

INDEPENDENT SCHOOL DISTRICT 196
ROSEMOUNT, MN 55068

SUBSTITUTE AND TEMPORARY EMPLOYEE WAGE RATE
11/5/18

The following are the only approved rates for substitute and temporary employees. If you do not see a rate listed for a position you should contact Human Resources.

<u>CATEGORY</u>	<u>RATES</u>
<u>General</u>	
Bus Driver – Substitute	\$17.88/18.26 ¹ /hr (eff. 7/1/18)
Bus Driver – Charter Substitute	\$17.88 ¹¹ /hr (eff 7/1/18)
Bus Chaperone	\$14.32/14.62 ¹ /hr (eff. 7/1/18)
Transportation Casual	\$13.00/13.95 ⁹ /hr.
Building Chief Substitute	\$21.00/hr
Building Chief Substitute (ISD 196 Building Chief Retiree)	\$25.00/hr
Custodian	\$13.20/13.95 ² /hr
Warehouse Checker	\$13.20/13.95 ² /hr
Warehouse Casual	\$9.65/hr \$9.86/hr (eff. 1/1/19)
Long-term Sub/Temp Custodian	\$14.30 ³ /hr
Groundskeeper	\$15.00/16.00 ¹⁰ /hr
Truck/Mail Van Driver	\$13.57/hr
Food Service Associate	\$13.20/13.95 ² /hr
Print Room Bindery Worker I	\$9.65/hr. \$9.86/hr (eff 1/1/19)
Print Room Bindery Worker II	\$12.00/hr
Printer	\$15.00/hr
Graphics Assistant	\$15.00/hr
Secretary/Clerical Rate (ISD 196 Retiree)	\$14.00/hr
Secretary (Group I & II)	\$14.00/hr (eff. 11/16/18)
Accounting Clerk	\$14.00/hr (eff. 11/16/18)
Secretary (Group IV)	\$14.00/hr (eff. 11/16/18)
Instructional/Library Clerk/Typist	\$12.75/hr
Paraprofessional	\$14.00/hr
Teaching Assistant (ECFS)	\$14.00/hr
Bridge-to-School Summer Program ECFE Teaching Assistant	\$14.71/hr ⁸
Special Education Extended School Year Program Special Education Paraprofessional	\$14.71/hr ⁸
Teacher (Additional Hour)	\$22.67/hr
Teacher Substitutes - ISD 196 retired teacher or <i>current teacher on non-medical leave of absence</i>	\$145/full day, \$88/half day ⁵
Teacher Substitute	\$135/full day, \$78/half day ⁵
Nurse Substitute	\$24.00
School Psychologist (early entrance assessments)	\$131.80 per child
Early Childhood Screening Nurse	\$24.00/hr
Early Childhood Screening Teacher	\$25.00/hr
Campus Security Specialist	\$15.50/hr
Building Tech Support	\$12.00/hr
<u>Miscellaneous</u>	
Academic Coaches (non-licensed) leader	\$23.99/hr
Academic Coaches (non-licensed)	\$15-18.23/hr
American Indian Education Academic Coach	\$25.75/hr
American Indian Education Academic Coach (Licensed)	\$30.00/hr
Backstage Arts Event Supervisor	\$25.00/hr
Cable TV Coordinator	\$15.00/hr
Chemical Hygiene Officer	\$20.00/hr (maximum 10 hrs/school year)

Choral Accompanist	\$25.25/hr
Debate/Speech Judge	\$70.00/day
Driver's Training	\$28.80/hr
Election Judge Chair	\$11.00/hr
Election Judge	\$9.65/hr \$9.86/hr (eff. 1/1/19)
ELL Tutors	\$10.95/hr
Foreign Language Interpreter (non-teacher)	\$30.00/hr
High School Officials ⁷	See attached rates
Instrumental Music Summer Lessons	\$19-25.00 per student per lesson
Intramural Coaches (HS only)	\$600 - \$2,500 range
Intramural Officials (HS only)	\$25.00/game
Parent Involvement Coordinator	\$9.65- \$15.00/hr \$9.86 - \$15.00/hr (eff 1/1/19)
ACT camp instructor	\$30.00/hr
SES Field Experience Instructor	\$800
Site Managers	\$50/event, \$70 over 3 ½
Student Dance Chaperone	\$25/hr
Student Employee I (Work Exper. Program in district)	\$9.65/hr \$9.86/hr (eff 1/1/19)
Student Employee II	\$9.65/hr \$9.86/hr (eff 1/1/19)
Student Employee III (college student)	\$9.65 - \$12.00/hr \$9.86 – 12.00/hr (eff 1/1/19)
Student Official	\$9.65/game \$9.86/game (eff 1/1/19)
Student Workers (auditorium)	\$9.65/hr \$9.86/hr (eff 1/1/19)
Summer School Coordinator (Non-licensed)	\$25.00/hr
Supervisor for Activities and Athletic Events ⁶	\$32.01/event, \$47.07 over 3 ½ hours
Tech Workers (College)	\$10.15/hr
Tech Workers (HS)	\$9.65/hr \$9.86/hr (eff 1/1/19)
Test Proctoring (non-licensed)	\$16.00/hr
Theatre Ticket Booth Worker (non-employee)	\$9.65/hr- \$13.00/hr \$9.86/hr (eff 1/1/19)
Tutors	\$10.00/hr
Vocal Music Summer Lessons	\$20 - \$25.00 per student per lesson
Voice Lessons (6 one-half hour lessons in summer)	\$145
Weekend/after-hours supervision	\$25.00/hr

