

## HOURLY/SUBSTITUTE PAY RATE SHEET

EFF. 1/1/2021

<b><u>COMMUNITY EDUCATION</u></b>		
American Indian Facilitator	Hourly	<b>\$10.08</b>
Lifeguard	Hourly	<b>\$10.23</b>
Locker Room Attendant	Hourly	<b>\$10.08</b>
Pool Director	Hourly	<b>\$10.08</b>
Puppeteer	Hourly	<b>\$10.23</b>
School-Aged/Pre-K Worker	Hourly	<b>\$10.08</b>
Site Supervisor Substitute	Hourly	<b>\$0.08</b>
Special Needs Helper	Hourly	<b>\$10.08</b>
Swim Instructor	Hourly	<b>\$11.50</b>
Temporary Building Coordinator	Substitute	<b>\$12.50</b>
<i>Youth Development Programs</i>		
Youth Service Facilitator	Hourly	<b>\$12.50</b>
Cross Age Student Helper   Playground Leader   Gym Supervisor		
Activity Leader   Summer Youth Placement Coordinator	Hourly	<b>\$10.08</b>

<b><u>FOOD SERVICE</u></b>		
Cook and Head Cook Substitute	Substitute	<b>\$10.23</b>
Food Service Substitute/Non-Unit Helper	Hourly & Substitute	<b>\$10.08</b>
Production Manager Substitute	Substitute	<b>\$10.50</b>
Satellite Manager Substitute	Substitute	<b>\$10.50</b>
Satellite Mgr Trainer	Hourly	<b>\$15.63</b>
Retired Food Service employees are paid \$1.00/hr in addition to above rates.	Substitute	

<b><u>MAINTENANCE AND CONSTRUCTION</u></b>		
Lead Person for Laborers	Substitute	<b>\$10.08</b>
Retired Trades People	Substitute	<b>Step B of Maintenance CBA</b>
Snow Shovelers, Temporary	Hourly	<b>\$10.08</b>
Summer AV Repair	Hourly	<b>\$10.08</b>
Summer Hourly Substitute	Substitute	<b>\$10.08</b>
Welder and Other Skilled Trades		<b>Step B of Maintenance CBA</b>

<b><u>BUILDING OPERATIONS</u></b>		
Hourly Regular Substitute	Substitute	<b>\$11.00</b>
Substitute for Licensed People	Substitute	<b>\$10.08</b>
Summer Hourly and Summer Hourly Lawn Crew	Hourly	<b>\$10.08</b>
Retired Custodian	Substitute	<b>Step B Current Maintenance CBA</b>
Retired Custodian II	Substitute	<b>Step B Current Maintenance CBA</b>
Retired Fireperson I	Substitute	<b>\$11.85</b>
Retired Fireperson II	Substitute	<b>Step B Current Maintenance CBA</b>
Retired Engineer (Eng. 1/Eng. 2/Eng. 3/Eng. 4)	Substitute	<b>Step B Current Maintenance CBA</b>

<b><u>TRANSPORTATION</u></b>		
Bus Helper	Substitute	<b>\$10.08</b>
Field Trip	Substitute	<b>\$10.23</b>

<b><u>PRINT SHOP</u></b>		
Skilled Tradesperson	Substitute	<b>Step A of Maintenance CBA</b>
Summer Hourly	Hourly	<b>\$10.08</b>

<b><u>PURCHASING (STOREROOM)</u></b>		
Hourly Regular Substitute	Substitute	<b>\$10.08</b>
Hourly Student	Hourly	<b>\$10.08</b>
Stock Clerk (Retired Employee)	Substitute	<b>Step A of Maintenance CBA</b>

<b><u>CLERICAL</u></b>		
Hourly Clerical	Hourly	<b>\$10.23</b>
Regular Substitute	Substitute	<b>\$10.23</b>
Retired/Layoff Employees	Substitute	<b>OSS Step 1 of Clerical CBA</b>

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<b><u>PARAPROFESSIONALS</u></b>		
Career Center Assistant	Hourly	<b>\$10.08</b>
Career Center Coordinator	Hourly	<b>\$12.50</b>
Child Care Assistant	Substitute	<b>\$10.23</b>
Community Assistant	Substitute	<b>\$10.08</b>
Community Liaison	Substitute	<b>\$10.08</b>
Cultural Assistant (no language skills)	Substitute	<b>\$10.08</b>
Cultural Assistant (with language skills)	Substitute	<b>\$10.23</b>
Experience Center Manager	Substitute	<b>\$10.08</b>
Health Assistant	Substitute	<b>\$11.00</b>
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	Substitute	<b>\$13.00</b>
Indian Oriented Assistant	Substitute	<b>\$10.08</b>
Instructional Assistant (Tutor)	Hourly & Substitute	<b>\$10.08</b>
Licensed Interpreter for the Deaf	Substitute	<b>\$20.00</b>
Media Assistant	Substitute	<b>\$10.08</b>
Mental Health Practitioner Sub	Substitute	<b>\$12.00</b>
Occupational Therapy Assistant	Substitute	<b>\$10.23</b>
Physical Therapist Assistant	Substitute	<b>\$14.00</b>
Special Education Assistant	Hourly & Substitute	<b>\$10.23</b>
Special Education Assistant (LPN License Required)	Substitute	<b>\$16.50</b>
Special Education Assistant (RN License Required)	Substitute	<b>\$22.50</b>
Supervisory Assistant	Substitute	<b>\$10.23</b>
<i>Technical Tutor</i>		
Graphic Artist   Cultural Assistant (with language skills)   RDT   Asian Oriented   Evaluation/Testing	Substitute	<b>\$10.23</b>

<b><u>MISCELLANEOUS</u></b>		
Accounting Intern	Hourly	<b>\$10.08</b>
Assistant Examiner	Hourly	<b>\$10.08</b>
Cafeteria/Playground Monitor	Hourly	<b>\$10.08</b>
Crossing Guard	Hourly	<b>\$10.08</b>
Deli Assistant	Hourly	<b>\$10.08</b>
Deli Operator	Hourly	<b>\$14.00</b>
Desegregation Assistant	Hourly	<b>\$10.08</b>
GED Examiner	Hourly	<b>\$20.00</b>
Headstart Nutritionist	Hourly	<b>\$25.00</b>
Help Desk Technician	Hourly	<b>\$13.00</b>
HRA Headstart Resource Aide	Hourly	<b>\$10.08</b>
Indian Adult Basic Education Assistant	Hourly	<b>\$10.08</b>
Parental Involvement Coordinator	Hourly	<b>\$10.08</b>
Systems Maintenance Technician	Hourly	<b>\$21.54</b>
Technology Intern (2 yrs college or above)	Hourly	<b>\$10.08</b>
Technology Student Intern (after 17 months)	Hourly	<b>\$10.08</b>
Technology Student Intern (ISD#709 Student)	Hourly	<b>\$10.08</b>
Work Study	Hourly	<b>\$10.08</b>

<b><u>SUBSTITUTE TEACHERS</u></b>		
All Certified Substitutes	Substitute	<b>\$125.04</b>
Certified Retired Substitutes Only	Substitute	<b>\$130.00</b>
Teacher Hourly Rate of Pay	Substitute	<b>\$22.08</b>