

HOURLY/SUBSTITUTE PAY RATE SHEET
Updated 07/19/2016 ~ Effective 8/1/2016 (excepted where noted)

POSITIONS	SPECIAL NOTES	RATE
<u>COMMUNITY EDUCATION</u>		
Lifeguard		\$ 10.00
Locker Room Attendant		\$ 9.50
Swim Instructor		\$ 11.50
School-Aged Care/Pre-K Worker		\$ 9.50
Special Needs Helper		\$ 9.50
Youth Development Programs		
-Cross Age Student Helper		\$ 9.50
-Youth Service Facilitator		\$ 12.50
-Playground Leader		\$ 9.50
-Gym Supervisor		\$ 9.50
-Activity Leader		\$ 9.50
-Summer Youth Placement Coordinator		\$ 9.50
Site Supervisor Substitute		\$ 10.50
Pool Director		\$ 9.50
Temporary Building Coordinator		\$ 12.50
Puppeteer		\$ 10.00
American Indian Facilitator		\$ 9.75

<u>FOOD SERVICE</u>		
Food Service Substitute/Non -Unit Helper		\$ 9.50
Cook and Head Cook Substitute		\$ 10.00
Production Manager Substitute		\$ 10.50
Satellite Manager Substitute		\$ 10.50
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		\$ 9.50
Snow Shovelers, Temporary		\$ 9.50
Summer AV Repair		\$ 9.50
Lead Person for Laborers		\$ 9.50
Summer Retired Trades People		Step A of MA CBA
Welder and Other Skilled Trades		Step A of MA CBA

<u>BUILDING OPERATIONS</u>		
Hourly Regular Substitute		\$ 11.00
Substitute for Licensed People		\$ 9.50
Summer Hourly and Summer Hourly Lawn Crew		\$ 9.50
Retired Custodian		*
Retired Custodian II		*
Retired Fireperson I		\$ 11.85
Retired Fireperson II		*
Retired Engineer	(Eng. 1*/Eng. 2*/Eng. 3*/Eng. 4*)	

*(Step B Current Maintenance Unit Bargaining Agreement)

<u>TRANSPORTATION</u>		
Substitute for Bus Driver (regular route)		Step A of MA CBA
Field Trip		\$ 10.00
Bus Helper		\$ 9.50

<u>PRINT SHOP</u>		
Summer Hourly		\$ 9.50
Skilled Tradesperson		Step A of MA CBA

<u>PURCHASING (STOREROOM)</u>		
Hourly Regular Substitute		\$ 9.50
Hourly Student		\$ 9.50
Stock Clerk (Retired Employee)		Step A of MA CBA

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<u>CLERICAL</u>		
Regular Substitute	\$	10.00
Retired/Layoff Employees		OSS Step 1 of Clerical CBA
<u>PARAPROFESSIONALS</u>		
Instructional Assistant(Tutor)	\$	9.50
Media Assistant	\$	9.50
Supervisory Assistant	\$	10.00
Special Education Assistant	\$	10.00
Health Assistant	\$	11.00
Hearing Impaired Assistant (Signer) (Transliterators Non-Licensed)	\$	13.00
Licensed Interpreter for the Deaf	\$	20.00
Special Education Assistant (LPN License Required)	\$	16.50
Special Education Assistant (RN License Required)	\$	22.50
Indian Oriented Assistant	\$	9.50
Cultural Assistant (no language skills)	\$	9.50
Cultural Assistant (with language skills)	\$	10.00
Community Assistant	\$	9.50
Experience Center Manager	\$	9.50
Career Center Assistant	\$	9.50
Career Center Coordinator	\$	12.50
Occupational Therapy Assistant	\$	10.00
Technical Tutor		
-Graphic Artist	\$	10.00
-Cultural Assistant (with language skills)	\$	10.00
-RDT	\$	10.00
-Asian Oriented	\$	10.00
-Evaluation/Testing	\$	10.00
Child Care Assistant	\$	10.00
Community Liaison	\$	9.50
Physical Therapist Assistant	\$	14.00
Mental Health Practitioner Sub	\$	12.00
<u>MISCELLANEOUS</u>		
HRA Headstart Resource Aide	\$	9.50
Desegregation Assistant	\$	9.50
Cafeteria/Playground Monitor	\$	9.50
Crossing Guard	\$	9.50
Work Study	\$	9.50
Accounting Intern	\$	9.50
GED Examiner	\$	20.00
Parental Involvement Coordinator	\$	9.50
Indian Adult Basic Education Assistant	\$	9.50
Assistant Examiner	\$	9.50
Systems Maintenance Technician	\$	21.54
Technology Student Intern(ISD#709 Student)	\$	9.50
Technology Student Intern (after 17 months)	\$	9.50
Technology Intern (2 yrs college or above)	\$	12.00
Help Desk Technician	\$	13.00
Deli Operator	\$	14.00
Headstart Nutritionist	\$	25.00
<u>SUBSTITUTE TEACHERS</u>		
All Certified Substitutes	\$	125.00
Certified Retired Substitutes Only	\$	130.00
Teacher Hourly Rate of Pay 7/1/16	\$	21.03

updated 8/1/16 (minimum wage increased on 8/1/2016)