

HOURLY/SUBSTITUTE PAY RATE SHEET

PROPOSED EFF. 1/1/2022

| <u>COMMUNITY EDUCATION</u> | <u>PROPOSED NEW RATE</u> | <u>COMMENTS</u> |
|---|---------------------------------------|--|
| American Indian Facilitator | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Lifeguard | Hourly \$10.23 | \$10.48 Minnesota Minimum Wage plus \$0.15 |
| Locker Room Attendant | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Pool Director | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Puppeteer | Hourly \$10.23 | \$10.48 Minnesota Minimum Wage plus \$0.15 |
| School-Aged/Pre-K Worker | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Site Supervisor Substitute | Hourly \$10.50 | Correction of Last Year's Typo |
| Special Needs Helper | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Swim Instructor | Hourly \$11.50 | |
| Temporary Building Coordinator | Substitute \$12.50 | |
| <u>Youth Development Programs</u> | | |
| Youth Service Facilitator | Hourly \$12.50 | |
| Cross Age Student Helper Playground Leader Gym Supervisor | | |
| Activity Leader Summer Youth Placement Coordinator | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| <u>FOOD SERVICE</u> | | |
| Cook and Head Cook Substitute | Substitute \$10.23 | \$10.48 Minnesota Minimum Wage plus \$0.15 |
| Food Service Substitute/Non-Unit Helper | Hourly & Substitute \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Production Manager Substitute | Substitute \$10.50 | |
| Satellite Manager Substitute | Substitute \$10.50 | |
| Satellite Mgr Trainer | Hourly \$15.63 | |
| Retired Food Service employees are paid \$1.00/hr in addition to above rates. | Substitute | |
| <u>MAINTENANCE AND CONSTRUCTION</u> | | |
| Lead Person for Laborers | Substitute \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Retired Trades People | Substitute Step B of Maintenance CBA | |
| Snow Shovelers, Temporary | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Summer AV Repair | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Summer Hourly Substitute | Substitute \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Welder and Other Skilled Trades | Substitute Step B of Maintenance CBA | |
| <u>BUILDING OPERATIONS</u> | | |
| Hourly Regular Substitute | Substitute \$11.00 | |
| Substitute for Licensed People | Substitute \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Summer Hourly and Summer Hourly Lawn Crew | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Retired Custodian | Substitute Step B Maintenance CBA | |
| Retired Custodian II | Substitute Step B Maintenance CBA | |
| Retired Fireperson I | Substitute \$11.85 | |
| Retired Fireperson II | Substitute Step B Maintenance CBA | |
| Retired Engineer (Eng. 1/Eng. 2/Eng. 3/Eng. 4) | Substitute Step B Maintenance CBA | |
| <u>TRANSPORTATION</u> | | |
| Bus Helper | Substitute \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Field Trip | Substitute \$10.23 | \$10.48 Minnesota Minimum Wage plus \$0.15 |
| <u>PRINT SHOP</u> | | |
| Skilled Tradesperson | Substitute Step A of Maintenance CBA | |
| Summer Hourly | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| <u>PURCHASING (STOREROOM)</u> | | |
| Hourly Regular Substitute | Substitute \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Hourly Student | Hourly \$10.08 | \$10.33 Minnesota Minimum Wage Increase |
| Stock Clerk (Retired Employee) | Substitute Step A of Maintenance CBA | |
| <u>CLERICAL</u> | | |
| Hourly Clerical | Hourly \$10.23 | \$10.48 Minnesota Minimum Wage plus \$0.15 |
| Regular Substitute | Substitute \$10.23 | \$10.48 Minnesota Minimum Wage plus \$0.15 |
| Retired/Layoff Employees | Substitute OSS Step 1 of Clerical CBA | |

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EFF. 1/1/2022

| PARAPROFESSIONALS | | | PROPOSED NEW RATE | COMMENTS |
|--|---------------------|----------|--------------------------|---|
| Career Center Assistant | Hourly | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Career Center Coordinator | Hourly | \$12.50 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Child Care Assistant | Substitute | \$10.23 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Community Assistant | Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Community Liaison | Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Cultural Assistant (no language skills) | Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Cultural Assistant (with language skills) | Substitute | \$10.23 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Experience Center Manager | Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Health Assistant | Substitute | \$11.00 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed) | Substitute | \$13.00 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Indian Oriented Assistant | Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Instructional Assistant (Tutor) | Hourly & Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Licensed Interpreter for the Deaf | Substitute | \$20.00 | | |
| Media Assistant | Substitute | \$10.08 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Mental Health Practitioner Sub | Substitute | \$12.00 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Occupational Therapy Assistant | Substitute | \$10.23 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Physical Therapist Assistant | Substitute | \$14.00 | | |
| Special Education Assistant | Hourly & Substitute | \$10.23 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| Special Education Assistant (LPN License Required) | Substitute | \$16.50 | | |
| Special Education Assistant (RN License Required) | Substitute | \$22.50 | | |
| Supervisory Assistant | Substitute | \$10.23 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| <i>Technical Tutor</i> | | | | |
| Graphic Artist Cultural Assistant (with language skills) RDT | | | | |
| Asian Oriented Evaluation/Testing | Substitute | \$10.23 | \$13.50 | Administrative decision for board approval eff 11/29/21 |
| MISCELLANEOUS | | | | |
| Accounting Intern | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Assistant Examiner | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Cafeteria/Playground Monitor | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Crossing Guard | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Deli Assistant | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Deli Operator | Hourly | \$14.00 | | |
| Desegregation Assistant | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| GED Examiner | Hourly | \$20.00 | | |
| Headstart Nutritionist | Hourly | \$25.00 | | |
| Help Desk Technician | Hourly | \$13.00 | | |
| HRA Headstart Resource Aide | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Indian Adult Basic Education Assistant | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Parental Involvement Coordinator | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Systems Maintenance Technician | Hourly | \$21.54 | | |
| Technology Intern (2 yrs college or above) | Hourly | \$12.00 | | Correction of Last Year's Typo |
| Technology Student Intern (after 17 months) | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Technology Student Intern (ISD#709 Student) | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| Work Study | Hourly | \$10.08 | \$10.33 | Minnesota Minimum Wage Increase |
| SUBSTITUTE TEACHERS | | | | |
| All Certified Substitutes | Substitute | \$125.04 | \$150.00 | Administrative decision for board approval eff 11/29/21 |
| Certified Retired Substitutes Only | Substitute | \$130.00 | \$155.00 | Administrative decision for board approval eff 11/29/21 |
| Teacher Hourly Rate of Pay | Substitute | \$22.08 | | |