Middle School Officials

Student Referees (Grade 7/8)	\$25.00/game
Declam	48.50/half day contest
Basketball	\$50.00/2 games
Volleyball	\$40.00/match
Track Starter/Clerk of Course/Head Timer	\$50.00/meet
Track Field Event Workers/Timers	\$25.00/meet
Track Meet Starter	\$80.00/meet, \$120.00/ meet over 3 ½ hours
Swimming - Starter	\$50.00/meet
Soccer	\$40.00/game
Intramural Supervisor	\$25.00/hr
Intramural Student Assistant	\$9.65/hr 9.86/hr (eff 1/1/19)

Summer Camps/Programs

Instrumental Music Summer Ensemble	\$60-75.00/student
Performing Arts Camp Director	\$750.00 per one week camp
Performing Arts Camp Coordinator	\$600 per one week camp
Performing Arts Camp College Students	\$9.65 - \$14.00/hr \$9.86 – \$14.00/hr (eff 1/1/19)
Performing Arts Camp HS Students	\$9.65 - \$13.00/hr \$9.86 – \$14.00/hr (eff 1/1/19)
Showtime! Camp Director	\$2,000/two week camp
Showtime! Camp Coordinator	\$1,500 per two week camp
Summer Science Institute Director	\$1,000/2,500/camp
Summer Science Institute Teacher	\$500-1,000/camp (faculty member)
Weight Training Camp Director	Up to \$7,000/camp
Weight Training Camp Workers	Up to \$4,500/camp (faculty member)
Weight Training Camp Workers	\$15-25.00/hr (non-faculty member)
Summer Camps (SES)	\$200.00/day
Speech - Adult Coaches	\$20.00/hr
Speech - College Student Coach	\$13.00/hr
Speech - High School Grads	\$10.00/hr
Video Producer (Showtime Camp)	\$200-\$300/camp

Summer Musical Theatre

Head Director	\$6,000-7,500/camp
Orchestra Director	\$3,500-4,000/camp
Vocal Director	\$3,500-4,000/camp
Technical Director	\$4,000-5,000/camp
Set Construction	\$2,000-2,500/camp
Choreographer	\$2,500-3,500/camp
Assistant Choreographer/Dance Captain	\$1,500-2,000
Lighting Assistant	\$1,000-1,500/camp
Sound Assistant/Board Operator	\$500-\$1,000/camp
Costumer/Properties	\$4,000-4,500/camp
Assistant Costumes/Props	\$1,000-1,500
Asst to Director/Stage Manager	\$2,000 - \$3,500
Scene Painter	\$2,000-3,000
Box Office/Concessions/Cashier	\$11 - 16.00/hr
Video Producer	\$750-1,000/production
Filming	\$150/performance
Backstage Lead	\$500-\$1,000

¹ Substitute Bus Drivers and Chaperones must have substituted for 30 or more days in the previous school year to receive the higher pay rate.

² Positions with a dual rate structure shall receive the lower rate during the first 30 days of service. After 30 days of service the substitute or temporary employee, shall be paid the higher rate for as long as they work in that substitute or temporary category. If you subbed in the previous school year, your balance will be carried over to the following school year.

³ This rate applies to long-term substitute/temporary custodians whose assignment will be in the same position for 60 or more working days. After 100 working days in the same position, please refer to Article VI Section 6 of the Support Staff Association of Independent School District 196 working agreement.

⁵ A full day is defined as any day over 4 hours and 15 minutes. A half day is defined as up to and including 4 hours and 15 minutes. A substitute who is asked to teach the class of a different absent teacher during an hour when the substitute is not teaching classes of the teacher for whom the substitute was called shall receive an additional \$10.00 for the day.

⁶ This includes Activities and Athletic Event workers.

⁷ High School Athletic officials follow the rates on the Metro Officials' Fee Structure which are agreed to by South Suburban Athletic Directors.

⁸ ECFE teaching assistant, if currently employed by District 196 as an ECFE teaching assistant is paid their current hourly rate. Special Education paraprofessional, if currently employed by District 196 as a special education paraprofessional is paid their current hourly rate.

⁹ Positions with a dual rate structure shall receive the lower rate during the first 60 days of service. After 60 days of service the substitute or temporary employee, shall be paid the higher rate for as long as they work in that substitute or temporary category. If you subbed in the previous school year, your balance will be carried over to the following school year.

¹⁰ This rate applies to substitute/temporary groundskeepers. The lower rate will apply to their first seasonal assignment and the higher rate will apply to their second seasonal assignment and thereafter. After 100 working days in the same position, please refer to Article VI Section 6 of the Support Staff Association of Independent School District 196 working agreement.

¹¹This rate applies to the first two hours of a charter, then reverts to \$13.50/hr.

Positions with salary ranges shall receive a rate within the range established by the Principal based upon the following factors: number of students, duration of program, responsibilities and other related factors.