

2025-2026

Classified Staff  
Wage Rates/Benefit  
Summary  
&  
Claim Rates for  
Non-Athletic and  
Athletic Activities



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## Breakfast/Lunch/Recess Supervisors

### Recess and Cafeteria Supervisors

- 180-day Employee (12 to 18.75 hours weekly)
- Benefits: N/A
- Starting Wage: \$13.88 per hour

### Breakfast Supervisors

- 180-day Employee (5 hours weekly)
- Benefits: N/A
- Starting Wage: \$10.98 per hour

## Custodial

### Jeff High School Head Custodian

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$20.27 per hour

### Tecumseh Head Custodian, Sunnyside Head Custodian, GLCA Head Custodian, Courier, Warehouse, Book Rental Courier

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$19.25 per hour

### Jeff High School Night Lead Custodian, Oakland Academy Head Custodian, Elementary Head Custodian

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$18.19 per hour
- \$.20 cent night premium for 3<sup>rd</sup> and 4<sup>th</sup> shift

### Utility Custodian

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$17.01 per hour
- \$.20 cent night premium for 3<sup>rd</sup> and 4<sup>th</sup> shift

### Staff Custodian

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$16.62 per hour
- \$.20 cent night premium for 3<sup>rd</sup> and 4<sup>th</sup> shift

**Seasonal**

- As needed (Varies)
- Benefits: N/A
- Starting Wage: \$13.53 per hour

**Custodial Benefit Package**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	10, 15, 20, 22, 25
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	12 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & LSC Severance	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	8, 10, 12	<b>Retention Incentives</b>	Attendance
<b>Personal Leave</b>	3	<b>Probationary Period</b>	90 Days
<b>Family Illness Leave</b>	7 included with sick leave	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

**GLASS**

**AAC/AT Facilitator**

- 220-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour

**AAC/AT Paraprofessional**

- 180-day Employee (29 hours weekly)
- Benefits: PTO Only
- Starting Wage: \$15.40 per hour

**Behavior Facilitator**

- 180-day Employee (35 hours weekly or 40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour without a Bachelor's & \$23.90 with a Bachelor's

**CEIS Data Coordinator**

- 180-day Employee (up to 15 hours weekly)
- Benefits: N/A
- Starting Wage: \$28.90 per hour

**DHH Educational Interpreter (Sign Language)**

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour + \$500 stipend each semester

### **DHH Educational Facilitator (Sign Language)**

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour

### **ELL Interpreter**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$23.90 per hour

### **Medicaid Facilitator**

- 201-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour

### **Non-Public School Interventionist**

- 180-day Employee (hours vary)
- Benefits: N/A
- Starting Wage: \$15.40 per hour, \$16.90 with Bachelors, \$18.90 with Bachelors and Teaching License

### **Occupational Therapist Assistant**

- 180-day Employee (Up to 29 hours weekly)
- Benefits: PTO Only
- Starting Wage: \$31.90 per hour

### **Occupational Therapist Facilitator**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour

### **Physical Therapy Assistant**

- 180-day Employee (Up to 29 hours weekly)
- Benefits: PTO Only
- Starting Wage: \$31.90 per hour

### **Physical Therapy Facilitator**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour

**Preschool Facilitator**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$23.90 per hour

**Preschool Health Assistant**

- 180-day Employee (35 hours weekly)
- Benefits: Benefit Eligible
- Starting Wage: \$15.40 per hour

**Preschool Paraprofessional Facilitator**

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$15.40 per hour

**Preschool Paraprofessional**

- 180-day Employee (29 hours weekly)
- Benefits: PTO Only (if highly qualified)
- Starting Wage: \$15.40 per hour

**Psychologist Intern**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$28.90 per hour

**Psychologist Assistant**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$23.90 per hour

**Psychologist Facilitator**

- 201-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour, \$23.90 per hour with Teaching License

**Speech & Language Pathologist Assistant**

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$28.90 per hour

**Speech & Language Pathologist Associate**

- 180-day Employee (35 hours weekly)

- Benefits: Eligible
- Starting Wage: \$23.90 per hour

**Speech & Language Pathologist Aide**

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$18.90 per hour

**Speech & Language Pathologist Facilitator**

- 180-day Employee (29 hours weekly)
- Benefits: PTO Only
- Starting Wage: \$18.90 per hour

