

Agenda Item 6.10

Human Resources Office

Brad Swanson, Assistant Superintendent for Human Resources
Alice Raflares, Director of Human Resources
Debbie Timpe, Human Resources Specialist; Certified
Jeanne Davito, Human Resources Specialist; Non-certified
Victoria Palmer, Benefits Assistant
Alice Kus, Human Resources Department Assistant

To: Dr. Mike Riggle
Board of Education

From: Mr. Brad Swanson
Ms. Alice Raflares

Date: October 17, 2017

Re: Miscellaneous Hourly Rates 2017-18

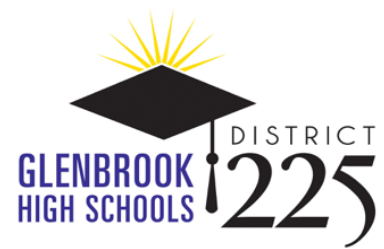
Recommendation

The Administration recommends the Board of Education approve the 2017-2018 Miscellaneous Hourly Rates.

Background

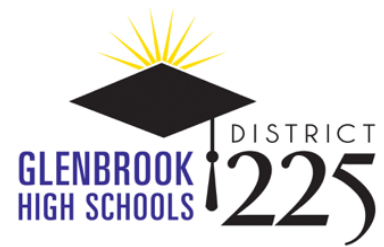
Miscellaneous Hourly Rates are updated on an annual basis through a review of union contracts by the Human Resources Department. For those positions not associated with a union contract, salary schedules are utilized to establish pay rates each year. In unique cases, miscellaneous hourly rates are determined in consultation with building administrators for high need areas (e.g. Graduation Tech Support).

There are three categories of pay schedules - Exempt, Non-Exempt, and Student/Swim Workers. The Exempt schedule refers to salaried employees (e.g. teachers). The Non-Exempt schedule refers to hourly employees (e.g. Instructional Assistants). Student and Swim Workers are typically current or recent graduates of high school.



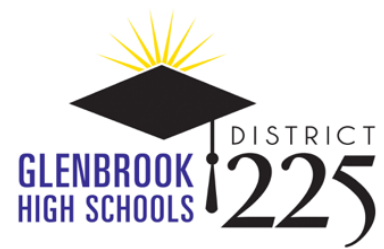
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2017-2018 Exempt Wages	Hourly Rate
<u>Summer</u>	
Summer School (2017)	\$55.00
Summer School (2018)	\$55.00
Summer Curriculum Projects (2016)	\$55.00
Summer Curriculum Projects (2017)	\$55.00
<u>Professional Development</u>	
Saturday/Summer Workshops	\$55.41
In-house Graduate Course Instructor	\$55.41
New Teacher Orientation	\$25.00
STAR Program	\$55.41
<u>Instructional/Substitution</u>	
Substitution - Internal teacher	\$69.56
Substitution - External	\$25.94
Substitution - (Long-term)	\$39.55
Substitution - (Long-term Retiree)	\$52.17
Substitution - Evening School (Teacher)	\$15.50
Substitute - Certified School Nurse	\$52.17
Homebound Instructor	\$53.00
IEP	Daily Individual Rate
<u>Testing Outside of School Day</u>	
Test Center Supervisor	\$30.65
Testing Room Supervisor	\$27.30
Test Proctors	\$21.64
<u>Supervision (creditable)</u>	
Saturday Detention	\$36.57
Club Supervision	\$20.86
Radio Supervision	\$23.23
Judge (Debate, Forensics, etc.)	\$12.50



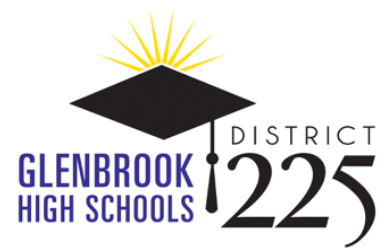
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<u>Supervision (non-creditable)</u>	
Intramurals	\$22.15
Indoor athletic events - Single	\$22.15
Outdoor athletic events - Single	\$22.15
Indoor athletic events (score table) - Double	\$22.15
Indoor athletic events (other) - Double	\$22.15
Outdoor athletic events (score table) - Double	\$22.15
Outdoor athletic events (other) - Double	\$22.15
Dances	\$22.15
Bus Driver	\$22.15
Security/Rental of Facilities	\$23.18
Graduation	\$23.18
Graduation (Tech/Video Support)	Daily individual rate



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2017-18 Non-Exempt Wages	Hourly Rate	Hourly Rate
<u>Substitution</u>	Daily	Long-term
Substitution - Instructional Assistant	\$17.43 (Step 1)	\$18.17 (Step 3)
Substitution - Paraprofessional		
Substitution - Evening School (IA or Para)	\$15.24	\$17.43
Substitution - Info/Data 1-2	\$16.77 (Step 1)	\$17.45 (Step 3)
Substitution - Info/Data 2-3	\$19.70 (Step 1)	\$20.25 (Step 3)
Substitution - Exec Asst 1-2	\$20.05 (Step 1)	\$20.85 (Step 3)
Substitution - Exec Asst 2-3	\$24.26 (Step 1)	\$25.09 (Step 3)
Substitution - Non-Certified Registered Nurse	\$29.10 (Step 1)	\$30.10 (Step 3)
Substitution - Teacher	\$35.87	
<u>Testing Outside of School Day</u>	Straight-Time	Over-Time
Test Center Supervisor (pass out materials)	\$20.44	\$30.65
Testing Room Supervisor (read directions)	\$18.20	\$27.30
Test Proctors (assisting)	\$14.43	\$21.64
<u>Supervision</u>	Straight-Time	Over-Time
Saturday Detention	\$24.38	\$36.57
Extra-Curricular Activities Event Staff	\$14.76	\$22.15
Club Supervision (\$1762/89 hours)	\$19.80	\$29.70
Bus Driver	\$14.76	\$22.15
Security	\$15.46	\$23.18
Rental of Facilities	\$23.18	
<u>Special Education IA</u>		
Extra-Curricular - IA I	\$18.17	\$27.26
Extra-Curricular - IA II	\$19.17	\$28.76



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2017-2018 Student Workers	Hourly Rate
<u>Current High School Students</u>	<u>Daily</u>
1st year employed	\$9.30
2nd year employed	\$9.60
3rd year employed	\$9.90
4th year employed	\$10.15
<u>18+ or High School Graduate</u>	<u>Daily</u>
1st year employed	\$10.77
2nd year employed	\$11.55
3rd year employed	\$12.11
4th year employed	\$12.44
Swim Rates - GBS Learn to Swim & GBN Swim America Program	Hourly Rate
Student Instructor	
<u>Level of Experience</u>	
5+ years experience	\$11.22
4+ years experience	\$10.82
3+ years experience	\$10.55
2+ years experience	\$10.25
1 year experience	\$9.88
Lifeguard Assistant	
<u>Level of Experience</u>	
N/A	\$12.44