



2024-2025

Support Staff

Wage & Benefit Guide

Ripon Area School District

P.O. Box 991

Ripon, WI 54971 920-748-4600

www.ripn.k12.wi.us

Updates School Board Approved 6-17-24

2024-2025 Hourly Wage Guide - Support Personnel

POSITION	STEP 1	STEP 2	STEP 3	STEP 4
STUDENT SUPPORT STAFF (step system)	16.22	17.1	18	19.05
SPECIAL ASSIGNMENT (1:1) SPECIAL ED. SUPPORT STAFF	16.7	17.55	18.46	19.6
TECHNOLOGY SUPPORT STAFF	17.42	18.36	19.34	20.46
ADMINISTRATIVE ASSISTANT	19.75	20.6	21.46	22.55
CUSTODIAL - ENTRY LEVEL - CLASS 1	18.54	19.09	19.67	20.25
CUSTODIAL - EXPERIENCED - CLASS 2	19.09	19.67	20.25	20.86
UTILITY & GROUNDS - CLASS 3	19.09	19.67	20.25	20.86
CUSTODIAL - ELEMENTARY LEAD - CLASS 3-H	19.39	19.95	20.54	21.17
CUSTODIAL - MIDDLE/HIGH SCHOOL LEAD - CLASS 4-H	20.25	20.85	21.47	22.11
MAINTENANCE - SEMI-SKILLED - CLASS 1	23.17	23.87	24.58	25.31
MAINTENANCE - SKILLED - CLASS 2	24.58	25.31	26.08	26.87
POSITION	YEAR 1	YEAR 2	YEAR 3	YEAR 4+
DISTRICT SPECIALIST	21.92	23.13	24.35	25.57
STUDENT SUPPORT STAFF (yearly system)	*	*	17.34	18.42
CUSTODIAL STAFF (hired before 5/20/2019)	21.71	22.68	23.75	25.01
TEMPORARY CUSTODIAL & GROUNDS	13.62	14.03	14.43	14.88
PART-TIME SUMMER CUSTODIAL & GROUNDS	13.52	14.6	14.6	14.6
BRAVE POSITIONS	WAGE			
PROGRAM DIRECTOR	27.57			
SITE COORDINATOR - WITHOUT TEACHING LICENSE	19.47			
SITE COORDINATOR - WITH TEACHING LICENSE	27.57			
CAMP BRAVE COORDINATOR	23.17			

MORNING CARE - SUPERVISOR	16.22			
MORNING CARE - SUPPORT STAFF	10.81			
BRAVE EVENING PROGRAMMING POSITIONS	STEP 1	STEP 2	STEP 3	STEP 4
BRAVE STAFF	10.81	15.14	16.22	16.54
LICENSED TEACHER - HOMEWORK HELP	27.57			

Wages are effective August 1

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

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 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 15 vacation days After 2 years of service, 1 additional vacation day per year until 20 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

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 15 vacation days After 2 years of service, 1 additional vacation day per year until 20 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

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
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