**Employment Specialist**

- 180-day Employee (40 hours weekly)
- Benefits: Benefit Eligible
- Starting Wage: \$15.40 per hour

**Full Time GLASS Classified Benefits (35+ hours)**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	2 days (180) or 3 days (201)
<b>Vision Insurance</b>	Yes	<b>Bereavement Leve</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	2	<b>Probationary Period</b>	30 Days
<b>Family Illness Leave</b>	3		

**Part Time GLASS Classified Benefits (29 hours)**

<b>Health Insurance</b>	N/A	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	N/A	<b>Paid Holidays</b>	2 days
<b>Vision Insurance</b>	N/A	<b>Bereavement Leve</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	2	<b>Probationary Period</b>	30 Days
<b>Family Illness Leave</b>	3		

## Grounds

### Lead Groundskeeper

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$21.68 per hour

### Licensed Chemical Applicator

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$20.99 per hour

### Head Groundskeeper

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$19.94 per hour

### Equipment Operator

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$18.96 per hour

### Groundskeeper

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$16.63 per hour

### Grounds Benefit Package

<b>Health Insurance</b>	Yes	<b>Vacation</b>	10, 15, 20, 22, 25
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	12 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & LSC Severance	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	8, 10, 12	<b>Retention Incentives</b>	Attendance
<b>Personal Leave</b>	3	<b>Probationary Period</b>	90 Days
<b>Family Illness Leave</b>	7 included with sick leave	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

## Maintenance

### **Technician Specialized**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$28.00 per hour

### **Senior Maintenance**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$24.00 per hour

### **Entry-Level Maintenance**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$22.00 per hour

### **Maintenance Helper**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$18.00 per hour

### **Lead Bus Mechanic**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$32.00 per hour

### **Master Bus Mechanic**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$28.00 per hour

### **Senior Bus Mechanic**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$24.00 per hour

### **Entry-Level Bus Mechanic**

- 260-day Employee (40 hours per week)
- Benefits: Eligible

- Starting Wage: \$22.00 per hour

**Technician’s Helper**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$18.00 per hour

**Maintenance Benefit Package**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	10, 15, 20, 22, 25
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	12 Days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & LSC Severance	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	8, 10, 12	<b>Retention Incentives</b>	Attendance
<b>Personal Leave</b>	3	<b>Probationary Period</b>	90 Days
<b>Family Illness Leave</b>	7 Included With Sick Leave	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

**Nurses**

**GLASS Head Nurse (RN & BSN)**

- 200-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$39.65 per hour

**Jefferson High School Head Nurse (RN)**

- 210-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$28.08 per hour

**Tecumseh and Sunnyside Head Nurse (RN)**

- 190-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$26.83 per hour

**Elementary Head Nurse (RN)**

- 183-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$24.83 per hour

**Jefferson High School Nurse (RN)**

- 190-day Employee (40 hours per week)

- Benefits: Eligible
- Starting Wage: \$24.83 per hour

**School Nurse (RN)**

- 180-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$24.83 per hour

**Elementary Head Nurse and School Nurse (LPN)**

- 180-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$21.58 per hour

**Jefferson High School Nurse (LPN)**

- 190-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$21.58 per hour

**School Nurse (LPN)**

- 180-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$21.58 per hour

**Part-time Nurse (LPN)**

- 180-day Employee (up to 29 hour per week)
- Benefits: PTO Only
- Starting Wage: \$21.58 per hour

**Part-time Nurse (RN)**

- 180-day Employee (29 hours per week)
- Benefits: PTO Only
- Starting Wage: \$24.83 per hour

**Substitute Nurse (RN)**

- 180-day Employee (up to 29 hours per week)
- Benefits: N/A
- Starting Wage: \$24.83 per hour

**Substitute Nurse (LPN)**

- 180-day Employee (up to 29 hour per week)
- Benefits: N/A
- Starting Wage: \$21.58 per hour

**Full-Time Head Nurse Benefit Package (190 Days, 200 Days & 210 Days)**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	3.5 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	3	<b>Probationary Period</b>	30 days
<b>Family Illness Leave</b>	7	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

**Full-Time School Nurse Benefit Package (180 Days)**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	2.5 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	3	<b>Probationary Period</b>	30 days
<b>Family Illness Leave</b>	7	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

