



Activity Worker, Substitute, Temporary, and Seasonal Pay Rates

Hourly Substitute, Temporary and Seasonal Workers

- The rates of pay for hourly positions are based on the base compensation rate in each working agreement/policy.
- The pay rate for summer weight room assignments is based on the minimum rate for paraeducators with an additional \$10 premium for certified employees.
- Summer positions are paid based on the rates for the previous school year.
- Rates with asterisk represent Collective Bargaining Agreements that are not settled for FY 25-26

2025-26 rate

Child Nutrition Assistant:	\$17.45 per hour*
Custodial:	\$20.00 per hour*
Secretary/Clerical:	\$19.05 per hour
Confidential Employee:	\$24.84 per hour
Paraeducators:	
Bus	\$18.50 per hour
Elementary, Secondary, Supp. Prgm., ESL Para	\$19.25 per hour
Special Ed, Technology, COTA Para	\$20.00 per hour
Health Paraeducator – No LPN	\$23.70 per hour
Health Paraeducator - LPN	\$25.70 per hour
School Monitors:	\$17.50 per hour
Early Childhood Screener:	\$31.61 per hour*
Job Coaches:	\$17.50 per hour
Transportation Router:	\$29.10 per hour
Summer Weight Room/Camp Non-Certified:	\$18.50 per hour (eff 6/2026)
Summer Weight Room/Camp Certified:	\$28.50 per hour (eff 6/2026)

Substitute Teachers (rates prorated for half day assignments)

Substitute Teaching	\$200.00 per day
A-H Retiree Substitute Teaching	\$215.00 per day

Activity Workers

Ticket seller/gate entry/football chain crew	\$18.00 per hour
Site manager/others	\$20.00 per hour
Regional Tournaments hosted by A-H	Rate set by region.

Coaches Driving Type III Van

Short Trip	\$60 per trip
Long Trip	\$120 per trip

SCHOOL BOARD