

HOURLY/SUBSTITUTE PAY RATE SHEET

Updated 11/28/17 - Effective 01/01/2018

POSITIONS	SPECIAL NOTES	RATE
<u>COMMUNITY EDUCATION</u>		
Lifeguard		\$ 10.00
Locker Room Attendant		\$ 9.65
Swim Instructor		\$ 11.50
School-Aged Care/Pre-K Worker		\$ 9.65
Special Needs Helper		\$ 9.65
Youth Development Programs		
-Cross Age Student Helper		\$ 9.65
-Youth Service Facilitator		\$ 12.50
-Playground Leader		\$ 9.65
-Gym Supervisor		\$ 9.65
-Activity Leader		\$ 9.65
-Summer Youth Placement Coordinator		\$ 9.65
Site Supervisor Substitute		\$ 10.50
Pool Director		\$ 9.65
Temporary Building Coordinator		\$ 12.50
Puppeteer		\$ 10.00
American Indian Facilitator		\$ 9.75
<u>FOOD SERVICE</u>		
Food Service Substitute/Non -Unit Helper		\$ 9.65
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		\$ 9.65
Snow Shovelers, Temporary		\$ 9.65
Summer AV Repair		\$ 9.65
Lead Person for Laborers		\$ 9.65
Retired Trades People		Step B 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		\$ 9.65
Summer Hourly and Summer Hourly Lawn Crew		\$ 9.65
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		\$ 9.65
<u>PRINT SHOP</u>		
Summer Hourly		\$ 9.65
Skilled Tradesperson		Step A of MA CBA
<u>PURCHASING (STOREROOM)</u>		
Hourly Regular Substitute		\$ 9.65
Hourly Student		\$ 9.65

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Stock Clerk (Retired Employees) **Updated 11/21** Step A of MA CBA

<u>CLERICAL</u>	
Regular Substitute	\$ 10.00
Retired/Layoff Employees	OSS Step 1 of Clerical CBA

<u>PARAPROFESSIONALS</u>	
Instructional Assistant(Tutor)	\$ 9.65
Media Assistant	\$ 9.65
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	\$ 9.65
Cultural Assistant (no language skills)	\$ 9.65
Cultural Assistant (with language skills)	\$ 10.00
Community Assistant	\$ 9.65
Experience Center Manager	\$ 9.65
Career Center Assistant	\$ 9.65
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	\$ 9.65
Physical Therapist Assistant	\$ 14.00
Mental Health Practitioner Sub	\$ 12.00

<u>MISCELLANEOUS</u>	
HRA Headstart Resource Aide	\$ 9.65
Desegregation Assistant	\$ 9.65
Cafeteria/Playground Monitor	\$ 9.65
Crossing Guard	\$ 9.65
Work Study	\$ 9.65
Accounting Intern	\$ 9.65
GED Examiner	\$ 20.00
Parental Involvement Coordinator	\$ 9.65
Indian Adult Basic Education Assistant	\$ 9.65
Assistant Examiner	\$ 9.65
Systems Maintenance Technician	\$ 21.54
Technology Student Intern(ISD#709 Student)	\$ 9.65
Technology Student Intern (after 17 months)	\$ 9.65
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

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