**Part Time School Nurse Benefit Package**

<b>Health Insurance</b>	N/A	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	N/A	<b>Paid Holidays</b>	2.5
<b>Vision Insurance</b>	N/A	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	3	<b>Probationary Period</b>	30 days
<b>Family Illness Leave</b>	7		

## Office Professionals

### Level I Corporation Office Professional

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$19.83 per hour

### Level IA Corporation Office Professional

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$17.83 per hour

**Level II Corporation Office Professional**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$18.08 per hour

**Level III Corporation Office Professional**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$16.83 per hour

**Level IV Corporation Office Professional**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$15.83 per hour

**Level V Corporation Office Professional**

- 260-day Employee (40 hours per week)
- Benefits: Eligible
- Starting Wage: \$14.58 per hour

**12-Month Office Professionals Benefit Package**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	10, 15, 20, 22, 25
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	13 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & LSC Severance	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	12	<b>Retention Incentives</b>	N/A
<b>Personal Leave</b>	3	<b>Probationary Period</b>	N/A
<b>Family Illness Leave</b>	7	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

**10-Month Office Professionals Benefit Package**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	9.5 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & LSC Severance	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentives</b>	Attendance

<b>Personal Leave</b>	3	<b>Probationary Period</b>	N/A
<b>Family Illness Leave</b>	7 included with sick leave	<b>Misc. Insurance</b>	Life, AD&D, LTD Eligible

## Preschool

### Preschool Site Coordinator

- 180-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$30.69 per hour

### Preschool Asst. Site Coordinator

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$20.30 per hour

### Preschool Lead Instructor (Glen Acres & Earhart)

- 180-day Employee (40 hours weekly)
- Benefits: Eligible
- Starting Wage: \$22.15 per hour

### Preschool Paraprofessional Facilitator

- 180-day Employee (35 hours weekly)
- Benefits: Eligible
- Starting Wage: \$15.40 per hour

### Preschool Paraprofessional

- 180-day Employee (29 hours weekly)
- Benefits: PTO Only
- Starting Wage: \$15.40 per hour

- **Full Time Preschool Benefits (35+ hours)**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	2 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leve</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	
<b>Personal Leave</b>	2	<b>Probationary Period</b>	30 Days
<b>Family Illness Leave</b>	3		

- **Part-Time Preschool Benefits (29 hours)**

<b>Health Insurance</b>	N/A	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	N/A	<b>Paid Holidays</b>	2 days
<b>Vision Insurance</b>	N/A	<b>Bereavement Leve</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	2	<b>Probationary Period</b>	30 Days
<b>Family Illness Leave</b>	3		

## Program Aides

### Music Sectionalist

- Varies (<15 hours)
- Benefits: N/A
- Starting Wage: \$37.65

### Orchestra Assistant

- 180-day Employee (29 hours)
- Benefits: PTO only
- Starting Wage: \$22.15 per hour

### Student Success Coordinator

- 180 Day Employee (35 hours)
- Benefits: Benefit Eligible
- Starting Wage: \$21.65 per hour

### Choir Accompanist

- 180-day Employee (36 hours)
- Benefits: PTO only
- Starting Wage: \$23.40 per hour

### Full Time Paraprofessional (highly qualified)

- 180 Day Employee (35 hours)
- Benefits: Benefit Eligible
- Starting Wage: \$18.90
- Additional \$2.00 per hour if RBT Certification is held by Full Time Paraprofessional)

### Part Time Paraprofessional (highly qualified)

- 180 Day Employee (29 hours)
- Benefits: PTO Only

- Starting Wage: \$15.40 per hour

**Entry-Level Paraprofessional (not highly qualified)**

- 180 Day Employee (29 hours)
- Benefits: N/A
- Starting Wage: \$12.50 per hour

**Elementary Library Aide**

- 180 Day Employee (29 hours)
- Benefits: PTO Only
- Starting Wage: \$16.40 per hour

**Attendance Assistant**

- 180 Day Employee (29 hours)
- Benefits: PTO Only
- Starting Wage: \$15.40 per hour

**Attendance Clerk**

- 180 Day Employee (22.5 hours)
- Benefits: PTO Only
- Starting Wage: \$15.40 per hour

