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ahschools.us

DATE: August 21, 2023

TO: School Board Members

FROM: Todd Mensink, Director of Labor Relations & Benefits

RE: Revised Substitute, Temporary, or Seasonal Pay Rates

School Board approval is requested for rates of pay for the following substitute, temporary, and seasonal positions effective September 5, 2023. 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.

Hourly Substitute, Temporary and Seasonal Workers

2023-24 rate

Child Nutrition Assistants:	\$15.30 per hour* \$17.00 effective 8/21/23
Custodial:	\$16.50 per hour* \$19.50 effective 3/26/24
Secretary/Clerical:	\$17.10 per hour
Confidential Employee:	\$20.98 per hour
Paraeducators:	
Bus	\$16.50 per hour
Elementary, Secondary, Supp. Prgm., ESL Para	\$17.00 per hour
Special Ed, Technology, COTA Para	\$18.00 per hour
Health, LPN, SPED-LPN	\$24.00 per hour
School Monitors:	\$17.00 per hour
Education Support Professionals:	
Early Childhood Screener	\$29.80 per hour*
Job Coaches:	\$17.00 per hour
Transportation Router:	\$27.77 per hour
Weight Room/Camp Non-Certified:	\$16.50 per hour
Weight Room/Camp Certified:	\$26.50 per hour

Substitute Teachers (rates prorated for half day assignments)

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

Substitute Incentives for hard to fill positions

Substitute teachers at the following buildings will be paid \$225 per day. Administration will monitor fill rates and come back to the Board with recommendations for modified incentives if needed.

- River Trail Learning Center
- Evergreen Park Elementary School
- Coon Rapids Middle School

**Rates with asterisk will be increased to minimum hourly rate for full time employees once contract or policy is approved by the Board*

SB Approved: 8/21/2023

SCHOOL BOARD

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