



# PLUM BOROUGH SCHOOL DISTRICT

## Substitute/Support Employees' (Non-Bargaining Unit)

### Daily/Hourly Rates

### 2016-2017 Proposal



	POSITION	2011/12	2012-13	2013-14	2014-15	2015-16	2016-17 Proposed
<b>SUBSTITUTE TEACHER DAILY RATES</b>							
1a.	Day-to-Day Substitute Teachers **	\$90.00/Day**	\$90.00/Day**	\$90.00/Day**	\$90.00/Day**	\$90.00/Day**	<b>\$90.00/Day**</b>
1b.	Long-Term Substitute teacher* (LTS)	\$190.00/Day*	\$190.00/Day*	\$190.00/Day*	\$190.00/Day*	\$190.00/Day*	<b>\$190.00/Day*</b>
<b>SUBSTITUTE SUPPORT PERSONNEL HOURLY RATES</b>							
2	Administrative Assistants	\$8.00/Hr.	\$8.00/Hr.	\$8.00/Hr.	\$8.00/Hr.	\$8.00/Hr.	<b>\$8.00/Hr.</b> May change based upon minimum wage law.
3	Custodians (No Subs for Maintenance)	\$8.00 to \$10.00 Hr..	\$8.00 to \$10.00 Hr..	\$10.00/Hr.	\$10.00/Hr.	\$10.00/Hr.	<b>\$10.00/Hr.</b>
4	Food Service Workers	\$7.50/Hr.	\$8.00/Hr.	\$10.00/Hr.	\$10.00/Hr.	\$10.00/Hr.	<b>\$10.00/Hr.</b>
5	Paraprofessionals	\$8.00/Hr.	\$8.00/Hr.	\$9.00/Hr.	\$9.00/Hr.	\$9.00/Hr.	<b>\$9.00/Hr.</b>
6	Bus Drivers - Regular	\$11.75/Hr.	\$11.75/Hr.	\$15.00/Hr.	\$15.00/Hr.	\$15.00/Hr.	<b>\$15.00/Hr.</b>
7	Bus Drivers - Retired	\$13.75/Hr.	\$13.75/Hr.	\$15.00/Hr.	\$15.00/Hr.	\$15.00/Hr.	<b>\$15.00/Hr.</b>
8	Transportation Aides	\$10.75/Hr.	\$10.75/Hr.	\$11.00/Hr.	\$11.00/Hr.	\$11.00/Hr.	<b>\$11.00/Hr.</b>
9	Regular FT Security Police (Daytime)	\$13.00/Hr.	\$13.00/Hr.	\$13.25 Hr.	\$13.25 Hr.	\$14.00 Hr.	<b>\$14.00 Hr.</b>
10	Substitute Security Police (Daytime)	\$12.50/Hr.	\$12.50/Hr.	\$12.50/Hr.	\$12.50/Hr.	\$12.50/Hr.	<b>\$12.50/Hr.</b>
<b>OTHER SUPPORT PERSONNEL HOURLY RATES</b>							
11	Bus Washer (Summer Only)	\$10.50/Hr.	\$10.50/Hr.	\$10.50/Hr.	\$10.50/Hr.	\$10.50/Hr.	<b>\$10.50/Hr.</b>
12	Shop Worker/Buses (Summer Only)	\$11.50/Hr.	\$11.50/Hr.	\$11.50/Hr.	\$11.50/Hr.	\$11.50/Hr.	<b>\$11.50/Hr.</b>
13	School Police (Evening Event Duty)	\$12.50/Hr.	\$12.50/Hr.	\$12.50/Hr.	\$12.75/Hr.	\$12.75/Hr.	<b>\$13.25/Hr. (Approved)</b>
14	Co-Op Technology Technicians	\$7.25/Hr.	\$7.25/Hr.	\$7.25/Hr.	\$7.25/Hr.	\$7.25/Hr.	<b>\$7.25/Hr.</b> May change based upon minimum wage law.
* Teachers working 90 days or more consecutively as a Long-Term Substitute get retroactive pay for days worked as a substitute, plus health benefits.		Presented: // - Finance Committee Meeting - 5/17/16					
**Teachers working 30 days through a grading period receive an additional \$10.00 per day or \$100.00 per day.		Board Approval Date: //					