

HOURLY/SUBSTITUTE PAY RATE SHEET			
EFF. 9/1/2025		7/1/24	Proposed 7/1/25
<b><u>COMMUNITY EDUCATION</u></b>			
American Indian Facilitator	Hourly	\$14.50	\$14.50
Lifeguard	Hourly	\$14.65	\$14.65
Locker Room Attendant	Hourly	\$14.50	\$14.50
Pool Director	Hourly	\$14.50	\$14.50
Puppeteer	Hourly	\$14.65	\$14.65
School-Aged/Pre-K Worker	Hourly	\$14.50	\$14.50
Site Supervisor Substitute	Hourly	\$14.50	\$14.50
Special Needs Helper	Hourly	\$14.50	\$14.50
Swim Instructor	Hourly	\$15.50	\$15.50
Temporary Building Coordinator	Hourly	\$16.50	\$16.50
Youth Development Programs		\$0.00	\$0.00
Youth Service Facilitator	Hourly	\$16.50	\$16.50
Cross Age Student Helper   Playground Leader   Gym Supervisor Activity Leader   Summer Youth Placement Coordinator	Hourly	\$14.50	\$14.50
<b><u>FOOD SERVICE</u></b>			
Cook and Head Cook Substitute	Hourly	\$16.00	\$16.00
Nutrition Svc Asst Substitute/Non-Unit Helper	Hourly	\$16.00	\$15.00
Elementary/Residential Manager Substitute	Hourly	\$16.00	\$16.00
Secondary Manager Substitute	Hourly	\$17.00	\$17.00
Retired Food Service employees	Hourly	Step 3 of Food Svc CBA	Step 3 of Food Svc CBA
<b><u>MAINTENANCE AND CONSTRUCTION</u></b>			
Lead Person for Laborers	Hourly	\$15.00	\$15.00
Retired Trades People	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Snow Shovelers, Temporary	Hourly	\$15.00	\$15.00
Summer AV Repair	Hourly	\$15.00	\$15.00
Summer Hourly Substitute	Hourly	\$15.00	\$15.00
Welder and Other Skilled Trades		Step B of Maintenance CBA	Step B of Maintenance CBA
<b><u>BUILDING OPERATIONS</u></b>			
Hourly Regular Substitute	Hourly	\$15.00	\$18.05
Substitute for Licensed People	Hourly	\$15.00	\$20.00
Summer Hourly and Summer Hourly Lawn Crew	Hourly	\$15.00	\$18.00
Retired Custodian	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Retired Custodian II	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Retired Fireperson I	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Retired Fireperson II	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Retired Engineer (Eng. 1/Eng. 2/Eng. 3/Eng. 4)	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
<b><u>TRANSPORTATION</u></b>			
Retired Bus Driver	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Bus Driver	Hourly	\$20.00	\$20.00
Bus Helper	Hourly	\$15.00	\$15.00
Field Trip	Hourly	\$15.00	\$15.00
<b><u>PRINT SHOP</u></b>			
Skilled Tradesperson	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
Summer Hourly	Hourly	\$15.00	\$15.00
<b><u>PURCHASING (STOREROOM)</u></b>			
Hourly Regular Substitute	Hourly	\$15.00	\$15.00
Hourly Student	Hourly	\$15.00	\$15.00
Stock Clerk (Retired Employee)	Hourly	Step B of Maintenance CBA	Step B of Maintenance CBA
<b><u>CLERICAL/PARAPROFESSIONAL</u></b>			
Hourly Clerical Substitute	Hourly	\$16.00	\$18.02
Regular Substitute	Hourly	\$16.00	\$21.02
Retired/Layoff Employees	Hourly	Step 1 of Clerical CBA	Step 1 of Clerical CBA
<b><u>PARAPROFESSIONALS</u></b>			
Career Center Assistant	Hourly	\$15.00	\$15.00
Career Center Coordinator	Hourly	\$15.00	\$15.00
Child Care Assistant	Hourly	\$15.00	
Community Assistant	Hourly	\$15.00	

Community Liaison	Hourly	\$15.00	
Cultural Assistant (no language skills)	Hourly	\$15.00	
Cultural Assistant (with language skills)	Hourly	\$15.00	
Experience Center Manager	Hourly	\$15.00	
Health Assistant	Hourly	\$15.00	
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	Hourly	\$15.00	
Indian Oriented Assistant	Hourly	\$15.00	
Instructional Assistant (Tutor)	Hourly	\$15.00	
Licensed Interpreter for the Deaf	Hourly	\$20.00	
Media Assistant	Hourly	\$15.00	
Mental Health Practitioner Sub	Hourly	\$15.00	
Occupational Therapy Assistant	Hourly	\$15.00	
Physical Therapist Assistant	Hourly	\$15.00	
Special Education Assistant	Hourly	\$15.00	
Special Education Assistant (LPN License Required)	Hourly	\$18.00	\$18.00
Special Education Assistant (RN License Required)	Hourly	\$24.00	\$24.00
Supervisory Assistant	Hourly	\$15.00	
Technical Tutor		\$15.00	
Graphic Artist   Cultural Assistant (with language skills)   RDT   Asian Oriented   Evaluation/Testing	Hourly	\$15.00	
Paraprofessional-Gen Ed	Hourly	\$16.00	\$17.00
Paraprofessional	Hourly	\$17.50	\$18.50
<b>MISCELLANEOUS</b>			
Accounting Intern	Hourly	\$15.00	
Assistant Examiner	Hourly	\$15.00	
Cafeteria/Playground Monitor	Hourly	\$15.00	\$15.00
Crossing Guard	Hourly	\$15.00	
Deli Assistant	Hourly	\$15.00	
Deli Operator	Hourly	\$15.00	
Desegregation Assistant	Hourly	\$15.00	
GED Examiner	Hourly	\$21.00	
Headstart Nutritionist	Hourly	\$26.00	
Help Desk Technician	Hourly	\$17.00	
HRA Headstart Resource Aide	Hourly	\$15.00	
Indian Adult Basic Education Assistant	Hourly	\$15.00	
Parental Involvement Coordinator	Hourly	\$15.00	\$15.00
Systems Maintenance Technician	Hourly	\$22.54	
Technology Intern (2 yrs college or above)	Hourly	\$16.00	\$16.00
Technology Student Intern (after 17 months)	Hourly	\$15.00	\$15.00
Technology Student Intern(ISC#709 Student)	Hourly	\$15.00	\$15.00
Work Study	Hourly	\$15.00	\$15.00
<b>SUBSTITUTE TEACHERS</b>			
All Certified Substitutes	Substitute	\$160.00	\$165.00
Certified Retired Substitutes Only	Substitute	\$165.00	\$170.00