

HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Changes ~ Effective 01/01/2018

Proposed Per
1/1/2018 Min.
Wage Rate

POSITIONS	SPECIAL NOTES	RATE	
<u>COMMUNITY EDUCATION</u>			
Lifeguard		\$ 10.00	
Locker Room Attendant		\$ 9.50	\$ 9.65
Swim Instructor		\$ 11.50	
School-Aged Care/Pre-K Worker		\$ 9.50	\$ 9.65
Special Needs Helper		\$ 9.50	\$ 9.65
Youth Development Programs			
-Cross Age Student Helper		\$ 9.50	\$ 9.65
-Youth Service Facilitator		\$ 12.50	
-Playground Leader		\$ 9.50	\$ 9.65
-Gym Supervisor		\$ 9.50	\$ 9.65
-Activity Leader		\$ 9.50	\$ 9.65
-Summer Youth Placement Coordinator		\$ 9.50	\$ 9.65
Site Supervisor Substitute		\$ 10.50	
Pool Director		\$ 9.50	\$ 9.65
Temporary Building Coordinator		\$ 12.50	
Puppeteer		\$ 10.00	
American Indian Facilitator		\$ 9.75	
<u>FOOD SERVICE</u>			
Food Service Substitute/Non -Unit Helper		\$ 9.50	\$ 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.			
<u>MAINTENANCE AND CONSTRUCTION</u>			
Summer Hourly Substitute		\$ 9.50	\$ 9.65
Snow Shovelers, Temporary		\$ 9.50	\$ 9.65
Summer AV Repair		\$ 9.50	\$ 9.65
Lead Person for Laborers		\$ 9.50	\$ 9.65
Retired Trades People		Step B of MA CBA	
Welder and Other Skilled Trades		Step A of MA CBA	
<u>BUILDING OPERATIONS</u>			
Hourly Regular Substitute		\$ 11.00	
Substitute for Licensed People		\$ 9.50	\$ 9.65
Summer Hourly and Summer Hourly Lawn Crew		\$ 9.50	\$ 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*)		
*(Step B Current Maintenance Unit Bargaining Agreement)			
<u>TRANSPORTATION</u>			
Substitute for Bus Driver (regular route)		Step A of MA CBA	
Field Trip		\$ 10.00	
Bus Helper		\$ 9.50	\$ 9.65
<u>PRINT SHOP</u>			
Summer Hourly		\$ 9.50	\$ 9.65
Skilled Tradesperson		Step A of MA CBA	
<u>PURCHASING (STOREROOM)</u>			
Hourly Regular Substitute		\$ 9.50	\$ 9.65
Hourly Student		\$ 9.50	\$ 9.65

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Stock Clerk (Retired Employee)	Step A of MA CBA			
<u>CLERICAL</u>				
Regular Substitute	\$	10.00		
Retired/Layoff Employees			OSS Step 1 of Clerical CBA	
<u>PARAPROFESSIONALS</u>				
Instructional Assistant(Tutor)	\$ 9.50		\$ 9.65	
Media Assistant	\$ 9.50		\$ 9.65	
Supervisory Assistant	\$	10.00		
Special Education Assistant	\$	10.00		
Health Assistant	\$	11.00		
Hearing Impaired Assistant (Signer) (Transliterater 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	\$ 9.50		\$ 9.65	
Cultural Assistant (no language skills)	\$ 9.50		\$ 9.65	
Cultural Assistant (with language skills)	\$	10.00		
Community Assistant	\$ 9.50		\$ 9.65	
Experience Center Manager	\$ 9.50		\$ 9.65	
Career Center Assistant	\$ 9.50		\$ 9.65	
Career Center Coordinator	\$	12.50		
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	\$ 9.50		\$ 9.65	
Physical Therapist Assistant	\$	14.00		
Mental Health Practitioner Sub	\$	12.00		
<u>MISCELLANEOUS</u>				
HRA Headstart Resource Aide	\$ 9.50		\$ 9.65	
Desegregation Assistant	\$ 9.50		\$ 9.65	
Cafeteria/Playground Monitor	\$ 9.50		\$ 9.65	
Crossing Guard	\$ 9.50		\$ 9.65	
Work Study	\$ 9.50		\$ 9.65	
Accounting Intern	\$ 9.50		\$ 9.65	
GED Examiner	\$	20.00		
Parental Involvement Coordinator	\$ 9.50		\$ 9.65	
Indian Adult Basic Education Assistant	\$ 9.50		\$ 9.65	
Assistant Examiner	\$ 9.50		\$ 9.65	
Systems Maintenance Technician	\$	21.54		
Technology Student Intern(ISD#709 Student)	\$ 9.50		\$ 9.65	
Technology Student Intern (after 17 months)	\$ 9.50		\$ 9.65	
Technology Intern (2 yrs college or above)	\$	12.00		
Help Desk Technician	\$	13.00		
Deli Operator	\$	14.00		
Headstart Nutritionist	\$	25.00		
<u>SUBSTITUTE TEACHERS</u>				
All Certified Substitutes	\$	125.00		
Certified Retired Substitutes Only	\$	130.00		
Teacher Hourly Rate of Pay 7/1/16	\$	21.03		