**ISS Lead & Credit Recovery**

- 180 Day Employee (40 hours)
- Benefits: Eligible
- Starting Wage: \$15.40 per hour

**Full Time Program Aide Benefits (35+ hours)**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	2 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leve</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	\$2.00 additional per hour with RBT Certification
<b>Personal Leave</b>	2	<b>Probationary Period</b>	30 days
<b>Family Illness Leave</b>	3		

**Part-Time Program Aide Benefits (29 hours)**

<b>Health Insurance</b>	N/A	<b>Vacation</b>	N/A
<b>Dental Insurance</b>	N/A	<b>Paid Holidays</b>	2 days
<b>Vision Insurance</b>	N/A	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	Sick Day Payout	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	10	<b>Retention Incentive</b>	N/A
<b>Personal Leave</b>	2	<b>Probationary Period</b>	30 Days
<b>Family Illness Leave</b>	3		

**Security**

**Director of Safety and Security**

- 260-day Employee
- Benefits: Insurance, Paid Holidays, PTO, Vacation, PERF, AD&D, LTD, PERF
- Salary Range: \$70,000-\$75,000

**Security Officer (Off Duty Officer)**

- Varies (less than 29 hours per week)
- Benefits: N/A
- Starting Wage: \$37.75 per hour

**Staff Security Officer (Retired Officer)**

- 180-day Employee (40 hours per week)
- Benefits: Insurance, PTO, Life, AD&D, LTD, PERF
- Starting Wage: \$32.75 per hour

**Door Guard**

- 40 hours per week, 36 weeks per year
- Benefits: Insurance & PTO Only
- Starting Wage: \$15.50 per hour

**Staff Security Officer**

<b>Health Insurance</b>	Yes	<b>Paid Holidays</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Bereavement Leave</b>	N/A
<b>Vision Insurance</b>	Yes	<b>Funeral Leave</b>	N/A
<b>Retirement</b>	Yes	<b>Retention Incentives</b>	N/A
<b>Sick Leave</b>	N/A	<b>Probationary Period</b>	N/A
<b>Personal Leave</b>	2	<b>Misc. Insurances</b>	Life, AD&D, LTD
<b>Family Illness Leave</b>	N/A		

**Door Guard Benefits**

<b>Health Insurance</b>	Yes	<b>Paid Holidays</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Bereavement Leave</b>	N/A
<b>Vision Insurance</b>	Yes	<b>Funeral Leave</b>	N/A
<b>Retirement</b>	N/A	<b>Retention Incentives</b>	N/A
<b>Sick Leave</b>	N/A	<b>Probationary Period</b>	N/A
<b>Personal Leave</b>	2	<b>Misc. Insurances</b>	Life, AD&D, LTD
<b>Family Illness Leave</b>	N/A		

**Technology**

**Technology Infrastructure Manager, Technology Integrations Manager, Technology Helpdesk Manager**

- 260 Day Employee
- Benefits: Eligible
- Salary Range: \$60,000 -\$80,000

**Technology Systems Engineer**

- 260 Day Employee
- Benefits: Eligible
- Wage Range: \$30.50-\$41.00 per hour

**Technology Integrations Specialist**

- 260 Day Employee
- Benefits: Eligible
- Wage Range: \$30.50-\$41.00 per hour

**Technology Computer Technician**

- 260 Day Employee
- Benefits: Eligible
- Wage Range: \$23.00-\$32.00 per hour

**Technology Benefit Package**

<b>Health Insurance</b>	Yes	<b>Vacation</b>	10, 15, 20, 23
<b>Dental Insurance</b>	Yes	<b>Paid Holidays</b>	12 days
<b>Vision Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Retirement</b>	PERF Eligible & LSC Severance	<b>Funeral Leave</b>	Yes
<b>Sick Leave</b>	8, 10, 12	<b>Retention Incentives</b>	Attendance & Certification
<b>Personal Leave</b>	3	<b>Probationary Period</b>	N/A

<b>Family Illness Leave</b>	7 included with sick leave	<b>Misc. Insurances</b>	Life, AD&D, LTD
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## Transportation

### Bus Driver

- 180-day Employee (hours vary)
- Benefits: Benefit eligible if 30+ hours
- Starting Route Wage: \$26.00 per hour
- Field Trip Rate: \$16.50 (fixed rate) per hour
- \$4.00 per hour adder if serving as Bus Driver Trainer

