

**HOURLY/SUBSTITUTE PAY RATE SHEET**  
**Effective ~~8/1/2014~~ 8/1/15 (excepted where noted)**

	<u>RATE</u>	<u>New Rate</u>
<b><u>COMMUNITY EDUCATION</u></b>		
Lifeguard	\$ 9.00	
Locker Room Attendant	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Swim Instructor	\$ 11.00	
School-Aged Care/Pre-K Worker	\$ 8.00	\$9.00
Special Needs Helper	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Youth Development Programs		
-Cross Age Student Helper	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
-Youth Service Facilitator	\$ 12.50	
-Playground Leader	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
-Gym Supervisor	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
-Activity Leader	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
-Summer Youth Placement Coordinator	\$ 8.50	\$9.00
Site Supervisor Substitute	\$ 10.00	
Pool Director	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Temporary Building Coordinator	\$ 12.00	
Puppeteer	\$ 9.00	
American Indian Facilitator	\$ 9.25	
<b><u>FOOD SERVICE</u></b>		
Food Service Substitute/Non -Unit Helper	\$ 8.50	\$9.00
Cook and Head Cook Substitute	\$ 9.50	
Production Manager Substitute	\$ 10.50	
Satellite Manager Substitute	\$ 9.50	
Satellite Mgr Trainer	\$ 15.63	
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.		
<b>*(Step B Current Maintenance Unit Bargaining Agreement)</b>		
<b><u>MAINTENANCE AND CONSTRUCTION</u></b>		
Summer Hourly Substitute	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Snow Shovelers, Temporary	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Summer AV Repair	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Lead Person for Laborers	\$ 8.15	\$9.00
Summer Retired Trades People	Step A of MA CBA	
Welder and Other Skilled Trades	Step A of MA CBA	
<b><u>BUILDING OPERATIONS</u></b>		
Hourly Regular Substitute	\$ 8.50	\$9.00
Substitute for Licensed People	\$ 8.15	\$9.00
Summer Hourly	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Summer Hourly Lawn Crew	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Retired Custodian	*	
Retired Custodian II	*	
Retired Fireperson I	\$ 11.85	
Retired Fireperson II	*	
Retired Engineer	(Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*)	
<b><u>TRANSPORTATION</u></b>		
Substitute for Bus Driver (regular route)	Step A of MA CBA	
Field Trip	\$ 10.00	
Bus Helper	\$ 9.00	
<b><u>PRINT SHOP</u></b>		
Summer Hourly	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Skilled Tradesperson	Step A of MA CBA	
<b><u>PURCHASING (STOREROOM)</u></b>		
Hourly Regular Substitute	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Hourly Student	<b>Minimum Wage Increase <del>8/1/14</del> 8/1/15</b>	\$9.00
Stock Clerk (Retired Employee)	Step A of MA CBA	

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<b><u>CLERICAL</u></b>		
Regular Substitute	\$ 9.00	<b>\$10.00</b>
Retired/Layoff Employees	\$ 13.50	<b>Step 1 OSS of Clerical CBA</b>
<b><u>EDUCATIONAL ASSISTANT</u></b>		
Instructional Assistant(Tutor)	\$ 8.75	<b>\$9.00</b>
Media Assistant	\$ 8.75	<b>\$9.00</b>
Supervisory Assistant	\$ 9.00	<b>\$10.00</b>
Special Education Assistant	\$ 9.00	<b>\$10.00</b>
Health Assistant	\$ 10.00	<b>\$11.00</b>
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	\$ 13.00	
Licensed Interpreter for the Deaf	\$ 20.00	
Special Education Assistant (LPN License Required)	\$ 14.00	
Special Education Assistant (RN License Required)	\$ 20.00	
Indian Oriented Assistant	\$ 8.50	<b>\$9.00</b>
Cultural Assistant (no language skills)	\$ 9.00	<b>\$9.00</b>
Cultural Assistant (with language skills)	\$ 9.50	<b>\$10.00</b>
Community Assistant	\$ 8.50	<b>\$9.00</b>
Experience Center Manager	\$ 8.50	<b>\$9.00</b>
Career Center Assistant	\$ 8.00	<b>\$9.00</b>
Career Center Coordinator	\$ 12.50	
Occupational Therapy Assistant	\$ 9.50	<b>\$10.00</b>
Technical Tutor		
-Graphic Artist	\$ 9.00	<b>\$10.00</b>
-Cultural Assistant (with language skills)	\$ 9.50	<b>\$10.00</b>
-RDT	\$ 9.00	<b>\$10.00</b>
-Asian Oriented	\$ 9.00	<b>\$10.00</b>
-Evaluation/Testing	\$ 9.00	<b>\$10.00</b>
Child Care Assistant	\$ 9.00	<b>\$10.00</b>
Community Liaison	\$ 9.00	
Physical Therapist Assistant	\$ 13.95	<b>\$14.00</b>
Mental Health practitioner Sub	\$ 12.00	
<b><u>MISCELLANEOUS</u></b>		
HRA Headstart Resource Aide	\$ 8.00	<b>\$9.00</b>
Desegregation Assistant	\$ 8.00	<b>\$9.00</b>
Cafeteria/Playground Monitor	\$ 8.50	<b>\$9.00</b>
Crossing Guard	\$ 8.00	<b>\$9.00</b>
Work Study	\$ 8.00	<b>\$9.00</b>
Accounting Intern	\$ 8.00	<b>\$9.00</b>
GED Examiner	\$ 20.00	
Parental Involvement Coordinator	\$ 8.00	<b>\$9.00</b>
Indian Adult Basic Education Assistant	\$ 8.75	<b>\$9.00</b>
Assistant Examiner	\$ 8.00	<b>\$9.00</b>
Systems Maintenance Technician	\$ 21.54	
Technology Student Intern(ISD#709 Student)	\$ 8.00	<b>\$9.00</b>
Technology Student Intern (after 17 months)	\$ 8.00	<b>\$9.00</b>
Technology Intern (2 yrs college or above)	\$ 11.00	<b>\$12.00</b>
Help Desk Technician	\$ 12.82	<b>\$13.00</b>
Deli Operator	\$ 14.00	
Headstart Nutritionist	\$ 25.00	
<b><u>SUBSTITUTE TEACHERS</u></b>		
All Certified Substitutes	\$ 100.00	<b>\$125.00</b>
Certified Retired Substitutes Only	\$ 105.00	<b>\$130.00</b>
Teacher Hourly Rate of Pay 7-1-14	\$ 21.03	