



Whitehall City
School District

Total Rewards Package

Welcome To Our School District



Visit Our Website
www.wcsrams.org

2025



Whitehall City
School District

Total Rewards Package

Total rewards is everything that Whitehall City Schools offers to you and your family as a result of your contribution to the District's mission. This document lists many of the plans and programs that make up the District's Reward Package.

✓ Pay

- **Competitive Base Pay:** Salary aligned with regional and state benchmarks.
- **Step Pay Scales:** Structured salary increases based on years of experience and educational attainment.
- **Stipends:** Additional pay for extracurricular duties, coaching, and organization advising.
- **Pro-Grow:** Additional compensation for extra duties, committee work, etc.
- **Public Service Loan Forgiveness:** Ability to apply for loan forgiveness

✓ Benefits

- **Health Insurance:** Comprehensive medical and vision plans with low-cost employee contributions.
- **Dental Insurance:** 100% contribution from the Board of Education
- **Retirement Plans:** Participation in state pension programs with the Board of Education providing 14% contribution
- **Disability Insurance:** Short- and long-term coverage.
- **Life Insurance:** 100% contribution from the Board of Education
- **Flexible Spending Accounts (FSA):** Pre-tax options for medical and dependent care expenses.
- **Background Checks:** District will pay for your ongoing background checks after you are hired

✓ Career Growth Opportunities

- **Internal Promotions:** Clear pathways for advancement.
- **Cross-Training Opportunities:** Skill-building in multiple disciplines.

✓ Work-Life Balance

- **Paid Time Off (PTO):** Sick leave, personal days, and vacation time (varies based on position). Paid holidays (for year-long staff).
- **Transfer of Sick Time:** Full transfer of sick time earned from other public K-12 schools.
- **Family Leave Policies:** Parental leave, bereavement leave, and adoption assistance.
- **Flexible Scheduling:** Options for part-time or job-sharing arrangements where feasible.
- **Employee Assistance Programs (EAPs):** Counseling and mental health support.
- **Wellness Challenges:** Incentivized health and fitness programs.
- **Access to on-site Health Clinic**

✓ Reognition & Rewards

- **Employee of the Month/Year Programs:** Public acknowledgment and awards.
- **Years of Service Awards:** Milestone recognitions
- **Public Celebrations:** Recognition during board meetings, newsletters, or social media.

✓ Communication & Feedback

- **Annual Surveys:** To gauge employee satisfaction and needs.
- **Newsletters:** Regular updates from leadership.
- **Open-Door Policies:** Accessible administration to discuss concerns.



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✓ Resources

- **Classroom Devices:** Laptops, tablets, or interactive whiteboards for use by teachers and students.
- **Software Access:** Licenses for educational software, curriculum-specific apps, and tools for special needs.
- **Tech Support:** On-site IT professionals and a help desk for troubleshooting.
- **Smart Technologies:** Tools like document cameras, projectors, and digital science labs.
- **Grade Level Curriculum:** Access to a repository of district-approved, standards-aligned lesson plans.
- **Subscription Services:** Access to platforms like iReady, Achieve3000, Letterland, ALEKS Math, ST Math, etc for differentiated instruction.
- **Updated Textbooks:** A commitment to providing modern and inclusive materials.
- **Intervention Resources:** Programs and tools for remedial or accelerated learning.
- **Annual Supply Stipend:** A budget for teachers to purchase specific classroom items.
- **Centralized Supply Requests:** Easy access to order materials like paper, markers, and manipulatives.
- **Reusable Kits:** Science experiment kits, art materials, or physical education equipment.
- **Collaborative Spaces:** Access to teacher resource rooms with lamination machines, printers, or binders.
- **Grants for Innovation:** Opportunities to apply for funded classroom projects or initiatives.
- **Guest Speaker and Field Trip Funds:** Allocated budgets for enrichment activities.
- **Family Volunteer Programs:** Coordinated support for classroom tasks or events.

✓ Professional Learning

- **Ongoing Training:** Access to workshops, conferences, and online courses.
- **Instructional Coaches:** On-site specialists to help implement best practices (instructional, technology, and behavior)
- **Tuition Fee Waivers:** Support for pursuing advanced degrees or certifications.
- **Mentorship Programs:** Pairing new hires with experienced staff.
- **Guide Programs:** Pairing teachers new to the district with experienced staff.
- **Leadership Development:** Opportunities for aspiring administrators and department heads.
- **Professional Learning Communities (PLCs):** Collaborative groups to share best practices.

✓ Work Environment & Community

- **Collaborative Culture:** Open communication channels and inclusive decision-making.
- **Safe and Modern Facilities:** Investment in classroom and workplace environments.
- **Technology Resources:** Tools and devices to support teaching and administrative functions.
- **Support Staff:** Adequate custodial, paraprofessional, and administrative support.
- **Discount Programs:** Partnerships with local businesses for staff discounts.
- **Volunteer Opportunities:** Encouraging participation in community service.
- **Staff-Student Connections:** Programs to foster relationships with students (e.g., mentorships).



Whitehall City
School District

Vision & **Mission**

Our Vision

Whitehall City Schools will ignite a passion for innovation to grow resourceful, resilient, and future-ready students

Our Mission

Whitehall City Schools maximizes relationships and innovation to empower growth, adaptability, positivity, creativity and accountability for all.



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