

INDEPENDENT SCHOOL DISTRICT # 11

MEMORANDUM

DATE: October 26, 2020
TO: School Board Members
FROM: Todd Mensink, 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 November 1, 2020.

Substitute Category	Casual	Experienced*
Child Nutrition Assistants:	\$13.50	\$14.00
Custodial:	\$13.75	\$14.25
Secretary/Clerical:	\$13.75	\$14.25
Paraeducators:		
Bus	\$13.50	\$14.00
Elementary, Secondary, Supp. Prgm., ESL Para	\$14.00	\$14.50
Special Ed, Technology, COTA Para	\$14.75	\$15.25
Health, LPN, SPED-LPN	\$18.75	\$19.25
School Monitors:	\$14.00	\$14.50
Technical Specialists:		
Class B or C	\$13.50	\$14.00
Education Support Professionals:		
Early Childhood Screener	\$21.75	\$22.25

***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.

Substitute Teachers

Substitute Teaching - full day rate, prorated for half day assignment	\$150.00
Retired Anoka-Hennepin Teacher - full day, prorated for half day assignment	\$160.00

Temporary or Seasonal:

Custodial	\$12.25	\$13.25 returning	\$14.25 retiree
Clerical	\$13.75	\$14.25 returning	
Weight Room/Camp Non-Certified	\$11.50	\$12.00 returning	
Weight Room/Camp Certified	\$20.00		
Transportation Router	\$19.00		

** 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: 10/26/2020