

## HOURLY/SUBSTITUTE PAY RATE SHEET

### Effective 3/19/2012

		<u>RATE</u>
<b><u>COMMUNITY EDUCATION</u></b>		
Lifeguard		\$ 9.00
Locker Room Attendant	Minimum Wage	\$ 7.25
Swim Instructor		\$ 11.00
Latch Key/Nursery School Worker		\$ 8.00
Special Needs Helper	Minimum Wage	\$ 7.25
Youth Development Programs		
-Cross Age Student Helper	Minimum Wage	\$ 7.25
-Youth Service Facilitator		\$ 12.50
-Playground Leader		\$ 7.50
-Gym Supervisor	Minimum Wage	\$ 7.25
-Activity Leader		\$ 7.50
-Summer Youth Placement Coordinator		\$ 8.50
Latch Key Site Supervisor Substitute		\$ 10.00
Pool Director		\$ 7.50
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
Cook and Head Cook Substitute		\$ 9.50
Production Manager Substitute		\$ 10.50
Satellite Manager Substitute		\$ 9.50
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.		
<b><u>MAINTENANCE AND CONSTRUCTION</u></b>		
Summer Hourly Substitute		\$ 7.50
Snow Shovelers, Temporary		\$ 7.50
Summer AV Repair		\$ 7.00
Lead Person for Laborers		\$ 8.15
Summer Retired Trades People	*	
Welder and Other Skilled Trades	*	
<b><u>BUILDING OPERATIONS</u></b>		
Hourly Regular Substitute		\$ 8.50
Substitute for Licensed People		\$ 8.15
Summer Hourly		\$ 7.75
Summer Hourly Lawn Crew		\$ 7.75
Retired Custodian	*	
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	Minimum Wage	\$ 7.25
Skilled Tradesperson	*	

\*(Step B Current Maintenance Unit Bargaining Agreement)

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**Effective 3/19/2012**

**RATE**

<b><u>PURCHASING (STOREROOM)</u></b>			
Hourly Regular Substitute		\$	7.60
Hourly Student	Minimum Wage	\$	7.25
Stock Clerk (Retired Employee)		*	

<b><u>CLERICAL</u></b>			
Regular Substitute		\$	9.00
Retired Employee		\$	9.50

<b><u>PARAPROFESSIONALS</u></b>			
Instructional Assistant(Tutor)		\$	8.75
Media Assistant		\$	8.75
Supervisory Assistant		\$	9.00
Special Education Assistant		\$	9.00
Health Assistant		\$	10.00
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
Cultural Assistant (no language skills)		\$	9.00
Community Assistant		\$	8.50
Experience Center Manager		\$	8.50
Career Center Assistant Probationary Rate	Minimum Wage	\$	7.25
Career Center Assistant	Minimum Wage	\$	7.25
Career Center Coordinator		\$	12.50
Occupational Therapy Assistant		\$	9.50
Technical Tutor			
-Graphic Artist		\$	9.00
-Cultural Assistant (with language skills)		\$	9.50
-RDT		\$	9.00
-Asian Oriented		\$	9.00
-Evaluation/Testing		\$	9.00
Child Care Assistant		\$	9.00
Community Liaison		\$	9.00
Physical Therapist Assistant		\$	13.95
<b><u>Mental Health Practitioner Substitute</u></b>	<b><u>Effective 3/19/12</u></b>		<b><u>\$12.00</u></b>

<b><u>MISCELLANEOUS</u></b>			
HRA Headstart Resource Aide	Minimum Wage	\$	7.25
Desegregation Assistant		\$	7.50
Cafeteria/Playground Monitor		\$	8.50
Crossing Guard		\$	8.00
Work Study	Minimum Wage	\$	7.25
Accounting Intern		\$	8.00
GED Examiner		\$	20.00
Parental Involvement Coordinator	Minimum Wage	\$	7.25
Indian Adult Basic Education Assistant		\$	8.75
Assistant Examiner		\$	8.00
Systems Maintenance Technician		\$	21.54
Technology Student Intern(ISD#709 Student)		\$	7.00
Technology Student Intern (after 17 months)		\$	7.30
Technology Intern (college or above)		\$	8.00
Help Desk Technician		\$	12.82

<b><u>SUBSTITUTE TEACHERS</u></b>			
All Certified Substitutes		\$	95.00
Certified Retired Substitutes Only		\$	100.00
Teacher Hourly Rate of Pay 7-1-11		\$	20.72

**Updated 3/9/12**