

Buffalo-Hanover-Montrose Schools
2025-2026 SCHOOL YEAR RATES
Effective 09/01/2025

SUBSTITUTE

Substitute Nutrition Services \$ 18.00/hr

Substitute Custodian \$ 18.00/hr

Substitute ESP \$ 18.00/hr

Substitute Clerical \$ 18.00/hr

- *Substitute non-licensed staff who have retired from the district receive an additional \$1.00 per hour. Rates may be adjusted for former employees or due to longevity.*

Substitute Teacher (full day) \$ 185/day or \$92.50/half-day (days 1-20)
\$ 195/day or \$97.50/half-day (days 21-40)
\$ 205/day or \$102.50/half-day (days 41-60)
\$ 215/day or \$107.50/half-day (days 61+)

- *Long term substitute teachers (31 consecutive school days or longer) will be placed on the salary schedule according to the Teacher Master Agreement.*

Substitute ECFE Teacher \$ 23.00/hr

Substitute ECFE Assistants \$ 17.50/hr

HOMEBOUND INSTRUCTION \$ 37.00/hr

AVID TUTOR \$ 19.00/hr

ACTIVITY TICKET TAKERS/CONCESSIONS \$ 17.50/hr

EVENT WORKER FOOTBALL/MUSIC/ARTS \$ 22.24/hr

MIDDLE SCHOOL OFFICIALS & UMPIRES \$ 60.00 per event

MILEAGE REIMBURSEMENT According to IRS Guidelines

COMMUNITY EDUCATION LEVEL I POSITIONS

Community Education Level 1 Non-affiliated Employees							2025-2026
Effective August 31, 2025 to August 30, 2026							
KID KARE	LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Assistant	Level I	\$ 15.00	\$ 15.17	\$ 15.80			
Supervisor	Level I	\$ 17.95	\$ 18.92	\$ 19.52	\$ 20.22	\$ 20.48	\$ 21.42
Lead Supervisor	Level II		\$ 22.15				
AQUATICS	LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Lifeguard	NA	\$ 15.00	\$ 15.17				
Head Lifeguard (18+ Years)	NA	\$ 15.50	\$ 16.00				
Swim Instructor	Level I	\$ 19.38	\$ 20.62				
SUPERVISION	LEVEL	Step 1	Step 2				
Building Supervisor	Level I	\$ 16.16	\$ 17.17				
Recreation Supervisor	Level II	\$ 19.83	\$ 20.46				
ECFE	LEVEL	Step 1	Step 2	Step 3	Step 4	Step 5	
Assistants	Level I	\$ 17.95	\$ 18.92	\$ 19.52	\$ 19.89	\$ 20.16	
Longevity 6-10 \$ 0.64						\$ 20.80	
Longevity 11-15 \$ 0.77						\$ 20.93	
Longevity 16+ \$ 1.16						\$ 21.32	
*ECFE Assistants will be paid above rates beginning with August back-to-school staff week							
INSTRUCTORS	LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Tutoring	NA	\$ 33.52					
Adults with Disabilities	NA	\$ 17.95	\$ 18.92				
NOTES							
Community Ed Enrichment/Recreation Instructors-							
Individually negotiated contract based on percentage of fees or special considerations							
Temporary Jobs - As determined by the Director of Community Education							