

CLARKSVILLE COMMUNITY SCHOOLS
STATEMENT OF BENEFITS AND COMPENSATION FOR
PARAPROFESSIONALS/OTHER ASSISTANTS
July 1, 2026 to June 30, 2027

2.000 INSURANCE

2.050 Eligibility

All full-time members of this employee group are eligible for the benefits described in Section 2.000. Full-time is 20 hours or more per week.

2.100 Medical Insurance

- A. Employees may participate in the prevailing group major medical, health and hospitalization insurance.

The Board of School Trustees shall contribute the following amounts to the insurance plan of employee choice:

HDP Plan (effective 1/1/2026)

Board Contribution for Employee Only – \$7,800 towards Annual Premium
Board Contribution for Employee + Spouse – \$10,650 towards Annual Premium
Board Contribution for Employee + Children - \$10,650 towards Annual Premium
Board Contribution for Family - \$17,250 towards Annual Premium

2.150 Dental/Vision Insurance

Employees are eligible for participation in the single and family dental/vision insurance programs with the total premium to be paid by the employee.

2.200 Life Insurance

Employees may participate in the Group Policy Insurance Program equal to \$50,000 coverage. The Board of School Trustees will pay the total premium except for \$.72 per year.

2.250 Long-Term Disability Insurance

Employees may participate in the Long-Term Disability Insurance program at an amount equal to their annual salary. The Board of School Trustees will pay the total premium except for \$.72 per year.

3.000 PAID BENEFIT DAYS

3.050 Eligibility

All full-time employees in this employee group shall be eligible for the benefits outlined below after satisfying the 90-day probationary period.

3.100 Personal Leave

The following days are awarded to paraprofessionals and other assistants effective July 1 of each school year:

paraprofessionals and other assistants that work 180 – 184 days shall receive 3 personal days.

Days will be pro-rated for those individuals hired after July 1.

Unused personal days are added to sick days at the end of each school year. Personal leave days may not be used to extend a break or school holiday (referred to as the “blackout days”) without prior approval from Supervisor. In the event the employee does not receive prior approval, he/she will be charged 2 days per each day taken.

3.150 Family Illness Leave (Sick Days)

These days are allotted for illness of the employee or the employee’s immediate family. The Corporation does not condone falsification of these days. A Supervisor can request a doctor’s note at any time. In the event the employee uses a sick day to extend a school holiday, he/she will be charged 2 days per each day taken without a doctor’s note.

Paraprofessionals and other assistants are awarded 9 days for illness.

- 9 sick days (3 sick days granted upon hire and after the completion of the 90-day probationary period, the remaining 6 sick days will become available)
- If an employee uses more than one sick day consecutively, a doctor’s note must be provided.

Days will be pro-rated for those individuals hired after July 1.

Employees may accumulate up to 30 illness days. Employees with more than 30 days accumulated shall be paid \$30.00 per day for each day over 30 at the end of each school year. This will be added to the employee’s payroll check at the end of the school year.

3.155 Unused Benefits

Upon retirement or resignation, any employee who has been with the Corporation a minimum of 10 years with unused benefit days up to 30 shall be compensated \$60.00 per day. This will be added to the employee’s final payroll check.

3.200 Holidays

Employees identified in this group have no paid holidays.

3.250 Vacations

Employees identified in this group are not entitled to vacation time.

3.330 Bereavement Leave

Each full-time employee shall be entitled to bereavement leave with full salary and benefits up to ten (10) school days, for a death of a spouse or a child, five (5) school days due to a death in the immediate family. Up to a maximum of two (2) of the five (5) days may be reserved for bereavement-related matters to be taken, if needed, within thirty (30) calendar days of the date of death. Bereavement days may not be used in lieu of personal days.

Immediate family is defined as:

Spouse, child, stepchild, parent, sibling, grandparent, great grandparents, grandchild and similar relationships by marriage or step, significant other, life partner and others living in the household and other family members who is/are dependent on the employee. If an employee or employee’s partner has a miscarriage than the unborn child will be deemed an immediate family member of the employee and the employee may use bereavement

leave under this provision.

In the event of the death of an aunt, uncle, nephew, niece or in similar relationships, bereavement leave with full salary and benefits for up to three (3) days shall be granted. In the event of the death of a cousin bereavement leave with full pay and benefits of one (1) day shall be granted.

5.000 COMPENSATION

5.050 Hours, Work Day and Work Week

- A. The regular workday for individuals in this group is listed below. Workday hours are inclusive of lunch, unless otherwise noted. Daily starting and ending times may vary according to assignment. The workweek shall begin with Sunday and end with Saturday of the same week.

CES, CMS, CHS Paraprofessionals	8.0 hours
Library Assistant/Secondary	8.0 hours
MLL Paraprofessionals	8.0 hours

- B. All paraprofessionals except the MLL paraprofessionals works 180 days. The MLL paraprofessionals work 184 days.

Begin/end dates for 2026-2027 school year are noted below:

	Start Date	End Date
Paraprofessionals	August 3, 2026	*May 21, 2027
Multi Language Learner Paraprofessional	August 3, 2026	May 25, 2027

*end dates may change pending snow-make up days

*Required to be at Kickoff, will not be required to work on the first Flexible Waiver day on August 19, 2026.

- C. All employees will receive their pay in 26 biweekly pays per year.
- D. A supervisor must approve pay beyond the normal eight (8) hour workday. If such compensation is to be considered (overtime), this compensation cannot include pay inclusive of lunch.

5.100 Salary/Wage Schedule

- A. Wage Scale for Paraprofessionals and other Assistants

Position	Years of Experience					
	0	1	2	3	4	5+
Paraprofessionals	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50

- B. Wage Scale for MLL Paraprofessionals (Multi Language Learners)

\$21.00 per hour 184 work days

*\$2,500 Annually Corporation Communications Translator Stipend

*year of experience is granted after 120 days worked in a school year

**new hires may be granted years of experience if previous years of experience is commensurate with current position (i.e.: school) and is approved by the Superintendent

5.250 Adjustments to Salary/Wages

- A. Clarksville Community Schools will pay the mandatory employee contribution to the State Public Employees Retirement Fund (PERF) for each member of PERF.

A.350 Hazardous Weather Days

- A. When schools are closed and there is no remote learning for hazardous weather (by official notification), employees do not report to work. These employees will be paid for the day. **However, the workdays will be made-up without additional compensation.**
- B. When schools experience early dismissals due to hazardous weather, employees will work until dismissed by their Supervisor and will be paid for hours worked.
- C. When the opening of school is delayed due to hazardous weather, employees will report to work within the first hour of the two hour period of delay with no deduction in pay unless otherwise excused by their supervisor.

5.355 Remote Learning Days

Employees have two options for remote learning days:

- A. Employees must report to work. These duties may not be typical workday responsibilities.
- B. Employees may use a personal day.

5.420 403B and 457

- A. Employees are eligible to contribute in the corporation 403B and 457 Plans.

6.00 Insurance Retirement Option

Classified Employees/Insurance upon retirement:

Any employee who (a) has reached the age of Sixty (60), and (b) has been employed ten (10) continuous years in the Clarksville Community School Corporation shall have the right to remain in the group health insurance plan until the employee becomes eligible for Medicare, by paying the full applicable premium.

Approved by the Board of School Trustees on September 8, 2026