### Non-CDL Driver

- 180-day Employee (hours vary)
- Benefits: Eligible if 30+ hours
- Starting Wage: \$21.25 per hour

### Bus Attendant

- 180-day Employee (29 hours per week)
- Benefits: PTO Only
- Starting Wage: \$13.18 per hour

### Gate Guard

- 180-day Employee
- Benefits: N/A
- Starting Wage: \$46 per day

### Full-Time Bus Driver Benefits (30+ hours)

<b>Health Insurance</b>	Yes	<b>Paid Holidays</b>	N/A
<b>Dental Insurance</b>	Yes	<b>Bereavement Leave</b>	Yes
<b>Vision Insurance</b>	Yes	<b>Funeral Leave</b>	Yes
<b>Retirement</b>	LSC Severance	<b>Retention Incentives</b>	Attendance
<b>Sick Leave</b>	30 Hours	<b>Probationary Period</b>	N/A
<b>Personal Leave</b>	16 Hours of 30 Sick Leave Hours		
<b>Family Illness Leave</b>	Sick leave can be used for Family Illness Leave		

**Part-Time Bus Driver & Bus Attendant Benefits (Up to 29 hours)**

<b>Health Insurance</b>	N/A	<b>Paid Holidays</b>	N/A
<b>Dental Insurance</b>	N/A	<b>Bereavement Leave</b>	Yes
<b>Vision Insurance</b>	N/A	<b>Funeral Leave</b>	Yes
<b>Retirement</b>	LSC Severance	<b>Retention Incentives</b>	Attendance (drivers' only)
<b>Sick Leave</b>	30 Hours	<b>Probationary Period</b>	N/A
<b>Personal Leave</b>	16 Hours of 30 Sick Leave Hours		
<b>Family Illness Leave</b>	Sick leave can be used for Family Illness Leave		

**Non-Athletic Claim Rates**

<b>Elementary Non-Athletic Claims</b>	<b>Hourly Rate or Stipend</b>
Curricular Rate	\$26.75 per hour (Rate set by CBA-for information purposes only)
Supervisory Rate	\$15.60 per hour (Rate set by CBA-for information purposes only)
<b>Intermediate Non-Athletic Claims</b>	<b>Hourly Rate or Stipend</b>
Curricular Rate	\$26.75 per hour (Rate set by CBA-for information purposes only)
Supervisory Rate	\$15.60 per hour (Rate set by CBA-for information purposes only)
<b>Tecumseh Non-Athletic Claims</b>	<b>Hourly Rate or Stipend</b>
Curricular Rate	\$26.75 per hour (Rate set by CBA-for information purposes only)
Supervisory Rate	\$15.60 per hour (Rate set by CBA-for information purposes only)

TJHS After School Detention	\$15.60 per hour (Rate set by CBA-for information purposes only)
TJHS Homework Club	\$15.60 per hour (Rate set by CBA-for information purposes only)
TJHS Academic Super Bowl Practice	\$15.60 per hour (Rate set by CBA-for information purposes only)
TJHS Academic Super Bowl Event	\$45.00 Stipend (Worker), \$50.00 Stipend(MC & Scorekeeper), \$100 Stipend Host Site Coordinator
TJHS Holiday Show/Round-Up Supervision	\$50.00 stipend
TJHS Event Security	\$50.00 per hour
TJHS Band/Orchestra Private Lessons	Set by Independent Contractor and approved by Band/Orchestra Director prior to submission
TJHS Band/Orchestra <i>Non-Student</i> Music Tutor (temporary)	\$27.50 per hour
TJHS Band/Orchestra Summer School Student Asst.	\$8.00 per hour
TJHS Event Security	\$50.00 per hour
<b>JHS Non-Athletic ECA</b>	<b>Hourly Rate or Stipend</b>
Curricular Rate	\$26.75 per hour (Rate set by CBA-for information purposes only)
Supervisory Rate	\$15.60 per hour (Rate set by CBA-for information purposes only)
Standard JHS Student Rate	\$15.00 per hour
JHS Vending Stocker	\$12.00 per hour
JHS Band/Orchestra Summer School Student Asst.	\$8.00 per hour
JHS Choir Private Lessons	Set by Independent Contractor and approved by Band/Orchestra Director prior to submission
JHS Band/Orchestra Private Lessons	Set by Independent Contractor and approved by Band/Orchestra Director prior to submission
JHS Band/Orchestra Private Lessons	Set by Independent Contractor and approved by Band/Orchestra Director prior to submission
JHS Band/Orchestra <i>Non-Student</i> Music Tutor (temporary)	\$27.50 per hour
JHS Event Security	\$50.00 per hour

