends effective October 21, 2021

<b>Substitute Teacher Extended Leaves</b>					
	<b>BA</b>	<b>BA + 18</b>	<b>BA + 30/ MA</b>	<b>BA + 46/ + 16</b>	<b>BA + 62/ MA + 32</b>
<b>Current Salary</b>	\$44,169	\$45,585	\$47,048	\$48,559	\$50,117
<b>Per Diem Rate</b>	\$195	\$195	\$215	\$215	\$215