

HOURLY/SUBSTITUTE PAY RATE SHEET

Effective 8/1/2014

	OLD RATE	NEW RATE
<u>COMMUNITY EDUCATION</u>		
Lifeguard	\$ 9.00	8/1/14
Locker Room Attendant	Minimum Wage Increase \$ 7.25	8.50
Swim Instructor	\$ 11.00	
School-Aged Care/Pre-K Worker	Minimum Wage Increase \$ 8.00	8.50
Special Needs Helper	Minimum Wage Increase \$ 7.25	8.50
Youth Development Programs		
-Cross Age Student Helper	Minimum Wage Increase \$ 7.25	8.50
-Youth Service Facilitator	\$ 12.50	
-Playground Leader	Minimum Wage Increase \$ 7.50	8.50
-Gym Supervisor	Minimum Wage Increase \$ 7.25	8.50
-Activity Leader	Minimum Wage Increase \$ 7.50	8.50
-Summer Youth Placement Coordinator	\$ 8.50	
Site Supervisor Substitute	\$ 10.00	
Pool Director	Minimum Wage Increase \$ 7.50	8.50
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 \$ 7.50	8.50
Snow Shovelers, Temporary	Minimum Wage Increase \$ 7.50	8.50
Summer AV Repair	Minimum Wage Increase \$ 7.00	8.50
Lead Person for Laborers	Minimum Wage Increase \$ 8.15	8.50
Summer Retired Trades People	*	
Welder and Other Skilled Trades	*	
<u>BUILDING OPERATIONS</u>		
Hourly Regular Substitute	\$ 8.50	
Substitute for Licensed People	Minimum Wage Increase \$ 8.15	8.50
Summer Hourly	Minimum Wage Increase \$ 7.75	8.50
Summer Hourly Lawn Crew	Minimum Wage Increase \$ 7.75	8.50
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 \$ 7.25	8.50
Skilled Tradesperson	*	
<u>PURCHASING (STOREROOM)</u>		
Hourly Regular Substitute	Minimum Wage Increase \$ 7.60	8.50
Hourly Student	Minimum Wage Increase \$ 7.25	8.50
Stock Clerk (Retired Employee)	*	

*(Step B Current Maintenance Unit Bargaining Agreement)

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<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	\$	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
Mental Health practitioner Sub	\$	12.00
<u>MISCELLANEOUS</u>		
HRA Headstart Resource Aide	\$	7.25
Desegregation Assistant	\$	7.50
Cafeteria/Playground Monitor	\$	8.50
Crossing Guard	\$	8.00
Work Study	\$	7.25
Accounting Intern	\$	8.00
GED Examiner	\$	20.00
Parental Involvement Coordinator	\$	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 (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	\$	95.00
Certified Retired Substitutes Only	\$	100.00
Teacher Hourly Rate of Pay 7-1-14	\$	21.03

updated 6-19-14