## Athletic Claim Rates

<b>Tecumseh Athletics</b>	<b>Hourly Rate or Stipend</b>
TJHS Ticket Taker	\$25.00 per event or Tourney Rate of \$50.00
TJHS Scoreboard Operator	\$35.00 per event or Tourney Rate of \$105.00
TJHS Clock Operator	\$35.00 per event or Tourney Rate of \$105.00
TJHS Announcer	\$35.00 per event or Tourney Rate of \$105.00
TJHS Concession Worker	\$35.00 per event or Tourney Rate of \$105.00
TJHS Event Security	\$50.00 per hour
TJHS Part-time Athletic Trainer	\$40.00 per hour (minimum of two hours)
<b>Athletic Officials (per event)</b>	
<u>Fall Sports</u>	
Volleyball	\$70.00
Football	\$45.00
Soccer	\$90.00
Cross Country	\$100.00
Weekend Tournament Rate	Rate X 1.5
<u>Winter Sports</u>	
Gymnastics	\$80.00
Basketball	\$70.00
Swimming/Diving	\$70.00
Wrestling	\$70.00
Weekend Tournament Rate	Rate X 1.5
<u>Spring Sports</u>	
Baseball	\$70.00
Softball	\$70.00
Track & Field	\$100.00
Weekend Tournament Rate	Rate X 1.5

<b>Jefferson Athletics</b>	<b>Per Event</b>
JHS Freshman/JV Only Ticket Taker	\$25.00 per event
JHS Other JV/V Ticket Taker	\$25.00 per event
JHS JV/V Ticket Taker (Football & Basketball)	\$35.00 per event
JHS Tournament Ticket Taker	\$50.00 for tourney
JHS Scoreboard Operator	\$35.00 per event
JHS Scorebook	\$35.00 per event
JHS Announcer	\$35.00 per event
JHS Concession Student Worker	\$8.00-\$10.00 per event
JHS Track & Field Worker	\$45.00 per event
JHS Event Supervisors	\$25.00 per hour
IHSAA Tourney Workers	Per IHSAA recommendation
IHSAA Tourney (Director, Supervisor, Athletic Trainer, Doctor)	Per IHSAA recommendation
JHS Event Security	\$50.00 per hour
JHS Summer School Student Lifeguards	\$12.00 per hour
Jefferson Swim Academy	\$27.00 per hour
Athletic Officials (per event)	
<u>Fall Sports</u>	
Varsity Football	\$85.00
Junior Varsity Football	\$70.00
Freshman Football	\$60.00
Varsity Volleyball	\$65.00
Varsity/Junior Varsity Volleyball	\$100.00
Junior Varsity Volleyball	\$60.00
Freshman Volleyball	\$60.00
Volleyball Tournament	\$175, \$225, \$225
Varsity Soccer	\$75.00
Varsity/Junior Varsity Soccer	\$125.00
Junior Varsity Soccer	\$60.00
Soccer Tournament	Varies

<u>Winter Sports</u>	
Varsity Basketball	\$85.00
Junior Basketball	\$75.00
Freshman Basketball	\$50.00
Co-ed Swimming	\$80.00
Swimming	\$40.00
Gymnastics	\$80, \$120 for Invite
Varsity Wrestling	\$80.00
Junior Varsity Wrestling	\$70.00
Wrestling Tournament	\$175.00
<u>Spring Sports</u>	
Varsity Baseball	\$80.00, \$160.00 Double Header
Junior Varsity Baseball	\$70.00
Varsity/Junior Varsity Baseball	\$150.00
Varsity Softball	\$80.00, \$160 Double Header
Junior Varsity Softball	\$70.00
Varsity/Junior Varsity Softball	\$150.00
Unified Track & Field	\$90.00
Co-ed Track & Field	\$90.00
Track & Field	\$90.00

Board Approved 2/9/2026