

# HOURLY/SUBSTITUTE PAY RATE SHEET

Proposed Update 04/17/18 - Effective 06/15/2018

POSITIONS	SPECIAL NOTES	RATE
<b><u>COMMUNITY EDUCATION</u></b>		
Lifeguard		\$ 10.00
Locker Room Attendant		\$ 9.65
Swim Instructor		\$ 11.50
School-Aged Care/Pre-K Worker		\$ 9.65
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
Puppeteer		\$ 10.00
American Indian Facilitator		\$ 9.75
<b>Retired Community Schools Coordinator/Drivers Ed Coordinator</b>		<b>\$ 27.00</b>
<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*)	
*(Step B Current Maintenance Unit Bargaining Agreement)		
<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

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Hourly Student	\$	9.65
Stock Clerk (Retired Employee)		Step A of MA CBA

<b><u>CLERICAL</u></b>		
Regular Substitute	\$	10.00
Retired/Layoff Employees		OSS Step 1 of Clerical CBA

<b><u>PARAPROFESSIONALS</u></b>		
Instructional Assistant(Tutor)	\$	9.65
Media Assistant	\$	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	\$	9.65
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	\$	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	\$	9.65
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	\$	9.65
Crossing Guard	\$	9.65
Work Study	\$	9.65
Accounting Intern	\$	9.65
GED Examiner	\$	20.00
Parental Involvement Coordinator	\$	9.65
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	\$	14.00
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