

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 8/1/2014

RATE

<u>COMMUNITY EDUCATION</u>		
Lifeguard		\$ 9.00
Locker Room Attendant	Minimum Wage Increase	\$ 8.00
Swim Instructor		\$ 11.00
School-Aged Care/Pre-K Worker		\$ 8.00
Special Needs Helper	Minimum Wage Increase	\$ 8.00
Youth Development Programs		
-Cross Age Student Helper	Minimum Wage Increase	\$ 8.00
-Youth Service Facilitator		\$ 12.50
-Playground Leader	Minimum Wage Increase	\$ 8.00
-Gym Supervisor	Minimum Wage Increase	\$ 8.00
-Activity Leader	Minimum Wage Increase	\$ 8.00
-Summer Youth Placement Coordinator		\$ 8.50
Site Supervisor Substitute		\$ 10.00
Pool Director	Minimum Wage Increase	\$ 8.00
Temporary Building Coordinator		\$ 12.00
Puppeteer		\$ 9.00
American Indian Facilitator		\$ 9.25

<u>FOOD SERVICE</u>		
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
Satellite Mgr Trainer		\$ 15.63
Retired Food Service Employees are paid \$1.00/hr. in addition to above rates.		

<u>MAINTENANCE AND CONSTRUCTION</u>		
Summer Hourly Substitute	Minimum Wage Increase	\$ 8.00
Snow Shovelers, Temporary	Minimum Wage Increase	\$ 8.00
Summer AV Repair	Minimum Wage Increase	\$ 8.00
Lead Person for Laborers		\$ 8.15
Summer Retired Trades People	Effective 8/1/14	Step A of MA CBA
Welder and Other Skilled Trades	Effective 8/1/14	Step A of MA CBA

<u>BUILDING OPERATIONS</u>		
Hourly Regular Substitute		\$ 8.50
Substitute for Licensed People		\$ 8.15
Summer Hourly	Minimum Wage Increase	\$ 8.00
Summer Hourly Lawn Crew	Minimum Wage Increase	\$ 8.00
Retired Custodian		*
Retired Custodian II		*
Retired Fireperson I		\$ 11.85
Retired Fireperson II		*
Retired Engineer		
(Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*)		

<u>TRANSPORTATION</u>		
Substitute for Bus Driver (regular route)		Step A of MA CBA
Field Trip		\$ 10.00
Bus Helper		\$ 9.00

<u>PRINT SHOP</u>		
Summer Hourly	Minimum Wage Increase	\$ 8.00
Skilled Tradesperson	Effective 8/1/14	Step A of MA CBA

<u>PURCHASING (STOREROOM)</u>		
Hourly Regular Substitute	Minimum Wage Increase	\$ 8.00
Hourly Student	Minimum Wage Increase	\$ 8.00
Stock Clerk (Retired Employee)	Effective 8/1/14	Step A of MA CBA

*(Step B Current Maintenance Unit Bargaining Agreement)

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 8/1/2014

<u>CLERICAL</u>			
Regular Substitute		\$	9.00
Retired/Layoff Employees		\$	13.50
<u>EDUCATIONAL ASSISTANT</u>			
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) (Transliterater 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
Cultural Assistant (with language skills)		\$	9.50
Community Assistant		\$	8.50
Experience Center Manager		\$	8.50
Career Center Assistant	Minimum Wage Increase	\$	8.00
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
Mental Health practitioner Sub		\$	12.00
<u>MISCELLANEOUS</u>			
HRA Headstart Resource Aide	Minimum Wage Increase	\$	8.00
Desegregation Assistant	Minimum Wage Increase	\$	8.00
Cafeteria/Playground Monitor		\$	8.50
Crossing Guard		\$	8.00
Work Study	Minimum Wage Increase	\$	8.00
Accounting Intern		\$	8.00
GED Examiner		\$	20.00
Parental Involvement Coordinator	Minimum Wage Increase	\$	8.00
Indian Adult Basic Education Assistant		\$	8.75
Assistant Examiner		\$	8.00
Systems Maintenance Technician		\$	21.54
Technology Student Intern(ISD#709 Student)	Minimum Wage Increase	\$	8.00
Technology Student Intern (after 17 months)	Minimum Wage Increase	\$	8.00
Technology Intern (2 yrs college or above)		\$	11.00
Help Desk Technician		\$	12.82
Deli Operator		\$	14.00
Headstart Nutritionist		\$	25.00
<u>SUBSTITUTE TEACHERS</u>			
All Certified Substitutes	Effective 8/27/14	\$	100.00
Certified Retired Substitutes Only	Effective 8/27/14	\$	105.00
Teacher Hourly Rate of Pay 7-1-14		\$	21.03

updated 7-8-14