

ATTACHMENT NO. VIII-E: Substitute Pay Scales

Potential motion:                      None

Recommended action:                Informational

It is recommended to increase the substitute pay rates in coordination with the base pay of the contract. This will be presented again in June for approval.

Custodian – per hour .....	\$ 13.26
Food Service (cook/lunch assistant) – per hour .....	\$ 12.03
Secretary – per hour .....	\$ 12.82
Substitute Nurse .....	\$ 21.74
Substitute Teacher (certified position) daily rate (including TRS).....	\$ 105.00
Substitute Teacher (long-term certified position) (including TRS) .....	\$125.00
(15 or more consecutive days in the same assignment)	
Substitute Teacher (North Boone Retired Teacher - certified position)	
daily rate.....	\$125.00
Substitute Teacher (North Boone Retired Teacher - long-term certified position)	
(15 or more consecutive days in the same assignment).....	\$140.00
Substitute Teaching Assistant (non-certified position) – per hour .....	\$ 12.62

**Incentives**

Assignment Bonus: A one-time bonus will be given in June for any substitute who works the following:

25-50 days: \$50 bonus

50-74 days: \$100 bonus

More than 75 days: \$200 bonus

Day of Bonus: Any substitute that fills a job that is posted after 12:01 am on the date of the job will receive a bonus. The substitute will be eligible for the \$50 bonus after 5 day of jobs are accepted. These bonuses are determined on a yearly basis.

Substitute Referral Program: Any NB staff members that refers a substitute to North Boone and that substitute works more than 10 days in the school year will be eligible for a \$100 bonus to the referring NB staff member.