



✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1003

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**DATE:** November 30, 2022

**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 December 2, 2022. The rates of pay for hourly positions are based on the base compensation rate in each working agreement/policy at this time.

**Hourly Substitute, Temporary and Seasonal Workers      2022-23 rate      A-H Retiree rate**

<b>Child Nutrition Assistants:</b>	\$15.30 per hour
<b>Custodial:</b>	\$16.50 per hour
<b>Secretary/Clerical:</b>	\$17.00 per hour
<b>Confidential Employee:</b>	\$18.46 per hour*
<b>Paraeducators:</b>	
Bus	\$16.00 per hour
Elementary, Secondary, Supp. Prgm., ESL Para	\$16.50 per hour
Special Ed, Technology, COTA Para	\$17.50 per hour
Health, LPN, SPED-LPN	\$23.50 per hour
<b>School Monitors:</b>	\$16.50 per hour
<b>Education Support Professionals:</b>	
Early Childhood Screener	\$29.80 per hour
<b>Job Coaches:</b>	\$16.50 per hour
<b>Transportation Router:</b>	\$26.02 per hour*
<b>Weight Room/Camp Non-Certified:</b>	\$16.00 per hour
<b>Weight Room/Camp Certified:</b>	\$26.00 per hour

**Substitute Teachers**

Substitute Teaching (prorated for half day assignments)	\$180.00 per day	\$195.00 per day
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**Substitute Incentives**

Between December 2, 2022 and June 8, 2023 the following incentive rates will be provided for substitute teachers:

- \$225.00 per day at the following schools/programs:
  - A-H Regional/Technical High School
  - Adams Elementary
  - Bridges/Pathways
  - Coon Rapids Middle School
  - Evergreen Park Elementary
  - Hamilton Elementary
  - Mississippi Elementary
  - Northdale Middle School
  - River Trail Learning Center
- \$225.00 per day for any school/program on Friday\*\*

**SCHOOL BOARD**

Marci Anderson, Chair    Nicole Hayes, Vice Chair    Jeff Simon, Clerk    Erin Heers-McArdle, Treasurer    Matt Audette, Director    Kacy Deschene, Director



# ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICE CENTER

Dr. Kate Maguire, *Interim Superintendent*

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Individuals who work as **Substitute Teachers** for 50 days Between September 6, 2022 and January 31, 2023 or between February 1, 2023 and June 8, 2023 will receive an additional \$500 one-time payment.

Individuals who work as **Substitute Paraeducators** for 50 days between September 6, 2022 and January 31, 2023 or between February 1, 2023 and June 8, 2023 will receive an additional \$400 one-time payment.

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

*\*\*\$225.00 incentive cannot be stacked.*

Approved by School Board: 11/30/2022

LRB:TM

## SCHOOL BOARD

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