

INDEPENDENT SCHOOL DISTRICT # 11

MEMORANDUM

DATE: June 22, 2015
TO: School Board Members
FROM: Jim Gilligan, Director of Labor Relations & Benefits Director
RE: Substitute, Temporary, or Seasonal Pay Rates

School Board approval is requested for the following rates of pay for various positions effective July 1, 2015.

Substitute Category (covering for existing position)	Casual	Experienced*
Child Nutrition Assistants:	\$10.75	\$11.25
Custodial:	\$10.75	\$11.25
Secretary/Clerical:		
Secretarial/Clerical or Confidential	\$10.75	\$11.25
Secretarial – Class C	\$12.75	\$13.25
Paraeducators:		
Bus Para	\$10.25	\$10.75
Elementary, Secondary, Supp. Prgm, ESL Para,	\$11.00	\$11.25
Special Ed, Technology, COTA Para, Health	\$12.00	\$12.50
Technical Specialists:		
Class B or C	\$12.75	\$13.25
Education Support Professionals:		
Early Childhood Screener	\$21.00	\$21.25

***Experienced Substitutes:**

- Anoka-Hennepin Retirees subbing in their same category
- Current Anoka-Hennepin employees on non-medical unpaid leaves subbing in same category
- Effective at the beginning of each school year only, for those who subbed 67 days or more during the previous school year. Must substitute 67 days each year to maintain the experienced rate.
- Current part-time Secretary or Paraeducator who substitute during non-duty time in different building same category.

School Board approval is requested for the following rates of pay for various positions effective April 15, 2015.

Temporary or Seasonal Category

Custodial **	\$ 9.75	\$10.25 returning	\$11.25 retiree
Clerical	\$11.25		
Weight Room/ Camp Non-Certified	\$10.72	\$11.25 returning	
Weight Room/ Camp Certified	\$19.82		
Transportation Router	\$18.25		

** A custodial substitute working a minimum of 45 days during the school year (Sept-May) will remain at their Substitute Category hourly rate if hired into a summer seasonal custodial position at the end of the school year.

SCHOOL BOARD APPROVED: June 22, 2015