

# HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Update 4/17/18 - Effective 07/01/2018

POSITIONS	SPECIAL NOTES	OLD RATE	PROPOSED RATE	NOTES
<b><u>COMMUNITY EDUCATION</u></b>				
Lifeguard		\$ 10.00		
Locker Room Attendant		\$ 9.65		
Swim Instructor		\$ 11.50		
<b>School-Aged Care/Pre-K Worker</b>		<del>\$ 9.65</del>	<b>\$ 9.75</b>	
Special Needs Helper		\$ 9.65		
Youth Development Programs				
-Cross Age Student Helper		\$ 9.65		
-Youth Service Facilitator		\$ 12.50		
-Playground Leader		\$ 9.65		
-Gym Supervisor		\$ 9.65		
-Activity Leader		\$ 9.65		
-Summer Youth Placement Coordinator		\$ 9.65		
Site Supervisor Substitute		\$ 10.50		
Pool Director		\$ 9.65		
Temporary Building Coordinator		\$ 12.50		
<b>Puppeteer</b>		<del>\$ 10.00</del>	<b>\$ 10.10</b>	
American Indian Facilitator		\$ 9.75		
<b><u>FOOD SERVICE</u></b>				
Food Service Substitute/Non -Unit Helper		\$ 9.65		
Cook and Head Cook Substitute		\$ 10.00		
Production Manager Substitute		\$ 10.50		
Satellite Manager Substitute		\$ 10.50		
Satellite Mgr Trainer		\$ 15.63		
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.				
<b><u>MAINTENANCE AND CONSTRUCTION</u></b>				
Summer Hourly Substitute		\$ 9.65		
Snow Shovelers, Temporary		\$ 9.65		
Summer AV Repair		\$ 9.65		
Lead Person for Laborers		\$ 9.65		
Retired Trades People		Step B of MA CBA		
Welder and Other Skilled Trades		Step A of MA CBA		
<b><u>BUILDING OPERATIONS</u></b>				
Hourly Regular Substitute		\$ 11.00		
Substitute for Licensed People		\$ 9.65		
Summer Hourly and Summer Hourly Lawn Crew		\$ 9.65		
Retired Custodian		*		
Retired Custodian II		*		
Retired Fireperson I		\$ 11.85		
Retired Fireperson II		*		
Retired Engineer	(Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*)			
<b>*(Step B Current Maintenance Unit Bargaining Agreement)</b>				
<b><u>TRANSPORTATION</u></b>				
Substitute for Bus Driver (regular route)		Step A of MA CBA		
Field Trip		\$ 10.00		
Bus Helper		\$ 9.65		
<b><u>PRINT SHOP</u></b>				
Summer Hourly		\$ 9.65		
Skilled Tradesperson		Step A of MA CBA		
<b><u>PURCHASING (STOREROOM)</u></b>				
Hourly Regular Substitute		\$ 9.65		
Hourly Student		\$ 9.65		
Stock Clerk (Retired Employee)		Step A of MA CBA		
<b><u>CLERICAL</u></b>				
Regular Substitute		\$ 10.00		
<b>Hourly Clerical</b>			<b>\$ 10.10</b>	<b>Previously part of Reg Sub Rate</b>
Retired/Layoff Employees		OSS Step 1 of Clerical CBA		

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<b><u>PARAPROFESSIONALS</u></b>			
Instructional Assistant(Tutor) <b>Sub</b> <b>Hourly Instructional Assistant(Tutor)</b>	\$ 9.65	\$ 9.75	Add Sub to title to differentiate from Hrly Previously part of Inst Asst Sub Rate
Media Assistant	\$ 9.65		
Supervisory Assistant <b>Sub</b> <b>Hourly Supervisory Assistant</b>	\$ 10.00	\$ 10.10	Add Sub to title to differentiate from Hrly Previously part of Supv Asst Sub Rate
Special Education Assistant	\$ 10.00		
Health Assistant	\$ 11.00		
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	\$ 13.00		
Licensed Interpreter for the Deaf	\$ 20.00		
Special Education Assistant (LPN License Required)	\$ 16.50		
Special Education Assistant (RN License Required)	\$ 22.50		
Indian Oriented Assistant	\$ 9.65		
Cultural Assistant (no language skills)	\$ 9.65		
Cultural Assistant (with language skills)	\$ 10.00		
Community Assistant	\$ 9.65		
Experience Center Manager	\$ 9.65		
Career Center Assistant	\$ 9.65		
Career Center Coordinator	<del>\$ 12.50</del>	\$ 12.63	
Occupational Therapy Assistant	\$ 10.00		
Technical Tutor			
-Graphic Artist	\$ 10.00		
-Cultural Assistant (with language skills)	\$ 10.00		
-RDT	\$ 10.00		
-Asian Oriented	\$ 10.00		
-Evaluation/Testing	\$ 10.00		
Child Care Assistant	\$ 10.00		
Community Liaison	\$ 9.65		
Physical Therapist Assistant	\$ 14.00		
Mental Health Practitioner Sub	\$ 12.00		
<b><u>MISCELLANEOUS</u></b>			
HRA Headstart Resource Aide	\$ 9.65		
Desegregation Assistant	\$ 9.65		
Cafeteria/Playground Monitor	<del>\$ 9.65</del>	\$ 9.75	
Crossing Guard	<del>\$ 9.65</del>	\$ 9.75	
Work Study	\$ 9.65		
Accounting Intern	\$ 9.65		
GED Examiner	\$ 20.00		
Parental Involvement Coordinator - <b>Hourly</b>	<del>\$ 9.65</del>	\$ 9.75	
Indian Adult Basic Education Assistant	\$ 9.65		
Assistant Examiner	\$ 9.65		
Systems Maintenance Technician	\$ 21.54		
Technology Student Intern(ISD#709 Student)	\$ 9.65		
Technology Student Intern (after 17 months)	\$ 9.65		
Technology Intern (2 yrs college or above)	\$ 12.00		
Help Desk Technician	\$ 13.00		
Deli Operator - <b>Hourly</b>	<del>\$ 14.00</del>	\$ 14.14	
<b>Deli Assistant - Hourly</b>	<del>\$ 9.65</del>	\$ 9.75	
Headstart Nutritionist	\$ 25.00		
<b><u>SUBSTITUTE TEACHERS</u></b>			
All Certified Substitutes	\$ 125.00		
Certified Retired Substitutes Only	\$ 130.00		
Teacher Hourly Rate of Pay 7/1/17	\$ 22.08		
updated 11/28/17, Effective 01/01/2018, <b>Proposed Changes 4/17/18, effective 07/01/18</b>			